

3. Previous activity and current status

Períod	Category	Institution
02-1-1986 to 02-1-1989	Training Coordinator	Associação cristã da Mocidade (ACM) of the international organization YMCA
02-1-1989 to 02-1-1997	Responsible Pedagogical Training of Trainers	Centro de Formação para o Comércio e Serviços (CECOA)
02-1-1997 to 02-1-1999	Human resources director	Pestana Hotel Group
02-1-1999 to 31-12-2014	Assistant Professor	University of Algarve

4. Area of scientific activity

- Hospitality industry
- Health Care

5. Present research interest

Domain of specialization

Psychology of Organizations

Current research interests

- Work design, positive and consequent attitudes in Hospitality;
- Quality of service, creativity and innovation in Portuguese companies;
- Work Empowerment and work Engagement in Healthcare Companies.

Other professional interests/activities

2017 / Current Moment - Member of the Scientific Council.

2014/2016 - Coordinator of the 3rd year of the Business Management course (1st cycle), in the 1st semester, Faculty of Economics, University of Algarve.

2011/2013 - Subdirector of the Master of Sociology - Mobility and Identity (2nd cycle), Faculty of Economics, University of Algarve.

2013/2014 - Jury member to appraise the application for recognition of foreign qualifications at the master's level (Diário da República, 2nd series, No. 16 - January 23, 2014). Dispatch No. 1146/2014

2010/2011 - Responsible for the entrance exams of the Department of Psychology, Faculty of Humanities and Social Sciences, University of Algarve, January 12, 2011.

2005/2007 - Member of the Assembly of Representatives of the Faculty of Human and Social Sciences.

2000/2003 - Representative of the remaining faculty and researchers in the Board of Directors of the Faculty of Human and Social Sciences.

6. Experience as scientific adviser

- **April 19, 2017** - Master's Thesis Orientation completed: Empowerment and Job Satisfaction: An exploratory study conducted with nurses from the Algarve region;
- **January 13, 2016** - Master Thesis Orientation completed: Socialization, integration and reception of employees of Jaspers supermarkets: Elaboration of the Handbook of Reception;
- **12 May, 2013** - Master Thesis Orientation completed entitled: "Performance evaluation: creation of a performance evaluation system for a company".
- **2012** - Co-Orientation of Master's thesis concluded entitled: "Organizational commitment and professional commitment: An exploratory study carried out with public higher education teachers".

Orientation of the end-of-course monograph projects completed

- 2009/2010** - Orientation of internships (3), at FCHS at Ualg;
 - Guidance Projects (3), at FCHS at Ualg.
- 2008/2009** - Orientation of internships (6), at FCHS at Ualg;
 - Guidance Projects (6), at FCHS at Ualg.
- 2006/2007** - Orientation of traineeships (12), at FCHS at Ualg;
 - Guidance Projects (3), at FCHS at Ualg.
- 2005 / 2006** - Orientation of traineeships (12), at FCHS at Ualg;
 - Guidance Projects (3), at FCHS at Ualg.
- 2004/2005** - Orientation of traineeships (6), at FCHS at Ualg;
 - Guidance Projects (2), at FCHS at Ualg.
- 2003/2004** - Orientation of 5 internships at FCHS at Ualg;
- 2002/2003** - Orientation 1 internship at FCHS at Ualg.

7. Participation in R&D projects

International Projects

Member of the team as a participant in the European Project "Knowledge Transfer Improvement Marine Economy in Regions from the Atlantic Area", co-financed by the European Regional Development Fund (ERDF), Atlantic Area Cooperation Program European Interreg Atlantic Area program through the European.

Activity: European Network of Knowledge transfer in The Atlantic Area. Knowledge Needs and Innovation in the Maritime Economy.

