

PROFESSOR KATIE BAILEY (née Truss)

CURRICULUM VITAE

Current Role

2018 – present Professor of Work and Employment, King’s Business School, King’s College London; from September 2019, formerly also Head of HRM and Employment Relations Group

Previous Roles

2013 - 2018 Professor of Management, University of Sussex Business School

2010 - 2013 Professor of Human Resource Management, Kent Business School, University of Kent. Roles included: Head of People, Management and Organisation Group, Head of Kent Business School at Medway

1996 – 2010 Professor of Human Resource Management, Kingston Business School, Kingston University. Roles included: Head of Leadership, HRM and Organisation Group, Founder and Director of the Centre for Research in Employment, Skills and Society

1994 – 2003 Visiting Research Fellow, London Business School

1994 – 1995 Director of Research, Temple-Smith Hilliard Management Consultants

1992 – 1994 Research Fellow, London Business School

Appointment to Government and other Bodies and Panels

2021 – 2022 Member, ReWAGE UK Government Expert Advisory Group

2021 – present Member, Engage for Success Task and Action Group on Organisational Purpose

2021 – 2022 Member, BEIS Future of Work Advisory Group

2019 Member, Engage for Success Task and Action Group on Meaningful Work

2018 – present Evaluator for Malta National Commission for Further and Higher Education

2017 Evaluator for Government of Ireland Postgraduate Scholarship Scheme

2016 – 2018 Invited member CIPD Research Ethics Panel, responsible for developing the CIPD’s research ethics protocol

2015 – present Honorary Fellow, Institute for Employment Studies

2014 – 2016 Member, Engage for Success ‘Evidence’ Working Group

2013 – 2016 Visiting Professor, University of Kent

2013 – 2016 Trustee, Non-Executive Director and Member of the Executive, Involvement and Participation Association (IPA)

2011 - 2013 Co-Chair Steering Committee, ‘Guru Group’ on employee engagement established for the BIS Engage for Success movement; Chair of SIG ‘Job Design and Engagement’

2011 - present Member, ESRC Commissioning Panels: Future Research Leaders; Management and Business Development Fellowships; ESRC/ACCA

	Business Case for Diversity. Most recently (Sep 2015-present) member ESRC Expert Group Panel on Productivity.
2011 - 2014	Member, Advisory Board, ICT Comms
2010 - present	Member, ESRC Peer Review College
2010 - 2014	Member, Advisory Board, UKWON
2011	Member, Department for Business, Innovation and Skills/UK Commission for Employment and Skills Growth and Innovation Fund Expert Advisory Panel
2010 - 2011	Member, UK Commission for Employment and Skills Academic Advisory Panel
2009 - 2010	Member of the Department for Business, Innovation and Skills Employee Engagement Expert Group

Appointment to Editorial Boards

2021 – 2023	Co-Editor, Special Issue, <i>Journal of Business Ethics</i> (with Jen Tosti-Kharas, Evgenia Lysova, Christopher Michaelson, Luke Fletcher and Peter McGhee)
2020 – 2022	Co-Editor-in-Chief, <i>International Journal of Management Reviews</i>
2017 - 2019	Lead Editor, Special issue, <i>Journal of Management Studies</i> (with Ruth Yeoman, Adrian Madden, Marc Thompson, Marjolein Lips-Wiersma and Neal Chalofsky)
2013 – 2018	Associate Editor, <i>Human Resource Management Journal</i>
2013 – present	Member, Editorial Advisory Board, <i>Employee Relations</i>
2014 – 2018	Member, Editorial Board, <i>Human Resource Management</i>
2013 – 2018	Member, Associate Editorial Board, <i>Work, Employment and Society</i>
2011 – 2012	Lead Editor, Special Issue on employee engagement, <i>International Journal of Human Resource Management</i> (with Rick Delbridge, Amanda Shantz, Emma Soane and Kerstin Alfes)
2006 – present	Member, International Editorial Board, <i>Irish Journal of Management</i>
2004 – 2013	Member, Editorial Board, <i>Human Resource Management Journal</i>
2002 – 2004	Member, Editorial Board, <i>Work, Employment and Society</i>

Appointment as External Examiner

2012 – 2016	External Examiner, MSc HRM programme, King’s College London
2011 - 2014	External Examiner, MBA programmes, London Business School. From 2013, Lead EMBA Global Examiner
2006 - 2009	External Examiner, MA programmes, Brunel Business School
2002 - 2007	External Examiner, MBA programme, Henley Management College
1999 - 2001	External Examiner, BA programmes, University of Greenwich

Membership and Fellowship of Professional Bodies

2016 – present	Fellow, Academy of Social Sciences
2011 - present	Academic Fellow of the Chartered Institute of Personnel and Development (Membership no. 82323928)
2011 - present	Member of the Association for Coaching
2010 - present	Entered in the Register of Qualifications in Test Use (A and B) of the British Psychological Society
2007 – present	Fellow, Higher Education Academy
2006 - present	Fellow, Royal Society of Arts

Research Awards and Grants

- 2022 The Meaning and Purpose Network (MaPNet) – King’s Business School Faculty Innovation Fund award: £66,000
With: Catherine Tilley, Tara Reich, Maddy Wyatt, Graeme Lockwood and Elisa Alt.
- 2018 The Lived Experience of Waiting and Delay in Organizations – British Academy/Leverhulme: £9,914 (SRG/170090)
- 2018 The King’s Research Consortium on Meaning and Purpose at Work – King’s Business School Pump-Priming award: £5,000
With: Jane Sturges, Ricardo Rodrigues, Winnie Yang, Mike Clinton, Ruth Yeoman.
- 2015 Leadership with Purpose – CIPD: £41,227
Commissioned by CIPD as Principal Investigator in a study to investigate the employee outcomes of ‘purposeful leadership’. (With Dr Amanda Shantz, University of Greenwich, and the Involvement and Participation Association).
- 2014 Meaningful Work University of Sussex Small Research Grant: £7,300
Principal Investigator with Co-Investigator Adrian Madden (Sussex).
- 2013-14 Evaluating the Characteristics of Work Regimes Capable of Promoting Meaningful Work funded by the John Fell Foundation, Kellogg College, Oxford University: £7,300
Co-Investigator, with Principal Investigator Dr Ruth Yeoman and Co-Investigators Professors Duncan Gallie and Marc Thompson (all Oxford).
- 2013 Evidence Synthesis: Employee Engagement funded by NIHR: £80,715 (12/5004/01)
Principal Investigator with Co-Investigators Graeme Currie (Warwick); Dilys Robinson (IES); and Kerstin Alfes (Tilburg).
- 2012-14 Meaningful Work (two year Research Associateship) funded by University of Kent and Sussex University
Principal Investigator, with Research Associate Adrian Madden.
- 2010 Employee Engagement, Organisational Performance and Individual Wellbeing: Exploring the Evidence, Developing the Theory
ESRC Seminar Series Funding: £15,109 (RES-451-26-0807)
Principal Investigator with Co-Investigators Emma Soane (LSE), Rick Delbridge (Cardiff) and Kerstin Alfes and Amanda Shantz (Kingston).
- 2010 Employee Engagement Research Consortium Phase 2
Project Value: £154,000
Funders: CIPD (£10,000) and 9 large corporate members (each £16,000)
Project Founder and Director
- 2008 Knowledge-Intensive Firms in the UK and Ireland: Influences, Strategies and Skills
Funders: ESRC in the UK (and IRCHSS in Ireland) RES-062-23-1183
Project Value: Over £330,000 in total (£161,500 to Kingston from ESRC)

Principal Investigator in the UK (with Kathy Monks, DCU)

- 2007 Employee Engagement Research Consortium Phase 1
Fundors: CIPD (£20,000) and 10 organisations (each £15,000)
Project Value: £170,000
Project Founder and Director.
- 2006 Working Lives: Employee Attitudes and Engagement 2006
Funder: CIPD
Project Value: £40,000 (with Christine Edwards, Emma Soane and Ipsos Mori)
- 2003-4 HRM in the Public Sector
Funder: Kingston Business School
Project Value: £28,000 over two years
- 2000-3 Strategic HRM in Leading Edge Organisations
Funder: Leading Edge Research Consortium, London Business School
Project Value: £25,000 to Kingston University; project led by Prof Lynda Gratton, London Business School
- 1989-92 Secretarial Work and Skills in Three European Countries
Fundors: LCCI, Manpower PLC, Senior Secretaries Ltd, London Business School
Project Value: Around £15,000 in total

Prizes and Awards

- 2021 5-Year Scholarly Impact Award for Bailey, C., Madden, A., Alfes, K., Shantz, A., and Soane, E. (2016) 'The Mis-Managed Soul: Existential Labor and the Erosion of Meaningful Work'. *Human Resource Management Review*, Vol. 27, no. 3, pp. 416-430.
- 2020 Elwood F Holton III Research Excellence Prize for Bailey, C., Yeoman, R., Madden, A., Thompson, M. and Kerridge, G. (2019) 'Meaningful Work: An Evidence Synthesis'. *Human Resource Development Review*, Vol. 18, no. 1, pp. 83-113.
- 2020 Runner up for the That's Interesting! Conference Award for Bailey, C. (2020). 'Spatial Practices in Waiting and Delay at Work'. EGOS Conference, Hamburg, July.
- 2019 Richard Beckhard Memorial Prize for the most outstanding MIT Sloan Management Review article on planned change and organizational development for: Bailey, C. and Shantz, A. (2018) 'Building an Ethically Strong Organization'. *Sloan Management Review*, Fall.
- 2016 Emerald Citation of Excellence for: Alfes, K., Shantz, A., Truss, C. and Soane, E. (2013) 'The Link between Perceived HRM Practices, Engagement and Employee Behaviour: A Moderated Mediation Model' *International Journal of Human Resource Management*, Volume 24, No.2, pp. 330-351.
- 2015 Outstanding Reviewer, *Journal of Organizational Effectiveness: People and Performance*
- 2013 Best Engagement Book 2013, Employee Engagement Network, for Truss, C., Alfes, K., Delbridge, R., Shantz, A. and Soane, E. (Eds) (2013) *Employee Engagement in Theory and Practice*. London: Routledge.

- 2013 Conway, E., Fu, N., Monks, K., Truss, C. and Alfes, K. (2013) 'Understanding Commitment to Change: An Employee-Centred Perspective'. *Irish Academy of Management Conference*, September. *Awarded Best Paper in Leadership and OB Track*.
- 2010 Outstanding Paper Award for Truss, C. and Gill, J. (2009) 'Managing the HR Function: The Role of Social Capital'. *Personnel Review*, Vol. 38, no. 6, pp. 674-695.
- 2010 Conway, E., Truss, K., Monks, K., Kelly, G., Flood, P., Hannon, E. and Mastroeni, M. (2010), 'Identifying HR Practices to Promote Knowledge Exchange and Combination: An Employee Perspective from Knowledge-Intensive Firms in the UK and Ireland', *13th Irish Academy of Management Conference*, Cork Institute of Technology, 1-3 September. *Awarded Best Paper in HRM Track and Best Paper in Conference*.
- 2009 Kelly, G., Conway, E., Flood, P., Monks, K., Hannon, E., Mastroeni, M. And Truss, C. (2009) 'Combining Diverse Knowledge: The Role of Specialist and Generalist Learning'. Paper to the *Dutch HRM Network Conference*, Amsterdam, November. *Nominated for Best Paper in Track*.

