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Professor Associado

Department of Human Resources and Organizational Behavior (IBS)

Integrated Researcher

BRU-Iscte - Business Research Unit (IBS)

[Organizational Behaviour and Human Resources Group]



Contacts

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Curriculum

Working in the Department of Human Resources and Organizational Behavior from ISCTE Business School, develops research focused on the topics of organizational leadership, governance and political behavior, emotions in organizations, competencies and attitudes towards technology.

Has experience in managing university knowledge transfer units since 2009 and has coordinated several projects and studies (both executive and scientific coordination) bridging with the community and business, both in national and international settings. These projects have been targeting mostly applied research and organizational intervention in the area of organizational behavior (Organizational diagnosis and innovation) and HRM (professional selection, competencies profiling, team building).

Supervises master dissertations and doctorate theses in management some within a joint program with Southern Medical University (Guangzhou, China) and the University of Electronic Science and Technology of China (Chengdu).

Acted as jury member in several public officer selections (middle management and executive positions) for Portuguese governmental and public institutions.

Research Interests

Political behavior in organizations

Organizational effectiveness and governance

Employability & Competencies

Behavior & Technology

Academic Qualifications

University/Institution	Type	Degree	Period
ISCTE-IUL - Instituto Superior Ciências Trabalho e da Empresa	PhD	Psicologia Social e Organizacional	2005
ISCTE-IUL - Instituto Superior Ciências Trabalho e da Empresa	M.Sc.	Psicologia Social e Organizacional	2001
Faculdade Psicologia Ciências da Educação - UL	Licenciate	Psicologia	1997

Other Professional Activities

Period	Activity Type	Activity Description	More Info URL
2019 - 2020	Consulting activities	Projeto privado de investigação "Avaliação do Impacto Cultural e Societal da INCM"	--
2019	Consulting activities	Estudo de expectativas e percepções dos reformados bancários - AUDAX ISCTE	--
2018 - 2019	Consulting activities	Representações sociais do SBSI, AUDAX-ISCTE	--
2018	Consulting activities	Estudo de representações sobre o movimento sindical - IPPS/IUL	--
2018	Expert participation in other institutions	Membro júri procedimento concursal para selecção de cargos de direcção intermédia de 1º e 2º graus para o IIEFP	--
2017	Consulting activities	Estudo sobre causas e medida correctivas do absentismo na Navigator	--
2016	Consulting activities	Estudo sobre imagem e satisfação com a Uber Portugal	--

Teaching Activities

Teaching Year	Sem.	Course Name	Degree(s)	Coord
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2024/2025	2°	Corporate Governance and Social Responsibility	Institutional Degree in ISCTE Business School;	Yes
2024/2025	2°	Advanced Human Resources Management	Master Degree in Human Resources Development Policies;	Yes
2024/2025	2°	Consulting and Diagnosis Techniques	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2024/2025	1°	Advanced Topics in Management I	Doctorate Degree (PhD) in Business Administration;	Yes
2024/2025	1°	Organizational Behaviour	Master Degree in Human Resources Development Policies;	Yes
2024/2025	1°	Work and Organizational Psychology	Bachelor Degree in Economics; Bachelor Degree in Psychology;	Yes
2024/2025	1°	Current Challenges in Human Resource Management	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2024/2025	1°	Psychology of Human Resources	Institutional Degree in ISCTE Business School;	Yes
2023/2024	2°	Corporate Governance and Social Responsibility	Institutional Degree in ISCTE Business School;	Yes
2023/2024	2°	Advanced Human Resources Management	Master Degree in Human Resources Development Policies;	Yes
2023/2024	2°	Consulting and Diagnosis Techniques	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2023/2024	2°	Safety and Health at Work	Bachelor Degree in Human Resources Management;	Yes
2023/2024	1°	Advanced Topics in Management I	Doctorate Degree (PhD) in Business Administration;	Yes
2023/2024	1°	Organizational Behaviour	Master Degree in Human Resources Development Policies;	Yes
2023/2024	1°	Current Challenges in Human Resource Management	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2023/2024	1°	Organizational Models	Institutional Degree in ISCTE Business School; Bachelor Degree in Management;	Yes
2023/2024	1°	Psychology of Human Resources	Institutional Degree in ISCTE Business School;	Yes
2022/2023	2°	Corporate Governance and Social Responsibility	Institutional Degree in ISCTE Business School;	Yes
2022/2023	2°	Leadership and Team Management	Post Graduation Program in Business Administration - Track graduates in other areas;	No

2022/2023	2°	Advanced Human Resources Management	Master Degree in Human Resources Development Policies;	Yes
2022/2023	2°	Consulting and Diagnosis Techniques	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2022/2023	2°	Leadership Development, Decision Processes and Negotiation	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2022/2023	1°	Advanced Topics in Management I	Doctorate Degree (PhD) in Business Administration;	Yes
2022/2023	1°	Human Resource Management	Post Graduation Program in Management (with specialization in Finance or Marketing); Post Graduation Program in Business Administration - Track graduates in other areas;	Yes
2022/2023	1°	Organizational Behaviour	Master Degree in Human Resources Development Policies;	Yes
2022/2023	1°	Work and Organizational Psychology	Bachelor Degree in Economics; Bachelor Degree in Psychology;	Yes
2022/2023	1°	Organizational Models	Institutional Degree in ISCTE Business School; Bachelor Degree in Management;	Yes
2022/2023	1°	Psychology of Human Resources	Institutional Degree in ISCTE Business School;	Yes
2021/2022	2°	Corporate Governance and Social Responsibility	Institutional Degree in ISCTE Business School;	Yes
2021/2022	2°	Advanced Human Resources Management	Master Degree in Human Resources Development Policies;	Yes
2021/2022	2°	Consulting and Diagnosis Techniques	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2021/2022	2°	Leadership Development, Decision Processes and Negotiation	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2021/2022	1°	Advanced Topics in Management I	Doctorate Degree (PhD) in Business Administration;	Yes
2021/2022	1°	Human Resource Management	Post Graduation Program in Management (with specialization in Finance or Marketing); Post Graduation Program in Business Administration - Track graduates in other areas;	Yes
2021/2022	1°	Organizational Behaviour	Master Degree in Human Resources Development Policies;	Yes
2021/2022	1°	Organizational Models	Institutional Degree in ISCTE Business School; Bachelor Degree in Management;	Yes
2021/2022	1°	Psychology of Human Resources	Institutional Degree in ISCTE Business School;	Yes

Supervisions

• Ph.D. Thesis

- Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Wei Ning	Towards Improved Staffing Policies and Practices in Medical Institutions: The Case of SZ Maternity and Child Healthcare Hospital	English	Developing	ISCTE-IUL
2	Li Yuanhui	Transformational Leadership and Collective Turnover in Chinese Pharmaceutical Industry: A Multilevel Analysis of Mediating Variables	English	Developing	ISCTE-IUL
3	Shu Guohua	The effects of Paternalistic leadership on new generation employees' Job satisfaction and turnover intention	English	Developing	ISCTE-IUL
4	Vanessa Ferreira Loureiro	Does Shareholders Reputation Matter to Firms?	English	Developing	ISCTE-IUL
5	Du Song	Research on the autonomy and performance of middle school students in comprehensive practice activities	English	Developing	ISCTE-IUL
6	Liang Hai Tao		--	Developing	ISCTE-IUL
7	Andreia Filipa Borges Pereira	The Political Side of CSR: The roles of corporate leadership, human resources practices and political consequences	English	Developing	ISCTE-IUL
8	Qin Weihong	How Leadership of Returned High-tech Makes Them Successful Innovators of Entrepreneurs: Evidence from Semiconductor and Chip Industry	English	Developing	ISCTE-IUL

