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Public Profile

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Carla Gomes da Costa

Research Interests

OB & HRM
Emotions
Creativity & Innovation
Workplace health promotion
Executive Coaching

Academic Qualifications

University/Institution	Type	Degree	Period
ISCTE-IUL	PhD	Gestão e Desenvolvimento de Recursos Humanos	2016
Comenius	Post-graduation	Planeamento e Gestão da Formação	2013
TUV-Rheinland	Post-graduation	Técnico Superior de Higiene e Segurança no Trabalho	2010
UAL	Post-graduation	Gestão Avançada de Recursos Humanos	2003
ISCTE-IUL	M.Sc.	Psicologia Social e das Organizações	1997

FCSH - Universidade Nova de Lisboa	Licenciate	Sociologia	1993

Teaching Activities

Teaching Year	Sem.	Course Name	Degree(s)	Coord.
2019/2020	1º	Critical Issues in Hospitality Human Resources	Master Degree in Hospitality and Tourism Management;	No
2019/2020	1º	Liderança Servidora E Coaching		Yes

Supervisions

- **M.Sc. Dissertations**

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Jéssica Isabel Rosa Paulino	Psychological detachment from work during off-job time: a relationship with job demands and resources	English	Iscte	2019
2	Duarte Manuel Farinha Caixado	The Gamification Features' Effect on the Training Effectiveness in Organizational Context	English	Iscte	2019
3	Ana Beatriz Lourenço Costa	Approach Crafting: Contextual Antecedents and Impact on Work Engagement	Portuguese	Iscte	2019
4	Eloisa Fagundes	The Moderation of the Appreciation of Coaching Process Improvement in the Relationship between Work-Life Balance and Work Well-being.	Portuguese	Iscte	2019
5	Cátia Soraia Santos Rocha	The study of vocational training as a means of developing skills - case study in a training academy	Portuguese	Iscte	2018
6	Andreia Filipa Teixeira Varela	Perceived Human Resources Management Practices and Career Self-Management Behaviours: Test of a Theoretical Model	English	Iscte	2018
7	Inês Daniela da Silva Vieira	Emotions, Burnout and Presenteeism in the workplace	English	Iscte	2018
8	Mariana Leonardo Ramos	Psychological detachment from work during off-job time: An integrative study	English	Iscte	2018

9	Beatriz Ester Fernandes Coelho	A Inteligência Emocional das Chefias como Preditora da Diminuição da Intenção de Turnover dos Colaboradores	Portuguese	Iscte	2018
10	Sílvia Isabel da Silva Gomes de Sousa	Características Organizacionais e Individuais: Impacto no Envolvimento no Processo Criativo	Portuguese	Iscte	2017
11	Lídia Pinto Ribeiro Marques	The Benefits of E-Recruitment: Web 1.0 & Web 2.0	English	Iscte	2017
12	Andreia Filipa Cruz dos Santos	O Papel da Orientação para a Apredizagem e da Liderança Transformacional no Envolvimento no Processo Criativo	Portuguese	Iscte	2017
13	Alexandra Sofia Mateus Vale	A Relação entre os Estados Emocionais Positivos e o Desenvolvimentono Processo Criativo no Contexto Organizacional: O papel mediador da inteligência emocional, da auto-eficácia criativa e do suporte organizacional	Portuguese	Iscte	2017

Total Citations

Web of Science®	53
Scopus	45

Publications

• Scientific Journals

- Scientific journal paper

1	Ferreira, A. I., Perez-Nebra, A., Ellen Costa, E., Aguiar, M. L., Zambonato, A., Costa, C. G....Costa Ferreira, P. A. N. (2021). Presenteeism and productivity: The role of biomarkers and hormones. International Journal of Environmental Research and Public Health. 18 (9) - Times Cited Web of Science®: 3 - Times Cited Scopus: 4 - Times Cited Google Scholar: 7
2	Costa, C. G., Zhou, Q. & Ferreira, A. I. (2020). State and trait anger predicting creative process engagement – the role of emotion regulation . Journal of Creative Behavior. 54 (1), 5-19 - Times Cited Web of Science®: 14 - Times Cited Scopus: 10 - Times Cited Google Scholar: 27
3	Costa, C. G., Zhou, Q. & Ferreira, A. I. (2018). The impact of anger on creative process engagement: the role of social contexts. Journal of Organizational Behavior. 39 (4), 495-506 - Times Cited Web of Science®: 36 - Times Cited Scopus: 31 - Times Cited Google Scholar: 44