Selected Other External Activities

- 2019 Invited delegate at BEIS Employee Engagement Workshop, London
- 2013 External panel member, BSc Management programme, Cardiff University
- 2012 External panel member, accreditation of new MSc programmes, Roehampton University
- 2011 Consultant to European Parliament on strategic human resource management
- 2011 - 2013 Invited member of judging panel for Employee Engagement Strategy award, Institute of Customer Services
- 2010 – present Coach specializing in life coaching and preparing academics for job interviews
- 1992 – present Referee for a range of journals including: *Human Resource Development International*, *Journal of Management Studies*, *British Journal of Industrial Relations*, *Human Relations*, *International Journal of Human Resource Management*, *Management Development Forum*, *International Journal of Public Sector Management*, *Journal of Organisational Change Management*, *Public Administration*, *Human Resource Management*, *Human Resource Management Journal*, *Work Employment and Society*, *Employee Relations*, *International Journal of Manpower*, *International Journal of Management Reviews*, *Review of Public Personnel Administration*, *Irish Journal of Management*, *Journal of Organizational Effectiveness (awarded Outstanding Reviewer, 2015)*, *Journal of Business Ethics*, *Time & Society*, *Gender, Work and Organisation*, *Journal of Vocational Behavior*. ESRC rapporteur; reviewer for NIHR; referee for various book publishers, including Prentice Hall and Oxford University Press
- 1996-1999 Distance Learning Tutor, Henley Management College

Relevant Academic Qualifications

2010 Psychological Testing A and B (Intermediate) Birkbeck College.
Registered with the British Psychological Society

2010 Certificate in Coaching, The Coaching Centre (accredited by Middlesex
University)

1999 - 2000 Postgraduate Certificate in Teaching and Learning in Higher Education,
Kingston University

1988 - 1992 PhD London Business School, Organisational Behaviour

1981 - 1985 BA Hons Durham University, French (with German)

Articles in Refereed Journals

1. Sturges, J. and Bailey, C. (2022 – in press). ‘Walking back to happiness: the resurgence of latent callings in later life’. *Human Relations* (ABS 4).
2. Lips-Wiersma, M., Bailey, C., Madden, A. and Morris, L. (2022 – in press). ‘Why we don’t talk about meaning at work’. *Sloan Management Review* (ABS 3).
3. Bailey, C. and Breslin, D. (2021) ‘The COVID-19 Pandemic: What Can We Learn from Past Research in Organization and Management?’ *International Journal of Management Reviews*. Online special issue <https://onlinelibrary.wiley.com/doi/full/10.1111/ijmr.12237> (ABS 3)
4. Breslin, D. and Bailey, C. (2020 – in press) ‘Expanding the Conversation through ‘Debate Essays’ and ‘Review Methodology’ Papers. *International Journal of Management Reviews*. (ABS 3)
5. Breslin, D., Gatrell, C. and Bailey, C. (2020 – in press) ‘Developing Insights through Reviews: Reflecting on the 20th Anniversary of the International Journal of Management Reviews’. *International Journal of Management Reviews*, in press. (ABS 3).
6. Fletcher, L., Bailey, C., Madden, A., and Alfes, K. (2019 – in press) ‘Mind the Context Gap: A Critical Review of Engagement in the Public Sector’. *International Journal of Human Resource Management* (ABS 3).
7. Bailey, C. and Madden, A. (2019 – in press) ‘“We’re not Scum, we’re Human: Agential responses in the face of Meaningless Work’. *Scandinavian Journal of Management* (ABS 2).
8. Alfes, K., Shantz, A., Bailey, C., Conway, E., Monks, K. and Fu, N. (2019) ‘Perceived HR System Strength and Employee Reactions towards Change: Revisiting HR’s Remit as Change Agent’ *Human Resource Management*, Vol. 58, no. 3, pp. 239-252. (ABS 4).
9. Bailey, C., Lips-Wiersma, M., Madden, A., Yeoman, R., Thompson, M. and Chalofsky, N. (2019) ‘The Five Paradoxes of Meaningful Work. Introduction to the Special Issue: Meaningful Work – Prospects for the 21st Century’. *Journal of Management Studies*, Vol. 65, no. 3, pp. 481-499 (ABS 4).
10. Bailey, C., Yeoman, R., Madden, A., Thompson, M. and Kerridge, G. (2019) ‘Meaningful Work: An Evidence Synthesis’. *Human Resource Development Review*, Vol. 18, no. 1, pp. 83-113. (ABS 2).
11. Bailey, C. (2018 – on line) ‘Waiting in Organizations’. *Time and Society*. (ABS 2)
12. Conway, E., Fu, N., Monks, K., Alfes, K. and Bailey, C. (2018 – on line) ‘Reimagining alienation within a model of engagement: Evidence from the public sector in Ireland and the UK’. *International Journal of Human Resource Management* (ABS 3).
13. Soane, E., Booth, J., Alfes, K., Shantz, A. and Bailey, C. (2018 – on line) ‘Deadly Combinations: How Leadership Contexts Undermine the Activation and Enactment of Followers’ High Core Self-Evaluations in Performance’. *European Journal of Work and Organizational Psychology* (ABS 3).

14. Bailey, C. and Shantz, A. (2018) 'Building an Ethically Strong Organization'. *Sloan Management Review*, Fall. (ABS 3)
15. Madden, A., Bailey, C., Alfes, K. and Fletcher, L. (2018) 'Using Narrative Synthesis in HRM Research: An Overview of the Method, Its Application and the Lessons Learned'. *Human Resource Management*, Vol. 57, no. 2, pp. 641-657. (ABS 4)
16. Fletcher, L., Bailey, C. and Gilman, M. (2018) 'Fluctuating Levels of Personal Role Engagement within the Working Day: A Multilevel Study'. *Human Resource Management Journal*, Vol. 28, no. 1, pp. 128-147. (ABS 4)
17. Yarlagadda, R., Bailey, C., Zheltoukhova, K., Shantz, A. and Brione, P. (2017) 'Purposeful leadership for the future police service.' *International Journal of Emergency Services*, Vol. 6, no. 3, pp. 200-208.
18. Madden, A. and Bailey, C. (2017) 'Engagement: Where's the Power Gone?'. *Organizational Dynamics*, Vol. 46, no. 2, pp. 112-119. (ABS 2)
19. Bailey, C. and Madden, A. (2017) 'Time Reclaimed: Temporality and Meaningful Work'. *Work, Employment and Society*, Vol. 31, no. 1, pp. 3-18. (ABS 4).
20. Monks, K., Conway, E., Fu, N., Bailey, C., Kelly, G., and Hannon, E. (2016) 'Enhancing Knowledge Exchange and Combination through HR Practices: Reflexivity as a Translation Process'. *Human Resource Management Journal*, Vol. 26, no. 3, pp. 304-320. (ABS 4)
21. Bailey, C., Madden, A., Alfes, K., Shantz, A., and Soane, E. (2016) 'The Mis-Managed Soul: Existential Labor and the Erosion of Meaningful Work'. *Human Resource Management Review*, Vol. 27, no. 3, pp. 416-430. (ABS3)
22. Bailey, C. and Madden, A. (2016) 'What makes Work Meaningful – or Meaningless'. *MIT Sloan Management Review*, Vol 57, no. 4, pp. 53-61. (ABS 3)
23. Bailey, C. (2016 – on line) 'Employee Engagement: Do Practitioners Care What Academics Have to Say – and Should They? *Human Resource Management Review*. (ABS 3)
24. Shantz, A., Arevshatian, L., Alfes, K. and Bailey, C. (2016) 'The Effect of HRM Attributions on Emotional Exhaustion and the Mediating Roles of Job Involvement and Work Intensification.' *Human Resource Management Journal*, Vol. 26, pp. 172-191. (ABS 4)
25. Bailey, C., Madden, A., Alfes, K., Fletcher, L. (2015) 'The Meaning, Antecedents and Outcomes of Employee Engagement: A Narrative Synthesis'. *International Journal of Management Reviews*, Vol. 19, no. 1, pp. 31-53. (ABS 3).
26. Alfes, K., Shantz, A. and Bailey, C. (2015) 'Enhancing Volunteer Engagement to Achieve Desirable Outcomes: What can Non-Profit Employers Do?' *Voluntas*, Vol. 27, no. 2, pp. 595-617. (ABS 2)
27. Bailey, C., Madden, A., Alfes, K., Robinson, D., Fletcher, L., Holmes, J., Buzzeo, J. and Currie, G. (2015) *Evaluating the Evidence on Employee Engagement and its Potential Benefits to NHS Staff: A Narrative Synthesis of the Literature*. Health Services and Delivery Research, Vol. 3, no. 26.

28. Madden, A., Bailey, C. and Kerr, J. (2015) 'For this I was made'. Gender and callings: the experience of being called as a woman priest.' *Work, Employment and Society*, Vol. 29, no. 5, pp. 866-874. (ABS 4)
29. Conway, E., Fu, N., Monks, K., Alfes, K. and Bailey, C. (2016) 'Demands or Resources? The Relationship between HR Practices, Employee Engagement and Emotional Exhaustion within a Hybrid Model of Employment Relations'. *Human Resource Management*, Vol. 55, no. 5, pp. 901-918. (ABS 4)
30. Shantz, A., Alfes, K., Bailey, C. and Soane, E. (2015) 'Drivers and Outcomes of Work Alienation: Reviving a Concept'. *Journal of Management Inquiry*. Vol. 24, no. 4, pp. 382-393.(ABS 3)
31. Gatenby, M., Rees, C., Truss, C., Alfes, K. and Soane, E. (2015) 'Managing Change or Changing Managers? The Role of Line Managers in Public Service Reform'. *Public Management Review*, Vol. 17, no. 8, pp. 1124-1145. (ABS 3)
32. Shantz, A., Alfes, K. and Truss, C. (2014) 'Alienation from Work: Marxist Ideologies and 21st Century Practice'. *International Journal of Human Resource Management*, Vol. 25, no. 18, pp. 2529-2550. (ABS 3)
33. Alfes, K., Truss, C., Soane, E., Rees, C. and Gatenby, M. (2013) 'Linking Perceived Supervisor Support, Perceived HRM Practices and Individual Performance: The Mediating Role of Employee Engagement'. *Human Resource Management*, Vol. 52, no. 6, pp. 839-859. (ABS 4)
34. Truss, C., Soane, E., Shantz, A., Alfes, K. and Delbridge, R. (2013) 'Employee Engagement, Organisational Performance and Individual Wellbeing: Exploring the Evidence, Developing the Theory'. Editorial Introduction to Special Issue, *International Journal of Human Resource Management*, Vol. 24, no. 14, pp. 2657-2669. (ABS 3)
35. Shantz, A., Alfes, K., Truss, C., and Soane, E. (2013) 'The Role of Employee Engagement in the Relationship between Job Design and Task Performance, Citizenship and Deviance Behaviours'. *International Journal of Human Resource Management*, Vol. 24, no. 13, pp. 2608-2627. (ABS 3)
36. Soane, E., Shantz, A., Alfes, K., Truss, C., Rees, C. and Gatenby, M. (2013) 'The Association of Meaningfulness, Wellbeing and Engagement with Absenteeism: A Moderated Mediation Model'. *Human Resource Management*, Vol. 52, no. 3, pp. 441-456. (ABS 4)
37. Monks, K., Kelly, G., Conway, E., Flood, P., Truss, C., and Hannon, E. (2013) 'Understanding how HR Systems Work: The Role of HR Philosophy and HR Processes' *Human Resource Management Journal*. Vol, 23, no. 4, pp. 379-395. (ABS 4)
38. Alfes, K., Shantz, A., Truss, C. and Soane, E. (2013) 'The Link between Perceived HRM Practices, Engagement and Employee Behaviour: A Moderated Mediation Model' *International Journal of Human Resource Management*, Volume 24, No.2, pp. 330-351. (ABS 3)
39. Truss, C., Alfes, K., Shantz, A. and Rosewarne, A. (2013) 'Still in the Ghetto? Secretarial Work in the 21st Century'. *Gender, Work and Organisation*, Vol. 20, No. 4, pp. 349-363. (ABS 3)

