

# Trends and Challenges on Human Resource

International Workshop

## 9.00 - Opening and Welcome

**Ana Pinto Borges**, Executive coordinator of the ISAG Research Group.

## 9.10 - Opening Speech

*The Role of HR Competences in boosting Employee and Organisational Outcomes*

Pedro Ferreira, Lusíada University and ISAG-European Business School  
Elizabeth Real de Oliveira, Lusíada University

## 9.30 - Panel 1

Moderator: Pedro Ferreira, Lusíada University and ISAG-European Business School

*Which Skills are Important for Economic Growth? Cognitive versus Noncognitive Skills*

Pau Balart, Department of Economics, Universidad Carlos III de Madrid, Spain

Matthijs Oosterveen, Department of Economics, University of Rotterdam, Netherlands

Dinand Webbink, Department of Economics, University of Rotterdam, Netherlands

*Linking Transformational Leadership and Organisational Commitment*

Orlando Rua, Researcher of the Centre of Business and Legal Studies (CECEJ) of the School of Accounting and Administration of the Polytechnic of Porto (Portugal), and of the Applied Research Unit in Management (UNIAG) of the Polytechnic Institutes of Northern Portugal (APNOR)

João Araújo, PhD student in Sociology at the University of Porto (Portugal)

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*From Training to Learning in Public Administration*

Marcelo Fernandes, National Institute of Industrial Property – INPI

Evandro Julião, National Institute of Industrial Property – INPI

*Returns to education in transition and advanced European countries:  
The role of an expansion of higher education*

Martina Mysíková, Institute of Sociology, Academy of Sciences of the  
Czech Republic

Jiří Večerník, Institute of Sociology, Academy of Sciences of the Czech  
Republic

**10.50** - Coffee-break

**11.10** - Panel 2

Moderator: Victor Tavares, ISAG-European Business School

*Publish or Perish? Incentives and Careers in Italian Academia*

Daniele Checchi, University of Milan and IZA

Gianni De Fraja, University of Nottingham, Università di Roma “Tor  
Vergata” and CEPR

Stefano Verzillo, University of Milan

*Innovation in Education Analytical Framework and International Best  
Practices*

Oscar Montes Pineda, Alcala University

Luis Rubalcaba, Alcala University

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*Selecting expatriates: The relationship between skills and the international staffing model*

Ana Paula Pinheiro, Instituto Universitário de Lisboa and DINAMIA'CET, Lisbon, Portugal

Maria Teresa Pereira, Instituto de Formação Bancária

Fátima Suleman, Instituto Universitário de Lisboa and DINAMIA'CET, Lisbon, Portugal

*Changes in HRM practices in SME: an exploration of processes*

Hélder Almeida, Instituto Superior de Administração e Gestão, Porto, Portugal

José Keating, Universidade do Minho, Braga, Portugal

*The role of human resource management practices and organizations internal context in performance*

Maria Leonor Abrantes Pires, IPS – ESTSetúbal

Francisco Nunes, ISCTE-IUL

12.45 - Closing & Lunch

14:30 - Emerald Guide to Getting Published - Workshop