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Curriculum

PhD in Social and Organizational Psychology (Specialization in Organizational Behavior) at ISCTE-IUL in 2009. Faculty in ISCTE-IUL since 1997, she is currently Associate Professor at the Department of Human Resources and Organizational Behavior of ISCTE Business School. She has been lecturing several courses in the undergrad, master and doctoral degrees in OB-HR. She was political adviser for the Portuguese Minister of Labor, Solidarity and Social Security and for the Portuguese Secretary of State for International Trade and Foreign Investment. She has several publications in national and international chapters in books and scientific journals such as Journal of Business Venturing, Leadership Quarterly, Journal of Organizational Behavior; European Journal of Work and Organizational Psychology, Applied Psychology: An International Review, Journal of Applied Social Psychology, and British Journal of Health Psychology among others. She investigates on creativity at work and innovation in organizations, well-being, organizational identification, leadership, work-family interface and entrepreneurship.

Research Interests

Creativity and Innovation in Organizations; Organizational Identification; Work-family Interface; Well-being; Entrepreneurship

Academic Qualifications

University/Institution	Type	Degree	Period
ISCTE-IUL - Instituto Superior Ciências Trabalho e da Empresa	PhD	Psicologia Social e Organizacional	2009
ISCTE-IUL - Instituto Superior Ciências Trabalho e da Empresa	M.Sc.	Social and Organizational Psychology	2001
ISCTE-Instituto Universitário de Lisboa	Post-graduation	Social and Organizational Psychology	1999
Faculdade Psicologia Ciências da Educação - UL	Licenciate	Psychology	1996

External Professional Activities

Period	Employer	Country	Description
2022 - 2023	Cabinet of the Secretary of State for International Trade and Foreign Investment in the Ministry of Foreign Affairs	Portugal	
2019 - 2022	Cabinet of the Minister of Labour, Solidarity and Social Security	Portugal	

Teaching Activities

Teaching Year	Sem.	Course Name	Degree(s)	Coord.
2026/2027	2º	Organizational Intervention Techniques	Master Degree in Human Resource Management and Organizational Consultancy;	Yes
2026/2027	2º	Leadership and Change Management	Institutional Degree in ISCTE Business School;	Yes
2026/2027	2º	Organizational Change and Human Resource	Institutional Degree in Escola de Ciências Sociais e Humanas;	Yes
2026/2027	1º	Social and Organizational Psychology	Bachelor Degree in Human Resources Management;	Yes
2026/2027	1º	Organizational Behaviour: Individual Processes	Institutional Degree in Escola de Ciências Sociais e Humanas;	Yes
2025/2026	2º	Leadership and Change Management	Institutional Degree in ISCTE Business School;	Yes

2025/2026	2º	Organizational Change and Human Resource	Institutional Degree in Escola de Ciências Sociais e Humanas;	Yes
2024/2025	2º	Human Resources Management	Bachelor Degree in Management;	No
2024/2025	1º	Social and Organizational Psychology	Bachelor Degree in Human Resources Management;	Yes
2024/2025	1º	Organizational Behaviour: Individual Processes		Yes
2019/2020	2º	Research Design II		No
2019/2020	1º	Specialization Seminar in Human Resources and Organizational Behavior		No
2019/2020	1º	Phd Thesis in Management: Specialization in Human Resources and Organizational Behavior		Yes
2019/2020	1º	Phd Thesis in Management: Specialization in Human Resources and Organizational Behavior I		Yes
2019/2020	1º	Phd Thesis in Management: Specialization in Human Resources and Organizational Behavior III		Yes
2019/2020	1º	Current Challenges in Human Resource Management		No
2019/2020	1º	Organizational Behaviour: Individual Processes		Yes

Supervisions

- **Ph.D. Thesis**

- Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Davide Capecchi	Trust in the Non-profit sector: mechanisms and boundaries	--	Developing	Iscte
2	Luo Ma	The effects of human resource management practices on organizational commitment: A study of Doctor´s retention in public hospital in China	English	Developing	Iscte
3	Torres, Cláudia	--	English	Developing	Iscte

