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Maria Gabriela Silva

Professora Auxiliar
BRU-Iscte - Business Research Unit
Department of Quantitative Methods (IBS)



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Curriculum

I joined ISCTE in 1996 after obtaining a first degree in Business Administration. I also hold a master´s degree in Business Administration from ISCTE and a Ph.D in Organisational Psychology from Manchester Business School, England, where I was a mentor of related student-sponsor projects on the Full-Time MBA. Since 1996 I have taught statistics and data analysis using statistical software at undergraduate and postgraduate levels. I have also supervised master and doctoral thesis in the fields of organizational psychology and management science. Prior to beginning my academic career, I worked for consultancy and insurance organisations in Portugal. My primary research interest encompasses cross-cultural studies, gender and diversity in organizations, and organizational behaviour. My main research focus in these areas relates to issues concerning global mobility and expatriation, migrants' skills recognition and integration into the labour market, women in management, and team performance management. A second strand of my research is concerned with (big) data analytics and text analysis using R. I have published in the area of Organisation Studies, most recently in the International Journal of Human Resource Management, International Journal of Public Administration, and International Journal of Conflict Management.

Research Interests

(Big) data analytics / Text analysis using R
Team performance management
Multi-cultural studies, with emphasis on global mobility and expatriation
Leadership
Migrants' skills recognition and integration into the labour market
Women in management, work, and organisation

Academic Qualifications

University/Institution	Type	Degree	Period
Manchester Business School - University of Manchester	PhD	Business Administration	2009
ISCTE-IUL - Instituto Superior Ciências Trabalho e da Empresa	M.Sc.	Gestão Global	2000
ISCTE-IUL - Instituto Superior Ciências Trabalho e da Empresa	Licenciate	Organização e Gestão de Empresas	1994

Teaching Activities

Teaching Year	Sem.	Course Name	Degree(s)	Coord.
2026/2027	2º	Human Resource Management Research: Quantitative Data Analysis	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2026/2027	1º	Statistics and Data Analysis		Yes
2026/2027	1º	Fundamentals of Applied Statistics	Institutional Degree in ISCTE Business School;	Yes
2026/2027	1º	Descriptive and Diagnostic Analytics	Master Degree in Business Analytics;	Yes
2026/2027	1º	Statistics for Industrial Management and Logistics	Bachelor Degree in Industrial Management and Logistics;	Yes
2026/2027	1º	Human Resources Analytics	Bachelor Degree in Human Resources Management;	Yes
2025/2026	2º	Human Resource Management Research: Quantitative Data Analysis	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2025/2026	2º	Data Analysis and Visualization	Bachelor Degree in Management;	No
2025/2026	1º	Statistics and Data Analysis	Master Degree in Human Resources Development Policies;	Yes

2025/2026	1º	Fundamentals of Applied Statistics	Institutional Degree in ISCTE Business School;	No
2025/2026	1º	Descriptive and Diagnostic Analytics	Master Degree in Business Analytics;	Yes
2025/2026	1º	Human Resources Analytics	Bachelor Degree in Human Resources Management;	Yes
2024/2025	2º	Human Resource Management Research: Quantitative Data Analysis	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2024/2025	2º	Statistics II		Yes
2024/2025	1º	Fundamentals of Applied Statistics	Institutional Degree in ISCTE Business School;	No
2024/2025	1º	Statistics I		No
2023/2024	2º	Human Resource Management Research: Quantitative Data Analysis	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2023/2024	2º	Statistics II		No
2023/2024	1º	Statistics I		No
2022/2023	2º	Human Resource Management Research: Quantitative Data Analysis	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2022/2023	2º	Statistics II		No
2022/2023	1º	Statistics I		No
2021/2022	2º	Human Resource Management Research: Quantitative Data Analysis	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2021/2022	1º	Statistics I	Bachelor Degree in Finance and Accounting;	Yes
2020/2021	2º	Human Resource Management Research: Quantitative Data Analysis	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2020/2021	1º	Fundamentals of Applied Statistics		Yes
2020/2021	1º	Statistics I	Bachelor Degree in Finance and Accounting;	Yes
2019/2020	2º	Human Resource Management Research: Quantitative Data Analysis	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2019/2020	2º	Statistics II	Bachelor Degree in Finance and Accounting;	No
2019/2020	1º	Fundamentals of Applied Statistics	Institutional Degree in ISCTE Business School;	Yes
2019/2020	1º	Statistics I	Bachelor Degree in Finance and Accounting;	No

