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[Organizational Behaviour and Human Resources Group]



Contacts

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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.
2025/2026	2º	Human Resources Management	Bachelor Degree in Finance and Accounting; Bachelor Degree in Marketing 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 Finance and Accounting; 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	Bachelor Degree in Finance and Accounting; Bachelor Degree in Marketing Management; Bachelor Degree in 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	Sofia Alexandra Lourenço Martins	Gestão Estratégica de Talento Sénior: Desafios e Oportunidades no Envelhecimento Demográfico	--	Developing	Iscte
2	Mariana Cabral Patacas	A influência da cultura organizacional na aceitação à mudança: o papel mediador da comunicação interna	--	Developing	Iscte
3	Hermínia de Jesus Torres de Amorim	A mãe veste farda: O impacto do suporte organizacional e das políticas de suporte à amamentação no bem estar materno nas forças de segurança	--	Developing	Iscte
4	Ana Miguel Silva Santos	Da Capacidade à Permanência: Como as Competências influenciam a Intenção de Turnover numa Entidade Pública	--	Developing	Iscte
5	João Pedro Correia Pessoa	Wellness Tourism as a Reflection of Self-Investment and Social Status: Navigating Health Benefits vs Wealth Display in the UAE	--	Developing	Iscte
6	António Pedra Romeiras Palma	The Influence of Employer Branding Perceptions on Retention Intentions in the Sports Sector: Evidence from a Professional Football Club	--	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
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Total Citations

Web of Science®	294
Scopus	249

Publications

• Scientific Journals

- Scientific journal paper

1	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. <i>Journal of Organizational Behavior</i> . 44 (6), 871-887 - Times Cited Web of Science®: 21 - Times Cited Scopus: 19 - Times Cited Google Scholar: 31
2	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. <i>International Journal of Entrepreneurial Venturing</i> . 13 (1), 63-87
3	Correia Leal, C. & Ferreira, A. I. (2021). In sickness and in health: The role of housework engagement in work productivity despite presenteeism. <i>The Spanish Journal of Psychology</i> . 24 - Times Cited Web of Science®: 7 - Times Cited Scopus: 5 - Times Cited Google Scholar: 16
4	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. <i>Psicología</i> . 35 (1), 163-173 - Times Cited Web of Science®: 3 - Times Cited Scopus: 2 - Times Cited Google Scholar: 4
5	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. <i>European Journal of Work and Organizational Psychology</i> . 29 (3), 344-363 - Times Cited Web of Science®: 157 - Times Cited Scopus: 142 - Times Cited Google Scholar: 242

6	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. <i>International Journal of Hospitality Management</i> . 91 - Times Cited Web of Science®: 25 - Times Cited Scopus: 22 - Times Cited Google Scholar: 35
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• 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. Vancouver: Academy of Management.
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- 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.
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. & Ferreira, A.I. (2019). Discrimination in hotels: The effects of employees' sickness on customer loyalty and positive word of mouth. EAWOP 2019 Congress.
8	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.
9	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.
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.
2	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
3	Matos, M. G., 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
4	Matos, M. G., Matos, M. G., Ribeiro, J., Neves, J., 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. 9 (1), 33-48 - Times Cited Web of Science®: 81 - Times Cited Scopus: 59 - Times Cited Google Scholar: 135
5	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: 136

- 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.
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Research Projects

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