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Contacts

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Academic Qualifications

University/Institution	Type	Degree	Period
ISCTE-IUL - Instituto Superior Ciências Trabalho e da Empresa	PhD	Gestão	2006
Universidade do Minho	M.Sc.	Engenharia Humana	1999
ISCTE-IUL - Instituto Superior Ciências Trabalho e da Empresa	Licenciante	Sociologia	1986
Instituto Superior Técnico - UTL	Licenciante	Engenharia Electrotécnica	1976

Teaching Activities

Teaching Year	Sem.	Course Name	Degree(s)	Coord
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2025/2026	1º	Management of Health Units	Post Graduation Program in Health Services Management;	Yes
2024/2025	1º	Management of Health Units	Post Graduation Program in Health Services Management;	Yes
2023/2024	1º	Management of Health Units	Post Graduation Program in Health Services Management;	Yes
2022/2023	1º	Management of Health Units	Post Graduation Program in Health Services Management;	No
2021/2022	1º	Management of Health Units	Post Graduation Program in Health Services Management;	No
2020/2021	1º	Management of Health Units	Post Graduation Program in Health Services Management;	No
2019/2020	1º	Management of Health Units	Post Graduation Program in Health Services Management;	No
2019/2020	1º	Team Leadership and Conflict Management	Post Graduation Program in Health Services Management;	Yes
2013/2014	1º	Management of Health Units	Master Degree in Health Services Management;	Yes

Supervisions

• Ph.D. Thesis

- Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Filipa Maria Nogueira Lança Rodrigues	O efeito da Governança Clínica na Morbilidade Materna Near Miss em Portugal	Portuguese	Developing	Iscte
2	Paulo Simões	--	Portuguese	Developing	Iscte
3	Thelma Resende	--	Portuguese	Developing	Iscte
4	Helder Pereira	--	Portuguese	Developing	Iscte
5	Alexandra Barosa Pereira	--	Portuguese	Developing	Iscte
6	Ricardo Lopes Oliveira	--	Portuguese	Developing	Iscte

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
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1	Ren Xuqi	The Correlation of Patient Safety Culture and Patient-Centeredness Self-Efficacy of Physicians' Patient Safety Behavior	English	Iscte	2025
2	Cai Dingbin	Modeling the Relationship between Organizational Support, Self-Efficacy, and Clinicians' Health Communication Ability: A Case-Based Approach in Chinese Hospitals	English	Iscte	2025
3	Wang Ling	Relationship Between Pay-for-Performance Satisfaction and Physician Professionalism: Evidence from Public Hospitals in Sanming City of China's Fujian Province	English	Iscte	2024
4	Huang Sanhao	The Influence of Workplace Dignity on Work Motivation and Turnover Intention of Physicians in Basic Public Health Service	English	Iscte	2024
5	Huang Huigen	Medical Staff's Sense of Security, Work Engagement and Turnover Intention: A Cross Sectional Study in Guangdong, China	English	Iscte	2023
6	Ernesto José Ferrão Abreu Pereira	Stent for Life - A Value Based Initiative	English	Iscte	2023
7	Liu Linxia	The Influence of Legal Training for Doctors on Medical Disputes	English	Iscte	2021
8	Luo Liming	The Security Effect and Operating Mechanism of the "Zhanjiang Model" of the Serious Illnesses Medical Insurance System	English	Iscte	2020
9	Liao Qiwu	The Satisfaction of the Elderly with Moderate and Severe Disability in Geriatric Nursing Institutions: a Case Study of Geriatric Nursing Institutions in Chengdu	English	Iscte	2020
10	Célia Maria Rodrigues Cova Gomes Picoito	An institutional perspective of hospital accreditation ? A case study of a Portuguese hospital	English	Iscte	2020
11	Lu Xiuling	Strategies of Human Resource Management in China's Community Health Service Institutions: A Case Study in Guangzhou	--	Iscte	2019
12	Ana Cristina Mendes da Conceição	Management accounting change in health sector	--	Iscte	2019
13	Ye Bin	Building a Tiered Rehabilitation System: the case of Yunnan Province	--	Iscte	2018

14	Mai Zijie	Surgeon Doctors Performance Appraisal System - A Case Study of Z Hospital in Guangzhou	--	Iscte	2014
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• M.Sc. Dissertations

- Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Virgílio Augusto Gomes Flôr	Strategic Management improves process of diagnoses and treatment of cervix cancer in Algarve.	--	Developing	Iscte

