

Caderno de resumos

Painel Temático A - Digitalização, emprego e gestão do conhecimento

• **PTA_R1** - Constructs versus organisational reality: reflections of an old researcher

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This paper is intended to distil the experience of a life-long research endeavour. The main argument is that knowledge about organisational processes and relationships is key to understand how organisations behave. To a large extent, the trend towards the use of ready-made, fashionable constructs applied to survey data has obnubilated researchers' capacity to fully understand how reality unveils. The over-reliance on quantitative standardised methods leads to an increased difficulty to understand how organisational processes unfold.

Therefore, my advice to young researchers and PhD candidates on Organisational Studies (and especially on International Business) is to start with case studies. When these cover different layers of the organisation, they enable to understand how organisations behave and how organisations are diverse and, in many instances, contradictory. This is also a word of caution to the publishing rush, that leads to write articles about issues insufficiently mastered by the researcher. At the end of the day, the main outcome of research is not publication as such; it is knowledge about the reality and the sharing of such knowledge within epistemic communities.

Keywords #knowledge #research #organisation #organisational_processes #constructs

• **PTA_R2** - Remote work, career strategies and organisational challenges by the European countries in the post-2019 pandemic scenario: preliminary results of the EURECA Project

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Current work intends to present the preliminary results of an international project (EURECA) developed by a team from Católica Research Centre for Psychological, Family and Social Wellbeing of Faculdade de Ciências Humanas/Universidade Católica Portuguesa (UCP), SOCIUS/CSG/Instituto Superior de Economia e Gestão, Instituto Superior de Contabilidade e Administração de Lisboa (ISCAL)/Instituto Politécnico de

Lisboa (IPL), and Università degli Studi di Trieste (UniTs, Italy). The EURECA Project, still in progress, seeks to understand the career management strategies and remote work design in response to the Covid-19 pandemic lockdown. Quantitative and qualitative studies have resulted from the project. Data collection took place between 2022/2023 in several European countries. The quantitative studies (4 in total) were based on a questionnaire assessing career dimensions, and a total of 739 European hybrid workers have participated in it. These 4 studies have highlighted: (1) perceived (objective and subjective) career success; (2) strategic career behaviours among European remote workers; (3) country-Level Individualism vs Collectivism comparisons; and, (4) a comparative study between Poland and Portugal on remote working and career management. Regarding the qualitative data, two case studies were generated (Italy and Portugal), and 17 organisations were observed. The main objective of the latter was to understand the role of remote work for career management and the resulting organisational challenges. Theoretical, methodological, and practical implications are further discussed and avenues for future research advanced.

Keywords [#remote_work](#) [#career_strategies](#) [#organisational_challenges](#) [#EURECA_project](#)

• **PTA_R4 - A aceleração da Transformação digital durante e após a Pandemia**

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A transformação digital enquanto processo de simplificação de procedimentos, redução da complexidade, optimização de custos e alteração dos modelos operativos nas mais diferentes indústrias foi um dos dinamizadores da atividade económica em múltiplas geografias e, em particular, em Portugal, nos últimos anos. O presente trabalho pretende estudar e avaliar se, e de que forma, os processos de transformação digital foram objeto de uma aceleração durante e após o período pandémico em Portugal. Através do lançamento de um processo de pesquisa neste mesmo período pretendeu-se analisar e validar a natureza, a dimensão e a perenidade deste processo. Para além da eventual aceleração da transformação digital, resultado nomeadamente da adoção generalizada do trabalho remoto, a tecnologia permitiu igualmente um crescimento rápido das soluções de armazenamento na cloud, assim como o recurso a formas de trabalho remoto e híbrido, até aí, a exceção, tornando-se agora a regra em contexto empresarial.