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Yang Jingwei	From differential leadership to effective commitment: a sequential mediation model	English	ISCTE-IUL	2023

2	Li Mengting	University graduates? employability: Bringing entrepreneurial intention into the equation	English	ISCTE-IUL	2022
3	Qin Dawei	Towards A Competency-Based Healthcare Management: The Case of the Attending Physician	English	ISCTE-IUL	2022
4	Maria Teresa Silva F3ria de Almeida	Followership in adversarial context - uncovering resistance dynamics	English	ISCTE-IUL	2022
5	Feng Yan	Extending the cross-cultural grounds of HRM: Thinking styles and long term orientation matter	English	ISCTE-IUL	2022
6	Gao Shenshen	Building on Entrustable Professional Activity (EPA) based model for physicians: The case of pediatricians in China	English	ISCTE-IUL	2020
7	Jia Dongfeng	Construction of high-skilled talent in Zhongshan city	English	ISCTE-IUL	2019
8	Jose Campos Major	--	Portuguese	ISCTE-IUL	2018
9	Hu Shaohua	Relationship between patient safety culture and safety performance in nursing	English	ISCTE-IUL	2018
10	Rui Filipe Resende Melo Coelho de Moura	An emotion-based model of criminal investigators' competences in Pol3icia de Seguran3a P3blica	--	ISCTE-IUL	2018
11	Huang Linong	Construction of Competency Model for Key Nursing Posts in China's Public Hospitals - A case study of ICU Nursing Team Leaders in Zhujiang Hospital	--	ISCTE-IUL	2017
12	Liu Jun	The Relationship between NU SKIN Group's Performance of the Ecological Responsibility and Its Corporate Reputation	--	ISCTE-IUL	2016
13	Maria de Lurdes Cardina Pedro	--	Portuguese	ISCTE-IUL	2015
14	Chen Jun	Operational mechanism of SOE's TMT under dual systems from the perspective of attention	English	ISCTE-IUL	2015
15	Alexandra Maria Pinheiro Martins	--	English	ISCTE-IUL	2013
16	Andr3 Lu3 Lessa Moreira	--	Portuguese	ISCTE-IUL	2012
17	Carlos Sebasti3o Andriani	--	Portuguese	ISCTE-IUL	2012

• **M.Sc. Dissertations**
- Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Laura Maria Garcia Botas	INTRINSIC AND EXTRINSIC MOTIVATIONS IN CORPORATE SOCIAL RESPONSIBILITY: THE ROLE OF ORGANISATIONAL AND NATIONAL CULTURE	--	Developing	ISCTE-IUL

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	João Pedro Carocinho Rabaçal	INTERNAL CONTROL AND ENTERPRISE RISK MANAGEMENT ERM: TOWARDS A PROCESS AND BEHAVIORAL INTEGRATION	English	ISCTE-IUL	2023
2	Francisco Cadete Nogueira Correia Amorim	Benefits of ethical communication: The role of stakeholders and experienced fraud	English	ISCTE-IUL	2023
3	Tiago Alexandre Paçô Galiza Monteiro	Nudging the nudges: A probe into transparency effects	Portuguese	ISCTE-IUL	2023
4	Abel da Fonseca Ribeiro	The price of Social Responsibility: Does inflation expectation apply?	English	ISCTE-IUL	2023
5	Margarida Barbosa Marques	Transprejudice in access to employment	English	ISCTE-IUL	2023
6	Maria Rita Azevedo Mendes Horák	Would you go the extra mile? The mediating effect of Work Engagement in the relation between Employer Branding Experience and Citizenship Behavior: A generational approach	English	ISCTE-IUL	2023
7	Yuanjie Ji	Integrating Public Service Motivation with Organization Citizenship Behaviors: Testing a sequential mediation of PO-fit, and emotional labor	English	ISCTE-IUL	2023
8	Fei Wang	Relationship bonds and emotional labor: The joint effects of collectivism and work virtuality	English	ISCTE-IUL	2023
9	Maria do Carmo Pinto Leite Pereira Coutinho	Artificial Intelligence in Human Resource Management: Exploring endorsement through normative dimensions	English	ISCTE-IUL	2023
10	Leila Joana Marta de Sousa	Formulating expectations in times of crisis: The role of inspirational leadership	English	ISCTE-IUL	2023
11	Ana Rita Silva Marques Ferreira	Explaining employee turnover latency in IT professionals	English	ISCTE-IUL	2023

12	Lloyd Harriman	Applying a Followership approach to the learning experience	English	ISCTE-IUL	2023
13	Maria Ogando dos Santos Bensaude	The cultural roots of the Great Resignation: Testing the moderator effect of Industry	English	ISCTE-IUL	2023
14	Cláudia Sofia Noronha Pinto Gandarez	Authenticity in leading: an asset or a liability?	English	ISCTE-IUL	2022
15	Sofia de Lima Valentim	Towards an interaction model: the preventive role of organizational policies in shift work disorder	English	ISCTE-IUL	2022
16	Ana Chaves Serrano	Management consulting skills: towards an integrative matrix	English	ISCTE-IUL	2022
17	Daniela Sousa Silva	Employer attraction factors in healthcare professionals: Contrasting Instrumental and Symbolic attributes	English	ISCTE-IUL	2022
18	Martinho Alexandre Guerreiro do Rosário	The Talent Attractiveness of the City of London after Brexit	English	ISCTE-IUL	2022
19	Carolina Barco Caroço	Nudging strategies and acceptance of Human Resource policies: The case of framing and social proof heuristic	English	ISCTE-IUL	2022
20	Qu Mingyu	Building hospital attractiveness in China through reputation: The importance of non-material resources	English	ISCTE-IUL	2022
21	Zhang Wei	Achieving medical service quality through best management practices: The role of team citizenship behavior	English	ISCTE-IUL	2022
22	Marco Rafael Castelluzzo Filipe	Work-life conflict in covid-19 time: a process model testing the role of emotional intelligence	English	ISCTE-IUL	2022
23	Maria Luís Lobato Lynch Couto	A intenção de desenvolver competências digitais: Um teste a um modelo variante do UTAUT	English	ISCTE-IUL	2021
24	Beatriz Maria Gomes Boavida	Team political skill and performance in virtual teams: The role of team cohesion and shared leadership	English	ISCTE-IUL	2021
25	Beatriz de Almeida Pereira Nunes Raposo	AI MINDS MORALS 00111111	English	ISCTE-IUL	2021
26	Ricardo Manuel Marques Isidoro	Doc management: Proposal for a doctoral management system	English	ISCTE-IUL	2021
27	Bowen Lyu	Performance evaluation of Public Hospitals in China: A case-based account	English	ISCTE-IUL	2021

