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Sandra Costa

Professora Auxiliar

BRU-Iscte - Business Research Unit

Department of Human Resources and Organizational Behavior (IBS)



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Curriculum

Sandra Costa is an Assistant Professor and Researcher at ISCTE-IBS. She holds a PhD in Management from Nova SBE. She teaches a variety of courses in HRM, OB, Organizational and Occupational Psychology, and Quantitative Research Methods at different universities: University of Liverpool (UK), Nova SBE (PT), Universidade Europeia (PT) and IPAM (PT). She published in academic journals such as the Journal of Occupational and Organizational Psychology, Journal of Vocational Behavior, Annual Review of Organizational Psychology and Organizational Behavior, British Journal of Management and Work & Stress. She is now Principal Investigator in a Foundation for Science and Technology -funded project and Associate Editor in the Journal of Occupational and Organizational Psychology.

Research Interests

Psychological contracts and employment relationship
Job Insecurity
Health and Well-being
Exploitative work relationships

Academic Qualifications

University/Institution	Type	Degree	Period
University of Liverpool	Technical Specialization Course	Teaching Qualification	2019
Universidade Nova de Lisboa - Nova School of Business and Economics	PhD	Management, Organizational Behavior	2016
Instituto Universitario de Ciencias Psicologicas Sociais e da Vida	Integrated M.Sc.	Social and Organizational Psychology	2010

External Professional Activities

Period	Employer	Country	Description
2021 - 2021	FEUC	Portugal	Workshop: Intro to meta-analysis
2020 - 2021	King's College of London	United Kingdom	Seminar: Psychological Contract and Health
2018 - 2021	Nova SBE	Portugal	Invited Professor in the PhD program: Hot topics in Quantitative Methods

Teaching Activities

Teaching Year	Sem.	Course Name	Degree(s)	Coord
2026/2027	2°	Human Resource Analytics and Internal Auditing	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2026/2027	1°	Human Resource Managements		Yes
2026/2027	1°	Phd Thesis in Management	Doctorate Degree (PhD) in Management;	No
2026/2027	1°	Specialization Seminar in Management	Doctorate Degree (PhD) in Management;	No
2026/2027	1°	Phd Thesis in Management		Yes
2026/2027	1°	Leadership and Organizational Behavior	Bachelor Degree in Management;	Yes
2025/2026	2°	Human Resource Analytics and Internal Auditing	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2025/2026	1°	Human Resource Managements		Yes

2025/2026	1°	Phd Thesis in Management	Doctorate Degree (PhD) in Management;	No
2025/2026	1°	Specialization Seminar in Management	Doctorate Degree (PhD) in Management;	No
2025/2026	1°	Leadership and Organizational Behavior	Bachelor Degree in Management;	Yes
2025/2026	1°	Organizational Diagnosis and Organizational Change	Bachelor Degree in Human Resources Management;	Yes
2025/2026	1°	Conflicts Management and Negotiation		Yes
2024/2025	2°	Human Resource Attraction, Selection and Development	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2024/2025	2°	Human Resource Analytics and Internal Auditing	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2024/2025	1°	Human Resource Managements		Yes
2024/2025	1°	Specialization Seminar in Human Resources and Organizational Behavior		Yes
2024/2025	1°	Phd Thesis in Management: Specialization in Human Resources and Organizational Behavior		Yes
2024/2025	1°	Phd Thesis in Management	Doctorate Degree (PhD) in Management;	No
2024/2025	1°	Specialization Seminar in Management	Doctorate Degree (PhD) in Management;	No
2024/2025	1°	Organizational Diagnosis and Organizational Change	Bachelor Degree in Human Resources Management;	Yes
2024/2025	1°	Organizational Models		Yes
2024/2025	1°	Conflicts Management and Negotiation		Yes
2023/2024	2°	Human Resource Analytics and Internal Auditing	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2023/2024	2°	Exploring Leadership in a Changing World		No
2023/2024	1°	Human Resource Managements		Yes