2018/2019	2º	Human Resource Management Research: Quantitative Data Analysis	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2018/2019	2º	Statistics II		No
2018/2019	1º	Fundamentals of Applied Statistics		Yes
2017/2018	2º	Human Resource Management Research: Quantitative Data Analysis	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2017/2018	2º	Statistics II		No
2017/2018	1º	Fundamentals of Applied Statistics		Yes
2017/2018	1º	Statistics I		No
2017/2018	1º	Data Analysis		No
2016/2017	2º	Human Resource Management Research: Quantitative Data Analysis	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2016/2017	2º	Statistics II		No
2016/2017	1º	Statistics I		No
2016/2017	1º	Data Analysis		No
2015/2016	2º	Statistics II	Bachelor Degree in Finance and Accounting;	No
2015/2016	1º	Human Resource Management Research: Quantitative Data Analysis	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2015/2016	1º	Statistics I		No

Supervisions

- **Ph.D. Thesis**

- Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Shi Huiqing	The turnover problem of project core staff in China´s state owned construction enterprises	English	Developing	Iscte
2	Fan Chongyuan	Correlation between R&D investment and core competitiveness of listed pharmaceutical companies	English	Developing	Iscte
3	Peng Wangqing	--	English	Developing	Iscte

4	Huiqing Shi	--	English	Developing	Iscte
5	Fan Chongyuan	Correlation between R&D Investment and Core Competitiveness of Listed Pharmaceutical Companies	English	Developing	Iscte

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Zhang Yi	The Motivations of Chinese Luxury Car Consumers: The Case of Porsche in Sichuan	English	Iscte	2021
2	Luo Yibin	Understanding the Factors Influencing Choice to Practice in Rural and Remote Communities in China: The Case of Liannan County in Guangdong	English	Iscte	2021
3	Luo Yibin	Understanding the factors influencing choice to practice in rural and remote communities in China: the case of Liannan County in Guangdong	English	Iscte	2021
4	Zhang Yi	The Motivations of Chinese Luxury Car Consumers: the case of Porsche in Sichuan	English	Iscte	2021
5	Peng Lin	--	English	Iscte	2018
6	Jiulin Han	--	English	Iscte	2018
7	Han Jiulin	The key factors that influence the purchasing cost: the case of MNC´s subsidiaries in East - China	--	Iscte	2018
8	Peng Lin	Organizational resources, dynamic capabilities and strategic performance: an analysis of the real estate appraisal industry in Guangdong, China	--	Iscte	2018

• M.Sc. Dissertations

- Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Zita Amélia Gameiro dos Santos	Determinants of absenteeism due to mental health reasons among professionals of the Local Health Units.	--	Developing	Iscte
2	Yara Delmira da Silva Vongula	Impact of job demands on the well-being of the employees in the oil and gas industry in Angola	--	Developing	Iscte

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Ana Maria Gil Bispo	Motivations and Expectations for Enrollment in Vocational Courses in the Municipality of Odivelas	Portuguese	Iscte	2026
2	Jinglu Wang	An Empirical Comparative Study of AI and Human Decision-Making in Candidate Selection	English	Iscte	2025
3	Yibao Liang	Work strain and well-being of workers: A quantitative study in China	English	Iscte	2025
4	Vanessa Filipa Rodrigues da Silva	(Psychological) Well-being of workers during the pandemic caused by the COVID-19 disease	Portuguese	Iscte	2024
5	Rodrigo Carvalho Gil Mineiro	Effectiveness of student teams: The influence of diversity of personality traits	Portuguese	Iscte	2023
6	Matilde Sofia dos Santos Serrão Alves	The impact of organisational demands and resources on workers' well-being: A case of heavy goods vehicle drivers	Portuguese	Iscte	2023
7	Inês Isabel Santos Ferreira	Machine Learning to predict turnover intention in social workers.	English	Iscte	2023
8	He Yixin	Research on the social integration of the second generation of international Chinese immigrants: Example of children of Chinese immigrants from mainland China aged 17-35 in Lisbon, Portugal	English	Iscte	2021
9	João Pedro da Silva Tavares	The Impact of Sanitation and Time Policies related to the COVID-19 pandemic on the motivation of employees in the context of electronic retail.	English	Iscte	2021
10	Maria Leonor de Assis Pinheiro	The context of Human Resources Outsourcing and perception of the Organizational Culture according to the service usufruct	English	Iscte	2021
11	Marta Maria Camoesas Silva	Employee Well-Being and the Influence of Resilience in a Worldwide Crisis Context	Portuguese	Iscte	2021
12	Jéssica Maria Soares de Almeida	The required competencies for a consultant to deal with a situation of crisis (the COVID-19 pandemic) while working from home	English	Iscte	2021

