
Contributors

Barbara L. Ahrens (PhD, Bellevue University, Nebraska) is a Business Education Instructor at Waukee High School, Iowa, USA, and Chief Negotiator for the Waukee Education Association representing over 500 teachers in collective bargaining. Prior to an educational career, she worked in project management for over ten years at Unisys Corporation, Des Moines, Iowa. Her primary research area is gratitude and its relationship with work stress.

Christine Alksnis is an Associate Professor in the Psychology program at the Brantford Campus of Wilfrid Laurier University, Canada. She received her PhD in Applied Social Psychology from the University of Guelph, Canada in 2000 and joined Wilfrid Laurier University in 2003. Her main area of research involves investigating how stereotyping at work can influence performance evaluations and salary allotments. She has also undertaken research on health human resources, work stress, and courtroom dynamics in sexual assault cases.

Giulio Arcangeli was born in Florence, Italy, in 1953. He obtained a master's degree in Medicine and Surgery at the University of Florence, a Specialization in Occupational Medicine at the University of Florence, a Specialization in Pulmonology at the University of Florence, and a Specialization in Sports Medicine at the University of Bologna. He received the title of Radiation Protectionist Physician at the Ministry of Labour and Social Policies of the Italian Republic. He obtained the professional certification of European Ergonomist at the Centre for Registration of the European Ergonomists (CREE). Currently, he is the Head of the School of Specialization in Occupational Medicine at the University of Florence, and the Head of the Occupational Medicine Unit of the Careggi University Hospital in Florence. He is the author of numerous scientific publications of international relevance.

Neal M. Ashkanasy, OAM, PhD is Professor of Management in the UQ Business School at The University of Queensland, Australia. He studies emotion in organizations, leadership, culture, and ethical behavior. He has published in journals such as the *Academy of Management Journal* and *Academy of Management Review*, the *Journal of Management*, and the *Journal of Applied Psychology*. He served as Editor-in-Chief of the *Journal of Organizational Behavior* and Associate Editor for the *Academy of Management Review* and *Academy of Management Learning & Education*. He is currently Associate Editor for *Emotion Review* and Series Editor for *Research on Emotion in Organizations*. He is the founder and administrator of the Emonet Listserv. In 2017 he was awarded a Medal of the Order of Australia (OAM).

Tessa S. Bailey, is a registered psychologist and completed her PhD focusing on psychosocial safety climate (PSC) and psychosocial factors at work. She has expe-

rience working in the areas of human resource management, injury prevention, and injury management. Tessa has assisted with coordinating the Australian Workplace Barometer project since 2011, which has collected data on working conditions, worker health, and productivity outcomes for 7331 participants across Australia. Tessa's current appointment as a Research Associate involves examining PSC as a leading indicator for worker well-being and organizational safety through both research and applied practice projects.

Arnold B. Bakker is Full Professor of Work and Organizational Psychology in the Department of Psychology, Education & Child Studies, Erasmus School of Social and Behavioural Sciences, Erasmus University Rotterdam, the Netherlands, Distinguished Visiting Professor at the University of Johannesburg, and Extraordinary Professor at North-West University, Potchefstroom, South Africa. His research interests include work engagement, job demands–resources theory, job crafting, work–family interface, sports psychology, and student engagement.

Dessa Bergen-Cico, PhD, is a Professor of Public Health and Coordinator of the Addiction Studies Program at Syracuse University, USA. She is an Affiliated Research Investigator at the Veterans Administration Center for Integrative Healthcare and a Fellow of the American Academy of Health Care Providers in the Addictive Disorders. Dessa has earned two Fulbright Research Scholarships and she is the author of more than 45 scholarly publications, including the book *War and Drugs: The Role of Military Conflict in the Development of Substance Abuse* (2012, Routledge).

