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Nelson Jorge Campos Ramalho

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 IEFP	--
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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2025/2026	2º	Corporate Governance and Social Responsibility	Institutional Degree in ISCTE Business School;	Yes
2025/2026	2º	Advanced Human Resources Management		Yes
2025/2026	2º	Consulting and Diagnosis Techniques		Yes
2025/2026	1º	Advanced Topics in Management I	Doctorate Degree (PhD) in Business Administration;	Yes
2025/2026	1º	Organizational Behaviour	Master Degree in Human Resources Development Policies;	Yes
2025/2026	1º	Work and Organizational Psychology	Bachelor Degree in Economics; Bachelor Degree in Psychology;	Yes
2025/2026	1º	Psychology of Human Resources	Institutional Degree in ISCTE Business School;	Yes
2024/2025	2º	Corporate Governance and Social Responsibility	Institutional Degree in ISCTE Business School;	Yes
2024/2025	2º	Advanced Human Resources Management		Yes
2024/2025	2º	Consulting and Diagnosis Techniques		Yes
2024/2025	1º	Advanced Topics in Management I	Doctorate Degree (PhD) in Business Administration;	Yes
2024/2025	1º	Organizational Behaviour	Master Degree in Human Resources Development Policies;	Yes
2024/2025	1º	Work and Organizational Psychology	Bachelor Degree in Psychology;	Yes
2024/2025	1º	Current Challenges in Human Resource Management		Yes
2024/2025	1º	Psychology of Human Resources	Institutional Degree in ISCTE Business School;	Yes
2023/2024	2º	Corporate Governance and Social Responsibility	Institutional Degree in ISCTE Business School;	Yes
2023/2024	2º	Advanced Human Resources Management		Yes
2023/2024	2º	Consulting and Diagnosis Techniques	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2023/2024	2º	Safety and Health at Work		Yes
2023/2024	1º	Advanced Topics in Management I	Doctorate Degree (PhD) in Business Administration;	Yes

2023/2024	1º	Organizational Behaviour	Master Degree in Human Resources Development Policies;	Yes
2023/2024	1º	Current Challenges in Human Resource Management		Yes
2023/2024	1º	Organizational Models		Yes
2023/2024	1º	Psychology of Human Resources	Institutional Degree in ISCTE Business School;	Yes
2022/2023	2º	Corporate Governance and Social Responsibility	Institutional Degree in ISCTE Business School;	Yes
2022/2023	2º	Leadership and Team Management		No
2022/2023	2º	Advanced Human Resources Management	Master Degree in Human Resources Development Policies;	Yes
2022/2023	2º	Consulting and Diagnosis Techniques	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2022/2023	2º	Leadership Development, Decision Processes and Negotiation	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2022/2023	1º	Advanced Topics in Management I	Doctorate Degree (PhD) in Business Administration;	Yes
2022/2023	1º	Human Resource Management		No
2022/2023	1º	Organizational Behaviour	Master Degree in Human Resources Development Policies;	Yes
2022/2023	1º	Work and Organizational Psychology		Yes
2022/2023	1º	Organizational Models		Yes
2022/2023	1º	Psychology of Human Resources	Institutional Degree in ISCTE Business School;	Yes

Supervisions

• Ph.D. Thesis - Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Yang Bo	Research on CSR practice of mineral resources enterprises in minority regions of southwest China	English	Developing	Iscte

2	Zhibin CHEN	Motivation Study on Human Resource Outsourcing in the Security Industry of Yunnan Province	English	Developing	Iscte
3	Yang Gu	Corporate governance in the absence of owners: The role of codetermination and soft-budget constraint in R&D investment decisions	English	Developing	Iscte
4	David João Varela Xavier	Employer branding in Portuguese public administration	English	Developing	Iscte

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Liang Haitao	Leadership and Human Resource Management in a Transformation-and-Upgrading Organizational Change: The Case Study of Yulong Gold Co	--	Iscte	2025
2	Wang Xiaosheng	Too Much Ambidextrous Leadership? Uncovering Indirect Curvilinear Effects on Innovation	English	Iscte	2025
3	Vanessa Ferreira Loureiro	Does shareholder's reputation matter to firms? An analysis of reputation reverse spillover	English	Iscte	2025
4	Qin Weihong	Academic-entrepreneurship Success: How Competences, Person-entrepreneurial Fit, Role Conflict and Coping Strategies Converge to Achieve It?	English	Iscte	2024
5	Du Song	Managing core literacy learning: The role of extra-Curricular activities	English	Iscte	2024
6	Li Ming	Community General Practitioners Turnover: Mapping, Exploring, and Explaining Patterns in Shanghai Pudong New Area	English	Iscte	2024
7	Andreia Filipa Borges Pereira	The Political Side of CSR: The roles of corporate leadership, human resources practices and political consequences	English	Iscte	2024
8	Wei Ning	Towards Improved Staffing Policies and Practices in Medical Institutions: The Case of SZ Maternity and Child Healthcare Hospital	English	Iscte	2023
9	Li Yuanhui	Transformational Leadership and Collective Turnover in Chinese Pharmaceutical Industry: A Multilevel Analysis of Mediating Variables	English	Iscte	2023