28	Xinyi Zhang	Entrepreneurial leadership to foster innovative output via psychological empowerment: Role modeling is not enough	English	ISCTE-IUL	2021
29	Li Yixian	The relationship of High Performance Work Systems on Turnover intention in Chinese companies	English	ISCTE-IUL	2021
30	Jia Ni	Impact of motivational factors on employee retention in China: Mediating role of work engagement	English	ISCTE-IUL	2021
31	Zhong Chen	High Performance Work Practices and Perceived Organizational Performance: The Moderation of Age in Chinese Workers	English	ISCTE-IUL	2021
32	Tomás Wank Nolasco Lamas	Destination image gap and its predictive effect on loyalty of first time German visitors to Portugal	English	ISCTE-IUL	2021
33	Veronika Koltyukova	EDGE-CoT: NEXT GENERATION CLOUD COMPUTING AND ITS IMPACT ON BUSINESS	English	ISCTE-IUL	2021
34	Lisa-Marie Gebauer	Managing Cultural Diversity in Cruise Ship Crews Serving a Single Origin Customer Segment	English	ISCTE-IUL	2020
35	Maria Carlota de Melo Castro Silva	The CSR ? Financial performance link: A test of the moderation effect of industry	English	ISCTE-IUL	2020
36	Aysenur Sumeyye Yil Karabacak	Promover o ajustamento pessoa-organização através dos sistemas de trabalho de elevado desempenho e do clima de diversidade: A prática fala mais alto do que a afirmação	English	ISCTE-IUL	2020
37	Sandra Isabel Conceição Martins	Abusive supervision and moral disengagement: The role of ethical climate and team size	English	ISCTE-IUL	2020
38	Afonso Tadeu Bernardo Vaz Ferreira	Charisma in times of normalcy: Leaders should prepare for crisis	English	ISCTE-IUL	2020
39	Santiago Barros de Almeida	Disempowering Defensive Silence: The Role of Empowering Leadership, Sense of Power, and Dyadic Tenure	English	ISCTE-IUL	2020
40	Zhang Kao	Promoting medical service quality with high performance work systems: the role of safety learning climate and participatory safety	English	ISCTE-IUL	2020
41	Alexandre Marcos Vidreiro Rilho	Nothing to hide, nothing to fear: The moderating effect of fear on AI empowered technology intention of use	English	ISCTE-IUL	2019

42	Constança Isabel Jardim Tavares	How gender free are HPWP?: A moderated mediation model across participatory safety towards team performance	English	ISCTE-IUL	2019
43	Virginia Maria Ramos Pedro	To What extent does empathy in leadership effect employee wellbeing?	English	ISCTE-IUL	2019
44	Rati Bhavna Sahti	Creating an Employer Brand Index	English	ISCTE-IUL	2019
45	Miguel Ângelo Agostinho Longle	?In God we trust, all others we scan for malware?: A study on the effect of trust in using AI empowered smartphones.	English	ISCTE-IUL	2019
46	Catarina Almeida Isidro Relvas	Dispositional honesty-humility and moral disengagement in explaining gossip: Does ethical leadership make any difference?	English	ISCTE-IUL	2019
47	Nélson Miguel da Glória Albano	Employer Branding in the Portuguese Navy	English	ISCTE-IUL	2019
48	Francisca Gonçalves de Sá Rasquilha de Abreu	Ethical leadership and workers? moral disengagement: The mediation of ethicalclimate	English	ISCTE-IUL	2019
49	Dong Siwen	Long term orientation and organizational commitment: The moderation of age in Chinese workers	English	ISCTE-IUL	2019
50	Filipa da Silva Matias	Smartphone and Privacy Concerns: Not so Smart	English	ISCTE-IUL	2019
51	Henry Karl Bruno Leschig	Predictors of Positive E-Leadership	English	ISCTE-IUL	2019
52	Francisco José Branco Cercas	Assessing Accuracy Predictors in Mega trend Qualitative Forecasting in the Hospitality and Tourism Industry	English	ISCTE-IUL	2019
53	Riccardo Rucco	Automation in HRM: a job replacement focus	English	ISCTE-IUL	2019
54	Tamara Heiderose Matheis	The influence of employer branding on the financial performance of a company	English	ISCTE-IUL	2019
55	Nicole Vaz Loureiro	The effect of Leadership Styles and Behaviors in Employee´s Affective Commitment to change.A study in the IT Industry	English	ISCTE-IUL	2019
56	António Alberto Nifrario de Pinho Tavares	Effectiveness of Simplex: the case of Portuguese Social Security	English	ISCTE-IUL	2019
57	Gabriela Morais dos Santos	Emotions and Acceptance towards Artificial Intelligence and its Evolution	English	ISCTE-IUL	2018

58	Maria Gomes Pereira da Silva Parente	Pressuring to Work Extra Hours: A Policy Incompatible With Organizational Implication Through Corporate Entrepreneurship	Portuguese	ISCTE-IUL	2018
59	Pedro Miguel da Silva Pires	e-HRM: Unveiling the hidden dimensions of value creation within Strategic Human Resources Management using Human Resources Information Systems: A case study analysis	English	ISCTE-IUL	2018
60	Racquel Cristina Leite Chaves	Strategic Management of People in Private Education: Talent attraction and retention	Portuguese	ISCTE-IUL	2018
61	Daniela Gaspar Couto	Artificial Intelligence and Human Values	English	ISCTE-IUL	2018
62	Catarina Fernandes da Cruz	Organizational Sycophancy: no matter the motives, results are always negative	Portuguese	ISCTE-IUL	2018
63	Li Yifei	Career Growth and Turnover Intention: The Mediator Role of Career Commitment and Organizational Identification	English	ISCTE-IUL	2018
64	Zélia Maritsan da Silva e Sousa	Competencies Management in the banking sector in Angola	English	ISCTE-IUL	2018
65	Eduardo Miguel Alcobia Mascarenhas	Want to be a leader - Sorry, too soon - O efeito mediador da sabedoria na relação da idade com liderança transformacional	Portuguese	ISCTE-IUL	2017
66	Mariana Fraga Andrade Silva Janicas	A Compatibilização do grau de formalização da Gestão de Recursos Humanos e a flexibilidade de uma start-up de IT	Portuguese	ISCTE-IUL	2017
67	Filipe Claudino Leão Fernandes Garrett	Garfield syndrome: Correlation between organizational hypocrisy, organizational cynicism and distrust in organizational context	English	ISCTE-IUL	2017
68	Margarida de Bessa Ferreira Rodrigues Marques	Leadership on Stage	English	ISCTE-IUL	2017
69	Maria Teresa Cordeiro Feio de Calça e Pina	Competências políticas no seio do intraempreendedorismo: os opostos ajudam-se	Portuguese	ISCTE-IUL	2017
70	Deveani Achevincumar Babú	The Overall Potential Of Telecommuting	English	ISCTE-IUL	2017
71	Helena Sofia Romana Nunes Farinha	Fighting corruption in a destructive leadership setting: the key is in ethical climate	English	ISCTE-IUL	2017
72	Marisa Mendes Faria	Programas de Trainees em Portugal: uma dupla perspetiva	Portuguese	ISCTE-IUL	2017