2023/2024	1°	Phd Thesis in Management	Doctorate Degree (PhD) in Management;	No
2023/2024	1°	Specialization Seminar in Management	Doctorate Degree (PhD) in Management;	No
2023/2024	1°	Organizational Models		No
2023/2024	1°	Conflicts Management and Negotiation		Yes
2023/2024	1°	Organizational Psychology		Yes
2022/2023	2°	Research Design II	Doctorate Degree (PhD) in Management;	No
2022/2023	2°	Human Resource Analytics and Internal Auditing	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2022/2023	2°	Human Resources Management	Bachelor Degree in Finance and Accounting;	No
2021/2022	2°	Human Resources Management	Bachelor Degree in Finance and Accounting;	No
2021/2022	1°	Human Resource Managements	Master Degree in Human Resources Development Policies;	Yes
2021/2022	1°	Critical Issues in Hospitality Human Resources	Master Degree in Hospitality and Tourism Management;	Yes
2021/2022	1°	Human Resources Management	Master Degree in Health Services Management;	Yes
2020/2021	2°	Human Resources Management	Master Degree in Health Services Management;	No
2020/2021	2°	Human Resource Analytics and Internal Auditing	Master Degree in Human Resource Management and Organizational Consultancy;	No
2020/2021	2°	Human Resources Management	Bachelor Degree in Management;	No
2020/2021	1°	Research Methods in Human Resources Management	Bachelor Degree in Human Resources Management;	No

Supervisions

• Post-doc Supervisions

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Sara Corlett	EWRI project	Portuguese	Iscte	2025

2	Sofia Oliveira	EWRI Exploitative working relationships: Impact on employees' health and behaviors	English	Iscte	2024
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• Ph.D. Thesis

- Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Aminabi Can	Impact on human resources technologies on employees' attitudes and behaviors	English	Developing	Iscte
2	Maria Luísa Silva Chá-Chá	The dark side of emergent leadership: impact on leader effectiveness, follower satisfaction and team performance	English	Developing	Iscte
3	Nivaldo Galvão	Organizational expectations: how ideology influences newcomers' psychological contract	Portuguese	Developing	ISCSP
4	Laura Tecedeiro Sequeira Falé	Am I the only one? School climate, LGBT+ identities, and the making of inclusive leaders in business education	English	Developing	Iscte

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Karen Ferrez Dalgas Frisch	Impact of Externally Provided Return-to-Work Programs on Women Relaunchers' ability to Opt back in professional life in Portugal	English	Iscte	2026
2	Tan Bing	The Effectiveness of Human Resource Business Partner Model Implementation: Evidence from Construction Company A	English	Iscte	2025
3	Alabdulwahed, Maha	The Formation and Development of Psychological contracts during first year of employment: examining views and experiences of Saudi employees working in the Saudi private sector.	English	University of Liverpool	2023

