Research output

The Importance of Recognising Emotional Labour in the Line Management of Neurodivergent Employees

Putting employees at the centre of sustainable HRM: a review, map and research agenda
Richards, J., 1 Feb 2020, In : Employee Relations.

"I've found it extremely draining": Emotional labour and the lived experience of line managing neurodiversity

Organising to beat the Trade Union Act 2016
Richards, J., 12 Oct 2019, In : Post-16 Educator. 97, p. 3-5

The intersection of disability and in-work poverty in an advanced industrial nation: The lived experience of multiple disadvantage in a post-financial crisis UK

Transforming HE for Disability Inclusion

Socially irresponsible human resource management? Conceptualising HRM practice and philosophy in relation to in-work poverty in the UK

Identifying line management support and neurodiversity training needs for Network Rail

Employers beware: Generation Y loves social media, but to a point

'The kids are alert': Generation Y responses to employer use and monitoring of social networking sites

Disability and in-work poverty in an advanced industrial nation: The lived experience of multiple disadvantage in the UK

Gender and Disability in Male-Dominated Occupations: A Social Relational Model
Emotional labour of sexual harassment, verbal violence and bullying: evidence from Polish migrant women

Netnographical methods and the challenge of researching hidden and secretive employee social media practices

'There's a reason why I call it hell': Work experience of Polish women in the Edinburgh hospitality industry

In-work Poverty and Enterprise: Self-employment and business ownership as contexts of poverty

Trade unions as employment facilitators for disabled employees

In work poverty: lessons for employers and HR practitioners
Richards, J. & Sang, K., 6 Dec 2015.

'I didn't feel like I was alone anymore': evaluating self-organised employee coping practices conducted via Facebook

'It's my passion and how I am now': Shaping employee social identity through a self-organised Facebook page

Researching secretive Internet phenomena: Netnographical methods and employees blogs
Richards, J., 5 Feb 2015. 12 p.

Trade unions as employment facilitators for disabled employees: The case of the UK's Transport Salaried Staffs' Association Neurodiversity project
Richards, J. & Sang, K., 4 Feb 2015. 43 p.

In-work poverty: a research agenda

'Being an academic is not a 9-5 job': Long working hours and the 'ideal worker' in UK academia
Sang, K., Powell, A., Finkel, R. & Richards, J., 2015, In : Labour and Industry: a journal of the social and economic relations of work. 25, 3, p. 235-249

Improving inclusion in employment for people impaired by Asperger syndrome: Towards practices informed by theories of contemporary employment

Managing Ethics in Research Projects

Gender and disability in the transport industry

Managing Ethics in Research Projects
Line managing neurodiverse employees in the UK transport industry: an exploratory study
Richards, J., Sang, K., Marks, A. & Gill, S., Dec 2013.

Experiences of neurodiverse employees in the UK transport industry

‘The kids are alert’: Employed students’ experiences of and attitudes towards the use of social networking sites in recruitment and employment

‘Be at work and well, or don’t be at all’: The role of line management for the support of employees with mental health problems

‘In the end, you can only slag people off for so long’: Employee cynicism through work blogging

Neurodiversity in the transport and travel industry: An exploratory study of knowledge and attitude towards neurodiversity, and perceptions of support and the management of employees with dyslexia, dyspraxia, dyscalculia, ADD/ADHD and Asperger syndrome

What works? Supporting mental health in the workplace (Executive Summary)

"Every man for himself": Teamwork and customer service in the hospitality industry

Developing ideas and concepts in teamwork research: Where do we go from here?