40. Soane, E., Truss, C., Alfes, K., Shantz, A., Rees, C. and Gatenby, M., (2012) 'Development and Validation of a new Measure of Employee Engagement: The ISA Engagement Scale'. *Human Resource Development International*, Vol. 15, No. 5, pp. 529-547. (ABS 2)
41. Alfes, K., Shantz, A., and Truss, C. (2012) 'The Link between Perceived HRM Practices, Performance and Wellbeing: The Moderating Effect of Organisational Trust'. *Human Resource Management Journal*, Volume 22, No. 4, pp. 409-427. (ABS 4)
42. Truss, C., Conway, E., d'Amato, A., Kelly, G., Monks, K., Hannon, E. and Flood, P. (2012) 'Knowledge Work: Gender Blind or Gender Biased?' *Work, Employment and Society*, Vol. 26, No. 5, pp. 735-754. (ABS 4)
43. Kelly, G., Mastroeni, M., Conway, E., Monks, K., Truss, C., Flood, P. and Hannon, E. (2011) 'Combining Diverse Knowledge: The Role of Specialist and Generalist Learning'. *Personnel Review*, Vol. 40, No. 5, pp. 227-254. (ABS 2)
44. Hannon, E., Monks, K., Conway, E., Kelly, G., Flood, P. Truss, C., Mastroeni, M. and Flood, P. (2011) 'The State and Industrial Policy in Ireland: A Case Study of the Irish Pharmaceutical Sector'. *International Journal of HRM*, Vol. 22, no. 18, pp. 3692-3710. (ABS 3)
45. Truss, C., Soane, E., Alfes, K., Gatenby, M. and Rees, C. (2010) 'How to Engage the 'Pole Vaulters' on your Staff', *Harvard Business Review*, March, p.24. (ABS 3)
46. Alfes, K., Truss, C., and Gill, J. (2010) 'The HR Manager as Change Agent: Evidence from the Public Sector'. *Journal of Change Management*, Vol. 10, no. 1, pp. 109-127. (ABS 1)
47. Truss, C. and Gill, J. (2009) 'Managing the HR Function: The Role of Social Capital'. *Personnel Review*, Vol. 38, no. 6, pp. 674-695. *Awarded Outstanding Paper of 2010*. (ABS 2)
48. Truss, C. (2009) 'Changing HR Functional Forms in the UK Public Sector'. *International Journal of Human Resource Management*, Vol. 20, no. 4, pp. 717-737. (ABS 3)
49. Truss, C. (2009) 'Effective HR Processes in Local Government'. *Public Money and Management*, Vol. 29, no. 3, pp. 167-174.
50. Truss, C. (2008) 'Peter's Story: Reconceptualising the UK SEN System'. *European Journal of Special Needs Education*, Vol.23, no. 4, pp. 365-377.
51. Truss, C. (2008) 'Continuity and Change: The Role of the HR Department in the Modern Public Sector'. *Public Administration*, Vol. 86, no. 4, pp. 1071-1088. (ABS 3)
52. Hope-Hailey, V., Farndale, E. and Truss, C. (2005) 'The HR Department's Role in Organisational Performance'. *Human Resource Management Journal*, Vol. 15, no. 3, pp. 49-66. (ABS 4)
53. Truss, C. (2004) 'Who's in the Driving Seat? Managing Human Resources in a Franchise Firm'. *Human Resource Management Journal*, Vol. 14, no. 4, pp. 57-75. (ABS 4)
54. Goodman, J. and Truss, C. (2004) 'The Medium and the Message: Communicating Effectively during a Major Change Initiative.' *Journal of Change Management*, Vol. 4, no. 3, pp.217-228. (ABS 1)

55. Kelliher, C., Truss, C., and Hope-Hailey, V. (2004) 'Disappearing between the Cracks: HRM in Permeable Organisations.' *Management Revue*, Vol.15, no. 3, pp. 305-323.
56. Gratton, L. and Truss, C. (2003) 'The Three Dimensional People Strategy: Putting Human Resources Policies into Action'. *Academy of Management Executive*, Vol. 17, no. 3, pp. 74-86. (ABS 3)
57. Truss, C. (2003) 'Strategic HRM: Enablers and Constraints in the NHS'. *International Journal of Public Sector Management*, Vol.16, No. 1, pp.48-60. (ABS 1)
58. Truss, C., Gratton, L., Hope-Hailey, V., Stiles, P. and Zaleska, J. (2002) 'Paying the Piper: Choice and Constraint in Changing HR Functional Roles'. *Human Resource Management Journal*. Vol.12, No.2, pp.39-63. (ABS 4)
59. Truss, C. and Ely, J. (2001) 'All Change for the 21st Century: NHS Trusts Transformed'. *British Journal of Healthcare Management*, Vol. 7, No. 11, pp. 440-445.
60. Truss, C. (2001) 'Complexities and Controversies in Linking Human Resource Management and Organisational Outcomes'. *Journal of Management Studies*, Vol. 38, No.8, pp. 1121-1150. (ABS 4)
61. Truss, C. (1999) 'Human Resource Management: Gendered Terrain?' *International Journal of Human Resource Management*, Vol. 10, No. 2, pp. 180-200. (ABS 3)
62. Gratton, L., Hope-Hailey, V., Stiles, P. and Truss, C. (1999) 'Linking Individual Performance to Business Strategy: The People Process Model.' *Human Resource Management*, Vol. 38, No. 1, pp.77-86. (ABS 4)
63. Truss, C., Gratton, L., Hope-Hailey, V., McGovern, P., Stiles, P. (1997) 'Soft and Hard Models of Human Resource Management: A Reappraisal'. *Journal of Management Studies*, Vol.43, No.1, pp.53-74. (ABS 4)
64. Hope-Hailey, V., Gratton, L., McGovern, P., Stiles, P. and Truss, C. (1997) 'A Chameleon Function? HRM in the 1990s'. *Human Resource Management Journal*, Vol.7, No.3, pp.5-18. (ABS 4)
65. McGovern, P., Gratton, L., Hope-Hailey, V., Stiles, P. and Truss, C. (1997) 'Human Resource Management on the Line?' *Human Resource Management Journal*, Vol.7, No.4, pp.12-29. (ABS 4)
66. Stiles, P., Gratton, L., Hope-Hailey, V., McGovern, P. and Truss, C. (1997) 'Performance Management and the Psychological Contract'. *Human Resource Management Journal*, Vol.7, No.1, pp.57-66. (ABS 4)
67. Truss, C., Goffee, R. and Jones, G. (1995) 'Segregated Occupations and Gender Stereotyping: A Study of Secretarial Work in Europe'. *Human Relations*, Vol. 48, No. 11, pp. 1331-1354. (ABS 4)
68. Truss, C. and Gratton, L. (1994) 'Strategic Human Resource Management: A Conceptual Approach'. *International Journal of Human Resource Management*, Vol.5, No.3, pp. 663-686. (ABS 3)
69. Truss, C., (1994) 'The Secretary as Supporter, Team Worker and Independent: A Case for Societal Comparison'. *Gender, Work and Organisation*, Vol. 1, No.4, pp. 205-216. (ABS 3)

70. Truss, C., (1993), 'The Secretarial Ghetto: Myth or Reality? A Study of Secretarial Work in England, France and Germany.' *Work, Employment & Society*, Vol.7, No.4, pp. 561-584. (ABS 4)
71. Truss, C., Goffee, R. and Jones, G. (1992) 'Career Paths in Traditional Women's Jobs: A Comparison of Secretarial Promotion Prospects in England, France and Germany'. *Women in Management Review*, Vol.7, No.5, pp.9-15. (ABS 1)

Edited Special Issues

1. Lysova, E., Tosti-Kharas, J., Michaelson, C., Bailey, C., Fletcher, L. and McGhee, P. (2023 – in preparation) *Journal of Business Ethics*. Ethics and the Future of Meaningful Work.
2. Bailey, C., Madden, A., Yeoman, R., Thompson, M., Chalofsky, N. and Lips-Wiersma, M. (2019) *Journal of Management Studies*. Meaningful Work: Prospects for the 21st Century.
3. Truss, C., Shantz, A., Soane, E., Alfes, K. and Delbridge, R. (2013) *International Journal of Human Resource Management*, Volume 24, Issue 14. Employee Engagement, Organisational Performance and Individual Wellbeing: Exploring the Evidence, Developing the Theory.

Books

1. Yeoman, R., Bailey, C., Madden, A. and Thompson, M. (2019). *The Oxford Handbook of Meaningful Work*. Oxford: Oxford University Press.
2. Bailey, C., Mankin, D. and Kelliher, C. (2018) *Strategic Human Resource Management*, 2nd Edition. Oxford: Oxford University Press.
3. Truss, C., Alfes, K., Delbridge, R., Shantz, A. and Soane, E. (Eds) (2013) *Employee Engagement in Theory and Practice*. London: Routledge. *Winner of Employee Engagement Book of the Year (2013) by the Employee Engagement Network*.
4. Truss, C., Mankin, D., and Kelliher, C. (2012) *Strategic Human Resource Management*. Oxford: Oxford University Press.
5. Gratton, L., Hope-Hailey, V., Stiles, P. and Truss, C. (1999) *Strategic Human Resource Management: Corporate Rhetoric and Human Reality*, Oxford: Oxford University Press.

Book Chapters

1. Bailey, C. and Madden, A. (2019) 'The Meaning of Work: Future Research Agendas', in Wilkinson, A. and Barry, M. *Future of Research in Work and Employment Relations*, pp. 65-82. London: Edward Elgar.
2. Madden, A., Bailey, C., Alfes, K. and Fletcher, L. (2019) 'Evaluating new techniques of evidence-based management using narrative evidence synthesis' in Wheatley, D. *Handbook of Research Methods on the Quality of Working Lives*, pp. 282-300. London: Edward Elgar.

3. Yeoman, R., Bailey, C., Madden, A. and Thompson, M. (2019) 'Introduction and Overview'. In Yeoman, R., Bailey, C., Madden, A. and Thompson, M. *The Oxford Handbook of Meaningful Work*. Oxford: Oxford University Press.
4. Madden, A. and Bailey, C. (2019) 'Self-Transcendence and Meaningful Work'. In Yeoman, R., Bailey, C., Madden, A. and Thompson, M. *The Oxford Handbook of Meaningful Work*. Oxford: Oxford University Press.
5. Truss, C., Alfes, K., Delbridge, R., Shantz, A. and Soane, E. (2013) 'Introduction'. In Truss, C., Alfes, K., Delbridge, R., Shantz, A. and Soane, E. (Eds) *Employee Engagement in Theory and Practice*. London: Routledge
6. Truss, C. (2013) 'The Distinctiveness of HRM in the Public Sector'. In Burke, R., Noblet, A. and Cooper, C. *HRM in the Public Sector*. London: Edward Elgar.
7. Gratton, L. and Truss, C. (2007) 'The Three Dimensional People Strategy', in Schuler, R. and Jackson, S. *Strategic Human Resource Management 2nd Edition*. Oxford: Blackwell.
8. Gratton, L. and Truss, C. (2003) 'Three Dimensional Human Resource Strategy', in *Heads Count*. Pleasanton, CA: Peoplesoft.
9. Gratton, L., Hope-Hailey, V., Stiles, P. and Truss, C. (1999) 'Linking Individual Performance to Business Strategy: The People Process Model', in R. Schuler and S.E. Jackson (Eds) *Strategic Human Resource Management*. Oxford: Blackwell.

Encyclopedia Entries

1. Bailey, C. (2015) 'Employee Engagement', in Wilkinson, A. and Johnstone, S. *Encyclopedia of Human Resource Management*. Cheltenham: Edward Elgar.

Refereed Conference Papers

1. Bailey, C. (2020). 'Spatial Practices in Waiting and Delay at Work'. EGOS Conference, Hamburg, July.
2. Bailey, C., Madden, A. and Lips-Wiersma, M. (2018) 'Finding Meaningfulness in Work: Order and Disorder in Discriminating between Worthy and Unworthy Work'. Paper to the 3rd International Symposium on Meaningful Work, Amsterdam, June.
3. Madden, A. and Bailey, C. (2018) 'A Radical Agenda for Meaningful Work'. Paper to the 3rd International Symposium on Meaningful Work, Amsterdam, June.
4. Bailey, C. (2017) 'What Makes Work Meaningful or Meaningless?' Workshop at the International Meaning Conference, Roehampton, July.
5. Fletcher, L., Madden, A., Bailey, C. and Alfes, K. (2017) 'Using Narrative Evidence Synthesis as a Systematic Review Method: An Overview of the Method, its Application to Engagement, and the Lessons Learned'. EAWOP, Dublin, May.
6. Bailey, C. and Madden, A. (2016) "'We're not Scum, we're Human": Recognition, Inter-subjectivity and the Role of the 'Other' in Meaningful Work'. 2nd Symposium on Meaningful Work, Auckland University of Technology, New Zealand, December.