10	Shu Guohua	The effects of Paternalistic leadership on new generation employees' Job satisfaction and turnover intention	English	Iscte	2023
11	Yang Jingwei	From differential leadership to effective commitment: a sequential mediation model	English	Iscte	2023
12	Li Mengting	University graduates? employability: Bringing entrepreneurial intention into the equation	English	Iscte	2022
13	Qin Dawei	Towards A Competency-Based Healthcare Management: The Case of the Attending Physician	English	Iscte	2022
14	Maria Teresa Silva Féria de Almeida	Followership in adversarial context - uncovering resistance dynamics	English	Iscte	2022
15	Feng Yan	Extending the cross-cultural grounds of HRM: Thinking styles and long term orientation matter	English	Iscte	2022
16	Wang Yiyang	The Influence of Medical Personnel's Career Calling on Organizational Citizenship Behavior—An Empirical Study in Zhejiang Province, China	English	Iscte	2021
17	Zeng Jian	Transformation of Chinese local Government Investment and Financing Platform Enterprises Towards the integration of Industry and Finance	English	Iscte	2021
18	Zhang Yueqin	Predicting pediatric off-label drug use in Chinese Hospitals: An Application of the theory of planned behavior	English	Iscte	2020
19	Gao Shenshen	Building on Entrustable Professional Activity (EPA) based model for physicians: The case of pediatricians in China	English	Iscte	2020
20	Gao Tong	Community Management and Policy on Diabetes Patients in Coastal Developed Areas of China: An in-depth Analysis of Shanghai Model	English	Iscte	2020
21	Jia Dongfeng	Construction of high-skilled talent in Zhongshan city	--	Iscte	2019
22	José Armando Sebastião Campos Major	Modelo de Gestão de Recursos Humanos em Angola	--	Iscte	2018
23	Hu Shaohua	Relationship between patient safety culture and safety performance in nursing	--	Iscte	2018
24	Rui Filipe Resende Melo Coelho de Moura	An emotion-based model of criminal investigators' competences in Polícia de Segurança Pública	--	Iscte	2018

25	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	2017
26	Liu Jun	The Relationship between NU SKIN Group's Performance of the Ecological Responsibility and Its Corporate Reputation	--	Iscte	2016
27	Maria de Lurdes Cardina Pedro	A GRH em contexto de crise: a centralidade da perceção de declínio organizacional	--	Iscte	2015
28	Chen Jun	Operational mechanism of SOES' TMT under dual systems from the perspective of attention	--	Iscte	2015
29	Alexandra Maria Miranda Pinheiro Martins	Rescuing Emotional Intelligence from the Curse of Fragmentation: Towards an Integrative Framework	English	Iscte	2013
30	André Luiz Lessa Moreira	Terceirização transformacional e a alavancagem comportamental dos recursos humanos: um estudo luso-brasileiro	Portuguese	Iscte	2012
31	Carlos Sebastião Andriani	Sustentabilidade dos processos de melhoria contínua em gestão: a centralidade da capacidade analítica	Portuguese	Iscte	2012

• M.Sc. Dissertations

- Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Maria Clara Vieira Araújo	Reasoning or Memory? Has ChatGPT developed a human-like Theory of Mind?	English	Delivered	Iscte
2	Iara Rodrigues Mota	Student psychological well-being: A trigger of heightened graduate employability	Portuguese	Delivered	Iscte
3	Inês Fernandes da Cruz	.	--	Developing	Iscte
4	Iolanda Corina Roque Fernandes	Relatórios GRI e ESRs, Estratégias de Report	--	Developing	Iscte
5	Marta da Silva Ferreira	Job crafting as a facilitator of team and leadership effects on employee engagement	--	Developing	Iscte
6	Daniela Fabiana da Silva Carvalhais	Micromanagement, Autonomy, and Leader Trust: Effects on Turnover Intention in Remote and On-Site Workers.	--	Developing	Iscte

