

## **Dr. Ann Davis**

Work and Organisational Psychology Group  
Aston Business School  
Aston University  
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### **ACADEMIC POSITIONS**

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2010-present	Group Head: Work & Organisational Psychology, Aston University
2008-2009	Associate Dean: Undergraduate Programme, Aston Business School
2004-2008	Lecturer, Work& Organisational Psychology, Aston University
2003-2004	Senior Lecturer, Gloucestershire Business School, University of Gloucestershire
1995-2002	Senior Lecturer, Derbyshire Business School, University of Derby
1997-1999	Head of Division: Human Resource Management and Organizational Behaviour, Derbyshire Business School. University of Derby
1990-1995	Lecturer, Leeds University Management School, University of Leeds
1989-1990	Project office, HUSAT Research Institute, University of Loughborough
1985-1989	Research assistant, Psychology Department, University of Nottingham

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### **EDUCATION AND QUALIFICATIONS**

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2006	Postgraduate Certificate in Occupational Psychology
1992	Chartered Psychologist (C.Psychol.)
1992	PhD Psychology, Nottingham University
1990	Graduate of the Institute of Personnel Management (now CIPD)
1985	BSc (Hons) Psychology, Nottingham University

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### **AWARDS AND PROFESSIONAL MEMBERSHIPS**

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2013	Associate Fellow of the British Psychological Society (AfBPS)
2009	Member Academy of Management
2005	Certificate of Competence in Occupational Testing (level B, Intermediate)
2001	Fellow of the Higher Education Academy (FHEA)
2000	Member, International Association of Applied Psychology
1997	Chartered Member, Chartered Institute of Personnel & Development
1992	Certificate of Competence in Occupational Testing (level A, Intermediate)

## LEADERSHIP, MANAGEMENT AND ADMINISTRATION

For the last 6 years in addition to my substantive employment as a senior lecturer in Aston Business School, I have taken on significant administrative and management roles. These are summarised below.

### Management responsibilities

Position	Key responsibilities
<b>Group Head: Work &amp; Organisational Psychology</b> Aston Business School (September 2010 – present)	Leadership of academic group of approximately 20 academic staff, 6 research staff and 3 administrative staff. Member of ABS Executive Committee. Representation of the Group in School and University level bodies. Negotiation with other Group Heads within ABS and across the University for provision of teaching and research resources. Responsible to the Executive Dean for budgeting, performance management, workload allocation.
<b>Associate Dean: UG Programme</b> Aston Business School. (January 2008 - June 2009)	Leadership of a team of approximately 25 administrative staff which handled all aspects of the operation of the Aston Business School Undergraduate Programme. This represented approximately 3000 students and £10 million of income to the University.  The Undergraduate Programme office manages all aspects of the management and organisation of undergraduate teaching, including quality assurance, assessment, discipline, validation and accreditation activities.  As Associate Dean: UG I was ultimately responsible for the delivery of these services and for providing academic leadership for the direction of the programme as a whole. This included chairing examination and disciplinary boards, chairing the Undergraduate Learning and Teaching Committee and the Undergraduate Management Committee, leading internal and external review activities, developing new programmes, and representing the ABS undergraduate programme in university-level learning and teaching fora.
<b>Head of Division: Human Resource Management and Organizational Behaviour</b> University of Derby (September 1997 – September 1999)	A temporary appointment leading a research active group within the Derbyshire Business School. This involved all aspects of people management, including performance management, workload and budget administration within an academic group of around 10 academic and 2 administrative staff. I also represented the group in school management meetings.

## TEACHING AND LEARNING

### Teaching Experience

My disciplinary background of Work Psychology and Human Resource Management has given me the opportunity to teach a range of subjects across all academic levels from undergraduate to post experience, and in a variety of delivery formats, including block teaching and on-line delivery. These include organisational behaviour, International HRM, research methods, and organisational psychology at both undergraduate and postgraduate levels, and strategic and critical HRM, decision making, work design, and statistics at undergraduate level.

I have supervised many student projects and dissertations, again at undergraduate, postgraduate and post-experience levels, some of which have subsequently led to published output.

Nigah, N., Davis, A.J. & Hurrell, S. A., (2012) The impact of buddying on psychological capital, work engagement and turnover intentions: An empirical study of socialization in the professional Services sector, *Thunderbird International Business Review*. 54, November/December. 892-905.

In addition I have designed and taught on HRM modules for professional accreditation programmes for the CIPD at three different institutions.

