

Editorial

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Since the publication of the first and second issues of the DBS Business Review, both Alan Morgan (former Editor-in-Chief) and Marie O'Neill (former Managing Editor) have moved on from these roles. Both Marie and Alan were hugely instrumental in getting the journal off the ground and then helping it achieve several significant milestones. These milestones included the journal being indexed on the Directory of Open Access Journals, the journal's inclusion on international EBSCO and ProQuest databases, expansion of the Editorial and Advisory Boards with members from universities across the globe, and growth in contributor engagement with the journal from academics, academic managers, leaders, the business sector, librarians and students. One of the last acts that Marie did for the journal was to suggest the current theme for this journal special issue edition (Psychology and Business), and the journal team and I take up that gauntlet now with this issue. I have a great debt to pay to Marie and Alan for leaving this journal in such great shape, and I hope I do not let them down in terms of reaching the high standards they set in the first two editions. Marie and Alan leave a great legacy and I wholeheartedly thank them for all their sterling work for the journal.

In the forefront of my mind when making the contributor call for this special issue is the fact that, as a psychologist myself who works in a business third-level college, who has taught business students in relation to research methods and management techniques, published articles in the marketing field (e.g. Prentice, Brady and McLaughlin, 2018) and co-authored a book on virtual leadership (Brady and Prentice, 2019), I have my own perspective on the partnership between psychology and business and the possibilities that can develop from that combination. However, to remain neutral, the call was as broad as possible with many possible psychology and business related areas suggested from which academic papers, original research, reflections, review papers, case studies, book reviews, original creative work, and interviews with key thinkers and practitioner updates could come. These suggested areas included: ethics in business; well-being in the workplace, transferable skills; occupational psychology; creativity, innovation and entrepreneurship; psychology and marketing; human resource management; leadership; psychology, technology and computing for business; workplace relations; policies/workplace laws; behavioural economics; cognition in the workplace and health promotion and psychological interventions in the workplace. The contributor submissions we received for this issue

did not disappoint, as they embraced this diverse view on the partnership between psychology and business.

After a rigorous peer review process, the accepted article submissions for this special issue focus on diverse psychology and business-related areas: former military personnel's ability to cope with work-life transition; management and administrative practices relating to nurses leaving the Irish healthcare system; the work experiences of employees with Asperger Syndrome; work-life balance and workplace well-being; psychometrics at work; the influence of promotions on consumers' purchasing decisions; and the psychological effects of workplace violence on social care staff.

What struck me most about Whelan and Feeney's investigation into the transferable skills of the Non-Commissioned Officers (NCOs) in the Defence forces was how well the participants in this study had adjusted to civilian work through application of the positive transferable skills they learnt from their military experiences. The psychological attribute-related positive transferable skills included leadership, self-discipline, self-pride, trustworthiness, and self-motivation. In order to best utilise these core skills, Whelan and Feeney make a number of recommendations to the defence forces and potential employers.

The Irish healthcare system is a major concern to the general public in Ireland and the recent Irish election underlines this with health topping the Irish Times poll on the important major issues for the Irish electorate (Leahy, 2020). Thus, Jilani's review article on nurses leaving the Irish healthcare system is timely. Amongst the various reasons for nurses leaving Ireland, including unfair compensation, occupational health-related factors come to the fore especially when implications from overwork and work-related conditions, for example burnout and stress, are discussed. This review article is a must-read for anyone trying to understand the issues effecting the state of the Irish healthcare system at this time. The conclusions and recommendations from this article offer advice on ways forward for the policymakers and management.

One of my wife's colleagues is diagnosed with Asperger Syndrome, so Julian and Barron's article has special personal interest to me. My wife's colleague has grappled with some of the key themes found in this research, for example: self-improvement and career progression, supportive work environments and workplace politics. The good news, highlighted by this article, for all those diagnosed with Asperger Syndrome, is that the diagnosis did not stop the participants in this study from having fulfilling careers.

We all need to pay heed to our work-life balance (WLB), and the issues related to it, but the Sharkey and Caska article also highlights, within this Information Age, the need for us to recognise the possibility of work-life merge (WLM) in our lives and the possible advantages and disadvantages of this phenomenon. Intriguingly, those employees working partially from their company offices and at home (WLM group) reported significantly greater levels of life and job satisfaction compared to those working solely in their company offices (WLB), which could relate to issues like frustratingly long commute times and disconnection from the family cited by some workers in the WLB

group. The ability to psychologically switch on and off from work, an issue especially if you bring your work home with you (WLM), is also explored.

A point made right at the start of Caska's reflective review paper is that psychology and business intersect when psychometric tests are used to aid decision making within organisations. This underlines the importance of psychometric tools to help organisations hire the best person for the job and pinpoint who are the best candidates for promotion. Psychologists like Dr. Barbara Caska (Selection by Design), who have formal training and qualifications in, and experience of, psychometric testing, are in a unique position to provide psychometric consultancy offerings to organisations. This reflective review paper opens the curtains to let you see the world of psychometrics and what it can offer.

You cannot talk about psychology and business without mentioning an obvious business-related area that embraces both realms, marketing. More specifically in the case of this special issue, the McPoland, Furey and McLaughlin article examines the influence of promotions on consumer snack purchasing decisions. An important emphasis coming from the findings of this article is the food retailers' obligation to recognise their corporate social responsibility where promotions are concerned, putting consumers' health before profit. To me this article has its heart in the right place.

The last thing we want is a shortage of social care workers looking after the most vulnerable individuals in our society but without the necessary staff supports this will be an ongoing problem. Within this special journal issue, Dowling and Banka shed light on major factors that lead to social care workers leaving the profession: workplace violence leading to staff stress and burnout. Even more importantly, the article's findings, implications and applications point to, amongst other things, the key protective role for effective staff self-care activities in ameliorating stress and burnout, and the need for self-care technique training.

In addition, Managing Editor, Jane Buggle, interviewed a practitioner in the business psychology field, namely, Nicola James, a chartered occupational psychologist and founder and CEO of Lexxic. Lexxic work with the public and private sector to facilitate organisations to gain greater understanding of dyslexia and neurodiversity within their workforce, allowing them to get the best from their employees. Laoise Darragh, a Library Assistant and a postgraduate psychology student at DBS, also provides a review of a book entitled "Unsafe thinking: how to be creative and bold when you need it most" by Jonah Sachs. The book review and interview are welcome additions, facilitating an expanded discourse within this special issue.

I hope you enjoy this special edition of the journal, and I would like to thank you, the reader, for your continued support. The next edition of DBS Business Review goes back to its open call for submissions from any business-related discipline.

References

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