13	Tatiana Sofia dos Santos Fusco	Organizational conflict and turnover in a Millennials' perspective : the moderating effect of conflict management styles	Portuguese	Iscte	2020
14	Wei Kaihang	Exploring Chinese Immigration Network and Labor Market Integration of Young Chinese Immigrants in Portugal	English	Iscte	2020
15	Marcilene Figueiredo Da Silva	LEADERSHIP AND THE SUCCESSION PREPARATION PROCESS IN A SMALL BRAZILIAN FAMILY BUSINESS	Portuguese	Iscte	2020
16	Martha Dos Santos Dörholt	Motivations to stay with the home company after the international assignment: A repatriate's perspective	English	Iscte	2020
17	Rita Alexandra Henriques Andrade da Silva	Internal Identity Asymmetry of Women Leaders in the Organizational World: Case Study in Portugal	Portuguese	Iscte	2019
18	Maria Leonor Pereira de Moura Pité	Portuguese Repatriates: skills, challenges and expectations in the labor market in Portugal	Portuguese	Iscte	2018
19	Joana Filipa Simões Amoroso	Liderança Ética, Confiança Interpessoal e Partilha de Conhecimento: Evidências no setor privado e nas ONGs em Portugal	Portuguese	Iscte	2018
20	Sofia Isabel Corchado Sítima	Proactive personality, core self-evaluations and employability in organizations: The mediating role of sense of power, career adaptability and learning goal orientations	Portuguese	Iscte	2018
21	Yin Yaling	Case Study about How Emotional Intelligence Influence Performance in Chinese Construction Companies.	English	Iscte	2018
22	Cátia Sofia de Pinho	An Exploratory Investigation into Employer Branding and Voluntary Employee Turnover: A Case Study at a SMEm in the Health and Life Sciences Sector	English	Iscte	2017
23	Jinming Zhu	Using Bourdieu´s Triology of Habitus, Capital and Field to Explore the Employment Experiences of Highly Qualified 1.5th Generation of Chinese Emmigrants in Portugal	English	Iscte	2017
24	Peijin Zhao	The Relation Between Nurse Burnout and Turnover Intention: The moderator effect of perceived organizational support and distributive justice in tertiary first-class hospital in China	English	Iscte	2017
25	Qingyang Peng	Research on Conflict Management: A case study about small work groups in China	English	Iscte	2017

26	Joana Correia Larroudé Trigo da Roza	Attracting and Retaining Young Talents: A case study about the trainnees programme in the fast moving consumer goods sector, in Portugal	English	Iscte	2016
27	Zhang Mengyuan	The Analysis of Organizational Work Environment Factors Affecting Training Transfer: A questionnaire survey in chinese enterprises	English	Iscte	2015
28	Ana Maria da Cunha Teixeira	Inteligência Emocional - Qual a sua influência?	Portuguese	Iscte	2015

• M.Sc. Final Projects

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Gonçalo Filipe de Lemos Trindade	Leveraging Brands at Music Festivals - NOS Alive Sponsorship	English	Iscte	2017
2	Fei Zhao	Women Underrepresentation at the Workplace: A case study in the chinese Pharmaceutical industry	English	Iscte	2017
3	Ana Catarina da Silva Ramos	The Relation Between Resistance to Change and Creativity: The mediating effect of participation and work engagement in a portuguese business context	English	Iscte	2017