I have acted as personal tutor for undergraduate and postgraduate students at all institutions at which I have worked, providing academic and pastoral support to my students. This is a core interest of mine and I have been involved in a number of projects which seek to enhance the student experience. For example I was commissioned by Leeds University to conduct a research project looking at local student counselling needs and provision, a project which was subsequently expanded to explore psychological wellbeing amongst staff.

Davis A. J. (1992) Student Adjustment to University: A local study. *Industrial Relations/Human Resource Management Discussion Paper IH92/09*

Davis A J (1996) Employee assistance provision in higher education. *Employee Counselling Today*, 8:5, pp 4-12.

Davis A J (1996) A re-analyses of the Occupational Stress Indicator. *Work and Stress*, 10:2, pp 174-182.

I also have a current doctoral student whose project "The Influence of Parents on Student Integration, Success and Achievement at University" has been well received within the Widening Participation community.

Foster, C., Higson, H., Davis, A. (2009), 4th Conference on Emerging Adulthood, "Settling in: Understanding the role and influence of parents on student transition to university," Atlanta, Georgia, October 29 – 30.

I have experience of a wide range of educational technologies, including Blackboard, Adobe Presenter, and Panopto. I have had some experience of developing distance /blended learning materials, both for paper based distance delivery and on-line/blended provision. I have also researched and published on criteria for the design of effective distance learning materials.

Blass, E. & Davis, A J (2003) Building on Solid Foundations: Establishing Criteria for E-Learning Development. *Journal of Further and Higher Education*, 27/3, pp. 227 -245.

Davis, A. J. (2001) Interactive Distance Learning: Measuring the Fear. Presented at First DIVERSE International Conference on Video and Videoconferencing in FHE. Derby 2 - 4 July.

## **Programme management**

While holding the substantive management roles listed above, I have also taken on a number of formal programme management roles. Within this, I have been directly involved in the design, development, validation and accreditation of all of these programmes as well as taking day to day responsibility for the operation and management of them. While at Aston University I have been programme director for MSc HRM & Business (part time pathway), MSc HRM (Abu Dhabi), MSc Work Psychology & Business, and BSc HRM.

Recently I have co-lead with colleagues in the Psychology Department the design and development of a unique Joint Honours (BSc) programme in Psychology & Business which is accredited by both the British Psychological Society and the Chartered Institute for Personnel and Development. I am currently Programme Co-director for this degree.

## **Quality assurance**

Throughout my career I have been closely involved in and led numerous validations and accreditation visits across the institutions where I have worked. These include internal programme reviews, external quality assurance inspections, professional accreditation processes (for Chartered Institute of Personnel and Development and the British Psychological Society) and have contributed significantly to Aston Business School's successful accreditations through AMBA, AACSB and EQUIS.

## **Course responsibilities in current employment**

In my current employment my main teaching responsibilities have been in relation to employee resourcing, HRM, and change management at both undergraduate and postgraduate level. Specific courses for which I have had main or sole responsibility are listed below. I have also contributed sessions to a range of other modules across both the undergraduate and postgraduate programmes.

BH 2212	Theories and practice of HRM	UG year 2
BH 1109	International Perspectives on Organisation	UG year 1
BHM 306/347	HRM: Assessment, Performance & Reward	PG (MSc)
BHM830	Work, Organisation and Change	PG (MSc)
BHM 500	Skills for HRM	PG (MSc)
BD 2,	Managing People	PG (MSc)

## **External examining**

I have stood as external examiner at 5 different institutions, for both undergraduate and postgraduate programmes. I have also served as external verifier for new programme development or internal review processes at a further 3 institutions.

I have acted as PhD external examiner at the University of Sheffield, Queensland University of Technology, and the University of Gloucestershire. I have also served as internal examiner for two doctoral students at Aston Business School and one at the University of Gloucestershire.

## **International teaching experience**

Over the past three years I have lead the development as Aston of the MSc HRM (Abu Dhabi); a programme to run jointly by Aston University and Higher Colleges of Technology, Abu Dhabi. This has involved design of the programme, negotiation and discussion with appropriate Aston and HCT faculty, taking the programme through the Aston University programme approvals process, and successfully gaining accreditation of the programme by the Chartered Institute for Personnel and Development (CIPD)

I have taught as visiting faculty in Switzerland, Israel and Australia. In Switzerland, I lead a module on HRM in the Hospitality industry for a jointly run MA programme between the University of Derby and the Swiss Hotel Management School in Montreux.