Caroline Biron is an Associate Professor of Occupational Health and Safety Management at Laval University, Quebec, Canada. Her work has been funded, among others, by the Social Sciences & Humanities Research Council of Canada, the Institut de recherche Robert-Sauvé en santé et sécurité du travail, and the Fonds de recherche du Québec – Société et Culture. Her research interests include presenteeism, managerial quality, organizational health interventions, and the evaluation of processes and contextual factors influencing the implementation of interventions. She has edited and co-edited three volumes on these topics, and published several articles, book chapters, and practitioners' guidelines. She is actively involved in several organizations to support and evaluate implementation of interventions to reduce stress, improve well-being, and organizational performance.

Kristi Bockorny (PhD, Bellevue University, Nebraska, USA) is an Assistant Professor of Management at Northern State University, Aberdeen, South Dakota, USA. She has more than a decade of business teaching experience. She earned a master's degree in Management from Bellevue University and bachelor's degrees in Finance and Business Education at Northern State University. Her research interests include courage, psychological capital, and entrepreneurship.

Marise Ph. Born is Full Professor of Personnel Psychology in the Department of Psychology, Education & Child Studies, Erasmus School of Social and Behavioural

Sciences, Erasmus University Rotterdam, the Netherlands, and Extraordinary Professor at Optentia and Faculty of Economic and Management Sciences, North-West University, South Africa. Her research interests are in the domains of personnel selection, cross-cultural psychology, test development, and personality and individual differences.

Patricia Buore, MA is a Chief Inspector of the National Police Service in Kenya. Patricia has over eight years of experience in program development, capacity building, peace advocacy, conflict mitigation and analysis. In 2017, Patricia was selected to become a Rotary International Peace Fellow and she has participated in post-conflict reconstruction in Eastern Central Africa in Dar es Salaam, Tanzania. She conducts coaching, training, and facilitation in gender-based violence and democracy and good governance. In addition, Patricia is a part-time lecturer at Maseno University and Laikipia University in Kenya in the Departments of Psychology, Sociology, and Anthropology.

Ronald J. Burke passed away during the preparation of this book. He was Professor Emeritus of Organization Studies, Schulich School of Business, York University in Toronto, Canada. His most recent research interests included creating psychologically healthy workplaces, women in management, occupational health and safety, and work and health. The Founding Editor of the *Canadian Journal of Administrative Sciences*, he served on the editorial boards of numerous journals. Ron was a Fellow of the Canadian Psychological Association, and received a distinguished scholar practitioner award by the Academy of Management in 2017 in recognition of his long-term and significant contributions for scholarly work that affected the practice of management.

Dr. Xinxuan Che is an Assistant Professor in the Industrial and Organizational Psychology program at Florida Institute of Technology. Her research interests are in the areas of organizational citizenship behaviors, occupational health psychology, leadership and teams, workplace safety, and patient safety and quality of care in health care.

Andrew J. Clements, PhD is a Senior Lecturer in Organizational Psychology at the University of Bedfordshire, UK. His research interests include well-being in the prison service and police service, motivational processes in career behavior, and identity and belonging at work. As well as engaging in research, Andrew performs consultancy work with organizations in the public, private, and charity sectors on issues such as well-being, recruitment and selection, and employee relations.

Professor Sir Cary L. Cooper, CBE is the 50th Anniversary Professor of Organizational Psychology and Health at the Alliance Manchester Business School, University of Manchester, UK. He is also President of the Chartered Institute of Personnel and Development, the professional body for HR professionals for the UK, Ireland and globally; the immediate past President of the British Academy of Management; and Co-Chair of the National Forum for Health and Well-being at

Work, comprising 37 global employers. He has many honorary doctorates from universities and was knighted by the Queen in 2014 for his contribution to the social sciences.

Lanell Craig is a PhD candidate at Bellevue University, Nebraska, USA. Her areas of interest include psychological capital and work–life balance. She is currently an officer in the United States Air Force. She earned a Bachelor of Science degree in Applied Meteorology from Embry-Riddle Aeronautical University in 2011 and a Master of Arts degree in Management from the American Military University in 2013.