• M.Sc. Dissertations

- Ongoing

	Student Name	Title/Topic	Language	Status	Institution
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1	Inês Dantas Nunes	Psychological distancing: the perception of coworkers	--	Developing	Iscte
2	Joana Gomes Carvalho	Generation Z's Experience in First Employment: Dynamics between Employer Branding Expectations and Organizational Reality	--	Developing	Iscte
3	MD Aatur Rahman	The Factors Influencing Work-Life Balance (WLB) and Job Satisfaction Among Workers in the Ready-Made Garment (RMG) Sector in Bangladesh	--	Developing	Iscte
4	Mariana Maia Soares Capitão	Between organizational pressure and perfectionism: factors that explain constant connection to work and the impact on work-life balance	--	Developing	Iscte
5	Bolanle Victoria Arijenileola	Impact of proactive behaviors on the integration of immigrant workers	--	Developing	Iscte
6	Rita Maria Pinto dos Santos	Employer Branding de Empresas que Passaram por Crises	--	Developing	Iscte
7	Rita de Mascarenhas dos Santos Gil	From Personal Wellbeing to Workplace Impact: Effects of Work-Life Balance on Colleagues	--	Developing	Iscte
8	Inês Alexandra da Silva Carlos	O papel moderador da Interdependência de Tarefas na relação entre o Desligamento Psicológico do Trabalho e o Bem-Estar dos indivíduos.	--	Developing	Iscte
9	Beatriz Cabaços da Costa	Antecedents of Coworker Undermining: The Relationship Between Organizational Constraints, Competitive Work Environments, and Personality Traits	--	Developing	Iscte
10	Joana Morais Villas Boas	A amizade no trabalho: bem-estar e produtividade percebida	--	Developing	Iscte
11	João Francisco Ribeiro da Silva Sirgado	Perceptions and behaviours towards AI	--	Developing	Iscte
12	Catarina da Silva Cardoso	Exploração percebida	--	Developing	Iscte
13	Inês Filipa Da Costa Trindade	O Papel das Relações Interpessoais na Retenção de Talento: Um Estudo no Setor do Retalho	--	Developing	Iscte
14	Sara Ramos Ribeiro	Retention of Gen z vs Gen Y	--	Developing	Iscte

15	Filipa dos Santos Correia	A Empresa Ideal para a Geração Z: Entre Expetativas e a Realidade do Primeiro Emprego	--	Developing	Iscte
16	Ana Rita Monteiro Comprido Marques Pinto	Innovative Business Plan "Centro Materno-Infantil de Lisboa"	--	Developing	Iscte
17	Maria Manuel Branco de Almeida	Perceção, Aceitação e Mudança na IA	--	Developing	Iscte

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Francisco Mira Lopes	Shift work: Impact on sleep disturbances, vitality and depressive symptoms	English	Iscte	2025
2	Laura Manuel Sarilho da Costa	Biases in Hybrid Work and Their Impact on Career Progression	Portuguese	Iscte	2025
3	Sofia Isabel Santos Simões	Experiences of returning to work after motherhood	Portuguese	Iscte	2025
4	Claudia Maria de Moura dos Santos	Influence of Human Resources Control Practices and Work Intensification on Perceptions of Exploitation and Burnout	Portuguese	Iscte	2024
5	Nadine Neto Santos	Analyzing the impact of employee wellness programs on retention rates of healthcare professionals	Portuguese	Iscte	2024
6	Sofia Batista dos Santos	Job Embeddedness and Its Effect on Work-Family Conflict.	English	Iscte	2024
7	Linn Mari Misund	Employer Branding in Bane NOR: A Qualitative Study on the Impact of Employer Branding on Talent Retention	English	Iscte	2024
8	Leonor Isabel Carranca Neves	Exploitative Work Relationships in Portuguese Healthcare	English	Iscte	2023
9	Hegnar Efliatoun Suleyman	Healthcare Professionals Presenteeism in Portugal in the 21st Century	Portuguese	Iscte	2023
10	Ana Filipa Curto Marú	Discrimination in Recruitment and Selection Processes for Candidates with Tattoos and Piercings	Portuguese	Iscte	2023
11	Camelia Ras	The breach of the psychological contract as a motivating factor for the intention to leave: a comparative approach between small and large companies	Portuguese	Iscte	2023

