**RobertaFida, PhD, CPsychol, PgCert FHEA**

Associate Professor of Work Psychology,

Norwich Business School, University of East Anglia (UEA)

**ACADEMIC POSITIONS**

Course Director, MSc in Organisational Psychology, UEA from 2020

Course Director, MSc in Management, UEA from 2017

Associate Professor of Work Psychology, UEA from 2018

Lecturer of Organisational Behaviour, UEA 2015-2018

Assistant Professor of Work and Organisational Psychology,

Sapienza University, Rome, Italy 2008-2015

Research scholarship, Sapienza University 2006-2008

Italian National Scientific Qualification as Full Professor in Work and Organizational

Psychology, Ministry of Education, Universities and Research (Italy) 2018

Italian National Scientific Qualification as Associate Professor in Work and Organizational Psychology, Ministry of Education, Universities and Research (Italy) 2013

**EDUCATION**

UK Postgraduate Certificate in Higher Education Practice UEA Norwich 2017

Family psychotherapist specialisation and clinical training Rome Italy 2014

PhD Psychology, Sapienza University, Rome Italy 2006

Laurea in Psychology (5 years degree equivalent of UK BS and MS)

Sapienza University, Rome Italy 2003

**RESEARCH OUTPUTS**

**Scopus**: 75 papers, H index: 21; Citations: 1541; **Google scholar**: H index: 28; Citations: 3588 (May 2020).

**Selected refereed journal publications**

**Fida**, R, Tramontano, C, Paciello M., Ghezzi, V, & Barbaranelli, C. (2018). Understanding the Interplay Among Regulatory Self-Efficacy, Moral Disengagement, and Academic Cheating Behaviour During Vocational Education: A Three-Wave Study. *Journal of Business Ethics, 153 (3),* 725-740

**Fida**, R, Paciello M., Tramontano, C., Fontaine, RG Barbaranelli, C., & Farnese, ML. (2015). An Integrative Approach to Understanding Counterproductive Work Behavior: The Roles of Stressors, Negative Emotion and Moral Disengagement. *Journal of Business Ethics,* 130, 131-144

Farnese, M. L., **Fida, R.,** & Picoco, M. (2020). Error orientation at work: Dimensionality and relationships with errors and organizational cultural factors. *Current Psychology*, 1-20.

Paciello, M, Tramontano, C., Nocentini, **Fida, R.***,* A. Menesini, E (2020) The Role of Traditional and Online Moral Disengagement on Cyberbullying: Do Externalising Problems Make Any Difference? *Computers in Human Behavior, 103, 190-198*

Paciello, M, **Fida, R.** *(joint first authors)***,** Tramontano, C. Ghezzi, V. Barbaranelli, C (2019) Phenomenological configurations of workplace bullying: A cluster approach. *Personality and Individual Differences*, 151, (article number 109395)

**Fida, R,** Tramontano, C, Paciello M., Gugliemetti, C., Gilardi, S., Probst, T., & Barbaranelli, C. (2018). 'First, Do No Harm': A Two-Study Investigation of the Pathways between Workplace Aggression and Nurse Counterproductive Work Behaviour. *Frontiers in Psychology 9, 671*

Barbaranelli, C., **Fida, R,** Paciello M., Tramontano, C, (Authors in alphabetic order) (2018) 'Possunt, quia posse videntur'. Development and Validation of the Work Self-Efficacy Scale: evidence from two studies. *Journal of Vocational Behavior, 106,* 249-269

**Fida**, R., Laschinger, HKS, & Leiter, M (2016) The Protective Role of Self-Efficacy against Workplace Incivility and Burnout in Nursing: A Time-lagged Study. *Health Care Management Review, 43*, 21-29

**Fida**, R, Paciello M., Tramontano, C, & Barbaranelli, C., Farnese, ML (2015). “Yes, I Can”: The Protective Role of Personal Self-Efficacy in Hindering Counterproductive Work Behavior Under Stressful Conditions. *Anxiety, Stress & Coping, 28(5)* 479-499

**Fida**, R, Paciello M., Tramontano, C, Barbaranelli, C., & Fontaine, RG. (2014) The Role of Irritability in the Relation between Job Stressors, Emotional Reactivity, and Counterproductive Work Behavior *European Journal of Work and Organizational Psychology, 23*, 31-47

Laschinger, HKS. & **Fida**, R. (2014). A Time-lagged Analysis of the Effect of Authentic Leadership on Workplace Bullying, Burnout and Occupational Turnover Intentions. *European Journal of Work and Organizational Psychology, 23(5)*, 739-53