Maureen F. Dollard is Professor of Work and Organizational Psychology and Co-director of the Centre for Workplace Excellence at the University of South Australia. Her research concerns workplace psychosocial factors and she has published five edited books and 170 papers/book chapters (~ 11 500 citations). Maureen is on the board of the International Commission on Occupational Health, the editorial board for *Work and Stress*, the *Journal of Organizational Behavior*, and the *European Journal of Work & Organizational Psychology*, and the advisory board for the Beyond Blue Workplace Mental Health Advisory Group.

Dr. John Durkin is a psychologist from the United Kingdom, now living in Perth, Western Australia. As a firefighter he took an interest in the effects of critical incidents on colleagues, which later inspired his PhD research into post-traumatic growth. His experience working with post-9/11 peer-support teams at New York's police and fire departments reoriented his approach to mass disaster and he led the crisis response to London's 2017 terrorist incidents and Grenfell Tower fire for the Metropolitan Police Service. John is a board member of the International Critical Incident Stress Foundation and Applied Metapsychology International. He is fostering links to unify crisis response networks in the USA, Europe, and Australia by gathering empirical data to determine how early crisis intervention can prevent PTSD and facilitate post-traumatic growth.

Massimo Fioriti was born in Florence, Italy, in 1989. He obtained a master's degree in Medicine and Surgery at the University of Florence. He has achieved the specific training course in General Medical Practice organized by the Italian Region of Tuscany. Currently, he is a Resident Physician at the School of Specialization in Occupational Medicine at the University of Florence. He is the author of scientific publications of international relevance.

Pierre-Sébastien Fournier is a Full Professor and Chair of the Department of Management at Laval University, Canada. His research interests focus on inter-generational transmission of knowledge, workload, and psychosocial risk. He has contributed to numerous scientific journals, books, and international conferences.

Sybil Geldart is an Associate Professor of Psychology at Wilfrid Laurier University – Brantford Campus (Ontario), Canada, with research interests broadly based in abnormal and health psychology. She has published research papers related to workplace incivility, worker perceptions of workplace health, and organizational

factors influencing safety. Sybil previously served as Associate Editor of the international journal *European Review of Applied Psychology* and continues to serve as a long-time member of the university's Research Ethics Board. Sybil became registered as a clinical psychologist in 2014. Both in her teaching and part-time practice, Sybil equips adults and young people with a 'toolbox' of coping and life skills to help deal with the stressors we all face in occupational and other settings.

Gabriele Giorgi was born in Florence, Italy, in 1979. He obtained a master's degree in Psychology at the University of Florence, and a PhD in Work and Organizational Psychology at the University of Verona, Italy. He has carried out numerous research experiences in different countries, including Middlesex University London, the University of Bergen, Norway, and the Tokyo Gakugei University, Japan. Currently, he is an Associate Professor of Work and Organizational Psychology at the University of Rome, and the head of the international research laboratory Business@Health. He is the author of numerous scientific publications of international relevance.

Jacqui Hart, PhD is a researcher associated with the University of Bedfordshire, UK and is currently involved in the evaluation of an intervention program to improve the well-being of domestic violence survivors. Although her primary research interest is in trajectories from adverse childhood experience and psychological distress to negative outcomes, her previous experience as a human resources officer resulted in a keen interest in occupational psychology – in particular, workplace stress, resilience, and well-being.

Dr. Renae Hayward is a clinical psychologist registered in Australia and the United Kingdom and is driven by a keen interest in mental health, resilience, and personal growth. She has a breadth of experience, having worked as an organizational consultant, clinical practitioner, and academic researcher in a variety of contexts. She utilizes a client-centered approach with a range of evidence-based interventions tailored to individual and organizational needs. Renae has combined her human resources, clinical practice, and research expertise with a decade of work in emergency response, including the health and university sectors. Her background has persuaded her that academic knowledge can only be effective with real-world confirmation of its utility through the design and implementation of effective prevention strategies, early intervention, and treatment.