Examining the exclusion of employees with Asperger syndrome from the workplace

Improving inclusion in employment for people with Asperger syndrome: Towards practices that recognise theories of Asperger syndrome and contemporary employment

What has the internet ever done for employees? A review, map and research agenda

Developing a contemporary approach to conceptualizing employee actions

Biting the hand that feeds: Social identity and resistance in restaurant teams

The employee and the Internet age: A reflection, map and research agenda
How employees can leverage Web 2.0 in new ways to reflect on employment and employers

Information and communications technologies and e-business

Creating, connecting and correcting: Meanings of work-blogging amongst public service workers

A labour process analysis of the exclusion of adults with Asperger syndrome from the workplace

Interpassive self at work: Transgressing decenterment and following desires in the virtual realm

Re-visiting employee cynicism: On decentrement of the subject via work blogging

‘Because I need somewhere to vent’: The expression of conflict through work blogs

‘Satire and shop-talk’: The purpose and importance of sounding off in Cyberspace

The many approaches to organisational misbehaviour: A review, map and research agenda

Biting the hand that feeds: Social identity and resistance in restaurant teams

Biting the hand that feeds: Social Identity and Resistance in Teams

Misbehaviour and Dysfunctional Attitudes in Organizations

The end of mystery? Positioning organizational misbehaviour in a multi-disciplinary framework

Developing the concept of organizational behaviour
Richards, J., Apr 2004.

Industrial Quiescence or the Dissipation of Grievance, Injustice and Conflict in the Contemporary Workplace? An Ethnographical Approach and Investigation
Richards, J., Apr 2002.
Activities

**Student and Staff Solidarity Scotland Day of Action: Defend Jobs and Safety**
James Richards (Speaker)
16 Oct 2020

**Heriot-Watt branch rally to defend jobs**
James Richards (Speaker)
7 Oct 2020

**Appointed external examiner for MSc HRM (CIPD accredited) at University of Stirling**
James Richards (Recipient)
20 Aug 2020 → 30 Nov 2024

**Trade unions and dyslexia support: The case of Transport Salaried Staffs' Association (TSSA)**
James Richards (Speaker)
29 Jul 2020 → 30 Jul 2020

**Digital organising for UCU activists**
James Richards (Speaker)
20 Jul 2020

**Meeting the team: James Richards**
James Richards (Recipient)
11 Jun 2020

**UCU Congress 2020**
James Richards (Participant)
27 May 2020 → 29 May 2020

**Virtual roundtable on teaching Fair Work**
James Richards (Invited speaker)
27 May 2020

**Managing Mental Health in the Current Climate**
James Richards (Participant)
20 May 2020

**Health & Safety at work - stay safe!**
James Richards (Participant)
6 May 2020

**Job retention scheme and employment rights**
James Richards (Participant)
5 May 2020

**CIPD Coronavirus webinar series: How COVID-19 has changed people management**
James Richards (Participant)
4 May 2020

**Tackling Isolation**
James Richards (Participant)
24 Apr 2020
STUC 2020
James Richards (Participant)
20 Apr 2020 → 22 Apr 2020

HWUCU report on working under lockdown and employee-driven responses to such practices
James Richards (Recipient)
19 Apr 2020

'Nobody has asked what would help me work effectively and comfortably at home…': Disabled university employees say how they’d like to be better supported under the Covid-19 lockdown
James Richards (Recipient)
17 Apr 2020

Coronavirus at work
James Richards (Participant)
16 Apr 2020

How to organise through the coronavirus crisis
James Richards (Participant)
16 Apr 2020

ILPC 2020
James Richards (Speaker), Toma Pustelnikovaite (Speaker), Vaughan Ellis (Speaker) & Jesus Canduela (Speaker)
15 Apr 2020 → 17 Apr 2020

Health and Safety in the Home
James Richards (Participant)
7 Apr 2020

Coronavirus at Work - the wage subsidy
James Richards (Participant)
1 Apr 2020

UCU Scotland Congress
James Richards (Member of programme committee)
27 Mar 2020

Building Effective Collective Bargaining: Transforming UCU
James Richards (Participant)
18 Feb 2020

Inclusions Matters Workshop 2
Kate Sang (Invited speaker), Jennifer Remnant (Invited speaker) & James Richards (Speaker)
13 Feb 2020

STUC Rep Award Winners - Meeting With First Minister
James Richards (Recipient)
23 Jan 2020