7. Conway, E., Fu, N., Monks, K., Bailey, C. and Alfes, K. (2016) 'Engaging with Disengagement: Alienation in the Public Sector in the UK and Ireland'. *Irish Academy of Management Conference*, September.
8. Bailey, C., Yeoman, R., Madden, A., Thompson, M. and Kerridge, G. (2016). 'A Narrative Evidence Synthesis of Meaningful Work: Progress and a Research Agenda'. *Academy of Management Conference*, Anaheim, August.
9. Fletcher, L., Bailey, C., Alfes, K. and Madden, A. (2016). 'Employee Engagement in the Public Sector: A Narrative Evidence Synthesis'. *Academy of Management Conference*, Anaheim, August.
10. Bailey, C. (2016). 'Employee Engagement: Do Practitioners Care What Academics Have to Say – And Should They?' Symposium Contribution, *Academy of Management Conference*, Anaheim, August.
11. Bailey, C. (2016). 'Meaningful Work: A Provocation.' Caucus Contribution, *Academy of Management Conference*, Anaheim, August.
12. Alfes, K., Bailey, C., Conway, E., Monks, K. (2015). 'The Joint Effect of High Involvement Work Practices and Empowering Leadership Behavior on Employees' Wellbeing: a Moderated Mediation Model.' Symposium Contribution, *Academy of Management Conference*, August.
13. Arevshatian, L., Alfes, K., Shantz, A. and Bailey, C. (2015) 'The Effect of HRM Attributions on Emotional Exhaustion and the Mediating Roles of Job Involvement and Work Intensification.' *Academy of Management Conference*, August.
14. Madden, A. and Bailey, C. (2015) 'Self-transcendence and the mixed valence experience of meaningful work: emerging findings from a qualitative study'. *New Meanings of Work Conference*, Finland, August.
15. Conway, E., Monks, K., Fu, N., Alfes, K. and Bailey, C. (2015) 'The Engaged and Alienated Worker? An Exploration of the Antecedents of Engagement and Alienation among a UK Police Force'. *Irish Academy of Management Conference*, September.
16. Conway, E., Monks, K., Fu, N., Alfes, K. and Bailey, C. (2015) 'The Engaged and Alienated Worker? An Exploration of the Antecedents of Engagement and Alienation among a UK Police Force'. *Dutch HRM Network Conference*, November.
17. Kelly, G., Monks, K., Conway, E., Bailey, C., Flood, P. and Hannon, E. (2015). 'An Examination of the Job Crafting Processes of Knowledge Workers'. *Irish Academy of Conference*, September.
18. Jones, D. A., Alfes, K., Shantz, A., & Truss, C. (2014). Employee responses to community involvement: Longitudinal tests of mediating mechanisms. In D. B. Ganegoda & D. A. Jones (Co-chairs), Understanding employee responses to CSR: Explanatory mechanisms and boundary conditions. Submitted for presentation at the 28th Annual Meeting of the Society for Industrial and Organizational Psychology, Oahu, HI.
19. Truss, C. and Madden, A. (2014) 'Transcending the Self: Understanding the Role of the 'Other' in Meaningful Work'. *British Academy of Management Conference*, Belfast, September.

20. Conway, E., Fu, N., Monks, K., Alfes, K. and Truss, C. (2014) 'Discovering the Reduced Negative Impact of Work Intensification on Employee Wellbeing among Public Sector Workers: A Demands-Resources and Relational Perspective'. *British Academy of Management Conference*, Belfast, September.
21. Fu, N., Conway, E., Monks, K., Truss, C. and Alfes, K. (2014) 'Leader-Member Exchange and Alienation in a Policing Context: The Mediating Roles of Voice and Silence'. *Irish Academy of Management Conference*, November.
22. Truss, C. and Madden, A. (2014) 'Transcending Time: Temporality and the Experience of Meaningful Work'. *BUIRA Conference*, London, June.
23. Truss, C. and Madden, A. (2013) 'Transcending the Self: Understanding the Role of the 'Other' in Meaningful Work'. *Work, Employment and Society Conference*, Warwick, September.
24. Truss, C. and Madden, A. (2013) 'Time Reclaimed: The Temporality of Meaningful Work'. *Work, Employment and Society Conference*, Warwick, September.
25. Truss, C. and Madden, A. (2013) 'The Managed Soul: A Conceptual Model of Meaningful Work and Existential Labour', *British Academy of Management Conference*, Liverpool.
26. Kelly, G., Monks, K., Conway, E., Flood, P., Truss, C., Hannon, E., and d'Amato, A. (2013) 'A Job Crafting Perspective of Knowledge Work'. *Dutch HRM Network Conference*, Leuven, November.
27. Conway, E., Fu, N., Monks, K., Truss, C. and Alfes, K. (2013) 'Understanding Commitment to Change: An Employee-Centred Perspective'. *Irish Academy of Management Conference*, September. *Awarded Best Paper in Leadership and OB Track*.
28. Fletcher, L., Truss, C., and Gilman, M. (2013) 'The Experience of Engagement within the Working Day: A Mixed Methods Study', *EAWOP 16th Congress*, Munster, Germany, May.
29. Soane, E., Booth, J., Alfes, K., Shantz, A. and Truss, C. (2013) 'Moderation of the CSE-Performance Relationship by the Interaction of Supervisor CSE and LMX'. *Academy of Management Conference*, Florida, August.
30. Truss, C., Alfes, K., Shantz, A., Soane, E. and Madden, A. (2013) 'The Managed Soul: A Conceptual Model of Meaningful Work and Existential Labour'. *British Academy of Management Conference*, Leicester, September.
31. Conway, E., Fu, N., Monks, K., Truss, C., & Alfes, K. (2012). 'Feeling Good or Bad: Exploring the Impact of Front Line Managers' Support on Employees' Attitudes'. *The 5th International Seminar on Positive Occupational Health Psychology*, Dublin City University, Dublin/Ireland. 7-8 June 2012.
32. Conway, E., Fu, N., Monks, K., Truss, C., & Alfes, K. (2012). 'Exploring the Impact of Front Line Managers' Implementation of HR Practices on Employees' Attitudes to Change: Evidence from Irish Public Service Workers'. *The 11th World Congress of International Federation of Scholarly Associations of Management (IFSAM)*, Limerick/Ireland. 26-29 June 2012.

33. Conway, E., Fu, N., Monks, K., Truss, C., & Alfes, K. (2012). 'Linking Empowering Leadership, Social Climate and Job Satisfaction: Evidence from the Irish Public Sector'. *The 15th Irish Academy of Management Annual Conference 2012 (IAM)*, National University of Ireland Maynooth, Maynooth/Ireland. 5-7 September 2012.
34. Conway, E., Fu, N., Monks, K., and Truss, C. (2012) 'Perceived HR Practices, Work Intensification, and Emotional Exhaustion among Public Sector Workers: Tests of a Moderated-Mediation Model'. *US Academy of Management Conference*, Boston, USA, September.
35. Conway, E., Fu, N., Monks, K., Alfes, K. and Truss, C. (2012) 'Doing More with Less: Exploring the Effects of HR Practices on Emotional Exhaustion in the Public Sector'. *British Academy of Management Conference*, Cardiff, September.
36. Conway, E., Fu, N., Monks, K., Truss, K., & Alfes, K. (2011). *Managing under Pressure: Optimising Work Outcomes for Employees and Managers during Difficult Economic Times*. The 7th Biennial International Conference of the Dutch HRM network "Evidence based HRM", Groningen/The Netherlands, 10-11 November 2011.
37. Rees, C., Alfes, K., Gatenby, M., Soane, E. and Truss, C. (2012) 'Perceptions of Employee Voice and Engagement'. *LSE/CIPD Voice and Value Conference*, LSE, March.
38. Shantz, A., Alfes, K., Soane, E. and Truss, C. (2011) 'The Drivers and Outcomes of Work Alienation: A Reinterpretation of Marx'. *Academy of Management Conference*, San Antonio, August.
39. D'Amato, A., Hannon, E., Conway, E., Monks, K., Kelly, G., Flood, P. and Truss, C. (2011) 'Knowledge Intensive Firms and Innovation: A New Role for Wellbeing?', *15th European Association of Work and Organizational Psychology Conference*, May 25th-28th, Maastricht, The Netherlands.
40. Shantz, A., Alfes, K., Soane, E. and Truss, C. (2011) 'Engagement by Design'. Poster presented at the *Society for Industrial and Organizational Psychology Annual Conference*, Chicago, April.
41. Hannon, E., Truss, C., Conway, E., Kelly, G., Monks, K. and Flood, P. (2011) 'The British 'Varieties of Capitalism' and Employment: Evidence from the Pharmaceutical Sector'. *Capitalism and Work Conference*, Cardiff, 12th January.
42. Hannon, E., d'Amato, A., Truss, C., Conway, E., Kelly, G., Monks, K. and Flood, P. (2011) 'Publicly Funded Agencies and Institutions: Their Impact on Firm HR Practices and Innovative Work Behaviours'. Paper to the *International Labour Process Conference*, Amsterdam, April.
43. Soane, E., Alfes, K., Truss, C., Rees, C. and Gatenby, M. (2010) 'Managing a Positive Environment: Engagement, Wellbeing, Performance and the Role of Meaningfulness'. *Academy of Management Conference*, Chicago, September.
44. Conway, E., Truss, K., Monks, K., Kelly, G., Flood, P., Hannon, E. and Mastroeni, M. (2010), 'Identifying HR Practices to Promote Knowledge Exchange and Combination: An Employee Perspective from Knowledge-Intensive Firms in the UK and Ireland', *11th International Human Resource Management Conference*, Birmingham, June.

45. Conway, E., Truss, K., Monks, K., Kelly, G., Flood, P., Hannon, E. and Mastroeni, M. (2010), 'Identifying HR Practices to Promote Knowledge Exchange and Combination: An Employee Perspective from Knowledge-Intensive Firms in the UK and Ireland', *13th Irish Academy of Management Conference*, Cork Institute of Technology, 1-3 September. *Awarded Best Paper in HRM Track and Best Paper in Conference.*
46. Monks, K., Kelly, G., Truss, C., Hannon, E., Flood, P., Conway, E. and Mastroeni, M. (2010) 'Managing High Performance in the ICT Sector: The Role of HR Systems'. *13th Irish Academy of Management Conference*, Cork Institute of Technology, September.
47. Kelly, G., Monks, K., Conway, E., Mastroeni, M., Truss, C., Flood, P. and Hannon, E. (2010) 'Managing Researcher Careers in Knowledge-Intensive Firms'. *British Academy of Management Conference*, Sheffield, September.
48. Shantz, A., Wright, K., Alfes, K. Soane, E. and Truss, C. (2010) 'Too Much or Too Little? Gender Differences in Employee Engagement'. *Gender, Work and Organisation Conference*, Keele, June.
49. Truss, C., Alfes, K. and Rosewarne, A. (2010) 'Still in the Ghetto? Experiences of Secretarial Work in the 21st Century'. *Gender, Work and Organisation Conference*, Keele, June.
50. Rees, C., Alfes, K., Gatenby, M., Soane, E. and Truss, K. (2009) 'Work organisation, employee voice and engagement: exploring the connections', *British Universities Industrial Relations Association (BUIRA) Annual Conference - 'Capitalism in Crisis: The Changing Context of IR and the World of Work'*, Cardiff University, July.
51. Edwards, C., Lewis, R., and Truss, C. (2009) 'Measuring the Impact of Part-time Home-Based Telework: A Longitudinal Study on the Experience of the OECD'. Paper to *the IIRA Annual Conference*, Sydney, September.
52. Kelly, G., Conway, E., Flood, P., Monks, K., Hannon, E., Truss, C., and Mastroeni, M. (2009) 'Cultivating Ambidextrous Learning'. Paper to the *International Human Resource Management Conference*, Santa Fe, New Mexico, June.
53. Mastroeni, M., Hannon, E., Conway, E., Flood, P., Kelly, G., Monks, K. and Truss, C. (2009) 'Managing Innovation in the Software and Pharmaceuticals Sectors in the UK and Ireland'. Paper to *DRUID Conference*, Copenhagen, June.
54. Hannon, E., Mastroeni, M., Truss, C., Conway, E., Flood, P., Kelly, G., and Monks, K. (2009) 'Managing Human Resources in Knowledge-Intensive Firms: A National Systems Perspective'. Paper to the *BAM HRM SIG Conference*, Cardiff, March.
55. Conway, E., Truss, C., Monks, K., Flood, P., Hannon, E. and Mastroeni, M. (2009) 'The Development of an HR Measure to Capture Ambidextrous Learning'. Paper to the *BAM Conference*, Brighton, September.
56. Kelly, G., Monks, K., Conway, E., Flood, P., Mastroeni, M., Hannon, E. And Truss, C. (2009) 'Job Design, HR Policies and Practices in Knowledge Intensive Firms'. Paper to the *Irish Academy of Management Conference*, Dublin, September.
57. Kelly, G., Monks, K., Conway, E., Flood, P., Hannon, E., Mastroeni, M. and Truss, C. (2009) 'Managing Knowledge Assets in the Ambidextrous Organisation'. Roundtable Discussion on

Knowledge Assets and Organisational Learning, 12th Irish Academy of Management Conference, Galway-Mayo Institute of Technology, September.

