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Stephen Bevan is Head of HR Research Development at the Institute for Employment Studies (IES). He has previously been both Managing Director and Director of Research at The Work Foundation where he led a programme of applied research on workplace health, performance, reward, motivation and retention.

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Cooper, President of the CIPD, Steve Bevan from the Institute for Employment Studies, and Zofia Bajorek from The Work Foundation. This article draws on some of our thoughts and findings.

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Stephen Bevan is the Director of the Centre for Workforce
Effectiveness at The Work Foundation, and a Professor at
Lancaster University Management School. Previously he was
Director of Research at the Institute of Employment Studies in
Brighton. He has carried out policy research for No. 10 Policy
Unit, HM Treasury and the Cabinet Office.

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