Rita Campos e Cunha
Associate Professor
NOVA School of Business and Economics (NOVA SBE)
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Rua da Holanda 1
2775-405
Carcavelos
Portugal
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Personal information

Rita Campos e Cunha is Professor of Human Resource Management at Nova School of Business and Economics(Nova SBE). Rita has a B.A. in Psychology, an M.A. in Human Resource Management, and a PhD. in Management.
She is the author and co-author of several books, text-books, book chapters and articles in academic journals, such as Human Resource Management, International Journal of HRM; Journal of Organizational Change Management; European Management Journal; Leadership; International Business Review; or Journal of Managerial Psychology. She was Vice-President of the Iberoamerican Academy of Management, and Editor-in-chief of Management Research. Her current research interests are related with the impact of HRM on organizational performance, from a process approach.
She created and managed the first university career management service in Portugal and was director of the MBA, coordinator of the international office, and Academic Director of the CEMS MIM. She was Deputy Dean, Pre-Experience Studies and Academic Director of the Master in Management and Master in Business Analytics.

Qualifications

Management, Doctorate, University of Manchester
… → 1997

Human Resource Management, Master, New York University
… → 1984

Psychology, Bachelor, ISPA - Instituto Universitário de Ciências Psicológicas, Sociais e da Vida
… → 1977

2009 → 2014 Editor-in-Chief, Management Research, Journal of the Iberoamerican Academy of Management

2008 → 2010 Member of Editorial Board, Cross Cultural Management International Journal

2002 → 2007 Member of Editorial Board, Comportamento Organizacional e Gestão

1999 → 2005 Member of Editorial Board, Revista Estudos de Gestão

2014 → … PhD Advisor

2003 → … Academic Journals Reviewer

2001 → … Master Advisor

1999 → … Academic Journals Editorial and Board Referee

Employment

Deputy Dean

NOVA School of Business and Economics (NOVA SBE)
Universidade NOVA de Lisboa
Carcavelos, Portugal
30 Apr 2015 → 14 Jan 2023

Associate Professor

NOVA School of Business and Economics (NOVA SBE)
Universidade NOVA de Lisboa
Carcavelos, Portugal
1 Sept 2004 → 25 May 2026

MSc Academic Director

NOVA School of Business and Economics (NOVA SBE)
Universidade NOVA de Lisboa
Carcavelos, Portugal

1 Apr 2014 → 30 Apr 2018

CEMS MIM Academic Director
NOVA School of Business and Economics (NOVA SBE)
Universidade NOVA de Lisboa
Carcavelos, Portugal
1 May 2008 → 1 Apr 2010

Coordinator of Socrates/ Erasmus Program
NOVA School of Business and Economics (NOVA SBE)
Universidade NOVA de Lisboa
Carcavelos, Portugal
3 Apr 2002 → 1 Apr 2005

MBA Director
NOVA School of Business and Economics (NOVA SBE)
Universidade NOVA de Lisboa
Carcavelos, Portugal
2 Apr 1999 → 28 Apr 2000

Assistant Professor
NOVA School of Business and Economics (NOVA SBE)
Universidade NOVA de Lisboa
Carcavelos, Portugal
1 Sept 1998 → 1 Sept 2004

Invited Assistant Professor
NOVA School of Business and Economics (NOVA SBE)
Universidade NOVA de Lisboa
Carcavelos, Portugal
11 Aug 1985 → 11 Aug 1998

Full Professor
NOVA School of Business and Economics (NOVA SBE)
Universidade NOVA de Lisboa
Carcavelos, Portugal
23 Apr 2020 → present

Research outputs

Gestão de recursos humanos ou gestão de pessoas? Que futuro?
Cunha, R., 16 Sept 2021, *Encruzilhadas e desafios da GRH.* Gonçalves, S. P., Palma, P. J. D. & Lopes, M. P. (eds.). Lisboa: Edições Sílabo, p. 44-56

O que é uma boa conclusão?
Cunha, R., 2014, *Investigação em Gestão de Recursos Humanos: Um Guia de Boas Práticas.* F. S. Gomes, J. & Cesário, F. (eds.). Lisboa: Escolar Editora, p. 349-356

From Crisis to Mindfulness
Cunha, R. & Oliveira, M. J., 2012, *SHO 2012: International Symposium on Occupational Safety and Hygiene.* Arezes, P., Baptista, J., Barroso, M., Carneiro, P., Cordeiro, P., Costa, N., Melo, R., Miguel, A. & Perestrelo, G. (eds.). Portuguese Society of Occupational Safety and Hygiene (SPOSHO), p. 94-98 5 p.