12	Leonor Castanheira Leal Pedras	Inclusive work environment: A study of human resources practices for people with disabilities in the Jerónimo Martins Group	Portuguese	Iscte	2023
13	Maria Torres Padilha Dias Cravo	Understanding the tourist profiles and how they experience Wellness Tourism	English	Iscte	2023
14	Ana Carolina Alves Vieira	The Impact of Human Resource Practices on the Well-Being of Dentists	Portuguese	Iscte	2023
15	Diana Alejandra Lopez Arias	Flexible work arrangement expectations in the post Covid-19 reality: the impact on psychological breach	English	Iscte	2022
16	Sara Eduardo Garcia Albino	Job Insecurity in the Covid-19 Context and its Impact on Psychological Well-Being and Performance of Employees in Angola	Portuguese	Iscte	2022
17	Yue Hong	The impact of on-the-job training on employees' performance in the sales industry	English	University of Liverpool Management School (ULMS)	2020
18	Jiani Hua	Impact of transformational leadership on employees' reactions to organizational change	English	University of Liverpool Management School (ULMS)	2020
19	Li, Qing	Underrepresentation of women in leadership positions in the financial industry	English	University of Liverpool Management School (ULMS)	2020
20	Liu, Xingyu	Work-Life Balance: Flexible work arrangement and satisfaction	English	University of Liverpool Management School (ULMS)	2020
21	Zhang, Xinyue	INCLUSIVE LEADERSHIP AND EMPLOYEE WORK BEHAVIOR: THE MEDIATING ROLE OF ORGANIZATIONAL SUPPORT	English	University of Liverpool Management School (ULMS)	2020
22	Wang, Anni	Impact of communication on employee and organization performance	English	University of Liverpool Management School (ULMS)	2020
23	Ndindeng, Atina	Organizational strategic practices and managers perceptions.	English	University of Liverpool Management School (ULMS)	2020
24	Li, Shizhi	The effects of entrepreneurial orientation and market orientation on SME's business performance in the international market.	English	University of Liverpool Management School (ULMS)	2019

25	Jaenisch, Henning	Agile Project Management Methods in Practice	English	University of Liverpool Management School (ULMS)	2019
26	Ding, Peipei	Work-life balance and employee satisfaction in China	English	University of Liverpool Management School (ULMS)	2019
27	Agrawal, Shraddha	Influence of CSR on employees' work attitude and behaviour.	English	University of Liverpool Management School (ULMS)	2019
28	Pierce, Jordan	A review examining the influences on the ethical decision-making process using Rest's (1986) four step ethical decision model	English	University of Liverpool Management School (ULMS)	2019
29	Wang, Di	Effectiveness of social media in services marketing	English	University of Liverpool Management School (ULMS)	2019
30	Webster, Edward	A review of the effect of social media marketing on brand loyalty.	English	University of Liverpool Management School (ULMS)	2019
31	Smith, Wiliam	A review of social media marketing research: present findings and future direction	English	University of Liverpool Management School (ULMS)	2019
32	Olechnowicz, Grzegorz	A comparison brand management practices between SMEs and large business.	English	University of Liverpool Management School (ULMS)	2019
33	Mónica Duarte	O Marketing Interno como Factor Crítico no Desempenho e na Intenção de Saída dos Colaboradores na Hotelaria em Portugal.	Portuguese	IPAM	2018
34	Neuza Miguéns	Agile Marketing da teoria à prática: Estudo exploratória no contexto português.	Portuguese	IPAM	2018
35	Ana Pereira	Cruelty-Free Communication in the Beauty Industry	Portuguese	IPAM	2018
36	Susana Dâmaso	Marketing	Portuguese	IPAM	2018
37	Rafaela Fernandes	Marketing	Portuguese	IPAM	2018
38	Tanja Gabel	Influencing Factors of Professional Education Choices: An Empirical Study on the Attractiveness of Apprenticeships and University Studies in Germany.	English	IPAM	2017

39	Rita Almeida	Marketing Político: Construção do Perfil do Inimigo como Estratégia de Comunicação.	Portuguese	IPAM	2017
40	Inês Azevedo	A Economia Partilhada em Portugal: Comportamento do Consumidor Millennial.	Portuguese	IPAM	2017
41	Carolina Moreira	Compra de Produtos Paleo: Orientação para a Saúde e Motivação como Factores Chave.	Portuguese	IPAM	2017

