

**2017**

# **ANNUAL RESEARCH REPORT**

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Director:  
Maria de Fátima Salgueiro

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## BRU-IUL | The Research Unit

The Business Research Unit (BRU-IUL) is a **multidisciplinary research unit set up in 1994**, whose scope spans various Business areas. Researchers are mainly, but not exclusively, faculty from the ISCTE Business School (IBS) of the Instituto Universitário de Lisboa (ISCTE-IUL). BRU-IUL is accredited by the Fundação para a Ciência e a Tecnologia (FCT). Research is funded by FCT core funding, by international and national competitive research grants, as well as by other public and private entities.

### Governance

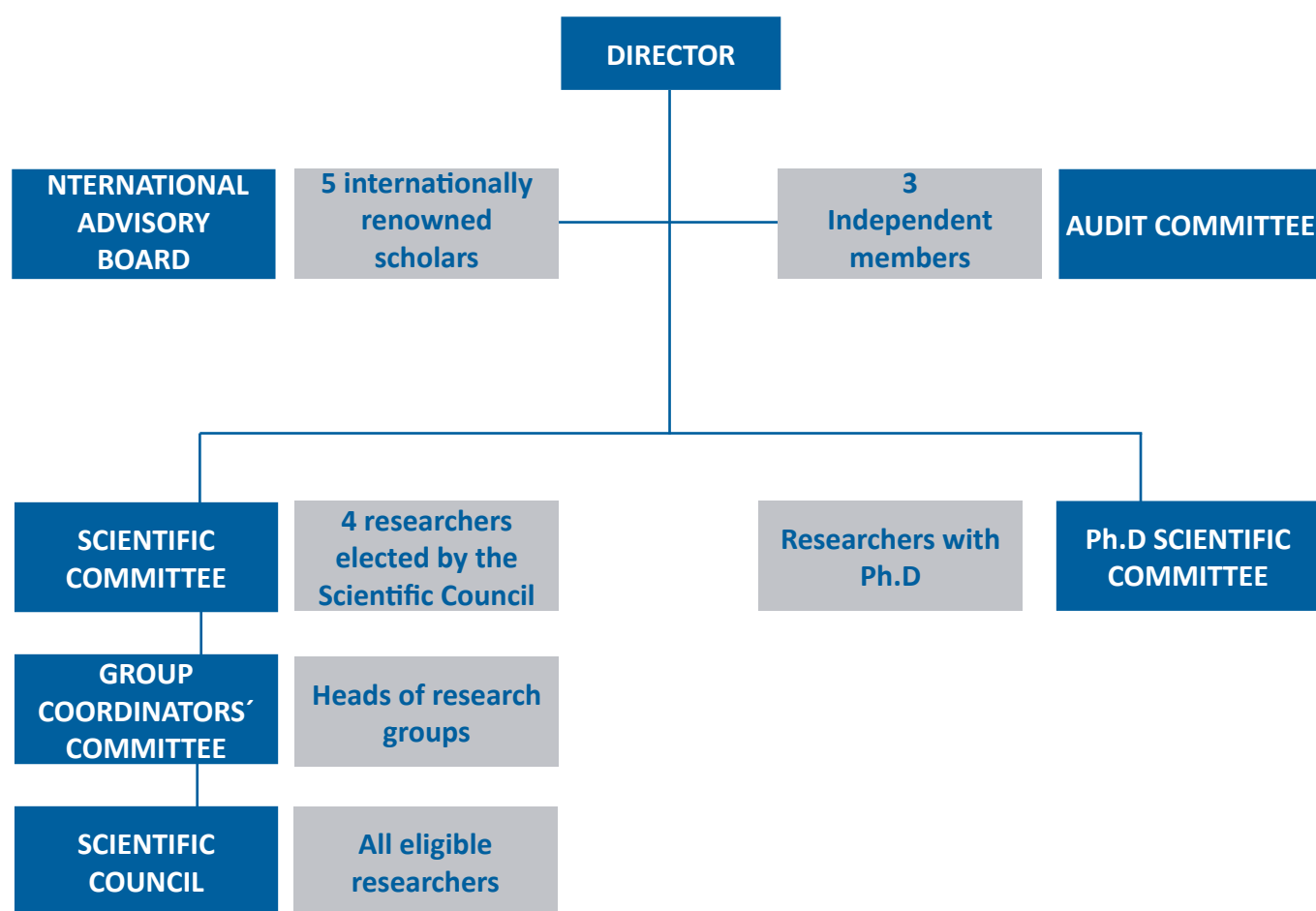


Figure 1. BRU-IUL's Organisational Chart in 2017

## New Director for the BRU-IUL

Following the voting that took place on the 24 and 25 of January 2017, **Professor Maria de Fátima Salgueiro** was elected by the Plenary of the Scientific Council for the position of BRU-IUL Director. She took office on February 1<sup>st</sup>.