Special congress: democracy commission
James Richards (Participant)
7 Dec 2019

Special HE sector conference - USS dispute
James Richards (Participant)
Building worker power in the context of the climate crisis
James Richards (Participant)
20 Nov 2019

Why Responsible Businesses Should Work With Trade Unions
James Richards (Participant)
5 Nov 2019

Organising 2019: innovations and reflections
James Richards (Invited speaker)
2 Nov 2019

UCU in Transformation - one year on...
James Richards (Speaker)
2 Nov 2019

Time, Control, Trust: Collectivising in Precarious Work
James Richards (Participant)
22 Oct 2019

Bringing in the ballot
James Richards (Speaker)
2 Oct 2019

STUC Organising Award 2019 - Video
James Richards (Recipient)
2 Oct 2019

UCU HE Briefing (Scotland/NE England/Northern Ireland
James Richards (Speaker)
18 Sep 2019

The importance of recognising emotional labour in the line management of neurodiversity
James Richards (Recipient)
15 Sep 2019

Biting the Ballot: Getting ready for the pay and pensions ballots
James Richards (Speaker)
24 Aug 2019

Craft Beer Research and Enterprise Workshop Symposium (CBREW)
Vaughn Ellis (Speaker) & James Richards (Speaker)
2 Jul 2019 → 3 Jul 2019

Overcoming barriers to the employment of disabled people: Turning research into policy
James Richards (Member of programme committee)
13 Jun 2019

Research Grant Application Writing
James Richards (Participant)
3 Jun 2019
UCU Congress: Fringe meetings
James Richards (Invited speaker)
26 May 2019

UCU Congress 2019
James Richards (Participant)
25 May 2019 → 27 May 2019

UCU Congress: Fringe meetings
James Richards (Invited speaker)
25 May 2019

Neurodivergent voices in the workplace
James Richards (Participant)
23 May 2019

Unions 21 Annual Conference
James Richards (Participant)
21 May 2019

Fife's May Day March and Rally
James Richards (Speaker)
4 May 2019

International Labour Process Conference 2019
James Richards (Speaker) & Vaughn Ellis (Speaker)
24 Apr 2019 → 26 Apr 2019

Scottish Trades Union Congress
James Richards (Participant)
15 Apr 2019 → 17 Apr 2019

Neurodiversity Training Seminar
James Richards (Speaker)
4 Apr 2019

TSSA Neurodiversity Seminar
James Richards (Speaker)
4 Apr 2019

Inclusion Matters Workshop
James Richards (Participant)
20 Mar 2019

Surmounting the Trade Union Act 2016: A case study of using local branch data and communication systems to 'get the vote out' in the UK higher education sector
James Richards (Speaker) & Vaughn Ellis (Speaker)
13 Feb 2019

UCUL National Meeting and AGM
James Richards (Speaker)
1 Feb 2019
WES Editorial Board (External organisation)
James Richards (Member)
25 Jan 2019 → 24 Jan 2021

Trade Union Act 2016 and GTVO
James Richards (Speaker)
16 Jan 2019

Trade Union Act 2016 and GTVO
James Richards (Speaker)
14 Dec 2018

An exploratory and conceptual study of common mental health conditions and sustainable working lives
James Richards (Speaker)
12 Dec 2018

CIPD Applied Research Conference
James Richards (Speaker) & Wendy Loretto (Speaker)
6 Dec 2018

GTVO: your guide to getting the vote out - Video
James Richards (Recipient)
22 Nov 2018

STUC Research Network
James Richards (Participant)
21 Jun 2018

ESRC scoping workshops: Towards a future that works for all
James Richards (Participant)
4 Jun 2018

TUC 150 - Retrospects and Prospects
James Richards (Participant)
1 Jun 2018

An Investigation into Aspergers' Syndrome within the Employment Context
James Richards (Examiner)
22 May 2018