58. Kelly, G., Conway, E., Flood, P., Monks, K., Hannon, E., Mastroeni, M. And Truss, C. (2009) 'Combining Diverse Knowledge: The Role of Specialist and Generalist Learning'. Paper to the *Dutch HRM Network Conference*, Amsterdam, November. *Nominated for Best Paper in Track*.
59. Mastroeni, M., Hannon, E., Conway, E., Flood, P., Kelly, G., Monks, K. and Truss, C. (2009) 'National Innovation Systems and the Management of Knowledge Workers'. *Dutch Network HRM Conference*, Amsterdam, November.
60. Soane, E., Alfes, K., Gatenby, M., Rees, C., and Truss, C. (2009). 'The direct and indirect influences of leadership and management on employee engagement'. *Capitalizing on Diversity in HRM Research. 6th International Conference of the Dutch HRM Network*, Amsterdam, November.
61. Gatenby, M., Alfes, K., Rees, C., Soane, E., and Truss, C. (2009) 'Harnessing Employee Engagement in the UK Public Services'. Paper to the *10th Public Management Research Association Conference*, Ohio, October.
62. Truss, C. and Gill, J. (2005) 'Dynamic HR Processes: A Complexity-Capability Perspective'. Paper to the *BAM Conference*, Oxford, September.
63. Truss, C. and Gill, J. (2004) 'Human Resource Management: A Complexity Perspective'. Paper to the *Organisations, Innovation and Complexity Conference*, Manchester, September.
64. Kelliher, C., Truss, C. and Hope-Hailey, V. (2003) 'Disappearing between the Cracks?' Paper to the *Dutch Network HRM Conference*, November.
65. Truss, C. (2003) 'Managing Across Boundaries: The Limitations of HRM Discourse'. Human Resource Management Stream, *Critical Management Studies Conference*, Lancaster University.
66. Truss, C. (2000) 'Experiences of Human Resource Management in the NHS 1994-2000'. Paper to the *BUIRA HRM Study Group Conference*, Kings College Management Centre, 'What about the Workers? Employee Perspectives on HRM', October 2000.
67. Truss, C. (1999) 'A Contextual Approach to Linking Human Resource Management and Organisational Outcomes'. Paper to the *BUIRA Conference*, Cardiff Business School, 'Researching HRM: Where are we going?' January, 1999.
68. Stiles, P., Gratton, L., Hope-Hailey, V., McGovern, P. and Truss, C. (1995) 'Performance Management and the Psychological Contract?' Paper to the *New Deal in Employment Conference*, City University Business School, December 1995.
69. Truss, C., (1992) 'Secretarial Work in England, France and Germany'. Paper to the *CROMTEC Gender Research Workshop*, UMIST, September 1992.
70. Truss, C., (1992), 'The World of Women's Work: The Benefits of Cross-National Research on Women's Employment'. Paper to the *Cardiff Business School Conference 'The Challenge of Change'*, September 1992.

Invited Keynote, Seminar and Conference Papers, Podcasts and Webinars

1. *What's the Future for Meaningful Work?* Invited webinar for the Change Leaders Conference, Saïd Business School, University of Oxford, December 2019.
2. *The Future of Meaningful Work.* Invited address to the People Director Partnership, London, July 2019.
3. *Academic Careers.* Invited presentation to the BAM Early Career Researchers event, Cranfield, July 2019.
4. *Why should we bother with Meaningful Work?* Invited keynote address at the Jersey CIPD branch annual conference, St Helier, Jersey, November 2018.
5. *Five Interesting Facts about Meaningful Work.* Invited presentation at the Manchester Industrial Relations Society, Manchester, November 2018.
6. *Ethical and Purposeful Leadership for Meaningful Work.* Workshop for King's College Alumnae, London, November 2018.
7. *Why should we bother with Meaningful Work?* Invited presentation to Gympass client group, London, October 2018.
8. *Why should we bother with Meaningful Work?* Invited presentation at King's College London Executive Briefings series, London, September.
9. *Why should we bother with Meaningful Work?* Invited presentation to MSL client group, London, July 2018.
10. *Why should we bother with Meaningful Work?* Invited presentation to Jelf/Mercer client group, Manchester, June 2018.
11. *Why should we bother with Meaningful Work?* Invited presentation to Jelf/Mercer client group, Imperial War Museum, London, April 2018.
12. *What makes Work Meaningful or Meaningless?* Invited presentation to Jelf/Mercer client group, Cardiff, March 2018
13. *The Future of Work is Meaningful.* Invited keynote presentation to CIPD Northampton branch annual conference, Northampton, February 2018.
14. *Strategic Human Resource Management.* Lecture for delegation of executives from Jiangsu Province, China, for Sinobridge Consulting. Croydon, November 2017.
15. *Discussing the Challenges of Impact: Insights from a Study on Purposeful Leadership.* Invited talk (with Amanda Shantz) at *Human Relations* and Tavistock Institute 70th Anniversary Workshop 'Can and should social science contribute to better quality jobs? A 70-year retrospect and prospect.' London, October 2017.
16. *Meaningful work.* Invited talk to the CIPD Sussex branch annual conference, Horsham, September 2017.
17. *Meaningful work.* Invited workshop host at Employee Experience Forum conference, London, September 2017.

18. *Meaningful work*. Invited talk to the University of Sussex annual librarians' conference, June 2017.
19. *What makes work meaningful or meaningless*. Invited talk to Jelf/Mercer client group, Bristol, June 2017.
20. *Brexit and Beyond*. Invited keynote address, HRM SIG conference, London June 2017.
21. *Meaningful work*. Invited talk, Royal Holloway Working Life Conference, London June 2017.
22. *What makes work meaningful or meaningless*. Invited talk to Jelf/Mercer client group, London, March 2017.
23. *Getting to 'Why?' How finding the meaning in your work can drive motivation and fulfilment*. Recorded interview as part of the Confident Mother conference, January 2017. <http://theconfidentmother.co.uk/the-conference-2017/>
24. *What Makes Work Meaningful, and What Can Employers Do?* Invited talk to the Surrey & NE Hants branch of the CIPD, February 2017.
25. *What Makes Work Meaningful, and What Can Employers Do?* Invited keynote address, Meaningfulness at Work, Institute for Employment Studies, London, December 2016.
26. *Meaningful Work: What do we Know about it and how can we Find it?* Christmas Lecture to the CROME Research Centre, Brighton University, Brighton, December 2016.
27. *A Crisis of Meaning?* Invited opening keynote address, 2nd Symposium on Meaningful Work, Auckland University of Technology, December 2016.
28. *Meaningful Work Ecosystems*. Workshop at the Meaning conference, Brighton, November 2016.
29. *Meaningful Work: What do we know about it and how do we find it?* Invited talk at Future of Work Hub, University of Sussex, October 2016.
30. *Employee Engagement in Theory and Practice*. Invited presentation at Westminster University, London, February 2015.
31. *Meaningful Work: Emerging Findings and a Research Agenda*. Invited presentation at Green Templeton College, Oxford, November 2014, with Adrian Madden.
32. *The Impact of Staff Engagement in the NHS*. Series of four Podcasts for NHS Employers, London, May 2014. <http://www.nhsemployers.org/news/2014/07/series-of-podcasts-explore-impact-of-staff-engagement-in-the-nhs>
33. *Employee Engagement Evidence Synthesis: The Findings*. Presentation at NIHR/Sussex University NHS Managers' conference, February 2014.
34. *Employee Engagement: The Evidence*. Webinar for NHS Employers, London, February 2014. <http://www.nhsemployers.org/case-studies-and-resources/2014/04/webinar-on-the-impact-and-benefits-of-staff-engagement-in-the-nhs>

35. *Academic and Practitioner Perspectives on Engagement*. Invited presentation at the Institute for Employment Studies Annual Members' Conference, London, October 2013.
36. *Employee Engagement*. Invited presentation for CIPD SW London Branch AGM, Wimbledon, May 2013.
37. *The Possibilities and Limits of Employee Engagement*. Invited keynote presentation for Engineering Employers' Federation Regional Workshop, Hook, June 2013.
38. *Employee Engagement Workshop*. Invited workshop for the Kent CIPD Centenary Conference, Maidstone, July 2013
39. *Employee Engagement*. Invited presentation to CIPD Surrey and NE Hants Branch, Guildford, April 2013.
40. *The Relationship between Line Manager Behaviour, Perceived HRM Practices and Individual Performance. Examining the Mediating Role of Engagement*. Invited Presentation to the School of Psychology, University of Kent, December 2012.
41. *Employee Engagement*. Invited presentation to CIPD Senior Practitioners' Group, Canterbury, November 2012.
42. *Employee Engagement Panel Session*. Invited Chair of Panel Discussion, ICT Comms Employee Engagement Summit, London, November 2012.
43. *Measuring Employee Satisfaction*. Invited plenary presentation to the Association of Commonwealth Universities Annual Conference of Executive Heads, Jamaica, November 2012.
44. *Employee Engagement: The Keys to Success*. Presentation to Kent Business School Partner Group, October 2012.
45. *Partnership Working: Challenges and Opportunities*. Masterclass for Kent Connects (with Prof Peter Totterdill), June 2012.
46. *Employee Engagement in Higher Education*. Invited presentation to the UCEA Workshop, Employee Engagement. June 2012.
47. *The Role of the Line Manager in Employee Engagement*. Invited panel member for client group webinar for Grass Roots, January 2012.
48. *Knowledge Work: Gender Blind or Gender Biased?* Presentation to Kent Business School at Medway, November 2011.
49. *Motivation and Commitment in Volunteering*. Presentation to the RSPB, Bedford, November 2011 (with Luke Fletcher, Kerstin Alfes and Amanda Shantz).
50. *Harnessing Employee Engagement for Organisational Success*. Invited presentation to Pfizer plc, Sandwich, Kent, November 2011.
51. *Employee Engagement in Turbulent Times*. Invited presentation for ICT Comms Client Group, London, December 2011.

52. Chair, *Employee Engagement: Taking the 'Engaging for Success' Report Forward*, The House Magazine – Westminster Briefing, London, June 2011.
53. *Employee Engagement and Leadership*. Invited presentation for Atos Consulting Client Group, London, June 2011.
54. *Does Employee Engagement Matter?* Invited presentation to the Kent HR Conference, Ashford, June 2011.
55. *Employee Engagement: A Business Imperative*. Invited presentation for Grass Roots Employers' Forum, London, May 2011.
56. *Women Knowledge Workers in the Software and Pharmaceutical Sectors*. Invited presentation at IAE Dijon, France, May 2011.
57. *Knowledge Exchange and Combination in Knowledge-Intensive Firms*. University of Kent ESRC Seminar Series on Absorptive Capacity in Family Firms, Kent, April 2011.
58. *Human Resource Management in the Public Sector: Challenges and Opportunities*. Invited workshop, European Parliament, Luxembourg, April 2011.
59. *How to Improve Performance and Profitability through Employee Engagement*. Invited plenary presentation to the Institute of Customer Service Annual Conference, London, March 2011. Invited member of Judging Panel for Employee Engagement Strategy Prize at the conference.
60. *Engaging the Disengaged: Key Factors for Influencing Engagement*. Invited keynote address to the Employee Engagement Summit, Symposium Events, London, March 2011, and invited Conference Chair.
61. Truss, C., d'Amato, A., Conway, E., Hannon, E., Kelly, G., Monks, K. and Flood, P. '*Knowledge Work: Gender Blind or Gender Biased?*'. Invited presentation at Roehampton University, January 2011.
62. Kelly, G., Conway, E., Monks, K., Flood, P., Mastroeni, M., Truss, C., and Hannon, E. '*Exploring Knowledge Workers' Experience of Specialist and Generalist Roles in Pharmaceutical Firms in Ireland and the UK*'. Invited presentation to the *Learning, Innovation and Knowledge Research Centre Seminar Series*, Dublin City University, 19th October 2010.
63. *Customer Engagement and Employee Engagement: What's the Connection?* Invited presentation to ICT Comms Conference, London, November 2010.
64. *The Policy Context of the UK's Knowledge-Intensive Firms: Survey Evidence from the Pharmaceutical & Software Sectors*. Presentation to Technology Strategy Board, Swindon, October 2010 (Enda Hannon lead presenter, and with Alessia d'Amato).
65. *Developing a Framework for Measuring Employee Engagement*. Invited presentation to the 11th Annual Employee Benefits Conference, London, September 2010.
66. *Motivating Knowledge Workers: From Information to Innovation*. Presentation to the workshop on Managing and Motivating a Knowledge Workforce, Kingston University, Kingston, 6th July 2010 (with Monks, K. (lead presenter) Kelly, G., Conway, E., d'Amato, A., Hannon, E. and Flood, P.)

