Contributors

Mel Ashleigh is a Senior Lecturer in Organisational Behaviour and Information Systems for the School of Management Business School at the University of Southampton, UK. Her research interests include trust in teams and technology, trust and well-being, team training, and transactive memory systems.

Jon Billsberry is Professor in Organisational Behaviour at Coventry University. He has occupied the executive roles for the Management Education and Development (MED) division of the Academy of Management and for the organizational behaviour track of the British Academy of Management. In addition, he is an associate editor at the Journal of Management Education. His research interests are in the areas of organizational fit and misfit, recruitment and selection, constructionist approaches to leadership, the development of innovative teaching techniques and the cinematic portrayal of work and organizational life.

Corine Boon is an Assistant Professor of Human Resource Management at the University of Amsterdam Business School, the Netherlands. She received her PhD from the Erasmus University Rotterdam, the Netherlands. Her research interests include strategic human resource management, fit in HRM, and person–environment fit.

Susan E. Brodt is Associate Professor of Management at Queen’s University in Kingston, Ontario, Canada. She has also been on the faculty at Duke University’s Fuqua School of Business (US), the Indian School of Business (India), and Universidad Adolfo Ibáñez (Chile), as well as a visiting scholar at Stanford University. Susan researches the social and cognitive dynamics of trust development, violation and repair with particular emphasis on the role of individual factors (for example, cynicism, forgiveness, attachment style) and contextual factors (for example, HR processes, third parties) in the trust repair process.

Finian Buckley is Senior Lecturer in Organisational Psychology at Dublin City University Business School and Chair of the MSc in Work and Organisational Psychology at DCUBS, Dublin, Ireland. His
research interests include trust, trust repair and trust regulation. Beyond publishing his research findings, Finian also works with organizations undergoing major change initiatives, assisting them to sustain trust and engagement.

Michael Clinton is Lecturer in Work Psychology and Human Resource Management in the Department of Management at King’s College, London, UK. Prior to that he worked as a research fellow on two major projects concerning psychological contracts and worker well-being. His current research interests include psychological contracts and uncertainty at work. He also has a particular interest in research methods and statistics.

Cary L. Cooper CBE is Distinguished Professor of Organisational Psychology and Health at Lancaster University Management School, Lancaster, UK. He is a Fellow of the British Psychological Society; a Fellow of the Royal Society of Medicine; and a Fellow of the Royal Society of Health. He has advised the World Health Organization and the International Labour Office on ‘Occupational Stress and Health’. He is a Companion of the Chartered Management Institute. He is also the author of nearly 400 scholarly articles in academic journals.

Jonathan R. Crawshaw is a Lecturer in Human Resource Management in the Work and Organisational Psychology Group, Aston Business School, Birmingham, UK. His current research interests include individual and organizational career management, organizational justice, trust, and the links between strategic HRM and firm performance.

Deanne N. Den Hartog is Professor of Organizational Behavior and head of the HRM and OB section of the Amsterdam Business School, University of Amsterdam, the Netherlands. Her research interests include leadership, proactive work behavior, HRM and person–environment fit. She has published her work in leading journals such as the Journal of Applied Psychology, the Journal of Organizational Behavior and the Journal of Occupational and Organizational Psychology.

Angela M. Dionisi is a PhD candidate in the Faculty of Management at Queen’s University in Kingston, Ontario, Canada. She currently conducts research on workplace aggression and sexual harassment, and has also completed work on trust, identity, and issues pertaining to conflict and negotiations. Angela is currently an instructor at the Queen’s School of Business.
Contributors

Guy Enosh is a Senior Lecturer at the School of Social Work, University of Haifa, Israel. He is head of the MSW completion programme and chairperson of the Committee on Research with Human Participants of the Faculty of Welfare and Health Sciences. His current research interests are interpersonal conflict and aggression, workplace aggression and evaluation research methodology.

David Guest is Professor of Organizational Psychology and Human Resource Management in the Department of Management at King’s College, London, UK. He is Director of the Workforce Programme of the NIHR Patient Safety and Service Quality Research Centre at King’s College. He has written and researched extensively on human resource management, organizational performance and worker well-being; employment contracts, psychological contracts and worker well-being; and evaluations of workforce flexibility and ‘the new career’.

Susan Harrington is a Chartered Occupational Psychologist and a Lecturer in the School of Psychology at the University of Leicester, UK, teaching post-graduate courses in Occupational Psychology. Her occupational practice has included developing and running assessment and development centres, psychometric training and application in organizations, and workplace bullying interventions. Susan has recently completed a major study examining human resource practitioners.

Margaret Lindorff is Associate Professor in the Department of Management at Monash University, Melbourne, Australia. Her research interests include well-being, work values, women and work, social support, corporate social responsibility, attitudes to high-performance work practices and research ethics.