Associate Professor with “Habilitation”, Department of Quantitative Methods for Economics and Management of ISCTE-IUL.

Member of the Research Methods group of BRU-IUL  
Research and Teaching Interests: Statistical Modelling and Data Analysis: theoretical contributions and applications, Structural Equation Models, Graphical Models, Latent Growth Curve Models, Longitudinal data analysis.

## Strategy and vision

In 2017, BRU-IUL has kept focusing on the main goal of the Research: to establish itself as a leading research center in business, economics, finance (and associated quantitative methods) in Portugal and in Europe.

### Our 3 Interweaving Pillars

#### Excellence in Research

Develop and improve sound research in core Business areas that further advances the international scientific literature, namely by increasing the number of FT50, ABS4\*, ABS4, Q1 (ISI or Scimago) publications and international co-authorships.

#### World-class PhD Programmes

Provide world-class PhD educational programmes (through IBS) that are able to attract national and international students.

Contribute to advancing the scientific knowledge and training of junior researchers.

Develop the skills of professionals in the business world.

#### Engaging with Society

Use our research capacity to answer the needs of managers and companies, thus developing solution for corporate problems.

Share academic knowledge with the general population beyond academia.

## BRU-IUL | The Team

In 2017, BRU-IUL comprised the following **eight** research groups:

- Economics,
- Finance,
- Financial and Management Accounting,
- Management and Strategy,
- Marketing,
- Modelling in Business and Economics,
- Organizational Behavior & Human Resources,
- Research Methods.

In line with the strategic aims of the ISCTE Business School (IBS), and on the International Scientific Advisory Board's recommendation to ensure the quality, merit and degree of internationalisation of BRU-IUL's integrated team members with PhD, the Unit started implementing criteria for membership in 2015. The stricter rules were introduced gradually and led to a reduction in the number of integrated members with PhD who met the criteria in each year. In 2017, to be an integrated BRU-IUL member, the researcher must, in the preceding 5 years, have published (or had accepted for publication) 4 articles in journals indexed Q1, Q2 or Q3 of ISI (JCR) or Q1 of Scimago, in BRU-relevant areas; or in journals ranked 4\*, 4, 3 or 2 in the ABS Journal Academic Guide 2015.

Additionally, to become an associated member, the researcher must have published (or had accepted for publication) 2 articles Q1, Q2 or Q3 in ISI (JCR) or Q1, Q2 in Scimago in BRU-relevant areas; or from journals ranked 3 or 2 in the ABS Journal Academic Guide 2015.

Young researchers having obtained their PhDs in the last 2 years become integrated members if they have 1 publication in journals indexed Q1, Q2 or Q3 of ISI (JCR) or Q1 of Scimago, in BRU-relevant areas; or in journals ranked 4\*, 4, 3 or 2 in the ABS Journal Academic Guide 2015. Otherwise, they become associated members.

In 2017, the number of BRU-IUL's **integrated members with PhD equaled 64**. The unit counted as well with **42 associated members with PhD** and **12 research assistants** (PhD students). Additionally, BRU-IUL had the support of **5 administrative staff members**.

## Research Groups

|  |  |  |   |
|--|--|--|---|
|    | <p><b>Economics</b></p> <p><b>Coordinator: Joaquim Ramalho</b></p> <p>Integrated members: 11</p> <p>Associated members: 5</p> <p>Research assistants: 1</p>                          |    | <p><b>Marketing</b></p> <p><b>Coordinator: Sandra Loureiro</b></p> <p>Integrated members: 8</p> <p>Associated members: 8</p> <p>Research assistants: 3</p>                                    |
|    | <p><b>Finance</b></p> <p><b>Coordinator: Luís Laureano</b></p> <p>Integrated members: 9</p> <p>Associated members: 3</p>   |    | <p><b>Modelling in Business and Economics</b></p> <p><b>Coordinator: Rui Menezes</b></p> <p>Integrated members: 5</p> <p>Associated members: 1</p>  |
|   | <p><b>Financial and Management Accounting</b></p> <p><b>Coordinator: Isabel Lourenço</b></p> <p>Integrated members: 3</p> <p>Associated members: 7</p> <p>Research assistants: 2</p> |   | <p><b>Organization Behaviour &amp; Human Resources</b></p> <p><b>Coordinator: Susana Tavares</b></p> <p>Integrated members: 13</p> <p>Associated members: 3</p> <p>Research assistants: 5</p> |
|  | <p><b>Management and Strategy</b></p> <p><b>Coordinator: Nelson António</b></p> <p>Integrated members: 6</p> <p>Associated members: 10</p>   |  | <p><b>Research Methods</b></p> <p><b>Coordinator: Paula Vicente</b></p> <p>Integrated members: 9</p> <p>Associated members: 5</p> <p>Research assistants: 1</p>                               |