73	Rita Pereira de Pinho	Perceived Retail Crowding and Anxiety: Impact on shopping satisfaction and impulse buying	English	ISCTE-IUL	2017
74	Andreia Filipa Borges Pereira	The power of CSR: How business managers can hold office without election	English	ISCTE-IUL	2017
75	Cátia Andreia Dimas Narciso	Lack of reciprocity, organizational citizenship behaviors and citizenship fatigue: a tale of two theories	English	ISCTE-IUL	2017
76	Ana Cristina de Almeida Claro	Intenção empreendedora comunitária: O papel do empreendedorismo institucional e da motivação para o serviço público	Portuguese	ISCTE-IUL	2017
77	Sebastian Pereira Clemente Müller	Technology's Influence in HRM in Hospitality	English	ISCTE-IUL	2017
78	Chen Han	Association Between Health Literacy, Health Information Access and Health Care Choices in China	English	ISCTE-IUL	2017
79	Vera Alexandra Ramalho Camilo	The Pace of the Leader: pacing patterns, time management behaviors and temporal leadership	English	ISCTE-IUL	2016
80	Hugo Carlos Alves Andrade	Mediação dos comportamentos de gestão de tempo na relação autoeficácia com o desempenho e com a satisfação no trabalho	Portuguese	ISCTE-IUL	2016
81	Inês de Castro Quaresma Simões Martins	A relação entre a Personalidade Proactiva e a Orientação Intraempreendedora: O papel moderador dos fatores internos organizacionais	Portuguese	ISCTE-IUL	2016
82	Hérika Juliana da Silva	Segmentação de Recursos Humanos: O caso do front-office no setor de luxo acessível	Portuguese	ISCTE-IUL	2016
83	André Augusto Tavares de Mello Soalheira Moreira	CSR Coffee Brand Value: A retailers perspective	English	ISCTE-IUL	2016
84	Carolina Gomes Farinha	Profiling coaching training. What is a suitable coaching Training curricula?	Portuguese	ISCTE-IUL	2016
85	Maria Teresa Silva Féria de Almeida	Testing the Portuguese version of ANPS-s and its utility for professional selection processes	English	ISCTE-IUL	2016
86	Ana Carolina Martins Mendes	International Commercialization Strategy: Portuguese Wine in the Chinese Market	English	ISCTE-IUL	2016
87	Maria Mota Gaspar	Emotional processes in Job Search: Does Outplacement change them?	English	ISCTE-IUL	2015

88	Jie Huang	The Relationship Between Push-Pull Factors and Destination Loyalty: A flow theory perspective	English	ISCTE-IUL	2015
89	Raquel de Fátima Pinho Campos	Riscos Psicossociais - Operadores de Revisão e Venda numa empresa de comboios	Portuguese	ISCTE-IUL	2015
90	Rita Maria Xavier Teixeira Ferreirinho	German and Portuguese Work Cultures: Synergies or Allergies?	English	ISCTE-IUL	2015
91	Débora Neves dos Santos	The Paradox of Corporate Entrepreneurship as na investment for Protean and Boundaryless Careers	English	ISCTE-IUL	2015
92	Rita Martins Segurado	Gestão de Recompensas e Perfil Motivacional em Profissionais de TI: papel na prevenção da rotatividade externa	Portuguese	ISCTE-IUL	2015
93	Luís Filipe Dias da Silva	Mind the gap: A warped approach to LMX agreement	English	ISCTE-IUL	2015
94	Carolina Alferes da Ponte	Revised Political Skill Inventory: bridging Wester and Eastern perspectives	English	ISCTE-IUL	2015
95	Raquel Catarina Louro Rebelo	Contributo diferencial da reputação com base no cliente face aos media: O caso bancário	Portuguese	ISCTE-IUL	2015
96	Telmo Filipe de Oliveira Martins	The Role of Communication Satisfaction in Attitudes Towards Gossip: A moderated mediation model	English	ISCTE-IUL	2015
97	Sara Raquel Contumélias Rocha	Genderized Political Skills: from biological to psychosocial identity	English	ISCTE-IUL	2015
98	Maria de Lurdes Cardina Pedro	A GRH em contexto de crise: a centralidade da perceção de declínio organizacional	--	ISCTE-IUL	2015
99	Rita Margarida Ferreira dos Santos Mateus Silva	Estudo exploratório do impacto da Crise Económica na Responsabilidade Social Corporativa	Portuguese	ISCTE-IUL	2014
100	Sílvia Isabel Vieira Batista	Eficácia do Coaching: Aplicabilidade do modelo LTS	Portuguese	ISCTE-IUL	2014
101	Carina Isabel Mestre Pereira	Atualidade do sistema de estágios não-remunerados: O desafio da eficácia por meio da qualidade	Portuguese	ISCTE-IUL	2014
102	Sandra Filipa Raposo Avelino	Job search among young recent graduates: Predictors and applicability of the Theory of Planned Behaviour	English	ISCTE-IUL	2014
103	Hugo Manuel Pinto Faria	A Diversidade Geracional na Gestão de Recursos Humanos	Portuguese	ISCTE-IUL	2014

104	Paula Alexandra Domingos Torrão	Despedir não é apenas mais um ato de gestão - Análise dos efeitos dos despedimentos nos indivíduos, na reputação e o papel mediador das emoções	Portuguese	ISCTE-IUL	2014
105	Sara Patrícia Cruz Duarte	Competency profiling and development for chief physicians in Germany	English	ISCTE-IUL	2014
106	Sergio Paulo Neves Freitas	Adoro-te - Produto de Regulação Emocional	Portuguese	ISCTE-IUL	2013
107	Pedro Ricardo Dias da Silva Marques	A Confiança no Serviço Nacional de Saúde	Portuguese	ISCTE-IUL	2013
108	Filipa Costa e Sousa Pereira Queiroz	Interculturalidade e inovação organizacional - Estudo de um caso	Portuguese	ISCTE-IUL	2013
109	Mónica Alexandra Fonseca Paiva Galindro	Estratégias de Conciliação Carreira-Vida Pessoal em consultores de IT	Portuguese	ISCTE-IUL	2013
110	Tiiia Annika Lehtinen	Quality of Working Life and Engagement in an Evolving Hospitality Subsector: The case of hostels	English	ISCTE-IUL	2013
111	Tânia Sofia Leal	Boas práticas na gestão da expatriação: Um estudo de caso	Portuguese	ISCTE-IUL	2013
112	Selma Carvalho da Silva	Equilíbrios perversos nas organizações: o caso da liderança tóxica	Portuguese	ISCTE-IUL	2013
113	Herbarth Way Paulo Quiangodi	Avaliação do Potencial Empreendedor: Um Estudo de Caso em Angola	Portuguese	ISCTE-IUL	2013
114	Madalena Gaspar Francisco	Causas e Consequências do Absentismo no Serviço Nacional de Proteção Civil e Bombeiros de Angola: Estudo de Caso	Portuguese	ISCTE-IUL	2013
115	Ana Rita Arede Soveral Cacela	Transferência da formação: o papel moderador da cultura organizacional	Portuguese	ISCTE-IUL	2012
116	Fernanda Constantino Vieira Blanco de Freitas	Análise de Boas Práticas de Recursos Humanos: Estudo de Caso Comparativo Luso-Brasileiro	Portuguese	ISCTE-IUL	2012
117	Ludmila Cirana Afonso Santiago	Empreendedorismo em São Tomé e Príncipe: Avaliação do Potencial Empreendedor Jovem	Portuguese	ISCTE-IUL	2012
118	Adélia Verónica da Silva	A "segunda vaga da migração brasileira" e a crise económica em Portugal: Permanecer, transitar ou retornar	Portuguese	ISCTE-IUL	2012
119	Rita Andreia Monteiro Mourão	Metodologia 360º no mercado de trabalho português: facilitadores e barreiras	Portuguese	ISCTE-IUL	2012

120	Maria Helena Guerreiro Aranha	Executive Coaching em Portugal: uma percepção dos coaches portugueses	Portuguese	ISCTE-IUL	2012
121	Fernando de Jesus Machado da Silva	Confiança institucional e situação laboral: O caso da confiança na Polícia	Portuguese	ISCTE-IUL	2012
122	Francisco José da Costa Gonçalves Ferreira	O Papel da Responsabilidade Social na Promoção da Satisfação dos Colaboradores	Portuguese	ISCTE-IUL	2012
123	Vanda Lúcia de Carvalho Guerreiro Alves		--	ISCTE-IUL	2011
124	Daniela Fernandes Feliciano Bento		--	ISCTE-IUL	2011
125	Ana Rita Pinto Duarte		--	ISCTE-IUL	2011
126	Marco Giva de Brito		--	ISCTE-IUL	2011
127	Carlos Filipe Fernandes Pires		--	ISCTE-IUL	2011
128	Fábio Stefan de Alves e Camões		--	ISCTE-IUL	2011
129	Susana Marina da Silva Cardoso	Concepções de eficácia da gestão de recursos humanos: Entre a Praxis e a Teoria.	Portuguese	ISCTE-IUL	2009
130	Margarida Isabel Marcelino Cândido	Percepções de Cultura de Regras e Objectivos: Correlatos com a orientação para o Serviço Público e Comportamentos Negativos.	Portuguese	ISCTE-IUL	2009