67. *The Policy Context of the UK's Knowledge-Intensive Firms: Survey Evidence from the Pharmaceutical Sector.* Presentation to the workshop on Managing and Motivating a Knowledge Workforce, Kingston University, Kingston, 6th July 2010 (with Monks, K. (lead presenter), Kelly, G., Conway, E., d'Amato, A., Hannon, E. and Flood, P.)
68. *Knowledge Intensive Firms in the UK and Ireland: Influences, Strategies and Skills.* Presentation to the CIPD Centres Conference, 23-25 June 2010, Keele University, Keele (with D'Amato, A., Kelly, G., (lead presenters) Monks, K., Conway, E., Flood, P., and Hannon, E.)
69. *The Kingston Employee Engagement Consortium Project.* Presentation to the CIPD Centres Conference, 23-25 June 2010, Keele University, Keele, (with Alfes, K., Shantz, A., Soane, E., and Petrov, G.)
70. Chair, *Employee Engagement: Creating a Connected, Effective and Productive Workforce.* Inside Government Conference, London, July 2010.
71. *Creating and Sustaining an Engaged Workforce.* Invited presentation to the Critical National Infrastructure Authority, Abu Dhabi. National School of Government, Sunningdale, May 2010.
72. *Employee Engagement: Findings from the Kingston Engagement Consortium.* Invited contribution to the NHS Confederation Webinar on Employee Engagement in the NHS, London, March 2010.
73. *Creating an Engaged Workforce: Lessons from the Kingston Employee Engagement Consortium.* Invited plenary presentation to the Training Journal/Steps Conference, *Engaging for the Future*, London, March 2010.
74. *Employee Engagement in the Public Sector.* Invited keynote Address to the PPMA Conference, London, March 2010.
75. *Employee Engagement.* Invited keynote address to CIPD conference, London, January 2010 (With Emma Soane).
76. *Secretaries: The Forgotten Workers?* Address to the Global PA Network, London, October 2009.
77. *Employee Engagement in Higher Education.* Invited workshop for the Leadership Foundation for Higher Education, London, June 2009.
78. *Employee Engagement.* Invited masterclass for the European Commission, Brussels, Belgium, February 2009.
79. *Continuity and Change: The Role of the HR Function in the Modern Public Sector.* Invited seminar to the CPSO, Royal Holloway, London University, January 2009.
80. *The Kingston Business School Employee Engagement Consortium.* Invited presentation to the BERR review of employee engagement, London, January 2009.
81. *Understanding Employee Engagement.* Invited keynote address to the CIPD Employee Engagement Conference, London, January 2009.

82. *Employee Engagement and Performance*. Invited presentation to the Development Consortium Employee Engagement Consortium, London, March 2007.
83. *The Employee Engagement Consortium Project*. Invited presentation to the CIPD PPC Committee, London, January 2007.
84. *Working Life: Employee Attitudes and Engagement*. Invited presentation to the CIPD Managing Change Conference, London, December 2006.
85. *Making the Difference: Effective HR Processes*. Invited presentation to the National School of Government/CIPD HR Directors' Forum, London, October 2005.
86. *Creating and Aligning HR Strategy*. Invited presentation to the CMPS HR Directors' Forum, London, September 2004.
87. *Make or Break? HR's Role in Organisational Success*. Invited presentation To SOCPO, June 2004.
88. *Developing Aligned Human Resource Strategies*. DLA Workshop 'Developing and Benchmarking Human Resource Strategy', London, November 2002.
89. *Managing People for Sustained Competitive Advantage*. Invited plenary presentation, Human Resource Management Conference, Xeta Ltd., London, September 2002.
90. *Fit, Flexibility and Organisational Outcomes: Implications for Strategic Human Resource Management*. HRM and Organisational Performance Conference, Bath, April 2002. (with Veronica Hope-Hailey and Andrew Myers)
91. *The Soft and Hard Models of HRM: Challenges of Linking Human Resource Management and Organisational Performance*. Invited plenary paper to the InfoHRM Conference 'People's Worth', Gold Coast, Australia, August 2001.
92. *Linking HR and Business Strategy*. Invited plenary paper to the InfoHRM Conference 'People's Worth', Gold Coast, Australia, August 2001.
93. *Human Capital Management: Theme Overview*. Paper to the NHS HRM Conference, Birmingham, June 2001.

Articles in Practitioner Journals and Blogs

1. *Caring about work in the new normal: leading with meaning and purpose*. Invited blog, Involvement and Participation Association, April 2021.
2. *From the Incoming Co-Editor-in-Chief*. Blog for the *International Journal of Management Reviews* LinkedIn Group: <https://www.linkedin.com/pulse/20-years-international-journal-management-reviews/?published=t>
3. Bailey, C. (2019) 'Employee engagement: a continuing challenge'. *Economist Intelligence Unit*. <https://theexperienceofwork.economist.com/>
4. Bailey, C. (2019) 'How work can be made more meaningful', *Wellbeing World*, No. 20 pp. 36-37.

5. Bailey, C. (2018) 'Work can be made meaningful'. Blog, King's College London Alumni Community, September <https://alumni.kcl.ac.uk/blog/work-can-be-made-meaningful>
6. Gifford, J. and Bailey, C. (2018) 'The meaning of work'. CIPD Blog, 15 June <https://www.cipd.co.uk/news-views/changing-work-views/future-work/thought-pieces/meaning-of-work>
7. Bailey, C. (2018) 'Solving the productivity puzzle'. Contribution to Equatex journal, May <https://reflect.equatex.com/reflect08/subscribe/>
8. Bailey, C. (2018) 'Mis-managed souls: why does employee engagement remain stubbornly low?' Blog for the LSE Business Review, April, <http://blogs.lse.ac.uk/businessreview/2018/04/25/mismanaged-souls-why-does-employee-engagement-remain-stubbornly-low/>
9. Bailey, C. (2018) 'Does staff engagement make a difference in the health service?' Blog for the NIHR Dissemination Centre.
10. Bailey, C. (2018) 'Does the government's response to the Taylor Review go far enough to protect workers?' Blog for Employee Benefits website <https://www.employeebenefits.co.uk/katie-bailey-taylor-review/>
11. Bailey, C. (2018) 'Waiting: a hidden feature of organizational life'. Blog for the CIPD website <https://www.cipd.co.uk/news-views/changing-work-views/future-work/thought-pieces/what-are-we-waiting-for>, 12th February.
12. Bailey, C. (2018) 'Meaningful work: the missing link in the job quality debate'. *Working Well; Perspectives on Good Work and Why it Matters*. IPA publication, February.
13. Bailey, C. and Shantz, A. (2017) 'How to be a better leader – according to science'. The Conversation, August (9,000 reads), <https://theconversation.com/how-to-be-a-better-leader-according-to-science-81648>
14. Bailey, C. (2017) 'Purposeful leadership matters more than ever'. Article for IPA Monthly Briefing, June 2017. <http://www.ipa-involve.com/news/purposeful-leadership-matters-more-than-ever/>
15. Bailey, C. (2017) 'Why is meaningful work important for leaders?' Article for Christine Griffin's Griffinity Blog, March 2017. <http://www.griffinity.co.uk/why-is-meaningful-work-important-for-leaders/>
16. Bailey, C. (2017) 'Why should we bother about meaningful work?' *Personnel Today*, 2nd February. <http://www.personneltoday.com/hr/why-should-we-bother-about-meaningful-work/>
17. Bailey, C. and Madden, A. (2017) 'Why meaningful work matters'. *Industrial Management*, May/June 2017, pp. 10-13.
18. Bailey, C. (2017) 'The pitfalls of managing meaningful work'. HR Zone, 22nd February. <http://www.hrzone.com/engage/employees/managing-the-pitfalls-of-meaningful-work>
19. Bailey, C. (2016) 'Meaningful work: where can we find it?' Blog for IES, 29th September. <http://www.employment-studies.co.uk/news/meaningful-work-part-1-where-can-we-find-it>

20. Bailey, C. (2016) 'How to destroy the meaning of work'. Blog for IES, 6th October. <http://www.employment-studies.co.uk/news/meaningful-work-part-2-how-destroy-meaning-work>
21. Bailey, C. (2016) 'While we Strive to Find Meaningfulness in Our Work, Managers All Too Often Destroy it'. The Conversation, 8th June (41,000 reads). <https://theconversation.com/while-we-strive-to-find-meaningfulness-in-our-work-managers-all-too-often-destroy-it-60714>. Over 41,000 reads.
22. Bailey, C. (2016) 'Engagement and Wellbeing: Are they Linked?' 'Moving the Employee Well-Being Agenda Forward', pp. 35-38. Wimbledon: CIPD.
23. Bailey, C. 'Technology Could Enhance Meaning' in Self, W. Semler, R., Sai, G., Peters, T., Mourinho, J., Lindkvist, M., Bailey, C., Taylor, M., Huffington, A. and Lanier, J. (2015) 'Your Future'. *Work*, Summer 2015: 14-27.
24. Robinson, D., Fletcher, L., Truss, C., Alfes, K., Holmes, J., Madden, A. Buzzeo, J. and Currie, G. (2014) 'Guide to Engagement for Senior Leaders'. IES/NHS Employers.
25. Robinson, D., Fletcher, L., Truss, C., Alfes, K., Holmes, J., Madden, A. Buzzeo, J. and Currie, G. (2014) 'Guide to Engagement for Senior HR Managers'. IES/NHS Employers.
26. Robinson, D., Fletcher, L., Truss, C., Alfes, K., Holmes, J., Madden, A. Buzzeo, J. and Currie, G. (2014) 'Guide to Engagement for Line Managers'. IES/NHS Employers.
27. Holmes, J., Fletcher, L., Buzzeo, J., Robinson, D., Truss, C., Madden, A., Alfes, K. and Currie, G. (2014) 'Review of Practitioner Studies of Engagement'. IES/NHS Employers.
28. Fletcher, L., Robinson, D., Truss, C., Alfes, K., Holmes, J., Madden, A., Buzzeo, J. and Currie, G. (2014) 'Measuring Employee Engagement and Interpreting Survey Results'. IES/NHS Employers.
29. Truss, C., Baron, A., Crawford, D., Debenham, T., Emmott, M., Harding, S., Longman, M., Murray, E. and Totterdill, P. (2014) 'Job Design and Employee Engagement'. An Engage for Success White Paper. London: Engage for Success (2014-01). <http://www.engageforsuccess.org/wp-content/uploads/2014/04/Job-Design-and-Employee-Engagement-Katie-Truss-et-al.pdf>
30. Truss, C. (2014) 'The Future for Research in Employee Engagement'. Contribution to Engage for Success White Paper: *The Future of Engagement: A Thought Piece Collection*. London: Engage for Success. <http://www.engageforsuccess.org/future-employee-engagement/>
31. Truss, C. (2013) 'Employee Engagement: What Works?' Article for SimplyTV.com. <http://www.simply-communicate.com/news/internal-communication/employee-engagement-what-works>
32. Truss, C. (2013) 'What can Line Managers do to Raise Engagement Levels?' Article for HRZone Supplement, *Employee Engagement Toolkit*, published with the Guardian newspaper, June.
33. Truss, C. (2012) 'Spinning Plates and Juggling Hats: Employee Engagement in an Era of Austerity'. Wimbledon: CIPD.