7	Pedro Bandarra Miguel	Destructive Leadership within the toxic triangle	--	Developing	Iscte
8	Miguel Espírito Santo Louro de Jesus	To which extent is HPWS positive effect on organizational performance contingent upon geographical or cultural factors: A meta-analysis	--	Developing	Iscte
9	Mariana Pinto Pereira Ferreira	Project Management and Project Leadership: Differences and Similarities	--	Developing	Iscte
10	Estela Sofia de Sousa Coelho	Fostering Agility in Public Institutions: The Role of Leadership and Human Capital at the National Science Foundation	--	Developing	Iscte
11	Gonçalo José Sousa Castelo	AI-based HRM acceptance: The role of legitimacy	--	Developing	Iscte
12	Inês de Maria Cabral de Carvalho e Rosa Caetano	Spotting Deception in Job Interviews — AI versus Human Intuition	--	Developing	Iscte
13	Ida Martinsen	Managing tensions between a culture of rules and pressures for innovation	--	Developing	Iscte
14	João Pedro da Silva Pardal	The consulting ESG leitmotiv: A litmus test via credit risk assessment	--	Developing	Iscte
15	Catarina Maria Nunes Nobre	An estimation of return on implementing the Corporate Sustainability Due Diligence Directive	--	Developing	Iscte

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Bernardo Ferreira Reis	A double edged sword: Exploring the temporal effects on employee entitlement	English	Iscte	2025
2	Catarina Santos e Santos	Meta-representations in law enforcement: A virtuous circle?	Portuguese	Iscte	2025
3	Justus Martain Cees Haerens	CEO personality configurations and ESG performance: a fsQCA study in the European textile industry	English	Iscte	2025
4	Thomas Genovali	Loneliness in a Globalized Workplace: Rethinking Expatriate Support Strategies	English	Iscte	2025
5	Polina Novichenko	Generational Influences on Employer Branding in Multinational Tech Companies	English	Iscte	2025

6	Olga Stikheeva	Digital Knowmads competencies for a meaningful work	English	Iscte	2025
7	Alberto Fernando Nhaga	Optimization of the Solid waste System at the port of Bissau	Portuguese	Iscte	2025
8	João Paulo Carrilho Raposo	Job Satisfaction and Mental Health in GNR Military Personnel: Moderation by Sex, Rank, Roles, and Years of Service	Portuguese	Iscte	2025
9	Maria João Ferreira Pinho Pereira	Leadership Theories in Humanitarian Action: A Study to Address Field Needs	English	Iscte	2025
10	Beatriz de Abreu Saavedra	When AI goes to Uni: A UTAUT Perspective on GenAI Adoption in Higher Education	English	Iscte	2025
11	Joana Ferreira Léo	Telepressure, digital addiction and work life balance: the moderation role of work arrangements	English	Iscte	2024
12	Maria Reis Neves	How is the 3rd free day used in the 4-Day Workweek?	English	Iscte	2024
13	Carolina Eufrásio Gomes	The impact of Job Security on Job Satisfaction and Turnover Intention: An Analysis using the JD-R Model with an age-based perspective	English	Iscte	2024
14	Ana Rita Marques Castilho	In Search of Shared Leadership Antecedents: A Focus on Authenticity	English	Iscte	2024
15	Marta Luísa Ferreira Torre	HPWS effectiveness via perceived team work engagement: A focus on the team culture as a boundary condition	English	Iscte	2024
16	Miguel João Jerónimo Barata	Configurations of barriers to Digital Transformation in Portuguese SMEs and the effects of DT to the employees	English	Iscte	2024
17	Daniela Sofia Carvalho Teixeira	Digital nomads' workation choice: A study on push factors, pull factors, and relative freedom	English	Iscte	2024
18	João Pedro Carocinho Rabaçal	INTERNAL CONTROL AND ENTERPRISE RISK MANAGEMENT ERM: TOWARDS A PROCESS AND BEHAVIORAL INTEGRATION	English	Iscte	2023
19	Francisco Cadete Nogueira Correia Amorim	Benefits of ethical communication: The role of stakeholders and experienced fraud	English	Iscte	2023
20	Abel da Fonseca Ribeiro	The price of Social Responsibility: Does inflation expectation apply?	English	Iscte	2023
21	Tiago Alexandre Paço Galiza Monteiro	Nudging the nudges: A probe into transparency effects	Portuguese	Iscte	2023

22	Margarida Barbosa Marques	Transprejudice in access to employment	English	Iscte	2023
23	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	2023
24	Fei Wang	Relationship bonds and emotional labor: The joint effects of collectivism and work virtuality	English	Iscte	2023
25	Yuanjie Ji	Integrating Public Service Motivation with Organization Citizenship Behaviors: Testing a sequential mediation of PO-fit, and emotional labor	English	Iscte	2023
26	Maria do Carmo Pinto Leite Pereira Coutinho	Artificial Intelligence in Human Resource Management: Exploring endorsement through normative dimensions	English	Iscte	2023
27	Leila Joana Marta de Sousa	Formulating expectations in times of crisis: The role of inspirational leadership	English	Iscte	2023
28	Ana Rita Silva Marques Ferreira	Explaining employee turnover latency in IT professionals	English	Iscte	2023
29	Lloyd Harriman	Applying a Followership approach to the learning experience	English	Iscte	2023
30	Maria Ogando dos Santos Bensaude	The cultural roots of the Great Resignation: Testing the moderator effect of Industry	English	Iscte	2023
31	Cláudia Sofia Noronha Pinto Gandarez	Authenticity in leading: an asset or a liability?	English	Iscte	2022
32	Sofia de Lima Valentim	Towards an interaction model: the preventive role of organizational policies in shift work disorder	English	Iscte	2022
33	Daniela Sousa Silva	Employer attraction factors in healthcare professionals: Contrasting Instrumental and Symbolic attributes	English	Iscte	2022
34	Martinho Alexandre Guerreiro do Rosário	The Talent Attractiveness of the City of London after Brexit	English	Iscte	2022
35	Ana Chaves Serrano	Management consulting skills: towards an integrative matrix	English	Iscte	2022
36	Carolina Barco Caroço	Nudging strategies and acceptance of Human Resource policies: The case of framing and social proof heuristic	English	Iscte	2022
37	Zhang Wei	Achieving medical service quality through best management practices: The role of team citizenship behavior	English	Iscte	2022