Total Citations

Web of Science®	107
Scopus	111

Publications

• Scientific Journals

- Scientific journal paper

1	Rahim, A., Katz, J., Ma, Z., Yilmaz, H., Lassleben, H., Rahman, S....Yee, C. L. M. (2022). The three–way interactions of gender, supervisor's gender, and country on the strategies for managing conflict of millennials: An exploratory study in 10 countries. International Journal of Conflict Management, 33(5), 762?781. https://doi.org/10.1108/IJCMA-05-2021-0074 - Times Cited Web of Science®: 5 - Times Cited Scopus: 2 - Times Cited Google Scholar: 6

2	Ma, S., Silva, M. G., Trigo, V. & Callan, V. J. (2020). The Influence of emotional labor and emotional intelligence on job performance: Does ownership type matter? A comparison of public and private organizations in China. International Journal of Public Administration, 43(9), 745?756. https://doi.org/10.1080/01900692.2019.1646276 - Times Cited Web of Science®: 9 - Times Cited Scopus: 7 - Times Cited Google Scholar: 19
3	Ma, S., Silva, M., Callan, V. & Trigo, V. (2016). Control and commitment HR practices, job satisfaction and turnover intentions: a comparison between local and multinational firms in China. International Journal of Human Resource Management, 27(9), 974?990. https://doi.org/10.1080/09585192.2015.1052535 - Times Cited Web of Science®: 44 - Times Cited Scopus: 47 - Times Cited Google Scholar: 98
4	Papamichail, K. N., Alves, G., French, S., Yang, J. B. & Snowdon, R. (2007). Facilitation practices in decision workshops. Journal of the Operational Research Society, 58(5), 614?632. https://doi.org/10.1057/palgrave.jors.2602373 - Times Cited Web of Science®: 45 - Times Cited Scopus: 53 - Times Cited Google Scholar: 79
5	Rahim, M. A., Psenicka, C., Polychroniou, P., Zhao, J.-H., Yu, C.-S., Chan, K. A....van Wyk, R. (2002). A model of emotional intelligence and conflict management strategies: a study in seven countries. International Journal of Organizational Analysis, 10(4), 302?326. https://doi.org/10.1108/eb028955

• Books and Book Chapters

- Book chapter

1	Ma, S., Silva, M. G., Trigo, V. & Callan, V. (2020). Emotional labor and emotional intelligence on job performance: comparison of public and private organizations in China. In Ali Farazmand (Ed.), Global encyclopedia of public administration, public policy, and governance. Springer. https://doi.org/10.1007/978-3-319-31816-5_3898-1

• Conferences/Workshops and Talks

- Publication in conference proceedings

1	Silva, M. G. & Pinheiro, M. L. (2026). Human resources outsourcing and organizational culture: Differences and similarities between organizations that recur and not recur to HRO, in Portugal. In Ricardo Gouveia Rodrigues, Arminda do Paço, Paulo Duarte, Cláudia Dias, Mário Raposo (Ed.), Proceedings of the XXXIV Jornadas Luso-Espanholas de Gestão Científica (JLEGC 2025) (pp. 355?365). UBI Edições. https://doi.org/ttps://doi.org/10.25768/9239-27-2
2	Silva, M. F. , Silva, M. G. & Medrado, H. (2026). A liderança e o processo de preparação da sucessão em uma empresa familiar de pequeno porte brasileira. In Ricardo Gouveia Rodrigues, Arminda do Paço, Paulo Duarte, Cláudia Dias, Mário Raposo (Ed.), Proceedings of the XXXIV Jornadas Luso-Espanholas de Gestão Científica (JLEGC 2025) (pp. 207?221). UBI Edições - Universidade da Beira Interior.

