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Academic Qualifications

University/Institution	Type	Degree	Period
ISCTE-Instituto Universitario de Lisboa	PhD	Gestão, Recursos Humanos e Comportamento Organizacional	2022
ISEG	Post-graduation	Gestão de Recursos Humanos e Benefícios Sociais	2012
ISCTE-IUL	M.Sc.	Psicologia Social e das Organizações	2010
ISCTE-IUL	Licenciate	Psicologia	2008

Teaching Activities

Teaching Year	Sem.	Course Name	Degree(s)	Coord.
2021/2022	1º	Research Methods in Human Resources Management	Bachelor Degree in Human Resources Management;	No
2021/2022	1º	Research Methods in Human Resources Management	Bachelor Degree in Human Resources Management;	No

Total Citations

Web of Science®	11
Scopus	17

Publications

• Scientific Journals

- Scientific journal paper

1	<p>Marques, T., Ramos, S., Patient, D. & Bobocel, D. R. (2024). Harnessing the potential of older workers through relationships at work: Social support, feedback, and performance. <i>Work, Aging and Retirement</i>. 10 (3), 241-256</p> <p>- Times Cited Web of Science®: 2</p> <p>- Times Cited Scopus: 2</p> <p>- Times Cited Google Scholar: 2</p>
2	<p>Marques, T., Sousa, I. C. & Ramos, S. (2023). Engaging age-diverse workers with autonomy and feedback: The role of task variety. <i>Journal of Managerial Psychology</i>. 38 (3), 210-224</p> <p>- Times Cited Web of Science®: 2</p> <p>- Times Cited Scopus: 2</p> <p>- Times Cited Google Scholar: 10</p>
3	<p>Cojuharenco, I., Marques, T. & Patient, D. (2017). Tell me who, and I'll tell you how fair: a model of agent bias in justice reasoning. <i>Group and Organization Management</i>. 42 (5), 630-656</p> <p>- Times Cited Web of Science®: 7</p> <p>- Times Cited Scopus: 5</p> <p>- Times Cited Google Scholar: 13</p>

• Books and Book Chapters

- Book chapter

1	<p>Marques, T. & Dello Russo, S. (2024). Age differences in the workplace. In Alain Klarsfeld , Stella Nkomo , Lucy Taksa , Anne-Françoise Bender , and Gaëlle Cachat-Rosset (Ed.), <i>Encyclopedia of equality, equity, diversity and inclusion</i>. (pp. 6-10).: Edward Elgar Publishing.</p>
2	<p>Marques, T., Patient, D. & Cojuharenco, I (2017). The “who” of organizational justice: Source effects on justice judgments . In <i>Organizational Justice: International Perspectives and Conceptual Advances</i>. (pp. 58-83).: Routledge.</p> <p>- Times Cited Scopus: 8</p> <p>- Times Cited Google Scholar: 14</p>

• Other Publications

- Non-peer-reviewed papers

1	<p>Marques, T., Patient, D. & Ramos, S. (2017). Envelhecimento e trabalho – Implicações para a motivação: Como reter e gerir os trabalhadores mais velhos?. <i>INSIDE Debate e Reflexão</i>. 21-25</p>
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- Master's Dissertation

1	Marques, T. (2010). Percepções em Contexto de Trabalho: Práticas de GRH, Justiça Organizacional e Comportamento Político. - Times Cited Google Scholar: 3
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- Doctoral Thesis

1	Marques, T. (2022). Managing an aging workforce through high-quality relationships: the roles of fairness and job design. - Times Cited Google Scholar: 1
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• Conferences/Workshops and Talks

- Talk

1	Marques, T., Sousa, I.C. & Ramos, S. (2022). Engaging age-diverse employees with job design: the roles of autonomy, feedback, and task variety. 15th European Academy of Occupational Health Psychology Conference .
2	Sousa, I.C., Ramos, S., Godinho, C. & Marques, T. (2022). Teleworking during the COVID-19 pandemic: The role of age in the relationship between technological anxiety and performance. 15th European Academy of Occupational Health Psychology Conference.
3	Marques, T., Patient, D., Bobocel, R. & Ramos, S. (2021). Age differences in the relationship between interpersonal justice and trust in supervisor. 18th International Society for Justice Research (ISJR) conference.
4	Marques, T., Sousa, I.C. & Ramos, S. (2021). The impact of autonomy and feedback on the engagement of age-diverse workers: the role of task variety. 6th Age in the Workplace Meeting.
5	Cojuharenco, I., Marques, T., Patient, D. & Barreiros, J. (2021). "Who" Matters, but How? Agent Bias in Justice Reasoning. 18th biennial meeting of the International Society for Justice Research.
6	Marques, T., Patient, D., Bobocel, R. & Ramos, S. (2021). Age differences in the importance of interpersonal justice in the workplace. 81st Annual Meeting of the Academy of Management.
7	Marques, T., Ramos, S., Patient, D. & Bobocel, R. (2021). Managing older workers through relationships at work: Social support, feedback, and performance. 81st Annual Meeting of the Academy of Management.
8	Cojuharenco, I., Marques, T., Patient, D. & Barreiros, J. (2021). Who" Matters, but How? Agent Bias in Justice Reasoning. 81st Annual Meeting of the Academy of Management.
9	Marques, T., Patient, D. & Ramos, S. (2019). Age differences in the salience of justice in the workplace. 19th European Congress of Work and Organizational Psychology.
10	Costa, P., Patient, D. & Marques, T. (2019). Injustice anywhere is a threat to engagement everywhere. 19th European Congress of Work and Organizational Psychology.
11	Marques, T., Cojuharenco, I. & Patient, D. (2017). Manifestations of an agent bias in justice reasoning. 18th European Congress of Work and Organizational Psychology.

12	Marques, T., Patient, D. & Cajada, C. (2015). All in the same boat? The effect of managerial shared fate on employee justice perceptions and work reactions. 17th European Congress of Work and Organizational Psychology.
13	Marques, T., Patient, D. & Sguera, F. (2014). Thank you for the bad news!: The effect of communicator referent power on employee justice perceptions and exit intentions. Workshop on Research Advances in Organizational Behavior and Human Resources.