34. Truss, C., (2012) 'Comment'. cScape Digital Customer Experience Survey 2012. London: cScape. http://doubles.files.wordpress.com/2012/12/dec_survey2012_online.pdf
35. Truss, C. (2012) 'Engage Employees for Success'. *Kent Business*, January, p. 10.
36. Flood, P., Conway, E., Kelly, G., Monks, K., Truss, C., Hannon, E. and d'Amato, A. (2010) 'Driving Innovation through HR Practices'. Article in *People Management* on-line October 29th.
http://www.peoplemanagement.co.uk/pm/articles/2010/10/driving-innovation-through-hrpractices.htm?wa_src=email&wa_pub=cipd&wa_crt=research_1&wa_cmp=pmdaily_291010
37. Truss, C. (2010) 'Why Employee Engagement is a Win-Win for Performance and Profitability', *Customer Services Review* on-line journal, July.
38. Truss, C. (2010) 'Problem Solver'. *The Grapevine*. January, p. 13.
39. Truss, C., Alfes, K., Emmott, M., Gatenby, M., Rees, C., and Soane, E. (2009) 'Strategies for Employee Engagement'. *People Management*, 12 March, p.47.
40. Truss, C. and Gill, J. (2007) 'Good Relationships - Inside and Outside HR – are Key to Developing Credibility'. *People Management*. Vol. 13 no. 3, p. 50.
41. Truss, C. (2005) 'Acting Strategically: How to Create a Successful HR Department'. *Developing HR Strategy*. Croner UK, May, pp. 10-12.
42. Truss, C. (1998) 'Human Resource Management in the Real World'. *The Grapevine Index of HR Professionals*, pp.15-16.
43. Truss, C. (1998) 'Strategic Human Resource Management and the Management of Change'. *Management Quarterly*.
44. Truss, C. (1996) 'CEOs Want a More Strategic Function'. *People Management*, Vol. 2, No.16, pp.36-37.
45. Truss, C. (1996) 'Performance Indicators for the Secretarial Workforce'. *Executive Secretary*, Vol. 8, No. 1, pp. 10-14.
46. Truss, C. (1995) 'Take Three Jobs ...!'. *Executive Secretary*, Vol.7, No.3, pp.9-14.

Working Papers

1. Raby, S. and Truss, C. (2011) 'High Growth Firms'. Position Paper, UK Commission for Employment and Skills.
2. Kular, S., Gatenby, M., Rees, C., Soane, E. and Truss, C. (2008) 'Employee Engagement: A Literature Review'. HRM Working Paper Series, Kingston Business School.
3. Truss, C. and Katz, S. (2002) 'Managing People in a Franchise Firm: The Impact of Internal and External Forces on HRM'. HRM Working Paper Series, Kingston Business School.
4. Truss, C. and Gratton, L. (2002) 'Making it Happen: Turning HR Strategy into Reality'. Leading Edge Research Consortium Working Paper, London Business School.

5. Truss, C. (2001) 'Shifting the Paradigm in Human Resource Management: From the Resource Based View to Complex Adaptive Systems.' HRM Working Papers Series, Kingston Business School.
6. Truss, C. and O'Callaghan, F. (2001) 'Experiences of Management Careers in an NHS Trust'. HRM Working Papers Series, Kingston Business School.
7. Truss, C. (1996) 'Human Resource Management: Gendered Terrain?' Leading Edge Forum Working Paper, Centre for Organisational Research, London Business School.
8. Truss, C., Gratton, L., McGovern, P., Stiles, P. and Hope, V. (1996) 'Between Strategic Integration and the Employment Contract: New Forms of Human Resource Management'. Leading Edge Forum Working Paper.
9. Gratton, L., Hope-Hailey, V., McGovern, P., Stiles, P. and Truss, C. (1996) 'Delivering Short-term and Long-term Business Strategy through People Processes: A Description of the Findings'. Leading Edge Forum Working Paper.
10. Hope-Hailey, V., Gratton, L., McGovern, P., Stiles, P. and Truss, C. (1996) 'The Chameleon Function? Diversity in Practice for HR', Leading Edge Forum Working Paper.
11. Stiles, P., Gratton, L., Hope-Hailey, V., McGovern, P., Stiles, P. and Truss, C. (1996) 'Performance Management in Leading Edge Companies'. Leading Edge Forum Working Paper.
12. McGovern, P., Gratton, L., Hope-Hailey, V., Stiles, P. and Truss, C. (1995) 'Tilting at Windmills: HRM Practice among Line Managers'. Leading Edge Forum Working Paper.
13. Truss, C. and Gratton, L. (1993) 'Theoretical Approaches to Strategic Human Resource Management'. COR Working Paper No. 28, London Business School.

Case Studies

1. Bailey, C. and Gupta, K. (2022 – in preparation). Developing and Embedding Organisational Purpose at PWC.
2. Fletcher, L. and Truss, C. (2013) *LV= Achieving Business Turn-Around Through Employee Engagement*. European Case Clearing House, with accompanying Teaching Note.
3. Alfes, K., Truss, C and Gill, J. (2009) *Transforming the Learning and Skills Council Cases A and B*. European Case Clearing House.
4. Gill, J. and Truss, C. (2007) *Robotics, Resistance and Revolution: Managing Change in a Hospital Pathology Department*. European Case Clearing House.
5. Truss, C., (2003) *The Challenge of Devolution: HRM at Inchcape UK*. European Case Clearing House, with accompanying teaching note.

Reports

1. Bailey, C., Shantz, A., Brione, P., Yarlagadda, R. and Zheltoukhova, K. (2017) Purposeful Leadership: What is it, What Causes it and Where can we Find it? Wimbledon: Chartered Institute of Personnel and Development. <https://www.cipd.co.uk/knowledge/strategy/leadership/purposeful-leadership-report>

2. Yarlagadda, R., Zheltoukhova, K., Bailey, C., Shantz, A. and Brione, P. (2017) Purposeful Leadership: What is it, What causes it, and Does it Matter? Discussion Paper. Wimbledon: CIPD.
3. Yarlagadda, R., Zheltoukhova, K., Bailey, C., Shantz, A. and Brione, P. (2017) Why talk about Purposeful Leadership? Wimbledon: Chartered Institute of Personnel and Development.
4. Fletcher, L., Robinson, D., Truss, C., Alfes, K., Holmes, J., Madden, A., Buzzeo, J., Currie, G. (2014) Measuring Employee Engagement and Interpreting Survey Results. IES/NHS Employers.
5. Hannon, E. and Truss, C. (2010) *Intellect-Kingston Software and IT Services Survey 2009*. Intellect/CRESS Report, Kingston Business School.
6. Alfes, K., Truss, C., Soane, E., Rees, C. and Gatenby, M. (2010) *Creating an Engaged Workforce*. Wimbledon: CIPD.
7. Truss, C., Rosewarne, A., Alfes, K. and Parr, R. (2009) *Secretarial Skills and Careers in the UK 2009*. CRESS/Global PA Network Report, Kingston Business School, September.
8. Gatenby, M., Rees, C., Soane, E. and Truss, C. (2009) *Employee Engagement in Context*. Wimbledon: CIPD.
9. Truss, C. and Baily, C. (2007) *HRM in The Education Sector in the UK*. Report to EIM, Netherlands. SHaPe, Kingston Business School.
10. Truss, C., Soane, E., Edwards, C., Wisdom, K. Croll, A. and Burnett, J. (2006) *Working Life: Employee Attitudes and Engagement 2006*. Wimbledon: CIPD.
11. Truss, C. and Hall, J. (2006) *Learning and Skills Council: Evaluation of The Theme 7 Change Programme Design*. SHaPe, Kingston Business School.
12. Truss, C., Jackson, C. and Nurse, A. (2006) *Employee Turnover at WS Atkins*. SHaPe, Kingston Business School.
13. Lead or co-author on 14 SHaPe HRM and Complexity project reports, 2004-6.
14. Truss, C. (2003) *The Relationship between Car Manufacturers and Dealers: An HRM Perspective*. SHaPe, Kingston Business School.
15. Truss, C. and Hall, J. (2002) *Dublin City University: A SHaPe HR Audit*. SHaPe, Kingston Business School.
16. Truss, C. and Katz, S. (2002) *Inchcape UK: A SHaPe HR Audit*. SHaPe, Kingston Business School.
17. Truss, C., (2002) *The Role of the Boundary Spanner*. Report to the Change Management Consortium, Cranfield School of Management. SHaPe, Kingston Business School.
18. Lead or co-author on 10 Leading Edge Research Consortium reports, 1994-2000.
19. Truss, C. (1995) *Managing after the Millennium: Temple-Smith Hilliard's Study of Britain's Top Chief Executives*. Temple-Smith Hilliard, London.

Invited Keynote, Seminar and Conference Papers, Podcasts and Webinars

1. *Meaningful work*. Invited expert in AHRD podcast series on HRD Season 2 Episode 9: Meaningful Work, January 2022. . <https://www.buzzsprout.com/1759056/9708872>.
2. Invited panel discussant at ‘Engage for Success: Strategic Narrative’ webinar, September 2021.
3. *The role of journal lists*, Invited panel chair, CABS Research Conference, 11th May 2021.
4. *How can we find meaning in times of crisis?* Invited plenary speaker at the Universities HR on-line Conference, 11th May 2021.
5. *Rebuilding work post-COVID*. Invited panellist at the Global Success Partnership Policy Dialogue: The Future of Work Arrives Ahead of Schedule: Trends that will define 2021 and Beyond. Webinar, London, 19th March 2021.
6. *Empowering your people through meaningful work*. Invited webinar for Ministry of Defence Digital Communications, November 2020.
7. *A Crisis of Meaning?* Invited webinar for MSL Group, London, June 2020.
8. *What’s the Future for Meaningful Work?* Invited presentation to the Change Leaders Conference, Saïd Business School, University of Oxford, September 2019.
9. *The Future of Meaningful Work*. Invited address to the People Director Partnership, London, July 2019.
10. *Academic Careers*. Invited presentation to the BAM Early Career Researchers event, Cranfield, July 2019.
11. *Why should we bother with Meaningful Work?* Invited keynote address at the Jersey CIPD branch annual conference, St Helier, Jersey, November 2018.
12. *Five Interesting Facts about Meaningful Work*. Invited presentation at the Manchester Industrial Relations Society, Manchester, November 2018.
13. *Ethical and Purposeful Leadership for Meaningful Work*. Workshop for King’s College Alumnae, London, November 2018.
14. *Why should we bother with Meaningful Work?* Invited presentation to Gympass client group, London, October 2018.
15. *Why should we bother with Meaningful Work?* Invited presentation at King’s College London Executive Briefings series, London, September.
16. *Why should we bother with Meaningful Work?* Invited presentation to MSL client group, London, July 2018.
17. *Why should we bother with Meaningful Work?* Invited presentation to Jelf/Mercer client group, Manchester, June 2018.

18. *Why should we bother with Meaningful Work?* Invited presentation to Jelf/Mercer client group, Imperial War Museum, London, April 2018.
19. *What makes Work Meaningful or Meaningless?* Invited presentation to Jelf/Mercer client group, Cardiff, March 2018
20. *The Future of Work is Meaningful.* Invited keynote presentation to CIPD Northampton branch annual conference, Northampton, February 2018.
21. *Strategic Human Resource Management.* Lecture for delegation of executives from Jiangsu Province, China, for Sinobridge Consulting. Croydon, November 2017.
22. *Discussing the Challenges of Impact: Insights from a Study on Purposeful Leadership.* Invited talk (with Amanda Shantz) at *Human Relations* and Tavistock Institute 70th Anniversary Workshop ‘Can and should social science contribute to better quality jobs? A 70-year retrospect and prospect.’ London, October 2017.
23. *Meaningful work.* Invited talk to the CIPD Sussex branch annual conference, Horsham, September 2017.
24. *Meaningful work.* Invited workshop host at Employee Experience Forum conference, London, September 2017.
25. *Meaningful work.* Invited talk to the University of Sussex annual librarians’ conference, June 2017.
26. *What makes work meaningful or meaningless.* Invited talk to Jelf/Mercer client group, Bristol, June 2017.
27. *Brexit and Beyond.* Invited keynote address, HRM SIG conference, London June 2017.
28. *Meaningful work.* Invited talk, Royal Holloway Working Life Conference, London June 2017.
29. *What makes work meaningful or meaningless.* Invited talk to Jelf/Mercer client group, London, March 2017.
30. *Getting to ‘Why?’ How finding the meaning in your work can drive motivation and fulfilment.* Recorded interview as part of the Confident Mother conference, January 2017. <http://theconfidentmother.co.uk/the-conference-2017/>
31. *What Makes Work Meaningful, and What Can Employers Do?* Invited talk to the Surrey & NE Hants branch of the CIPD, February 2017.
32. *What Makes Work Meaningful, and What Can Employers Do?* Invited keynote address, Meaningfulness at Work, Institute for Employment Studies, London, December 2016.
33. *Meaningful Work: What do we Know about it and how can we Find it?* Christmas Lecture to the CROME Research Centre, Brighton University, Brighton, December 2016.
34. *A Crisis of Meaning?* Invited opening keynote address, 2nd Symposium on Meaningful Work, Auckland University of Technology, December 2016.

