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## Sílvia Agostinho da Silva

### Professora Catedrática

BRU-Iscte - Business Research Unit

Department of Human Resources and Organizational Behavior (IBS)



### Contacts

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<b>Post Box</b>	232-A

### Curriculum

Sílvia Agostinho Silva is Professor (Professora Catedrática) at the Department of Human Resources and Organizational Behavior. Her main research interests lie in the field of work psychology applied to safety, health and wellbeing at work. Her work has been published in several books and international journals, as for instance "Journal of Occupational Health Psychology", "Risk analysis", "Safety Science", "British Journal of Health Psychology", "Accident analysis and Prevention", "Journal of Organizational Behavior". Between February 2013 and January 2017 she was the Director of the Business Research Unit (BRU-IUL). She has been a Member of several scientific associations and international networks. Between May 2011 and May 2017 she was in the Executive Committee of the European Association of Work and Organizational Psychology. She coordinated several research national and international projects and collaborated with several companies aiming workplace safety and health promotion.

In July 2023, she was appointed as coordinator of the Coordinator of the "Committee on the Green Paper on the Future of Safety and Health at Work".

In June 2024 she was appointed to the Executive Committee of EAOHP – European Academy of Occupational Health Psychology as Chair of the Research Forum.

## Research Interests

Organizational Behavior

Work Psychology

Psychology of Occupational Safety and Workplace Health

## Academic Qualifications

University/Institution	Type	Degree	Period
ISCTE-Instituto Universitario de Lisboa	Aggregation	Recursos Humanos e Comportamento Organizacional	2020
ISCTE-IUL - Instituto Superior Ciências Trabalho e da Empresa	PhD	Psicologia Social e Organizacional	2004
ISCTE-IUL - Instituto Superior Ciências Trabalho e da Empresa	M.Sc.	Psicologia Social e Organizacional	1997
Faculdade Psicologia Ciências da Educação - UL	Licenciate	Psicologia	1994

## External Professional Activities

Period	Employer	Country	Description
2013 - 2015	Verona University	--	Invited Professor in the PhD Course in "Organisational Psychology: Differentiation and integration processes"
2006 - 2010	IST -UL	--	Professor in the Advanced Training Program "em Avaliação de Riscos, Segurança e Fiabilidade"

## Other Professional Activities

Period	Activity Type	Activity Description	More Info URL
2022	Expert participation in other institutions	Comissão de Avaliação dos Relatórios Científicos Finais de projetos IC&DT 2019-2022	--
2016 - 2019	Expert participation in other institutions	Membro do Painel de Bolsas FCT – Economia e Gestão	--

## Teaching Activities

Teaching Year	Sem.	Course Name	Degree(s)	Coord
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2026/2027	2°	Qualitative Analysis and Model Building in Organizational Research	Institutional Degree in ISCTE Business School;	Yes
2026/2027	2°	Leadership in Work Teams and Organizations		Yes
2026/2027	1°	Seminar in Human Resource Management and Organizational Consultancy	Master Degree in Human Resource Management and Organizational Consultancy;	No
2026/2027	1°	Healthy Organizational Cultures	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2025/2026	1°	Healthy Organizational Cultures		Yes
2024/2025	1°	Qualitative Research Methods in Applied Business Management	Doctorate Degree (PhD) in Business Administration;	No
2024/2025	1°	Qualitative Research	Doctorate Degree (PhD) in Management;	Yes
2024/2025	1°	Healthy Organizations		Yes
2024/2025	1°	Organizational Happiness, Well-Being and Humanization	Post Graduation Program in People Management and Leadership;	Yes
2023/2024	2°	Organizational Happiness, Well-Being and Humanization	Post Graduation Program in People Management and Leadership;	Yes
2023/2024	1°	Healthy Organizations		Yes
2022/2023	2°	Qualitative Research Methods in Human Resources		No
2022/2023	2°	Organizational Happiness, Well-Being and Humanization	Post Graduation Program in People Management and Leadership;	Yes
2022/2023	2°	Organizational Behavior	Bachelor Degree in Human Resources Management;	No
2022/2023	2°	Safety and Health at Work		Yes
2022/2023	2°	Psychology of Work	Institutional Degree in ISCTE Business School;	Yes
2022/2023	1°	Labour Bargaining		Yes
2022/2023	1°	Quality Management in Education		Yes
2022/2023	1°	Healthy Organizations		Yes
2022/2023	1°	Seminar in Human Resource Management and Organizational Consultancy	Master Degree in Human Resource Management and Organizational Consultancy;	No

2022/2023	1°	Management in Humanitarian Action	Master Degree in Humanitarian Action;	No
2022/2023	1°	Specialization Seminar in Management	Doctorate Degree (PhD) in Management;	Yes
2022/2023	1°	Social and Organizational Psychology		Yes
2022/2023	1°	Leadership and Organizational Governance		Yes
2022/2023	1°	Conflicts Management and Negotiation		Yes
2022/2023	1°	Organizational Behaviour: Individual Processes		Yes
2022/2023	1°	Organizational Psychology		Yes
2021/2022	2°	Qualitative Research Methods in Human Resources	Master Degree in Human Resources Development Policies;	Yes
2021/2022	2°	Organizational Happiness, Well-Being and Humanization	Post Graduation Program in People Management and Leadership;	No
2021/2022	2°	Organizational Behavior		Yes
2021/2022	2°	Social and Organizational Psychology		Yes
2021/2022	2°	Safety and Health at Work		Yes
2021/2022	2°	Psychology of Work		Yes
2021/2022	2°	Organizational Change and Human Resource		Yes
2021/2022	1°	Human Resource Managements		No
2021/2022	1°	Labour Bargaining		Yes
2021/2022	1°	Critical Issues in Hospitality Human Resources		No
2021/2022	1°	Human Resources Management		No
2021/2022	1°	Healthy Organizations		Yes
2021/2022	1°	Seminar in Human Resource Management and Organizational Consultancy		No
2021/2022	1°	Management in Humanitarian Action	Master Degree in Humanitarian Action;	No

2021/2022	1º	Specialization Seminar in Management	Doctorate Degree (PhD) in Management;	Yes
2021/2022	1º	Research Methods in Human Resources Management	Bachelor Degree in Human Resources Management;	Yes
2021/2022	1º	Leadership and Organizational Governance		Yes
2021/2022	1º	Conflicts Management and Negotiation		Yes
2021/2022	1º	Organizational Behaviour: Individual Processes		Yes
2021/2022	1º	Organizational Psychology		Yes
2020/2021	2º	Organizational Happiness, Well-Being and Humanization	Post Graduation Program in People Management and Leadership;	Yes
2020/2021	2º	Organizational Behavior	Bachelor Degree in Human Resources Management;	Yes
2020/2021	1º	Healthy Organizations		Yes
2020/2021	1º	Specialization Seminar in Management	Doctorate Degree (PhD) in Management;	Yes
2020/2021	1º	Organizational Behaviour: Individual Processes		Yes
2019/2020	2º	Organizational Happiness, Well-Being and Humanization		Yes
2019/2020	2º	Human Bases on Management		Yes
2019/2020	1º	Specialization Seminar in Human Resources and Organizational Behavior		No
2019/2020	1º	Healthy Organizations		Yes

## Supervisions

- **Ph.D. Thesis**  
- Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Tânia Mora Ferreira	Voice and Silence in Military Context: The Role of Affective Events	English	Developing	Iscte

2	Francisco Pedro Faleiro Leal Carmo Delgado	Four-Day Work Week: Intention Predictors and Consequences	English	Delivered	Iscte
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**- Concluded**

	<b>Student Name</b>	<b>Title/Topic</b>	<b>Language</b>	<b>Institution</b>	<b>Concluding Year</b>
1	Dong Xiaoming	The impact of paternalistic leadership on employee performance from the perspective of organizational identification	English	Iscte	2025
2	Tu Yanling	The Relationship between Organizational Culture, Organizational Learning Capability, and Organizational Performance in Obstetrics and Gynecology Departments of Guangdong Province	English	Iscte	2025
3	Zhao Ying	Differences in Evaluation of Perceived Physician Communication Behaviours from Dual Perspectives of Physicians and Patients	English	Iscte	2025
4	Francisca Moreira Serra Aparício de Carvalho	A dual pathway-model of workplace incivility and sleep considering the mediating role of emotions and moderating role of silence behaviours and type emotions	English	Iscte	2025
5	Chen Shanggao	The influence mechanism of regulatory focus on employee voice behavior: An empirical study on China's private manufacturing industry	English	Iscte	2020
6	Bahadır Yalçın	A competency model for dispersed military team and role of competencies on work engagement and career competencies	--	Iscte	2018
7	Ana Cristina Cabrita Freitas	The transfer of safety training: Unveiling the role of OHS trainers	--	Iscte	2018
8	Marta Pereira de Lima de Mello e Sampayo Goulão	Efeitos do clima de comunicação organizacional no stress, work engagement e comportamentos extra-papel	--	Iscte	2017
9	Tan Zhiying	The Impact of Paternalistic Leadership on Innovation and Performance in Chinese Public Hospitals	--	Iscte	2017
10	Gurcan Sercan	Authentic leadership on widespread organization: as an authentic leader provincial gendarmerie commander's impacts on creativity, organisational identification, leader-member exchange (LMX), and emergence of his staff's potential capabilities	--	Iscte	2016

11	Taís Evangelho Zavareze	--	Portuguese	UNIVERSIDA DE FEDERAL DE SANTA CATARINA	2015
12	Anna Paolillo	--	English	Iscte	2015
13	Yatkeung Chong	--	English	Iscte	2013
14	Chong Yat Keung	Paternalistic Leadership and team performance in China Teaching Hospitals: Examining roles of team psychological safety and team empowerment	English	Iscte	2013
15	Luís Duarte	--	Other Language	Universidad de León	2012
16	Carla Maria Araújo Fernandes dos Santos	Percepções sobre as normas emergentes e comportamentos de segurança. Antecedentes, mediadores e moderadores sócio-cognitivos dos comportamentos de segurança	Portuguese	Iscte	2011
17	Magda Sofia Valadas Dominguez Roberto	The role of individual and group level variables in healthcare professionals'hand hygiene compliance: a multi-level perspective	English	Iscte	2011
18	Paulo dos Santos Duarte Vitória	O impacto da influência social na intenção de fumar e no comportamento tabágico dos adolescentes portugueses	Portuguese	Iscte	2010

## • M.Sc. Dissertations

### - Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Mohamed Aziz Zgolli	Safety at work, focusing on organizational, group, and individual factors as predictors and outcomes	--	Developing	Iscte
2	Ana Catarina Brito Palma	The Role of Demands and Resources in Occupational Health in the Context of the Armed Forces	--	Developing	Iscte
3	Hugo Arez Coelho	Promover o Bem-Estar no Trabalho: Uma Abordagem Multinível	--	Developing	Iscte
4	Mariana Gonçalves Afonso	Well-being of workers recovering from cancer: The role of work demands and resources	--	Developing	Iscte
5	Daniela Filipa Pinheiro Ferreira	Quiet quitting: The role of work-life balance, organizational commitment, turnover intention, and perceived organizational support	--	Developing	Iscte

6	Catarina Ascensão Pinheiro Moreira	The Relationship Between HR Practices and OCB: The Mediating Role of Engagement and Burnout and the Moderating Role of Engaging Leadership	--	Developing	Iscte
7	Sara Filipa Lopes Martins	The exhaustion of technical assistants in the health area – a contribution to the understanding of stress factors	--	Developing	Iscte
8	Cimara Lorenzetti	Emotional Skills and Well-being: A Contribution to Promoting Well-being in Organizations.	--	Developing	Iscte
9	Marta Andreia Campos Pinto	A case study on internal organizational communication in an insurance company and its consequences	--	Developing	Iscte
10	Catarina Sofia Miranda Quendera	the impact of abusive leadership	--	Developing	Iscte

#### - Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Diana Mara Alcobia de Almeida	A contribution to the understanding of Job Crafting strategies in young workers	Portuguese	Iscte	2026
2	Mariana Fonseca da Silva	The Impact of Abusive Supervision and Civility on Employee Satisfaction and Psychological Well-Being: Positive Psychological Capital as a moderator	Portuguese	Iscte	2025
3	Carolina da Silva António Évora Marta	Psychosocial Factors and Burnout: Impact in the Context of Promotion and Protection of Children and Youth at Risk	Portuguese	Iscte	2025
4	Marta Vaz Pinto Neiva Correia	The relationship between Perceived Organizational Values and Work Engagement in the legal sector: The moderating role of Affective Organisational Commitment	English	Iscte	2025
5	Mariana Bueno Pinheiro	Working Conditions and Well-being among Professionals Working in Community Settings: A Qualitative Study	Portuguese	Iscte	2025
6	Maria Inês Rafael Água Morna	Flexible Work Arrangements and Motivation: the role of Work-Life Balance and Job Insecurity	Portuguese	Iscte	2025
7	Maria João Colaço Penha	The Contribution of Physical Activity to Work Engagement	Portuguese	Iscte	2025

8	Sílvia de Almeida Paradela	Relationship between incivility in the workplace and organizational citizenship behaviours: the role of work engagement and psychological climate	Portuguese	Iscte	2025
9	Diogo Ralha Martins	Stress and Burnout in Civil Construction: a qualitative study	Portuguese	Iscte	2025
10	Joana Pereira Ferreira da Silva Gesteiro	Preventing Burnout in Nurses: the Role of Direct Voice, Autonomy and Management Responsiveness	Portuguese	Iscte	2024
11	Ana Carolina Pato da Silva	The Relationship between Inclusion Climate and Well-Being: The Role of Perceived Justice and Gender	Portuguese	Iscte	2024
12	Magda Cláudia Rodrigues Alves	The relationship between personality and well-being: The mediating role of work-life balance	Portuguese	Iscte	2024
13	Rafaela Cardoso da Silva	The demands of Information and cCommunication Technologies on Psychosocial Hazards, moderated by Digital Literacy	Portuguese	Iscte	2024
14	Isael Simone Rocha Rodrigues	The role of Emotional Labour and Social Support in the relation between Customer Incivility and Work Engagement.	English	Iscte	2024
15	Mariana Venda Batalha	Reduced working week - The impact on employee's stress and job satisfaction	English	Iscte	2024
16	Dumitra Marinela Iancu	Job dissatisfaction and the exit intention of recent graduates.	Portuguese	Iscte	2023
17	Xianran Huang	Organization Health Climate Role on Work Engagement and Promotive Behavior	English	Iscte	2023
18	Teresa Mamede Rosa Teles	Teachers' Well-being: its relation to School Climate and Job-Crafting	Portuguese	Iscte	2023
19	Diana Elisabete Monteiro D'Aires Ciriaco	Perspectives of employees? emotions on their well-being, and the importance of Emotional Intelligence in the remote work context	English	Iscte	2023
20	Beatriz Gouveia Oliveira	The mediating role of trust and self-efficacy in the relationship between transformational leadership and employee happiness	Portuguese	Iscte	2023
21	Carolina Maria Raimundo Ortigão Delgado	The Role of Workplace Self-efficacy in the Relationship between Workplace Friendships and the Portuguese Employees Well-being (Emotions)	Portuguese	Iscte	2023

