



ISEG has been educating leaders of thought and action since 1911. Today, at a time when society recognises the importance of good economic management more than ever, we are here to build solutions. ISEG - 111 years of a School of First

## Organisational success and happiness in the workplace

This week we are pleased to host the 4th International Conference on Human Resource Management at ISEG. This edition is dedicated to the contributions of Human Resource Management (HRM) to organisational success and happiness in the workplace. For this event we will be counting with the partnership of three international scientific journals and the delivery of lectures by their editors-in-chief. We offer the HRM community opportunities for debate and for the publication of papers and are convinced that the organisation of this event reflects the dynamism of the scientific area of HRM at ISEG.

The role of HRM has become more visible during the recent Pandemic. Organisations' performance was put to the test and demonstrated the relevance of employees' contribution and of the importance of their emotional state. The current attention being paid to employees' mental health raises issues that put human resources (HR) at the centre of organisational decision-making. The desirable balance between job performance and emotional performance contributes to both organisational success and happiness in the workplace.

Organisational success is a strategic concept that is difficult to measure. It depends on several variables, ranging from the context through to the objectives set by the leader, and it is thus inevitably relative and comparative. Nevertheless, in relation to organisations' performance, the relationship of dependence on their HR has long been known. HRM policies and practices look to HR as a source of competitive advantage. The development of successful organisations goes hand in hand with the development of high-performing employees and therefore HRM has an active role to play in promoting the synergistic improvement of them both. Appropriate HRM can lead to sustainable organisational success in the medium and long term by promoting a "sustainability mindset". Indeed, HRM contributes equally to employees' sustainable careers, enhancing work, and increasing employability.

Happiness at work is a measurable concept that relates to feelings of satisfaction, organisational commitment, and engagement with the organisation, according to the Positive Psychology literature. Work happiness generates cooperation and the achievement of goals and reduces organisational violence and turnover. Happiness in the workplace is associated with passionate, enthusiastic, and professionally committed HR. Happy employees make for successful organisations and they encounter a meaningful purpose in their activities, have good workplace relationships, and tend to be more productive and creative.

We will reflect on how to achieve organisational success through sustainability orientation, supported by happy employees. The discussion of these topics will bring us together for a few days, which will be great!

Similar to all academic projects, this conference could only have come to pass with the contribution of many parties and with the scientific partnership of our colleagues Paulo Lopes Henriques, Helena Jerónimo, and Lucía Muñoz-Pascual, as well as the support from ADVANCE in its organisation.

Carla Curado  
Organiser of the 4th International Congress on Human Resources / Member of the Coordination Team of the Masters in HRM



## 4th International Conference on Human Resource Management

This conference, which is organised by ADVANCE, will take place on the 9th and 10th February, and counts with the participation of dozens of researchers from 3 continents and 12 nationalities, namely Belgium, Brazil, United Arab Emirates, Spain, India, Malaysia, Portugal, the United Kingdom, and Turkey.



The conference will also feature 3 keynote speakers who are the Editors-in-Chief of 3 international scientific journals which will publish special volumes on the conference topics:

- Professor Maura Sheehan - Edinburgh Napier University (Scotland, UK)
- Professor Wendy Purcell - Rutgers University (USA) & Harvard University (USA)
- Professor Ewa Ziembka - University of Economics in Katowice (Poland)

Several faculty, researchers, and students from ISEG degrees have had their papers accepted at the conference and will present their research on this international stage.

The best papers will be recognised and receive prizes.

Further information [HERE](#).

In this week's edition of the Newsletter, we highlight the 4th International Conference on Human Resources Management that is to be held at ISEG, the ISEG Index for January, the University Mindfulness Programme, and the habitual research section.

The following are cited in this number: António Mendonça, António Afonso, Francisco Louçã, João Duque, Joaquim Ramos Silva, Paulo Trigo Pereira, Ricardo Cabral and Winnie Picoto.



## The banks are comfortable

>> **Francisco Louçã** on the housing problem: "80% of families have bought a house, but their children can't buy or rent a house". [see more](#)

>> **João Duque** explains that banning demand is the simplest and laziest way to increase supply. [see more](#)

>> **Ricardo Cabral** admits that Madeira may escape recession, but warns that it is still possible. [see more](#)

>> **António Mendonça** will participate in the 5th Conference - Professional Associations Forum, of Ageas Seguros, which will take place in the Azores. [see more](#)

>> **Winnie Picoto** and **João Duque** question whether we have done enough individually to achieve the 17 UN Goals for Sustainable Development in the "Dean's Corner" of Jornal de Negócios. [see more](#)

>> An article by **Paulo Trigo Pereira** - "The firmness and resilience in politics". [see more](#)

>> **João Duque** explains why Portuguese banks have not been so comfortable since 1998. [see more](#)

>> **Joaquim Ramos Silva** and **António Afonso** comment on the joint intention of Brazil and Argentina, who announced the creation of a single currency. [see more](#)

>> In an interview **João Duque** says - "It's evident that when a million people come to Portugal for the World Youth Day over a short period of time, that this will have an economic impact". [see more](#)

