

Margaret Heffernan, Ph.D.
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BIOGRAPHY

Margaret Heffernan (BBS, MBS, MCIPD, PhD) is Associate Professor of HRM at Dublin City University Business School. Prior to this she lectured in the J.E. Cairnes School of Business and Economics at University of Galway and worked as a Research Fellow at the University of Limerick. Margaret is a chartered member of the Chartered Institute of Personnel & Development and a FAS-accredited trainer. She is also certified by the British Psychological Society (BPS) to administer a range of psychometric instruments. Her main research interests focus on strategic human resource management, organisational justice and employee wellbeing. She has presented at numerous academic and professional conferences and published book chapters and academic journal articles in such journals as Human Resource Management Journal and International Journal of Human Resource Management. Margaret is on the editorial board of the International Journal of Human Resource Management and the Irish Journal of Management and is also a member of Editorial Review Board for Employee Relations. She is currently Chair of the Irish Academy of Management and a member of IFSAM General Assembly,

ACADEMIC QUALIFICATIONS

Ph.D. NUI Galway, 2012.
M.B.S. University of Limerick, 1999.
B.B.S. University of Limerick, 1997.

PROFESSIONAL CERTIFICATIONS

Digital Badge in Reflective Practice in Teaching, 2021
Senior Fellow Advance HE, 2021
British Psychological Society (BPS) Psychometric Training - Level A, 2009
Chartered Member Chartered Institute of Personnel and Development, 1997

PROFESSIONAL MEMBERSHIPS

Academy of Management, 2002 to date
Irish Association for Industrial Relations, 2002 to date
Irish Academy of Management, 1999 to date
Chartered Institute of Personnel and Development (CIPD), 1997 to date

WORK EXPERIENCE

Associate Professor in Human Resource Management, DCU (Jan 2021 - Present), Ireland.
Assistant Professor in Human Resource Management, DCU (Sept 2006 - Jan 2021), Ireland.
Lecturer in HRM, National University of Ireland, Galway (Sept 2004 – Aug 2006), Ireland.
Tutor - Masters in Technology Management, Atlantic University Alliance, NUI Galway (2002 –2004), Ireland.
Irish Management Institute (IMI) Research Fellow, University of Limerick (1999 - 2002), Ireland.

EXTERNAL ENGAGEMENT (2018 - TO DATE)

Presentation to Ext. Organisation - Vocational rehabilitation association - Irish network (2021)

SERVICE TO THE ACADEMIC COMMUNITY (2018 - to date)

Board of Directors

2024 Irish Academy of Management (National). Chair of Irish Academy of Management
2021-2023: Irish Academy of Management (National). Vice Chair of Irish Academy of Management
2018-2020: Irish Academy of Management (National). Treasurer of Irish Academy of Management

Reviewer: Ad Hoc Reviewer for a Journal

International Journal of Human Resource Management; Human Resource Management; Human Resource Management Journal, Human Resource Management Review, Employee relations, Academy of Management Conference US; British Journal of Management.

Academic Conference: Moderator / Facilitator –

Irish Academy of Management (2023)
Irish Academy of Management (2022).
Return to work after illness: the role of Industrial relations, Brussels, Virtual (2020); Irish Academy of Management (2019).

Board Member: Advisory Board

2018-2023: Member Editorial Review Board (ERB) - Employee Relations.

Board Member: PRJ Editorial Review Board

2018-2023: International Journal of Human Resource Management (International).
2018-2023: Irish Business Journal (National).

Conference Organiser - Irish Academy of Management (2020).

External Examiner

2024 External Examiner, HR modules on blended/online post-experience professional programmes (levels 6,7 and 8), University of Limerick
2023 PhD External Examiner, Nottingham Trent University
2023 DBA External Examiner, South East Technological University
2018 External Assessor on Programme Review Panel for Adult Education in University College Cork (Diploma in Management Practice Level 7).

HONORS/AWARDS

2023: Best paper award: Work, Employment & Organisation track, Irish Academy of Management Conference.
2021: Senior Fellow, Advance HR.
2017: Outstanding Paper in the 2017 Emerald Literati Network Awards for Excellence., Emerald.
2014: Best paper award: HRM track, Irish Academy of Management Conference.
2010: Best paper award: OB track, Irish Academy of Management Conference.

PROFESSIONAL DEVELOPMENT (2018 - to date)

CIPD employment law seminar: Investigations in the current workplace environment.
The Case Centre Successful Case Teaching Workshop.

