PhD project title

Exploring the impact of the #MeToo campaign on workplace culture, practices and policies about voice

Supervisors

Dr Sarah Brooks and Dr Malcolm Patterson

Research centre

Institute of Work Psychology

Project description

#MeToo spread virally in October 2017 as a hashtag used on social media in an attempt to demonstrate the widespread prevalence of sexual assault and harassment, especially in the workplace. The last twelve months has seen a large amount of media publicity, making it difficult for organisations to ignore the many victims who claim they had previously not had the opportunity to speak up about their situation. The aim of this research project is to explore how the social movement, #MeToo, has impacted on workplace culture, practice and policy on speaking up about sexual harassment. The topic of sexual harassment has been discussed in the voice and silence literature previously with both power and gender being identified as key variables underpinning reasons for voice and silence (Pinder and Harlos, 2001). Future development of workplace practice and policy about voice is dependent upon robust research into sensitive topics. This research project will explore what we can learn about voice from the #MeToo movement to prevent sustained and large scale sexual harassment in workplaces from happening again. Applications are invited for this PhD proposal from strong candidates with experience and interest in both qualitative and quantitative methods.

References


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. Applicants must also meet our English language requirements. For further information on entry requirements, please see: http://www.sheffield.ac.uk/management/study/researchdegrees/howtoapply

Start dates
We have two start dates a year for PhD students. We strongly recommend that students start on 1 October as this makes it easier for students to attend compulsory training. 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.

**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: Sarah Brooks at s.brooks@sheffield.ac.uk.