Dr. Ian Hesketh is the Well-being Lead at the UK College of Policing and the Senior Responsible Owner (SRO) for the National Police Well-being Service in the UK. Ian also supports the National Forum for Health and Well-being at Manchester University Alliance Business School. He is an Honorary Researcher at Lancaster University Management School and a Visiting Fellow at the Open University Business School. He holds a PhD in Management and Social Psychology and an MBA from Lancaster University. His research interests are centered on well-being, resilience, and transformation in the context of policing, and most notably he introduced the concept and phenomenon of leaveism to explain human behaviors associated with workplace workload and stress. Ian is a Member of the Society for Education and Training,

a Fellow of the Chartered Management Institute, and a Fellow of the Royal Society of Arts.

Margaret M. Hopkins is a Professor of Management in the College of Business and Innovation (COBI) at the University of Toledo, USA. Her research is focused on leadership, leadership development, and women in leadership. She has been widely published in journals such as the *Journal of Business Ethics*, *Human Resource Management*, *Journal of Management Education* and *Journal of Applied Behavioral Science*. She earned her undergraduate degree from Boston College and her master's and doctoral degrees in Organizational Behavior from Case Western Reserve University, USA.

Dustin K. Jundt is an Associate Professor of Industrial-Organizational Psychology at Saint Louis University, USA. He earned his PhD in Industrial-Organizational Psychology from Michigan State University, USA, in 2009. His research interests include dynamics of goal choice and pursuit, individual and team adaptive performance, and discretionary workplace behaviors. His work has been published in a number of peer-reviewed journals, including *Academy of Management Journal*, *Annual Review of Psychology*, *Applied Psychology: An International Review*, *Human Resource Management Review*, *Journal of Management*, and *Organizational Behavior and Human Decision Processes*.

Pruthvi Kilaru, MPH, is a graduate of Syracuse University, USA and an Emergency Medical Technician (EMT).

Gail Kinman is Professor of Occupational Health Psychology at the University of Bedfordshire and Visiting Professor at Birkbeck, University of London, UK. She is a Chartered Psychologist, a Fellow of the British Psychological Society, and a Fellow of the Academy of Social Sciences. Gail has a long-standing research interest in the working conditions of people who do emotionally demanding and knowledge-intensive work and how they influence well-being, work-life balance, and job performance. She has an international reputation for her work that examines the work-related well-being of academic staff working in UK Higher Education Institutions. Further interests are developing interventions to enhance emotional resilience and build 'e-resilience' to help people manage technology in a healthy and sustainable way.

Clair Kueny is an Assistant Professor of Psychological Science at Missouri University of Science and Technology, USA. She earned her MS (2014) and PhD (2016) in Industrial/Organizational Psychology at Saint Louis University, USA. Clair's research interests include studying impacts of and reactions to employee discretionary behaviors, including proactive behaviors and counterproductive work behaviors. Additionally, Clair specializes in research-based and practice-based work with health care organizations, including the application of organizational psychology and theories to unique issues that health care organizations and teams face. Her work has been published in a number of journals, including *Human Resource*

Management Review, Journal of Occupational Health Psychology, and Journal of Hospital Administration.

Jose M. Leon-Perez received his BSc in Psychology (2005), his MSc in Human Resources Management and Development (2008), and his PhD in Human Resources (2011) from Universidad de Sevilla, Spain. In 2012, he joined the Business Research Unit at the ISCTE-Instituto Universitario de Lisboa (Portugal). In 2015, he returned to Universidad de Sevilla, where he is currently an Associate Professor of Social Psychology. His research focuses on occupational health psychology, with specific interests in conducting interventions and assessing their effectiveness, addressing psychosocial risks at work, and promoting healthy behaviors at different levels. Jose has published in top management and psychology research outlets such as *Journal of Business Ethics, European Journal of Work and Organizational Psychology, and International Journal of Stress Management*, among others. His work has also been covered in books published in English, Spanish, and Portuguese.