3	Mineiro, R., Silva, M. G. & Nunes, A. C. (2024). Effectiveness of student teams: The role of team personality diversity. In Mafalda Patuleia (Ed.), Proceedings of the 20th European Conference on Management Leadership and Governance, ECMLG 2024 (pp. 362?369). Academic Conferences International. https://doi.org/10.34190/ecmlg.20.1.3064 - Times Cited Web of Science®: 1 - Times Cited Scopus: 2 - Times Cited Google Scholar: 3
4	Wanasika, I., Bakker, D., Wehner, R., Ahmed, G., Bakhadirov, M., Liu, H. J....Acocella, R. (2023). Cultural differences and entrepreneurial needs. In Akçaolu, E., and Wehner, R. (Ed.), Würzburg International Business Forum: 6th International Business Conference Proceedings: International Business with New Challenges and Entrepreneurial Opportunities (pp. 115?121). Würzburg International Business Press. - Times Cited Google Scholar: 13
5	Almeida, J. & Silva, M. G. (2022). Working from home during COVID-19 lockdown: Changing competencies and work-home life boundaries. In Florinda Matos e Álvaro Rosa (Ed.), Proceedings of the 18th European Conference on Management Leadership and Governance ECMLG 2022 (pp. 9?15). Academic Conferences International. https://doi.org/10.34190/ecmlg.18.1.822 - Times Cited Google Scholar: 1
6	Silva, M. G. & Zhao, F. (2019). Gender differences in the workplace: the case of pharmaceutical industry in China. European Academy of Management Conference, EURAM 2019. EURAM. - Times Cited Google Scholar: 1
7	Peng, Q. & Silva, M. G. (2018). Research on conflict management: a case study about small work groups in China. XXVIII Jornadas Luso-Espanholas de Gestão Científica. Instituto Politécnico da Guarda. - Times Cited Google Scholar: 2
8	Zhang, M. & Silva, M. G. (2018). Organizational work environment features influencing training transfer: the case of Chinese enterprises. XXVIII Jornadas Luso-Espanholas de Gestão Científica. Instituto Politécnico da Guarda. - Times Cited Google Scholar: 1
9	Ma, S., Silva, M. G., Trigo, V. & Callan, V. (2015). Do job positions matter in emotional labor and in its relationship with job performance?. In José Carlos Dias Rouco (Ed.), Proceedings of the 11th European Conference on Management Leadership and Governance (ECMLG 2015) (pp. 242?247). Academic Conferences & Publishing International (ACPI). - Times Cited Web of Science®: 3 - Times Cited Google Scholar: 10
10	Silva, M. Gabriela (2014). A Typology of Employees' Responses to Participative Work Systems. In Instituto Politécnico de Leiria (IPLeria) (Ed.), XXIV Jornadas Luso-Espanholas de Gestão Científica (pp. 1?6). Instituto Politécnico de Leiria (IPLeiria).
11	Silva, M. G. (2013). Sedimentation and transformation in organizational change: The case of management training. In Siringoringo, H., Laureano, R. M. S., and Rosa, Á. A. (Ed.), Proceedings of the 5th Global Management Conference on Managing Globalization in Times of Economic Crisis (pp. 317?326). ISCTE-IUL.
12	Silva, M. G. (2013). Making sense of groups in organizations: A historical review. In International Academy of Management and Business (Ed.), Proceedings of the 15th Conference of the International Academy of Management and Business (IAMB). International Academy of Management and Business.

13	Silva, M. G. (2013). Knowledge and practice in rational-economic change interventions on people systems. In International Academy of Management and Business (Ed.), Proceedings of the 15th Conference of the International Academy of Management and Business (IAMB). International Academy of Management and Business.
14	Silva, M. Gabriela & Pedro Alves (2012). Embracing the leadership role committed to the personal development of others: A case study in graduate education. In Universidade de Trás-os-Montes e Alto Douro (Ed.), Proceedings of the EUNIS'12 - A 360ª perspective on IT/IS in higher education (pp. 53?62). Universidade de Trás-os-Montes e Alto Douro.
15	Silva, M. Gabriela (2012). Integrating guided reflection in a pedagogic approach to learning. In ISPIM - International Society for Professional Innovation Management (Ed.), Proceedings of the The XXIII ISPIM Conference - Action for innovation: Innovating from experience (pp. 1?7). ISPIM - International Society for Professional Innovation Management.
16	Silva, M. Gabriela (2012). Spoken language and meaning in cross-cultural groups: Another Babel's tale?. In ELBE (Ed.), Proceedings do IV Encontro Luso-Brasileiro e I Congresso Ibero-Americano de Estratégia (ELBE 2012) (pp. 1?8). ELBE.
17	Silva, M. Gabriela (2012). Self-reflective enquiry in a real-life consultancy project in a MBA's programme. In POMS & EUROMA (Ed.), Proceedings of the 4th World Production and Operations Management Conference (joint POMS & EUROMA conference) (pp. 1?6). POMS & EUROMA.