22	Vanessa Romão de Jesus Júlio	The relationship between work-family conflict and deviant workplace behaviors: the role of burnout symptoms	Portuguese	Iscte	2023
23	Joana Filipa Silva Teixeira	Role of Organizational Demands and Resources in Nurses' Turnover Intentions in Portugal: the mediating effect of burnout risk, work engagement and job satisfaction	Portuguese	Iscte	2023
24	Marta Sofia Mangerico Mendes	The mediating role of Affective Organizational Commitment and the moderating role of Career Commitment, in the relationship between the importance and frequency of occurrence of Quality of Work Life and Turnover Intention	Portuguese	Iscte	2023
25	Carolina Isabel Vitória Dores	Quality of Work Life: a qualitative study on the characteristics valued by workers and their presence in the work context	Portuguese	Iscte	2023
26	Flávia Catarina de Sousa Batista Isidoro Inês Luís	Health at work: analysis of psychosocial risk factors in a food industry company	Portuguese	Iscte	2023
27	Vanessa Santos	Contribution of employees to the mental health of first-line managers: a qualitative study on employee practices	Portuguese	Iscte	2022
28	Constança Perri Alencastre Guerreiro Rosa	Teleworking and Stress: Role of Work-Family Conflict and Psychological Detachment	Portuguese	Iscte	2022
29	Feng Zhiting	Qualitative Study on Chinese Workforce Well-Being in Lisbon	English	Iscte	2022
30	Afonso Gaio Lopes	Career commitment and recovery by psychological detachment from work: the mediating role of workaholism	Portuguese	Iscte	2022
31	Joana Filipa Duarte Carvalho	The Role of Work-Family Conflict and the Meaning of Work in Engagement	Portuguese	Iscte	2022
32	João Pedro Bastos Fernandes	Relationship between remote e-working and burnout symptoms: The mediating role of work-family conflict and perceived psychological contract breach- a study with international workers	English	Iscte	2022
33	Maria Beatriz Rainha Miranda Antunes dos Santos	Tell me your employees' well-being and I will tell you what you do as a leader: Learning from leaders through a qualitative study	Portuguese	Iscte	2022
34	Natacha Barreirinha Lopes	Future of Work: Rethinking HRM Practices for Remote and Hybrid Working Models	English	Iscte	2022

35	Ritvânia de Fátima Conceição Barrica	The Relationship between Isolation during Remote Work and Affective commitment: The Role of Co-workers Affective Support.	Portuguese	Iscte	2022
36	Catarina Afonso Rio	The relative importance of various job resources for engagement and the moderating role of hope and the importance attributed to job resources	Portuguese	Iscte	2022
37	Beatriz Aguilar Ferraria	The feasibility of implementing flexibility practices on a company daily basis: The practical case of teleworking at CTT	English	Iscte	2022
38	Maren Wenker	Physical exercise at the workplace: How do employees perceive such an offer and how is it related with their well-being?	English	Iscte	2022
39	Maria Inês Gouveia Grade Duarte	Affective commitment: The role of communication transparency, ethical leadership and work engagement	Portuguese	Iscte	2022
40	Leonor Isabel Abreu Cró	Organizational Practices and Coping Styles: A Contribution to the Stress Management of Police Officers	Portuguese	Iscte	2022
41	Carolina Palma Ferro de Sousa Cóias	A Technologies and welfare: a study case concerning the effects of the technology in the conflict work versus family and the negative emotions	Portuguese	Iscte	2021
42	Catarina Jacob Valente	The role of autonomy in working time in insomnia: A model of moderate mediation of emotional exhaustion and organizational health climate	Portuguese	Iscte	2021
43	Tiago Seiça Margato	The influence of remote work on exhaustion	English	Iscte	2021
44	Carina Elena Moll	Organisational trust and work engagement: The moderating role of e-mail incivility, e-mail overload and e-mail intensity	English	Iscte	2021
45	Maria Isabel do Carmo Campos	The Role of Family-friendly Practices and Career Aspirations on Employees? Turnover Intentions: Organizational Commitment as a Mediator	English	Iscte	2021
46	Arline Jéssica Bias Ferrão	Total Worker Health® as Diagnosis and Intervention Model: a case in an organisation	Portuguese	Iscte	2021
47	Rita Francisca Buinho Pires Neves	Teleworking during the COVID-19 pandemic : A study with women about work-family articulation and coping strategies	Portuguese	Iscte	2021

48	Mengyang Zhao	The role of autonomy, status conflict and techno-complexity in exhaustion and self-efficacy: A study with Chinese university teachers	English	Iscte	2021
49	Catarina Alexandra Soares Lopes	PARENTHOOD INFLUENCE ON DECISION-MAKING, CONSIDERING ETHICAL ISSUES	Portuguese	Iscte	2020
50	Rafaela Silva Carvalho	Similarities and differences between men and women in ethical decision-making in organizations: an exploratory study	Portuguese	Iscte	2020
51	Priscilla Si-Yasmen Paiva Bengui	Parenthood & Leader's ethical decision-making: a qualitative study	English	Iscte	2020
52	Mafalda Maria Giraldes Tavares da Cunha Rebelo	The mediating role of organizational silence in the relationship between psychological safety and negative affect	Portuguese	Iscte	2020
53	Pedro Henrique Mira Lopes dos Santos	MILLENNIALS ON BOARD AND GENERATION Z TAKING OFF: A look over the motivational factors, the satisfaction and the well-being of both generations	Portuguese	Iscte	2020
54	Diogo Filipe Caetano Alves	Do they need us? Linking functional indispensability and voice behaviors: The roles of psychological ownership, job insecurity and organizational ambidexterity	English	Iscte	2020
55	Susana Carole Aires Soares	A contribution to the understanding of the role of incivility behaviors on burnout, at workplace.	Portuguese	Iscte	2020
56	Rafaela Rosa Lopes Venda	The impact of work overload and work-family conflict, related to the use of WhatsApp, on work dissatisfaction: the mediating role of stress	Portuguese	Iscte	2020
57	Wen Yanwei	Workplace violence against nurses: the factors which may influence job burnout of nurses in public hospitals in China	English	Iscte	2020
58	Louisa Carlotta La Porta	Why some teams work better than others: An investigation of voice, TMS and leadership on team performance	English	Iscte	2020
59	Helena Conceição da Costa Sequeira	Mirror, mirror, on the wall... Who's the stressed of them all? An exploratory study of the experience of stress in veterinary doctors and nurses in Portugal.	Portuguese	Iscte	2019
60	Marta Alexandra André Robalo	"To be or not to be a superwoman": A contribute to the coping strategies in work-family conflict management	Portuguese	Iscte	2019

61	Miguel Eduardo Nunes Fernandes	"I want it all and I want it now": Analysis to the JDR Model in the retail sector at the peak periods	Portuguese	Iscte	2019
62	Ana Catarina Costa Restolho	Recovery doesn't get a day off: Understanding Recovery Strategies on Ambulance personnel	Portuguese	Iscte	2019
63	Mélanie Gonçalves da Silveira	The Relationship Between Red Tape at Work and Turnover Intention: The Mediator Role of Exhaustion	Portuguese	Iscte	2019
64	Francisca Moreira Serra Aparício de Carvalho	Self-Efficacy and Workplace Incivility- A Contribute to Understand Burnout	English	Iscte	2019
65	Natacha Andreia Gouveia da Costa Germano	Afro-descendants? Experiences In Portuguese Workplaces: Perspectives on Subtle Discrimination and HRM Practices in Managing Diversity	English	Iscte	2019
66	Filipe Alexandre Viegas Raposo dos Santos	Engaged Leadership and Burnout: the mediation role of Job Requirements	Portuguese	Iscte	2019
67	Silvia Carbonera Giani	Developing a French Version of the Overwork Climate Scale (OWCS): Psychometric Properties and Relationships with Working Hard	English	Iscte	2019
68	Mu Li	The Role of Interpersonal Conflict, Qualitative Job Insecurity and Communication in Understanding Exhaustion in Chinese Employees Working Abroad	English	Iscte	2019
69	João Baginha Boavida de Carvalho	THE INTERACTION BETWEEN HIGH PERFORMANCE WORK PRACTICES, WORKLOA AND SCHEDULE CONTROL AND THEIR EFFECT ON WELL-BEING: A THREE WAY MODERATION	Portuguese	Iscte	2018
70	Sara Alvarez Raposo	IDENTIFICAÇÃO DOS FATORES DE STRESS EM ATLETAS DE ALTA COMPETIÇÃO- Um estudo exploratório em Portugal	Portuguese	Iscte	2018
71	Marta Isabel Belchior Martins	The mediation role of organizational commitment in the relationship between information sharing and turnover intention.	Portuguese	Iscte	2018
72	Cláudia Lopes dos Santos Correia Fernandes	The moderating role of an excessive work climate in the relationship between self-efficacy and workaholism	Portuguese	Iscte	2018
73	Francisco Pedro Faleiro Leal Carmo Delgado	E-Mail as a Source of Stress and Burnout Symptoms: The Mediating Role of Work-Family Conflict	English	Iscte	2018

74	Catarina Araújo Freitas	Evaluation of the Psychological Risks in a company of electric and electronic industry	Portuguese	Iscte	2018
75	Tânia Sofia da Silva Lopes	O papel do conflito Trabalho-Família e da integração/segmentação no work Engagement	Portuguese	Iscte	2017
76	Rita Madureira Pinto Castanheira Dias	Diagnóstico nos Riscos Psicossociais e Proposta de Intervenção numa empresa do Setor do Retalho: O Modelo JD-R como pressuposto teórico para o ajustamento das exigências e recursos do trabalho	Portuguese	Iscte	2017
77	Inês Catarina dos Santos Gomes	O Impacto do Uso do Smartphone no Conflito Trabalho-Família: O papel mediador da recuperação	Portuguese	Iscte	2017
78	Carolina Maria Conceição Camacho	O Workaholism no Sector Terciário: O papel moderador do capital psicológico	English	Iscte	2017
79	Marco António Macedo Neves Lourenço	Avaliação e Diagnóstico de riscos psicossociais e proposta de intervenção: projeto no contexto de uma estrutura residencial de idosos	Portuguese	Iscte	2017
80	Andreia Maria Pereira Arruda	Work engagement e a responsabilidade sobre os resultados: o papel mediador do job crafting	Portuguese	Iscte	2017
81	Alexandra Isabel Amante Rebocho	E-mail as a Predictor of Silence Behaviors	English	Iscte	2017
82	Ana Miguel Peças de Oliveira	A Portuguese Bank and the Job Demands-Resources Model: Shedding Light on Regional Differences Through a Mixed-Methods Approach	English	Iscte	2017
83	Carolina Raquel Vieira Ribeiro Martins	Fatores de Risco e de Proteção Psicossociais no Trabalho: Um Estudo Qualitativo nas Forças de Segurança	Portuguese	Iscte	2016
84	Mariana dos Anjos Pereira	A Perceção dos Riscos Psicossociais numa Unidade Militar	Portuguese	Iscte	2016
85	Inês Mané Carvalho Macedo	Riscos Psicossociais e Fatores Humanos na Segurança no Trabalho: um Projeto no sector Aeronáutico	Portuguese	Iscte	2016
86	Rita Duarte Rola	Identificação Organizacional e Voz Proibitiva: O papel moderador do Clima Sociomoral	Portuguese	Iscte	2015
87	Irina Isabel da Mata Fonseca	A Importância da Ambiguidade de Papel e das Condições Físicas do Trabalho na Explicação do Absentismo e o Papel Moderador do Controlo do Trabalho e do Suporte Social	Portuguese	Iscte	2015

88	Bárbara Magalhães Ferreira de Sousa	Uma Compreensão do Absentismo através da Justiça Distributiva, da Exaustão Emocional	Portuguese	Iscte	2015
89	Ana Rita dos Santos Agostinho	Diagnóstico de Riscos Psicossociais e Proposta de Intervenção na Fiscalização Comercial de uma empresa de Transportes Públicos	Portuguese	Iscte	2015
90	Rita Alexandra Batista Pinto Couto Ardisson	É tudo o mesmo ou nem por isso: As relações entre presentismo, workaholism e comportamentos de cidadania organizacional e os seus efeitos no bem-estar do trabalhador	Portuguese	Iscte	2014
91	Sofia Teresa Fragulha Belo	Efeito do Clima de Comunicação na Identificação Organizacional, na Voz e no Cinismo	Portuguese	Iscte	2014
92	Guida Alexandra Lopes Ferreira	Melhoria contínua em formação: análise de um processo formativo em contexto profissional	Portuguese	Iscte	2014
93	José António Moreira Gonçalves	Diagnóstico da Transferencia da Formação em Liderança na Marinha de Guerra Portuguesa	Portuguese	Iscte	2014
94	Raquel Saraiva de Almeida	(In)Segurança percebida no trabalho, clima socio-moral e o engagement no trabalho	Portuguese	Iscte	2013
95	Dina Susana de Seixas Lopes	Stress e Bem-estar no Trabalho em Inspectores do Trabalho	Portuguese	Iscte	2013
96	Ana Isabel André Jacinto	Preditores organizacionais do engagement no trabalho: O papel das práticas de recursos humanos de elevado desempenho e do clima sociomoral	Portuguese	Iscte	2013
97	Mariana de Oliveira Pereira	Ambiente de feedback, orientação para o feedback e promoção de comportamentos proativos	Portuguese	Iscte	2012
98	Ana Luísa Neto Alves	Preditores individuais e contextuais das expectativas pré-formação: comportamentos de segurança, clima de segurança e crenças de auto-eficácia	Portuguese	Iscte	2012
99	Joana Maria Simão Mendonça	Contributo para o estudo dos preditores da voz - o papel da liderança da Empowerment	Portuguese	Iscte	2012
100	Bernardo Gonzaga Machado Lourenço	A Influência das Práticas Organizacionais de Segurança, Higiene e Saúde no Trabalho nos Comportamento de Segurança e na Satisfação com a Segurança em Construção Civil.	--	Iscte	2011

