


## CONFERENCE PROGRAM


| DAY 1 THURSDAY 13 JULY 2017  |  |  |  |  |   |
|--|--|--|--|--|---|
| 8.30 am - 12pm   | Grand Lodge  | Doric Room   | Corinthian Room  | Tuscan Room  | Composite Room  |
| <p><i>(10 am - 10.30am) Morning Tea for Workshop Delegates only</i></p>  | <p><b>Sue Langley</b><br/> <i>Developing Positive Leaders: Tools and Techniques to Help Leaders and Organisations Achieve Thriving Performance and Results</i></p>                             | <p><b>Justin Simmonds</b><br/> <i>Effectively managing mental health issues and risk in the workplace</i></p>  | <p><b>David Heap &amp; Nic Eddy</b><br/> <i>Coaching as an Organisational Psychologist: the promise and the reality</i></p>  | <p><b>Heather Ikin</b><br/> <i>Organisational design, development, demands and disruption: meeting the challenges of tomorrow today</i></p>  | <p><b>Ben Searle</b><br/> <i>Developing Psychometrically Sound Psychological Scales</i></p>   |
| <b>Lunch Break   Banquet Hall</b>  |  |  |  |  |   |
| <b>12pm - 1pm</b><br><b>1pm - 2.30pm</b><br>Conference Opening / Welcome Address / Welcome to Country (1pm - 1.30pm)<br><br><b>Beryl Hesketh keynote - Professor Mo Wang (1.30pm - 2.30pm)</b><br><i>Working after Retirement: Psychological Forces and Environmental Constraints</i><br><br>Plenary   Grand Lodge |  |  |  |  |   |
| 2.30pm - 3.15pm  | Plenary   Grand Lodge  | Doric Room   | Corinthian Room  | Tuscan Room  | Composite Room  |
|  | <b>Concurrent Session 1A</b>   | <b>Concurrent Session 1B</b>   | <b>Concurrent Session 1C</b>   | <b>Concurrent Session 1D</b>   | <b>Concurrent Session 1E</b>  |
| STREAM   | Stress and Wellbeing   | Training and Development   | Performance Improvement  | Cross - Cultural Issues  | Decision-Making   |
| SESSION CHAIR  | Michelle Tuckey  | Jennifer Barbour   | Anya Johnson   | Helena Cooper-Thomas   | Jaime Auton   |
| SESSION ABSTRACTS  | <a href="#">ID # 99</a>  | <a href="#">ID # 182</a>   | <a href="#">ID # 83</a>  | <a href="#">ID # 74</a>  | <a href="#">ID # 152</a>  |
| <b>2.30 - 2.45pm</b>   | Job support, coping, and control: Assessment of simultaneous impacts within the occupational stress process<br><b>Paula Brough</b><br><i>Individual Oral Paper</i>                             | Effects of inductions on psychiatric staff stress, motivation, job clarity and turnover intentions<br><b>Caroline Kamau</b><br><i>Individual Oral Paper</i>  | High-quality connection; Its implication on academics resilience capacity<br><b>Muhammad Taufiq Amir</b><br><i>Individual Oral Paper</i>   | The Psychosocial Developmental Status of Chinese Students compared to Westerners in an Australian University<br><b>Helen Parker</b><br><i>Individual Oral Paper</i>                    | Effects of Institutional Logics on Entrepreneurial Decision-Making<br><b>Niharika Garud and Rakesh Pati</b><br><i>Individual Oral Paper</i>   |
| <b>2.45 - 3.00pm</b>   | <a href="#">ID # 153</a><br>Colorism in the "market place": Exploring the influence of skin tone on the marriage of labour markets<br><b>Antoinette Landor</b><br><i>Individual Oral Paper</i> | <a href="#">ID # 68</a><br>Factors that influence the training transfer and maintenance of leadership and management skills: a retrospective study<br><b>Sonya Vandergoot</b><br><i>Individual Oral Paper</i>  | <a href="#">ID # 82</a><br>A laboratory study of responses to high-performance supervision: When does such supervision "cross the line" and become abusive?<br><b>Neal Ashkanasy</b><br><i>Individual Oral Paper</i> | <a href="#">ID # 112</a><br>The effect of emotional support towards quality of work life on Balinese working women<br><b>I Ketut Yoga Adityawira</b><br><i>Individual Oral Paper</i>   | <a href="#">ID # 72</a><br>The application of reduced processing decision support systems to facilitate the identification of mental health disorders amongst naive personnel<br><b>Brittany Cullen</b><br><i>Individual Oral Paper</i> |