4	Cumhur YUCE	--	English	Developing	Iscte
5	Jin Jing	--	English	Developing	School of Management and Economics of University of Electronic Science and Technology of China
6	Xiaojun, Jin	--	English	Developing	Institute for Tourism Studies, Macao Special Administrative Region
7	Xinglin, Wang	--	English	Developing	Shanghai Jiaotong University
8	Luo Ma	--	English	Developing	--
9	Eyup Sahin	--	English	Developing	Iscte

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Cumhur Yuce	Work engagement and job performance in military contexts: The moderator role of Individual Orientation to Collectivism (IOC)	--	Iscte	2019
2	Renata Silva de Carvalho Chinelato	--	Portuguese	Universidade Salgado de Oliveira (Brasil) e Universidade de Brasília	2016

• M.Sc. Dissertations

- Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Sofia Casmarrinha Tavares	The Bright Side of the Error: Mechanisms and Factors That Contribute to the Emergence of Positive Emotions Following an Error in the Workplace	Portuguese	Delivered	Iscte
2	Maria Francisca Costa Luís	From Legacy to Organizational Ambidexterity: The Mediating Role of Long-Term Orientation and the Moderating Role of Risk Propensity in Family Businesses	Portuguese	Delivered	Iscte

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Carolina da Silva Rosa	Gender differences in the way top leaders deal with error.	Portuguese	Iscte	2025
2	Diana Dias Rosa Henriques da Graça	Gender differences in stress factors in top leadership positions	Portuguese	Iscte	2025
3	Catarina Alexandra Soares Lopes	PARENTHOOD INFLUENCE ON DECISION-MAKING, CONSIDERING ETHICAL ISSUES	Portuguese	Iscte	2020
4	Rafaela Silva Carvalho	Similarities and differences between men and women in ethical decision-making in organizations: an exploratory study	Portuguese	Iscte	2020
5	Priscilla Si-Yasmen Paiva Bengui	Parenthood & Leader's ethical decision-making: a qualitative study	English	Iscte	2020
6	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
7	Catarina Alexandra Jerónimo Mestre	Talk and Let Talk - Communication Is the Key: Patients? Perspective about Oncologic Consultations and Its Implications for Quality of Cancer Care	English	Iscte	2019
8	Sara Almeida Filipe Marques de Andrade	Entrepreneurial Demands and Affect Oscillation: The Moderator Effect of Empowering Leadership	English	Iscte	2018
9	Inês de Brito Martins Fernandes Moreno	The Impact of Organizational Identification on Well-being: The Importance of Meaningfulness at Work for Employees	Portuguese	Iscte	2018
10	Catarina Martins Sousa	The impact of creativity at work on work-nonwork enrichment: the mediating role of meaningfulness at work	English	Iscte	2018
11	Inês Margarida Aguiar Ferreira	Dinâmicas familiares em Casais do mesmo sexo e sexo diferente: Distribuição das tarefas domésticas	Portuguese	Iscte	2017
12	Ana Teresa Ferreira Freches	Work-Family Conflict and Emotional Labour: The Moderator Role of Cognitive Job Demands	English	Iscte	2017
13	Zino-Carlos Van Den Berghen	The Difference in Mental Well-Being Between Self-Employed and Employees	English	Iscte	2016
14	Ana Catarina Pinto Rodrigues	O impacto da dificuldade dos objetivos no esforço de atletas de remo - o papel da empowering leadership dos treinadores	Portuguese	Iscte	2016