101	Pedro Alexandre Campos dos Santos Amaral da Piedade	--	--	Iscte	2011
102	Ana Chaves Ramos de Castro Santos Marques Lima	Práticas de Gestão Recursos Humanos em Organizações sem fins Lucrativos: perspectivas da direcção executiva.	--	Iscte	2011
103	Helena Catarina Jordão Félix	--	--	Iscte	2011
104	Sofia Godinho Ramalheite Alves Barata	--	--	Iscte	2011
105	Mafalda da Costa Morais	--	--	Iscte	2011
106	Carlos Filipe Mateus Moreira	Os benefícios individuais da formação e o seu contributo para o processo de transferência da formação.	--	Iscte	2011
107	Paula Cristina Amaral Pinto	Bem-Estar no trabalho - Um estudo com assistentes sociais.	Portuguese	Iscte	2009
108	Patrícia Lopes Costa	Perspectivas dos Recursos Humanos e Medicina do Trabalho: Um estudo exploratório.	Portuguese	Iscte	2009

## • M.Sc. Final Projects

### - Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Sara Crespo Prazeres	Promoting Work-Life Balance through Recovery: Diagnosis and Intervention Proposal in a Consulting Company	Portuguese	Iscte	2025
2	Filipa Alexandra Gomes Gonçalves	The creation of an improvement plan in a Digital Training Academy: project applied in a media context	Portuguese	Iscte	2023
3	Mariana Romano Ferreira Betencourt Adão	Interventions Proposal to Improve Employees' Health, Safety, and Well-being in a Maritime Sector Organisation.	English	Iscte	2020
4	Rita Valente Garcia	Diagnosis of psychosocial risk factors in a company from the aviation sector: The JDR model as a theoretical framework	Portuguese	Iscte	2019
5	Guilherme de Matos Espiga Pinto	The Impact of Work Management Software on Well-being: The ITCup Software Case	English	Iscte	2018
6	Iris Yaynali Miranda Peralta	Promoting Social Inclusion in JM: Scientific Validation of Current Methodology	English	Iscte	2018

7	José Luís Correia Tavares	Organizational Communication: A diagnosis in a logistics and distribution portuguese company	English	Iscte	2014
8	Susana Andreia Loução Vilaça	Diagnóstico e Plano de Intervenção para a Prevenção do Stress no Trabalho numa consultora	Portuguese	Iscte	2013
9	Salete Rodrigues Pereira	Projecto de Diagnostico de Saude Psicologica e Proposta de Intervenção numa Entidade do Sector Publico	Portuguese	Iscte	2012

## Total Citations

<b>Web of Science®</b>	1758
<b>Scopus</b>	1573

## Publications

### • Scientific Journals

#### - Scientific journal paper

1	<p>Alves, D., Duarte, A. P., Rosa, M. &amp; Silva, S. da. (2024). Do they need us? Linking functional indispensability and voice behavior: The role of psychological ownership, job insecurity and organizational ambidexterity. <i>Economic and Industrial Democracy</i>. 45 (2), 363-388</p> <p>- Times Cited Web of Science®: 6  - Times Cited Scopus: 6  - Times Cited Google Scholar: 8</p>
2	<p>Abrantes, A., Passos, A. M., Cunha, M. P. e &amp; Silva, S. A. (2023). Looking at team improvised adaptation through a paradoxical lens: The role of team plasticity. <i>Journal of Applied Behavioral Science</i>. 59 (1), 88-126</p> <p>- Times Cited Web of Science®: 8  - Times Cited Scopus: 11  - Times Cited Google Scholar: 20</p>
3	<p>Sinval, J., Vazquez, A. C. S., Hutz, C. S., Schaufeli, W. B. &amp; Silva, S. A. (2022). Burnout Assessment Tool (BAT): Validity evidence from Brazil and Portugal. <i>International Journal of Environmental Research and Public Health</i>. 19 (3)</p> <p>- Times Cited Web of Science®: 71  - Times Cited Scopus: 44  - Times Cited Google Scholar: 113</p>
4	<p>Paolillo, A., Sinval, J., Silva, S.A. &amp; Vittorio E. Scuderi (2021). The relationship between inclusion climate and voice behaviors beyond social exchange obligation: The role of psychological needs satisfaction. <i>Sustainability</i>. 13 (18)</p> <p>- Times Cited Web of Science®: 21  - Times Cited Scopus: 15  - Times Cited Google Scholar: 30</p>

5	<p>Knoll, M., Götz, M., Adriasola, E., Al-Atwi, A. A., Arenas, A., Atitsogbe, K. A....Zacher, H. (2021). International differences in employee silence motives: Scale validation, prevalence, and relationships with culture characteristics across 33 Countries. <i>Journal of Organizational Behavior</i>. 42 (5), 619-648</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 79</li> <li>- Times Cited Scopus: 72</li> <li>- Times Cited Google Scholar: 141</li> </ul>
6	<p>Platania, S., Paolillo, A. &amp; Silva, S. A. (2021). The Italian validation of OSCI: The Organizational and Safety Climate Inventory. <i>Safety</i>. 7 (1)</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 6</li> <li>- Times Cited Scopus: 5</li> <li>- Times Cited Google Scholar: 7</li> </ul>
7	<p>Ramos, S., Costa, P., Passos, A. M., Silva, S. A. &amp; Leite, E. S. (2020). Intervening on burnout in complex organizations -the incomplete process of an Action Research in the hospital. <i>Frontiers in Psychology</i>. 11</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 8</li> <li>- Times Cited Scopus: 6</li> <li>- Times Cited Google Scholar: 14</li> </ul>
8	<p>Paolillo, A., Silva, S. A., Carvalho, H. &amp; Pasini, M. (2020). Exploring patterns of multiple climates and their effects on safety performance at the department level. <i>Journal of Safety Research</i>. 72, 47-60</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 19</li> <li>- Times Cited Scopus: 15</li> <li>- Times Cited Google Scholar: 29</li> </ul>
9	<p>Freitas, A. C., Silva, S. A. &amp; Santos, C. M. (2018). Safety training transfer: the roles of coworkers, supervisors, safety professionals, and felt responsibility. <i>Journal of Occupational Health Psychology</i>. 24 (1), 92-107</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 41</li> <li>- Times Cited Scopus: 36</li> <li>- Times Cited Google Scholar: 77</li> </ul>
10	<p>Silva, S.A., Carvalho, H., Oliveira, M.J., Fialho, T. &amp; Guedes Soares, C. (2017). Organizational practices for learning with work accidents throughout their information cycle. <i>Safety Science</i>. 99, 102-114</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 40</li> <li>- Times Cited Scopus: 36</li> <li>- Times Cited Google Scholar: 69</li> </ul>
11	<p>Freitas, A.C., Silva, S.A. &amp; Fugas, C. (2017). Predictors of safety training transfer support as in-role behavior of occupational health and safety professionals. <i>European Journal of Training and Development</i>. 41 (9), 776-799</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 12</li> <li>- Times Cited Scopus: 13</li> <li>- Times Cited Google Scholar: 23</li> </ul>
12	<p>Freitas, A. C. &amp; Silva, S. A. (2017). Exploring OHS trainers' role in the transfer of training. <i>Safety Science</i>. 91, 310-319</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 37</li> <li>- Times Cited Scopus: 34</li> <li>- Times Cited Google Scholar: 61</li> </ul>
13	<p>Paolillo, A., Pasini, M., Silva, S. A. &amp; Magnano, P. (2017). Psychometric properties of the Italian adaptation of the Mor Barak et al. diversity climate scale. <i>Quality and Quantity</i>. 51 (2), 873-890</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 23</li> <li>- Times Cited Scopus: 19</li> <li>- Times Cited Google Scholar: 31</li> </ul>

14	<p>Paolillo, A., Silva, S. A. &amp; Pasini, M. (2016). Promoting safety participation through diversity and inclusion climates. <i>International Journal of Workplace Health Management</i>. 9 (3), 308-327</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 13</li> <li>- Times Cited Scopus: 17</li> <li>- Times Cited Google Scholar: 37</li> </ul>
15	<p>Jacinto, C., Santos, F. P., Soares, C. G. &amp; Silva, S. A. (2016). Assessing the coding reliability of work accidents statistical data: how coders make a difference. <i>Journal of Safety Research</i>. 59, 9-21</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 27</li> <li>- Times Cited Scopus: 16</li> <li>- Times Cited Google Scholar: 30</li> </ul>
16	<p>Knoll, M., Wegge, J., Unterrainer, C., Silva, S. &amp; Jonsson, T. (2016). Is our knowledge of voice and silence in organizations growing? Building bridges and (re)discovering opportunities. <i>German Journal of Human Resource Management: Zeitschrift für Personalforschung</i>. 30 (3-4), 161-194</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 74</li> <li>- Times Cited Scopus: 66</li> <li>- Times Cited Google Scholar: 128</li> </ul>
17	<p>Carvalho, I., Costa, P., Simões, R., Silva, A. &amp; Silva, S. A. (2016). Qualitative analysis of vehicle needs and perceptions towards the adoption of a reconfigurable vehicle. <i>Research in Transportation Business and Management</i>. 18, 85-104</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 6</li> <li>- Times Cited Scopus: 6</li> <li>- Times Cited Google Scholar: 8</li> </ul>
18	<p>Costa, P., Ramos, S., Silva, S. A., Passos, A. M., Tavares, S. M., Bretones, F. D....Pasini, M. (2015). Participative prevention of psychosocial emergent risks in small and medium enterprises Overview of a collaborative project. <i>European Health Psychologist</i>. 17 (4), 146-151</p> <ul style="list-style-type: none"> <li>- Times Cited Google Scholar: 1</li> </ul>
19	<p>Bernardes, S.F., Silva, S.A., Carvalho, H. &amp; Pereira, S. (2014). Is it a (fe)male pain? Portuguese Nurses' and Laypeople's' Gendered Representations of Common Pains. <i>European Journal of Pain</i>. 18 (4), 530-539</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 20</li> <li>- Times Cited Scopus: 20</li> <li>- Times Cited Google Scholar: 37</li> </ul>
20	<p>Costa, P., Passos, A. M., Silva, S.A., Leite, E. S., Tavares, S. M., Spanu, F....Montgomery, A. (2014). Overcoming job demands to deliver high quality of care in the hospital setting across Europe: the role of teamwork and positivity. <i>Journal of Work and Organizational Psychology</i>. 30 (3), 105-112</p> <ul style="list-style-type: none"> <li>- Times Cited Scopus: 7</li> <li>- Times Cited Google Scholar: 24</li> </ul>
21	<p>Brondino, M., Pasini, M &amp; Silva, S.A. (2013). Development and validation of an Integrated Organizational Safety Climate Questionnaire with multilevel confirmatory factor analysis. <i>Quality and Quantity</i>. 47 (4), 2191-2223</p> <ul style="list-style-type: none"> <li>- Times Cited Web of Science®: 38</li> <li>- Times Cited Scopus: 30</li> <li>- Times Cited Google Scholar: 66</li> </ul>
22	<p>Silva, S., Araújo, A., Costa, D. &amp; Melia, J. L. (2013). Safety climates in construction industry: understanding the role of construction sites and workgroups. <i>Open Journal of Safety Science and Technology</i>. 3 (4), 80-86</p> <ul style="list-style-type: none"> <li>- Times Cited Google Scholar: 29</li> </ul>

23	<p>Fugas, C. S., Silva, S.A. &amp; Melia, J. L. (2013). Profiling Safety Behaviors: Exploration of the Sociocognitive Variables that Best Discriminate Between Different Behavioral Patterns. <i>Risk Analysis</i>. 33 (5), 838-850</p> <p>- Times Cited Web of Science®: 22</p> <p>- Times Cited Scopus: 27</p> <p>- Times Cited Google Scholar: 41</p>
24	<p>Silva, S.A., Costa, P.L., Costa, R., Tavares, S. M., Leite, E. S. &amp; Passos, A. M. (2013). Meanings of quality of care: Perspectives of Portuguese health professionals and patients. <i>British Journal of Health Psychology</i>. 18 (4), 858-873</p> <p>- Times Cited Web of Science®: 23</p> <p>- Times Cited Scopus: 14</p> <p>- Times Cited Google Scholar: 35</p>
25	<p>Amaral, P. &amp; Silva, S.A. (2012). A Influência de Fatores Individuais e Organizacionais nos Comportamentos de Segurança em Contexto de Formação Aeronáutica. <i>Revista de Psicologia Militar</i> . 57-72</p>
26	<p>Jamal, S. &amp; Silva, S.A. (2012). A Formação em Segurança em Contexto Militar Aeronáutico: Promoção de Comportamentos de Segurança. <i>Revista de Psicologia Militar</i> . 21, 73-93</p>
27	<p>Sampayo, M. M. &amp; Silva, S. A. (2012). Comunicação organizacional: implicações da comunicação downward e do feedback no engagement. <i>International Business and Economics Review</i>. 3, 232-239</p> <p>- Times Cited Google Scholar: 5</p>
28	<p>Fugas, C. S., Silva, S.A. &amp; Meliá, J. (2012). Another look on safety climate and safety behavior: deepening the cognitive and social mediator mechanisms. <i>Accident Analysis and Prevention</i>. 45, 468-477</p> <p>- Times Cited Web of Science®: 207</p> <p>- Times Cited Scopus: 200</p> <p>- Times Cited Google Scholar: 363</p>
29	<p>Brondino, M., Pasini, M &amp; Silva, S.A. (2012). Multilevel approach to organizational and group safety climate and safety performance: co-workers as the missing link. <i>Safety Science</i>. 50 (9), 1847-1856</p> <p>- Times Cited Web of Science®: 199</p> <p>- Times Cited Scopus: 167</p> <p>- Times Cited Google Scholar: 307</p>
30	<p>Roberto, M.S., Mearns, K. &amp; Silva, S.A. (2012). Social and moral norm differences among Portuguese 1st and 6th year medical students towards their intention to comply with hand hygiene. <i>Psychology, Health and Medicine</i>. 17 (4), 408-416</p> <p>- Times Cited Web of Science®: 19</p> <p>- Times Cited Scopus: 13</p> <p>- Times Cited Google Scholar: 27</p>
31	<p>Vitoria, P. D., Silva, S. A. &amp; De Vries, H. (2011). Avaliação longitudinal de programa de prevenção do tabagismo para adolescentes = Longitudinal evaluation of a smoking prevention program for adolescents. <i>Revista de Saúde Pública</i>. 45 (2), 343-354</p> <p>- Times Cited Scopus: 10</p>
32	<p>Vitória, P. D., Salgueiro, M. F., Silva, S. A. &amp; de Vries, H. (2011). Social influence, intention to smoke, and adolescent smoking behaviour longitudinal relations. <i>British Journal of Health Psychology</i>. 16 (4), 779-798</p> <p>- Times Cited Web of Science®: 50</p> <p>- Times Cited Scopus: 45</p> <p>- Times Cited Google Scholar: 86</p>
33	<p>Jacinto, C., Soares, C. G., Fialho, T. &amp; Silva, S. A. (2011). The Recording, Investigation and Analysis of Accidents at Work (RIAAT) process. <i>Policy and Practice in Health and Safety</i>. 9 (1), 57-77</p> <p>- Times Cited Google Scholar: 38</p>