• M.Sc. Final Projects

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Jorge Miguel Paulino Gomes	The Future of the Performance Management in an organisational context: Contributions for rethinking and adapting a Performance Management System amidst the COVID-19	English	ISCTE-IUL	2021
2	Matilde Jerónimo Bispo	Innovative Business Plan: Algarveresorts Upscale Hotel	English	ISCTE-IUL	2020
3	André Francisco Correia Raimundo Romano Colaço	Analysing "Gula's for Kitchen Lovers" and its franchising opportunity	English	ISCTE-IUL	2020
4	José Maria Loureiro Pipa de Sousa Alvim	From recruitment process to recruitment experience: An applied organizational project	Portuguese	ISCTE-IUL	2019
5	Katherina Darellas	Dual Master@3DS: Proposal and Design of a New Career Path at Dassault Systèmes.	English	ISCTE-IUL	2019

6	Hou Jiawei	Football Life - The organization for adult amateur football lovers	English	ISCTE-IUL	2018
7	Constança do Amaral Fiúza	Business Plan - The Musical Theatre as a strategy to integrate a young population in need.	English	ISCTE-IUL	2018
8	Pelayo Corominas Cabrales	Sports Marketing / Management Real Oviedo: The Rebirth of a Historical Spanish Football Club	English	ISCTE-IUL	2018
9	Alcina Lousada Oliveira Pereira	Fusões e Aquisições no Sector da Logística e Transportes: Um estudo de caso	Portuguese	ISCTE-IUL	2017
10	Emanuel José dos Santos	Establishing a Model of Proactive Spin-Offs Effectiveness on the Basis of Corporate Entrepreneurship	English	ISCTE-IUL	2016
11	Mariana Franco Fernandes	Competency Profiling for Product Managers	English	ISCTE-IUL	2016
12	Filipe Branco Borges de Medeiros	Otimização de um Sistema Remuneratório numa Consultora de Engenharia	Portuguese	ISCTE-IUL	2016
13	João Nuno Aguiar Reis Lacasta de Jesus	The Different Cultural Impacts on Perceived Strategic Alignment	English	ISCTE-IUL	2015
14	João Miguel Pereira Rodrigues	Equilíbrio trabalho-vida pessoal de expatriados portugueses em local isolado:Um estudo de caso	Portuguese	ISCTE-IUL	2015
15	Marc Davide Menezes	The Far West of HRM: Witnessing the birth of formal processes	English	ISCTE-IUL	2015
16	Michal Szymkat	Equilibrium - Flexible Spending Account Platform. A business plan for a supplier of na innovative human resources management platform	English	ISCTE-IUL	2015
17	Jorge Miguel dos Reis Militão	Identificação de Competências Chave dos Gestores de Cliente de uma Instituição Financeira Portuguesa	Portuguese	ISCTE-IUL	2013
18	Luísa Andreia Gambão Rodrigues	Desenho de um Modelo de Competências	Portuguese	ISCTE-IUL	2012

Total Citations

Web of Science® 1018

Scopus 921

Publications

• Scientific Journals

- Scientific journal paper

1	Borges, A. & Ramalho, N. (N/A). A multi-level model integrating corporate social responsibility and political activity in the European Union: What are the institutional implications for foreign companies?. <i>Corporate Social Responsibility and Environmental Management</i> . N/A
2	Antunez, M., Ramalho, N. & Marques, T. M. G. (2024). Context matters less than leadership in preventing unethical behaviour in international business. <i>Journal of Business Ethics</i> . 192 (2), 307-322 - Times Cited Scopus: 3 - Times Cited Google Scholar: 8
3	Borges, A. & Ramalho, N. (2023). Building political capital through corporate social responsibility: A microlevel focus on the role of business leaders. <i>Social Responsibility Journal</i> . 19 (3), 566-578 - Times Cited Web of Science®: 3 - Times Cited Scopus: 2 - Times Cited Google Scholar: 3
4	Almeida, T., Ramalho, N. & Esteves, F. (2023). Coproducing leadership: A reason to resist destructive leaders. <i>Leadership and Organization Development Journal</i> . 44 (2), 189-204 - Times Cited Google Scholar: 2
5	Gao, S., Li, N., Wang, X., Yu, Y., Zhao, R., Trigo, V....Ramalho, N. (2022). An assessment framework for the training of general practitioners and specialists based on EPAs. <i>Frontiers in Public Health</i> . 10
6	Shaohua, H., Wang, T., Ramalho, N., Zhou, D., Hu, X. & Zhao, H. (2021). Relationship between patient safety culture and safety performance in nursing: The role of safety behaviour. <i>International Journal of Nursing Practice</i> . 27 (4) - Times Cited Web of Science®: 8 - Times Cited Scopus: 7 - Times Cited Google Scholar: 18
7	Almeida, T., Abreu, F. & Ramalho, N. (2021). Becoming morally disengaged: How long does it take?. <i>Leadership and Organization Development Journal</i> . 42 (4), 548-563 - Times Cited Web of Science®: 4 - Times Cited Scopus: 4 - Times Cited Google Scholar: 6
8	Almeida, T., Ramalho, N. & Esteves, F. (2021). Can you be a follower even when you do not follow the leader? Yes, you can. <i>Leadership</i> . 17 (3), 336-364 - Times Cited Web of Science®: 17 - Times Cited Scopus: 12 - Times Cited Google Scholar: 23
9	Falcão, P., Ramalho, N. & Nobre, M. (2021). Stakeholder management: the new role of business diplomacy. <i>Journal of Business Strategy</i> . 42 (6), 399-406 - Times Cited Scopus: 7 - Times Cited Google Scholar: 13