Team: António Matias, Carla Nogueira, Cristina Ortega, Deborah Cox, Elvira Uyarra, Fátima Ramalho, Helena Almeida, James Donlon, Joan Fahey, João Guerreiro, Mercedes Bleda, Miguel Ángel Delgado, Pedro Pintassilgo, Rachel Sellin, Seamus McCormack, and Sónia Pereira.

Start: 2013 **Conclusion:** 2014

Member of the team as a participant in the European Project Atlantic HARVEST - Harnessing all valuable resources to seaside territories on the Atlantic, co-financed by the European INTERREG Atlantic Area program through the European.

Activity: Sectoral Analysis on Seafood in Ireland, Portugal, Scotland, and Spain.

Team: Ana Rita Cruz, António Matias, Carla Nogueira, Helena Almeida, Hugo Pinto, João Guerreiro, Pedro Pintassilgo.

Start: 2011 **Conclusion:** 2014

Principal Investigator (IP) of international project under the Petra II Community Project - European Community Action Program for Vocational Training of Young People and their preparation for working life (Young Workers) - financed by the Portuguese State and the European Social Fund .

Activity: This project was an initiative of the Center for Vocational Training for Trade and Allied (Cecoa), in partnership with Greta Leman and Greta Annecy (French Ministry of Education), which initially consisted of the preparation of a group of young Portuguese the objective of developing language skills (French language) and the subsequent completion of a professional internship in French companies in the Commerce and Services sector.

Team: Helena de Almeida, Isabel Luís and Amélia Costa

Start: 2000 **Conclusion:** 2001

Principal Investigator (IP) of the Community Project Community Initiative Employment - Eixo Now - New opportunities - Equal opportunities for women in employment (EMPREGO - NOW), funded by the Portuguese State and the European Social Fund. This project was an initiative of the Center for Vocational Training for Trade and Allied (Cecoa) and the 1st project submitted approved and financed in this scope in Portugal.

Activity: An action study carried out with a pilot group of women, with a view to the construction of Professional Projects, based on Skills Balance sheets and subsequent design of Action Plans with possibility of generalization to other groups, in terms of socio-professional re-insertion.

Team: Helena de Almeida, Isabel Luís, Cristina Dimas, Maria José Jantarada and Amélia Costa

Start: 1999 **Conclusion:** 2000

National Projects

Member of the team as participant of the National Project "Design of indicator of innovation, creativity and competitiveness", scientific line created in the CIEO - Center of Investigation on the Spaces and organizations, for financing. This project was carried out in association with AND - National Association of Designers.

Activity: Design in universities - Evolution of graduates and employability.

Team: António Lacerda (Esec-UALG and President of AND), Dora Agapito (FE-Ualg), Helena de Almeida (FE-Ualg), Marisa Cesário (FE-Ualg), Maria José Silva (UBI) and Denis Coelho).

Start: 2014 **Conclusion:** 2016

8. Prizes and awards received

Year: 2017

Name of the prize or award: António Dornelas 2017

Promoting entity: Ministry of Labor and Social Security, the Ministry of Labor, Solidarity and Social Security (MTSSS)

9. Published works

Theses

2010 - PhD in the area of specialization Organizational Psychology "Work design, positive attitudes and their implications for employees of hotel companies", Faculdade Sociales e Sociales (FCHS), Universidade do Algarve (2010);

2002 - Master in Educational Sciences, "Stress, Burnout and coping strategies", School of Education, University of Algarve;

Books (author)

National scientific books, with scientific arbitration with individual character

Agapito, D., Almeida, H., Cesário, M., Fernandes, S., & Lacerda, A. (2015). O Perfil do designer e o papel do design nas empresas em Portugal. 1th edition: Silabas-e-desafios. ISBN: 978-989-98122-4-6.

Almeida H. (2013). O Potencial Motivador do Trabalho – A Satisfação e Implicação dos Empregados em Unidades Hoteleiras, Sílabas & Desafios., Unipessoal, Lda., 1th edition: Faro. ISBN: 978-989-98122-2-2.