38	Qu Mingyu	Building hospital attractiveness in China through reputation: The importance of non-material resources	English	Iscte	2022
39	Marco Rafael Castelluzzo Filipe	Work-life conflict in covid-19 time: a process model testing the role of emotional intelligence	English	Iscte	2022
40	Beatriz Maria Gomes Boavida	Team political skill and performance in virtual teams: The role of team cohesion and shared leadership	English	Iscte	2021
41	Maria Luís Lobato Lynch Couto	A intenção de desenvolver competências digitais: Um teste a um modelo variante do UTAUT	English	Iscte	2021
42	Beatriz de Almeida Pereira Nunes Raposo	AI MINDS MORALS 00111111	English	Iscte	2021
43	Ricardo Manuel Marques Isidoro	Doc management: Proposal for a doctoral management system	English	Iscte	2021
44	Bowen Lyu	Performance evaluation of Public Hospitals in China: A case-based account	English	Iscte	2021
45	Xinyi Zhang	Entrepreneurial leadership to foster innovative output via psychological empowerment: Role modeling is not enough	English	Iscte	2021
46	Li Yixian	The relationship of High Performance Work Systems on Turnover intention in Chinese companies	English	Iscte	2021
47	Jia Ni	Impact of motivational factors on employee retention in China: Mediating role of work engagement	English	Iscte	2021
48	Zhong Chen	High Performance Work Practices and Perceived Organizational Performance: The Moderation of Age in Chinese Workers	English	Iscte	2021
49	Tomás Wank Nolasco Lamas	Destination image gap and its predictive effect on loyalty of first time German visitors to Portugal	English	Iscte	2021
50	Veronika Koltyukova	EDGE-CoT: NEXT GENERATION CLOUD COMPUTING AND ITS IMPACT ON BUSINESS	English	Iscte	2021
51	Lisa-Marie Gebauer	Managing Cultural Diversity in Cruise Ship Crews Serving a Single Origin Customer Segment	English	Iscte	2020
52	Maria Carlota de Melo Castro Silva	The CSR ? Financial performance link: A test of the moderation effect of industry	English	Iscte	2020

53	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	2020
54	Sandra Isabel Conceição Martins	Abusive supervision and moral disengagement: The role of ethical climate and team size	English	Iscte	2020
55	Afonso Tadeu Bernardo Vaz Ferreira	Charisma in times of normalcy: Leaders should prepare for crisis	English	Iscte	2020
56	Santiago Barros de Almeida	Disempowering Defensive Silence: The Role of Empowering Leadership, Sense of Power, and Dyadic Tenure	English	Iscte	2020
57	Zhang Kao	Promoting medical service quality with high performance work systems: the role of safety learning climate and participatory safety	English	Iscte	2020
58	Alexandre Marcos Vidreiro Rilho	Nothing to hide, nothing to fear: The moderating effect of fear on AI empowered technology intention of use	English	Iscte	2019
59	Constança Isabel Jardim Tavares	How gender free are HPWP?: A moderated mediation model across participatory safety towards team performance	English	Iscte	2019
60	Virginia Maria Ramos Pedro	To What extent does empathy in leadership effect employee wellbeing?	English	Iscte	2019
61	Rati Bhavna Sahti	Creating an Employer Brand Index	English	Iscte	2019
62	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	2019
63	Catarina Almeida Isidro Relvas	Dispositional honesty-humility and moral disengagement in explaining gossip: Does ethical leadership make any difference?	English	Iscte	2019
64	Nélson Miguel da Glória Albano	Employer Branding in the Portuguese Navy	English	Iscte	2019
65	Francisca Gonçalves de Sá Rasquilha de Abreu	Ethical leadership and workers? moral disengagement: The mediation of ethicalclimate	English	Iscte	2019
66	Dong Siwen	Long term orientation and organizational commitment: The moderation of age in Chinese workers	English	Iscte	2019
67	Filipa da Silva Matias	Smartphone and Privacy Concerns: Not so Smart	English	Iscte	2019

