



Centre for Research in Applied Cognition, Knowledge, Learning and Emotion (CRACKLE)

RESEARCH SPOTLIGHT SEPTEMBER 2014

David Scores 100!

CRACKLE member Dr David Biggs (CPsychol., AFBPsS) the Programme Director for Occupational Psychology and a HCPC Registered Occupational Psychologist has achieved his 100th publication- a body of work encompassing books, journal articles and consultancy reports in his field of Occupational Psychology and worker relations in particular. He has published many seminal papers in this area, bringing both his academic and practical experience to bear on the topic.



An excellent example of the nexus between his consultancy and research history is his “journey” to develop his Worker Relation Scale. His work on this scale began in 2007 as a consultancy issue but since has then developed into a more academic project, contributing towards the literature on worker relations. His work in this area reveals how critical worker relations are for both permanent and agency employees. In 2002 he completed his doctoral research in this field with agency workers and subsequently in 2006 with Prof. Stephen Swailes (Business School, University of Huddersfield), he demonstrated that when agency workers have poor relations with other workers this is likely to have negative consequences for job satisfaction and organisational commitment. In 2007 with Steven Baker, he formulated and tested a scale with an Emergency Call Management client which was further refined over the years. Recently with Steven Baker and Stephen Swailes he has published an academic article on this scale:

Biggs, D.M, Swailes, S. and Baker, S. (In Press, 2015) The measurement of worker relations: the development of a three-component scale. *Leadership & Organization Development Journal*.

David’s research also closely informs his teaching at both undergraduate and postgraduate level. He has published key books and book chapters used by students in this field (e.g., Biggs, D.M. (2010) *Management Consulting: A guide for students*. London: Cengage Learning) and his teaching and supervision of taught and research graduate students benefits from his expertise in this area.

CRACKLE extends its hearty congratulations to David on achieving his 100th output!