34	Guedes Soares, C., Fialho, T., Antão, P. & Silva, S.A. (2011). An overview of occupational accidents notification systems within the enlarged EU. <i>Work: A Journal of Prevention, Assessment and Rehabilitation</i> . 39 (4), 369-378 - Times Cited Web of Science®: 20 - Times Cited Scopus: 21 - Times Cited Google Scholar: 26
35	Passos, A. M., Silva, S. A. & Santos, C. M. (2011). Efeitos da orientação para a aprendizagem e da segurança psicológica nos conflitos nas equipas. <i>Psychologica</i> . 55, 273-290 - Times Cited Google Scholar: 6
36	Fugas, C.S., Melia, J.L. & Silva, S.A. (2011). The "is" and the "ought": How perceived social norms influence safety behaviors at work?. <i>Journal of Occupational Health Psychology</i> . 16 (1), 67-79 - Times Cited Web of Science®: 105 - Times Cited Scopus: 85
37	Wegge, J., Jeppeseen, J., Pearce, C., Weber, W. & Silva, S.A. (2010). Promoting work motivation in organizations: Should employee involvement in organizational leadership become a new tool in the organizational psychologists' armoury?. <i>Journal of Personnel Psychology</i> . 9 (4), 154-171 - Times Cited Web of Science®: 90 - Times Cited Scopus: 71
38	Vitória, P., Salgueiro, M.F., Silva, S.A. & De Vries, H. (2009). The impact of social influence on adolescent intention to smoke: Combining types and referents of influence. <i>British Journal of Health Psychology</i> . 14 (4), 681-699 - Times Cited Web of Science®: 38 - Times Cited Scopus: 24 - Times Cited Google Scholar: 80
39	Silva, S.A. & Lima, M. L. (2008). Occupational accident experience: Association with workers' accident explanation and definition. <i>Safety Science</i> . 46 (6), 959-971 - Times Cited Web of Science®: 36 - Times Cited Scopus: 37 - Times Cited Google Scholar: 104
40	Meliá, J. , Mearns, K., Silva, S.A. & Lima, M. L. (2008). Safety climate responses and the perceived risk of accidents in the construction industry. <i>Safety Science</i> . 46 (6), 949-958 - Times Cited Web of Science®: 193 - Times Cited Scopus: 182 - Times Cited Google Scholar: 324
41	Bogas, S., Silva, S.A., Lima, M. L. & Meliá, J. (2008). The impact of work accidents experience on causal attributions and worker behaviour. <i>Safety Science</i> . 46 (6), 992-1001 - Times Cited Web of Science®: 42 - Times Cited Scopus: 38 - Times Cited Google Scholar: 85
42	Tavares, S. , Caetano, A. & Silva, S.A. (2007). Não há bela sem senão. A identificação organizacional, os comportamentos de dedicação ao trabalho e o conflito trabalho-família. <i>Psicologia</i> . 21 (1), 133-149 - Times Cited Google Scholar: 84
43	Silva, S. A., Lima, M. L. & Baptista, C. (2004). OSCI: an organisational and safety climate inventory. <i>Safety Science</i> . 42 (3), 205-220 - Times Cited Web of Science®: 150 - Times Cited Scopus: 125 - Times Cited Google Scholar: 390

## - Editorial

1	Leka, S., Teoh, K., Ripa, D., Silva, S.A. & Xanthopoulou, D. (2025). 25 Years of the EAOHP: tracking trends and developments. <i>Work &amp; Stress</i> . 1-6
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## • Books and Book Chapters

### - Book author

1	Silva, S.A. (2008). <i>Culturas de Segurança e Prevenção de Acidentes de Trabalho numa Abordagem Psicossocial: Valores Organizacionais Declarados e em Uso</i> . Fundação Calouste Gulbenkian. - Times Cited Google Scholar: 65
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### - Book editor

1	Caetano, António, Silva, S.A., Tavares, S. M. & Santos, S. C. (2014). <i>Formação e Desenvolvimento Organizacional – Abordagens e Casos Práticos em Portugal</i> . Lisboa. Mundos Sociais. - Times Cited Google Scholar: 10
2	Caetano, António, Silva, S.A. & Chambel, M.J. (2011). <i>New challenges and interventions in the psychosocial work environment</i> . H. Rainer Hampp Verlag.

### - Book chapter

1	Sampayo, M.M., Carvalho, H. & Silva, S.A. (2022). O papel do work engagement na relação do clima de segurança com comportamento de voz. In Alexandre, J., Ramos, S. & Lopes, D. (Ed.), <i>Psicologia Social e das Organizações: Métodos, estudos e perspetivas</i> . Lisboa: Sílabo.
2	Fonseca, I. & Silva, S.A. (2022). A ambiguidade de papel e as condições físicas do trabalho na explicação do absentismo e o papel moderador do suporte social. In Alexandre, J., Ramos, S. & Lopes, D. (Ed.), <i>Psicologia Social e das Organizações: Métodos, estudos e perspetivas</i> . Lisboa: Sílabo.
3	Pasini, M, Arenas, A., Brondino, M., Di Marco, D., Duarte, A.P., Carvalho, C.V....Silva, S.A. (2021). A Game-Based Approach to Manage Technostress at Work. In <i>Methodologies and Intelligent Systems for Technology Enhanced Learning, 11th International Conference. MIS4TEL 2021. Lecture Notes in Networks and Systems</i> . (pp. 85-94). Cham: Springer. - Times Cited Web of Science®: 7 - Times Cited Scopus: 6 - Times Cited Google Scholar: 17
4	Ramos, S., Costa, P., Passos, A. M., Silva, S.A. & Leite, E.S. (2021). Intervir no burnout em organizações complexas: o processo incompleto de uma investigação ação no hospital. In Francisco Nunes, Cristina Camilo, Generosa do Nascimento e Octvian Postolache (Ed.), <i>Saúde Societal: Percursos de Investigação do Iscte</i> . (pp. 265-285).: Iscte - Instituto Universitário de Lisboa.
5	Passos, A. M., Costa, P., Ramos, S., Leite, E.S. & Silva, S.A. (2018). Riscos psicossociais em profissionais de saúde: A investigação-ação enquanto abordagem de intervenção. In Ema Sacadura-Leite, António Sousa-Uva (Ed.), <i>Manual de saúde ocupacional em hospitais</i> . (pp. 373-393). Lisboa: Diário Bordo.

6	Passos, A. M., Costa, P., Ramos, S., Leite, E.S. & Silva, S.A. (2018). Riscos psicossociais em profissionais de saúde: A investigação-ação enquanto abordagem de intervenção. In Manual de saúde ocupacional em hospitais. (pp. 373-393). Lisboa: Diário Bordo.
7	Santos, S. C., Silva, S.A., Neumeyer, X., Neumeyer, X. & Caetano, António (2016). Bridging entrepreneurial cognition research and entrepreneurship education: what and how. In Michael H. Morris and Eric Liguori (Ed.), Annals of Entrepreneurship Education and Pedagogy - 2016. (pp. 83-108).: Edward Elgar Publishing Ltd. - Times Cited Scopus: 20 - Times Cited Google Scholar: 39
8	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
9	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
10	Araújo, A. & Silva, S.A. (2016). O alinhamento das práticas de trabalho de alto desempenho - um contributo teórico. In (pp. 71-82).: Aletheia - Associação Científica e Cultural.
11	Araújo, A. & Silva, S.A. (2016). O alinhamento das práticas de trabalho de alto desempenho - um contributo teórico. In Fátima Lobo (Ed.), Psicologia do Trabalho e das Organizações: Contributos . (pp. 71-82). Braga: Axioma - Publicações da Faculdade de Filosofia.
12	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
13	Silva, S.A. & Fugas, C. (2015). The influence of peer norms . In In Clarke,S., Probst,T.M., Guldenmund, F.W., & Passmore, P. (Ed.), The Wiley Blackwell Handbook of the Psychology of Occupational Safety and Workplace Health. (pp. 61-82).: Wiley-Blackwell. - Times Cited Scopus: 5 - Times Cited Google Scholar: 7
14	Santos, S. C., Silva, S.A. & Caetano, António (2014). Introdução: A formação profissional, os seus benefícios e desafios para a investigação e a prática. In A. Caetano, S. Silva, S. Tavares & S. C. Santos (Ed.), Formação e Desenvolvimento Organizacional – Abordagens e Casos Práticos em Portugal. (pp. 1-10). Lisboa: Mundos Sociais. - Times Cited Google Scholar: 2
15	Araújo, A., Silva, S.A., Duarte, L. & Caetano, António (2014). Efeitos da formação: impacto nos conhecimentos e comportamentos de segurança no trabalho. In António Caetano, Sílvia A. Silva, Susana Tavares, Susana Correia Santos (Ed.), Formação e Desenvolvimento Organizacional. Abordagens e Casos Práticos em Portugal. (pp. 75-86). Lisboa, Portugal: Mundos Sociais.
16	Duarte, L. & Silva, S.A. (2012). Avaliação do impacto de um programa de formação focado no plano de segurança e evacuação em organizações de solidariedade social. In C. Guedes Soares, A.P. Teixeira & C. Jacinto (Ed.), Riscos, Segurança e Sustentabilidade. (pp. 1163-1177). Lisboa: Salamadra.

17	Lourenço, B.G. & Silva, S.A. (2012). O papel de factores organizacionais e grupais nos comportamentos de segurança no sector da construção civil. In C. Guedes Soares, A.P. Teixeira & C. Jacinto (Ed.), Riscos, Segurança e Sustentabilidade. (pp. 909-921). Lisboa: Salamdra.
18	Sampayo, M.M. & Silva, S.A. (2012). O papel da comunicação organizacional no stress e burnout. In C. Guedes Soares, A.P. Teixeira & C. Jacinto (Ed.), Riscos, Segurança e Sustentabilidade. (pp. 951-964): Salamandra.
19	Barata, S. & Silva, S.A. (2012). A mão que dá a rosa também fica perfumada: recursos do trabalho, satisfação de necessidades e facilitação trabalho-vida. In Investigação e Intervenção em Recursos Humanos - Gestão para a Cidadania. (pp. 0-0).
20	Fugas, C. S., Meliá, J. & Silva, S.A. (2012). Configurações Psicossociais de Segurança: Análise Discriminante dos Comportamentos de Segurança. In C. Guedes Soares, A.P. Teixeira & C. Jacinto (Ed.), Riscos, Segurança e Sustentabilidade. (pp. 935-949). Lisboa: Edições Salamandra.
21	Silva, S.A. & Simões, E. (2012). The impact of accountability on ethical decision making: The role of context in judgment formation about ethical acceptability. In
22	Silva, S.A., Fugas, C. S. & Meliá, J. (2011). Do as I do, do not as I say: how do coworkers influence proactive safety behaviors at work?. In M. Roberto, M.T. Batista, M.H. Santos, R. Morais, R.S. Costas and M.L. Lima (Ed.), Percursos de Investigação em Psicologia Social e Organizacional. (pp. 0-0). Lisboa/Portugal: Edições Colibri.
23	Caetano, António & Silva, S.A. (2011). Bem-estar e saúde no trabalho . In Lopes, M. P. Ribeiro, R. B., Palma, P. J. e Cunha, M. P. (Ed.), Psicologia Aplicada. (pp. 0-0). Lisboa: Recursos Humanos Editora.
24	Roberto, M., Mearns, K. & Silva, S.A. (2011). Work Experience and Physician's Intention to Comply with Hand Hygiene: An Extended Application of the Theory of Planned Behavior. In New challenges for a healthy workplace in human services. (pp. 0-0): A. Caetano, S. A. Silva, & M.J. Chambel . - Times Cited Google Scholar: 4

## • Conferences/Workshops and Talks

### - Publication in conference proceedings

1	Sinval, J. & Silva, S. da (2024). The impact of HR practices on burnout core and secondary symptoms: The mediating roles of trust, optimism role conflict and job insecurity. In Fiona Frost, Kevin Teoh, France St-Hilaire, Alice Denman, Caleb Leduc, Miguel Muñoz, Daniel Ripa (Ed.), Proceedings of the 16th European Academy of Occupational Health Psychology . (pp. 303-304). Granada: EAOHP - European Academy of Occupational Health Psychology.
2	Marossi, C., Mariani, V., Arenas, A., Brondino, M., Carvalho, C. V. de., Costa, P....Pasini, M (2023). Mindfulness lessons in a virtual natural environment to cope with work-related stress. In Milrad, M., Otero, N., SánchezGómez, M. C., Mena, J. J., Durães, D., Sciarrone, F., Alvarez-Gómez, C., Rodrigues, M., Vittorini, P., Gennari, R., Di Mascio, T., Temperini, M., and De la Prieta, F. (Ed.), Methodologies and Intelligent Systems for Technology Enhanced Learning, 13th International Conference. Lecture Notes in Networks and Systems.: Springer. - Times Cited Google Scholar: 4
3	Silva, S. A., Duarte, A. P., Duarte, H., Delgado, F., Carvalho, C. V., Pasini, M...Arenas, A. (2021). DESTRESS: Um jogo para treinar competências de gestão de stress relacionado com o uso da tecnologia. In Nogueira, F., and Gonçalves, S. P. (Ed.), X Conferência Internacional Investigação e Intervenção em Recursos Humanos. Online: Instituto Politécnico do Porto.