Chapters of Books

Chapters of International Scientific Books

Pinto, H., Cruz, A. R., & Almeida, H. (2016) Academic Entrepreneurship and Knowledge Transfer Networks: Translation Process and Boundary Organizations. In Handbook of Research on Entrepreneurial Success and its Impact on Regional Development, Chapter 15 (pages 315-344). IGI-GLOBAL, EUA <http://www.igi-global.com/book/handbook-research-entrepreneurial-success-its/134814>

Almeida, H., & Nogueira, C. (2015). Human Capital and regional economy: A preliminary approach the Portuguese Case. In PINTO, H. & BOSCHMA (Eds), R. Resilient Territories: Innovation and creativity for new modes of regional development. Cambridge Scholars Publishing, 89-102. Date of Publication: 01/03/2015.
www.cambridgescholars.com/resilient-territories

Chapters of National Scientific Books

Orgambídez-Ramos, A., & Almeida, H. (2015). A importância do estudo do Comportamento organizacional. 11-31. Comportamento Organizacional: Guia de Apoio ao estudante Universitário. 117-123. 2th edition (revised and increased). Faro: Sílabas e Desafios. ISBN: 978-989-99310-0-8.

Orgambídez-Ramos, A., & Almeida, H. (2015). Personalidade e trabalho. 33-54. Comportamento Organizacional: Guia de Apoio ao estudante Universitário. 117-123. 2the edition (revised and increased). Faro: Sílabas e Desafios. ISBN: 978-989-99310-0-8.

Orgambídez-Ramos, A., & Almeida, H. (2015). Valores e Atitudes. 59-68. Comportamento Organizacional: Guia de Apoio ao estudante Universitário. 117-123. 2the edition (revised and increased). Faro: Sílabas e Desafios. ISBN: 978-989-99310-0-8.

Orgambídez-Ramos, A., & Almeida, H. (2015). Perceção Individual. 69-90. Comportamento Organizacional: Guia de Apoio ao estudante Universitário. 117-123. 2th Edition (revised and increased). Faro: Sílabas e Desafios. ISBN: 978-989-99310-0-8.

Orgambídez-Ramos, A., & Almeida, H. (2015). Tecnologia e Comportamento organizacional. 387-407. Comportamento Organizacional: Guia de Apoio ao estudante Universitário. 117-123. 2th Edition (revised and increased). Faro: Sílabas e Desafios. ISBN: 978-989-99310-0-8.

Almeida, H., & Orgambídez-Ramos, A. (2015). Aprendizagem nas Organizações. Comportamento Organizacional: Guia de Apoio ao estudante Universitário. 117-123. 2th edition (revised and increased). Faro: Sílabas e Desafios. ISBN: 978-989-99310-0-8.

Almeida, H., & Orgambídez-Ramos, A. (2015). Clima e Cultura Organizacional. Comportamento Organizacional: Guia de Apoio ao estudante Universitário. 237 -273. 2th Edition (revised and increased). Faro: Sílabas e Desafios. ISBN: 978-989-99310-0-8.

Almeida, H., & Orgambídez-Ramos, A. (2015). Mudança Organizacional. Comportamento Organizacional: Guia de Apoio ao estudante Universitário. 275 -321. 2^a Edição (revista e aumentada). Faro: Sílabas e Desafios. ISBN: 978-989-99310-0-8.

Almeida, H., & Orgambídez-Ramos, A. (2015). Questões Atuais da Mudança. Comportamento Organizacional: Guia de Apoio ao estudante Universitário. 337 -367. 2th edition (revised and increased). Faro: Sílabas e Desafios. ISBN: 978-989-99310-0-8.

Almeida, H., & Orgambídez-Ramos, A. (2015). O stresse nas organizações. Comportamento Organizacional: Guia de Apoio ao estudante Universitário. 357 -367. 2the edition (revised and increased). Faro: Sílabas e Desafios. ISBN Organizational: 978-989-99310-0-8.