68	Henry Karl Bruno Leschig	Predictors of Positive E-Leadership	English	Iscte	2019
69	Francisco José Branco Cercas	Assessing Accuracy Predictors in Mega trend Qualitative Forecasting in the Hospitality and Tourism Industry	English	Iscte	2019
70	Riccardo Rucco	Automation in HRM: a job replacement focus	English	Iscte	2019
71	Tamara Heiderose Matheis	The influence of employer branding on the financial performance of a company	English	Iscte	2019
72	António Alberto Nifrarío de Pinho Tavares	Effectiveness of Simplex: the case of Portuguese Social Security	English	Iscte	2019
73	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	2019
74	Gabriela Moraes dos Santos	Emotions and Acceptance towards Artificial Intelligence and its Evolution	English	Iscte	2018
75	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	2018
76	Maria Gomes Pereira da Silva Parente	Pressuring to Work Extra Hours: A Policy Incompatible With Organizational Implication Through Corporate Entrepreneurship	Portuguese	Iscte	2018
77	Racquel Cristina Leite Chaves	Strategic Management of People in Private Education: Talent attraction and retention	Portuguese	Iscte	2018
78	Daniela Gaspar Couto	Artificial Intelligence and Human Values	English	Iscte	2018
79	Catarina Fernandes da Cruz	Organizational Sycophancy: no matter the motives, results are always negative	Portuguese	Iscte	2018
80	Li Yifei	Career Growth and Turnover Intention: The Mediator Role of Career Commitment and Organizational Identification	English	Iscte	2018
81	Zélia Maritsan da Silva e Sousa	Competencies Management in the banking sector in Angola	English	Iscte	2018
82	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	2017
83	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	2017

84	Filipe Claudino Leão Fernandes Garrett	Garfield syndrome: Correlation between organizational hypocrisy, organizational cynicism and distrust in organizational context	English	Iscte	2017
85	Margarida de Bessa Ferreira Rodrigues Marques	Leadership on Stage	English	Iscte	2017
86	Maria Teresa Cordeiro Feio de Calça e Pina	Competências políticas no seio do intraempreendedorismo: os opostos ajudam-se	Portuguese	Iscte	2017
87	Deveani Achevincumar Babú	The Overall Potential Of Telecommuting	English	Iscte	2017
88	Helena Sofia Romana Nunes Farinha	Fighting corruption in a destructive leadership setting: the key is in ethical climate	English	Iscte	2017
89	Andreia Filipa Borges Pereira	The power of CSR: How business managers can hold office without election	English	Iscte	2017
90	Marisa Mendes Faria	Programas de Trainees em Portugal: uma dupla perspetiva	Portuguese	Iscte	2017
91	Rita Pereira de Pinho	Perceived Retail Crowding and Anxiety: Impact on shopping satisfaction and impulse buying	English	Iscte	2017
92	Cátia Andreia Dimas Narciso	Lack of reciprocity, organizational citizenship behaviors and citizenship fatigue: a tale of two theories	English	Iscte	2017
93	Ana Cristina de Almeida Claro	Intenção empreendedora comunitária: O papel do empreendedorismo institucional e da motivação para o serviço público	Portuguese	Iscte	2017
94	Sebastian Pereira Clemente Müller	Technology's Influence in HRM in Hospitality	English	Iscte	2017
95	Chen Han	Association Between Health Literacy, Health Information Access and Health Care Choices in China	English	Iscte	2017
96	Vera Alexandra Ramalho Camilo	The Pace of the Leader: pacing patterns, time management behaviors and temporal leadership	English	Iscte	2016
97	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	2016
98	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	2016