4	<p>Di Marco, D., Silva, S. A., Tavares, S. M. &amp; Passos, A. M. (2018). Multiple bosses, incivility and health: the positive effect of role clarity. In Kevin Teoh, Nathalie Saade, Vlad Dediu, Juliet Hassard, Luis Torres (Ed.), 13th European Academy of Occupational Health Psychology Conference: adapting to rapid changes in today's workplace. (pp. 272-272). Lisboa</p> <p>- Times Cited Google Scholar: 1</p>
5	<p>Costa, P., Ramos, S., Silva, S., Passos, A., Tavares, S., Bretones, F....Pasini, M. (2016). SME's perspective on psychosocial risks: From identifying to intervening in four countries. In Teoh, K., Dediu, V., Saade, N. J., and Hassard, J. (Ed.), 12th EAOHP Conference. Occupational health psychology in times of change: Society and the workplace. (pp. 132-133). Athens: European Academy of Occupational Health Psychology (EAOHP).</p>
6	<p>Ramos, S., Costa, P., Silva, S., Passos, A. &amp; Tavares, S. (2016). Psychosocial risks prevention: Perspectives from Portuguese SMEs. In Teoh, K., Dediu, V., Saade, N. J., and Hassard, J. (Ed.), 12th EAOHP Conference. Occupational health psychology in times of change: Society and the workplace. (pp. 131-132). Athens: European Academy of Occupational Health Psychology (EAOHP).</p>
7	<p>Silva, S.A. &amp; Ramos, S. (2013). Research Methods in Management Academic Programs: From Where we are to Where we Want to go. In Isabel Ramos &amp; Anabela Mesquita (Ed.), 12th European Conference on Research Methodology for Business and Management Studies ECRM 2013. (pp. 333-338).: Academic Bookshop.</p> <p>- Times Cited Google Scholar: 4</p>
8	<p>Araújo, A. &amp; Silva, S.A. (2013). Fatores psicossociais e promoção de comportamentos de segurança. In livro de Actas electrónico do INTERNATIONAL CONGRESS ON SAFETY AND LABOUR MARKET.</p>
9	<p>Fugas, C. S., Silva, S. A. &amp; Meliá, J. L. (2012). Measurement of safety social norms at organizations: Construct validation of a safety social norms survey. In Berenguer, C., Grall, A., and Soares, C. G. (Ed.), Advances in Safety, Reliability and Risk Management. Proceedings of the European Safety and Reliability Conference, ESREL 2011. (pp. 1203-1210). Troyes: Taylor &amp; Francis Group.</p> <p>- Times Cited Web of Science®: 2</p> <p>- Times Cited Scopus: 2</p> <p>- Times Cited Google Scholar: 2</p>
10	<p>Duarte, L., Olea, S. A. &amp; Silva, S. A. (2012). Cognitive, affective and behaviour outcomes of a safety training program. In Christophe Bérengruer, Antoine Grall, C. Guedes Soares (Ed.), European Safety and Reliability Conference: Advances in Safety, Reliability and Risk Management, ESREL 2011. (pp. 1192-1195). Troyes: Taylor and Francis.</p> <p>- Times Cited Google Scholar: 1</p>
11	<p>Meliá, J. L., Silva, S. A. &amp; Fugas, C. S. (2012). Formal safety versus real safety: Quantitative and qualitative approaches to safety culture. In 11th International Probabilistic Safety Assessment and Management Conference and the Annual European Safety and Reliability Conference 2012, PSAM11 ESREL 2012. (pp. 6498-6503). Helsinki: IAPSAM; ESRA.</p> <p>- Times Cited Scopus: 2</p>
12	<p>Pintor, S., Silva, S.A., Pedro, M., Lopes, J., Guedes Soares, C. &amp; Jacinto, C. (2011). O papel do tipo de perguntas na obtenção de informação sobre acidentes de trabalho. In P. Arezes, J.S. Baptista, M.P. Barroso, P. Carneiro, P. Cordeiro, N.Costa, R. Melo, A.S. Miguel, &amp; G. P. Perestelo (Ed.), Occupational Safety and Hygiene. (pp. 0-0).: Ideal, Artes Gráficas.</p>
13	<p>Silva, S.A., Araujo, A., Duarte, L. &amp; Caetano, António (2011). Efeitos da formação na alteração dos conhecimentos e comportamentos de segurança no trabalho. In A. Caetano, S.Tavares, S.Silva,S.Santos, A. M.Graça, C.Santos, P. Marques Quinteiro, S. Costa (Ed.), II Simposium Nacional Sobre Formação e Desenvolvimento Organizacional. (pp. 0-0).</p>

14	Fialho, T., Jacinto, C., Guedes Soares, C. & Silva, S.A. (2010). Comparação das participações oficiais dos acidentes de trabalho entre os países da União Europeia . In Occupational Safety and Hygiene - SHO 2010. (pp. 239-243): Ideal Artes Gráficas.
15	Jacinto, C., Guedes Soares, C., Fialho, T. & Silva, S.A. (2010). Um processo novo para gerir a informação dos acidentes e melhorar a segurança. In Occupational Safety and Hygiene - SHO 2010. (pp. 285-289): Ideal Artes Gráficas.
16	Silva, S.A., Oliveira, M.J., Carvalho, H., Jacinto, C., Fialho, T. & Guedes Soares, C. (2010). Práticas organizacionais formais utilizadas para a aprendizagem com acidentes de trabalho . In Arezes, P. , Baptista, J. S. , Barroso, M. P., Carneiro, P.,Cordeiro, P. ,Costa, N.,Miguel, A. S. , Perestrelo, G. P. (Ed.), Occupational Safety and Hygiene - SHO 2010. (pp. 497-500): Ideal Artes Gráficas. - Times Cited Google Scholar: 3
17	Silva, S.A. (2010). Organizational values associated to safety climate: between flexibility and control . In Sanjay Menon (Ed.), Competing Values in an Uncertain Environment: Managing the Paradox. (pp. 479-485). Lisboa - Times Cited Google Scholar: 1
18	Fugas, C. S., Silva, S.A. & Meliá, J. (2010). Mediating socio-cognitive links between safety climate and safety behaviors in chemical industry. In Ale, Papazoglou & Zio (Ed.), Reliability, Risk and Safety. (pp. 1687-1694): Taylor& Francis.
19	Vitória, P. D., Salgueiro, M.F., Silva, S.A. & De Vries, H. (2008). O impacto da influência social na intenção de fumar dos adolescentes. In ISPA (Ed.), 7.º Congresso de Psicologia da Saúde. (pp. 533-536): ISPA Edições.

#### - Conference proceedings editor

1	Caetano, António, Susana M. Tavares, Silva, S.A., Santos, S., Graça, A. M., Santos, C....Costa, S. (2012). II Simposium Nacional Sobre Formação e Desenvolvimento Organizacional: Da aprendizagem à transferência: como otimizar o investimento na formação. Lisboa. ISCTE.
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#### - Talk

1	Silva, S.A., Simões, L. M. & Freitas, L. (2026). Diverse Worker Groups: An exploratory study of the safety challenges identified by Portuguese Safety Professionals. International Symposium Occupational Safety and Hygiene .
2	Silva, S.A. (2025). Green book of the Future of Safety and Health in Portugal. 5th International Burnout Assessment Tool (BAT) Seminar.
3	Silva, S.A. (2025). Green book on the Future of Occupational Safety and Health in Portugal. SHO2025 – International Symposium on Occupational Safety and Hygiene.
4	Silva, S.A. (2025). Os desafios para o Futuro da Segurança e Saúde no Trabalho em Portugal: recomendações do Livro Verde. XII Simpósio Nacional de Investigação em Psicologia.
5	Silva, S.A. (2025). An overview of the Portuguese Green Book on the Future of Occupational Safety and Health (OSH). Work, Stress and Health 2025.
6	Silva, S.A. (2025). Promoting Healthy Workplaces: The Need for an Integrative Approach of Health and Safety at Work. TBIO Annual Meeting 2025.

7	Silva, S.A. (2025). The need for an integrative approach of Health and Safety at Work : in research and in practice. Research Seminar in the PhD program in Human Resources, Grupo INDRHO and LAOGEN (Laboratorio-Observatorio de Salud Laboral desde la Perspectiva de Género de Andalucía), University of Seville.
8	Di Marco, D., Corlett, S., Paolillo, A. & Silva, S.A. (2025). The effectiveness of safety interventions addressed to diverse groups: a systematic review. 22nd European Congress of Work and Organizational Psychology.
9	Ramos, S., Velez, M. J., Silva, S.A., Torres, D., Molek, N., van Biezen, A....Pulinx, R. (2025). Glimpsing the Future: Expectations for Tomorrow's Workplaces. 22nd Congress of the European Association of Work and Organizational Psychology (EAWOP).
10	Delgado, F., Silva, S.A. & Dias, J. G. (2025). How the Perceptions of Organizational Support Shape the Intention to Work on a Four-Day Week. EAWOP - 22nd European Congress of Work and Organizational Psychology.
11	Silva, S.A. (2025). Painel "Propostas de revisão legislativas para melhoria da Saúde Ocupacional". 19º Fórum Nacional de Medicina do Trabalho.
12	Silva, S.A. (2024). Promoção do bem-estar e saúde total no trabalho: um investimento com retorno". IX Simpósio em Gestão do Agronegócio.
13	Delgado, F., Silva, S.A. & Dias, J. G. (2024). Four-Day Work Week and Its Intention Predictors. International Workshop HRM.
14	Delgado, F., Silva, S.A. & Dias, J. G. (2024). Four-Day Work Week and Its Intention Predictors. Dialogues in Organizational Behavior.
15	Sinval, J. & Silva, S.A. (2024). The Impact of HR Practices on Burnout Symptoms: Preliminary Results on the Mediating Roles of Trust and Job Insecurity. BAT Seminar April 2024: 4th International Burnout Assessment Tool (BAT) Seminar .
16	Carvalho, F., Knoll, Michael & Silva, S.A. (2024). Sleep on Workplace Cyber Incivility considering the Mediating Role of Emotional Regulation and the Moderating Role of Psychological Detachment. XIII International Workshop on HRM.
17	Sinval, J. & Silva, S.A. (2024). BAT: Validity evidence for the workers secondary symptoms version and for the student short version . BAT Seminar April 2024: 4th International Burnout Assessment Tool (BAT) Seminar .
18	Santos, M.B. & Silva, S.A. (2023). Tell Me Your Employees' Well-Being and I Will Tell You What You Do as a Leader: Learning from Leaders Through a Qualitative Study. Work, Stress and Health Conference 2023 .
19	Margheritti, S., Silva, S.A. & Negrini, A. (2023). Deepening the Job Demands-Resources Model applied to safety: The role of hope and job dedication. 21st EAWOP Congress EAWOP 2023.
20	Delgado, F., Dias, J. G. & Silva, S.A. (2023). Compressed Work Week - Intention Predictors and Outcomes: A Systematic Review Using Structural Topic Modeling. XI International Conference on Research and Intervention in Human Resources.
21	Delgado, F., Dias, J. G. & Silva, S.A. (2023). Compressed Work Week - Intention Predictors and Outcomes: A Systematic Review Using Structural Topic Modeling. EAWOP - 21st European Association of Work and Organizational Psychology.

22	Carvalho, F., Silva, S.A. & Knoll, Michael (2023). A Diary Study on the effects of Cyber Incivility on Sleep: the mediating role of emotions. XI Conferência Internacional de Investigação e Intervenção em Recursos Humanos.
23	Costa, P., Marques, M. & Silva, S.A. (2023). Mindliven: A natureza e o mindfulness na gestão do stress no trabalho. XI Conferência internacional de Investigação e Intervenção em Recursos Humanos.
24	Silva, S.A. (2023). The future of work: challenges for health and safety. Research Seminar in the PhD program in Human Resources, Grupo INDRHO and LAOGEN (Laboratorio-Observatorio de Salud Laboral desde la Perspectiva de Género de Andalucía), University of Seville.
25	Carvalho, F., Silva, S.A. & Knoll, Michael (2023). Dual-Pathway Model of Cyber Incivility and Sleep via Emotions: A weekly diary study. 21st EAWOP Congress: The Future is Now: the changing world of work.
26	Silva, S.A., Freitas, A.C. & Santos, C.M. (2022). Increases in safety knowledge and safety climate perceptions: A contribute for understanding how safety training outcomes foster safety voice . Online Seminar event "Safety Voice Symposium" .
27	Silva, S.A., Duarte, A.P., Lourenço, J.P., Barreiros, J., Carlos Vaz de Carvalho, Pasini, M...Arenas, A. (2022). DeStress - Programa de formação de desenvolvimento de competências de gestão de tecnostress - Fase piloto. 14º Congresso Nacional de Psicologia da Saúde.
28	Carvalho, F., Silva, S.A. & Knoll, Michael (2022). A dual pathway-model of workplace incivility and sleep via emotions and the moderating role of silence behaviours and type of emotions. Conferência de Saúde Societal.
29	Carvalho, F., Silva, S.A., Di Marco, D. & Schaufeli, W. B. (2022). Effects of customer incivility on burnout: A moderated mediation model. BAT Research Seminar.
30	Margheritti, S., Silva, S.A., Negrini, A. & Miglioretti, M. (2022). Improving positive emotions and job dedication to foster safety participation. " 1ª Conferência de Saúde Societal .
31	Silva, S.A., Duarte, A.P., Duarte, H., Delgado, F., Carvalho, C.V., Pasini, M...Arenas, A. (2021). Destress: um jogo para treinar competências de gestão de stress relacionado com o uso da tecnologia. X Conferência Internacional Investigação e Intervenção em Recursos Humanos.
32	Pasini, M, Arenas, A., Brondino, M., Di Marco, D., Duarte, A.P., Carlos Vaz de Carvalho...Silva, S.A. (2021). A Game-Based Approach to Manage Technostress at Work. 11th International Conference on Methodologies and Intelligent Systems for Technology Enhanced Learning (Mis4Tel).
33	Delgado, F. & Silva, S.A. (2021). E-Mail as a Source of Stress and Burnout Symptoms: The Mediating Role of Work-Family Conflict. Work, Stress, and Health 2021.
34	Costa, P., Silva, S.A., Crespo, M., Santos, J.B., Silva, M., Santos, G.A....Branco, R. (2021). WELLY: PROGRAMA DE FORMAÇÃO PARA O GESTOR DE BEM-ESTAR. X Conferência Internacional Investigação e Intervenção em Recursos Humanos.
35	Carvalho, F., Silva, S.A., Di Marco, D., Carvalho, H. & Schaufeli, W. B. (2021). Effects of customer incivility on burnout: A moderated mediation model. Work, Stress, and Health 2021 Conference .
36	Silva, S.A. (2020). Applying our scientific knowledge to increase its impact in companies: DeSTRESS and WELLY two project examples. e-OPEN 2020 (13th International Workshop Organizational Participation in Europe Network).