Farnese, M. L., Zaghini, F., Caruso, R., **Fida, R**., Romagnoli, M., & Sili, A. (2018). Managing care errors in the wards: The contribution of authentic leadership and error management culture. *Leadership & Organization Development Journal*, 40(1), 17-30,

Laschinger, HKS., **Fida**, R. (2014) New Nurses Burnout and Workplace Wellbeing: The Influence of Authentic Leadership and Psychological Capital. *BurnoutResearch*, 1, 19-28

Laschinger, HKS., **Fida**, R. (2015). Linking Nurses' Perceptions of Patient Care Quality to Job Satisfaction: The Role of Authentic Leadership and Empowering Professional Practice Environments. *Journal of Nursing Administration,* 45(5), 276–283

**Fida**, R, Tramontano, C, Paciello M., Kangasniemi, M., Sili, A., Bobbio, A., & Barbaranelli, C., (2016) Nurse Moral Disengagement. *Nursing Ethics*, 23(5), 547-64

Fontaine, RG, **Fida**, R, Paciello M., Tisak, MS, Caprara, GV (2014) The Mediating Role of Moral Disengagement in the Developmental Course from Low Social Preference in Adolescence to Crime in Early Adulthood. *Psychology, Crime & Law* 20, 1-19

Caprara, GV, Tisak MS, Alessandri, G., Fontaine, RG., **Fida**, R., & Paciello, M. (2014) The Contribution of Moral Disengagement in Mediating Individual Tendencies Toward Aggression and Violence. *DevelopmentalPsychology*, 50(1), 71-85.

**Recent funded projects**

**Co-PI:** Barbaranelli, C, Fida, R, Bonfiglioli R (2020-2022) Economical and productive sector, biomechanical risks and stress related risk factors: secondary analysis, sytstematic review and empirical studies. INAIL, Italian National Institute for Insurance against Accidents at Work, € 460,000.

**Co-PI:** Barbaranelli, C & Fida, R (2017-2019) Gender differences as social determinant of work-related stress: secondary analysis of the data from the INAIL platform. INAIL, Italian National Institute for Insurance against Accidents at Work, € 160,000.

**Co-I:** Daniels, K., Tregaskis, O., Connolly, S., Fida, R., Sanderson, K., can Stolk, C., Nayani, R., Watson D. & Whitmore, M. (2019) Practices and Combinations of Practices for Health and Wellbeing at Work (R207028). ESRC £659,540.21.

**Co-I:** Daniels, K., Tregaskis, O., Connolly, S., Fida, Nayani, R., Watson D. (2018) Transition Funding Application: Work, Learning and Wellbeing Programme, What Works Centre For Wellbeing £136,933.

**Current Teaching and organising modules**

NBS-7064Y (MSc) – Business Research Methods (September 2018 – now).

NBS-7063X (MSc) – Dissertation (September 2018 – August 2019).

PhD advanced training - Multivariate Data Analysis and Structural Equation Modelling

**Recent PhD Supervision**

S Juwe (Norwich Business School, research title: Leading Creativity and Innovation for Wellbeing: A multi-level, comparative and longitudinal investigation) 1st Supervisor. Completed 2019

V Bruer (International Development, UEA, Thesis Title: Looking into the black box: An exploration of the dynamics behind the success and failure of skills training and mentoring for unemployed youths) 3rd Supervisor. Completed 2020

F Zaghini, (Tor Vergata University, Rome, Italy, Nursing PhD program; research topic: moral disengagement) 2nd Supervisor Completed 2015

O Vaughn (Norwich Business School, research topic: Could Improved Staff Well-Being Be the Key to Improved Care? A Study of Staff In Care Settings) 1st Supervisor. 3rd year

M Mathai (Norwich Business School, topic: Cultural Dissonance) 2nd Supervisor 3rd year

F Fallatah (University of Western Ontario, research topic: Authentic Leadership and Error Reporting) Advisor

**Editorial roles**

Associate Editor International Journal of Workplace Health Management

Associate Editor Frontiers in Psychology (section Organizational Psychology)

Reviewer: Journal of Business Ethics, Business Ethics Quarterly; Business Ethics: A European Review; Journal of Occupational and Organizational Psychology; Journal of Occupational and Health Psychology; Work & Stress; European Journal of Work and Organisational Psychology, Psychological Reports; British Journal of Management; Journal of Management & Organization; The Spanish Journal of Psychology; Personality and Individual Differences; The Journal of Early Adolescence; Scientific Reports; Scandinavian Journal of Psychology; Aggression and Violent Behavior; Journal of Managerial Psychology; British Journal of Educational Psychology