- Talk

1	Silva, M., Silva, M. G. & Medrado, H. (2025). A liderança e o processo de preparação da sucessão em uma empresa familiar de pequeno porte brasileiro. XXXIV Jornadas Luso-Espanholas de Gestão Científica (JLEGC 2025),.
2	Silva, M. G. & Pinheiro, M. L. (2025). Human resources outsourcing and organizational culture: Differences and similarities between organizations that recur and not recur to HRO, in Portugal. XXXIV Jornadas Luso-Espanholas de Gestão Científica (JLEGC 2025),.
3	Rodrigo Mineiro, Silva, M. G. & Nunes, Ana Catarina (2024). Effectiveness of Student Teams: The Role of Team Personality Diversity. European Conference on Management Leadership and Governance,.
4	Wanasika, I., Bakker, D., Wehner, R., Ahmed, G., Bakhadirov, M., Liu, H. J....Acocella, R. (2023). Cultural differences and entrepreneurial needs. Würzburg International Business Forum: 6th International Business Conference,.
5	Almeida, J. & Silva, M. G. (2022). Working from home during COVID-19 Lockdown: Changing Competencies and work-home life Boundaries. 18th European Conference on Management Leadership and Governance, ECMLG 2022,.
6	Rahim, A., Katz, J., Ma, Z., Yilmaz, H., Lassleben, H., Rahman, S....Yee, L. M. (2021). The Three-way Interaction Effects of Gender, Supervisor's Gender, and Country on the Conflict-management Strategies of Millennials: A 10 Country Study. IAAM virtual conference,.
7	Silva, M. G. & Zhao, F. (2019). Gender differences in the workplace: The Case of Pharmaceutical Industry in China. EURAM 2019,.

8	Peng, Q. & Silva, M. G. (2018). Research on conflict management: A case study about small work groups in China. XXVIII Jornadas Luso-Espanholas de Gestão Científica,.
9	Zhang, M. & Silva, M. G. (2018). Organizational work environment features influencing training transfer: The case of Chinese enterprises. XXVIII Jornadas Luso-Espanholas de Gestão Científica,.
10	Zhao, F. & Silva, M. G. (2018). Women Underrepresentation on the Job: A Case Study in the Chinese Pharmaceutical Industry. 13th European Academy of Occupational Health Psychology Conference,.
11	Ma, S., Silva, M. G., Trigo, V. & Callan, V. J. (2017). The Influence of Emotional Labor and Emotional Intelligence on Job Performance: does ownership structure matter? - A Comparison of Public and Private Organizations in China. The Ninth International Symposium on Multinational Business Management-- Entrepreneurship, Organizational Change and Employment Management,.
12	Silva, M. Gabriela (2015). Is ethics a central element to business education? A qualitative case study in a MBA's programme. 15th EBES Conference - Lisbon,.
13	Silva, M. Gabriela (2015). Planned change interventions and discourses on social control. 15th EBES Conference - Lisbon,.
14	Ma, S., Silva, M. & Trigo, V. (2015). Emotional Intelligence, Emotional Labor and Job Performance: Does Employer Ownership Matter? - Evidence from China. 15th EBES Conference,.
15	Ma, S., Silva, M. G., Trigo, V. & V. Callan (2015). Do job positions matter in emotional labor and in its relationship with job performance?. 11th European Conference on Management Leadership and Governance (ECMLG 2015),.
16	Ma, S., Trigo, V. & Silva, M. Gabriela (2014). Emotional Intelligence, Familial Background and job performance - Evidence from Professional Managers in China. GEMRev Brown-bag Seminar,.
17	Silva, M. Gabriela (2014). A Typology of employees' responses to participative work systems. XXIV Jornadas Luso-Espanholas de Gestão Científica,.
18	Silva, M. Gabriela (2014). Employees' Responses to Teamwork: A Taxonomy in Relation to the Change Process. 14th EURAM 2014,.
19	Silva, M. Gabriela (2013). Knowledge and practice in rational-economic change interventions on people systems. Proceedings of the 15th Conference of the International Academy of Management and Business (IAMB),, 1?8.
20	Silva, M. Gabriela (2013). Making sense of groups in organizations: A historical review. Proceedings of the 15th Conference of the International Academy of Management and Business (IAMB),, 1?8.
21	Silva, M. Gabriela (2013). Sedimentation in Organizational Change: The case of management training. Proceedings of the 5th Annual Global Management Conference,, 317?326.
22	Silva, M. Gabriela & Pedro Alves (2012). Embracing the leadership role committed to the personal development of others: A case study in graduate education. EUNIS'12 - A 360ª perspective on IT/IS in higher education,.
23	Silva, M. Gabriela (2012). Self-reflective enquiry in a real-life consultancy project in a MBA's programme. 4th Production & Operations Management Conference (joint POMS & EUROMA conference),.