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Hu Juan	The Retention and Turnover Factors of Employees of Different Generations in Ganfu Construction Company	English	Iscte	2025
2	Filipe Pereira da Costa	VALUE BASED HEALTHCARE: CULTURAL ORGANIZATIONAL AS A STARTING POINT OF VALUE IN ONCOLOGY	English	Iscte	2018
3	Xinya Pei	Patients Satisfaction and hospital quality in hospital strategy management	English	Iscte	2018
4	Xuhui Fan	Association Between Socio-Demographics, Health Literacy and Healthy Lifestyle in China	English	Iscte	2018
5	Vatélia Ernesto Manjate Come	Impacto dos Valores Culturais na Gestão de Organizações Empresariais e Sociais. Estudo de caso PERMAR, SARL	Portuguese	Iscte	2017
6	Huang Xiaomei	Apply Hofstede's National Cultural Dimension Theory to Analyze Chinese Tourist Behaviors in Portugal Tourism.	English	Iscte	2016
7	André Ney Breder Rocha	Cultura Organizacional e Práticas de Liderança, Influência nos Líderes Intermédios no Rio de Janeiro - Brasil e em Portugal	Portuguese	Iscte	2016
8	Marianna Simões Breder Rocha	Influência da Cultura Nacional na Práticas de Liderança dos Líderes Intermédios no Rio de Janeiro - Brasil e em Portugal	Portuguese	Iscte	2016
9	Fernanda Mendes Marques Fernandes	A Relação entre a Personalidade Multicultural e a Liderança Transformacional na Gestão de Equipas Multiculturais	Portuguese	Iscte	2014

10	Rui Paulino Taula	A Influência da Liderança sobre a Cultura Organizacional: O caso de empresas do sector de energias de Moçambique	Portuguese	Iscte	2014
11	Luís Pedro Dantas Pereira de Castro	Formação dos Oficiais da Marinha: Valores humanos e comprometimento organizacional	Portuguese	Iscte	2013
12	Inês Soraia Mergulhão Ferraz Marques da Silva	Cultura, Liderança e Commitment Organizacionais em Contextos Culturais Diferenciados: O caso do Grupo Mapfre	Portuguese	Iscte	2013
13	Ana Rita Fernandes Duarte	A análise da coordenação relacional e da liderança na performance em serviços privados de radiologia	Portuguese	Iscte	2012
14	Miguel Nuno de Almeida Telles Carvalho	Liderança e Empenhamento na Selecção Nacional Portuguesa de Ruby	Portuguese	Iscte	2012
15	Ana da Silva Tilman	Influência da Cultura Nacional Timorense nas práticas de liderança das chefias intermédias na Timor Telecom	Portuguese	Iscte	2012
16	Raquel Cristina Rodrigues Cosme Ramos	Centrais de Emergência Médica como Organizações de Elevada Fiabilidade: importância da coordenação relacional e da cultura do erro, no desempenho aplicadas ao Centro de Orientação de Doentes Urgentes de Lisboa.	--	Iscte	2011
17	Rodrigo Pamplona Brochado	A Percepção de Gestores de uma Instituição de Ensino Superior no Rio de Janeiro (Brasil) sobre o Acordo de Bolonha	Portuguese	Iscte	2011
18	Márcio Sued da Costa	Saúde e Educação na atenção primária ocular - um olhar de cidadania.	Portuguese	Iscte	2011
19	Nuno José Fernandes Pinto Fachada	Contributos para o estudo do aquecimento global, a reconversão e consumos energéticos nos serviços de saúde.	Portuguese	Iscte	2010
20	Cristina Raquel Quintão Branco Ladeira	Experiência do Parto em Organizações de Saúde Públicas e Privadas: a perspectiva das mães e dos profissionais.	Portuguese	Iscte	2009

• M.Sc. Final Projects

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Hu Juan	Plan to improve the retention of technical personnel of GF Construction Company	English	Iscte	2024

2	Tao Xiaoyao	Plan to increase the satisfaction of offshore technical personnel of Company Z	English	Iscte	2024
3	Shan Yang	Case Study of Employee Experience of Generation Z Working in the Austrian Electronic Industry	English	Iscte	2023
4	Zhou Qiang	Analysis of the executive compensation system contribute to motivation - CITIC Group as an Example	English	Iscte	2023
5	Rajeshwari Palecanda Subbaiah	Retention policies to be applied to Generation Z at Siemens Mobility, Portugal.	English	Iscte	2023
6	Carlos Miguel Félix Moita	The impact of the covid-19 pandemic on EDP's organizational structure and culture	Portuguese	Iscte	2021
7	Ling Yu Kong	The Research of Operation Management of Private Elderly Care Institutions of Anshun City of Guizhou Province of China: Case study of red sunset elderly care center	English	Iscte	2016
8	Esmeralda Maria Rodrigues Tavares	Aeroportos Internacionais: Contextos de inter-relação entre inteligência cultural, adaptabilidade e fontes de orientação	Portuguese	Iscte	2014
9	Fábia Andreia Afonso Martins	A Influência da Cultura nas Práticas Organizacionais	Portuguese	Iscte	2012
10	Rui Fernando Lopes Garcia Cavalheiro	Plataforma multilateral para o empreendedorismo em Português	Portuguese	Iscte	2012
11	Manuel Pio Cruz da Silva	--	--	Iscte	2011
12	José João Hipólito Januário	Factores que podem influenciar os indicadores de performance.	Portuguese	Iscte	2010

