Project title
Transformational leadership and well-being: A double-edged sword?

Supervisors
Karina Nielsen and Kristin Hildenbrand

Research centre
IWP

Project description
This PhD will focus on the effect that transformational leadership has on employee well-being. Transformational leadership entails improving employee performance beyond expectations through vision and mission and through challenging followers to think outside of the box. The link between transformational leadership and employee performance has received broad empirical support over the last decades. It is however unclear whether performance ‘beyond expectations’ is only possible at the expense of employee well-being. It is furthermore unclear whether the link between transformational leadership and employee well-being depends on various conditions (e.g., employee characteristics or organisational context) and whether it varies over time. Hence, this PhD will explore the transformational leadership well-being link in much depth (e.g., application of a diary study/longitudinal research design) and consider modifications to the transformational leadership construct to incorporate the promotion of employee well-being. This research is particularly relevant in light of the high organisational costs resulting from poor well-being and the popularity of transformational leadership training.

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 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.