>> **João Duque** will participate in EXAME's annual conference - "Portugal in Exame". [see more](#)

>> **ISEG Executive Education** Webinar focussed on the future of online commerce in Web 3.0 was highlighted in Executive Digest. [see more](#)

>> **ISEG** students meet in Penela to carry out volunteer work with various institutions. [see more](#)

>> **João Duque** helps predict what 2023 may bring to Portuguese companies and brands. [see more](#)

## ISEG INDEX | January, 2023

1. ÍNDICE ISEG - JANEIRO 2023



The ISEG Index for January 2023 regarding the short-term evolution of Portuguese economic activity, registered a value of 36.5, which represents an increase in the level of confidence in comparison to the previous month, when the value was 35.7. In year-on-year terms, the percentage variation of the index was -6.7%.

The whole document can be consulted [HERE](#).

## The University Mindfulness Programme

Would you like to focus better and be able to manage stress and anxiety? Then this could be right for you.



The University Mindfulness Programme helps you increase concentration and manage stress. It is inspired by contemplative practices and is supported by the latest scientific studies.

The programme runs from the 13th February to the 30th May.

Registration is limited and is open up until the 10th February.

Further information [HERE](#).

## What's Up @ ISEG

### Futures, Strategic Design & Innovation

The aim of this workshop is to develop the ability to anticipate trends and to improve innovation processes.

Over five days, participants will have the opportunity to explore the most leading-edge concepts and tools in the fields of forecasting, strategic design and innovation, integrated in the Futures Framework.

Participants will have first-hand access to the "SCANNING, SENSING, AND ACTING" framework, a tool used to anticipate and explore the future, identify new opportunities, and build innovative strategies to solve strategic challenges.

Dates: 15th, 16th, 17th, 23th, and 24th March, 2023

Further information and registration on [this link](#).

### Research News

#### ISEG Research Seminar | Can Self-Preferencing Reduce Pollution?

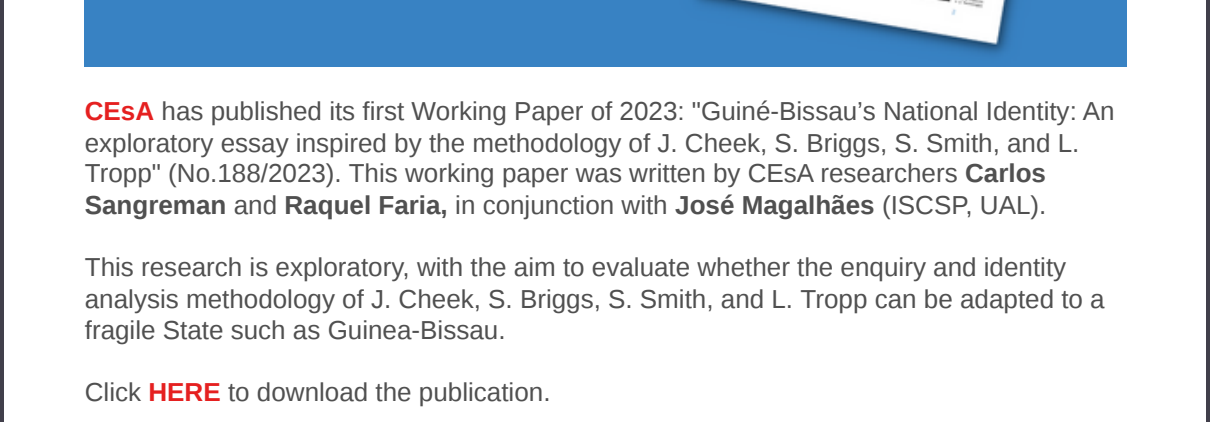


**Ourlina Karakosta** (University of Ioannina, Greece) will be at ISEG on the 15th February to present the study entitled "Can Self-Preferencing Reduce Pollution?" which she carried out together with Filomena Garcia (Indiana University, USA) and Theodosia Stavroulaki (Gonzaga University, USA).

Further information [HERE](#).