37	Carvalho, F., Silva, S.A. & Carvalho, H. (2020). Self-efficacy and workplace incivility- a contribute to understand burnout. IWP 2020 International Conference.
38	Di Marco, D., Silva, S.A. & Tavares, S. M. (2019). Uncivil behaviors at work make me shut up! The role played by climate for authenticity in the relationship between workplace incivility, prosocial silence and psychological health. The 19th European Congress of Work and Organizational Psychology.
39	Sinval, J. & Silva, S.A. (2019). Validity evidence from the BAT Portuguese version. 2nd BAT Conference . - Times Cited Google Scholar: 2
40	Götz, M., Knoll, M., Di Marco, D., Silva, S.A., Tavares, S. M. & et al. (2019). Remaining silent in eleven languages: Validating scales for employee silence motives across fifteen countries. 19th European Congress of Work and Organizational Psychology.
41	Silva, S.A. & Feng, Z. (2019). Workplace well-being of Chinese immigrant workers in Lisbon. Work, Stress and Health 2019.
42	Silva, S.A. & Fernandes, C. (2019). The role of self-efficacy and overwork climate in Workaholism. Work, Stress and Health 2019.
43	Paolillo, A., Platania, S. & Silva, S.A. (2019). Psychological capital and work engagement: the mediating role of job crafting. 19th European Congress of Work and Organizational Psychology.
44	Silva, S.A. (2019). Safety Training positive spin-off effects on safety climate and workers satisfaction with safety. 19th European Congress of Work and Organizational Psychology.
45	Silva, S.A. (2019). Psychosocial Risks Assessment Challenges for Research, Diagnosis and Intervention [FRS]. Research Seminar in the PhD program in Human Resources, University of Seville [FRS].
46	Paolillo, A. & Silva, S.A. (2019). Trust and safety participation: co-workers' safety climate matters. 19th European Congress of Work and Organizational Psychology. - Times Cited Google Scholar: 1
47	Di Marco, D., Silva, S.A. & Passos, A. M. (2019). I cannot stay focused! The effect of connecting leadership, incivility and organizational justice on impaired cognitive control. The 19th European Congress of Work and Organizational Psychology.
48	Di Marco, D., Silva, S.A., Tavares, S. M. & Passos, A. M. (2018). Multiple Bosses, Incivility and Health: The Positive Effect of Role Clarity. 13th European Academy of Occupational Health Psychology Conference.
49	Costa, P., Ramos, S., Passos, A. M., Silva, S.A. & Leite, E.S. (2018). Intervening on Burnout in Complex Organisations – the Process of an Action Research in the Hospital. 13th European Academy of Occupational Health Psychology Conference.
50	Ana C. Freitas, Silva, S.A. & Santos, C.M. (2018). The Influences of Trainees' Felt-Responsibility and Supervisor Support in the Transfer of Safety Training. 13 th Conference of the European Academy of Occupational Health Psychology.
51	Ana C. Freitas, Silva, S.A. & Santos, C.M. (2018). O papel dos colegas de trabalho, dos supervisores e dos profissionais de segurança na transferência da formação em segurança. IX SIMPÓSIO SOBRE COMPORTAMENTO ORGANIZACIONAL.

52	Silva, S.A. (2018). Diversity Climate Perceptions [FRS]. Research Seminar in the PhD program in Human Resources, University of Seville [FRS].
53	Knoll, M., Arenas, A., Barrett, S., Bollmann, G., Brooks, S., Chui, S., ...van Dick, R. (2018). Schweigen in 8 Sprachen? Ein internationales Forschungsprojekt zum Vergleich der Häufigkeit von 4 Motiven für Mitarbeiterschweigen und deren Zusammenhang mit Gesundheitsmaßen. 51. Kongress der Deutschen Gesellschaft für Psychologie.
54	Di Marco, D., Silva, S.A. & Passos, A. M. (2018). Diversity at organizations: new challenges for Human Resource Managers. 15th International Human Resource Management Conference.
55	Di Marco, D., Silva, S.A., Tavares, S. M. & Passos, A. M. (2018). "The role of workplace incivility on employees' participation : a exploratory study with Portuguese workers". 11th International Workshop Organizational Participation in Europe Network.
56	Silva, S.A. (2018). The shortening of the BAT: preliminary data from Portugal. Burnout Assessment Tool - Research Seminar.
57	Sampayo, M.M., Carvalho, H. & Silva, S.A. (2017). Validation of a short version of the Organizational Communication Climate for Portugal and Italy. 14th European Conference on Psychological Assessment.
58	Silva, S.A. & Paolillo, A. (2017). The Role of Organizational Fairness and Inclusion in Workers' Well-Being and Behavior: A Preliminary Study. 10th Equality, Diversity and Inclusion International Conference.
59	Oliveira, A. & Silva, S.A. (2017). The human side of a small bank: exploring work demands and resources in Alentejo (Portugal). Work, Stress, and Health 2017: Contemporary Challenges and Opportunities.
60	Paolillo, A., Silva, S.A., Carvalho, H. & Pasini, M. (2017). Exploring patterns of multiple climates and their effects on safety performance at the department level. 9th International Conference on the prevention of accidents at work.
61	Freitas, A.C., Silva, S.A. & Santos, C. M. (2017). Predictors of safety training transfer support as in-role behavior of OHS professionals. 9th International Conference of the Prevention of Accidents at Work.
62	Silva, S.A., Tavares, S. M., Unterrainer, C. & Weber, W. (2017). Breaking employee's silence: A cross-level investigation of the role of socio-moral climate and negative affect at work. 18th European Congress of Work and Organizational Psychology: "Enabling Change through Work and Organizational Psychology: Opportunities and Challenges for Research and Practice".
63	Ramos, S., Costa, P., Silva, S.A., Passos, A. M. & Tavares, S. M. (2016). Psychosocial risks prevention – Perspectives from Portuguese SMEs. 12th EAOHP Conference ("Occupational health psychology in times of change: society and the workplace").
64	Silva, S.A., Costa, P., Costa, R., Tavares, S. M., Leite, E.S. & Passos, A. M. (2016). Significado de qualidade dos cuidados: perspectiva dos profissionais de saúde. 11º Congresso Nacional de Psicologia da Saúde.
65	Costa, P., Passos, A. M., Silva, S.A., Tavares, S. M. & Leite, E.S. (2016). Trabalho em equipa e positividade como alavancas à qualidade dos cuidados. 11º Congresso Nacional de Psicologia da Saúde ("Desafios da Psicologia da Saúde num mundo em mudança").
66	Costa, P., Ramos, S., Silva, S.A., Passos, A. M., Tavares, S. M., Bretones, F. D....Pasini, M. (2016). Riscos psicossociais na perspectiva das PME's: Identificação e intervenção em quatro países. 11º Congresso Nacional de Psicologia da Saúde ("Desafios da Psicologia da Saúde num mundo em mudança").

67	Faria, J.S., Passos, A. M., Santos, C. M. & Silva, S.A. (2016). What does promote the effectiveness of kitchen teams? Perspectives of restaurants Chefs. Tourism & Ageing Conference.
68	Silva, S.A. (2016). Saúde no trabalho: Necessidades, tendências e desafios para a psicologia [INV]. 11º Congresso Nacional de Psicologia da Saúde.
69	Fonseca, I. & Silva, S.A. (2016). A Importância da Ambiguidade de Papel e das Condições Físicas do Trabalho na Explicação do Absentismo e o Papel Moderador do Suporte Social. VI Conferência em Investigação e Intervenção em RH (IIRH2016).
70	Costa, P., Ramos, S., Silva, S.A., Passos, A. M., Tavares, S. M., Bretones, F. D....Pasini, M. (2016). SME's Perspective on Psychosocial Risks – From identifying to intervening in four countries. 12th EAOHP Conference ("Occupational health psychology in times of change: society and the workplace").
71	Freitas, A.C. & Silva, S.A. (2015). O papel dos profissionais em SST na transferência da formação: um estudo qualitativo. III Simpósio Nacional sobre Formação e Desenvolvimento Organizacional .
72	Gonçalves, J., Tavares, S. M., Silva, S.A. & Ribeiro, A. (2015). Organizational identification and voice: exploring the moderating effect of socio-moral climate. III Symposium on Ethics and Social Responsibility Research.
73	Ramos, S., Costa, P., Silva, S.A., Passos, A. M. & Tavares, S. M. (2015). Prevenção dos riscos psicossociais nas PME's: desafios e impactos à gestão de pessoas. VIII Simpósio sobre Comportamento Organizacional é "As pessoas no centro das mudanças".
74	Zavareze, T.E., Silva, S.A. & Cruz, R. (2015). Relação entre características do Clima de Segurança e Agravos: Um estudo exploratório em duas empresas Brasileiras. SHO 2015.
75	Sampayo, M.M., Silva, S.A. & Carvalho, H. (2015). Propriedades Psicométricas da Adaptação da Escala de Clima de Comunicação de Smidts et al em Portugal. VIII Simpósio sobre Comportamento Organizacional .
76	Araújo, A. & Silva, S.A. (2015). Efeitos positivos "colaterais" da formação: promoção dos comportamentos de voz e prevenção do cinismo. III Simpósio Nacional sobre Formação e Desenvolvimento Organizacional .
77	Silva, S.A., Carvalho, H., Oliveira, M.J., Fialho, T. & Guedes Soares, C. (2015). Achieving better safety at lower cost: good practice for learning with work accidents. WOS 2015.
78	Silva, S.A., Carvalho, H. & Jacinto, C. (2015). Characterizing Occupational Accidents Patterns using Multiple Correspondence Analysis. WOS 2015.
79	Silva, S.A. & Tavares, S. M. (2015). Job autonomy and prohibitive voice: The moderator role of socio moral psychological climate . EAWOP Congress 2015.
80	Sampayo, M.M., Carvalho, H. & Silva, S.A. (2014). Confiança e Abertura do Clima de Comunicação como preditores do vigor: papel mediador da qualidade de feedback das chefias. II Congresso Internacional de Psicologia do Trabalho e das Organizações.
81	Costa, P., Passos, A. M., Silva, S.A., Ramos, S. & Leite, E.S. (2014). An action research intervention in an internal medicine service. 1st International Meeting on Wellbeing and Performance in Clinical Practice.
82	Sampayo, M.M., Carvalho, H. & Silva, S.A. (2014). Clima de Comunicação Organizacional Preditor do Work Engagement: Papel mediador da Qualidade Feedback Supervisores. X Encontro de Investigação em Psicologia Social e das Organizações.

83	Silva, S.A. (2014). Promoting Voice Behaviors: the role of socio-moral climate and engagement. 11th conference of the European Academy of Occupational Health Psychology .
84	Vitória, P. & Silva, S.A. (2014). Porque fumam cada vez mais raparigas? ... Diferenças entre raparigas e rapazes nos motivos para fumar. 2º Congresso da Ordem dos Psicólogos Portugueses.
85	Costa, P., Passos, A.M., Passos, A. M., Silva, S.A., Silva, S.A., Leite, E.S....Montgomery ,A. (2014). Overcoming job demands to deliver high quality of care: The role of teamwork and positivity. 1st International Meeting on Wellbeing and Performance in Clinical Practice (WELL-Med).
86	Silva, S.A. (2014). O papel de factores organizacionais e grupais nos comportamentos de segurança. V Workshop de Segurança e Saúde Comportamental.
87	Araújo, A. & Silva, S.A. (2014). O alinhamento das práticas de trabalho de alto desempenho --? Um contributo teórico. II CONGRESSO INTERNACIONAL DE PSICOLOGIA DO TRABALHO E DAS ORGANIZAÇÕES.
88	Paolillo, A., Silva, S.A. & Pasini, M (2014). How climates for diversity and inclusion can affect safety at work: A preliminary study. 7th Equality, Diversity and Inclusion International Conference.
89	Silva, S.A. (2014). Socio-moral climate and promotion of well-being and participation at work: two studies in Portuguese companies. 8th International Workshop Psychology of Organizational Participation in Europe.
90	Silva, S.A. (2014). Cultura e clima de segurança e promoção da segurança no trabalho: novas "avenidas" para a investigação . VI Congresso Brasileiro de Psicologia Organizacional e do Trabalho.
91	Sampayo, M.M. & Silva, S.A. (2013). Communication Climate and Work Engagement: The Relevance of Trust and Openess. 16th European Congress of Work and Organizational Psychology.
92	Bernardes, S.F., Silva, S.A., Carvalho, H., Costa, M & Pereira, S (2013). É dor de homem ou de mulher? Representações de leigo/as e enfermeiro/as. VIII Simpósio Nacional de Investigação em Psicologia.
93	Passos, A. M., Silva, S.A. & Santos, C. M. (2013). Conflicting in a safety context: The role of psychological safety on team conflicts and satisfaction. 16th EAWOP Congress.
94	Jacinto, A, Almeida, R. & Silva, S.A. (2013). O impacto do clima sociomoral no bem-estar no trabalho . VIII SIMPÓSIO NACIONAL DE INVESTIGAÇÃO EM PSICOLOGIA.
95	Passos, A.M., Costa, P., Silva, S.A., Tavares, S. M. & Leite, E.S. (2013). Hospital culture and quality of care: the mediation role of job demands and work engagement. 27th Conference of the European Health Psychology Society ("Well-being, quality of llife and caregiving").
96	Silva, S.A. (2013). Seminar "Organizational Climate and Health at work: from what we know to where we go". PhD Course in Organisational Psychology: Differentiation and integration processes.
97	Silva, S.A. (2013). Qualitative Data Analysis [INV]. Entrepreneurship Summer University (ESU) 2013.
98	Bernardes, S.F., Carvalho, H., Silva, S.A., Costa, M. L. & Pereira, S (2013). É dor de homem ou de mulher? Representações genderizadas de dores comuns. Congresso Internacional "Género (s) e Saúde: (In) Determinações e Aproximações".
99	Pintor, S., Silva, S.A. & Wegge, J. (2013). Shared Leadership and Proactivity, Neglect, and Cynicism: Evidences from Portugal and Brazil. 16th European Congress of Work and Organizational Psychology.

