Research Topics

- Interactions and reactions surrounding employee discretionary work behaviors; includes:
  - Proactive behaviors
  - Counterproductive work behaviors
  - Organizational citizenship behaviors
  - Contextual factors that influence these relationships

- Employee fit and well-being
  - Fit between ideal and actual work characteristics
    - Appropriate statistical assessments of fit relationships
  - Employee coping strategies
  - Other influences and conditions surrounding employee stress

- Organizational psychology in healthcare settings
  - Healthcare organization processes
  - Interprofessional healthcare teams
  - Demands faced by healthcare professionals

Keywords

Employee behavior, work relationships, proactive behavior, counterproductive work behaviors, employee stress & well-being, coping

Selected Publications