| <b>3.00 - 3.15pm</b>   | <a href="#">ID # 161</a><br>Work roster and wellbeing: the mediating role of work/family conflict<br><b>Huw Flatau Harrison</b><br><i>Individual Oral Paper</i>                                | <a href="#">ID # 88</a><br>The effects of good and poor examples on decision-making by novices in a dynamic business simulation<br><b>E. James Kehoe</b><br><i>Individual Oral Paper</i>   | <a href="#">ID # 138</a><br>A bibliometric review of the broad HR analytics research: Marrying practitioner and academic contributions<br><b>Catherine Leighton</b><br><i>Individual Oral Paper</i>                  | <a href="#">ID # 36</a><br>Examining the etic and emic of JD-R model in a non-Western society<br><b>Alieh Haghighi</b><br><i>Individual Oral Paper</i>                                 | <a href="#">ID # 13</a><br>Current advances in robotic decision-making: Is there such a thing as an intuitive robot?<br><b>Ben Morrison</b><br><i>Individual Oral Paper</i>   |
| <b>Afternoon Tea Break   Banquet Hall</b>  |  |  |  |  |   |
| 3.30 - 5.00pm  | Plenary   Grand Lodge  | Doric Room   | Corinthian Room  | Tuscan Room  | Composite Room  |
|  | <b>Concurrent Session 2A</b>   | <b>Concurrent Session 2B</b>   | <b>Concurrent Session 2C</b>   | <b>Concurrent Session 2D</b>   | <b>Concurrent Session 2E</b>  |
| STREAM   | Diversity and Organisational Justice   | Physiology and IO Psychology   | Organisational Change  | Decision - Making  | Engagement  |
| SESSION CHAIR  | Paula Brough   | Anya Johnson   | Joanne Earl  | Kristina Dorniak-Wall<br>Natalie Francis   | Liz Jones   |
| SESSION ABSTRACTS  | <a href="#">ID # 39</a>  | <a href="#">ID # 120</a>   | <a href="#">ID # 8</a>   | <a href="#">ID # 114</a>   | <a href="#">ID # 148</a>  |
| <b>3.30 - 3.45pm</b>   | How attraction, selection and attrition processes produce diversity in organisational culture in large, multi-site organisations<br><b>Matthew Neale</b><br><i>Individual Oral Paper</i>       | Bringing physiology back into IO Psychology<br><b>Anya Johnson</b><br><b>Stefan Volk</b><br><b>Helena Nguyen</b><br><b>Neal Ashkanasy</b><br><b>Mo Wang</b><br><b>Tim Bednall</b><br><b>Stacey Parker</b><br><b>Jemma King</b><br><i>Professional Practice Forum</i> | Leader prototypicality: Improving public evaluations following a crisis<br><b>Tyler Okimoto and Niamh Dawson</b><br><i>Individual Oral Paper</i>   | The robots are coming (to help us with hiring) for our jobs<br><b>Kristina Dorniak-Wall</b><br><b>Elliott Wood</b><br><i>Professional Practice Forum</i>                               | When do risk practices outweigh engagement? Balancing the role of engagement, innovation and risk on customer satisfaction in finance organisations<br><b>Natalie Francis and Catherine Boyd</b><br><i>Individual Oral Paper</i>        |
| <b>3.45-4.00pm</b>   | <a href="#">ID # 77</a><br>Responding to jerks at work: When and why employees prefer to reintegrate or punish workplace offenders<br><b>Mylyn Dat</b><br><i>Individual Oral Paper</i>         | *Best Paper Winner:<br><b>Professional Practice Forum</b><br><br><b>An informal networking session will take place immediately following this session from 5pm - 5.30pm.</b>   | <a href="#">ID # 84</a><br>A method to understand the culture of risk management using voting technology<br><b>Daniel de Zilva and Jue Yao</b><br><i>Individual Oral Paper</i>                                       | <a href="#">ID # 17</a><br>Manager Commitment Attributions and Engagement: Considering HR strength and Enabling HR Practices<br><b>Karin Sanders</b><br><i>Individual Oral Paper</i>   | <a href="#">ID # 40</a><br>Organisational resources, organizational engagement climate, job resources and employee engagement<br><b>Simon Albrecht</b><br><i>Individual Oral Paper</i>  |
