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Research Interests

- Sickness Presenteeism
- Burnout
- Hospitality and tourism sector.
- Human Resources
- Emotional Labor
- Attendance Cultures/Climates
- Well-being
- Engagement

Academic Qualifications

University/Institution	Type	Degree	Period
ISCTE Business School	PhD	Management, specialization in Human Resources and Organizational Behavior	2022
ISCTE - Instituto Universitário de Lisboa	M.Sc.	Psicologia Social e das Organizações	2016
ISCTE - Instituto Universitário de Lisboa	Licenciate	Psicologia	2014

Teaching Activities

Teaching Year	Sem.	Course Name	Degree(s)	Coord.
2026/2027	2º	Virtual Teams and E-leadership	Master Degree in Human Resource Management and Organizational Consultancy;	No
2026/2027	2º	Human Resources Management	Bachelor Degree in Management;	No
2026/2027	1º	Leadership and Organizational Behavior	Bachelor Degree in Management;	No
2026/2027	1º	Organizational Diagnosis and Organizational Change	Bachelor Degree in Human Resources Management;	Yes
2026/2027	1º	Conflicts Management and Negotiation	Bachelor Degree in Human Resources Management;	Yes
2025/2026	2º	Human Resources Management	Bachelor Degree in Management;	No
2025/2026	1º	Leadership and Organizational Behavior	Bachelor Degree in Management;	No
2025/2026	1º	Organizational Diagnosis and Organizational Change	Bachelor Degree in Human Resources Management;	No
2025/2026	1º	Organizational Behaviour: Individual Processes		No
2023/2024	2º	Human Resources Management	Bachelor Degree in Marketing Management; Bachelor Degree in Management;	No
2023/2024	1º	Organizational Diagnosis and Organizational Change	Bachelor Degree in Human Resources Management;	No
2022/2023	1º	Organizational Diagnosis and Organizational Change	Bachelor Degree in Human Resources Management;	No
2021/2022	1º	Organizational Diagnosis and Organizational Change	Bachelor Degree in Human Resources Management;	No

2021/2022	1º	Research Methods in Human Resources Management	Bachelor Degree in Human Resources Management;	No
2020/2021	1º	Organizational Diagnosis and Organizational Change	Bachelor Degree in Human Resources Management;	No
2019/2020	2º	Human Resources Management		No
2018/2019	2º	Human Resource Attraction, Selection and Development	Master Degree in Human Resource Management and Organizational Consultancy;	No
2018/2019	2º	Human Resource Attraction, Selection and Development	Master Degree in Human Resource Management and Organizational Consultancy;	No

Supervisions

• M.Sc. Dissertations

- Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Hermínia de Jesus Torres de Amorim	The mother wears uniform: The impact of perceived organizational support and perceived workplace breastfeeding support on maternal subjective well-being in the security forces	Portuguese	Delivered	Iscte
2	Sofia Alexandra Lourenço Martins	Strategic Management of Senior Talent and Sustainable Careers: A Qualitative Case Study in a Fast-Moving Consumer Goods Multinational	Portuguese	Delivered	Iscte
3	Ana Margarida Rocha Martins Simões	The relationship between problematic smartphone use and work performance and engagement: The moderating role of Fear of Missing Out	--	Developing	Iscte
4	Joana da Silva Gameiro	Perceived Nepotism and Counterproductive Work Behavior: The Mediating Role of Anger and the Moderating Role of Personality	--	Developing	Iscte
5	António Pedra Romeiras Palma	The Influence of Employer Branding Perceptions on Retention Intentions in the Sports Sector: Evidence from a Professional Football Club	Portuguese	Delivered	Iscte
6	Mariana Cabral Patacas	A influência da cultura organizacional na aceitação à mudança: o papel mediador da comunicação interna	--	Developing	Iscte

7	Ana Miguel Silva Santos	The Mediating Role of Engagement in the Relationship Between Human Resource Practices and Turnover Intention: The TPRS of the DGRSP	Portuguese	Delivered	Iscte
8	João Pedro Correia Pessoa	Wellness Tourism Beyond Health: Exploring Wellness Tourism Motivations, Luxury and Social Status in the UAE	English	Delivered	Iscte
9	Yongxi Hu	Sickness Surface Acting, Organizational Support, and Emotional Exhaustion among Healthcare Workers in China	--	Developing	Iscte

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Sara Catarina Duro Horta	The relationship between Inclusion and Work Engagement: the moderation of Openness to Diversity and Emotional Intelligence	Portuguese	Iscte	2022
2	José Gonçalo Gonçalves Tenda Corrêa de Oliveira	The Relationship between Leadership Moral Disengagement and Burnout: The Mediation Effect of Presenteeism Climate and the Moderation Effect of Contract Types	English	Iscte	2019