Table 1: Composition of the 8 BRU-IUL research groups in 2017

## Researchers

### BRU-IUL's Integrated Members

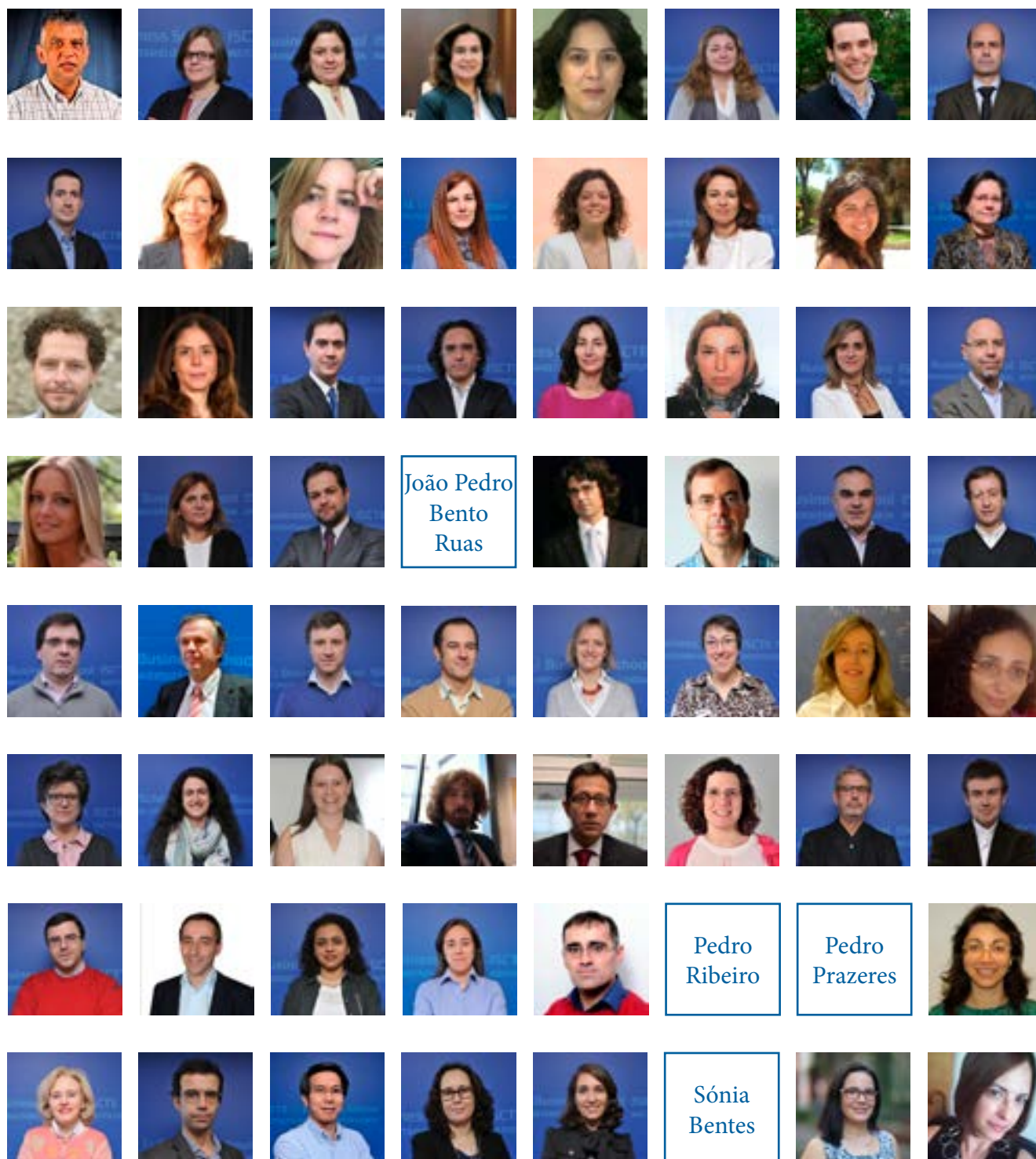


Figure 2: BRU-IUL's integrated members in 2017



## Visiting Researchers

In order to expand international collaborations during 2017, BRU-IUL has received **9 visiting researchers** from 8 international universities, including 4 visiting professors, 1 visiting fellow researcher, 1 visiting post-doctoral fellow, 2 visiting PhD students and 1 visiting student on the ERASMUS+ programme.

Their involvement in academic life in BRU-IUL was directed towards scientific cooperation, teaching, research seminars, and participation in the PhD program.

It should be emphasised that BRU-IUL was visited, for the duration of 3 months, by Professor Donald Truxillo from Portland State University, USA, within the Fulbright Scholar Program.