| <b>4.00 - 4.15pm</b>   | <a href="#">ID # 97</a><br>The effective management of whistleblowing: Strategies for knowledge advancement<br><b>Paula Brough</b><br><i>Individual Oral Paper</i>                             | *Best Paper Winner:<br><b>Professional Practice Forum</b><br><br><b>An informal networking session will take place immediately following this session from 5pm - 5.30pm.</b>   | <a href="#">ID # 147</a><br>From page to action: Applying a workshop method to understand organisational culture<br><b>Suzie Drummond</b><br><i>Individual Oral Paper</i>  | <a href="#">ID # 40</a><br>Organisational resources, organizational engagement climate, job resources and employee engagement<br><b>Simon Albrecht</b><br><i>Individual Oral Paper</i> | <a href="#">ID # 40</a><br>Organisational resources, organizational engagement climate, job resources and employee engagement<br><b>Simon Albrecht</b><br><i>Individual Oral Paper</i>  |

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|---------------|---|--|---|---|--|
| 4.15 -4.30pm  | <a href="#">ID # 140</a><br>Diversity is not enough, inclusion is the key to improved business performance<br><b>Adam Hall</b><br><b>Melinda Norris</b><br><b>Troy Roderick</b><br><b>Gemma Allen</b><br><i>Professional Practice Forum</i> | <i>Professional Practice Forum continued</i> | <a href="#">ID # 174</a><br>Applying start-up methodology to capability development and organisational change<br><b>Emily Chang</b><br><i>Individual Oral Paper</i>   | <a href="#">ID # 146</a><br>The emergence of cognitive computing: Impact and implications for HR and organisational psychology<br><b>Natalie Francis</b><br><b>Leslie Breackell</b><br><b>Cameron Dougall</b><br><i>Professional Practice Forum</i> | <a href="#">ID # 48</a><br>Do certain people attract conflict? An exploratory study on deep-level diversity and relationship conflict in the workplace<br><b>Leya Snider</b><br><i>Individual Oral Paper</i> |
| 4.30 - 4.45pm |   |  | <a href="#">ID # 192</a><br>Improving Assessment Centre Outcomes: Approaches to Improving Assessor and Role-Player Training at Deakin University<br><b>Viviana Angela Cavuoto</b><br><i>Individual Oral Paper</i> |   | <a href="#">ID # 18</a><br>HPWPs, HR commitment attributions and employee engagement: Considering power distance orientation<br><b>Karin Sanders</b><br><i>Individual Oral Paper</i>                         |
| 4.45-5.00pm   |   |  | <a href="#">ID # 193</a><br>Organisational integration and wellbeing of post-acquisition employees: Mediating roles of superior's and coworker support<br><b>Olufemi Lawal</b><br><i>Individual Oral Paper</i>    |   | <a href="#">ID # 197</a><br>Schneider Electric: Developing the next generation of positive intelligent leaders globally<br><b>Sue Langley</b><br><i>Individual Oral Paper</i>                                |
| 5.30 -6.30pm  | <b>2017 IOP Conference Welcome Cocktail Reception</b><br>Exhibition Area   Banquet Hall<br><br><i>This function is prodly sponsored by:</i><br>            |  |   |   |  |

**DAY 2 FRIDAY 14 JULY 2017**

| 8.30 am - 10am       | Plenary   Grand Lodge<br>Concurrent Session 3A  | Doric Room<br>Concurrent Session 3B  | Corinthian Room<br>Concurrent Session 3C  | Tuscan Room<br>Concurrent Session 3D  | Composite Room<br>Concurrent Session 3E  |
|----------------------|---|--|---|---|--|
| STREAM               | Future of Work  | Talent Acquisition   | Motivation  | Human Factors and Safety  | Coaching and Technology and I/P Psychology   |