24	Silva, M. Gabriela (2012). Integrating guided reflection in a pedagogic approach to learning. The XXIII ISPIM Conference - Action for innovation: Innovating from experience,.
25	Silva, M. Gabriela (2012). Spoken language and meaning in cross-cultural groups: Another Babel's tale?. IV Encontro Luso-Brasileiro e I Congresso Ibero-Americano de Estratégia,.
26	Alves, M. Gabriela (2011). Formar gestores através de projectos de consultoria: Um estudo de caso num MBA. II Simposium Nacional sobre Formação e Desenvolvimento Organizacional,.
27	Alves, Gabriela (2011). Diversity at Work: Using Group Work to Manage Innovation. 18th Annual International Conference on Advances in Management & 4th International Conference on Social Intelligence,.
28	Alves, Gabriela (2011). Emotional Intelligence Versus Performance in Work Teams. 18th Annual International Conference on Advances in Management & 4th International Conference on Social Intelligence,.

- Conference paper not in proceedings

1	Silva, M. Gabriela (2015). Planned change interventions and discourses on social control. 15th EBES Conference - Lisbon, 1, 1434?1441.
2	Silva, M. Gabriela (2015). Is ethics a central element to business education? A qualitative case study in a MBA's programme. 15th EBES Conference - Lisbon, 1, 2379?2384.
3	Silva, M. (2014). Employees' responses to teamwork: A taxonomy in relation to the change process. 14th EURAM 2014, 1, 1?24.

Academic Management Positions

Membro (2026 - 2029)
Unit/Area: Comissão Científica

Coordenador do 2º Ano (2025 - 2028)
Unit/Area: Bachelor Degree in Management

Coordenador do 2º Ano (2023 - 2025)
Unit/Area: Bachelor Degree in Management

Membro (2022 - 2026)
Unit/Area: Comissão Científica

Coordenador do 2º Ano (2022 - 2024)
Unit/Area: Bachelor Degree in Management

Coordenador do 2º Ano (2020 - 2022)
Unit/Area: Bachelor Degree in Management

Coordenador do 2º Ano (2020)
Unit/Area: Bachelor Degree in Management

Awards

Scientific Award of ISCTE-IUL 2016 (2016)

Professional Associations

Order of Certified Accountants (Since 1994)

Organization/Coordination of Events

Type of Organization/Coordination	Event Title	Organizer	Year
Member of scientific event committee	XXXIV Portuguese-Spanish Conference on Scientific Management	Universidade da Beira Interior	2025
Member of scientific event committee	XXXIII Hispanic-Portuguese Conference on Scientific Management	Facultade de Educação, Economia e Tecnologia de Ceuta (Universidade de Granada)	2024
Member of scientific event committee	XXIV ISPIM Conference - Innovation for sustainable economy & society	ISPIM	2013
Member of scientific event committee	The XXIII ISPIM Conference - Action for innovation: Innovating from experience	ISPIM	2012
Member of scientific event's organizing committee	18th Annual International Conference on Advances in Management (ICAM)	ICAM	2011