35. *Meaningful Work Ecosystems*. Workshop at the Meaning conference, Brighton, November 2016.
36. *Meaningful Work: What do we know about it and how do we find it?* Invited talk at Future of Work Hub, University of Sussex, October 2016.
37. *Employee Engagement in Theory and Practice*. Invited presentation at Westminster University, London, February 2015.
38. *Meaningful Work: Emerging Findings and a Research Agenda*. Invited presentation at Green Templeton College, Oxford, November 2014, with Adrian Madden.
39. *The Impact of Staff Engagement in the NHS*. Series of four Podcasts for NHS Employers, London, May 2014. <http://www.nhsemployers.org/news/2014/07/series-of-podcasts-explore-impact-of-staff-engagement-in-the-nhs>
40. *Employee Engagement Evidence Synthesis: The Findings*. Presentation at NIHR/Sussex University NHS Managers' conference, February 2014.
41. *Employee Engagement: The Evidence*. Webinar for NHS Employers, London, February 2014. <http://www.nhsemployers.org/case-studies-and-resources/2014/04/webinar-on-the-impact-and-benefits-of-staff-engagement-in-the-nhs>
42. *Academic and Practitioner Perspectives on Engagement*. Invited presentation at the Institute for Employment Studies Annual Members' Conference, London, October 2013.
43. *Employee Engagement*. Invited presentation for CIPD SW London Branch AGM, Wimbledon, May 2013.
44. *The Possibilities and Limits of Employee Engagement*. Invited keynote presentation for Engineering Employers' Federation Regional Workshop, Hook, June 2013.
45. *Employee Engagement Workshop*. Invited workshop for the Kent CIPD Centenary Conference, Maidstone, July 2013
46. *Employee Engagement*. Invited presentation to CIPD Surrey and NE Hants Branch, Guildford, April 2013.
47. *The Relationship between Line Manager Behaviour, Perceived HRM Practices and Individual Performance. Examining the Mediating Role of Engagement*. Invited Presentation to the School of Psychology, University of Kent, December 2012.
48. *Employee Engagement*. Invited presentation to CIPD Senior Practitioners' Group, Canterbury, November 2012.
49. *Employee Engagement Panel Session*. Invited Chair of Panel Discussion, ICT Comms Employee Engagement Summit, London, November 2012.
50. *Measuring Employee Satisfaction*. Invited plenary presentation to the Association of Commonwealth Universities Annual Conference of Executive Heads, Jamaica, November 2012.
51. *Employee Engagement: The Keys to Success*. Presentation to Kent Business School Partner Group, October 2012.

52. *Partnership Working: Challenges and Opportunities*. Masterclass for Kent Connects (with Prof Peter Totterdill), June 2012.
53. *Employee Engagement in Higher Education*. Invited presentation to the UCEA Workshop, Employee Engagement. June 2012.
54. *The Role of the Line Manager in Employee Engagement*. Invited panel member for client group webinar for Grass Roots, January 2012.
55. *Knowledge Work: Gender Blind or Gender Biased?* Presentation to Kent Business School at Medway, November 2011.
56. *Motivation and Commitment in Volunteering*. Presentation to the RSPB, Bedford, November 2011 (with Luke Fletcher, Kerstin Alfes and Amanda Shantz).
57. *Harnessing Employee Engagement for Organisational Success*. Invited presentation to Pfizer plc, Sandwich, Kent, November 2011.
58. *Employee Engagement in Turbulent Times*. Invited presentation for ICT Comms Client Group, London, December 2011.
59. Chair, *Employee Engagement: Taking the 'Engaging for Success' Report Forward*, The House Magazine – Westminster Briefing, London, June 2011.
60. *Employee Engagement and Leadership*. Invited presentation for Atos Consulting Client Group, London, June 2011.
61. *Does Employee Engagement Matter?* Invited presentation to the Kent HR Conference, Ashford, June 2011.
62. *Employee Engagement: A Business Imperative*. Invited presentation for Grass Roots Employers' Forum, London, May 2011.
63. *Women Knowledge Workers in the Software and Pharmaceutical Sectors*. Invited presentation at IAE Dijon, France, May 2011.
64. *Knowledge Exchange and Combination in Knowledge-Intensive Firms*. University of Kent ESRC Seminar Series on Absorptive Capacity in Family Firms, Kent, April 2011.
65. *Human Resource Management in the Public Sector: Challenges and Opportunities*. Invited workshop, European Parliament, Luxembourg, April 2011.
66. *How to Improve Performance and Profitability through Employee Engagement*. Invited plenary presentation to the Institute of Customer Service Annual Conference, London, March 2011. Invited member of Judging Panel for Employee Engagement Strategy Prize at the conference.
67. *Engaging the Disengaged: Key Factors for Influencing Engagement*. Invited keynote address to the Employee Engagement Summit, Symposium Events, London, March 2011, and invited Conference Chair.

68. Truss, C., d'Amato, A., Conway, E., Hannon, E., Kelly, G., Monks, K. and Flood, P. '*Knowledge Work: Gender Blind or Gender Biased?*'. Invited presentation at Roehampton University, January 2011.
69. Kelly, G., Conway, E., Monks, K., Flood, P., Mastroeni, M., Truss, C., and Hannon, E. 'Exploring Knowledge Workers' Experience of Specialist and Generalist Roles in Pharmaceutical Firms in Ireland and the UK'. Invited presentation to the *Learning, Innovation and Knowledge Research Centre Seminar Series*, Dublin City University, 19th October 2010.
70. *Customer Engagement and Employee Engagement: What's the Connection?* Invited presentation to ICT Comms Conference, London, November 2010.
71. *The Policy Context of the UK's Knowledge-Intensive Firms: Survey Evidence from the Pharmaceutical & Software Sectors*. Presentation to Technology Strategy Board, Swindon, October 2010 (Enda Hannon lead presenter, and with Alessia d'Amato).
72. *Developing a Framework for Measuring Employee Engagement*. Invited presentation to the 11th Annual Employee Benefits Conference, London, September 2010.
73. *Motivating Knowledge Workers: From Information to Innovation*. Presentation to the workshop on Managing and Motivating a Knowledge Workforce, Kingston University, Kingston, 6th July 2010 (with Monks, K. (lead presenter) Kelly, G., Conway, E., d'Amato, A., Hannon, E. and Flood, P.)
74. *The Policy Context of the UK's Knowledge-Intensive Firms: Survey Evidence from the Pharmaceutical Sector*. Presentation to the workshop on Managing and Motivating a Knowledge Workforce, Kingston University, Kingston, 6th July 2010 (with Monks, K. (lead presenter), Kelly, G., Conway, E., d'Amato, A., Hannon, E. and Flood, P.)
75. *Knowledge Intensive Firms in the UK and Ireland: Influences, Strategies and Skills*. Presentation to the CIPD Centres Conference, 23-25 June 2010, Keele University, Keele (with D'Amato, A., Kelly, G., (lead presenters) Monks, K., Conway, E., Flood, P., and Hannon, E.)
76. *The Kingston Employee Engagement Consortium Project*. Presentation to the CIPD Centres Conference, 23-25 June 2010, Keele University, Keele, (with Alfes, K., Shantz, A., Soane, E., and Petrov, G.)
77. Chair, *Employee Engagement: Creating a Connected, Effective and Productive Workforce*. Inside Government Conference, London, July 2010.
78. *Creating and Sustaining an Engaged Workforce*. Invited presentation to the Critical National Infrastructure Authority, Abu Dhabi. National School of Government, Sunningdale, May 2010.
79. *Employee Engagement: Findings from the Kingston Engagement Consortium*. Invited contribution to the NHS Confederation Webinar on Employee Engagement in the NHS, London, March 2010.
80. *Creating an Engaged Workforce: Lessons from the Kingston Employee Engagement Consortium*. Invited plenary presentation to the Training Journal/Steps Conference, *Engaging for the Future*, London, March 2010.

81. *Employee Engagement in the Public Sector*. Invited keynote Address to the PPMA Conference, London, March 2010.
82. *Employee Engagement*. Invited keynote address to CIPD conference, London, January 2010 (With Emma Soane).
83. *Secretaries: The Forgotten Workers?* Address to the Global PA Network, London, October 2009.
84. *Employee Engagement in Higher Education*. Invited workshop for the Leadership Foundation for Higher Education, London, June 2009.
85. *Employee Engagement*. Invited masterclass for the European Commission, Brussels, Belgium, February 2009.
86. *Continuity and Change: The Role of the HR Function in the Modern Public Sector*. Invited seminar to the CPSO, Royal Holloway, London University, January 2009.
87. *The Kingston Business School Employee Engagement Consortium*. Invited presentation to the BERR review of employee engagement, London, January 2009.
88. *Understanding Employee Engagement*. Invited keynote address to the CIPD Employee Engagement Conference, London, January 2009.
89. *Employee Engagement and Performance*. Invited presentation to the Development Consortium Employee Engagement Consortium, London, March 2007.
90. *The Employee Engagement Consortium Project*. Invited presentation to the CIPD PPC Committee, London, January 2007.
91. *Working Life: Employee Attitudes and Engagement*. Invited presentation to the CIPD Managing Change Conference, London, December 2006.
92. *Making the Difference: Effective HR Processes*. Invited presentation to the National School of Government/CIPD HR Directors' Forum, London, October 2005.
93. *Creating and Aligning HR Strategy*. Invited presentation to the CMPS HR Directors' Forum, London, September 2004.
94. *Make or Break? HR's Role in Organisational Success*. Invited presentation To SOCPO, June 2004.
95. *Developing Aligned Human Resource Strategies*. DLA Workshop 'Developing and Benchmarking Human Resource Strategy', London, November 2002.
96. *Managing People for Sustained Competitive Advantage*. Invited plenary presentation, Human Resource Management Conference, Xeta Ltd., London, September 2002.
97. *Fit, Flexibility and Organisational Outcomes: Implications for Strategic Human Resource Management*. HRM and Organisational Performance Conference, Bath, April 2002. (with Veronica Hope-Hailey and Andrew Myers)

98. *The Soft and Hard Models of HRM: Challenges of Linking Human Resource Management and Organisational Performance*. Invited plenary paper to the InfoHRM Conference ‘People’s Worth’, Gold Coast, Australia, August 2001.
99. *Linking HR and Business Strategy*. Invited plenary paper to the InfoHRM Conference ‘People’s Worth’, Gold Coast, Australia, August 2001.
100. *Human Capital Management: Theme Overview*. Paper to the NHS HRM Conference, Birmingham, June 2001.

Media

Contributor to numerous articles in practitioner journals such as *People Management and Work*, eg:

- Interviewed by Joe Keohane for an article on Meaningful Work for The Entrepreneur <https://www.entrepreneur.com/article/404066>
- Interviewed by the Harvard Law School Centre on the Legal Profession for their magazine ‘The Practice’ on meaningful work, July 2021. <https://thepractice.law.harvard.edu/issue/volume-7-issue-5/>
- Interviewed via video for CIPD report on engagement, published March 2021 <https://www.cipd.co.uk/knowledge/fundamentals/relations/engagement/evidence-engagement#gref>
- Interviewed for Harvard Business Review report on engagement, report published July 2020 <https://hbr.org/sponsored/2020/07/technologys-make-or-break-role-in-employee-engagement>
- Contribution to *People Management* article on HR job titles (October 2017).
- ‘Two thirds of staff waste at least an hour a day at work’ *People Management* online <http://www2.cipd.co.uk/pm/peoplemanagement/b/weblog/archive/2017/06/30/two-thirds-of-staff-waste-at-least-an-hour-a-day-at-work.aspx> (2017)
- Article in January 2016 issue of *People Management* on the role of the HR department.
- Radio interview with BBC Radio Kent (March 2012) – the benefits of work breaks.
- Report in *Irish Independent* (February 2013) on research findings concerning the negative work experiences of civil servants in Ireland:
<http://www.independent.ie/irish-news/outside-experts-will-be-hired-to-make-miserable-civil-servants-happier-29087083.html>

Research has been cited widely across the print and online media nationally and regionally including: *Times Online*, *Financial Times*, *The Sun*, *Management Today Online*, *Telegraph Online*, *Mirror Online*, *Times Higher*, and a wide range of specialist websites and journals including *Local Government Chronicle*, *OS* and *Executary*.

Radio interviews with BBC Five Live Drivetime, BBC Wales Good Evening Wales, BBC Surrey and Sussex.

Articles have been re-printed or cited by a wide range of organisations including the Harvard Business Review, World Economic Forum, Government Executive, British Psychological Society, Boston Globe, Yahoo News, American Society of Employers, Work, HR Zone, CIPD.