15	Leonor Milheiro de Vilhena	O Benefício do Enrequecimento Trabalho-Família para a Saúde: o Papel da Autoeficácia Percebida num Estudo Diário com Professores	Portuguese	Iscte	2016
16	Mariana Fidalgo Ramos de Mello Breyner	Conflito trabalho-família e a auto-eficácia no trabalho: o papel moderador da identificação organizacional.	Portuguese	Iscte	2016
17	Iolanda Marina Faustino Ribeiro	Customização do Trabalho, Autoeficácia, Resiliência e Entusiasmo no Trabalho: Um Estudo em Dois Tempos.	Portuguese	Iscte	2015
18	Joana Catarina Guerreiro Gonçalves	Identificação Organizacional e Comportamentos de Voz: Exploração do Efeito Moderador do Clima Socio-moral nas Organizações	Portuguese	Iscte	2015
19	Maria Daniela Ferreira Silva	A relação entre a criatividade no Trabalho e o Afeto Positivo no Trabalho: O Papel Moderador do Clima de Conformismo	Portuguese	Iscte	2015
20	Maria Madalena Belard Frazão e Albuquerque Ferreira	A identificação organizacional e a recordação de acontecimentos afetivos nas organizações	Portuguese	Iscte	2014
21	André Marcelo Ferreira Branco Camacho	A relação entre a identificação organizacional e a saúde percecionada: o papel mediador do enquadramento positivo	Portuguese	Iscte	2014
22	Ana Rita Monge Freire	Satisfação no trabalho e valores do trabalho ao longo da vida - um estudo com trabalhadores portugueses de diferentes grupos etários(em 2005 e 2010)	Portuguese	Iscte	2013
23	Diva Cristina Esteves de Sousa	Engagement no trabalho e desempenho extrapapel: O papel da customização do trabalho	Portuguese	Iscte	2013
24	Ana Filipa da Costa Carones Honório Cunha	O Impacto da identificação organizacional no pessimismo face à mudança: um estudo experimental	Portuguese	Iscte	2012
25	Patrícia Alexandre Mendonça e Silva	Aceitam-se sugestões: a relação troca indivíduo-organização e os comportamentos de voz - o papel mediador da identificação organizacional	Portuguese	Iscte	2012
26	Tânia Margarida Ribeiro Vicente de Abreu Gomes	Preditores da Identificação Organizacional em Trabalhadores em Outsourcing	Portuguese	Iscte	2012
27	Sónia Isabel Carrão da Silva	Mecanismos que Explicam a Relação entre a Identificação Organizacional e os Comportamentos de Voz	Portuguese	Iscte	2012

28	Ana Catarina David Dias	O impato do conflito de trabalho - família no bem-estar do indíduo: o papel mediador da diminuição dos recursos energéticos.	--	Iscte	2011
29	João Olímpio Bettencourt Craveiro	O impato da práticas de monotorização do supervisor no work engagement dos colaboradores.	--	Iscte	2011
30	Luísa Andreia Jerónimo Fernandes	Análise dos significados associados á reforma na perspetiva da teoria do nível de abstração.	--	Iscte	2011

• M.Sc. Traineeship Reports

- Ongoing

	Student Name	Title/Topic	Language	Status	Institution
1	Inês Moreno	--	Portuguese	Developing	Iscte

• M.Sc. Final Projects

- Concluded

	Student Name	Title/Topic	Language	Institution	Concluding Year
1	Gonçalo David Lage	Happiness and Sustainability - A study about the determinants of retirement savings and risk behavior.	--	Iscte	2011

Total Citations

Web of Science®	942
Scopus	804

Publications

• Scientific Journals

- Scientific journal paper

1	Chinelato, R. S. de C., Ferreira, M. C., Valentini, F. & Tavares, S. M. de O. e M. (2024). Feedback received and role performance: The mediating role of engagement and the moderating role of authentic living. Ciencias Psicológicas, 18(2). https://doi.org/10.22235/cp.v18i2.3258