INTELLECTUAL CONTRIBUTIONS (2018 - TO DATE)

Refereed Articles

Kavanagh, N. and Heffernan, M. (2023). Mental health disclosure in the workplace—An interpretative phenomenological analysis of the employee experience. (Ahead of Print). <https://doi.org/10.2478/ijm-2023-0013>

Heffernan, M., Cafferkey, K., Harney, B., Townsend, K., & Dundon, T. (2022). HRM system strength and employee well-being: the role of internal process and open systems. *Asia Pacific Journal of Human Resources*.

Heffernan, M., & Konkel, M. (2022). How job insecurity affects emotional exhaustion? A study of job insecurity rumination and psychological capital during COVID-19. *Irish Journal of Management*.

McMackin, J., & Heffernan, M. (2020). Agile for HR: Fine in practice, but will it work in theory? *Human Resource Management Review*, 31 (4).

Cafferkey, K., Heffernan, M., Harney, B., Dundon, T., & Townsend, K. (2019). Perceptions of HRM system strength and affective commitment: The role of human relations and internal process climate. *International Journal of Human Resource Management*, 30 (21), 3026-3048.

Chapters, Cases, Readings, Supplements

Chapters

Heffernan, M., Gibbons, T., Hickland, E., & Trif, A. (2021). In search of a coordinated national framework: opportunities and challenges for returning to work after chronic illnesses in Ireland.. *Continuing at work: Long-term illness, return to work schemes and the role of industrial relations*. (pp. 77-98). European Trade Union Institute.

Refereed Proceedings

Cafferkey, K., Heffernan, M., Harney, B., Dundon, T., & Townsend, K. (2019). HRM strength and commitment: An open systems and employee relations climate perspective. *33rd Annual AIRAANZ Conference*.

Presentations of Refereed Papers

O'Hagan, N. and Heffernan, M. (2023). Is the dark side always dark? Exploring the outcomes of avoidance job crafting' Irish Academy of Management Conference. 22-24 August, University of Galway, Ireland. (Winner best paper in Work Employment and Organisation Track).

Hickland, E., Heffernan, M., Trif A. and Gibbons, T. (2024). Voluntarism – A Barrier to return to work with Chronic Illness in Ireland. 16th Conference of the European Sociological Association, 27-30 August, Porto, Portugal.

Kavanagh, N. and Heffernan, M. (2022). Mental Health Disclosure in the Workplace - An Interpretative Phenomenological Analysis of the Employee Experience. Irish Academy of Management Conference, 24-25 August. Trinity College Dublin.

Trif, A., Heffernan, M. and van der Werff, L. (2022). Compassion and wellbeing during the Covid-19 pandemic: the role of the supervisor. Irish Academy of Management Conference, 24-25 August. Trinity College Dublin.

Heffernan, M. and Beynon, M. Job design and motivation: a person-centred self-determination approach. Irish Academy of Management Conference, 25-26 August. Waterford Institute of Technology.

Harney, B., Heffernan, M., Cafferkey, K., & Dundon, T. (2019). *Bringing outside back in: HRM system strength, affective commitment and the dual moderating role of open systems climate*. 3rd Academy of Management HR Division International Conference, Dublin, Republic of Ireland.

Kenneth, C., Heffernan, M., Harney, B., & Dundon, T. (2019, February). *HRM strength and commitment: An open systems and employee relations climate perspective*. 33rd Annual AIRAANZ Conference, Melbourne, Australia.

Research Reports

2021: Heffernan, M., Hickland, E., Trif, A., & Gibbons, T., Shaping return to work policy: the role of industrial relations at national and company level., submitted to European Union Project No. VS/2019/0075.

Research

2024 [Year 1 of 2]: Heffernan, M. IncreMe-n-tal: Increasing Metalworkers' Representatives' Awareness and Skills on Mental Health Protection & Promotion in the Workplace. Funder: European Commission, Information and training measures for workers' organisations (SOCPL-2023-INFO-WK) . Project no. 101143366. Total €437,690; DCU: €52600. Principal Investigator

2024 [Year 1 of 2]: Heffernan, M. TRUE EUROPE: Trust in Relations between Unions and Employers in Europe. Funder: European Commission, SOCPL-2022-IND-REL. Project No: 101126483. Total: €555,000. DCU: €84,141. Co-Investigator

2019-2021: Heffernan, M. Negotiating return to work in the age of demographic change through industrial relations (REWIR): EU Funded Project, Co-Investigator, European Union.