Pinto, H.; Cruz, A.R., & Almeida, H. (2015). Empreendedorismo Académico e Transferência do Conhecimento. Comportamento Organizacional: Guia de Apoio ao estudante Universitário. 369-385. 2th edition (revised and increased). Faro: Sílabas e Desafios. ISBN: 978-989-99310-0-8.

Articles in journals of international circulation with scientific arbitration

Almeida, H.; Orgambídez-Ramos, A.; Batista, P. (2017). Workplace empowerment and job satisfaction in portuguese nursing staff. *Central European Journal of Nursing and Midwifery*. 8(4), pp.749–755.

Indexing in: Bibliographia Medica Cechoslovaca (BMC), SCOPUS, EBSCO, DOAJ, HINARI. (Q.3, RG Journal Impact: 0.32).

DOI: 10.15452/CEJNM.2017.08.0025.

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Indexed in: SCOPUS, ISI Web of Science.

(SJR: Q1, IF: 1.39).

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Orgambídez-Ramos, A., & Almeida, H. (2017). Work engagement, social support, and job satisfaction in Portuguese nursing staff: A winning combination. *Applied Nursing Research*, 36, pp. 37–41.

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DOI: <http://dx.doi.org/10.1016/j.apnr.2017.05.012>

Orgambídez-Ramos, A., Moura, D., & Almeida, H. (2017). Estrés de rol y empowerment psicológico como antecedentes de la satisfacción laboral. *Revista de Psicología PUCP*. Vol. 35 (1), 2017, pp. 257-278 (ISSN 0254-9247). ISSN 0254-9247.
Indexed in: SCOPUS, PsycINFO, Scielo Perú, Latindex, PEPSIC, DOAJ, Cengage Learning, Dialnet, EbscoHost, BASE, Exlibris Primo Central, WorldCat, CLASE, Journal TOCS, RedALyCyPSICODO.
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Orgambídez-Ramos, A. & Almeida, A. (2015). Antecedentes organizacionales de la calidad de servicio: Un modelo de relaciones estructurales [Organizational antecedents of service quality: A model of structural equations]. *Tourism & Management Studies*, 11(2), pp. 167-173.
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Almeida, H., & Briones, A.J (2012). Strategy for the modernization of the armed forced: a study made with small and medium companies of the sector of the Spanish defence. *International Journal of Economics and Management Sciences*. 1(6), pp. 83-96.

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ALEXANDRE, S. & ALMEIDA, H. (2010). Perception of Justice and Organizational Commitment in teachers. *VII National Symposium on Research in Psychology*, University of Minho, Braga, 2010, 4, 5 and 6 February.

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ALMEIDA, H. (2005). Case study of application of Psychology to Hospitality, *1st Meeting of Research of Relations between Psychology and Hospitality Management and Tourism*, Faro, October, 12, 2005.

ALMEIDA, H. (2004). Malaise in the professionals of Help, in the *III Meeting of Psychology of the Algarve, department of psychology, University of the Algarve*, on 21 and 22 September 2004.

ALMEIDA, H. (2004). Stress, Burnout and Coping, the 4th National Congress of Health Psychology at the Portuguese Society of Health Psychology in Lisbon, on October 4, 2002; Psychology and Welfare at the *II Meeting of Psychology of the Department of Psychology of the University of Algarve*, held on September 22.

ALMEIDA, H. & JESUS, S.N. (2002). Stress, Burnout and Coping, 4th National Congress of Health Psychology, *4th National Congress of Health Psychology*, Portuguese Society of Health Psychology, Lisbon, Portugal, between 2 and 5 October.

JESUS, N.J. & ALMEIDA, H. (2000). Factors of Well-Being and Malaise in Education and Health Professionals, *I Spanish-Portuguese Congress of Psychology*, Santiago de Compostela, September 21st to 23rd.

11. Languages

Language	Reading	Writing	Conversation
English	Good	Basic	Basic