2	Mourão, L., Tavares, S. M. & Sandall, H. (2022). Professional development short scale: Measurement invariance, stability, and validity in Brazil and Angola. Frontiers in Psychology, 13. https://doi.org/10.3389/fpsyg.2022.841768 - Times Cited Web of Science®: 22 - Times Cited Scopus: 18
3	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. Journal of Organizational Behavior, 42(5), 619?648. https://doi.org/10.1002/job.2512 - Times Cited Web of Science®: 95 - Times Cited Scopus: 90 - Times Cited Google Scholar: 173
4	Vilhena, L. & Tavares, S. (2020). O benefício do enriquecimento trabalho-família para a saúde dos professores: O papel da autoeficácia percebida num estudo diário. Psicologia, 34(1), 82?93. https://doi.org/10.17575/psicologia.v34i1.1474 - Times Cited Web of Science®: 3 - Times Cited Scopus: 1
5	Stephan, U., Tavares, S. M., Carvalho, H., Ramalho, J. J. S., Santos, S. C. & van Veldhoven, M. (2020). Self-employment and eudaimonic well-being: Energized by meaning, enabled by societal legitimacy. Journal of Business Venturing, 35(6). https://doi.org/10.1016/j.jbusvent.2020.106047 - Times Cited Web of Science®: 138 - Times Cited Scopus: 128 - Times Cited Google Scholar: 226
6	Chinelato, R., Tavares, S. M., Ferreira, M. C. & Valentini, F. (2020). Preditores dos comportamentos de redesenho do trabalho: uma análise de mediação moderada. Psicologia: Teoria e Pesquisa, 36(e3654). https://doi.org/10.1590/0102.3772e3654 - Times Cited Web of Science®: 1 - Times Cited Scopus: 4
7	Chinelato, R. S. de C., Tavares, S. M. de O. e M., Ferreira, M. C. & Valentini, F. (2020). Perception of organizational politics, psychological safety climate, and work engagement: A cross-level analysis using hierarchical linear modeling. Anales de Psicologia, 36(2), 348?360. https://doi.org/10.6018/analesps.368621 - Times Cited Web of Science®: 15 - Times Cited Scopus: 10
8	Van Veldhoven, M., Van den Broeck, A., Daniels, K., Bakker, B.A., Tavares, S. M. & Ogbonnaya, C. (2020). Challenging the universality of job resources: why, when, and for whom are they beneficial?. Applied Psychology: An International Review, 69(1), 5?29. https://doi.org/10.1111/apps.12211 - Times Cited Web of Science®: 138 - Times Cited Scopus: 123
9	Tavares, S. M. (2016). How does creativity at work influence employee's positive affect at work?. European Journal of Work and Organizational Psychology, 25(4), 525?539. https://doi.org/10.1080/1359432X.2016.1186012 - Times Cited Web of Science®: 51 - Times Cited Scopus: 48
10	Tavares, S. M., van Knippenberg, D. & van Dick, R. (2016). Organizational identification and “currencies of exchange”: integrating social identity and social exchange perspectives. Journal of Applied Social Psychology, 46(1), 34?45. https://doi.org/10.1111/jasp.12329 - Times Cited Web of Science®: 112 - Times Cited Scopus: 87

11	Santos, J. P., Caetano, A. & Tavares, S. M. (2015). Is training leaders in functional leadership a useful tool for improving the performance of leadership functions and team effectiveness?. Leadership Quarterly, 26(3), 470?484. https://doi.org/10.1016/j.leaqua.2015.02.010 - Times Cited Web of Science®: 78 - Times Cited Scopus: 47 - Times Cited Google Scholar: 145
12	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. European Health Psychologist, 17(4), 146?151. - Times Cited Google Scholar: 1
13	Tavares, S. M. (2014). Cultura e bem-estar: o desafio da integração. Revista Psicologia Organizações e Trabalho (rPOT), 14(2), vi?x.
14	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. ournal of Work and Organizational Psychology-Revista de Psicologia del Trabajo y de las Organizaciones, 30(3), 105?112. https://doi.org/10.1016/j.rpto.2014.11.001 - Times Cited Scopus: 7 - Times Cited Google Scholar: 25
15	Silva, S.A., Costa, P.L., Costa, R., Tavares, S. M., Leite, E. S. & Passos, A. M. (2013). Meanings of quality of care: Perspectives of Portuguese health professionals and patients. British Journal of Health Psychology, 18(4), 858?873. https://doi.org/10.1111/bjhp.12031 - Times Cited Web of Science®: 24 - Times Cited Scopus: 14 - Times Cited Google Scholar: 38
16	van Knippenberg, D., van Dick, R. & Tavares, S. (2007). Social identity and social exchange: identification, support, and withdrawal from the job. Journal of Applied Social Psychology, 37(3), 457?477. https://doi.org/10.1111/j.1559-1816.2007.00168.x - Times Cited Web of Science®: 258 - Times Cited Scopus: 202
17	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. Psicologia, 21(1), 133?149. - Times Cited Google Scholar: 91

• Books and Book Chapters

- Book author

1	Moreira, T. C., Dray, G., Neves, A.L., Fontes, A., Câmara, M.J., Trindade, Sónia...Ferreira, R. D. (2022). Livro Verde sobre o Futuro do Trabalho. Gabinete de Estratégia e Planeamento do Ministério do Trabalho, Solidariedade e Segurança Social.

