



Dr. Malcolm Patterson

Malcolm is a Senior Lecturer at the Institute of Work Psychology, Sheffield University Management School. His research interests are in the areas of organisational culture, and relationships between work conditions, employee well-being (emotion, moods, stress, engagement) and behaviour at work (for example, pro- and anti-social behaviour at work). He has led a number of NHS funded research projects, most recently a three-year study of organizational culture and quality of patient care.

Recent publications

Knight, C., Patterson, M., Dawson, J. D. & Brown, J. (2017). "Building and sustaining work engagement—a participatory action intervention to increase work engagement in nursing staff." *European Journal of Work and Organisational Psychology*, 1-16.
doi.org/10.1080/1359432X.2017.1336999

Stephan, U., Patterson, M., Kelly, C. and Mair, J. (2016). Organizations driving positive social change: A review and an integrative framework of change processes. *Journal of Management*, 42(5), 1250-1281.

Madrid, H., Patterson, M. and Leiva, P. (2015). Negative core affect and employee silence: How differences in activation, cognitive rumination and problem-solving demands matter. *Journal of Applied Psychology*, 100(6), 1887-1989.