99	Hérika Juliana da Silva	Segmentação de Recursos Humanos:O caso do front-office no setor de luxo acessível	Portuguese	Iscte	2016
100	André Augusto Tavares de Mello Soalheira Moreira	CSR Coffee Brand Value: A retailers perspective	English	Iscte	2016
101	Carolina Gomes Farinha	Profiling coaching training. What is a suitable coaching Training curricula?	Portuguese	Iscte	2016
102	Maria Teresa Silva Féria de Almeida	Testing the Portuguese version of ANPS-s and its utility for professional selection processes	English	Iscte	2016
103	Ana Carolina Martins Mendes	International Commercialization Strategy: Portuguese Wine in the Chinese Market	English	Iscte	2016
104	Maria Mota Gaspar	Emotional processes in Job Search: Does Outplacement change them?	English	Iscte	2015
105	Jie Huang	The Relationship Between Push-Pull Factors and Destination Loyalty: A flow theory perspective	English	Iscte	2015
106	Raquel de Fátima Pinho Campos	Riscos Psicossociais - Operadores de Revisão e Venda numa empresa de comboios	Portuguese	Iscte	2015
107	Débora Neves dos Santos	The Paradox of Corporate Entrepreneurship as na investment for Protean and Boundaryless Careers	English	Iscte	2015
108	Rita Maria Xavier Teixeira Ferreirinho	German and Portuguese Work Cultures: Synergies or Allergies?	English	Iscte	2015
109	Rita Martins Segurado	Gestão de Recompensas e Perfil Motivacional em Profissionais de TI: papel na prevenção da rotatividade externa	Portuguese	Iscte	2015
110	Luís Filipe Dias da Silva	Mind the gap: A warped approach to LMX agreement	English	Iscte	2015
111	Carolina Alferes da Ponte	Revised Political Skill Inventory: bridging Wester and Eastern perspectives	English	Iscte	2015
112	Raquel Catarina Louro Rebelo	Contributo diferencial da reputação com base no cliente face aos media: O caso bancário	Portuguese	Iscte	2015
113	Telmo Filipe de Oliveira Martins	The Role of Communication Satisfaction in Attitudes Towards Gossip: A moderated mediation model	English	Iscte	2015
114	Sara Raquel Contumélias Rocha	Genderized Political Skills: from biological to psychosocial identity	English	Iscte	2015

115	Rita Margarida Ferreira dos Santos Mateus Silva	Estudo exploratório do impacto da Crise Económica na Responsabilidade Social Corporativa	Portuguese	Iscte	2014
116	Sílvia Isabel Vieira Batista	Eficácia do Coaching: Aplicabilidade do modelo LTS	Portuguese	Iscte	2014
117	Carina Isabel Mestre Pereira	Atualidade do sistema de estágios não-remunerados: O desafio da eficácia por meio da qualidade	Portuguese	Iscte	2014
118	Sandra Filipa Raposo Avelino	Job search among young recent graduates: Predictors and applicability of the Theory of Planned Behaviour	English	Iscte	2014
119	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	2014
120	Hugo Manuel Pinto Faria	A Diversidade Geracional na Gestão de Recursos Humanos	Portuguese	Iscte	2014
121	Sara Patrícia Cruz Duarte	Competency profiling and development for chief physicians in Germany	English	Iscte	2014
122	Sergio Paulo Neves Freitas	Adoro-te - Produto de Regulação Emocional	Portuguese	Iscte	2013
123	Pedro Ricardo Dias da Silva Marques	A Confiança no Serviço Nacional de Saúde	Portuguese	Iscte	2013
124	Filipa Costa e Sousa Pereira Queiroz	Interculturalidade e inovação organizacional - Estudo de um caso	Portuguese	Iscte	2013
125	Mónica Alexandra Fonseca Paiva Galindro	Estratégias de Conciliação Carreira-Vida Pessoal em consultores de IT	Portuguese	Iscte	2013
126	Tiia Annika Lehtinen	Quality of Working Life and Engagement in an Evolving Hospitality Subsector: The case of hostels	English	Iscte	2013
127	Tânia Sofia Leal	Boas práticas na gestão da expatriação: Um estudo de caso	Portuguese	Iscte	2013
128	Selma Carvalho da Silva	Equilíbrios perversos nas organizações: o caso da liderança tóxica	Portuguese	Iscte	2013
129	Herbarth Way Paulo Quiangodi	Avaliação do Potencial Empreendedor: Um Estudo de Caso em Angola	Portuguese	Iscte	2013
130	Madalena Gaspar Francisco	Causas e Consequências do Absentismo no Serviço Nacional de Proteção Civil e Bombeiros de Angola: Estudo de Caso	Portuguese	Iscte	2013
131	Ana Rita Arede Soveral Cacela	Transferência da formação: o papel moderador da cultura organizacional	Portuguese	Iscte	2012

132	Fernanda Constantino Vieira Blanco de Freitas	Análise de Boas Práticas de Recursos Humanos: Estudo de Caso Comparativo Luso-Brasileiro	Portuguese	Iscte	2012
133	Ludmila Cirana Afonso Santiago	Empreendedorismo em São Tomé e Príncipe: Avaliação do Potencial Empreendedor Jovem	Portuguese	Iscte	2012
134	Adélia Verónica da Silva	A "segunda vaga da migração brasileira" e a crise económica em Portugal: Permanecer, transitar ou retornar	Portuguese	Iscte	2012
135	Rita Andreia Monteiro Mourão	Metodologia 360º no mercado de trabalho português: facilitadores e barreiras	Portuguese	Iscte	2012
136	Maria Helena Guerreiro Aranha	Executive Coaching em Portugal: uma percepção dos coaches portugueses	Portuguese	Iscte	2012
137	Fernando de Jesus Machado da Silva	Confiança institucional e situação laboral: O caso da confiança na Polícia	Portuguese	Iscte	2012
138	Francisco José da Costa Gonçalves Ferreira	O Papel da Responsabilidade Social na Promoção da Satisfação dos Colaboradores	Portuguese	Iscte	2012
139	Vanda Lúcia de Carvalho Guerreiro Alves	--	--	Iscte	2011
140	Daniela Fernandes Feliciano Bento	--	--	Iscte	2011
141	Ana Rita Pinto Duarte	--	--	Iscte	2011
142	Marco Giva de Brito	--	--	Iscte	2011
143	Carlos Filipe Fernandes Pires	--	--	Iscte	2011
144	Fábio Stefan de Alves e Camões	--	--	Iscte	2011
145	Susana Marina da Silva Cardoso	Concepções de eficácia da gestão de recursos humanos: Entre a Praxis e a Teoria.	Portuguese	Iscte	2009
146	Margarida Isabel Marcelino Cândido	Percepções de Cultura de Regras e Objectivos: Correlatos com a orientação para o Serviço Público e Comportamentos Negativos.	Portuguese	Iscte	2009