| SESSION CHAIR        | Nick Reynolds   | Patrick Dunlop   | Zijun Cai   | Ben Morrison  | Sarah Fischer<br>Jack Campbell   |
| SESSION ABSTRACTS    |   | <a href="#">ID # 119</a>   | <a href="#">ID # 139</a>  | <a href="#">ID # 103</a>  | <a href="#">ID # 10</a>  |
| <b>8.30-8.45am</b>   | Future of Work: In what ways is the future of work phenomenon radically altering career opportunities for employees and people workers?<br><b>Ben Spies-Butcher</b><br><b>Crissa Sumner</b><br><b>Karen Boag</b><br><i>Practice Panel</i>   | Innovations in interviewing: The multiple mini interview - a case study<br><b>Julie West</b><br><i>Individual Oral Paper</i>   | Social Context and Proactive Behaviour<br><b>Zijun Cai</b><br><b>Catherine Collins</b><br><b>Andrea Espedido</b><br><b>Georgia Hay</b><br><i>Symposia</i>                         | We Need to Talk: Communication between Health Professionals in Incident Analysis: A Communication Accommodation Theory Approach.<br><b>Elizabeth Blackwood</b><br><i>Individual Oral Paper</i>                | Building relationship-based trust through adopting a coaching leadership approach<br><b>Sarah Fischer</b><br><b>Joe Fischer</b><br><b>Virginia Mansell</b><br><i>Professional Practice Forum</i> |
| <b>8.45-9.00am</b>   |   | <a href="#">ID # 45</a><br>The overclaiming technique and the effect of warnings against faking<br><b>Teesha Baines</b><br><i>Individual Oral Paper</i>  |   | <a href="#">ID # 178</a><br>Human factors versus human error: Why is psychology missing out?<br><b>Christine Boag-Hodgson</b><br><i>Individual Oral Paper</i>   |  |
| <b>9.00-9.15am</b>   |   | <a href="#">ID # 129</a><br>Multiple mini interviews: What are we measuring?<br><b>Barbara Griffin</b><br><i>Individual Oral Paper</i>   |   | <a href="#">ID # 4</a><br>Open plan offices CAN work: A case study of a "best practice" law firm<br><b>Rachel Morrison</b><br><i>Individual Oral Paper</i>  |  |
| <b>9.15-9.30am</b>   |   | <a href="#">ID # 37</a><br>Targeting Recruitment Messages to Recruit New Volunteers with based on their Personalities<br><b>Patrick Dunlop</b><br><i>Individual Oral Paper</i>   |   | <a href="#">ID # 41</a><br>Evaluating the effectiveness of a pilot safety training initiative for leaders<br><b>Megan Orchard</b><br><i>Individual Oral Paper</i>   | <a href="#">ID # 154</a><br>Working together apart: Setting up virtual teams for success<br><b>Jack Campbell</b><br><b>Diya Dey</b><br><i>'How-to' Session</i>                                   |
| <b>9.30-9.45am</b>   |   | <a href="#">ID # 169</a><br>The frame-of-reference effect in job applicant personality testing: Faking or true work personality?<br><b>Jeremy Anglim</b><br><i>Individual Oral Paper</i>                                   |   | <a href="#">ID # 71</a><br>Dimensions of leader safety commitment: An individual level investigation<br><b>Laura Fruhen</b><br><i>Individual Oral Paper</i>   |  |
| <b>9.45-10.00am</b>  |   | <a href="#">ID # 121</a><br>Two Sides to Every Coin: The Benefits and Burdens of Organizational Reputation on Employees<br><b>Niharika Garud</b><br><i>Individual Oral Paper</i>   |   | <a href="#">ID # 165</a><br>Exploring the validity of an assessment tool for measuring the cue utilisation performance of audiologists-in-training<br><b>Jarrah Watkinson</b><br><i>Individual Oral Paper</i> |  |
| <b>10.00-10.30am</b> | <b>Morning Tea Break   Banquet Hall</b>   |  |   |   |  |
| 10.30am-12pm         | Plenary   Grand Lodge<br>Concurrent Session 4A  | Doric Room<br>Concurrent Session 4B  | Corinthian Room<br>Concurrent Session 4C  | Tuscan Room<br>Concurrent Session 4D  | Composite Room<br>Concurrent Session 4E  |
| STREAM               | Work Health and Safety  | Leadership   | Motivation  | Stress and Wellbeing  | Recruitment and Selection  |