- Book editor

1	Caetano, António, Silva, S.A., Tavares, S. M. & Santos, S. C. (2014). Formação e Desenvolvimento Organizacional – Abordagens e Casos Práticos em Portugal. Mundos Sociais. https://doi.org/9789898536389 - Times Cited Google Scholar: 10

2	Caetano, António & Susana M. Tavares (2011). Book of Proceedings do V PhD Meeting in Social and Organizational Psychology, Research Directions in Social and Organizational Psychology. Edições Colibri.

- Book chapter

1	Tavares, S. M. (2026). Organizational identification shaping social exchange dynamics in the workplace: an integrative approach. In Marjo-Riitta Diehl, Jacqueline Coyle-Shapiro, & Russell Cropanzano (Ed.), Handbook of Social Exchange Theory in Organizations (pp. 110?137). Edward Elgar Publishing. https://doi.org/10.4337/9781035322473
2	Tavares, S. M. (2026). Organizational Identification Shaping Social Exchange Dynamics in the Workplace: An Integrative Approach. In Marjo-Riitta Diehl, Jacqueline Coyle-Shapiro, & Russell Cropanzano (Ed.), Handbook of Social Exchange Theory. Edward Elgar Publishing.
3	Vilhena, L. & Tavares, S. M. (2022). O benefício do enriquecimento trabalho-família para a saúde dos professores: o papel da autoeficácia percebida num estudo diário. In Joana Alexandre, Sara Ramos, e Dinis Lopes (Ed.), Psicologia Social e das Organizações: Métodos, estudos e perspetivas. Edições Sílabo.
4	Rodrigues, A.C.P. & Tavares, S. M. (2022). O impacto da dificuldade dos objetivos no esforço de atletas de remo – o papel da empowering leadership dos treinadores. In Joana Alexandre, Sara Ramos, e Dinis Lopes (Ed.), Psicologia Social e das Organizações: Métodos, Estudos e Perspetivas. Edições Sílabo.
5	Tavares, S. M. (2017). How does creativity at work influence employee's positive affect at work?. In J. Ramos, N. Anderson, J. M. Peiró, and F. Zijlstra (Ed.), Creativity and Innovation in Organizations: Current Research and Recent Trends in Management. Routledge, Taylor & Francis Group.
6	Tavares, S. M. & Dias, A. (2014). Do conflito trabalho-família à (in)satisfação com a vida: Um caminho trilhado pela diminuição do vigor. In L. Lima, S. Marques, & S. Bernardes (Ed.), Psicologia Social da Saúde: estudos, programas e instrumentos (pp. 89?105). Edições Sílabo.
7	Tavares, S.M. (2011). Vinculação dos indivíduos às organizações. In J.M.Carvalho Ferreira, J. Neves, e A. Caetano (Ed.), Manual de psicossociologia das organizações (pp. 0?0). Escolar Editora.
8	Tavares, S. & Caetano, António (2008). O que pode condicionar a intensidade da identificação organizacional: Características pessoais, características do trabalho e características organizacionais. In A. Caetano, M. Garrido, S. Batel, & A. C. Martins (Eds.) (Ed.), Percursos de Investigação em Psicologia Social e Organizacional (pp. 159?180). Edições Colibri.
9	Caetano, António, Garrido, M. V., Brito, R., Miranda, H., Tavares, S. M. & Graça, J. (2004). Análise descritiva dos resultados do inquérito aos advogados portugueses...
10	Caetano, António, Tavares, S. M. & Reis, R. (2003). Valores do trabalho em Portugal e na União Europeia. In J. Vala, M.V. Cabral e A. Ramos (Ed.), Valores sociais: mudanças e contrastes em Portugal e na Europa (pp. 430?457). Imprensa de Ciências Sociais. - Times Cited Google Scholar: 28
11	Tavares, S. M. & Caetano, António (2003). An international comparative perspective on affective organizational commitment predictors'. In F. Avallone, H. K. Sinangil, and A. Caetano (Ed.), Identity and Diversity in Organizations (pp. 134?143). Guerini Studio. - Times Cited Google Scholar: 6