Total Citations

Web of Science®	556
Scopus	524

Publications

• Scientific Journals

- Scientific journal paper

1	Costa, S., Jacqueline A-M. Coyle-Shapiro & Neves, P. (N/A). Psychological Contract Breach and Employee Health: A Critical Review, Exploratory Meta-Analysis and Future Research Agenda. <i>Work & Stress</i> .
2	Lopéz, A., Costa, S., Velez, M. J. & Neves, P. (N/A). The unwanted effects of supervisor support: Exploring how and when PSS leads to employee submissive behaviours. <i>Journal of General Management</i> . N/A
3	Costa, S., CoyleShapiro, J., Corlett, S. & Aguiar, T. (2026). Perceived organizational exploitation and employee health: An examination of processes and boundary conditions. <i>Journal of Occupational and Organizational Psychology</i> . 99 (1) - Times Cited Google Scholar: 1
4	Esperança, M. B., Ferreira, A. & Costa, S. (2026). Yoga, mindfulness and acupuncture impact on burnout: A preliminary meta-analysis. <i>Psychology, Health and Medicine</i> . 31 (1), 250-278 - Times Cited Web of Science®: 2 - Times Cited Scopus: 2 - Times Cited Google Scholar: 2
5	Lopéz, A. & Costa, S. (2025). Perceived internal corporate social responsibility and employees' proactive behavior: The mediating role of intentions to start personal projects and the moderating role of perceived external prestige. <i>Human Resource Development Quarterly</i> . 36 (3), 263-285 - Times Cited Web of Science®: 4 - Times Cited Scopus: 4
6	Costa, S., Velez, M. J. & Lopéz, A. (2024). Your coworkers can make you sick: An investigation of coworker undermining and employee health. <i>Journal of Occupational and Organizational Psychology</i> . 97 (4), 1716-1735 - Times Cited Web of Science®: 2 - Times Cited Scopus: 2 - Times Cited Google Scholar: 4

7	<p>Costa, S., Daher, P., Neves, P. & Velez, M. J. (2022). The interplay between ethical leadership and supervisor organizational embodiment on organizational identification and extra-role performance. <i>European Journal of Work and Organizational Psychology</i>. 31 (2), 214-225</p> <p>- Times Cited Web of Science®: 39</p> <p>- Times Cited Scopus: 32</p> <p>- Times Cited Google Scholar: 69</p>
8	<p>Costa, S. & Coyle-Shapiro, J. A-M. (2021). What happens to others matters! An intra-individual processual approach to coworkers' psychological contract violations. <i>Group and Organization Management</i>. 46 (2), 153-185</p> <p>- Times Cited Web of Science®: 10</p> <p>- Times Cited Scopus: 10</p> <p>- Times Cited Google Scholar: 18</p>
9	<p>Neves, P., Pires, D. & Costa, S. (2021). Empowering to reduce intentions to resist future change: Organization-based self-esteem as a boundary condition. <i>British Journal of Management</i>. 32 (3), 872-891</p> <p>- Times Cited Web of Science®: 30</p> <p>- Times Cited Scopus: 27</p> <p>- Times Cited Google Scholar: 59</p>
10	<p>Jacqueline A.-M. Coyle-Shapiro, Costa, S., Wiebke Doden & Chiachi Chang (2019). Psychological Contracts: Past, Present, and Future. <i>Annual Review of Organizational Psychology and Organizational Behavior</i>. 6 (1), 145-169</p> <p>- Times Cited Web of Science®: 273</p> <p>- Times Cited Scopus: 255</p> <p>- Times Cited Google Scholar: 486</p>
11	<p>Cunha, M. P., Neves, P., Clegg, S. R., Costa, S. & Rego, J. (2019). Paradoxes of organizational change in a merger context. <i>Qualitative Research in Organizations and Management</i>. 14 (3), 217-240</p> <p>- Times Cited Scopus: 16</p> <p>- Times Cited Google Scholar: 25</p>
12	<p>Costa, S. & Neves, P. (2017). Forgiving is good for health and performance: How forgiveness helps individuals cope with the psychological contract breach. <i>Journal of Vocational Behavior</i>. 100, 124-136</p> <p>- Times Cited Web of Science®: 74</p> <p>- Times Cited Scopus: 63</p> <p>- Times Cited Google Scholar: 109</p>
13	<p>Costa, S. & Neves, P. (2017). Job insecurity and work outcomes: The role of psychological contract breach and positive psychological capital. <i>Work & Stress</i>. 31 (4), 375-394</p> <p>- Times Cited Web of Science®: 95</p> <p>- Times Cited Scopus: 83</p> <p>- Times Cited Google Scholar: 169</p>
14	<p>Costa, S. & Neves, P. (2017). It is your fault! How blame attributions of breach predict employees' reactions. <i>Journal of Managerial Psychology</i>. 32 (7), 470-483</p> <p>- Times Cited Web of Science®: 25</p> <p>- Times Cited Scopus: 22</p> <p>- Times Cited Google Scholar: 40</p>