Total Citations

Web of Science®	258
Scopus	237

Publications

• Scientific Journals

- Scientific journal paper

1	Correia Leal, C., Rosa, P. & Antunes, A. (N/A). Present but absent: The influence of a presenteeism climate on employee burnout and work engagement, and the moderating role of gender differences. Journal of Organizational Effectiveness: People and Performance, N/A. https://doi.org/10.1108/JOEPP-06-2025-0474
2	Lopéz, A., Bastos, J. & Correia Leal, C. (2026). The effect of crew rostering policies on flight crew safety behaviours. Journal of Occupational and Organizational Psychology, 99(2). https://doi.org/10.1111/joop.70113

3	Correia Leal, C., Ferreira, A. I. & Carvalho, H. (2023). “Hide your sickness and put on a happy face”: The effects of supervision distrust, surface acting and sickness surface acting on hotel employees’ emotional exhaustion. Journal of Organizational Behavior, 44(6), 871?887. https://doi.org/10.1002/job.2676 - Times Cited Web of Science®: 33 - Times Cited Scopus: 34 - Times Cited Google Scholar: 49
4	Esperança, M. B., Ferreira, A. I., Leal, C. C. & Braun, T. (2021). The link between interpersonal and interorganisational networking: The role of start-up members' achievement-related affect. International Journal of Entrepreneurial Venturing, 13(1), 63?87. https://doi.org/10.1504/IJEV.2021.10033796 - Times Cited Web of Science®: 1
5	Correia Leal, C. & Ferreira, A. I. (2021). In sickness and in health: The role of housework engagement in work productivity despite presenteeism. The Spanish Journal of Psychology, 24. https://doi.org/10.1017/SJP.2021.37 - Times Cited Web of Science®: 8 - Times Cited Scopus: 6 - Times Cited Google Scholar: 18
6	Sousa, I. C., Almeida, T. & Correia Leal, C. (2021). Trapped in the COVID-19 pandemic: The effect of risk concern and emotions on burnout among health care workers. Psicologia, 35(1), 163?173. https://doi.org/10.17575/psicologia.v35i1.1697 - Times Cited Web of Science®: 3 - Times Cited Scopus: 3 - Times Cited Google Scholar: 4
7	Ruhle, S. A., Breitsohl, H., Aboagye, E., Baba, V., Biron, C., Correia Leal, C....Yang, T. (2020). “To work, or not to work, that is the question” – Recent trends and avenues for research on presenteeism. European Journal of Work and Organizational Psychology, 29(3), 344?363. https://doi.org/10.1080/1359432X.2019.1704734 - Times Cited Web of Science®: 188 - Times Cited Scopus: 171 - Times Cited Google Scholar: 299
8	Correia Leal, C. & Ferreira, A. I. (2020). Should I book another hotel? The effects of sickness and ethnicity on customer brand loyalty and positive word of mouth. International Journal of Hospitality Management, 91. https://doi.org/10.1016/j.ijhm.2019.102410 - Times Cited Web of Science®: 25 - Times Cited Scopus: 23 - Times Cited Google Scholar: 35

• Conferences/Workshops and Talks

- Publication in conference proceedings

1	Leal, C. C., Ferreira, A. I. & Carvalho, H. (2020). “Smile and please hide your sickness”: The role of emotions and sickness surface acting in a presenteeism climate context. In Taneja, S. (Ed.), 80th Annual Meeting of the Academy of Management 2020: Understanding the Inclusive Organization, AoM 2020. Academy of Management. https://doi.org/10.5465/AMBPP.2020.240

- Talk

1	Sousa, I.C., Correia Leal, C. & Almeida, T. (2025). Remnants of the pandemic among teachers: Age discrepancy, work-family conflict and burnout. 8th Age in the Workplace Meeting,.