12	Tavares, S. M. (2001). Vinculação dos indivíduos às organizações. Manual de psicossociologia das organizações.
13	Tavares, S. M. & Caetano, António (2000). Mudança organizacional e gestão de recursos humanos no sector da hotelaria e turismo: análise de casos. Mudança organizacional e gestão de recursos humanos.
14	Tavares, S. M., Carmo, M. & Caetano, António (2000). Mudança organizacional e gestão de recursos humanos no sector da indústria transformadora: análise de casos. In A. Caetano, A. Passos, M. Cal, M. Carmo, P. Alcobia, P. Alves, S. Bogalho, e S. Tavares (Ed.), Mudança organizacional e gestão de recursos humanos (pp. 167?193). OEFP.
15	Caetano, António & Tavares, S. M. (2000). Tendências na mudança organizacional e tensões na gestão de pessoas. In A. Duarte Gomes, J. Keating, A. Caetano, e M. Pina e Cunha (Ed.), Organizações em transição – Contributos da Psicologia do Trabalho e das Organizações. (pp. 151?170). Imprensa da Universidade de Coimbra. - Times Cited Google Scholar: 44
16	Caetano, António & Tavares, S. M. (2000). Determinantes da implicação organizacional em cinco países europeus.. In M. Villaverde Cabral, J. Vala, e J. Freire (Ed.), Trabalho e cidadania (pp. 97?121). ICS. - Times Cited Google Scholar: 25
17	Caetano, António & Tavares, S. M. (2000). Mudanças organizacionais e gestão de pessoas: dilemas e tensões. Mudança organizacional e gestão de recursos humanos.
18	Tavares, S. M. & Caetano, António (2000). A emergência da gestão de recursos humanos estratégica. Mudança organizacional e gestão de recursos humanos.

• Conferences/Workshops and Talks

- Publication in conference proceedings

1	Tavares, S. M., Carvalho, H., Santos, S. C. & van Veldhoven, M. (2018). Entrepreneurship and well-being: the role of national entrepreneurship norm and the importance of meaningfulness at work. 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. 230?231).
2	Di Marco, D., Silva, S. A., Tavares, S. M. & 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). - Times Cited Google Scholar: 1
3	Ramos, S., Costa, P., Silva, S., Passos, A. & 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). European Academy of Occupational Health Psychology (EAOHP).
4	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). European Academy of Occupational Health Psychology (EAOHP).

5	Tavares, S. M. (2014). Innovation and well-being: contributes to the understanding of these understudied relationships. In Andreou, N.J.A., Jain, A., Hollis, D., Hassard, J., Kevin Teoh (Ed.), Book of proceedings of the 11th European Academy of Occupational Health Psychology Conference: Looking at the past planning for the future: Capitalizing on OHP multidisciplinarity. European Academy of Occupational Health Psychology.
6	Tavares, S. M. (2011). Occupational health disorders and work engagement in cleaning sector: the moderator role of perceived work-team cohesion. In H.V. Neto, J. Areosa e P.M. Arezes (Ed.), 1st Working Conditions International Congress (pp. 0?0). Instituto de Sociologia- FLUP.
7	Ribeiro, J., Bento, D., Tavares, S. M. & Silva, S.A. (2006). Identificação organizacional e segurança no trabalho: um estudo exploratório. In N.R Santos, M. L. Lima, M.M. Melo, A.A. Candeias, M.L. Grácio, A.A. Calado (Ed.), do VI Simpósio Nacional de Investigação em Psicologia (pp. 71).

- 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 optimizar o investimento na formação.. ISCTE.

- Talk

1	Tavares, S. M. (2025). THE ROLE OF ORGANIZATIONAL IDENTIFICATION IN SHAPING SOCIAL EXCHANGE DYNAMICS WITHIN THE WORKPLACE: AN INTEGRATIVE PERSPECTIVE. Academy of Management 2025 Annual Meeting,.
2	Rovai, S., Tavares, S. M. & Shroff, P. (2025). CREATING VALUE AND GROWTH VIA FEMALE ENTREPRENEUR-LED SUSTAINABLE BRANDS: CONNECTING GLOBAL MARKET ENTRY, NETWORK BUILDING TECHNIQUES, AND PURPOSE-DRIVEN BUSINESS. EURAM- European Academy of Management 2025,.
3	Sousa, C. & Tavares, S. M. (2019). The impact of creativity at work on work-non work enrichment: the mediating role of meaningfulness at work. The 19th European Congress of Work and Organizational Psychology,.
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11	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,.
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1	Tavares, S. M. & Sanz-Vergel, A. (2017). Work-family conflict and job crafting in a diary study: the moderator role of work-family climate. 18th European Congress of Work and Organizational Psychology,.
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• 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