100	Silva, S.A. (2013). Organizational Climate & Safety and Health at work: relevance and future challenges. Felicidade e sentido de vida de trabalho .
101	Silva, S.A. & Ramos, S. (2013). Research Methods in Management Academic Programs: From Where we are to Where we Want to go. 12th European Conference on Research Methodology for Business and Management Studies ECRM 2013. 333-338
102	Araújo, A. & Silva, S.A. (2013). Fatores psicossociais e promoção de comportamentos de segurança. livro de Actas electrónico do INTERNATIONAL CONGRESS ON SAFETY AND LABOUR MARKET.
103	Sampayo, M.M., Carvalho, H. & Silva, S.A. (2013). Communication Climate and Work Engagement: The relevance of Supervisor Feedback as Mediator. PhD Research Seminars in Organizational Behavior and Human Resources Management.
104	Sampayo, M.M. & Silva, S.A. (2012). Comunicação Organizacional: Implicações do Feedback no Work Engagement. Encontro de Investigação em Psicologia Social.
105	Brondino, M., Pasini, M. & Silva, S.A. (2012). Avaliação do Clima de segurança: um questionário com enfoque na organização, na chefia e nos colegas de trabalho. VII Simpósio sobre Comportamento Organizacional.
106	Silva, S.A. & Pereira, J.P. (2012). Simpósio "Riscos psicossociais: contributos para o diagnóstico e prevenção". VII Simpósio sobre Comportamento Organizacional.
107	Silva, S.A. & Mendonça, J. (2012). O impacto da liderança de empowerment na voz - Joana Mendonça e Sílvia A. Silva (Instituto Universitário de Lisboa - ISCTE-IUL). VII Simpósio sobre Comportamento Organizacional.
108	Silva, S.A. (2012). Organizational Empowerment impacts on psychological empowerment, engagement and well-being. 6th International Workshop of Organizational Participation in Europe Network (OPEN).
109	Fugas, C. S., Meliá, J. & Silva, S.A. (2012). A Importância dos Colegas de Equipa para a Predição dos Comportamentos de Segurança . VII Simpósio de Comportamento Organizacional.
110	Pintor, S., Silva, S.A., Wegge, J. & Piecha, A (2012). Impactos da liderança partilhada: Emergência de comportamentos de proactividade, negligência e cinismo . VII Simpósio sobre Comportamento Organizacional.
111	Passos, A. M., Silva, S.A. & Santos, C. M. (2012). Efeitos da orientação para a aprendizagem e da segurança psicológica nos conflitos nas equipas. VII Simpósio sobre Comportamento Organizacional.
112	Costa, P., Passos, A. M., Silva, S.A. & Tavares, S. M. (2012). Quality of care: A case study - Hospital de Santa Maria, Lisbon. Dissemination-Research Meeting "Patient Safety in Hospital Settings: the implementation of hospital organisation and physician burnout".
113	Fugas, C. S., Meliá, J. & Silva, S.A. (2012). Configurações Psicossociais de Segurança: Análise Discriminante dos Comportamentos de Segurança. Encontro Nacional de Riscos, Segurança e Fiabilidade.
114	Amaral, P. & Silva, S.A. (2012). A Influência de Factores Individuais e Organizacionais nos Comportamentos de Segurança em Contexto de Formação Aeronáutica. Encontro Nacional de Riscos, Segurança e Fiabilidade.
115	Silva, S.A. & Sampayo, M. (2012). O Papel da Comunicação Organizacional no Stress e Burnout. Encontro Nacional de Riscos, Segurança e Fiabilidade.

116	Lourenço, B.G. & Silva, S.A. (2012). O Papel de Factores Organizacionais e Grupais nos Comportamentos de Segurança no Sector da Construção Civil. Encontro Nacional de Riscos, Segurança e Fiabilidade.
117	Silva, S.A. & Sampayo, M. (2012). Avaliação do Clima de Comunicação e seu impacto no Work Engagement: Resultados exploratórios . VII Simpósio sobre Comportamento Organizacional.
118	Felix, H., Silva, S.A. & Fugas, C. S. (2012). Factores Psicossociais Explicativos do Absentismo: A Importância do Work Engagement e das Normas de Absentismo do Grupo . VII Simpósio sobre Comportamento Organizacional.
119	Fugas, C. S., Meliá, J. & Silva, S.A. (2012). A Importância dos Colegas de Equipa para a Predição dos Comportamentos de Segurança . VII Simpósio sobre Comportamento Organizacional.
120	Sampayo, M.M. & Silva, S.A. (2012). O Papel da Comunicação Organizacional no Stress e Burnout. 4º Encontro Nacional de Riscos, Segurança e Fiabilidade.
121	Costa, A.R., Silva, S.A. & Passos, A. M. (2012). Qualidade dos Cuidados de Saúde: Perspectivas de Profissionais de Saúde e Pacientes, nos sectores público e privado . VII Simpósio sobre Comportamento Organizacional.
122	Pintor, S., Silva, S.A., Wegge, J. & Piecha, A (2011). Teams Working in Portuguese Non-Profit Organizations: Preliminary Results of a Shared Leadership Questionnaire. 15th Conference of the European Association of Work and Organizational Psychology,.
123	Sampayo, M.M. & Silva, S.A. (2011). Efeitos da comunicação organizacional no work engagement . Encontro de Investigação e Intervenção em Recursos Humanos 2011- Gestão para a cidadania.
124	Fugas, C. S., Silva, S.A. & Meliá, J. (2011). Measurement of safety social norms at organizations: construct validation of a safety social norms survey. ESREL 2011 Annual Conference.
125	Costa, P., Passos, A. M., Silva, S.A., Susana M. Tavares & Leite, E. (2011). Burnout and quality of care in the health sector. Poster in the 15th Conference of the European Association of Work and Organizational Psychology.
126	Costa, P., Passos, A. M., Silva, S.A., Tavares, S. M. & Leite, E. (2011). Burnout and quality of care in the health sector. 9th International Conference on Occupational Stress and Health (?Work, Stress, and Health 2011: Work and Well-Being in an Economic Context?).
127	Araújo, A., Silva, S.A., Duarte, L. & Caetano, António (2011). Efeitos da formação na alteração dos conhecimentos e comportamentos de segurança no trabalho. II Simposium Nacional Sobre Formação e Desenvolvimento Organizacional: Da aprendizagem à transferência: como otimizar o investimento na formação.
128	Costa, P., Passos, A. M., Silva, S.A., Tavares, S. M. & Leite, E.S. (2011). Burnout and quality of care and burnout in the health sector. 5th congress of the European Association of Work and Organizational Psychology.
129	Silva, S.A., Pintor, S., Pedro, M., Lopes, J., Guedes Soares, C. & Jacinto, C. (2011). O papel do tipo de perguntas na obtenção de informação sobre acidentes de trabalho. SHO 2011. 0-0
130	Wegge, J., Piecha, A, Jeppensen, H.J. & Silva, S.A. (2011). Promoting work motivation and distributive leadership in organizations : a review and a new mode. 15th Conference of the European Association of Work and Organizational Psychology.

131	Silva, S.A., Costa, P. L., Costa, R., Passos, A. M., Tavares, S. M. & Leite, E. (2011). Meanings of quality of care: exploring the perspectives of Portuguese professionals and patients. 25th Conference of the European Health Psychology Society (?Engaging with other health professions: Challenges and perspectives?).
132	Silva, S.A. & Pinto, P. (2010). Características do trabalho e bem-estar no trabalho: um estudo com assistentes sociais. VII Congreso Iberoamericano de Psicología.
133	Costa, P. & Silva, S.A. (2010). Stress nas empresas: estudo exploratório sobre a perspectiva dos Recursos Humanos e Medicina do Trabalho. VII Congreso Iberoamericano de Psicologia.
134	Silva, S.A. & Salgueiro, M.F. (2010). O papel das práticas organizacionais de segurança na percepção do risco e na satisfação com a segurança . VII Simpósio Nacional de Investigação em Psicologia.
135	Silva, S.A. & Ramos, S. (2010). Quality in Qualitative Research: The role of the software's in Quality Assurance. 3rd European workshop on Computer-Aided Qualitative Research.
136	Silva, S.A., Oliveira, M.J., Carvalho, H., Fialho, T., Soares, C. & Jacinto, C. (2010). Práticas organizacionais formais utilizadas para a aprendizagem com acidentes de trabalho. SHO 2010 - International Symposium on Occupational Safety and Hygiene. SHO 2010 - International Symposium on Occupational Safety and Hygiene.
137	Silva, S.A. (2010). Clima e Cultura Organizacional de Segurança no Trabalho. Ciclo de Conferências do RICOT .
138	Caetano, António, Silva, S.A., Tavares, S. & Passos, A. M. (2010). Bem-estar e saúde no trabalho: o que há para fazer?. VII Congreso Iberoamericano de Psicología.
139	Pintor, S., Silva, S.A. & Wegge, J. (2010). O Papel da Definição de Objectivos de Equipa Participados na Identificação e Satisfação em Equipas de Voluntários. VII Simpósio Nacional de Investigação em Psicologia.
140	Silva, S.A. (2010). Organizational values associated to safety climate: between flexibility and control. 2th International Conference on Work Values and Behavior (ISSWOV 2010).
141	Vitoria, P, Salgueiro, M.F., Silva, S.A. & De Vries, H. (2009). Impacto das atitudes, auto-eficácia e influência social na Intenção de Fumar . 1º Congresso de Saúde e Comportamento dos Países de Língua Portuguesa.
142	Tavares, S., Silva, S.A. & Caetano, António (2009). Organizational identification, change-supportive attitudes and turnover intentions: the mediating role of affective commitment. XIth European Conference on Organizational Psychology and Human Service Work (?New challenges and interventions in psychosocial work environment?).
143	Silva, S.A., Oliveira, M.J., Carvalho, H., Jacinto, C. & Soares, C. (2009). OHSAS Certification and learning with work accidents in the construction sector. 14th European Congress of Work and Organizational Psychology: Developing people in 21st century organizations: local and global perspectives.
144	Vitoria, P, Salgueiro, M.F., Silva, S.A. & De Vries, H. (2008). O impacto da influência social na intenção de fumar dos adolescentes. 7.º Congresso de Psicologia da Saúde (Sociedade Portuguesa de Psicologia da Saúde).
145	Vitoria, P, Salgueiro, M.F., Silva, S.A. & De Vries, H. (2008). Parents influence on adolescents intention to smoke . XVI IFTA World Congress (International Family Therapy Association).
146	Silva, S.A., Oliveira, M.J., Carvalho, H., Jacinto, C., Fialho, T. & Soares, C. (2008). Organizational practices for learning with work accidents. 8th Conference of European Academy of Occupational Health Psychology (EA-OHP).

## • Other Publications

### - Entries/Forewords/Afterwords

1	Silva, S.A. & Tavares, S. (2012). Saúde e bem-estar no trabalho. Gestão de Recursos Humanos de A a Z. 541-544 - Times Cited Google Scholar: 10
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### - Non-peer-reviewed papers

1	Santos, S. C., Silva, S.A., Kourosh Shafi, Neumeyer, X. & Neumeyer, X. (2025). Tweeting to Triumph: Gender differences in harnessing social media for crowdfunding. Journal of Small Business Management. - Times Cited Web of Science®: 6 - Times Cited Scopus: 5 - Times Cited Google Scholar: 7
2	Duarte, A.P., Silva, S.A., Simões, E. & Neves, J. (2017). More socially responsible, more ethical, more attractive as a future employer? Contributions of corporate social performance and ethical reputation for the attraction of future employees. Psicologia.
3	Vitória, P., Salgueiro, M.F., Silva, S.A. & De Vries, H. (2011). Social influence, intention to smoke, and adolescent smoking behaviour longitudinal relations. British Journal of Health Psychology. 16, 779-798
4	Tavares, S. M., Caetano, António & Silva, S.A. (2007). Não há bela sem senão: A identificação organizacional, os comportamentos de dedicação ao trabalho e o conflito trabalho-família.
5	Tavares, S. M., Caetano, António & Silva, S.A. (2007). "There's no rose without a thorn": Organisational identification, job dedication behaviours and work-to-family conflict.

### - Other publications

1	Silva, S.A., Neves, J., Duarte, A.P. & Simões, E. (2018). Versão portuguesa da escala de liderança ética de Brown, Treviño e Harrison: validação e propriedades psicométricas .
2	Tavares, Carla Patrícia Navalha, carlapatricia_85@hotmail.com, Tavares, S. M. & Silva, S.A. (2010). O que motiva o abandono voluntário precoce de uma organização? : um estudo qualitativo numa empresa de distribuição.
3	Velada, R., Cardoso, E., Antunes, Ana, Caetano, António, Bento, Rui, Aguiar, Francisco...Sequeira, Manuel Menezes de (2009). Achievements of the Bologna process reforms: an integrated management and IT approach. 15th International Conference on European University Information Systems (EUNIS 2009). - Times Cited Google Scholar: 5

### - Report

1	Silva, S.A. (2022). Final Report of the Project "Developing Competences for Stress Resilience @SMEs (DeSTRESS) Agreement nº 2019-1-PT01-KA202-060771.
2	Silva, S.A., Passos, A. M., Ramos, S., Costa, P. & Tavares, S. M. (2015). -Final Technical- Full Report of the Project "Participative Prevention of Psychosocial Emergent Risks in SME ' S" (Project VS/2014/0053) [RR].

3	Silva, S.A. (2011). Coding, analysis and prevention of occupational accidents [RR].
4	Passos, A. M., Tavares, S., Silva, S.A., Rita, P., Mahaffey, A. & Simões, E. (2009). Quality of life in retirement: What I want versus what I should.

