

Sandra Pereira Costa

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Education

2012 – 2016

Nova School of Business and Economics

PhD Management, Organizational Behavior

Dissertation: *Psychological contract breach: underlying processes and defining boundary conditions*. FCT funded (SFRH / BD / 77584 / 2011). Supervisor: Prof. Dr. Pedro Neves. Unanimously approved, with distinction cum laude.

Visiting Experience: **London School of Economics and Political Sciences** with Professor Jacqueline Coyle-Shapiro

2005-2010

Instituto Superior de Psicologia Aplicada

Master, Social and Organizational Psychology

Dissertation: *Capital Psicológico Positivo: o elo de ligação entre a cultura empreendedora e o desempenho?* (Positive Psychological Capital: the explanatory link between entrepreneurial culture and performance?). Lisboa: ISPA. Supervisor: Prof. Dr. Patrícia Palma (Grade 18/20).

Research and Development Interests and Activities

Research fields: organizational behavior and industrial/organizational psychology; psychological contract; performance and deviant behaviors; positive psychological capital; job insecurity; emotions; revenge and forgiveness at workplace; (un)ethical organizations, leadership and power.

Publications (peer-reviewed)

- Costa, S.** & Neves, P. (2017). Job Insecurity and work outcomes: The role of psychological contract breach and PsyCap. *Work & Stress*, 31(4) 1-20. (Impact factor: 3.400)
- Costa, S.** & Neves, P. (2017). Forgiving is good for health and performance: How forgiveness helps individuals cope with psychological contract breach. *Journal of Vocational Behavior*, 100, 124-136. (Impact factor: 2.764)
- Costa, S.** & Neves, P. (in press). It is your fault! How blame attributions of psychological contract breach predict employees' attitudes and behavior. *Journal of Managerial Psychology* (Impact factor: 1.195)
- Cunha, M.P., **Costa, S.**, Neves, P., Clegg, S., & Rego, A. (Revise & Resubmit in *Qualitative Research in Organizations and Management*). Transcendence interrupted: Micro expressions of nested paradoxes in a merger.

Chapters

- Neves, P., **Costa, S.**, & Sá, C. (2013). Mudança organizacional: Uma fusão em contexto hospitalar. In Neves, P., & Lopes, M. (Eds.), *Comportamento Organizacional no Século XXI: Diálogos entre a gestão e a academia* (Organizational Behavior in the XXIst century: Dialogues between management and academy). Lisboa: Editora RH.

Other publications

- Costa, S.** & Neves, P. (2015) Contratos Psicológicos em tempos de crise: o papel do psycap (Psychological Contracts in Times of Crisis: the role of psycap). *Psicologia na Actualidade*, 27.

Working Papers

- Costa, S.**, Coyle-Shapiro, J., & Neves, P. (in preparation). Psychological contract breach and its correlates: effect of culture and country level factors.
- Costa, S.**, Neves, P., & Velez, M. (in preparation). Ethical Leadership, identification, supervisor organizational embodiment and employee performance.

Costa, S. & Neves, P. (in preparation). Am I leaving because I deserve more? How equity sensitivity explains the psychological contract breach-turnover behavior relationship

Conference Presentations

Costa, S., Coyle-Shapiro, J., & Neves, P. (2017). Psychological contract breach and its correlates: effect of culture and country level factors. Paper presented at Academy of Management Conference. Atlanta, USA: AOM.

Costa, S., & Neves, P. (2017). Am I leaving because I deserve more? How equity sensitivity explains the psychological contract breach-turnover behavior relationship. Paper presented at the 18th European Congress of Work and Organizational Psychology. Dublin, Ireland: EAWOP.

Costa, S., & Neves, P. (2015). Ethical leadership and performance. Paper presented at Católica-Lisbon SBE, Portugal.

Costa, S., & Neves, P. (2015). Boys do cry: Gender differences in reactions to job insecurity. Paper presented at the 17th European Congress of Work and Organizational Psychology. Oslo, Norway: EAWOP.

Costa, S., & Neves, P. (2014). It is your fault! How blame attributions of psychological contract breach predict employees' attitudes and behavior. Paper presented at International Congress of Applied Psychology. Paris, France: ICAP.

Costa, S., & Neves, P. (2014). Forgiving is good for health and performance: how forgiveness help individuals cope with psychological contract breach. Paper presented at Academy of Management Conference. Philadelphia, USA: AOM.

Costa, S. & Neves, P. (2013). Job Insecurity and work outcomes: the role of psychological contract breach and PsyCap. Paper presented at the 16th European Congress of Work and Organizational Psychology. Münster, Germany: EAWOP.

Professional Positions and Teaching Activities

2017 – present

Scientific Coordinator of Social Sciences Area, IPAM – The Marketing School

2016 – present	Invited Assistant Professor , IPAM – The Marketing School (Theses orientation; People management; Project Design)
2016-2017	Instructor of Organizational Behavior course, Nova School of Business and Economics
2012-2014	Instructor of the Module Team Work, Nova School of Business and Economics
2011 – present	Teaching Assistant , Nova School of Business and Economics
2013 - 2014	Teaching Assistant , Lisbon MBA (Católica Lisbon School of Business and Economics)
2011	Research Assistant , “Organizational improvisation and risk taking: Antecedents, consequences and moderating factors” (PTDC/PSIPSO/111606/2009)
2011	Training Consultant , I. Zone
2008 – 2009	HR Internship , CGI (administrative management, recruitment and selection, audit processes, organizational diagnosis)

Courses: Organizational Behavior, Entrepreneurship, Teamwork, People Management, Research and Investigation Methods (undergraduate program). Project Design and Thesis Orientation (master program). Grading activities in Human Resource Management, Leadership & Change Management; Positive Organizational Theory; Global Management Practices (master program)

Research Advisor (M.Sc. Dissertations)

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- Student: Inês Azevedo (IPAM). Topic: Millennials behaviors towards shared economy. Grade 19/20
 - Student: Rita Almeida (IPAM). Topic: Political Marketing – how to build an enemy. Grade 18/20
 - Student: Tanja Gabel (IPAM). Topic: Decision-making of students – studying versus working. Grade 18/20
 - Student: Carolina Moreira (IPAM). Topic: Organic food consumption. Grade 15/20

Skills

Languages:

- Portuguese (native)
- English (proficient user)
- Spanish (basic user)
- French (basic user)

Software:

- SPSS (advanced)
- AMOS (advanced)
- Comprehensive Meta-analysis (intermediated)
- Office (advanced)
- MPlus (basic)

Scientific Association Membership

- Member of AoM (Academy of Management)
- Member of EAWOP (European Association of Work and Organizational Psychology)
- Member of IAAP (International Association of Applied Psychology)

Additional Data

Ad-hoc Reviewer: Applied Psychology: International Review; Sage Open; AoM conference 2014, 2016, 2017.

Consultancy activities – organizational diagnosis and recommendations – in three organizations (public services, industry, and IT).

FCT doctoral grant - SFRH/BD/77584/2011