- Working Papers

1	Caetano, António & Tavares, S. M. (2000). Tendências na mudança organizacional e tensões na gestão de pessoas..
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- Non-peer-reviewed papers

1	Veldhoven, M. V., Broeck, A. V. D., Daniels, K., Bakker, A., Tavares, S. M. & Ogbonnaya, C. (2017). Why, when, and for whom are job resources beneficial?. Applied Psychology: An International Review, 66(2), 353?356. https://doi.org/10.1111/apps.12097 - Times Cited Web of Science®: 7
2	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..
3	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.. https://doi.org/10.17575/rpsicol.v21i1.360

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3	Freches, Ana Teresa Ferreira, ana.freches@hotmail.com & Tavares, S. M. (2017). Work-family conflict and emotional labour: the moderator role of cognitive job demands..
4	Rodrigues, Ana Catarina Pinto, acprs@iscte-iul.pt & Tavares, S. M. (2016). O impacto da dificuldade dos objetivos no esforço de atletas de remo: o papel da empowering leadership dos treinadores..
5	Tavares, S. M., van Knippenberg, D., Van Knippenberg, D., van Dick, R., van Dick, R. & susana.tavares@iscte.pt (2016). Organizational identification and “currencies of exchange”: integrating social identity and social exchange perspectives. We integrate social exchange and social identity perspectives to propose and test the prediction that depending on their level of organizational identification, people may reciprocate the received organizational support using different “currencies of exchange” – reducing turnover intentions or, instead, engaging in extra-role behavior. Specifically, the relationship of perceived organizational sup,.
6	Vilhena, L., leonor-vilhena@hotmail.com & Tavares, S. M. (2016). O benefício do enriquecimento trabalho-família para a saúde: o papel da autoeficácia percebida num estudo diário com professores..
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22	Casaleiro, Susana Isabel Silva, susanacasaleiro@hotmail.com & Tavares, S. M. (2011). Preditores do work engagement em trabalhadores do sector de limpeza e higiene: o papel do supervisor, da equipa de trabalho, e do potencial motivacional do trabalho.. https://doi.org/CASALEIRO, Susana Isabel Silva - Preditores do work engagement em trabalhadores do sector de limpeza e higiene: o papel do supervisor, da equipa de trabalho, e do potencial motivacional do trabalho [Em linha]. Lisboa: ISCTE, 2010. Dissertação de mestrado.
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31	Tavares, S. M., susana.tavares@iscte.pt, Caetano, António, van Knippenberg, D. & Van Knippenberg, D. (2009). O fenómeno da identificação organizacional: contributos para a sua explicação..

- Doctoral Thesis

1	Tavares, S. M. (2009). O fenómeno da identificação organizacional: contributos para a sua explicação..

- Report

1	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]..
2	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
Be Competent in Entrepreneurship: Knowledge Alliances for Developing Entrepreneurship Competencies for the Benefit of Higher Education and Business (BeComE)	Researcher	BRU-Iscte (OBHR), TALTECH - Leader (Estonia), TAU - (Finland), LO - (Poland), University of Sannio - (Italy), VINCIT - (Finland), Ramboll Finland Oy - (Finland), SHUMEE - (Poland), Jack the Maker, Lda. - (Portugal), Indie Campers SA - (Portugal), BE PACKAGING S.R.L - (Italy), GEOLUMEN SRL - (Italy), Harju Elekter Elektroonika - (Estonia), Kaubamaja AS - Tallinn Department Store - (Estonia), EVEA - (Estonia)	2019
Entrepreneurship and well-being	Principal Researcher	BRU-Iscte	2016 - 2019
Participative Prevention of Psychosocial Emergent Risks in SMEs	Work Package Leader	BRU-Iscte (OBHR)	2013 - 2014
Atitudes face à Reforma	Principal Researcher	BRU-Iscte	2010 - 2012

Identificação organizacional, comportamentos de inovação e mudança na organização	Principal Researcher	BRU-Iscte	2009 - 2019
Improving quality and safety in the hospital: The link between organisational culture, burnout, and quality of care	Researcher	BRU-Iscte	2009 - 2014
Identificação organizacional, bem-estar e interface trabalho-família	Principal Researcher	BRU-Iscte	2009 - 2019
Integrating micro and macro organizational behavior through longitudinal and multilevel models: Subjective well-being, job satisfaction, and performance	Researcher	BRU-Iscte	2007 - 2011
Organizational and occupational identification, norms and identity threat: effects on intra-organizational cooperation	Researcher	BRU-Iscte	2003 - 2006

