

JOSÉ BERNARDO BICUDO DE AZEREDO KEATING

Universidade do Minho
Campus de Gualtar
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1. License in Psychology (University of Porto); MSc in Personnel Management (Aston Business School, UK)

2. PhD by the Aston Business School (UK)

3. Position in the University: Associate Professor, Dept of Psychology, Universidade do Minho, 1996.

Co-ordinator of Supervised Practice Programme (Social, Community and Organisational Psychology), 1993-.

Co-ordinator of teaching staff in the area of Social, Community and Organisational Psychology, Universidade do Minho, 1993-

4. Teaching experience in Work and Organizational Psychology:

Pre-graduate teaching

Lecturer on Organizational Psychology, Universidade do Minho, 1996-

Lecturer on Research in Work and Organizational Psychology, Universidade do Minho, 1993-

Lecturer on Intervention in Work and Organizational Psychology, Universidade do Minho, 1993-

Post-graduate teaching (masters).

Coordinator of the Work and Organizational Psychology Master Course, Universidade do Minho, 1998-1999

Lecturer on Occupational Psychology in the Human Engineering (Health and Safety) Master course at the School of Engineering, Universidade do Minho

Post-graduate doctoral studies.

Supervision of doctoral students in the Work and Organizational Psychology Doctoral program at the University of Minho

5. Research:

Member of Centro de Investigação em Psicologia (Universidade do Minho) presently rated as Excellent by the Portuguese Fund for Science and Technology (FCT) 1993-

Recent publications

- Benedito, Narciso and Keating, J. (2001) Centralização e autonomia: o caso do Ministério da Educação. *Psychologica*, 27, 31-48.

- Cascão, A.F. and Keating, J. (2000) Será a Gestão por Competências uma nova tendência na gestão de recursos humanos? In Gomes, A. Et al. (Eds), Organizações em Transição: contributos da Psicologia do Trabalho e das Organização, 215-240, Imprensa da Universidade: Coimbra.
- Keating, J. (2000) A natureza da função de recursos humanos. In Caetano, A. e Vala, J (Eds) Gestão de Recursos Humanos: contextos, práticas e técnicas, 101-117, Editora RH: Lisboa.
- Keating, José, Silva, I. & Almeida, H. (1999) Gestão de recursos humanos em pequenas e médias empresas: estudo de um caso. Psicologia, XIII (1/2), 237-255.
- Keating, José, Silva, I. & Almeida, H. (2001) Análise das práticas de gestão de recursos humanos na região norte de Portugal, (Research report) Centro de Investigação em Psicologia: Braga (Portugal).
- Keating, José, Silva, I. & Almeida, H. (2001) Human Resource Management Practices in Small- and Medium-Size Companies, paper presented at the X European Congress on Work and Organizational Psychology, Praha, 16-19 May.
- Silva, Isabel and Keating, J. (2001) Shiftwork: Effects on mood states and Biological and Social Rythmicity, paper presented at the X European Congress on Work and Organizational Psychology, Praha, 16-19 May.
- Veloso, Ana and Keating, J. (2001) Teletrabalho e qualidade de vida no trabalho. Psychologica, 27, 197-230

Participation in granted research projects

- Principal researcher of research project “Human Resource practices in SME’s in the North of Portugal” 1996-1999, funded by the FCT

6. Professional activity:

Since 1993, consultancy with Portuguese companies, in Human Resource Management issues, including:

- Blaupunkt, Braga.
- Hospital de Sto António (Porto).
- Escola Profissional de Braga.