Impact of strategy, strength of the HRM system and HRM bundles on organizational performance
Cunha, R. & Cunha, M. P. E., 1 Jan 2009, In: Problems & Perspectives in Management. 7, 1, p. 46-58

Procrastination
Cunha, R., 2008, *International Encyclopedia of Organization Studies.* Clegg, S. & Bailey, J. R. (eds.). California: SAGE Publications, Vol. 4. p. 1306-1308

La gestion de los recursos humanos en Portugal
Cunha, R., 2007, *La gestión de los recursos humanos.* Dolan, S., Cabrera, R. V., Jackson, S. & Schuler, R. (eds.). 3ª ed. McGraw-Hill/Interamericana de España, p. 397-399

Flexibilidade dos recursos humanos
Cunha, R., 2006, *Comportamento Organizacional e Gestão: 21 Temas e Debates para o Século XXI.* Gomes, J. F. S., Cunha, M. P. E. & Rego, A. (eds.). Lisboa: Editora RH, p. 289-300

Spain and Portugal: Different paths to the same destiny
Cunha, R., Obeso, C. & Cunha, M. P. E., 25 May 2004, *Human Resource Management in Europe: Evidence of Convergence?.* Butterworth Heinemann - Elsevier, p. 161-188 28 p.

Market forces, strategic management, human resource management practices and organizational performance: a model based on a european sample
Cunha, R., Cunha, M. P. E., Morgado, A. & Brewster, C., 1 Jan 2003, In: Management Research. 1, 1, p. 79-91 13 p.

Does privatization affect corporate culture and employee wellbeing?
Cunha, R. & Cooper, C. L., 1 Feb 2002, In: Journal of Managerial Psychology. 17, 1, p. 21-49 29 p.

Privatization and outsourcing
Cunha, R., 2002, *The New World of Work: Challenges and Opportunities.* Cooper, C. L. & Burke, R. J. (eds.). Blackwell Publishing Ltd, p. 29-46 (Manchester Business and Management Series).

Impact of privatization in Portugal
Cunha, R., 2000, *The Organization in Crisis: Downsizing, restructuring and privatization.* Burke, R. J. & Cooper, C. L. (eds.). Oxford: Blackwell Publishing Ltd, p. 44-57 (Manchester Business and Management Series).

Preventing stress, improving productivity: European case studies in the workplace, edited by Michiel Kompier and Cary Cooper, Routledge, New York, 1999. No. of pages: 345
Cunha, R., 1 Oct 1999, In: Stress Medicine. 15, 4, p. 261-262

Avaliação de desempenho
Cunha, R., 1999, *Recursos humanos: Colectânea de textos* . Lopo, T. T. & Clemente, V. (eds.). Lisboa: CIDEC

Mudanças nas empresas privatizadas: A cultura empresarial
Cunha, R., 1999, *Privatizações e regulação: A experiência portuguesa.* Lisboa: Ministério das Finanças, p. 175-190

O lado humano das privatizações
Cunha, R., 1999, *Teoria organizacional: perspectivas e prospectivas.* Cunha, M. P. E. (ed.). Publicações Dom Quixote, p. 299-309 (Biblioteca de economia & empresa; vol. 59).

Privatisation and the human factor
Cunha, R. & Cooper, C. L., 1 Dec 1998, In: Journal of Applied Management Studies. 7, 2, p. 201-210

Grupos nas organizações: Uma perspectiva de gestão
Cunha, R., 1996, *Comportamento organizacional e gestão de empresas.* Marques, C. A. & Cunha, M. P. E. (eds.). Lisboa: Dom Quixote, p. 205-235 (Biblioteca da Economia & Empresa; vol. 45).

Human resources management in Portugal
Cunha, R. & Marques, C. A., 1995, *Human Resource Management in Western Europe.* Brunstein, I. (ed.). Berlin: De Gruyter, p. 211-229 (de Gruyter Studies in Organization; vol. 68).

Women in business and management: Portugal
Cunha, R., 1993, *European Women in Business and Management.* Davidson, M. J. & Cooper, C. L. (eds.). SAGE Publications, p. 174-184

Portuguese version of the OSI: A study of reliability and validity
Cunha, R., Cooper, C. L., Moura, M. I., Reis, M. E. & Fernandes, P., 1 Jan 1992, In: Stress Medicine. 8, 4, p. 247-251 5 p.

A gestão de recursos humanos na estratégia da empresa
Cunha, R., 1992, Instituto do Emprego e Formação Profissional, I.P. (IEFP). 55 p. (Aprender; no. 15)

Awards

A Estratégia de Gerir Pessoas Estrategicamente: O Conceito de Força de Situações Subjectivas e o Sistema de Gestão de Recursos Humanos
Cunha, R. M. F. D. D. C. E. (Principal Investigator (PI))
31/10/07 → 30/04/11