Kim Mather is a senior lecturer in HRM and Employee Relations at Bristol Business School, University of the West of England, Bristol, UK. She completed her PhD at Keele University and her research focuses on public sector employee relations and changes in the labour management and labour processes of UK public sector workers.

Aneil K. Mishra is Professor and Director of Executive Education for the School of Labor and Industrial Relations at Michigan State University, East Lansing, MI, USA. Aneil’s teaching and research focus on the dynamics of trust within and across organizations, leading effective organizational change and organizational culture. He has consulted, conducted research, and coached executives on these and other issues with a number...
of global and US firms. He is the co-author (with K.E. Mishra) of *Trust is Everything: Become the Leader Others Will Follow* (2008), has published in many of the top management journals, and serves as an associate editor of the *Journal of Trust Research*.

**Karen E. Mishra** is a Clinical Professor at Michigan State University, East Lansing, MI, USA. Her research focuses on trust, internal communication, and crisis communication. Karen received her MBA from the University of Michigan and her PhD from the University of North Carolina at Chapel Hill.

**Volker Patent** is an Occupational Psychologist, and Lecturer in Psychology and Innovations Fellow at the Open University, UK. He has many years of experience teaching at both work and occupational psychology and has health, public and private sector experience. His current research and practice interests include: recruitment and selection and trust, validation of assessment centres; trust in HR e-learning and e-assessment in organizations and education. He is a member of the British Psychological Society and active in the Division of Occupational Psychology (DOP).

**Jane Prichard** is a lecturer at the University of Southampton, UK. Her research has focused on team performance and how this can be promoted through training. In particular she has been interested in the use of team skills training and how it influences knowledge sharing and trust development in teams. More recent projects have looked at workforce planning and skill development in healthcare contexts with a particular focus on the introduction of new technologies and its implications for teamwork, knowledge sharing and trust. She also delivers training programmes and assessment centres in team skills.

**Charlotte Rayner** is Professor of Human Resource Management at Portsmouth University Business School, UK, and Director of the Centre for Organisation Research and Development (CORD). She has been working in the field of workplace bullying since the mid-1990s and is interested in organization interventions to combat this issue. She has undertaken research and consultancy for a large number of organizations including trade unions, private firms and the Ministry of Defence. She is currently President of the International Association on Workplace Bullying and Harassment (IAWBH), a global scholarly network.

**Mark N.K. Saunders** is Professor in Business Research Methods at the School of Management University of Surrey, Guildford, UK. His research
Contributors


Gavin M. Schwarz is a Senior Lecturer at the School of Organization and Management, The Australian School of Business at the University of New South Wales, Sydney, Australia. He has a PhD in management from the University of Queensland. His current research interests include organizational change, organizational failure and inertia, and trust and control during change.

Rosalind H. Searle is Senior Lecturer in Occupational Psychology at the Open University, UK and Hon. Senior Fellow, City University’s Centre for Performance at Work. She co-chairs the British Academy of Management’s Organisational Psychology Group, and co-convenes the European Group of the Organisation Studies’ Group on Organisational Trust. She is the author of co-edited chapters, books and journal articles on the topics of organizational trust, recruitment/selection, and performance management. Ros regularly presents her work at international conferences and as an invited keynote speaker. She serves as an associate editor of the Journal of Trust Research.

Denise Skinner is a Dean and Professor of Human Resource Management at Coventry University, UK. An experienced manager and senior researcher in the fields of HRM and organizational behaviour, she specializes in the management of change, trust in the context of the employment relationship, diversity and work–life balance. She has published co-edited books, chapters and articles on these topics, regularly presents papers at international conferences and as an invited keynote speaker. She is a Chartered Fellow of the Chartered Institute of Personnel and Development (CIPD) and a board member of FINT (First International Network on Trust).

Shay S. Tzafrir is a Senior Lecturer in the Department of Human Services at the University of Haifa, Israel. He serves as an Associate Editor of the Journal of Managerial Psychology and the Journal of Trust Research. His current research interests include the role trust plays in various organizational factors such as strategic human resource management, organizational performance, and service quality. His articles have been published in journals such as Industrial Relations, Human Resource Management, and the International Journal of Human Resource Management.
Anthea Wilson is a lecturer in the Faculty of Health and Social Care at the Open University, leading modules that directly address the front line of care. A registered nurse, she has worked in the UK National Health Service in a range of clinical and educational roles, most recently facilitating practice learning experiences for students of healthcare professions. Her research interests include workplace learning, online learning, widening participation and the role of emotion in learning.

Les Worrall is Professor of Strategic Analysis at Coventry University, UK. He has published extensively on people, work and organization topics for a number of years, focusing specifically on the extent and effect of organizational change; management and leadership styles; work intensification; and the effect of performance management regimes on public sector professionals. He is co-author of the Chartered Management Institute’s series of reports on the quality of working life of UK managers, which began in 1997.