While employed at the University of Derby I taught in Israel as part of a franchised programme with a private HE provider in Israel. I delivered a range of inputs including HRM, international management, research methods and dissertation preparation to cohorts of students across the 7 campus locations that were in operation within Israel. I also represented the University of Derby at an examination board held in Tel Aviv supporting the programme.

## **BUSINESS PARTNERSHIPS AND COMMUNITY ENGAGEMENT**

In recent years, my main extent of business and industrial collaboration has come through the provision of executive development programmes, primarily but not exclusively through the commercial units within Aston Business School.

### **Key achievements**

2014 Co-led a bid to secure a contract on behalf of Aston University with a major public sector client to provide an MSc in HRM to approximately 80 students per year for three years. The value of the contract amounts to circa £2 Million.

2012 For the last 2 years I have participated in the Goldman Sachs 10,000 Small Businesses programme, delivering the modules on Leadership and HRM to small businesses.

2010 Co-investigator on commercial project "Supporting our Security Officers" exploring motivation amongst security officers working in critical infrastructure. The project sought to ensure the continued security and protection of such installations and effective support of those who guard them.

2001 Skills, Capabilities Aptitudes in Learning Environments of the 21st Century (SCALE 21) project identifying the underlying skills needed for ICT professionals in an environment of accelerating change.

2000 Developed and implemented a 360 degree feedback system for a local council's "Leading Manager" management development programme.

1998 HR Needs analysis in SMEs -benchmarking phase funded by ADAPT ESF. This project set out to evaluate the HR climate in a number of small manufacturing businesses in Derby. Combining surveys from over 300 individuals and supporting qualitative data relating to perceptions of the HR environment, individual reports were produced for the participating organisations highlighting where their HR strengths lay, where there were clear development needs and outlining the work group climate.

1995 Staff stress and occupational health at Leeds University: An investigation into the psychological wellbeing of staff within the University of Leeds.

1992 Counselling facilities for students. Report to ad hoc Committee on Student Counselling, University of Leeds. (1992)

## RESEARCH AND SCHOLARLY ACTIVITY

### Doctoral supervision and examining

I have supervised 4 candidates to successful completion of their doctorates. I currently have one student completing corrections, two writing up, one completing data collection, one in the process of collecting data and a further student just commencing her studies.

### Current

Joanne Carlier: *Knowledge workers and their relationships with organisations*. (Part time student, post viva, corrections due July 2014)

Frances Boag-Munroe: *Exploring the impact of pre-entry identification on post-entry status judgements and post-entry identification*. (Full time student, writing up, expected completion July 2014)

Catherine Foster: *Influence of Parents on Student Integration, Success and Achievement at University* (part time student, writing up, expected completion December 2014)

Paulson Okhawere: *The Relationship between HPWS and Workplace Safety: A Multilevel Investigation* (Full time student, collecting main data set, expected completion December 2014)

Suzie Kennedy: *Effects of identity on promotability, promotion and work relationships*. (Part time student, collecting data, expected completion July 2016)

Karen Caine: *Influencing the transfer of knowledge from professional/academic programmes to the workplace*. (working title, Part time student, beginning research methods study and developing project, expected completion 2018)

### Completions

Amanda Hay (2000) *The relationship between communication, trust and innovation: an experience from manufacturing* (University of Derby).

Yannis Markovits (2009) *Job satisfaction and organisational commitment in Greece* (Aston University)

Passagorn Tevichapong (2012) *Individual spirit at work and its relationship with employee work attitudes and organisational outcomes: An empirical examination in corporate Thailand* (Aston University).

Imelda McCarthy (2012) *The Complexity of Leadership and Organisations* (Aston University)

