PhD project title
‘Good leadership’ and employee well-being

Supervisors
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Research centre
IWP

Project description
This PhD will focus on the link between leadership and employee well-being/health. While it is well-known that leaders play a key role for employee well-being and various leadership styles have been linked to positive and negative indicators of well-being (e.g., positive affect and burnout), progress in this research area has been hampered. Firstly, the various leadership styles (e.g., transformational leadership, LMX, initiating structure and participation) have not been specifically developed with employee well-being in mind, resulting in a lack of theoretical foundation. Second, these leadership styles overlap conceptually and it is hence difficult to provide organisations with recommendations concerning the promotion of employee well-being through leadership training. This PhD aims to overcome these shortcomings through the development of a leadership measurement that focuses explicitly on the promotion of employee well-being and through comparing its effects on well-being with other well-established leadership styles.

PhD candidate profile
The PhD candidate should meet the following requirements:
● Be enthusiastic, well-organised and have good inter-personal skills.
● High motivation and a keen interest in the research area.
● A first degree that is equivalent to a UK classification of upper second class honours or above. In addition, a good masters level qualification of merit or above, with a minimum of 60 per cent in the dissertation, research project element or equivalent experience. We also accept an MBA from an accredited school where the candidate can demonstrate that a significant research element has been undertaken. For further information on entry requirements, please see: http://www.sheffield.ac.uk/management/study/researchdegrees/howtoapply

Duration and start dates
Full or part time study for 3 or 6 years is available, and remote location study is also possible. We have two start dates a year for PhD students. Our preferred start date is 1 October, however we do recognise that not everyone will be able to commence studies at that time, so we also offer a second start date of 1 February. If you are unable to start in October or February, it may be also possible to start your PhD at a different time of the year.

Closing date for applications
Applications will be considered until a suitable candidate has been identified. For the 1 October start date, a full application must have been received by 15 July. For 1 February start date, a full application must have been received by 15 November.
**How to apply**

See [http://www.sheffield.ac.uk/management/study/researchdegrees/howtoapply](http://www.sheffield.ac.uk/management/study/researchdegrees/howtoapply) for full details of how to apply.

For an informal discussion about this opportunity, please contact Karina Nielsen at K.M.Nielsen@sheffield.ac.uk, or Kristin Hildenbrand at K.Hildenbrand@sheffield.ac.uk.