Fully-funded PhD studentship opportunity at Sheffield University Management School

PhD Project: Work and wellbeing

Research Group: Institute of Work Psychology

Sheffield University Management School’s Institute of Work Psychology is a world leader in understanding the way people drive organisational effectiveness. The IWP is dedicated to conducting applied research in work settings, in both the public and private sectors, and employs over 30 consultants and researchers to evaluate and implement programs that aim to improve team performance, employee engagement and wellbeing, and leadership. We are an evidence-based and scientific organisation so we use approaches that have been validated in work settings and that can be linked to a wide range of performance outcomes.

Project Description

In 2008, Professor Dame Carol Black’s review of work and health in Britain made work and wellbeing an important area of policy interest within UK Government. In particular, the Black review highlighted the importance of the workplace in promoting wellbeing and providing high quality work. The more recent Stevenson and Farmer review (2017) has further consolidated the importance of these relationships. Sheffield University Management School’s Institute of Work Psychology is a world leading research centre, and as such is well placed to respond to this interest having a longstanding history of research which focuses on the relationship between work, non-work and employee wellbeing/mental health. The work and wellbeing theme spans across understanding the antecedents of wellbeing, the consequences of wellbeing and interventions to improve employee wellbeing. In this year’s proposed projects, we welcome PGR applications in two key areas:

1. Leadership and teamwork and their relationship with employee wellbeing

There is an increasing body of research exploring the links between leadership and wellbeing, however, this research has been primarily focused on positive leadership and based on the assumption that leaders primarily exert their influence in dyadic relationships. There is an urgent need to develop our understanding of how leadership impacts wellbeing in a social context and how negative aspects of leadership influence employee wellbeing. We would particularly welcome projects in the following area: Narcissistic leaders and team mates: a toxic combination?

2. Wellbeing in and through entrepreneurship

The characteristics of entrepreneurship and enterprises to understand the working conditions of entrepreneurs and how their complex conditions influence their well-being. This line of research presents an underdeveloped stream of work and well-being research as the focus traditionally is in job design and paid employment. We would welcome PGR
applications on the following areas: Understanding and sustaining entrepreneurs’ well-being: authenticity and work-nonwork balance; Promoting well-being through work: the role of social enterprises.

Application Process:

Applicants should submit a 1000 word research proposal which directly addresses the theme and/or specific topic to which they are applying. The proposal should contain a brief background to the topic, which demonstrates knowledge of existing work in the field, and potential contributions to knowledge. It should also explain the proposed research methods and include a plan of the research, and a timeline. We are seeking applications from exceptional UK/EU/International students with an outstanding academic record (distinction/high merit or equivalent) as well as a proven record in research training. Scholarships are awarded on a competitive basis - applications are assessed on the basis of academic success and qualifications, experience, research background, a clear well-articulated research proposal, the potential impact of the research and a good match with supervisor/departmental expertise.

Closing date for applications is 17.00 (UK time) on Friday 13 July. Interviews will be held week commencing 6 August 2018.

Proposed Supervision Team:

The proposed supervisors are Dr Anna Topakas, Dr Kristin Hildenbrand and Dr Andreana Drencheva. The selection of supervisors would depend on which project(s) is pursued and staff availability.

Funding Notes:

This scholarship is offered on a full-time basis for three years from September 2018 subject to satisfactory progress. It will provide a tax free bursary of £14,777 and cover the University tuition fees for UK/EU/international students.