### Professor Donald Truxillo – Fullbright Scholar



Prof. Truxillo's research examines the methods employers use to hire workers and the way that applicants perceive their potential employer during recruitment and hiring. In addition, Dr. Truxillo examines issues associated with age at work, including older worker stereotypes, and job design for older and younger workers. He also examines issues associated with antecedents of workplace safety.

Prof. Truxillo's work has been published in outlets such as Journal of Management, Journal of Applied Psychology, and Personnel Psychology.

During the 3 months he has stayed at BRU-IUL, Prof. Donald Truxillo has worked closely with researchers from the Organization Behavior & Human Resources, in particular with **Ana Passos and Susana Tavares**.

## New Supporting Administrative Staff



In 2017, BRU-IUL has hired a new Research Management Assistant, **Alessandro Segreto**, through a FCT Science & Technology Management fellowship (BCGT).



## BRU-IUL | Scientific Programmes & Activities

### Advanced Training

BRU-IUL coordinates **3 PhD Programmes in Economics, Finance and Management**. Students who take the PhD in Management can choose one of **6 specialisations**:

- I. Accounting,
- II. Human Resources and Organizational Behavior,
- III. Marketing,
- IV. Operations Management, Logistics and Supply Chain Management,
- V. Quantitative Methods Applied to Management,
- VI. Strategy and Entrepreneurship.

Additionally, BRU-IUL organises a **Doctor of Business Administration (DBA) programme**. These accredited doctoral programmes enrol annually **80 students** of several nationalities.

In 2017, **17 students** of the 3 PhD programmes **have graduated** under the supervision of integrated members of the Unit, thus increasing the merit and visibility of BRU-IUL's advance training and PhD programmes. Moreover, our Doctor of Business Administration programme (DBA), coordinated by Professor Nelson António, has definitively placed ISCTE-IUL and Portugal on the map of international academia, especially with two of its programmes being run in collaboration with Chinese universities accredited by Chinese Ministry of Education. In 2017, the DBA programme has been successfully completed by **15 students**, providing them with promotion opportunities in both public and private organisations. This programme has been a vehicle for the internationalisation of BRU-IUL as most students are from other nationalities and from different continents.

Also, BRU-IUL members have directly supervised **298 MSc theses** defended in 2017.

### New Doctoral and Post Doctoral Fellows

In 2017, BRU-IUL has obtained FCT funding for **4** new doctoral and **1** post doctoral fellows, supervised by BRU-IUL researchers.

| FCT Fellowships                         |                        |                      |                            |
|---|------------------------|----------------------|----------------------------|
| Name                                    | Type of FCT fellowship | Ref. nº              | Supervisor                 |
| Ana Catarina de Almeida<br>Correia Leal | PhD                    | SFRH/BD/134400/2017  | <b>Aristides Ferreira</b>  |
| Sara Lampreia Lopes                     | PhD                    | SFRH/BD/134420/2017  | <b>Aristides Ferreira</b>  |
| Nikolai Witulski                        | PhD                    | SFRH/BD/131368/2017  | <b>José Gonçalves Dias</b> |
| Maria Teresa de Almeida                 | PhD                    | SFRH/BD/132041/2017  | <b>Nelson Ramalho</b>      |
| Donatella Di Marco                      | Post Doctoral          | SFRH/BPD/121748/2016 | <b>Sílvia Silva</b>        |

## Funding

### New FCT Project awarded in 2017

#### R.E.A.L. P.A.L. - Relationships, Exchanges And Leadership: implications for Performance Appraisal



Leadership: **Silvia Dello Russo** (principal investigator) and Mariella Miraglia  
This project aims to fill a gap between research and practice on performance management (PM) and feedback by studying the psychological and relational processes involved in appraisals and feedback. It will do so in the following ways:

- 1) a systematic literature review will be conducted.
- 2) a combination of different designs for empirical research will be adopted, namely a field study using experience sampling methodology, and an experimental study using vignette-based methodology, which allows a deeper understanding of processes and causal mechanisms as well as the investigation of these topics using both a between- and within-person approach.

Finally, a last task will be completely devoted to the translation of research findings into tools that will help individual and organizational development in the field of informal feedback delivery and constructive interpersonal exchanges.