10	<p>Ma, S., Xie, W. & Ramalho, N. (2021). Impact of bullying on occupational commitment in young nursing professionals: the mediating role of emotional labour and emotional exhaustion. <i>Contemporary Nurse</i>. 57, 13-27</p> <p>- Times Cited Web of Science®: 2 - Times Cited Scopus: 2 - Times Cited Google Scholar: 6</p>
11	<p>Ma, S., Xu, X, Trigo, V. & Ramalho, N. (2021). Managing doctor-patient relationships and turnover intention in Chinese hospitals with commitment HRM: the moderating role of pragmatism. <i>International Journal of Public Administration</i>. 44 (2), 167-176</p> <p>- Times Cited Web of Science®: 2 - Times Cited Scopus: 2 - Times Cited Google Scholar: 1</p>
12	<p>Babu, D., Ramalho, N. & Falcão, P. F. (2020). Telecommuting potential analysis. <i>Global Business and Economics Review</i>. 23 (1), 100-124</p> <p>- Times Cited Google Scholar: 4</p>
13	<p>Gao, S., Gao, Y., Gu, Z, Wang, X., He, Y., Gu, W...Jiang, L. (2018). Analysis on post competence of pediatric physicians of tertiary general hospitals under medical union. <i>Chinese Journal of Graduate Medical Education</i>. 2 (2), 115-118</p>
14	<p>Moura, R. C. & Ramalho, N. C. (2017). Addressing emotions in police selection and initial training: a European study. <i>European Police Science and Research Bulletin</i>. 16, 119-141</p> <p>- Times Cited Google Scholar: 6</p>
15	<p>Ma, S., Xu, X., Trigo, V. & Ramalho, N. J. C. (2017). Doctor-patient relationships (DPR) in China: managers and clinicians' twofold pathways from commitment HR practices. <i>Journal of Health Organization and Management</i>. 31 (1), 110-124</p> <p>- Times Cited Web of Science®: 17 - Times Cited Scopus: 21 - Times Cited Google Scholar: 25</p>
16	<p>Wahlberg, T. A., Ramalho, N. & Brochado, A. (2017). Quality of working life and engagement in hostels. <i>Tourism Review</i>. 72 (4), 411-428</p> <p>- Times Cited Web of Science®: 16 - Times Cited Scopus: 14 - Times Cited Google Scholar: 40</p>
17	<p>Mourão, R., Miranda, S. & Ramalho, N. (2015). A avaliação de desempenho a 360° no mercado de trabalho Português: facilitadores e barreiras. <i>Comunicação Pública</i>. 10 (19)</p> <p>- Times Cited Google Scholar: 7</p>
18	<p>Lopes, M. E. & Ramalho, N.C. (2011). The bright side of the dark side: covert politics as an alternative to the negative impacts of coercive change. <i>Zarzadanie Zasobami Ludzkimi (Human Resource Management)</i>. 6 (83), 67-82</p>
19	<p>Martins, A., Ramalho, N. & Morin, E. (2010). A comprehensive meta-analysis of the relationship between Emotional Intelligence and health. <i>Personality and Individual Differences</i>. 49 (6), 554-564</p> <p>- Times Cited Web of Science®: 810 - Times Cited Scopus: 731 - Times Cited Google Scholar: 1632</p>

20	Santos, S. C., Alves da Costa, F., Passos, A. M., Ramalho, N. & Caetano, A. (2009). Running head: a importância das características gerais do trabalho na satisfação com as recompensas. <i>Sociologia, Problemas e Práticas</i> . 61, 85-99 - Times Cited Scopus: 1
21	Baruch, Y. & Ramalho, N. (2006). Communalities and distinctions in the measurement of organizational performance and effectiveness across for-profit and nonprofit sectors. <i>Nonprofit and Voluntary Sector Quarterly</i> . 35 (1), 39-65 - Times Cited Web of Science®: 139 - Times Cited Scopus: 108 - Times Cited Google Scholar: 364
22	Neves, J. & Ramalho, N. (2005). Autonomia no trabalho e qualidade de vida: a influência das orientações de vida social. <i>Psychologica</i> . 38, 171-192
23	Neves, J. & Ramalho, N. (2004). A avaliação do ensino superior à luz da abordagem qualidade . <i>Revista Portuguesa e Brasileira de Gestão</i> . 3 (2), 36-45 - Times Cited Google Scholar: 2

- Review article

1	Moura, R. C. de., Borges, A., Morgado, S. & Ramalho, N. (2023). Police leadership 2.0.: A comprehensive systematic review of the literature. <i>Policing: A journal of policy and practice</i> . 17 - Times Cited Scopus: 1 - Times Cited Google Scholar: 4
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• Books and Book Chapters

- Book editor

1	Morin, E., Ramalho, N., Ramalho, N, Neves, J. & Savoie, A. (2009). New research trends in effectiveness, health, and work: A Criteos scientific and professional account. Montreal. Criteos/HEC-Montreal.
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- Book chapter

1	Almeida, T., Ramalho, N. & Esteves, F. (2023). Followership. In <i>The SAGE Handbook of Leadership</i> .
2	Couto, I., Valente, I., Ramos, S. & Ramalho, N. (2022). Climas de Inclusão ou Discriminação Etária e o seu efeito na Intenção de Saída de Trabalhadores: O papel mediador do compromisso organizacional afetivo. In <i>Psicologia Social e das Organizações: Métodos, estudos e perspectivas</i> . (pp. 47-66). Lisboa: Sílabo.
3	Cardoso, S., Ramos, S. & Ramalho, N. (2022). The Relationship Between the Ergonomic Factors and the Intention to Leave or Retire in Services Sector. In <i>Psicologia Social e das Organizações: Métodos, estudos e perspectivas</i> . (pp. 27-45): Sílabo.
4	Rato, V., Roseta-Palma, C., Simaens, A. & Ramalho, N. (2022). O mercado de trabalho no desenvolvimento sustentável. In <i>Mercado de Trabalho em Portugal - Do Teletrabalho ao Salário Mínimo</i> .: Actual Editora.
5	Ma, S., Xu, X, Trigo, V. & Ramalho, N. (2020). Pragmatism matters in Chinese public hospital management and doctor patient relationship. In Ali Farazmand (Ed.), <i>Global encyclopedia of public administration, public policy, and governance</i> . (pp. 1-6): Springer.

6	Ramalho, N. (2020). Poder e comportamento político. In Manual de Psicossociologia das Organizações.
7	Passos, A. M., Passos, A.M., Ramalho, N., Silva, S.A., Andrade C., Andrade, C. C....Caetano, António (2016). Análise das dimensões psicossociais do sucesso académico. In J. M. Mendes, A. Caetano, J. M. C. Ferreira (Ed.), Sucesso e abandono no ensino superior em Portugal. (pp. 215-246). Coimbra: Almedina.
8	Silva, S.A., Passos, A. M., Ramalho, N. & Caetano, António (2016). Teorias implícitas sobre o sucesso académico e a empregabilidade. In J. M. Mendes, A. Caetano, J. M. C. Ferreira (Ed.), Sucesso e abandono no ensino superior em Portugal. (pp. 195-214). Coimbra: Almedina. - Times Cited Google Scholar: 1
9	Silva, S.A., Ramalho, N., Passos, A.M., Caetano, António, Ana Maria Seixas & Santos, A. S. (2016). Abordagens do sucesso, insucesso e abandono no ensino superior. In José Manuel Mendes, António Caetano, José Maria Carvalho Ferreira (Ed.), Sucesso e abandono no ensino superior em Portugal. (pp. 19-45). Coimbra: Almedina. - Times Cited Google Scholar: 5
10	Ramalho, N. & Reto, L. (2011). Psicologia política. In Miguel Pereira Lopes, Patrícia Jardim da Palma, Rui Bártolo-Ribeiro e Miguel Pina e Cunha (Ed.), Psicologia aplicada . (pp. 247-272). Lisboa: RH Editora.
11	Inês Freitas & Ramalho, N. (2010). Organizational vulnerability to corruption: an interaction with individual features. In Agata Stachowicz-Stanusch (Ed.), Organizational immunity to corruption. Building theoretical and research foundations. (pp. 161-173). Charlotte: Information Age Publishing . - Times Cited Google Scholar: 1
12	Almeida, António José, Vaz, Isabel Faria, Santos, José Manuel Gameiro Rebelo dos, Marques, Maria Amélia, Ramalho, N., Inácio, Paulo...Dominguinhos, Pedro (2001). Território, estratégias empresariais e competitividade: o caso da Península de Setúbal. In - Times Cited Google Scholar: 2