| SESSION CHAIR        | Kirsten Way   | Tim Bednall  | Nicole Celestine  | Paula Brough  | Leah Coulon  |
| SESSION ABSTRACTS    |   | <a href="#">ID # 101</a>   | <a href="#">ID # 123</a>  | <a href="#">ID # 184</a>  | <a href="#">ID # 55</a>  |
| <b>10.30-10.45am</b> | Work Health and Safety: Significant developments in WHS law, workplace governance, and onsite practice require people workers and employees to develop new skills? What do people workers need to know?<br><b>Deborah Latimer</b><br><b>Thomas Loveday</b><br><i>Practice Panel</i> | Knowledge sharing and innovative behavior: How much transformational leadership do you need?<br><b>Tim Bednall</b><br><i>Individual Oral Paper</i>   | New Insights into the Conceptualisation and Outcomes of Proactivity<br><b>Nicole Celestine</b><br><b>Giles Hirst</b><br><b>Ben Searle</b><br><b>Eric Delle</b><br><i>Symposia</i> | Are we there yet? Defining and measuring the desired state of optimal mental health and wellbeing in Australian workplaces<br><b>Nerida Joss</b><br><i>Individual Oral Paper</i>                              | Practicalities of local and international norm choice in large scale organisations<br><b>Leah Coulon</b><br><i>'How-to' Session</i>  |
| <b>10.45-11.00am</b> |   | <a href="#">ID # 190</a><br>Integrating Leadership Development Theories to Meet the Challenges of a Complex World<br><b>Charmine Hartel</b><br><b>Marianne Roux</b><br><i>Individual Oral Paper</i>                        |   | <a href="#">ID # 5</a><br>Turnover as divorcing your workplace – Relational indicators in the ways workers describe loved (and hated) jobs<br><b>Rachel Morrison</b><br><i>Individual Oral Paper</i>          |  |
| <b>11.00-11.15am</b> |   | <a href="#">ID # 100</a><br>The Influence of Learning Goal Orientation and Leader-Member Exchange on Knowledge Sharing and Innovative Behavior: A Longitudinal Study<br><b>Tim Bednall</b><br><i>Individual Oral Paper</i> |   | <a href="#">ID # 79</a><br>Operational and Occupational Concerns and the Mental Health of Military Personnel<br><b>Sasha-Marie Banjavcic-Booker</b><br><i>Individual Oral Paper</i>                           |  |

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| 11.15-11.30am     | Practice panel continued  | <a href="#">ID # 189</a><br>Wellbeing in the workplace: Why interventions fail and why leadership is both the problem and the solution<br><b>Brad Desmond</b><br><i>'How-to' Session</i>                         | Symposia continued  | <a href="#">ID # 157</a><br>Improving Workplace Wellbeing Through Virtual Reality Interventions<br><b>Matthew Naylor</b><br><i>Individual Oral Paper</i>   | <a href="#">ID # 94</a><br>Why selection assessment fails when introduced to organisations and what we can do to address this<br><b>Samantha Hickey</b><br><i>'How-to' Session</i> |
| 11.30-11.45am     |   |  |   | <a href="#">ID # 76</a><br>The moderating effect of mindfulness on the relationship between psychological flourishing and work engagement<br><b>Asanka Gunasekara</b><br><i>Individual Oral Paper</i>                        |  |
| 11.45-12.00pm     |   |  |   | <a href="#">ID # 35</a><br>Consistent Profiles Among Burnout, Engagement, and Workplace Civility: A Person-Centred Perspective<br><b>Michael Leiter</b><br><i>Individual Oral Paper</i>                                      |  |
| 12.00-1.00pm      | <b>Laureate</b><br>Professor Sharon Parker & Professor Alex Haslam<br><b>Plenary   Grand Lodge</b>  |  |   |  |  |
| 1.00 - 2.00pm     | <b>Lunch Break   Banquet Hall</b>   |  |   |  |  |
| 1.00-1.45pm       | <b>College of Organisational Psychologists AGM</b><br><b>Plenary   Grand Lodge</b>  |  |   |  |  |