**Total amount:** 239.806,04 €

### Funding of BRU-IUL's research activities in 2017

In 2017, BRU-IUL researchers have coordinated or participated in **8 funded research projects** (7 FCT projects and 1 European project).

| Ongoing projects coordinated by BRU-IUL researchers |   |  |
|---|---|--|
| Reference   | Project Title   | Principal Investigator                 |
| PTDC/IMM-FIN/7188/2014                              | Managerial pay in banks and the financial crisis  | <b>Mohamed Azzim Gulamhussen</b>       |
| PTDC/IIM-FIN/1500/2014                              | Mutual fund management, national culture and markets integration                                | <b>António Freitas Miguel</b>          |
| PTDC/IIM-ECO/3097/2014                              | New inference methods for time series data based on resampling schemes in economics and finance | <b>Paulo Parente/<br/>Luís Martins</b> |
| PTDC/MAT-ANA/1275/2014                              | Global properties of solutions of the Einstein equations  | <b>João Costa</b>                      |
| PTDC/MHC-PSO/1044/2014                              | Team cognition, adaptation and multiteam systems in dynamic environments                        | <b>Ana Passos</b>                      |

| Ongoing projects coordinated by other organisations with the participation of BRU-IUL researchers |   |                        |
|---|---|------------------------|
| Reference   | Project Title   | Principal Investigator |
| PTDC/IIM-GES/3501/2014  | The Emergence and Consequences of Collective Psychological Ownership in Teams   | Ana Passos             |
| PTDC/IIM-GES/2686/2014  | Financial institutions' disclosures in times of crisis  | Helena Isidro          |
| EC-DG_Employment  | Neire 3 - New European Industrial Relations (NEI-RE): Mediation system effectiveness for collective organizational conflicts: A comparative study in Europe | Ana Passos             |

Table 2: BRU-IUL's funded research projects in 2017

In 2017, BRU-IUL research activities were being ensured thanks to the following **funding sources**:

| 2017  |                     |
|---|---------------------|
| <b>Fundação para a Ciência e a Tecnologia, I.P. - FCT</b>       | <b>791.000,86 €</b> |
| R&D Unit Pluriannual funding                                    | 339.078,00 €        |
| Project funding   | 138.840,00 €        |
| Funding for contracts of researchers with PhD                   | 225.303,74 €        |
| Funding for PhD , PostDoc or other fellowships                  | 87.779,12 €         |
| <b>Other national sources</b>                                   | <b>186.574,35 €</b> |
| Funding received from Participant or Management Institutions    | 162.931,20 €        |
| Companies, industry and other private sources based in Portugal | 23.643,15 €         |
| Any other funding source  | 0,00 €              |
| <b>International sources</b>                                    | <b>10.620,00 €</b>  |
| European Commission   | 10.620,00 €         |
| <b>TOTAL</b>  | <b>988.195,26 €</b> |

Table 3: Breakdown of BRU-IUL's funding sources in 2017

## Publications & Awards

Following the established criteria of academic excellence, in 2017, BRU-IUL researchers have published **129 research papers in international peer review journals**. Additionally, **48 positions as editors and members of editorial boards** of indexed journals were held by BRU-IUL's researchers in 2017.

Moreover, BRU-IUL researchers had a productive year in 2017 regarding their **communications in national (8) and international conferences (196)**. These communications resulted in **69 peer-reviewed proceedings**. Researchers were also responsible for other types of publications in 2017: **books (6) and book chapters (29), editing books (3), other publications (1 report of scientific projects)**.

### Top BRU Publications in 2017 in ABS 3 / 4 / 4\* & FT50 indexed journals

From the **129 articles published by BRU-IUL researchers in international peer review journals** we highlight **19 top publications** ranked ABS 3 / 4 / 4\* or FT50:

**Luís Filipe Farias de Sousa Martins; Yi Gan; Alexandra Maria do Nascimento Ferreira Lopes**

An empirical analysis of the influence of macroeconomic determinants on World tourism demand *in Tourism Management*

**Silvia Dello Russo; Mariella Miraglia; Laura Borgogni**

Reducing organizational politics in performance appraisal: the role of coaching leaders in appraising age-diverse employees *in Human Resource Management*

**Holger Roschk; Sandra Maria Correia Loureiro; J. Breitsohl**

Calibrating 30 years of experimental research: a meta-analysis of the atmospheric effects of music, scent, and color *in Journal of Retailing*

**Aricson César Jesus da Cruz; José Carlos Gonçalves Dias**

The binomial CEV model and the Greeks *in Journal of Business Research*

**Aristides Isidoro Ferreira; Luís Frutuoso Martinez; José Pereira Lamelas; Rosa Rodrigues**

Mediation of job embeddedness and satisfaction in the relationship between task characteristics and turnover: a multilevel study in Portuguese hotels *in International Journal of Contemporary Hospitality Management*

**Karina Nielsen; Mirko Antino; Ana Sanz Vergel; Alfredo Rodriguez Muñoz**

Validating the Job Crafting Questionnaire (JCRQ): a multi-method and multi-sample study *in Work and Stress*

Encarna Guillamon Saorin ; **Helena Oliveira Isidro**; Ana Marques

Impression management and non-GAAP disclosure in earnings announcements in *Journal of Business Finance and Accounting*