• Conferences/Workshops and Talks

- Publication in conference proceedings

1	Isidoro, R., Alturas, B. & Ramalho, N. (2022). Doc management: Proposal for a doctoral management system. In Stephanidis, C., Antona, M., and Ntoa, S. (Ed.), HCI International 2022 Posters. Communications in Computer and Information Science. (pp. 284-291). Virtual, Online: Springer.
2	Rebelo, R., Ramalho, N. C. & Falcão, P. F. (2020). Does customer-based reputation add to social and mass media reputation in judging social responsibility of banks?. In Borges, A. P., and Vieira, E. (Ed.), Proceedings of the International Conference on Applied Business and Management (ICABM2020). (pp. 55-56). Porto: ISAG - European Business School.
3	Ramos, S., Ramalho, N., Pinto, A. M. & Truxillo, D. (2018). I'm I too young to think about retirement?: The relationship between human resources management practices, work ability and retirement intentions. In Teoh, K., Saade, N., Dediú, V., Hassard, J. and Torres, L (Ed.), Proceedings of the 13th European Academy of Occupational Health Psychology. (pp. 180). Lisboa, Portugal: European Academy of Occupational Health Psychology.
4	Passos, A. M., Zurga, S., Ramalho, N. & Caetano, António (2011). Explaining Team Performance Through Conflict Patterns Over Time. In IACM 24TH Annual Conference . (pp. 0-0). Istanbul
5	Santos, S. C., Passos, A. M., Ramalho, N. & Caetano, António (2010). Padrão de influência das características centrais do trabalho na satisfação com as recompensas: Cerca de uma década depois. In Conceição Nogueira et al (Ed.), VII Simpósio Nacional de Psicologia . (pp. 2392-2406). Braga: Universidade do Minho.

6	Santos, S. C., Spagnoli, P., Ramalho, N., Passos, A. M. & Caetano, António (2010). Aspectos da satisfação geral do trabalho: Existirá uma mudança de padrão ao longo do tempo?. In Conceição Nogueira et al (Ed.), VII Simpósio Nacional de Psicologia. (pp. 2075-2089). Braga: Universidade do Minho. - Times Cited Google Scholar: 8
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- Talk

1	Almeida, T. & Ramalho, N. (2022). Populist followership precedes populist leaders(hip), not the reverse. 20th International Studying Leadership Conference.
2	Moura, R., Borges, A., Morgado, S. & Ramalho, N. (2022). Police Leadership 2.0.: A comprehensive systematic review of the literature. I LILLERS Conference.
3	Rebelo, R., Ramalho, N. & Falcão, P. F. (2020). DOES CUSTOMER-BASED REPUTATION ADD TO SOCIAL AND MASS MEDIA REPUTATION IN JUDGING SOCIAL RESPONSIBILITY OF BANKS?. ICABM2020 - International Conference of Applied Business and Management.
4	Borges, A. & Ramalho, N. (2019). Political corporate social responsibility: How business managers can hold office without election. 29th EBES Conference.
5	Ma, S., Lai, H., Zeng, W.L. & Ramalho, N. (2019). Postmigration place identity and turnover intentions among Chinese millennial migrant workers: the roles of career development satisfaction and organizational identification. The 12th Chinese Strategic Management Scholar Forum.
6	Almeida, T., Ramalho, N. & Esteves, F. (2019). Affective systems and workplace behaviors: Portuguese validation of the affective neuroscience personality scales. 19th EAWOP Congress.
7	Feng, Y. & Ramalho, N. (2019). Measuring Thinking Styles and Emotional Expressivity for HRM contexts: A test of two instruments in China. 29th EBES Conference - Lisbon.
8	Borges, A. & Ramalho, N. (2019). Political corporate social responsibility: How business managers can hold office without election. 29th EBES Conference - Lisbon.
9	Falcão, P. F. & Ramalho, N. (2019). Stakeholder management: How similar are the concepts of Business Diplomacy and Public Relations?. 29th EBES Conference - Lisbon.
10	Ramos, S., Ramalho, N., Pinto, A. & Truxillo, D. (2018). Am I too young to think about retirement?. 13th European Academy of Occupational Health Psychology Conference.
11	Ma, S., Ramalho, N. & Xie, W (2018). Emotional Labor, Emotional Exhaustion, and Affective Occupational Commitment: A Process Model of Workplace Bullying and Its Consequence in Nursing Professional. 2018 EURAM Conference.
12	Almeida, T., Almeida, M. T. & Ramalho, N. (2017). Testing the Portuguese version of ANPS-s and its utility for professional selection processes. 14th European Conference on Psychological Assessment.
13	Ma, S., Xu, X, Trigo, V. & Ramalho, N. (2017). Pragmatism Matters: The Moderation Effect of Pragmatism on the Path between Commitment HRM Practices to Doctor-Patient Relationships and Turnover Intention. The Ninth International Symposium on Multinational Business Management-- Entrepreneurship, Organizational Change and Employment Management.
14	Ramalho, N. (2015). O que (não) são as competências?. Semana da inovação pedagógica 2014 - ISCTE-IUL.

15	Lurdes Pedro & Ramalho, N. (2014). O papel do capital psicológico na construção das percepções de crise em contexto organizacional: Implicações para a GRH. Atas da V Conferência Investigação e Intervenção em Recursos Humanos.
16	Catarina Pereira, Nelson Jorge Campos Ramalho & Sara Cristina Moura da Silva Ramos (2011). O trabalho e os outros contextos de vida: espaço de conciliação ou conflito?. 1º Congresso Internacional sobre Condições de Trabalho.
17	Passos, A. M., Zurga, S., Ramalho, N. & Caetano, António (2011). Explaining team performance through conflict patterns over time. 24th Annual Conference of the International Association for Conflict Management.
18	Ramalho, N. (2010). Participação cívica organizacional. Efeitos da participação cívica organizacional na confiança na alta gestão, na implicação e participação interna. 7º Simpósio Nacional de Investigação em Psicologia.
19	Ramalho, N. & Ramos, S. (2010). Organisational and Political Psychology: Please mind the gap. CRESPP conference ? Tearing down the walls: Rethinking the Political in Political Psychology.
20	Ramalho, N., Ramos, S. & Caetano, António (2008). L'ancienneté au-delà du contrôle sociodémographique : Rôle modérateur dans la relation entre l'engagement affectif et les orientations vers le client et l'objectif. 15ème Congrès de l'AIPTLF.

• Other Publications

- Non-peer-reviewed papers

1	Santos, S. C., Alves da Costa, F., Passos, A. M., Ramalho, N. & Caetano, António (2020). A importância das características centrais do trabalho na satisfação com as recompensas. - Times Cited Google Scholar: 17
2	Mourão, R., Miranda, S. & Ramalho, N. (2015). A Avaliação de Desempenho a 360º no Mercado de Trabalho Português: Facilitadores e Barreiras.

- Other publications

1	Ramalho, N. & Jia Dongfeng (2019). Construction of high skilled talent in Zhongshan City.
2	Ramalho, N. & Matheis, Tamara Heiderose (2019). The influence of employer branding on a firm's financial performance.
3	Ramalho, N. & Cercas, Francisco José Branco (2019). Assessing accuracy predictors in megatrend qualitative forecasting in the hospitality and tourism industry.
4	Ramalho, N. & Darellas, Katherina (2019). Dual Master@3DS: proposal and design of a new career path at Dassault Systèmes.
5	Ramalho, N. & Relvas, Catarina Almeida Isidro (2019). Dispositional honesty-humility and moral disengagement in explaining gossip: does ethical leadership make any difference?.
6	Ramalho, N. & Dong Siwen (2019). Long term orientation and organizational commitment: the moderation of age in chinese workers.

