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## Editorial

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**Biographical notes:** Lynda Hyland was awarded a PhD in Science (Psychology) from the National University of Ireland, Maynooth. She is a Chartered Psychologist and an Associate Fellow of the British Psychological Society. She teaches a range of undergraduate and postgraduate courses including research methods, data analysis, and health psychology. Her research interests span a diverse array of areas including research in health and illness, intervention evaluations, educational sustainability, and social, emotional, and behavioural difficulties in children. She has more than ten years of research and teaching experience in the UK, Ireland, and the UAE.

Anita Shrivastava Kashi holds a PhD. She is a Senior Fellow of the Higher Education Academy (UK). She is an Associate Professor in Psychology and is the Head of the Psychology department at Middlesex University Dubai. She is a clinical psychologist with more than 25 years of teaching experience in India, Ethiopia, Eritrea, and the UAE. Her research interests include personality and individual differences, sustainability in education and employment, and positive psychology. She is a Senior Fellow of the Higher Education Academy.

Cody Morris Paris holds a PhD. He is the Deputy Director (Academic Planning and Research) at Middlesex University Dubai and an Associate Professor in the School of Law and the Business School. He is a Senior Research Fellow with the University of Johannesburg. He holds a PhD in Community Resource Development, MSc in Tourism Studies, and a BIS in International Geography and Political Science with minors in Cultural Anthropology and Tourism from Arizona State University, USA. He is a social scientist with varied research and teaching interests within the areas of: tourism, technology, sustainable development, higher education, international politics, and global security.

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It is with great pleasure that we share this special issue of the *International Journal of Work Organisation and Emotion*. All papers in this special issue were presented at the 4th Emerging Research Paradigms in Business and Social Science (ERPBS) international conference that was held in Dubai, UAE, in January 2018. This biennial conference, hosted by Middlesex University Dubai was aligned with the EXPO 2020 themes of sustainability, mobility, and opportunity. At this conference, two keynote presentations were delivered by experts in their fields. Ms. Amna Al Owais (Chief Executive Registrar, DIFC) spoke about 'Global and local challenges in commercial

dispute resolution', and Prof. Errol D'Souza (Director-in-Charge, Indian Institute of Management, Ahmedabad) discussed 'Choices and the seduction of the present'. As with earlier conferences in this series, ERPBSS 2018 attracted a diverse range of papers across academic disciplines. In this special issue too, papers cross subject and geographic borders, but all have insights to share concerning how people negotiate various aspects of their organisational and emotional lives.

In a quantitative assessment of the psychological contract of employees, Yesufu identifies the impact of demographic characteristics, such as age and educational background on the work experiences of Canadian academics in higher education. This issue is further explored from the perspectives of relational, transactional, and balanced contract types. As the working lives of employees are impacted by their relationships within an organisation, this paper seeks to shine a light on the human resource management practices and how these are viewed, and experienced, by employees.

Organisational citizenship behaviour is an important aspect of the work environment and is of increasing interest to psychologists, HR professionals, and academics alike. El Alfy focuses on factors that might influence organisational citizenship behaviour. In her research, she examines the role of demographic factors, along with personality traits and job satisfaction, on the organisational citizenship behaviour of instructors and education managers in a higher education institution in the UAE. This paper highlights the importance of personality traits and intrinsic job satisfaction and points towards a non-significant role of demographic factors.

The Middle East remains relatively underrepresented in the academic literature on Human Resource Management. Banu, Kamenou-Aigbekaen, and Galloway aim to redress this imbalance, regarding diversity management and inequalities. In their paper on HRM in the Middle East and North Africa region, they focus on social capital theory and the human resource value-proposition model and argue for a culturally-relevant version of the latter.

How people and communities react in the face of disaster can show large variability. Jogia and Wedawatta, in their review paper, explore the extent to which psychological vulnerability is important in the disaster management cycle. They further identify that psychological vulnerability is rarely acknowledged within the academic literature and that a much better understanding of this is needed when conducting comprehensive vulnerability assessments. They argue for a multidisciplinary response to improve the infrastructure necessary for appropriate disaster response, considering psychological vulnerability.

Palermo, Bisignano, Adamo, Dittmar, and López Jiménez discuss small family businesses and how the organisational culture and values of these businesses are transmitted through successive generations. Their research, conducted using a multiple case study approach, focuses on southern Italian family businesses. They look at how the traditional family and societal values of the previous generation can be transmitted and how they can shape the experiences of the current generation. In particular, Palermo and colleagues focus on the use of metaphors in this novel study on organisational value.

Abdelhamid and Sposato discuss how small and medium enterprises can gain a competitive advantage by demonstrating workforce agility. Using a qualitative, multiple case study approach, they highlight the experiences of HR managers in companies (across a range of industries) operating in the highly competitive context of the UAE. Their paper looks at the role of organisational learning in the development of an agile workforce in Dubai.

All of the published papers have been blind peer-reviewed. The guest editors of this special issue wish to acknowledge the efforts of the reviewers which have made this special issue possible.