Total Citations

Web of Science®	192
Scopus	187

Publications

- **Scientific Journals**
 - Scientific journal paper

1	<p>Nunes, F. G., Nascimento, G. do. & Martins, L. D. (2024). Do sectors (still) matter? Exploring similarities and differences between public, private, and non-profit organizations from an organizational identity perspective. <i>Nonprofit Management and Leadership</i>. 34 (4), 959-977</p> <p>- Times Cited Web of Science®: 4</p> <p>- Times Cited Scopus: 3</p> <p>- Times Cited Google Scholar: 8</p>
2	<p>Major, M. & Martins, L. (2023). The stent for life initiative in Portugal: A critical realist perspective. <i>International Journal of Healthcare Technology and Management</i>. 20 (1), 16-37</p>
3	<p>He, Q., Martins, L., Wang, S., Zhan, Q., Yu, X., Ba, Z....Huang, H. (2023). Job security among healthcare workers in Guangdong, China. <i>Frontiers in Public Health</i>. 11</p> <p>- Times Cited Web of Science®: 8</p> <p>- Times Cited Scopus: 8</p>
4	<p>Pereira, E., Calé, R., Pereira, Â. M., Pereira, H. & Martins, L. (2023). Stent for life initiative in Portugal: Progress through years covid-19 impact. <i>PLoS One</i>. 18 (10)</p> <p>- Times Cited Web of Science®: 1</p> <p>- Times Cited Scopus: 1</p>
5	<p>Tang, Y., Martins, L., Wang, S.-b., He, Q.-X. & Huang, H.-g. (2022). The impact of nurses' sense of security on turnover intention during the normalization of COVID-19 epidemic: The mediating role of work engagement. <i>Frontiers in Public Health</i>. 10</p> <p>- Times Cited Web of Science®: 28</p> <p>- Times Cited Scopus: 25</p>
6	<p>Nunes, F. G., Fernandes, A., Martins, L. & Nascimento, G. (2021). How transformational leadership influences museums' performance: a contextual ambidexterity view. <i>Museum Management and Curatorship</i>. 36 (5), 467-484</p> <p>- Times Cited Web of Science®: 4</p> <p>- Times Cited Scopus: 4</p> <p>- Times Cited Google Scholar: 10</p>
7	<p>Nunes, F. G., Nascimento, G. & Martins, L. (2021). Introducing the Contextual Ambidexterity Scale for Public Organizations (CASPO): Scale development and initial evidence. <i>Administratie si Management Public</i>. 37, 74-89</p> <p>- Times Cited Web of Science®: 2</p> <p>- Times Cited Scopus: 2</p> <p>- Times Cited Google Scholar: 1</p>
8	<p>Nunes, F. G., Martins, L. & Lopes, A. (2020). Promoting the effectiveness of social economy organisations: a proposal based on identity management. <i>REVESCO - Revista de Estudios Cooperativos</i>. 135, 1-11</p> <p>- Times Cited Web of Science®: 2</p> <p>- Times Cited Scopus: 3</p> <p>- Times Cited Google Scholar: 4</p>
9	<p>Nunes, F. G. & Martins, L. M. (2018). Janusian, anomic, agent, and steward: how employees perceive the identity of healthcare organizations. <i>International Journal of Healthcare Management</i>. 11 (2), 143-153</p> <p>- Times Cited Scopus: 3</p> <p>- Times Cited Google Scholar: 6</p>