• Books and Book Chapters

- Book chapter

1	Tomprou, Maria, Costa, S. & Aguiar, T. R. (2025). New directions for psychological contracts and downsizing: delivering and managing the bad news, layoff footprint, and algorithmic management. In Rocki-Lee DeWitt; Alyson P. House; (Ed.), <i>A Concise Guide to Corporate Downsizing</i> . (pp. 257-284).: Edward Elgar Publishing.
2	Jacqueline A.-M. Coyle-Shapiro, Costa, S. & Chang, C. (2022). Psychological Contracts and Employee Health. In <i>Handbook on Management and Employment Practices</i> .
3	Costa, S. (2021). New psychological contracts, old breaches?. In Melinde Coetzee, Alda Deas (Ed.), <i>Redefining the psychological contract in the digital era: Issues for research and practice</i> .: Springer Nature. - Times Cited Scopus: 6 - Times Cited Google Scholar: 11
4	Neves, P., Costa, S. & Sá, Carlos (2013). Mudança organizacional: Uma fusão em contexto hospitalar. In <i>Comportamento Organizacional no Século XXI: Diálogos entre a gestão e a academia</i> .: Editora RH.

• Conferences/Workshops and Talks

- Publication in conference proceedings

1	Costa, S., Coyle-Shapiro, J. A-M., Corlett, S. & Aguiar, T. R. (2025). The Impact of Perceived Exploitation on Health-related Outcomes. In <i>Academy of Management Proceedings</i> .: Academy of Management.
2	Frisch, K., Costa, S. & Matos, F. (2024). External return-to-work programs impact on women relaunching their careers. In Carmen-Pilar Martí Ballester (Ed.), <i>Proceedings of the 7th International Conference on Gender Research</i> . (pp. 144-151). Barcelona: ACI. - Times Cited Web of Science®: 2 - Times Cited Scopus: 2 - Times Cited Google Scholar: 2
3	Arias, D. & Costa, S. (2023). Flexible work arrangement expectations: The impact on psychological contract breach and work outcomes. In Sonia Taneja (Ed.), <i>BAM 2023 Conference Proceedings</i> . University of Sussex: British Academy of Management.

- Talk

1	Ferreira, H., Caldeira, M. I., Amaral, M., Fontes, L. M., Pinto, C., Simões, L. M....Costa, S. (2026). The impact of psychological contract breach on depressive symptoms: The mediating role of effort-reward imbalance. XXI PhD Meeting in Psychology.
2	Falcão, J., Mateus, A., Mendes, J., Fonseca, B., Sambú, G. , Simões, L. M....Costa, S. (2026). From Broken Promises and Exhaustion: Identity Loss as a Mediator Between Psychological Contract Breach and Burnout. XXI PhD Meeting in Psychology.
3	Rodrigues, J. , Santos, C. , Graça, M. , Conduto, M. C., Telo, R., Simões, L. M....Costa, S. (2026). The relationship between psychological contract breach and burnout: the mediating role of effort-reward imbalance. XXI PhD Meeting in Psychology,.
4	Fale, L., Costa, S. & Jalali, M. (2026). "I Don't See You Progressing Very Far Professionally": Neutrality as an Identity-Regulating Norm in Business Schools. XXI PhD Meeting in Psychology.