Gillian Lewis is a teaching-focused academic at the Australian Catholic University in Queensland, Australia. After a 25-year career in clinical nursing practice and nurse education in the public and private sector, a background in teaching professional nurses led to a career in tertiary education. An interest in emotion management derived from clinical experience led to a PhD research study focusing on emotional intelligence and affective events in nurse education. Currently in the final year of her PhD study, Gill's research interests include emotional intelligence, leadership, and emotions in health care organizations. Gill's purpose is to inspire, empower, and motivate nursing students as Queensland's future nursing professionals.

Miguel Martínez Lucio studied politics and economics at the University of Essex, UK. His PhD from Warwick University, UK was in industrial relations. He has worked at various universities and is currently a Professor at the University of Manchester in the UK. He co-founded the University of Manchester's Work & Equalities Institute. He works on the changing nature of employment relations and the transformation of work, with a focus on the changing role of the state in relation to work, employment and labor markets. He has also studied the transformation of trade unionism and the emergence of new forms of organizational forms and strategies within and beyond them. The core of this work is comparative in nature and deals with how the regulatory context impacts on the politics and nature of industrial relations. He is interested in questions of equality, social inclusion and health and safety, especially in terms of their evolution and change.

Nicola Mucci was born in Lucca, Italy, in 1981. He obtained a master's degree in Medicine and Surgery at the University of Pisa, a Specialization in Occupational Medicine at the University of Florence, and a PhD in Occupational, Environmental, and Social Medicine at the Catholic University of Rome. He received the title of Radiation Protectionist Physician at the Ministry of Labour and Social Policies of the Italian Republic. He obtained the professional certification of European Ergonomist at the Centre for Registration of the European Ergonomists (CREE). Currently, he is

an Associate Professor of Occupational Medicine at the University of Florence and a Medical Executive in the Occupational Medicine Unit of the Careggi University Hospital in Florence. He is the author of numerous scientific publications of international relevance.

Deborah A. O'Neil is a Professor of Organizational Behavior and Director of the Executive Master of Organization Development (EMOD) program in the Department of Management, College of Business, Bowling Green State University, USA. Deborah's research has been published in venues such as *Human Resource Management*, *Journal of Business Ethics*, *Journal of Applied Behavioral Science*, and *Career Development International*. Deborah earned a PhD from the Weatherhead School of Management at Case Western Reserve University, an MS from American University, and BA degrees from the University of Rhode Island.

Mikaela S. Owen completed her PhD exploring the health and well-being of working students, with a focus on psychosocial factors both in the workplace and university environment. Mikaela has been involved in a variety of projects, including the Australian Workplace Barometer, a national surveillance tool for Australian workers. She has also been involved in exploring the workplace conditions of frontline health care workers, along with investigating the factors contributing to well-being of higher degree research students. Her overall research interests include addressing the poor environmental conditions that contribute to poor well-being for both workers and university students.

Keri A. Pekaar is a post-doctoral research fellow in the Human Performance Management Group, Department of Industrial Engineering & Innovation Sciences, Eindhoven University of Technology, the Netherlands. Keri completed her PhD in Positive Organizational Psychology at Erasmus University Rotterdam, the Netherlands. Her research interests include emotions, emotional intelligence, and motivational processes.

Matthew Peters is a PhD student at Bellevue University, Nebraska, USA. He is currently a Senior HR Consultant at Fairfax County Government, Washington, DC, USA. For over 20 years, he led a wide variety of training, talent management and human resources projects and teams across the government, public, non-profit and military spectrum, including the Navy, Washington Metropolitan Area Transit Authority (WMATA), Defense Intelligence Agency (DIA), and others.