2	Veira, P. N., Correia Leal, C. & Morais, R. (2023). UNIVERSITY EUROPEIA'S ACADEMIC MODEL: NEW TRENDS AND EXPERIENCES. 17th annual International Technology, Education and Development Conference,. https://doi.org/10.21125/inted.2023.1396
3	Correia Leal, C. & Ferreira, A.I. (2022). “Might a spouse’s personality and support influence one’s workplace performance?”: The role of housework engagement in work productivity despite presenteeism.. European Conference of Personality 2020,.
4	Correia Leal, C. & Ferreira, A.I. (2021). Sick and dealing with customer complaints: The effects of sickness and customer incivility on hotel employees’ emotion regulation strategies.. British Academy of Management,.
5	Correia Leal, C., Ferreira, A.I. & Carvalho, H. (2020). “Smile and please hide your sickness”: The role of emotions and sickness surface acting in a presenteeism climate context.. 80th Annual Meeting of the Academy of Management,.
6	Correia Leal, C., Ferreira, A.I. & Carvalho, H. (2020). “Smile and please hide your sickness”: The role of emotions and sickness surface acting in a presenteeism climate context. 20th EURAM Annual Conference,.
7	Correia Leal, C. (2019). Sick in the hotel: The effects of sickness and ethnicity on customer loyalty and positive word of mouth.. 79th Annual Meeting of the Academy of Management,.
8	Oliveira, J. C., Ferreira, A.I., Martinez, L. & Correia Leal, C. (2019). Presenteeism climate and job demands-resources: A diary study in the hospitality industry. EAWOP 2019 Congress,.
9	Correia Leal, C. & Ferreira, A.I. (2019). Discrimination in hotels: The effects of employees’ sickness on customer loyalty and positive word of mouth. EAWOP 2019 Congress,.
10	Correia Leal, C., Lourenço & Ferreira, A.I. (2018). The mediator role of presenteeism citizenship behavior: Going the extra mile when feeling sick. EAWOP Small Group Meeting,.
11	Correia Leal, C., Lourenço & Ferreira, A.I. (2018). Organizational citizenship behavior and social capital: Going the extra mile when feeling sick. •EURAM 2018 18th Annual Conference of the European Academy of Management,.
12	Correia Leal, C. & Ferreira, A.I. (2018). The nightmare of getting sick on vacation: The effects of sickness presenteeism in the hospitality sector net promoter score.. 13th European Academy of Occupational Health Psychology Conference,.
13	Martinez, L., Ferreira, A.I., Correia Leal, C. & Sequeira (2018). The impact of work engagement and health conditions on productivity associated with presenteeism: A diary study in the hospitality industry. EAWOP Small Group Meeting,.
14	Correia Leal, C. & Ferreira, A.I. (2017). The relationship between conscientiousness, perceived partner support and work productivity associated with presenteeism between couples: the mediating role of housework engagement.. VII Conference on Research and Intervention in Human Resources. Managing people: a changing role,.

• Other Publications

- Non-peer-reviewed papers

1	Esperanga, Maria Beatriz, Ferreira, A.I., Correia Leal, C. & Braun, T. (2021). The link between interpersonal and interorganisational networking: the role of start-up members' achievement-related affect. International Journal of Entrepreneurial Venturing,. https://doi.org/10.1504/IJEV.2021.114279
2	Matos, M. G., Pais Ribeiro, J.L., Matos, MG, Correia Leal, C. & Ferreira, A.I. (2010). drini em crianças e adolescentes portugueses: Impacto em crianças e adolescentes portugueses: impacto de factores sociais e pessoais. Revista Amazônica, 2(nd), 57?83.
3	Gaapar, Tania, Pais Ribeiro, J.L., Ferreira, A.I., Correia Leal, C. & Matos, M. G. (2010). Estudo da auto-estima em crianças e adolescentes portugueses: Impacto em crianças e adolescentes portugueses: impacto de factores sociais e pessoais. Revista Amazônica, 5(2), 57?83.
4	Matos, M. G., Matos, M. G., Ribeiro, J., Jose, Luis, Correia Leal, C. & Ferreira, A.I. (2009). HEALTH-RELATED QUALITY OF LIFE IN CHILDREN AND ADOLESCENTS AND ASSOCIATED FACTORS. Journal of Cognitive and Behavioral Psychotherapies,. - Times Cited Google Scholar: 140

- Other publications

1	Correia Leal, C., Ferreira, A.I. & Carvalho, H. (2020). “Smile and Please Hide Your Sickness”: The Role of Emotions and Sickness Surface Acting in a Presenteeism Climate Context..

- Report

1	Saavedra, Beatriz, Ferreira, A.I. & Correia Leal, C. (2024). WISE-AI: EU Report..

Research Projects

Project Title	Role in Project	Partners	Period
Fostering Young Women’s Employability by Promoting Sustainable Development Goals through Artificial Intelligence	Researcher	BRU-Iscte (OBHR), MTG - Leader (Cyprus), AY Institute - (Lithuania), Politeknika Txorierri - (Spain), ICON - (Greece), ATERMON - (Netherlands)	2024 - 2026

Academic Management Positions

Coordenador do 2º Ano (2026)
Unit/Area: Bachelor Degree in Human Resources Management

Awards

FCT Scholarship (2017)

Scientific Editing/Reviewing Activities

Type of Activity	Journal Title	ISSN/Quartile	Period	Language
Member of scientific journal editing staff	Journal of Organizational Effectiveness: People and Performance		Since 2023	Portuguese