## Published Intellectual Contributions

### Refereed Journal Articles

- Davis, A. J., Parkes, C. L. & Budhwar, P. (2013) Bridging difference – National and Organisational Adaptation for Responsible Performance. *International Journal of Human Resource Management*, 24/12, 2273-2277
- Parkes, C. L. & Davis, A. J (2013) HR, Ethics and Social Responsibility – The ‘Courage to Challenge’ or a Case of the ‘Bystander Effect’? *International Journal of Human Resource Management*, 24/12, 2411 – 2434
- Nigah, N., Davis, A.J. & Hurrell, S. A., (2012) The impact of buddying on psychological capital, work engagement and turnover intentions: An empirical study of socialization in the professional Services sector, *Thunderbird International Business review*. 54, November/December. 892-905.
- Davis, A. J. (2011) Trust, Leadership and Responsibility. *Public Services Review: UK Science & Technology: Issue 3*. 60-61.
- Markovits, Y., Davis, A., Fay, D., van Dick, R. (2010). The link between job satisfaction and organizational commitment - Differences between public and private sector employees. *International Public Management Journal*, 13(2), 177-196.
- Dawson, J., West, M., Davis, A., Gonzalez-Roma, V. (2008). Organizational climate and climate strength in UK hospitals. *European Journal of Work & Organizational Psychology*, 17(1), 89-111.
- Markovits, Y., Ulrich, J., van Dick, R., Davis, A. (2008). Regulatory foci and organisational commitment. *Journal of Vocational Behavior*, 73, 485-489.
- Aycan, Z., Budhwar, P., Davis, A. J. & Al-Hamadi, A. B. (2007) Cultural Orientations and Preference for HRM Policies and Practices: The case of Oman. *International Journal of Human Resource Management*, 18; 22-32.
- Gautam, D. K., Davis, A. (2007). Integration and devolvement of human resource practices in Nepal. *Employee Relations*, 29(6), 711-726.
- Markovits, Y., Davis, A., van Dick, R. (2007). Organizational commitment profiles and job satisfaction among Greek private and public sector employees. *International Journal of Cross Cultural Management*, 7(1), 77-99.
- Davis, A., Blass, E. (2007). The future workplace: Views from the floor. *Futures*, 39(1), 38-52.
- Gautam, T., van Dick, R., Wagner, U., Upadhyay, N., Davis, A. (2005). Organizational citizenship behaviour and organizational commitment in Nepal. *Wiley*, 8, 336-345.
- Blass, E. & Davis, A J (2003) Building on Solid Foundations: Establishing Criteria for E-Learning Development. *Journal of Further and Higher Education*, 27/3, pp. 227 -245.
- Davis A J (1996) Employee assistance provision in higher education. *Employee Counselling Today*, 8:5, pp 4-12.
- Davis A J (1996) A re-analyses of the Occupational Stress Indicator. *Work and Stress*, 10:2, pp 174-182.
- Allinson C W, Hayes J & Davis A J (1994) Matching the cognitive styles of management students and teachers: A preliminary study. *Perceptual and Motor Skills*, 79, 125-128.
- Davis A J & Gibson M L (1994) Designing employee welfare provision. *Personnel Review*, 23/7, 33-45.

Davis A J, Cox T & Beale D (1991) Exposure to repetitive computer based work: uses and abuses of VDUs in the workplace. *Personnel Review*, 20/1 3-12.

### **Editorships**

Crawshaw, J., Budhwar, P. & Davis, A. (2014) "Human Resource Management: Strategic and International Perspectives, London, Sage.

*International Journal of Human Resource Management* (2013) Guest editor of special issue from 11<sup>th</sup> International HRM Conference.

### **Book Chapters**

Davis, A. (2014) Reward Strategies and Systems in J. Crawshaw, P. Budhwar and A. Davis (Eds) *Human Resource Management: Strategic and International Perspectives*

Davis, A., Scully, J. (2008). Employee Resourcing. *Strategic Human Resource Management: Building Research-Based Practice*. London: CIPD.

Shipton, H., Davis, A. (2008). The changing role of HRM. *Strategic HRM: Building research-based practice*. London: CIPD Publishing.

Davis, A., Tissington, P. (2007). Ergonomics. *International Encyclopaedia of Organisation Studies*. London: Sage.

Clarke, A.M., & Davis, A. J. (1990) The Role of Human Factors Experimentation in the Development of IBC Systems. *Human Factors in Telecommunications*, Turin.

### **Conference Presentations**

Okhawere, P. Y. O. & Davis A. J. (2013) Towards a Multilevel Model of the High Performance Work Systems–Workplace Safety Relationship. *Academy of Management Conference (symposium) Orlando 9-13 August*.

Boag-Munroe, F & Davis A (2012) Defining myself in terms of the organisation: The interaction between individual identity work and organisational practices in determining organisational identification. Paper accepted for presentation at British Academy of Management Conference, Cardiff, 9 – 11 September 2012

Boag-Munroe, F & Davis A (2012) Anticipatory organisational identification: An initial exploration of the antecedents and consequences of future members' identification with an organisation. Paper accepted for presentation at British Academy of Management Conference, Cardiff, 9 – 11 September 2012

Boag-Munroe, F & Davis A (2012) Pre-Entry Organisational Identification: Considering the theoretical and managerial implications of future members' identification with an organisation. Paper presented at the European Academy of Management Conference, Rotterdam, 6-8 June 2012

Abdul Malek, M., Budhwar, P & Davis, A. (2012) Sources of Support and Expatriation – A Multiple Stakeholder Perspective of Expatriate Adjustment and Performance in Malaysia ANZIBA Annual Conference, Adelaide, 12-14 April.