Silvia Pignata, PhD is a Senior Lecturer in Aviation (Human Factors) within the School of Engineering at the University of South Australia. She has research expertise in workplace psychosocial factors and organizational interventions. Her other research interests include aviation psychology, the psychosocial aspects of occupational health and safety, and the interaction of people and socio-technical systems within the work environment. Her research has been published in top-tier journals and presented at national and international conferences.

Rachael Rizzo, MSUP, MPH is an urban planning and public health specialist in New York, NY, USA. She was a fellow of Columbia University's Urban Community and Health Equity Lab during her graduate studies. Her work focuses on the impact of the built environment on individual and community health outcomes. She conducts interdisciplinary research using a social justice framework to understand the intersection of public health, public policy, and urban planning.

Wiston A. Rodriguez is a PhD student in the Industrial and Organizational Psychology program at The Graduate Center/Baruch College, City University of New York, USA. His research interests include occupational health psychology, leadership, and diversity.

Mindy Shoss, PhD is an Associate Professor in the Department of Psychology at the University of Central Florida, USA. She conducts research in the areas of work stress, counterproductive work behavior, job insecurity, adaptive performance, and the changing nature of work. Her work has appeared in top outlets, including *Journal of Applied Psychology*, *Journal of Management*, *Journal of Organizational Behavior*, and *Human Resource Management Review*. Mindy earned her PhD in Industrial/Organizational Psychology from the University of Houston, USA.

Professor Peter Spurgeon is a previous Director of the Health Services Management Centre, University of Birmingham and Founding Director of the Institute for Clinical Leadership at the Medical School, University of Warwick, UK. He has worked for several years in the field of medical leadership and medical engagement, leading to a new text *Medical Leadership: The Key to Medical Engagement and Effective Organizations* (2018, CRC Press). Currently he is working with the Academy of Medical Royal Colleges in developing a new patient safety educational curriculum for all staff in the UK NHS.

Eleonora Tommasi was born in Viareggio (Lucca), Italy in 1987. She obtained a master's degree in Medicine and Surgery at the University of Florence. She has achieved the specific training in General Medical Practice organized by the Italian Region of Tuscany. Currently, she is a Resident Physician at the School of Specialization in Occupational Medicine at the University of Florence. She is the author of scientific publications of international relevance.

Dimitri van der Linden is Professor of Work and Organizational Psychology in the Department of Psychology, Education & Child Studies, Erasmus School of Social and Behavioural Sciences, Erasmus University Rotterdam, the Netherlands. His research interests are on individual differences and on states such as stress, fatigue, or flow.

Maude Villeneuve recently completed her doctorate on the subject of workload variations in firefighting at the Faculty of Business Administration at Laval University, Canada. Her research focuses on organizational health management and conflict management at work.

Siobhan Wray, PhD, is Programme Lead Business Psychology and Senior Lecturer in Organizational Behavior at the University of Lincoln, UK. Her research focuses on work-related stress and work–life balance and the effect of work on the physical and psychological well-being of employees. Much of her work has focused on the well-being of frontline staff, including academic staff, health care workers, teachers and in the ambulance service. Siobhan is a member of the British Psychological Society and the European Academy of Occupational Health Psychology.

Carolyn M. Youssef-Morgan (PhD, University of Nebraska, Lincoln, USA) is the Redding Chair of Business at Bellevue University, Nebraska, co-author of *Psychological Capital* (2007, OUP) and *Psychological Capital and Beyond* (2015, OUP), and a leading researcher, author, speaker, and consultant on positivity in the workplace. Her research has been published in top-tier journals and prestigious edited volumes, presented at national and international conferences and applied in organizations worldwide.

Dr. Zhiqing E. Zhou is an Assistant Professor in the Industrial and Organizational Psychology program at Baruch College, City University of New York, USA. His research interests include occupational health psychology, workplace mistreatment, work–family interface, and organizational climate.