7	Ramalho, N. & Sahti, Rati Bhavna (2019). Creating an employer brand index.
8	Ramalho, N. & Matias, Filipa da Silva (2019). Smartphone and privacy concerns: not so smart.
9	Ramalho, N. & Alvim, José Maria Loureiro Pipa de Sousa (2019). Do recrutamento-processo à experiência de recrutamento: um projeto organizacional aplicado.
10	Ramalho, N. & Rilho, Alexandre Marcos Vidreiro (2019). Nothing to hide, nothing to fear: the moderating effect of fear on AI empowered technology intention of use.
11	Ramalho, N. & Longle, Miguel Ângelo Agostinho (2019). In God we trust, all others we scan for malware: a study on the effect of trust in using AI empowered smartphones.
12	Ramalho, N. & Tavares, António Alberto Nifrario de Pinho (2019). Effectiveness of Simplex: the case of Portuguese social security.
13	Ramalho, N. & Albano, Nelson Miguel da Glória (2019). Employer branding in the portuguese navy.
14	Ramalho, N. & Abreu, Francisca Gonçalves de Sá Rasquilha de (2019). Ethical leadership and workers' moral disengagement: the mediation of ethical climate.
15	Ramalho, N. & Chaves, Racquel Cristina Leite (2018). Gestão estratégica de pessoas no ensino privado: atração e retenção de talentos.
16	Ramalho, N. & Hu Shaohua (2018). Relationship between patient safety culture and safety performance in nursing.
17	Ramalho, N. & Hou Jiawei (2018). Football life.
18	Ramalho, N. & Pires, Pedro Miguel da Silva (2018). e-HRM: unveiling the hidden dimensions of value creation within strategic human resources management using human resources information systems: a case study analysis.
19	Ramalho, N. & Sousa, Zélia Maritsan da Silva e (2018). Competencies management in the banking sector in Angola.
20	Ramalho, N. & Corominas Cabrales, Pelayo (2018). Sports marketing - management Real Oviedo: the rebirth of a historical Spanish football club.
21	Ramalho, N. & Couto, Daniela Gaspar (2018). Artificial intelligence and human values. - Times Cited Scopus: 6
22	Ramalho, N. & Major, José Armando Sebastião Campos (2018). Modelos de gestão de recursos humanos em Angola.
23	Ramalho, N. & Santos, Gabriela Morais dos (2018). Emotions and acceptance towards artificial intelligence and its evolution.
24	Ramalho, N. & Li Yifei (2018). Career growth and turnover Intention: the mediator role of career commitment and organizational identification.

25	Ramalho, N. & Farinha, Helena Nunes (2017). Fighting corruption in a destructive leadership setting: the key is in ethical climate.
26	Ramalho, N. & Müller, Sebastian Pereira Clemente (2017). Technology's influence on HRM in hospitality.
27	Ramalho, N. & Huang Linong (2017). Construction of competency model for key nursing posts in China's public hospitals: a case study of ICU nursing team leaders in Zhujiang Hospital.
28	Ramalho, N. & Mascarenhas, Eduardo Miguel Alcobia (2017). "Want to be a leader": "- sorry, too soon": o efeito mediador da sabedoria na relação da idade com a liderança transformacional.
29	Ramalho, N. & Babú, Deveani Achevincumar (2017). The overall potential of telecommuting.
30	Ramalho, N. & Pereira, Andreia Filipa Borges (2017). The power of CSR: how business managers can hold office without election.
31	Ramalho, N. & Pinho, Rita Pereira de (2017). Perceived retail crowding and anxiety: impact on shopping satisfaction and impulse buying.
32	Ramalho, N. & Chen Han (2017). Association between health literacy, health information access, and health care choices in China.
33	Ramalho, N. & Claro, Ana Cristina de Almeida (2017). Intenção empreendedora comunitária: o papel do empreendedorismo institucional e da motivação para o serviço público.
34	Ramalho, N. & Marques, Margarida de Bessa Ferreira Rodrigues (2017). Leadership on stage.
35	Ramalho, N. & Janicas, Mariana Fraga Andrade Silva (2017). A compatibilização do grau de formalização da gestão de recursos humanos e a flexibilidade de uma start-up de IT.
36	Ramalho, N. & Narciso, Cátia Dimas (2017). Lack of reciprocity, organizational citizenship behaviors and citizenship fatigue: a tale of two theories.
37	Ramalho, N. & Moreira, André Augusto Tavares de Mello Soalheira (2016). CSR coffee brand value: a retailers perspective.
38	Ramalho, N. & Andrade, Hugo Carlos Alves (2016). Mediação dos comportamentos de gestão de tempo na relação da autoeficácia com o desempenho e com a satisfação no trabalho.
39	Almeida, T. & Ramalho, N. (2016). Testing the portuguese version of ANPS-s and its utility for professional selection processes.
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- Report

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Research Projects

Project Title	Role in Project	Partners	Period
Public Value and Communicational Boost of European Funds	Researcher	DINAMIA'CET-Iscte (CT) - Leader	2024
2024	Agricultural Drone Technology Awareness Training for industry Professionals	Researcher	BRU-Iscte (Management), AUA - Leader (Greece), Iscte - (Portugal), Future Needs - (Cyprus), Casa do Joa - (Portugal), IH - (Greece)
2022 - 2024	2022	Smart and Sustainable Drone-assisted Viticulture Excellence Network	Researcher
BRU-Iscte, IT-Iscte, AUA - Leader (Greece), Future Needs - (Cyprus), HDRON - (Greece), Dronint - (Cyprus), Casa do Joa - (Portugal), ALMADESIGN - (Portugal), Ramilo Wines - (Portugal), Agroecologia - (Greece), AWC - (Portugal), WALTR - (France)	2022 - 2025	2022	Urban Air Mobility School for Cities
Researcher	BRU-Iscte (M&M), BRU-Iscte (OB&HR)	2022 - 2024	2022
Avaliação de Impacto 4D	Global Coordinator	BRU-Iscte	2020 - 2021
2020	Technology and innovation management master	Researcher	IT-Iscte, BRU-Iscte (OB&HR), CIS-Iscte (CED), UAB - (Spain), Unibo (IT) - (Italy), AMU (FR) - (France), PUCP (PE) - (Peru), UPCH (PE) - (Peru), FUSP (BR) - (Brazil), UnMdP (AR) - (Argentina), UFRN (BR) - (Brazil), UnLu (Argentina) - Leader (Argentina)

Academic Management Positions

Membro (Docente) (2023 - 2027)

Unit/Area: Comissão Pedagógica
Director (2022 - 2024) Unit/Area: [9157] Human Resources Management
Membro (Docente) (2022 - 2026) Unit/Area: Comissão Pedagógica
Director (2020 - 2022) Unit/Area: [9157] Human Resources Management
Membro (Docente) (2020 - 2022) Unit/Area: Comissão Científica
Membro (Docente) (2020 - 2022) Unit/Area: Plenário da Comissão Científica
Membro (Docente) (2018 - 2020) Unit/Area: Plenário da Comissão Científica
Membro (Docente) (2018 - 2020) Unit/Area: Comissão Científica
Membro (Docente) (2014 - 2016) Unit/Area: Comissão Científica
Membro (Docente) (2014 - 2016) Unit/Area: Plenário da Comissão Científica
Presidente (2011) Unit/Area: IUL Global
Membro (Docente) (2010 - 2014) Unit/Area: Plenário da Comissão Científica
Sub-diretor (2010 - 2014) Unit/Area: Department of Human Resources and Organizational Behavior
Membro (Docente) (2010 - 2014) Unit/Area: Comissão Científica