Research Projects			
Project Title	Role in Project	Partners	Period
The Future of Human Workforce: Embracing Change, Challenges, and Opportunities	Local Coordinator	BRU-Iscte (OB&HR), DINAMIA'CET-Iscte, UCLL - Leader (Belgium), FAKULTETA ZA ORGANIZACIJSKE STUDIJEV NOVEM MESTU (Slovenia) - (Slovenia), FFI - (Poland), IH - (Greece), IRES FVG - (Italy), CRN - (Germany), Well-being Lab - (Sweden), NCPE - (Malta)	2024 - 2026
BeWell-Iscte	Researcher	CIS-Iscte (H4A), CIES-Iscte, BRU-Iscte (OB&HR), ISTAR-Iscte (DLS)	2024 - 2026
Humanitarian Action: Climate Change and Displacements	Researcher	IRU-Iscte - Leader, CIES-Iscte, BRU-Iscte, Universidade Pedagógica de Maputo - (Mozambique), Pungué University - (Mozambique), Universidade de Rovuma - (Mozambique), UNI-CV - (Cape Verde), Universidade de Santiago - (Cape Verde), National and Kapodistrian University of Athens - (Greece)	2021 - 2024
MINDLIVEN - Mindfulness-in-Nature Based Training through Virtual Environments	Local Coordinator	BRU-Iscte (OB&HR), Università degli Studi di Verona - Leader (Italy), Fundacja "Malopolska Izba Samorządowa" - (Poland), USE - (Spain), Virtual Campus Lda - (Portugal), Creative Thinking Development - (Greece), Unione Territoriale Sindacale CISL Vicenza - (Greece)	2020 - 2023
WELLY: Introducing the job profile of a Manager for Work Well-being to prevent and combat work related stress	Researcher	BRU-Iscte (OB&HR), Sinergie Società Consortile a Responsabilità Limitata - (Italy), DRUSTVO ZA RAZVIJANJE PROSTOVOLJNEGA DELA NOVO MESTO - (Slovenia), Psychometrics srl - (Italy), EPRALIMA - (Portugal), INSTITUTE OF ENTREPRENEURSHIP DEVELOPMENT - (Greece), INSTALOFI LEVANTE SL - (Spain), FAKULTETA ZA ORGANIZACIJSKE STUDIJEV NOVEM MESTU (Slovenia) - Leader (Slovenia)	2021 - 2022
Developing Competencies for Stress Resilience @SMEs	Principal Researcher	BRU-Iscte - Leader, CCS Digital Education Limited - (Ireland), Fundacja "Malopolska Izba Samorządowa" - (Poland), USE - (Spain), Università degli Studi di Verona - (Italy), Università degli Studi di Verona - (Italy), Virtual Campus LDA - (Portugal), Creative Thinking Development - (Greece)	2019 - 2022
Participative Prevention of Psychosocial Emergent Risks in SMEs	Principal Researcher	BRU-Iscte (OB&HR)	2013 - 2014
Improving quality and safety in the hospital: the link between organizational culture, burnout, and quality of care	Researcher	CIS-Iscte (H4A)	2009 - 2014

Coding, analysis and prevention of occupational accidents	Global Coordinator	CIS-Iscte, CIES/ISCTE, Universidade Lisboa, Instituto Superior Tecnico (IST)	2007 - 2010
Coding, analysis and prevention of occupational accidents	Global Coordinator	BRU-Iscte - Leader, CIES/ISCTE, Universidade Lisboa, Instituto Superior Tecnico (IST)	2007 - 2010
Iniquidades de sexo nos julgamentos e acções face à dor de outros: O impacto moderador dos contextos	Researcher	CIS-Iscte (H4A)	2007 - 2009
Success Factors and School Leavers in Higher Education in Portugal: A Comparative Analysis	Researcher	CIS-Iscte, SOCIUS-ISEG - (Portugal)	2007 - 2008
Investigação e diagnóstico da cultura de segurança na NAV	Global Coordinator	CIS-Iscte	2007
Elaboration and validation of a standardized diagnostic tool for the assessment of behavioural and psychosocial risks directly linked with work related accidents in the construction sector	Researcher	CIS-Iscte	2005 - 2007
Safety cultures and accident memory	Researcher	CIS-Iscte	1999 - 2001

## Academic Management Positions

Presidente (2023 - 2025)

Unit/Area: Comissão Permanente do Conselho Científico

Presidente (2023 - 2025)

Unit/Area: Conselho Científico

Presidente (2023 - 2025)

Unit/Area: Plenário do Conselho Científico

Presidente (2022 - 2023)

Unit/Area: Comissão Científica

Director (2022 - 2023)

Unit/Area: Department of Human Resources and Organizational Behavior

Membro (Docente) (2022 - 2023)

Unit/Area: Comissão Científica

Membro (Docente) (2022 - 2024) Unit/Area: Plenário da Comissão Científica
Director (2020 - 2022) Unit/Area: Department of Human Resources and Organizational Behavior
Membro (Docente) (2020 - 2022) Unit/Area: Comissão Científica
Presidente (2020 - 2022) Unit/Area: Comissão Científica
Membro (Docente) (2020 - 2022) Unit/Area: Plenário da Comissão Científica
Director (2019 - 2020) Unit/Area: Bachelor Degree in Human Resources Management
Membro (Docente) (2018 - 2020) Unit/Area: Plenário da Comissão Científica
Membro (Docente) (2018 - 2020) Unit/Area: Comissão Científica
Director (2016 - 2018) Unit/Area: Doctorate Degree (PhD) in Management
Membro (Docente) (2014 - 2016) Unit/Area: Comissão Científica
Membro (Docente) (2014 - 2016) Unit/Area: Plenário da Comissão Científica
Membro (Docente) (2013 - 2017) Unit/Area: Plenário do Conselho Científico
Membro (Docente) (2013 - 2014) Unit/Area: Comissão Permanente do Conselho Científico
Vice-Presidente (2013 - 2014) Unit/Area: Conselho Científico
Director (2013 - 2017) Unit/Area: Unidade de Investigação em Desenvolvimento Empresarial (UNIDE-IUL)
Director (2013 - 2016) Unit/Area: Doctorate Degree (PhD) in Management
Membro (Docente) (2013 - 2017) Unit/Area: Comissão Científica
Membro (Docente) (2010 - 2014) Unit/Area: Plenário da Comissão Científica
Membro (Docente) (2010 - 2014) Unit/Area: Comissão Científica
Sub-diretor (2010 - 2011) Unit/Area: Department of Human Resources and Organizational Behavior
Membro (2009 - 2013) Unit/Area: Conselho Geral
Presidente (2007 - 2011) Unit/Area: Conselho Pedagógico

## Awards

Award as Outstanding Reviewer - AOM Organizational Behavior Division (2015)

Honour Distinction (2005)

## Professional Associations

European Academy of Occupational Health Psychology (Since 2024)

OPP (Since 2016)

European Association of Work and Organizational Psychology (Member of the Executive Committee - Board member) (2011 - 2017)

Society for Occupational Health Psychology (Since 2008)

European Academy of Occupational Health Psychology (Since 2005)

Academy of Management (2004 - 2016)

European Association of Work and Organizational Psychology (Since 1999)

## Organization/Coordination of Events

Type of Organization/Coordination	Event Title	Organizer	Year
Member of scientific event committee	16th International Conference on Applied Human Factors and Ergonomics	AHFE	2025
Member of scientific event committee	10th International Conference on Safety Management and Human Factors - AHFE 2023	AHFE	2023
Member of scientific event committee	Applied Human Factors and Ergonomics (AHFE) 2022 International Conference	Applied Human Factors and Ergonomics (AHFE)	2022
Coordination of scientific event (with scientific committee) at ISCTE-IUL	1st Societal Health Conference – “Societal health in the Post-covid-19 future”	Iscte	2022
Member of non-scientific event's organizing committee	VII National Congress of Professional Training	Forma-te; Iscte; McDonalds	2022
Member of non-scientific event's organizing committee	VII - National Congress of Vocational Training "Thinking about Quality Management Training in Education and in Training"	Forma-Te; ISCTE-DRHCO; TAP e McDonald 's	2021
Member of scientific event committee	AHFE 2020 “Safety Management and Human Factors - SMHF”	AHFE	2020 - 2021
Coordination of scientific event (with scientific committee) at ISCTE-IUL	13th European Academy of Occupational Health Psychology Conference	EAOHP and BRU-IUL	2017 - 2018

Member of non-scientific event's organizing committee	IV Congresso Nacional da Formação Profissional	FORMA-TE; ISCTE-IUL; TAP; McDonald's	2017
Member of scientific event committee	AHFE 2017 Conference	Several Associations	2017
Member of scientific event's organizing committee	ECPA14 - 14th European Conference on Psychological Assessment?	EPA; BRU-IUL; APPOCO	2017
Member of scientific event committee	SHO 2017	SPOSHO	2016 - 2017
Member of non-scientific event's organizing committee	III Congresso Nacional da Formação Profissional	Forma-te, ISCTE-IUL, TAP, McDonalds	2016
Member of scientific event committee	11º Congresso Nacional de Psicologia da Saúde	Sociedade Portuguesa de Psicologia da Saúde (SPPS)	2016
Member of scientific event committee	SHO 2016	SHO	2016
Member of scientific event committee	AHFE 2016 International Conference on Safety Management and Human Factors	AHFE	2016
Member of scientific event committee	WOS 2015	WOS - Universidade do Minho	2015
Member of non-scientific event's organizing committee	Workshop "Riscos Psicossociais - do risco à prevenção nas PME's"	ISCTE-BRU	2015
Member of scientific event committee	AHFE 2015	Applied Human Factors and Ergonomics International	2015
Member of scientific event's organizing committee	III Simpósio Nacional sobre Formação e Desenvolvimento Organizacional	ISCTE-BRU	2015
Member of scientific event committee	WOS 2014	WOS- Glasgow Unive	2014
Member of scientific event committee	AHFE 2014	Applied Human Factors and Ergonomics International	2014
Member of scientific event committee	SHO 2013	SHO	2013
Member of scientific event committee	International Congress on Safety and Labour Market (ICSLM 2013)	UBI	2013
Member of scientific event's organizing committee	VII Simpósio sobre Comportamento Organizacional	ISCTE- BRU	2012
Member of scientific event committee	ENRSF 2012	IST	2012
Member of scientific event committee	SHO 2012	SHO	2012
Member of scientific event's organizing committee	II Simposium Nacional Sobre Formação e Desenvolvimento Organizacional: Da aprendizagem à transferênc	ISCTE-BRU	2011

Member of scientific event committee	SHO 2011	SHO	2011
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## Diffusion Activities

Activity Type	Event Title	Activity Description	Year
Talk/Conference in public diffusion event	Perspectives from the Green Paper on the Future of Occupational Safety and Health	Presentation: 'Perspectives from the Green Paper on the Future of Occupational Safety and Health,' delivered at the Seminar marking the National Day for Safety at Work, organized by ISLA Maia.	2025
Member of organizing committee of knowledge diffusion event	Green Paper on the Future of Occupational Safety and Health at Work	Keynote Speech at the '2025 Debate Cycle: Occupational Safety and Health,' hosted by APSEI – Portuguese Safety Association	2025
Talk/Conference in public diffusion event	Promoting well-being and total health at work: a necessary investment	"Promoting well-being and total health at work: a necessary investment" – Presentation delivered at the 'People Management and Well-being Promotion: challenges and best practices' Panel. Organized in the II IPJPN Health Management Conference: Healthy Work Environments - People Management: the path and challenges to organizational happiness at Piaget Norte.	2025
Talk/Conference in public diffusion event	Green Paper on the Future of Occupational Safety and Health at Work	Guest Speaker Presentation: 'Green Paper on the Future of Occupational Safety and Health at Work.' Delivered as part of the conference 'Risks, Prevention, Rights and Duties in the Labor Context,' organized by Lavoro, held on May 20, 2025, in Lisbon	2025
Talk/Conference in public diffusion event	Presentation of the Green Paper on the Future of Occupational Safety and Health		2024
Talk/Conference in public diffusion event	Human Factors and Mental Health: Building Psychological Safety in the Workplace		2024
Talk/Conference in public diffusion event	Promoting Mental Health in the Workplace: An overview of its framework and a brief summary of its approach in the Green Paper		2024
Talk/Conference in public diffusion event	Promoting well-being at work: an essential investment	Opening seminar of the "Well-Being Manager" Certification 2023 by APG	2023
Coordination of knowledge diffusion event	Conference "Stress Management Associated with Technology: Tools and Good Practices"	DeSTRESS Project Multiplier Event that took place on May 6th, 9.30 to 12.30 in Iscte (in person and online"	2022

Talk/Conference in public diffusion event	Stress and Well-Being at work- strategies for stress management and well-being promotion.		2022
Talk/Conference in public diffusion event	Project DeSTRESS Activities and Outcomes		2022
Publication in general diffusion news outlet	Lockdown, a Window of Opportunities and Challenges for People Management	Work carried out by Silvia Silva, Patrícia Costa, Nelson Ramalho and Aristides Ferreira. Short article published in the HR Research Dossier during the Pandemic, in RH Magazine November-December 2021	2021
Coordination of knowledge diffusion event	Seminário do projeto Welly: Bem-estar no trabalho: vantagens e formas de implementação	Welly Project Dissemination Event. Multiplier Event that took place on June 25, 2021 on ISCTE and online.	2021
Talk/Conference in public diffusion event	PSYCHOSOCIAL RISK ASSESSMENT IN THE ACT	Communication made to present the results of the diagnosis of psychosocial risks carried out in ACT.	2021
Talk/Conference in public diffusion event	Stress Management: Finding balance	Communication as part of an AEISCTE Training Action that took place on 26 March 2021.	2021
Talk/Conference in public diffusion event	Webinar Iscte Executive Education with the title "Remote work: opportunities and challenges for well-being and happiness at work"	Webinar Iscte Executive Education that took place on June 30 2021	2021
Talk/Conference in public diffusion event	Health and well-being at work: An essential investment	Communication at the HERO Webinar held online March 30, 2021	2021
Talk/Conference in public diffusion event	SIMAR National day for Prevention and Safety at work		2018
Talk/Conference in public diffusion event	Business Breakfast: How to treat my employees, how I treat my clients - the challenges of attracting and retaining talent		2018
Publication in general diffusion news outlet	Promoting safety and health at work in Portugal: A brief overview.	Brief paper offering an overview of the Safety and Health Psychology field in Portugal published in the EAOHP Bulletin. EAOHP is a non-profit association of Occupational Healthy Psychologists Academics and Professionals.	2017

## Products

Product Type	Product Title	Detailed Description	Year
Other Products	DeSTRESS Training Plataform and Game	Platform and Game for training stress management skills related to the use of technology developed in the DeSTRESS Project	2022

Other Products	WORK WELL-BEING MANAGER VET TRAINING COURSE	WORK WELL-BEING MANAGER VET TRAINING COURSE to develop the competencies required for being a Well-being Manager	2022
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