5	Fale, L., Costa, S. & Jalali, M. (2026). "Isso aqui não é relevante, o que importa é se é bom profissional": o paradoxo da neutralidade e a regulação de identidades LGB em business schools portuguesas . 3º Seminário Internacional Interdisciplinar a Visibilidade LGBTQIA+.
6	fale, L., Costa, S. & Jalali, M. (2026). "There are no lesbian or gay faculty here!" Professionalism, neutrality and the silencing of LGB identities. EBEN.
7	Aguiar, T. R., Tomprou, Maria & Costa, S. (2025). Managing the Bad News Matters! Layoff Announcements and their Impact on Victims and Observers. 22nd European Association of Work and Organizational Psychology (EAWOP 2025).
8	DeWitt, R., Cascio, W. F., Costa, S., Tomprou, Maria, Patient, D. L. & Aguiar, T. R. (2025). Digitalization and Downsizing: Implications for Scholarship and Practice. Academy of Management Annual Meeting 2025.
9	Costa, S., Jacqueline A.-M. Coyle-Shapiro, Corlett, S. & Aguiar, T. R. (2025). The Impact of Perceived Exploitation on Health-related Outcomes. Academy of Management Annual Meeting 2025.
10	Costa, S., Jacqueline A.-M. Coyle-Shapiro, Corlett, S. & Aguiar, T. R. (2025). The Impact of Exploitative working relationships on employees' health and behaviors. 1st Annual Poster Blitz in Psychology of Health and Wellbeing.
11	Costa, S., Coyle-Shapiro, J. A. M. & Oliveira, S. (2024). Exploitative working relationships in healthcare. Dialogues in Organizational Behavior.
12	Costa, S., Coyle-Shapiro, J. A. M. & Oliveira, S. (2024). Enablers and Consequences of Exploitative Working Relationships in Healthcare Sector. Academy of Management. - Times Cited Google Scholar: 1
13	Costa, S., Velez, M. J. & Lopéz, A. (2024). Coworkers can also make you sick. 16th Conference of the European Academy of Occupational Health Psychology.
14	Karen, F., Costa, S. & Matos, F. (2024). External Return-To-Work Programs Impact On Women Relaunching Their Careers. 7th International Conference on Gender Research.
15	Can, A.B., Costa, S. & Velez, M. J. (2023). Impacto das Tecnologias de Recursos Humanos nas Organizações. XI international Conference on Human Resources Research and Intervention.
16	Can, A.B., Costa, S. & Velez, M. J. (2023). Impact of the Human Resources Technologies on Organizations. LEADING AND MANAGING IN THE DIGITAL ERA: Shaping the Future of Work and Business Education.
17	Arias, D. & Costa, S. (2023). Flexible work arrangement expectations: The impact on psychological contract breach and work outcomes. British Academy of Management .
18	Costa, S. & Jacqueline A.-M. Coyle-Shapiro (2022). Post-breach Psychological Contract States: Development and Validation of a Measure. AoM Conference.
19	Costa, S. (2021). Psychological contract and employee health. Seminar in MSc Organisational Psychiatry and Psychology.
20	Costa, S. (2020). Psychological Contracts and Employee Health. Seminar in MSc Organisational Psychiatry and Psychology.