• M.Sc. Final Projects

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Maha Abdulkarim Mohamed Abdou	Case Study	English	Iscte	2024

2	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	2021
3	Matilde Jerónimo Bispo	Innovative Business Plan: Algarveresorts Upscale Hotel	English	Iscte	2020
4	André Francisco Correia Raimundo Romano Colaço	Analysing "Gula's for Kitchen Lovers" and its franchising opportunity	English	Iscte	2020
5	José Maria Loureiro Pipa de Sousa Alvim	From recruitment process to recruitment experience: An applied organizational project	Portuguese	Iscte	2019
6	Katherina Darellas	Dual Master@3DS: Proposal and Design of a New Career Path at Dassault Systèmes.	English	Iscte	2019
7	Pelayo Corominas Cabrales	Sports Marketing / Management Real Oviedo: The Rebirth of a Historical Spanish Football Club	English	Iscte	2018
8	Hou Jiawei	Football Life - The organization for adult amateur football lovers	English	Iscte	2018
9	Constança do Amaral Fiúza	Business Plan - The Musical Theatre as a strategy to integrate a young population in need.	English	Iscte	2018
10	Alcina Lousada Oliveira Pereira	Fusões e Aquisições no Sector da Logística e Transportes: Um estudo de caso	Portuguese	Iscte	2017
11	Emanuel José dos Santos	Establishing a Model of Proactive Spin-Offs Effectiveness on the Basis of Corporate Entrepreneurship	English	Iscte	2016
12	Mariana Franco Fernandes	Competency Profiling for Product Managers	English	Iscte	2016
13	Filipe Branco Borges de Medeiros	Otimização de um Sistema Remuneratório numa Consultora de Engenharia	Portuguese	Iscte	2016
14	João Nuno Aguiar Reais Lacasta de Jesus	The Different Cultural Impacts on Perceived Strategic Alignment	English	Iscte	2015
15	João Miguel Pereira Rodrigues	Equilíbrio trabalho-vida pessoal de expatriados portugueses em local isolado: Um estudo de caso	Portuguese	Iscte	2015
16	Marc Davide Menezes	The Far West of HRM: Witnessing the birth of formal processes	English	Iscte	2015
17	Michał Szymkat	Equilibrium - Flexible Spending Account Platform. A business plan for a supplier of an innovative human resources management platform	English	Iscte	2015

18	Jorge Miguel dos Reis Militão	Identificação de Competências Chave dos Gestores de Cliente de uma Instituição Financeira Portuguesa	Portuguese	Iscte	2013
19	Luísa Andreia Gambão Rodrigues	Desenho de um Modelo de Competências	Portuguese	Iscte	2012

Total Citations

Web of Science®	1234
Scopus	1049

Publications

• Scientific Journals

- Scientific journal paper

1	Zhang, Y., Sun, X., Wang, D., Hua, Y., Wang, G. & Ramalho, N. (2025). Exploring pediatricians' off-label prescribing behavior in China: A theory of planned behavior-based study. <i>International Journal of Clinical Pharmacy</i> . 47 (6), 2072-2082
2	Borges, A. & Ramalho, N. (2024). 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> . 31 (5), 4265-4279 - Times Cited Web of Science®: 1 - Times Cited Scopus: 1 - Times Cited Google Scholar: 2
3	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 Web of Science®: 15 - Times Cited Scopus: 13 - Times Cited Google Scholar: 30
4	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®: 4 - Times Cited Scopus: 4 - Times Cited Google Scholar: 6
5	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 Web of Science®: 2 - Times Cited Scopus: 2 - Times Cited Google Scholar: 7
6	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 - Times Cited Web of Science®: 1 - Times Cited Scopus: 1 - Times Cited Google Scholar: 2