**Ana Margarida Mendes Camelo Oliveira Brochado**; Michael Louis Troilo; Aditya Shah

Airbnb customer experience: evidence of convergence across three countries in *Annals of Tourism Research*

Sérgio Miguel Carneiro Moro; **Paulo Miguel Rasquinho Ferreira Rita**; Paulo Cortez

A text mining approach to analyzing Annals literature in *Annals of Tourism Research*

Silvia Fernandes Costa; **Susana Helena Correia Santos**; Dominika Wach; **António Caetano**

Recognizing opportunities across campus: the effects of cognitive training and entrepreneurial passion on the business opportunity prototype in *Journal of Small Business Management*

Xiuping Mao; Esther Ruiz Ortega; **Maria Helena Lopes Moreira da Veiga**

Threshold stochastic volatility: properties and forecasting in *International Journal of Forecasting*

Maria Rita Rueff Negrão Mendonça Lopes; José Navarro; **António Caetano**; Ana Luísa Junça da Silva

Forecasting the influence of customer-related micro-events on employees' emotional, attitudinal and physiological responses in *European Journal of Work and Organizational Psychology*

Miguel Pina e Cunha; Luca Giustiniano; **José Arménio Rego**; Stewart Clegg

Mission impossible? The paradoxes of stretch goal setting in *Management Learning*

**José Arménio Rego**; Miguel Pina e Cunha; Daniel Polónia

Corporate sustainability: a view from the top in *Journal of Business Ethics*

**José Arménio Rego**; Bradley P. Owens; Susana Leal; Ana I. Melo; Miguel Pina e Cunha; Lurdes Gonçalves; Paula Ribeiro

How leader humility helps teams to be humbler, psychologically stronger, and more effective: a moderated mediation model in *The Leadership Quarterly*

Helena Maria de Sousa Lopes; **Maria Teresa Delgado Calapez**; Diniz Marques Francisco Lopes  
The determinants of work autonomy and employee involvement: a multilevel analysis in *Economic and Industrial Democracy*

Tiago Oliveira; Matilde Alhinho; **Paulo Miguel Rasquinho Ferreira Rita**; Gurpreet Dhillon  
Modelling and testing consumer trust dimensions in e-commerce in *Computers in Human Behavior*

**Paulo Miguel Dias Costa Parente**; Richard J. Smith  
Tests of additional conditional moment restrictions in *Journal of Econometrics*

**Mohamed Azzim Gulamhussen**; **C. M. P. Pinheiro**; Alberto Franco Pozzolo  
Cross-domain consequences of workplace bullying: a multi-source daily diary study in *Work and Stress*

### Scientific Awards



**55 BRU-IUL researchers** were awarded the ISCTE-IUL Scientific Awards for Scientific Publications at the Scientific Awards Ceremony ISCTE-IUL 2017 that took place on the 2nd of June 2017. These **55 BRU-IUL** awarded researchers published a total of **100 different papers**, indexed in Quartiles 1 and 2 in the Web of Science and in the Scimago Journal Ranking,

Additionally, in 2017, BRU-IUL's researchers have received **7 other scientific awards**, including 5 "Best Paper" awards.

### Research Seminars Series

The Research Seminar Series provides an outlet for the formal presentation and intensive discussion of recent research by international high-profile scholars with faculty, researchers and students on a regular basis.

In 2017, BRU-IUL organised **23 research seminars** with guest speakers from 17 international universities, 2 national universities and 2 public administration entities.



Presenter: Sherry M.B. Thatcher, Editor at the Academy of Management Review



## Events

During 2017, BRU-IUL was involved in the coordination and organisation, as well as in the scientific committees, of conferences both at the national and the international levels. BRU-IUL researchers have actively participated in the scientific or organising committees of **14 national scientific events**, as well as of **34 international events**.

### Internacional Meetings



*Welcome Session with Mário Centeno, Minister of Finance of Portugal and Chair of the conference*

#### **32nd European Economic Association Annual Congress / 70th European Meeting of the Econometric Society**

These prestigious scientific meetings were held at ISCTE-IUL in August 2017 and were attended by 1880 international participants. The researchers **Alexandra Ferreira Lopes** and **Luís Filipe Martins** (Economics group) were part of the Local Organising Committee.

#### **14th European Conference on Psychological Assessment (ECPA 2017)**

**Ana Passos, Aristides Ferreira and Sílvia Silva** (Organizational Behavior & Human Resources group) were involved in the organisation of this conference, which took place at ISCTE-IUL and involved participants from over 50 different countries.





## 2017 Annual APEEN Conference

The annual APEEN Conference is an international meeting which aims at sharing experiences and results by the Scientific and Business community whose interests are the Economics of Energy and Environment. It intends to strengthen links among teaching and research institutions, companies in the energy sector, regulators, competition authorities and policy makers.

