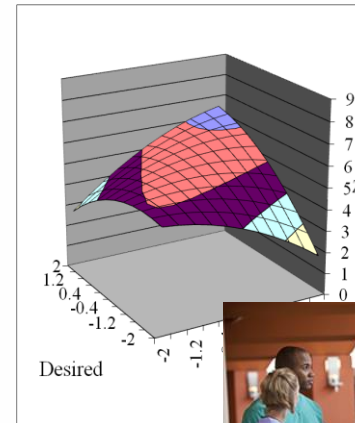


# Employee Behaviors & Relationships

## 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

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## Selected Publications

**Reynolds, C.**, Shoss, M., & Jundt, D. (2015). In the eye of the beholder: a multi-stakeholder perspective of organizational citizenship and counterproductive work behaviors. *Human Resource Management Review*

Rupprecht, E., **Kueny, C.**, Shoss, M., & Metzger, A. (2016). Getting what you want: How fit between desired and received leader sensitivity influences emotion and counterproductive work behaviors. *Journal of Occupational Health Psychology*

Sanner-Stiehr, E., & **Reynolds-Kueny, C.** (2017). From the top-down: transformational leadership considerations for health care organizations. *Journal of Hospital Administration*