**Media (selected press)**

18-05-2019 Yahoo! News (UK) [Bullied at Workplace? It Can Change Behaviour for Worse](https://in.style.yahoo.com/bullied-workplace-change-behaviour-worse-114755612.html?guccounter=1)

01-06-2019 Interview for “British Journal of Hospital Medicine” Workplace bullying can lead to health- related problems and negative behaviour in victims

18-05-2019 News24online [Do THIS if you are bullied at workplace](https://news24online.com/news/do-if-you-are-bullied-workplace-1eadf928)

17-05-2019 Business Standard [Results of workplace bullying, study suggests](https://www.business-standard.com/article/news-ani/results-of-workplace-bullying-study-suggests-119051700469_1.html)

16-05-2018 Nursing Times <https://www.nursingtimes.net/news/workforce/being-bullied-or-abused-at-work-can-impact-on-behaviour-of-nurses/7024540.article>

12-05-2018 Daily Times Online <https://dailytimes.com.pk/238959/aggression-at-work-can-lead-to-vicious-circle-of-misconduct/>

11-05-2018 PHYS.ORG <https://phys.org/news/2018-05-aggression-vicious-circle-misconduct.html>

01-07-2018 People Management (Circulation : 131630) Bullying at work can lead to further misbehaviour

01-07-2018 Safety Express (CirculaƟon : 6000) Study uncovers 'vicious circle' of misconduct

13-02-2018 SafetySolutions.net.au <https://www.safetysolutions.net.au/content/nsca-foundation/article/self-efficacy-scale-could-help-reduce-workplace-stress-1098455161>

02-02-2018 PHYS.ORG <https://phys.org/news/2018-02-insights-employees-stressful-situations.html>

Helping nurses is key to good patient care *Norwich Evening News* | 19/10/2016 p.20

Research suggests nurses need help *Eastern Daily Press* | 19/10/2016 p.24

[Las enfermeras, ¿ninguneadaspor sus colegas?](http://www.infosalus.com/asistencia/noticia-enfermeras-ninguneadas-colegas-20161019070936.html) *Infosalus* | 19/10/2016

[More support needed for nurses facing mistreatment at work](http://scienmag.com/more-support-needed-for-nurses-facing-mistreatment-at-work/) *Scienmag* | 19/10/2016

[More support needed for nurses facing mistreatment at work](http://medicalxpress.com/news/2016-10-nurses-mistreatment.html) *MedicalXpress.com* | 19/10/2016

[More Support Needed for Nurses Facing Mistreatment at Work](http://www.otjonline.com/news2016/10/news19b.php) *The Operating Theatre Journal* | 20/10/2016

[Improving nurses' ability to cope with workplace mistreatment crucial to retention, study says](http://www.mcknights.com/improving-nurses-ability-to-cope-with-workplace-mistreatment-crucial-to-retention-study-says/article/566914/) *McKnight`s Assisted Living - Online* | 20/10/2016

[Nurses mistreated at work need more support, suggests research](http://patient.info/wellbeing/health/nurses-mistreated-at-work-need-more-support-suggests-research) *Patient Info* | 19/10/2016

More support needed for nurses facing mistreatment at work Science Daily 19, 2016

[Self-advocacy might protect against workplace rudeness](http://uea.us10.list-manage.com/track/click?u=e54febaadc6606944bd8a9452&id=39172a0d3f&e=d554c01a32) McKnight’s Long-Term Care News | 07/12/2016

[The protective role of self-efficacy against workplace incivility and burnout in nursing : a time-lagged study](http://journals.lww.com/hcmrjournal/Abstract/publishahead/The_protective_role_of_self_efficacy_against.99778.aspx) ASSTSAS – VEILLE INFORMATIONNELLE 2/22/2016

# More support needed for nurses facing mistreatment at work Peer Appraisal Oct 2016 <http://peerappraisals.com/2016/10/more-support-needed-for-nurses-facing-mistreatment-at-work/>

What hospitals can learn from the nurses who avoid burnout 9:12 AM - October 21, 2016 <https://www.advisory.com/daily-briefing/2016/10/21/nurse-burnout>

Interview for Nursing Standard ['Tailored plan ‘could improve a student’s ability to cope’', Nursing Standard. 30, 39, 10-10. http://dx.doi.org/10.7748/ns.30.39.10.s11] May 2015