10	Nunes, F. G., Martins, L. & Mozzicafreddo, J. (2018). The influence of service climate, identity strength, and contextual ambidexterity upon the performance of public organizations. <i>Administratie si Management Public</i> . 31, 6-20 - Times Cited Web of Science®: 14 - Times Cited Scopus: 19 - Times Cited Google Scholar: 28
11	Nunes, F. G., Anderson J. E., Martins, L. M. & Wiig, S. (2017). The hybrid identity of micro enterprises: contrasting the perspectives of community pharmacies' owners-managers and employees. <i>Journal of Small Business and Enterprise Development</i> . 24 (1), 34-53 - Times Cited Web of Science®: 4 - Times Cited Scopus: 4 - Times Cited Google Scholar: 8
12	Nunes, F. G., Anderson, J. & Martins, L. (2015). Patient reactions to community pharmacies' roles: evidence from the Portuguese market. <i>Health Expectations</i> . 18 (6), 2853-2864 - Times Cited Web of Science®: 15 - Times Cited Scopus: 13 - Times Cited Google Scholar: 20
13	Aguiar, A. H., Marques, F. B. & Martins, L. (2014). Pharmacies and the European economic crisis: a case study. <i>International Journal of Healthcare Management</i> . 7 (4), 251-256 - Times Cited Web of Science®: 2
14	Albuquerque, I. F., Cunha, R. C., Martins, L. & Sá, A. B. (2014). Primary health care services: workplace spirituality and organizational performance. <i>Journal of Organizational Change Management</i> . 27 (1), 59-82 - Times Cited Web of Science®: 108 - Times Cited Scopus: 102
15	Nunes, F. G., Reto, L., Martins, L. & Tinoco, A. (2014). Os significados da lealdade em Hirschman: o papel da identidade organizacional. <i>Revista Portuguesa e Brasileira de Gestão</i> . 13 (3), 48-61 - Times Cited Google Scholar: 14
16	Ana Tilman, Martins, L. & Portela, S. (2013). The Influence of National Culture of East-Timor on the Leadership Practices of Middle Managers in the Timor Telecom. <i>International Journal of Academic Research</i> . 5 (6), 292-296
17	Carvalho, M., Martins, L. & Portela, S. (2013). Leadership and commitment on Portuguese rugby national team. <i>International Journal of Academic Research</i> . 5 (2), 187-191

- Review article

1	Martins, L. (2023).
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• Books and Book Chapters

- Book author

1	Nunes, F. G., Martins, L. & Duarte, A. (2007). Responsabilidade social no sector das farmácias em Portugal. Lisboa. Ordem dos Farmacêuticos. - Times Cited Google Scholar: 22
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- Book editor

1	Fernandes, A., Nunes, F. G., Neves, J., Martins, L., Crespo, N. & Portela, S. (2015). Saúde com Sucesso: casos de empreendedorismo institucional. Lisboa. Bnomics.
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- Book chapter

1	Martins, L. & Nascimento, G. (2025). Doctor, I am that clown!. In Saúde Mental e o Trabalho. (pp. 123-127): LIDEL.
2	Martins, L. & Nunes, F. G. (2015). Saúde com S de Sucesso: Mudança e empreendedorismo Institucional. In Saúde com Sucesso : Casos de empreendedorismo institucional. (pp. 13-25). Lisboa: bnomics.

• Conferences/Workshops and Talks

- Talk

1	Nunes, F. G., Martins, L. & Reto, L. (2012). Revisitando o modelo EVL de Hirschman: Evidência da Marinha de Guerra Portuguesa. VII Simpósio sobre Comportamento Organizacional.
2	Gomes, S., Fernandes, A., Martins, L. & Nunes, F. G. (2011). O projecto QUASER: A qualidade e seguranças nos hospitais da União Europeia. Conferência do Fórum de Excelência.
3	Gomes, S., Fernandes, A., Martins, L. & Nunes, F. G. (2011). A gestão da qualidade nos hospitais: A adopção e implementação de programas de qualidade. Conferência do Fórum de Excelência.

• Other Publications

- Paper in press

1	Major, M. & Martins, L. (2021). The Stent for Life Initiative in Portugal: A Critical Realist Perspective. International Journal of Healthcare Technology and Management.
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Research Projects

Project Title	Role in Project	Partners	Period
Quality and safety in European Union hospitals: A research-based guide for implmeenting best practice and a framework for assessing performance	Researcher	BRU-Iscte, UCL (United Kingdom), (Sweden), UiS (Norway), EUR (Netherlands), Imperial (United Kingdom), (United Kingdom)	2010 - 2013
The auction market of ancient and contemporary art in Lisbon (2005-2011)	Researcher	BRU-Iscte, FLUL - Leader (Portugal)	2010 - 2012

Academic Management Positions

Director (2013) Unit/Area: Master Degree in Health Services Management
Director (2011 - 2013) Unit/Area: Master Degree in Health Services Management
Director (2011 - 2013) Unit/Area: [BPG009] Human Resources Management
Director (2010 - 2011) Unit/Area: [BPG009] Human Resources Management
Director (2010 - 2011) Unit/Area: Master Degree in Health Services Management
Membro (Docente) (2010 - 2011) Unit/Area: Comissão Científica