21	Costa, S. & Neves, P. (2019). Antecedents of job insecurity: An examination of individual and organizational level factors. 19th European Congress of Work and Organizational Psychology.
22	Costa, S. (2019). Antecedents of job insecurity: An examination of individual and organizational level factors. 19th European Congress of Work and Organizational Psychology.
23	Costa, S. & Tomprou, M. (2019). The aftermath of PCV: Current trends and future directions. Caucus organized at Academy of Management Conference.
24	Costa, S. & Neves, P. (2017). Am I leaving because I deserve more? How equity sensitivity explains the psychological contract breach-turnover behavior relationship. 18th European Congress of Work and Organizational Psychology.
25	Costa, S., Coyle-Shapiro, J. A-M. & Neves, P. (2017). Psychological contract breach and its correlates: effect of culture and country level factors. Academy of Management Conference.
26	Costa, S., Neves, P. & Velez, M. J. (2016). Is ethical leadership enough? The role of identification and supervisor's organizational embodiment. ISCSP Lisbon Group on Leadership and Organizational Studies.
27	Costa, S. & Neves, P. (2015). Boys do cry: Gender differences in reactions to job insecurity. 17th European Congress of Work and Organizational Psychology.
28	Costa, S. & Neves, P. (2014). It is your fault! How blame attributions of psychological contract breach predict employees' attitudes and behavior. International Congress of Applied Psychology.
29	Costa, S. & Neves, P. (2014). Forgiving is good for health and performance: how forgiveness helps individuals cope with psychological contract breach. Academy of Management Conference.
30	Costa, S. & Neves, P. (2013). Job Insecurity and work outcomes: the role of psychological contract breach and PsyCap. 16th European Congress of Work and Organizational Psychology.

• Other Publications

- Other publications

1	Costa, S. & Jacqueline A.-M. Coyle-Shapiro (2021). When organisations break promises to an employee, others may feel it too. LSE Business Review.
2	Costa, S. & Neves, P. (2015). Contratos Psicológicos em tempos de crise: O papel do psycap (Psychological Contracts in Times of Crisis: the role of psycap). Psicologia na Actualidade.

Research Projects			
Project Title	Role in Project	Partners	Period
Exploitative working relationships: Impact on employees' health and behaviors	Principal Researcher	BRU-Iscte (OB&HR)	2023 - 2026

Academic Management Positions

Coordenador (2026 - 2029)
Unit/Area: Doctorate Degree (PhD) in Management

Coordenador (2026)
Unit/Area: Doctorate Degree (PhD) in Management

Director (2026)
Unit/Area: [5601] Human Resources Management and Development

Sub-diretor (2025 - 2028)
Unit/Area: ISCTE Business School

Coordenador do 1º Ano (2024 - 2026)
Unit/Area: Bachelor Degree in Human Resources Management

Coordenador (2024 - 2026)
Unit/Area: Doctorate Degree (PhD) in Management

Coordenador (2023 - 2024)
Unit/Area: Doctorate Degree (PhD) in Management

Awards

Best Paper OB Division Academy of Management Conference (2025)

Outstanding Reviewer Award Team Performance Management (2024)

Academy of Management OB division Best Reviewer (2024)

Scientific Prize of ISCTE-IUL (2022)

Scientific Prize of ISCTE-IUL (2021)

Early Researcher Career Award (2019)

Training Bursary from ESRC National Center for Research Methods (2019)

Research Fund Award (2019)

Priming Funding Award (2018)

Professional Associations

European Academy of Occupational Health Psychology (Since 2024)

IAAP (2014 - 2015)

Academy of Management (Since 2014)

EAWOP (Since 2013)

Organization/Coordination of Events

Type of Organization/Coordination	Event Title	Organizer	Year
Member of non-scientific event's organizing committee	Best practices in teaching	IPAM	2017
Coordination of non-scientific event	Comprehensive research methods workshop	IPAM	2016

Diffusion Activities

Activity Type	Event Title	Activity Description	Year
Talk/Conference in public diffusion event	Sociology Conference	The precariousness of work	2026
Member of organizing committee of knowledge diffusion event	Artificial intelligence, a way of capturing talent?		2024

Scientific Editing/Reviewing Activities

Type of Activity	Journal Title	ISSN/Quartile	Period	Language
Scientific journal editor	Journal of Occupational and Organizational Psychology	2044-8325 / Q1 (T10)	Since 2026	English
Member of scientific journal editing staff	Journal of Organizational Behavior	1099-1379 / Q1 (T5)	Since 2026	English
Member of scientific journal editing staff	Group and Organization Management	1059-6011 / Q1 (T5)	Since 2025	English