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Carla Rebelo

Research Interests

Talent attraction and retention, High performance, Recruitment and selection, Efficiency and efficacy, productivity, Neuroscience and teams

External Professional Activities

Period	Employer	Country	Description
Since 2015	Adecco Recursos Humanos	Portugal	Responsible for the company in Portugal
2013 - 2015	HAYS Recruiting Experts Worldwide	Brazil	Responsible for the company in Brasil
2011 - 2013	Kelly Services	Brazil	Responsible for the company in Brasil
2007 - 2011	Randstad Holding	Netherlands	Reporting to the Executive Board on the strategy and performance of assigned countries
2003 - 2007	Randstad Portugal	Portugal	responsible for finance
2001 - 2003	Deloitte	Portugal	responsible for finance
1995 - 2001	Akzo Nobel - Organon	Portugal	

1991 - 1995	Nestlé Waters	Portugal	
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Teaching Activities

Teaching Year	Sem.	Course Name	Degree(s)	Coord .
2023/2024	2º	Change and Organizational Consulting	Post Graduation Program in People Management and Leadership;	Yes
2022/2023	2º	Change and Organizational Consulting	Post Graduation Program in People Management and Leadership;	No
2021/2022	2º	Change and Organizational Consulting	Post Graduation Program in People Management and Leadership;	No
2021/2022	1º	Strategic and International Human Resource Management	Master Degree in Human Resource Management and Organizational Consultancy;	No
2020/2021	2º	Human Resource Attraction, Selection and Development	Master Degree in Human Resource Management and Organizational Consultancy;	No
2020/2021	2º	Change and Organizational Consulting	Post Graduation Program in People Management and Leadership;	No
2020/2021	2º	International Human Resources Management	Institutional Degree in ISCTE Business School;	No
2020/2021	1º	Strategic and International Human Resource Management	Master Degree in Human Resource Management and Organizational Consultancy;	No
2019/2020	2º	Human Resource Attraction, Selection and Development	Master Degree in Human Resource Management and Organizational Consultancy;	No
2019/2020	2º	International Human Resources Management	Bachelor Degree in Human Resources Management;	No
2019/2020	1º	Strategic and International Human Resource Management	Master Degree in Human Resource Management and Organizational Consultancy;	No

Supervisions

• M.Sc. Dissertations - Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Francisco Pratas e Sousa Tavares da Silva	The employer branding effect on employee commitment	English	Iscte	2022

2	Inês Leal Bernardino	Millennial Generation: an allusion to the specifics of Employee Retention in the Consulting Industry in Portugal	English	Iscte	2022
3	Ilaria Valenza	How to have an effective Online training, engaging employees through a supportive environment, in times of Covid-19	English	Iscte	2022
4	Guilherme Filipe Martins Lopes	Employer Branding and talent attraction on the IT market	English	Iscte	2021
5	Camila da Cunha Rego Valente Perfeito	Integration and Organizational Commitment for Qualified Immigrants in Portugal	English	Iscte	2021
6	Mariana Marçal de Mello Corrêa	Digital Recruitment and Selection Process - Continuing or just in pandemic crisis?	Portuguese	Iscte	2021
7	André Filipe Pereira Machado	Generation Y - Generational Challenges in Talent Retention in Consulting Companies, in Portugal	Portuguese	Iscte	2021
8	Beatriz da Ponte Ferreira	Artificial Intelligence in Recruitment and Selection: Friend or Enemy? Perceptions and Attitudes of Portuguese Recruitment and Selection Professionals	Portuguese	Iscte	2020
9	Mariana Goinhas Gonçalves	An Applicant's profile: Linked(In) vs. Linked(Out)	English	Iscte	2020
10	Alexandra Lacasta Almeida	Telework's influence on emotional exhaustion and task performance: the role of work overload and resiliency	Portuguese	Iscte	2020

• M.Sc. Final Projects

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Catarina Madruga Afonso Monteiro Emídio	Relationship between organizational satisfaction with compensation systems and the ability to retain expatriates	Portuguese	Iscte	2021

Total Citations

Web of Science®	45
Scopus	35

Publications

• Scientific Journals

- Scientific journal paper

1	<p>Junça Silva, A., Almeida, A. & Rebelo, C. (2024). The effect of telework on emotional exhaustion and task performance via work overload: The moderating role of self-leadership. <i>International Journal of Manpower</i>. 45 (2), 398-421</p> <ul style="list-style-type: none">- Times Cited Web of Science®: 44- Times Cited Scopus: 34- Times Cited Google Scholar: 66
2	<p>Junça Silva, A., Almeida, A. & Rebelo, C. (2023). Validation of the E-Work Life Scale for the Portuguese population. <i>TPM - Testing, Psychometrics, Methodology in Applied Psychology</i>. 30 (1), 93-105</p> <ul style="list-style-type: none">- Times Cited Web of Science®: 1- Times Cited Scopus: 1- Times Cited Google Scholar: 3

Awards

Country of the year (2018)

Iberian Manager of 2018 (2018)