

## **DAVID GUEST**

(King's College, University of London, U.K.).

Professor of Organisational Psychology and Human Resource Management -  
The Management Centre, King's College, London

First degree in Psychology and Sociology from Birmingham University and PhD in Occupational Psychology from London University. After postgraduate research, he became a research officer in the Department of Occupational Psychology at Birkbeck College. He then spent three years as behavioural science adviser to British Rail before joining the London School of Economics in 1972. He moved to Birkbeck in 1990 and for ten years was Professor of Occupational Psychology and head of the Department of Organisational Psychology. During that period he had a spell as a Governor of Birkbeck and as Pro-Vice Master with responsibility for Information and Learning Technology. He moved to King's College in 2000 where he is now Head of The Management Centre.

He has written and researched extensively in the areas of human resource management, employment relations and the psychological contract, motivation and commitment, and careers. He is a member of the editorial advisory board of a number of journals and a Council Member of the Tavistock Institute. He has worked closely with a range of companies including Shell, ICL, IBM, HSBC, Hong Kong MTRC, as well as with the NHS and a number of government departments.

His current research is concerned with the relationship between human resource management and performance; the individualisation of employment relations and the role of the psychological contract; flexibility and employment contracts; partnership at work; and the future of the career.

### **Career History**

- 1970-1972: Behavioural Science Adviser, British Railways Board
- 1972-1980: Lecturer in Personnel Management, London School of Economics
- 1980-1990: Senior Lecturer in Industrial Relations, London School of Economics
- 1990-2000: Professor of Occupational Psychology, Birkbeck College
- 1998-2000: Pro-Vice Master, Birkbeck College
- 2000- : Professor, King's College, London

### **Departmental Roles**

2004-2005:

- Head of Department
- Deputy Head of School of Social Science and Public Policy
- Chair of Examination Board for the MSc in Human Resource Management and Organizational Analysis

### **Teaching Activities**

2004-2005:

- The Management of Human Resources: Conceptual and Strategic Perspectives
- High Performance and Employee Well-Being
- PhD supervision

### **Principal Research Activities**

#### Research Interests

- Theory and research on the relationship between human resource management, corporate performance and employee well-being
- The psychological contract and the new employment relations
- Flexible employment contracts, the psychological contract and links to motivation, commitment and well-being
- The future of the career

#### Current Research Projects

- Human resource management, reorganization and corporate performance (ESRC-funded under the Future of Work Programme)
- An evaluation of the role and impact of nurse, midwife and health visitor consultants (Department of Health funded)
- The state of the employment relationship in the UK (CIPD funded)
- A pilot study of evidence-based HRM in the NHS (Department of Health funded)
- Flexible employment contracts, the psychological contract and employee well-being (SALTSA and EU funded)
- A study of Supply and Demand in Careers of Pharmacists (Royal Pharmaceutical Society)

### **Selected Recent and Forthcoming Publications**

Guest, D., Michie, J., Sheehan, M and Conway, N (2003). "A UK study of the relationship between human resource management and corporate performance" **British Journal of Industrial Relations**, 41, 2, 291-314.

Guest, D., Conway, N. and Dewe, P. (2004). "Using sequential tree analysis to search for bundles of HR practices". **Human Resource Management Journal**, 14, 1, 80-96.

Guest, D. and Conway, N. (2004). "Exploring the paradox of unionised worker dissatisfaction". **Industrial Relations Journal**, 35, 2, 102-121.

Guest, D. and King, Z. (2004). "Power, innovation and problem-solving: The personnel managers' three steps to heaven?" **Journal of Management Studies**, 41, 3, 401-423.

Guest, D. (2004). "Flexible employment contracts, the psychological contract and employee outcomes: an analysis and review of evidence". **International Journal of Management Reviews**, 5/6, 1, 1-19.

Guest, D. (2004). "The psychology of the employment relationship: An analysis based on the psychological contract". **Applied Psychology: An International Review**, 53, 4, 541-555.

Guest, D. and Conway, N. (2004). **Employee Well-Being and the Psychological Contract**. London: CIPD.

Sturges, J. and Guest, D. (2004). "Working to live or living to work? Work/life balance early in the career". **Human Resource Management Journal**, 14, 4, 5-20.