

About the author

Andrew R. Timming is Associate Professor of Human Resource Management at the University of Western Australia Business School. He holds a Ph.D. from the University of Cambridge, England. He draws from the theory and methods of organizational, experimental, and evolutionary psychology and economic sociology in his writings. His research centers mainly around personnel selection and assessment, employee participation and involvement in decision-making, and workplace bullying and health. He is an Associate Editor at both *Human Resource Management Journal* and *International Journal of Human Resource Management*. He also serves as the Director of Business and Community Engagement in the Department of Management & Organizations at the University of Western Australia Business School.