In May 2017, ISCTE-IUL hosted this conference, whose chairs were Professors **Mónica Meireles** and **Catarina Roseta Palma** from the Economics Group of BRU-IUL.



## XXIII Congresso da Sociedade Portuguesa de Estatística

Held in October 18-21 at ISCTE-IUL, the 23rd Congress of the Portuguese Statistical Society was organised by researchers **Maria de Fátima Salgueiro**, **Paula Vicente**, **Teresa Calapez**, **Catarina Marques** and **Elizabeth Reis** from the Research Methods group of BRU-IUL. Moreover, **Maria de Fátima Salgueiro** and **José Manuel Gonçalves Dias** were also part of the scientific committee. This meeting gathered around 200 participants from 6 different countries.

## National Meetings



## IV Congresso Nacional da Formação Profissional

This congress, held at ISCTE-IUL in April 2017, was a joint initiative of Forma-te, ISCTE-IUL, McDonald's and TAP Portugal. The 2017 theme was "*Competências e Sustentabilidade: Transformar e evoluir*" (Skills and Sustainability: Transform and evolve). **Sílvia Silva** and **Andreia Garcia** of BRU-IUL were part of the event's organising committee.

| Indicators   | Total |
|--|-------|
| A - Publications   |       |
| Books  | 38    |
| Research papers in international peer review journals                      | 129   |
| Peer-reviewed Proceedings  | 69    |
|  |       |
| B - Communications   |       |
| National conferences   | 8     |
| International conferences  | 196   |
|  |       |
| C - Reports  | 1     |
|  |       |
| D - Organisation of Seminars and conferences                               |       |
| Research Seminars  | 23    |
| National conferences (includes participation in programme committees)      | 14    |
| International conferences (includes participation in programme committees) | 34    |
|  |       |
| E - Advanced Education   |       |
| PhD Theses   | 32    |
| MSc Theses   | 298   |

*Table 5: Summary table of BRU-IUL's scientific outcomes in 2017*

## BRU-IUL | Dissemination & Outreach Activities

BRU-IUL strives to translate its scientific results to practitioners, influence policy-making, and contribute for the adoption of evidence-based practices at the local, national or international administration levels. Its investigators provide **research-based consulting** services that can help improving managerial practices of third sector organisations, public entities, SMEs and large organisations, both nationally and internationally.

Indeed, our researchers are very keen in knowledge transfer to the wider community via a permanent effort to disseminate ideas to society. As such, the Unit undertakes **outreach activities**, such as the publication of Social Impact Highlights, interviews in the media and involvement in “Ciência Viva” activities (Ciência Viva no Laboratório, European Researchers Night, etc.).

In 2017, BRU-IUL’s researchers carried over **150 activities of knowledge dissemination and outreach**, in order to make more visible research accomplishments to the scientific community as well as the public at large.

### Dissemination of Scientific Activity & Knowledge Transfer

In 2017, BRU-IUL members have carried various activities of dissemination and transfers of scientific knowledge (conferences, seminars, workshops, communications), as well as produced **5 knowledge valorisation outputs (royalties)**.



BRU-IUL researchers, **Mónica Meireles** (Economics Group) and **José Paulo Esperança** (Finance Group) participated as guest speakers in the 2017 Research Week ISCTE-IUL, held from 29<sup>th</sup> May to 2<sup>nd</sup> June.

The **Ciência 2017** event was held from 3<sup>rd</sup> to 5<sup>th</sup> July 2017 at the Lisbon Congress Center in Belém. The event had more than 4,000 registered participants with about 400 communications by researchers who presented the results of their scientific work, 700 posters of PhD students and dozens of projects demonstrations. This event was organised with the intention to promote a broad debate on the main themes and challenges of scientific work, bringing together researchers, politicians and members of the society in general.



The BRU-IUL was represented by two oral presentations of our researchers and two poster presentations of our final year PhD students. **Helena Isidro** and **Daniela Langaro** represented BRU-IUL with 2 oral presentations, while PhD students in Management - Marketing, **Ricardo Bilro** and **Helena Rodrigues**, presented their research with poster presentations.



At the policy-making level, researcher **Helena Isidro** of the Accounting Group was invited to the 2017 International Accounting Standards Board (IASB) Research Forum to provide academic feedback on a new project of the IASB called “What is EBIT?”. This project aims to provide a clear definition of recurring performance, avoiding inconsistent and opportunistic reporting of performance measures by companies. Helena’s research findings on non-GAAP reporting in Europe have been used by the IASB team to prepare the draft of the project.

## Social Impact Highlights

This limited series of Highlights illustrates examples of impact on society of research carried out at BRU-IUL. Bridging expertise across disciplines, promoting integration beyond the university level, and engaging academic into practical problem-solving are some ways in which academics can better reach and influence society.

