

## Dr Iain Coyne

### Senior Lecturer

Work psychology focuses on understanding how individuals, groups and organisations think, feel and behave in the work setting. It is a varied, fascinating and rewarding research area. You can be researching the impact of remote working on employee productivity, understanding how leadership styles influence follower behaviour, examining the influence of job demands on individual wellbeing, or considering the role of country culture in organisational policy and practices.

My research has looked at developing and understanding psychometric selection tests, as well as productive and counterproductive behaviour in organisations – e.g. why do some people go the extra mile at work while others engage in disruptive behaviour?

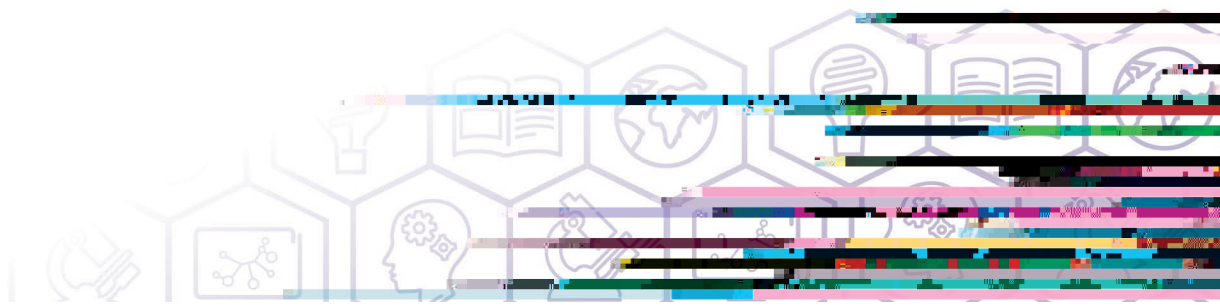
For the past 20 years, I have been researching bullying and, more recently, cyberbullying at work. This is obviously a very emotive area in which many people experience negative physiological and psychological outcomes. However, understanding how and why bullying emerges can help researchers and practitioners develop effective interventions to reduce such behaviour in the workplace. Indeed, currently, I am working with an organisation in developing and evaluating online and face-to-face training to enhance dignity and respect at work.

Post 16 Education	Higher Education
A Levels Commerce, French, Psychology & General Studies	BSc (Hons) Psychology with Occupational Psychology from Hull University PhD in Psychology from Hull University

### Why did you choose to research psychology?

I was interested in understanding counterproductive behaviour at work (CWB) and delved into this area of bullying on individual wellbeing and organisational functioning.

More recently, this interest has expanded to include cyberbullying and whether the nature of the media used to enact bullying changes the nature, impact and outcomes of the bullying.





### **Iain's experience as a student**

My student experience can be summed in two words: growth and development. You grow and develop academically in your chosen field of study. You have access to a huge amount of resources and knowledge and, remember, you are tutored by experts in their field of research. I recall reading scientific research papers authored by the tutor stood in front of me in a lecture. You also grow and develop as a person. You can become engaged with groups and societies, make friendships that last a lifetime and learn how to live independently. Your academic studies set you on your career path and your personal growth sets you on your life path. Both are equally important.

### **Iain's Career**

I have been an academic tutoring undergraduate psychology and postgraduate work/business psychology for over 20 years.

I started as a Lecturer in Psychology at Hull University and then went to Nottingham University where I became an Associate Professor in Occupational Psychology. I have been in the School of Business and Economics at Loughborough University as a Senior Lecturer in Organisational Psychology for close on five years. Currently, I lead the MSc courses in Work Psychology and Business Psychology.

Without studying an accredited undergraduate degree in Psychology, I could not be where I am today. This degree provided the fundamental training for my future career.

**Iain's advice:** The best advice I can give you, one that has defined my career, is not to worry if you do not have a defined career plan – even if other people do. Take all opportunities presented to you and try out different alternatives – no matter how daunting they may seem at first. Some of them will not work out as initially planned. However, some will, and you will experience amazing activities, places and people that will stay with you throughout your life.

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