#### Highlights from ADVANCE - Centre for Advanced Research in Management of ISEG

**Workshop on Accounting and Controlling in Lusophone countries - 1st Edition**

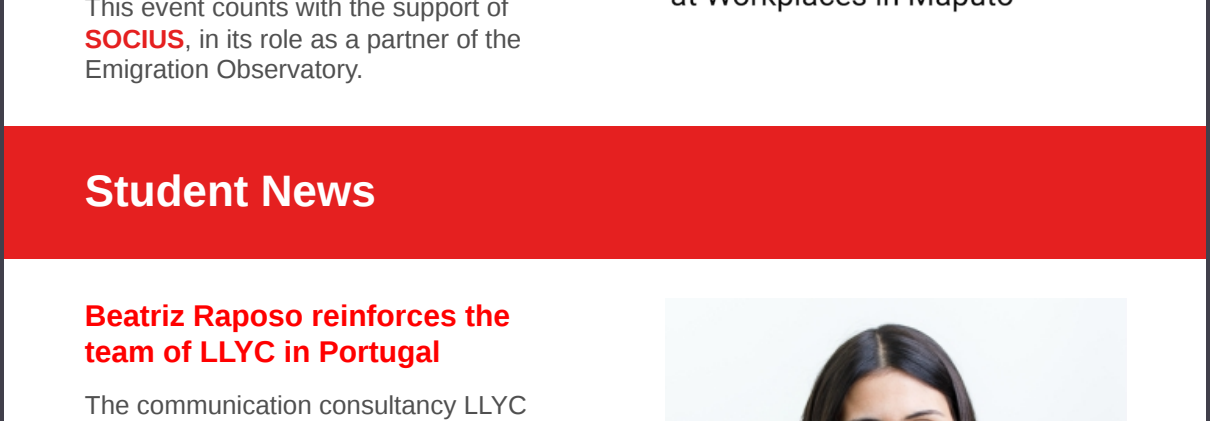


The 1st Edition of the Workshop on Accounting and Controlling in Lusophone countries will be held online on the 27th April.

This initiative is organised by **ADVANCE** - Centre for Advanced Research in Management of ISEG, in its role as a partner of the **FACE** - Faculty of Economic Sciences of Universidade Federal de Minas Gerais / UFMG.

Find out more information [HERE](#).

#### Call for Papers | 5th Workshop on Artificial Intelligence and Management - WAIM 2023



The deadline for the submission of papers for the 5th Workshop on Artificial Intelligence and Management - WAIM 2023 is the 23rd February. This event is a part of CIST123 - the 18th Iberian Conference on Information Systems and Technologies.

**WAIM 2023** will take place in Aveiro from the 20th to the 23rd of June, 2023. The Organising Committee members are members of faculty and researchers from ISEG/ADVANCE: **Carlos J. Costa** and **Mário Romão**, together with Professor and Researcher **Márcia Aparício** (NovaLMS, UNL).

Further information available on the [WAIM 2023](#).

#### Call for Papers | The 3rd Annual Meeting of the European Journal of Management Studies



The deadline for submitting contributions to the 3rd Annual Meeting of the European Journal of Management Studies which will take place at ISEG on the 5th July is the 30th April.

Contributions should be submitted via email to [inscricaoes@advance.iseg.ulisboa.pt](mailto:inscricaoes@advance.iseg.ulisboa.pt).

Further information is available on the website of the [European Journal of Management Studies](#).

#### Highlights | CESA - Centre for African and Development Studies

**EADI CESA Lisbon Conference 2023: Towards New Rhythms of Development**



The largest European conference in Development Studies, the **EADI CESA Lisbon Conference 2023: Towards New Rhythms of Development**, will take place at ISEG from the 10th to the 13th July 2023. The event will be hybrid (face-to-face and online).

Registrations now open, with **Early Bird** until the 26th March 2023.

Further information and registration [HERE](#).

#### New Working Paper | Guiné-Bissau's National Identity



**CESA** has published its first Working Paper of 2023: "Guiné-Bissau's National Identity: An exploratory essay inspired by the methodology of J. Cheek, S. Briggs, S. Smith, and L. Tropp". This working paper was written by CESA researchers **Carlos Sangreman** and **Raquel Faria**, in conjunction with **José Magalhães** (ISCSP, UAL).

This research is exploratory, with the aim to evaluate whether the enquiry and identity analysis methodology of J. Cheek, S. Briggs, S. Smith, and L. Tropp can be adapted to a fragile State such as Guinea-Bissau.

Click [HERE](#) to download the publication.

#### Highlights | SOCIUS - Centre for Research in Economic and Organisational Sociology

**Webinar | Civilising the ex-coloniser** Webinar | Civilising the ex-colonisers? Counter-hegemonic discourses at workplaces in Maputo? Counter-hegemonic discourses at workplaces in Maputo

The Observatory of Emigration is organising a webinar on "Civilising the ex-colonisers? Counter-hegemonic discourses at workplaces in Maputo" on the 16th February, at 15.00. The keynote speaker at this webinar is **Lisa Akesson**, from Gothenburg University, and the moderator is **Raquel Matias**, from the Centre for Research and Studies in Sociology (CIES-Iscte), of Iscte, University Institute of Lisbon.

This event counts with the support of **SOCIUS**, in its role as a partner of the Emigration Observatory.

## Student News

### Beatriz Raposo reinforces the team of LLYC in Portugal

The communication consultancy LLYC has reinforced its team by promoting **Beatriz Raposo**, who holds a Masters in Marketing from ISEG. The alumna will simultaneously assume the role of a Senior Consumer Engagement Consultant and collaborate in the Talent Engagement area.

Find out more [HERE](#).

### Miguel Lourenço joins Nextbitt

**Miguel Lourenço**, who has a Postgraduation in Management from ISEG, is the new leader of Nextbitt's Marketing and Communications department, tasked to make the brand a "worldwide reference".

Find out more [HERE](#).

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