4	Costa, C. G. (1996). O papel do amor na percepção de invulnerabilidade à sida. Psicologia. 12 (1), 41-62

• Books and Book Chapters

- Book chapter

1	Fontes, A. & Costa, C. G. (2020). Coaching for all – From Theory to Practice—in Search of Theoretical Approaches Leading to Informed Coaching Practices. In MBA for Managers and Engineers.: C. Machado & P. Davim.
2	Fontes, A. & Costa, C. G. (2020). Coaching for all – New approaches to future challenges. In Springer (Ed.), MBA for Managers and Engineers.: C. Machado & P. Davim .

• Conferences/Workshops and Talks

- Publication in conference proceedings

1	Costa, C. G., Zhou, Q. & Ferreira, A.I. (2015). Anger and creative process engagement: The moderating effects of social context. In Sonia Taneja (Ed.), Academy of Management Proceedings. Canadá: Academy of Management .
2	Costa, C., Zhou, Q. & Ferreira, A. (2014). State anger and creative process engagement in organisational context. In Proceedings of the 30th EGOS Colloquium. Roterdão

- Talk

1	Ferreira, A.I., Perez-Nebra, A., Costa, E., Aguiar, M.L., Zambonato, A., Modesto, J.G....Costa, C. G. (2019). Biomarkers and hormones: Contributions to a fuller understanding of alternative measures to assess productivity despite presenteeism. 15th European Conference on Psychological Assessment .
2	Ferreira, A.I., Costa, C. G. & Vieira, I. (2018). Emotions, Burnout and Presenteeism in the Workplace. 13th EAOHP Conference.
3	Costa, C. G. (2017). A importância do Clima Organizacional. Promover a Excelência da Hotelaria no Algarve.
4	Costa, C. G., Zhou, Q. & Ferreira, A. (2015). Anger and creative process engagement: the moderating effects of social context. 2015 Academy of Management Meeting.
5	Costa, C. G. & Zhou, Q. (2013). Anger and creative performance in the organisational context. A theoretical framwork. Third Conference of the International Network of Business and Management Journals (INBAM).
6	Costa, C. G. & Zhou, Q. (2013). Anger and creative performance in an organisational context. PHD Research Seminars in Organizational Behavior and Human Resources Management.
7	Costa, C. G. & Zhou, Q. (2012). Anger states and creative performance in organisational context. PHD Research Seminars in Organizational Behavior and Human Resources Management.
8	Costa, C. G. & Zhou, Q. (2011). Emotional regulation impact asa moderator between mood states and creative performance. PHD Research Seminars in Organizational Behavior and Human Resources Management.
9	Costa, C. G. (2000). O amor e a percepção de invulnerabilidade à Sida. Seminário Jovens, sexualidade e Riscos.

10	Costa, C. G. (1997). A percepção de invulnerabilidade à sida nos jovens universitários. Semana Temática sobre Sida.
11	Costa, C. G. & Lima, M. L. (1996). A percepção do risco da sida - o amor como ilusão de controlo. IV simpósio Nacional de Investigação em Psicologia.

• Other Publications

- Non-peer-reviewed papers

1	Costa, C. G. (2013). Vencer numa Entrevista de Seleção. Psicologia na actualidade. 16, 88-97
2	Costa, C. G. (2012). Da Gestão das Equipas às Equipas a Gerir. Psicologia na Actualidade. 8, 126-132
3	Costa, C. G. (2011). Fui despedido(a) e agora?. Psicologia na Actualidade. 2, 155-160
4	Costa, C. G. (1998). A educação sexual na escola - avaliação das necessidades de formação, por parte das instituições e grupos sociais. Sexualidade e Planeamento Familiar.

Scientific Editing/Reviewing Activities

Type of Activity	Journal Title	ISSN/Quartile	Period	Language
Member of scientific journal editing staff	Tourism and Hospitality	--	Since 2018	English