Working in healthcare event
James Richards (Participant)
8 May 2018

World of Work
James Richards (Participant)
13 Apr 2018

International Labour Process Conference
James Richards (Speaker)
21 Mar 2018 → 23 Mar 2018
Talking about poverty: how can we tell a new story?
James Richards (Participant)
1 Feb 2018

Research, Impact and the UK Parliament
James Richards (Participant)
12 Dec 2017

CIPD conference for applied research, 2017
James Richards (Speaker)
1 Dec 2017

UCU Future of Higher Education
James Richards (Participant)
2 May 2017

Gentle Introduction to Survey Design for Evaluation
James Richards (Participant)
20 Apr 2017

Human and Social Sciences Research Market Interest Day
James Richards (Participant)
4 Apr 2017

Managing in-work poverty: Interventions for human resource management practitioners
James Richards (Speaker)
22 Mar 2017

Mental Health and Unemployment in Scotland
James Richards (Participant)
21 Feb 2017

UCU Equality Representatives Conference 2017
James Richards (Participant)
17 Feb 2017

30th Annual Australian New Zealand Academy of Management
James Richards (Participant)
6 Dec 2016 → 9 Dec 2016

DG Voice Conference
James Richards (Invited speaker)
9 Nov 2016

Advanced media training
James Richards (Participant)
22 Jun 2016

International Labour Process Conference 2016
James Richards (Participant)
4 Apr 2016 → 6 Apr 2016

In-work poverty and enterprise: Self-employment and business ownerships as context of poverty
James Richards (Contributor)
10 Mar 2016
Tackling Poverty Together Networking Meeting - Fife
James Richards (Participant)
8 Mar 2016

Scottish Parliament (External organisation)
James Richards (Member)
2 Mar 2016

CIPD conference for applied research, 2015
James Richards (Speaker)
8 Dec 2015

BUIRA Day of Discussion - The Trade Union Bill: Implications for Industrial Relations
James Richards (Participant)
27 Nov 2015

Tackling in-work poverty: it's your business workshop
James Richards (Participant)
29 Apr 2015

Social Media Data Analysis
James Richards (Participant)
10 Apr 2015

Fast-tracking your Career by Networking
James Richards (Participant)
25 Mar 2015

Work and Employment Research Unit Seminar Series 2014-15: Minimum Wages – Developments in the UK, Europe and the USA compared
James Richards (Participant)
17 Mar 2015

BAM Research Methodology SIG 6th Annual "Sharing our Struggles" Workshop: Crafting Research: analysing qualitative data – developing researcher reflexivity
James Richards (Participant)
12 Dec 2014

Neurodiversity Champions update day
James Richards (Speaker)
18 Jun 2014

Action on Autism Research in Scotland - Improving Impact Seminar Series (3)
James Richards (Speaker)
30 Apr 2014

The British Academy of Management Research Methodology Special Interest Group's "Sharing Our Stuggles" workshop
James Richards (Speaker)
16 Dec 2013

27th Australian and New Zealand Academy of Management Conference
James Richards (Speaker)
5 Dec 2013
Neurodiversity Project - Trades Union Conference  
James Richards (Speaker)  
10 Sep 2013

London School of Economics HR Conference 2013 – People, Purpose, Power  
James Richards (Participant)  
20 May 2013

Julie Hilling MP and TSSA union - House of Commons  
James Richards (Speaker)  
3 Dec 2012

Scottish Association of Mental Health - Grand Central Hotel, Glasgow  
James Richards (Speaker)  
14 Mar 2012

Qualifications
... → 2013 Academic Member of Chartered Institute of Personnel and Development, Academic MCIPD
... → 2012 Asperger Syndrome, Sheffield Hallam University, PG Cert
... → 2007 Doctor of Philosophy, University of Stirling, Ph.D
... → 2007 Fellow of Higher Educational Academy, FHEA
... → 2005 PgCert in Academic Practice (HE), Heriot Watt University, PGCAP
... → 2000 BA (Hons), Human Resource Management, University of Stirling, BA
... → 2000 Graduate member of Chartered Institute of Personnel and Development, University of Stirling, Grad CIPD