Academic Management Positions

Coordenador (2019 - 2020)
Unit/Area: Doctorate Degree (PhD) in Management

Membro (2017 - 2021)
Unit/Area: Conselho Geral

Director (2010 - 2012)
Unit/Area: [B105] Organizational Behaviour

Awards

ISCTE-IUL Scientific award 2017 (2017)

Scientific award ISCTE-IUL 2016 (2016)

Scientific publication award from IBS 2015 (2015)

ISCTE-IUL scientific award 2014 (2014)
ISCTE-IUL pedagogical award 2014 (2014)
IBS Scientific Publication Award 2013 (2014)

Professional Associations

Full member of the Portuguese Association of Organizational Psychology and Organizational Behavior (APPOCO) (Since 2015)
Full member of the European Association of Occupational Health Psychology (EAOHP) (Since 2014)
European Association of Experimental Social Psychology (Since 2004)
Post-graduated member of European Association of Experimental Social Psychology (EAESP) (2004 - 2009)
Full member of the Portuguese Association of Psychology (APP) (Since 1998)
Full member of the European Association of Work and Organizational Psychology (EAWOP) (Since 1998)
Associação Portuguesa de Psicologia (Since 1998)
Sociedade Portuguesa de Terapia Familiar (1997 - 1999)

Organization/Coordination of Events

Type of Organization/Coordination	Event Title	Organizer	Year
Coordination of scientific event (with scientific committee) at ISCTE-IUL	13th European Academy of Occupational Health Psychology Conference "Adapting to rapid changes in today's workplace"	European Academy of Occupational Health Psychologyem parceria com a Business Research Unit (BRU, ISCTE-IUL)	2018
Member of scientific event committee	IV National symposium on Organizational Training and Development	Escola de Psicologia e pela Escola de Economia e Gestão da Universidade do Minho em parceria com a Associação Portuguesa de Psicologia das Organizações e Comportamento Organizacional (APPOCO)	2018

Diffusion Activities

Activity Type	Event Title	Activity Description	Year

Talk/Conference in public diffusion event	Conference on Corporate Governance: Stakeholder Representation on the Board of Directors, organized by the Portuguese Economists Association	Oral presentation in a panel about Corporate Governance: Stakeholder Representation on the Board of Directors, invited by the Portuguese Economists Association	2025
Talk/Conference in public diffusion event	Guimarães' International Municipal Meeting on Ageing – 1.º Congresso Internacional do Envelhecimento Ativo e Saudável	Moderation of an International panel on Challenges of Implementing Active and Healthy Aging Policies	2025
Participation in general diffusion news tv show	Creativity Week, in Antena 1	Interview by invitation for the Afternoon Program on Antena 1 radio, about Creativity in Organizations	2025
Publication in general diffusion news outlet	Without gender balance in the labor market there is no sustainability - Opinion article in the ECO Newspaper	Opinion article on the importance of gender balance in the labor market for societal sustainability. Salary discrimination and inequality of opportunities to access decision-making positions are clear practices of wasting human capital that jeopardize the sustainability of our companies and organizations. There is an economic return in reducing gender disparities.	2024
Talk/Conference in public diffusion event	Digital with Purpose Global Summit	Invited keynote speaker in the session "Women in Tech driving Sustainability" presented a communication on "Sustainability and gender balance at work"	2023
Talk/Conference in public diffusion event	Future work now	Champion of theTalent Acceleration Session on“Future work now”, on the context of Beyond 2017 Portugal Digital Revolutions, with Elsa Carvalho (REN), Pedro Pinto (IBM), and Miguel Agostinho (APFM). EY, Lisboa: 23 November	2017
Talk/Conference in public diffusion event	Workshop on“Human resources management software and big data solutions”	Facilitator on the Workshop on“Human resources management software and big data solutions”, with Luis Grincho (SAP), André Rodrigues (CISCO), and João Almeida (EY). ISCTE-IUL, Lisboa: 11-Maio	2017