7	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®: 14 - Times Cited Scopus: 11 - Times Cited Google Scholar: 33
8	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®: 7 - Times Cited Scopus: 5 - Times Cited Google Scholar: 10
9	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®: 24 - Times Cited Scopus: 19 - Times Cited Google Scholar: 40
10	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 Web of Science®: 5 - Times Cited Scopus: 8 - Times Cited Google Scholar: 20
11	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 - Times Cited Web of Science®: 8 - Times Cited Scopus: 7 - Times Cited Google Scholar: 13
12	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 - Times Cited Web of Science®: 2 - Times Cited Scopus: 2 - Times Cited Google Scholar: 3
13	Babu, D., Ramalho, N. & Falcão, P. F. (2020). Telecommuting potential analysis. <i>Global Business and Economics Review</i>. 23 (1), 100-124 - Times Cited Scopus: 1 - Times Cited Google Scholar: 8
14	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
15	Wahlberg, T. A., Ramalho, N. & Brochado, A. (2017). Quality of working life and engagement in hostels. <i>Tourism Review</i>. 72 (4), 411-428 - Times Cited Web of Science®: 20 - Times Cited Scopus: 16 - Times Cited Google Scholar: 48
16	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 - Times Cited Google Scholar: 8

17	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 - Times Cited Web of Science®: 22 - Times Cited Scopus: 26 - Times Cited Google Scholar: 32
18	Mourão, R., Miranda, S. & Ramalho, N. (2015). A avaliação de desempenho a 360º no mercado de trabalho Português: facilitadores e barreiras. <i>Comunicação Pública</i>. 10 (19) - Times Cited Web of Science®: 3 - Times Cited Google Scholar: 9
19	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
20	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 - Times Cited Web of Science®: 945 - Times Cited Scopus: 796 - Times Cited Google Scholar: 1817
21	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
22	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®: 148 - Times Cited Scopus: 114 - Times Cited Google Scholar: 377
23	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
24	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: 3

- 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 Web of Science®: 13 - Times Cited Scopus: 16 - 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,
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and work: A Criteos scientific and professional account. Montreal. Criteos/HEC-Montreal.

- Book chapter

1	Almeida, T., Ramalho, N. & Esteves, F. (2023). Followership. In The SAGE Handbook of Leadership.
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 Psicologia Social e das Organizações: Métodos, estudos e perspectivas. (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 Psicologia Social e das Organizações: Métodos, estudos e perspectivas. (pp. 27-45): Sílabo.
4	Rato, V., Roseta-Palma, C., Simaens, A. & Ramalho, N. (2022). O mercado de trabalho no desenvolvimento sustentável. In Mercado de Trabalho em Portugal - Do Teletrabalho ao Salário Mínimo.: 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.), Global encyclopedia of public administration, public policy, and governance. (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. - Times Cited Google Scholar: 1
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: 7
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., Dediu, 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

- Talk

1	Ramalho, N. & Almeida, T. (2023). Optimizing Crisis Management: A Case Against Authentic Leadership Maximization. 21st International Studying Leadership Conference.
2	Almeida, T. & Ramalho, N. (2023). Digging Under the Fence, Leaping Over the Fence: Silence Digs or Leaps Over Exploitative Leaders. 21st International Studying Leadership Conference.
3	Moura, R., Borges, A., Morgado, S. & Ramalho, N. (2022). Police Leadership 2.0.: A comprehensive systematic review of the literature. I LILLERS Conference.
4	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.
5	Borges, A. & Ramalho, N. (2019). Political corporate social responsibility: How business managers can hold office without election. 29th EBES Conference.
6	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.
7	Almeida, T., Ramalho, N. & Esteves, F. (2019). Affective systems and workplace behaviors: Portuguese validation of the affective neuroscience personality scales. 19th EAWOP Congress.

8	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.
9	Borges, A. & Ramalho, N. (2019). Political corporate social responsibility: How business managers can hold office without election. 29th EBES Conference - Lisbon.
10	Falcão, P. F. & Ramalho, N. (2019). Stakeholder management: How similar are the concepts of Business Diplomacy and Public Relations?. 29th EBES Conference - Lisbon.
11	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.
12	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.
13	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.
14	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.
15	Ramalho, N. (2015). O que (não) são as competências?. Semana da inovação pedagógica 2014 - ISCTE-IUL.
16	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.
17	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.
18	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.
19	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.
20	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.
21	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
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	características centrais do trabalho na satisfação com as recompensas. - Times Cited Google Scholar: 18
2	Mourão, R., Miranda, S. & Ramalho, N. (2015). A Avaliação de Desempenho a 360° 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 Nifratio 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.
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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
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
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
Urban Air Mobility School for Cities	Researcher	BRU-Iscte (M&M), BRU-Iscte (OB&HR)	2022 - 2024
Avaliação de Impacto 4D	Global Coordinator	BRU-Iscte	2020 - 2021

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)	2017 - 2020
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