**Case study: Motivation to attend and perform at work: Evidence from a privatized organization**

**Summary**

Silvia Dello Russo has been part of the founding group of researchers that started a close collaboration with the HR Department of a large privatized company in Italy. The aim was exploring the determinants of job performance and absenteeism and, thus, understanding what motivates employees to attend and perform work. The objective of the project was gaining evidence-based indications for implementing HR practices, and this resulted in the creation of a “laboratory” whereby a large panel of employees were followed across several years. This longitudinal study, still ongoing, stimulated a number of HR initiatives and was fed-back to participants, therefore impacting several constituencies.

**Case study: Determinants and economic consequences of non-GAAP financial reporting in Europe**

**Summary**

The research presented in this slide is related to a research project funded by the European Commission, which aims to provide information on the determinants and economic consequences of non-GAAP financial reporting in Europe. The project is part of the European Research Programme on Accounting, which is a joint effort of the European Commission and the European Accounting Association.

**Case study: Bullying and the overall experience**

**Summary**

Over the years, researchers have been studying the phenomenon of bullying in the workplace. However, there is still a need for more research on this topic, especially in the context of the overall experience of the employees. This research aims to explore the determinants of bullying and its impact on the overall experience of the employees.



## BRU-IUL in the Media

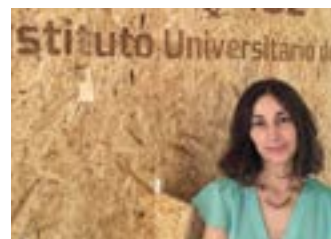
In 2017, BRU-IUL researchers have made over **100 communications** (written and audiovisual) in the media.

### 90s Ciência



In June 2017, **Helena Isidro**, researcher from the Accounting Group at the BRU-IUL, participated in the programme “**90 segundos de Ciência**”, a radio show in Antena 1 that gives voice to Portuguese researchers.

Helena Isidro presented a study on: “Qual o impacto de mulheres em altos cargos administrativos para o valor económico das empresas?” (What was the impact of women in high-ranked managerial positions for the economic value of enterprises?).



Also in June, a researcher from the Economics Group of BRU-IUL, **Catarina Roseta Palma**, participated in the same programme with a presentation on “Encontrar soluções para uma boa gestão das águas subterrâneas” (Finding solutions for a good management of underground waters).

In July, researcher **Paula Vicente** of the Research Methods Group, also made a presentation on the “90 segundos de Ciência” programme with the topic “Utilização e perceção dos mais velhos face aos telemóveis ajuda comerciais em decisões de marketing” (Use and perception of older people regarding cellphones helps decision-making in marketing by commercial agents).



## Engaging with the public at large

In 2017, BRU-IUL researchers have carried **several outreach activities** geared towards education of civil society on the scientific topics covered by the Unit.

### European Researchers Night

The Business Research Unit (BRU-IUL) participated for the third time in the European Researchers' Night with the activity “*Desafio de Construção*” (“Brick challenge”), hosting this event at the Museu Nacional de História Natural e da Ciência on September 29<sup>th</sup> in Lisbon.



Participants had the opportunity to understand the group dynamics under adaptive situations, through the process of constructing the objects out of the toy building blocks, similar to LEGO, with the help and explanations from our researchers.

The BRU-IUL researchers **António Abrantes** and **Inês Sousa** were the organisers, and BRU-IUL staff was also present to support the activity and to offer the additional information about being a researcher at BRU-IUL.



## Ciência Viva no Laboratório



The Business Research Unit participated for the second time in the programme *Ciência-Viva no Laboratório-Ocupação Científica de Jovens nas Férias*.

BRU-IUL participated with the activity “Estágio de Investigação sobre Bem-estar, inovação e desempenho no trabalho” (Research internship on Wellbeing, innovation and work performance), which was held from 10<sup>th</sup> to 14<sup>th</sup> July 2017 at ISCTE-IUL.



During this week, the participants were invited to experience all the steps of the research process in organizational behavior.

The researcher **Sílvia Silva** from Organizational Behavior & Human Resources Group at BRU-IUL, was responsible for the activity.

## BRU-IUL | Key Figures 2017

**64** Integrated Members

**129** Publications in  
peer review journals

**69** Publications in  
peer review  
conference  
proceedings

**32** DBA & PhD Defended  
(supervised by BRU-IUL members)

**9** Invited Researchers  
/Fellows

**298** MSc Theses Defended  
(supervised by BRU-IUL members)

**71** Participations in  
Scientific and  
organizing  
committees

**204**  
Communications in  
Conferences

**>150** Scientific  
dissemination &  
outreach  
activities



## BRU-IUL | Appendices