| 2.00-3.30pm       | <b>Plenary   Grand Lodge</b><br><b>Concurrent Session 5A</b>  | <b>Doric Room</b><br><b>Concurrent Session 5B</b>  | <b>Corinthian Room</b><br><b>Concurrent Session 5C</b>  | <b>Tuscan Room</b><br><b>Concurrent Session 5D</b>   | <b>Composite Room</b><br><b>Concurrent Session 5E</b>  |
| STREAM            | Social Justice  | Leadership   | Stress and Wellbeing  | Ageing Workforce   | Human Factors and Safety   |
| SESSION CHAIR     | Erin Turner   | Neal Ashkanasy   | Ben Searle  | Piers Bayl-Smith   | Mark Wiggins   |
| SESSION ABSTRACTS |   | <a href="#">ID # 60</a>  | <a href="#">ID # 85</a>   | <a href="#">ID # 117</a>   | <a href="#">ID # 172</a>   |
| 2.00-2.15pm       | Social Justice: Employees clearly want greater meaning and responsible, purposeful behaviour from their workplaces. How can people workers and employers address these complex challenges?<br><b>Matt Hendricks</b><br><b>Monique Rappell</b><br><b>Grant Hilliard</b><br><i>Practice Panel</i> | Emerging first-level leaders: a capability framework<br><b>Judith Chapman</b><br><i>Individual Oral Paper</i>  | Stress appraisals: What shapes the way we interpret work stressors, and what are the implications?<br><b>Ben Searle</b><br><b>Andrea Espedido</b><br><b>Gina Chatellier</b><br><b>Charlotte Rush</b><br><i>Symposia</i><br><br><b>*Best Paper Winner: Symposium</b> | Late Career Boom: Organisational and Individual factors impacting older worker careers and development<br><b>Piers Bayl-Smith</b><br><b>Valerie Caines</b><br><b>Sanjewa Perera</b><br><b>Anna Mooney</b><br><i>Symposia</i> | Cue Utilisation in Research and Practice<br><b>Mark Wiggins</b><br><b>Jaime Auton</b><br><b>Daniel Yee</b><br><b>Thomas Loveday</b><br><i>Symposia</i>                             |
| 2.15-2.30pm       |   | <a href="#">ID # 95</a><br>Developmental leadership and career adaptability: The role of career satisfaction<br><b>Eric Delle</b><br><i>Individual Oral Paper</i>  |   |  |  |
| 2.30-2.45pm       |   | <a href="#">ID # 170</a><br>Can social identity leadership protect community workers from burnout?<br><b>Kerry Buchholz</b><br><i>Individual Oral Paper</i>  |   |  |  |
| 2.45-3.00pm       |   | <a href="#">ID # 49</a><br>Exporting implicit leadership expectations: Examining foreign governance's influence on local leadership<br><b>Michael Sanger</b><br><i>Individual Oral Paper</i>                     |   |  |  |
| 3.00-3.15pm       |   | <a href="#">ID # 46</a><br>Dual-earner couples' psychological capital and satisfaction crossover: How relationship quality aids crossover<br><b>Jarrood Haar</b><br><i>Individual Oral Paper</i>                 |   |  |  |
| 3.15-3.30pm       |   | <a href="#">ID # 42</a><br>Predicting Proactive Career Behaviours: Evidence for Independent Influence of EPL Developmental Readiness Constructs<br><b>Olexander Chernyshenko</b><br><i>Individual Oral Paper</i> |   |  |  |

| 3.30-4pm          | Afternoon Tea Break   Banquet Hall   |  |   |   |  |
|-------------------|--|--|---|---|--|
| 4.00-5.30pm       | Plenary   Grand Lodge  | Doric Room   | Corinthian Room   | Tuscan Room   | Composite Room   |
| STREAM            | Concurrent Session 6A  | Concurrent Session 6B  | Concurrent Session 6C   | Concurrent Session 6D   | Concurrent Session 6E  |
| SESSION CHAIR     | Workplace Culture  | Retention and Engagement   | Ageing Workforce  | Motivation  | Human Factors and User Experience  |
| SESSION ABSTRACTS | Ian Adrian   | Paula Brough   | Helena Cooper-Thomas  | Patrick Dunlop  | Christine Boag-Hodgson   |