Boag-Munroe, F & Davis A (2011) Can an episodic approach to social identification account for identification as interaction between individual and collective identity work in an increasingly flexible and transient identity formation context? *BPS Social Section Conference, Cambridge, 6-8 September*.

Carlier, J., Davis, A. (2011), "Knowledge workers and their relationships with organisations" *BAM HRM SIG Workshop HRM in the Knowledge Economy, London: Royal Holloway. May 5, - 6*



- Tevichapong, P., Davis A. J., & Guillaume, Y. (2010) Individual Spirit at Work and Its Outcomes: An Empirical Examination in Corporate Thailand. Presented at Academy of Management Annual Meeting, August 6-10, Montreal, Canada.
- Nigah, N., Davis, A. (2010), Hurrell, S. A., 11th International Human Resource Management Conference, "The impact of buddying on psychological capital, work engagement and turnover intentions: An empirical study," Aston University, Birmingham. (June 9, 2010 - June 12, 2010)
- Tissington, P. (2009), Davis, A., McLumpha, A., World Class Protection for Public and Strategic Buildings Conference, "Soft foundations of hard security," Abu Dhabi. December 13- 14.
- Foster, C., Higson, H., Davis, A. (2009), 4th Conference on Emerging Adulthood, "Settling in: Understanding the role and influence of parents on student transition to university," Atlanta, Georgia, October 29 – 30.
- Davis, A., Markovits, Y., van Dick, R., (2006) "The moderating role of regulatory focus in the organizational commitment - job satisfaction relationship in Greece," 26th International Congress of Applied Psychology, Athens, July 16 - 21
- Davis, A., Markovits, Y., Fay, D., van Dick, R., (2006), "Organizational commitment and job satisfaction in two sectors in Greece: a comparative study," 18th International Congress of the International Association for Cross-Cultural Psychology Isle of Spetses, Greece. July 11 - 15
- Davis, A., Aycan, Z., Al-Hamdani, Budhwar, P., (2006) "Cultural Value Orientations and HRM Policies and Practices: An Empirical Study of Oman," Association of International Business Annual Meeting, Beijing, June 23- 26
- Markovits, Y., Van Dick, R & Davis, A. (2005) Commitment profiles in Greece. Presented at 12th Congress of European Association for Work and Organisational Psychology, Istanbul, 12 – 14 June.
- Davis, A., Thornhill, A., Saunders, M., (2005) "Perceptions of Organizational Justice and Organisational Commitment," European Association for Work and Organisational Psychology, Istanbul, Turkey, June 12 -14.
- Davis, A. J. (2001) Interactive Distance Learning: Measuring the Fear. Presented at First DIVERSE International Conference on Video and Videoconferencing in FHE. Derby 2 - 4 July.
- Davis, A. J. (1997) Constructing Roads: Perceptions of the driving environment. Presented at 31st Annual Conference of the Northern Ireland Branch of the British Psychological Society, 25-27 April
- Davis, A. J. (1997) Attitudes and value functions: Perspectives on organisational change. Presented at Fifth European Congress of Psychology, Dublin, 6-11 July.
- Davis, A. J. & Powell, M. (1996) Duration perception in urban driving: Objective determinants of subjective experience. Presented at XXVI International Congress of Psychology, Aug 1996.
- Davis, A. J. (1996) Workplace interventions in occupational stress: understanding the problem before implementing a solution. Presented at 30th Annual Conference of the Northern Ireland Branch of the British Psychological Society, 26-28 April.
- Davis, A. J. (1996) The function and consistency of attitudes: Implications for the management of organisational change. Presented at Occupational Psychology Conference, Jan 1996.
- Davis, A. J., Cox, T. & Cooke, D. C. (1989) Optimal exposure duration to routine computer based work. Presented at Occupational Psychology Conference, Jan 1989.

**Invited seminars**

Trust and Leadership Association of University Administrators, Aston University 17 November 2011

Organisational socialisation, psychological capital and work engagement: A test of competing models.  
School of Management Research Seminar, University of South Australia, 14 March 2012, and  
Queensland University of Technology, 19 April 2012

HRM Forum, “Who am I? Professional Identity in academia”, University of South Australia, March 9  
2012

Australian Senior Human Resources Roundtable (ASHRR) forum “HR as guardians of ethics and trust  
in organisations?” Queensland University of Technology, 18 April 2012