| 4.00-4.15pm       | <p>Workplace Culture: What are the best practice strategic interventions that minimise the occurrence of bullying and harassment of female employees? How is emotional healing fostered?</p> <p><b>Cecelia Herbert</b><br/><b>Joanne Earl</b><br/><i>Practice Panel</i></p>  | <p>Bringing context back: case study evidence of the impact of work environment factors on employee engagement<br/><b>Elizabeth Betty Frino</b><br/><i>Individual Oral Paper</i></p>                       | <p>Social inclusion versus social exclusion: Diverse effects on employees<br/><b>Helena Cooper-Thomas</b><br/><b>Rachel Morrison</b><br/><b>Jarrold Haar</b><br/><b>Elena Zubielevitch</b><br/><b>Gemma Kerr</b><br/><i>Symposia</i></p>  | <p>Mistaking Agreeableness as Honesty: A Costly Move in Negotiations<br/><b>Ryan Ng</b><br/><i>Individual Oral Paper</i></p>  | <p>Comparing the Cognitive Complexity of Chinese and Western students in an Australian University<br/><b>Helen Parker</b><br/><i>Individual Oral Paper</i></p> |
| 4.15-4.30pm       |  | <p><b>ID # 183</b></p> <p>Individual and organisational factors that influence managers' willingness to comply and their level of compliance spend<br/><b>Paul Oh</b><br/><i>Individual Oral Paper</i></p> | <p><b>ID # 25</b></p>   | <p><b>ID # 73</b></p> <p>A Motivational Perspective on Organisational Socialisation<br/><b>Jane Chong</b><br/><i>Individual Oral Paper</i></p> <p><b>*Best Paper Winner:</b><br/><b>Individual Oral Paper</b></p> | <p><b>ID # 115</b></p> <p>Developments in safety performance measurement<br/><b>Tony Machin</b><br/><i>Individual Oral Paper</i></p>                           |
| 4.30-4.45pm       |  | <p><b>ID # 26</b></p> <p>Narcissism, social media use, and work outcomes amongst employees of diverse ages<br/><b>Prudence Millear</b><br/><i>Individual Oral Paper</i></p>                                | <p><b>ID # 96</b></p> <p>Idle hands make the devil's work? Machiavellian's positive responses to workload<br/><b>Alana Jansen</b><br/><i>Individual Oral Paper</i></p> <p><b>*Best Paper Winner:</b><br/><b>Individual Oral Paper</b></p> | <p><b>ID # 1</b></p> <p>The psychology of safety: Improving safety performance across an Australian zinc mining organisation<br/><b>Megan Orchard</b><br/><i>Individual Oral Paper</i></p>                        |  |
| 4.45-5.00pm       |  | <p><b>ID # 194</b></p> <p>Motivation in employment services: what maintains engagement when original drivers falter?<br/><b>Nick Brander-Peetz</b><br/><i>Individual Oral Paper</i></p>                    | <p><b>ID # 163</b></p> <p>Does being mindful increase prosocial behaviour? A systematic review and meta-analysis<br/><b>Paul Atkins and James Donald</b><br/><i>Individual Oral Paper</i></p>   | <p><b>ID # 188</b></p> <p>The User Experience Psychologist: How organisational psychology is being applied to interface design<br/><b>Tabitha Wu</b><br/><b>Erin Turner</b><br/><i>'How-to' Session</i></p>       |  |
| 5.00-5.15pm       |  | <p><b>ID # 58</b></p> <p>The "me" in Engagement: Balancing individual and organisational needs for achieving organisational performance<br/><b>Cameron Dougall</b><br/><i>Individual Oral Paper</i></p>    | <p><b>ID # 86</b></p> <p>Exploring the link between 'dark side' derailers and subjective wellbeing - implications for executive coaching<br/><b>Audrey McGibbon and Karen Gillespie</b><br/><i>Individual Oral Paper</i></p>              |   |  |
| 5.15-5.30pm       |  | <p><b>ID # 191</b></p> <p>Factors predicting unethical work behaviour among organizational employees<br/><b>Sunday Babalola</b><br/><i>Individual Oral Paper</i></p>                                       | <p><b>ID # 109</b></p> <p>Organisational ingratiating behaviors: research on regulatory focus and ingratiating tactics<br/><b>Yu-Ting Tsai</b><br/><i>Individual Oral Paper</i></p>   |   |  |
| 7.00-11.00pm      | <p align="center"><b>2017 IOP Conference Dinner</b><br/>*Tickets must be pre-purchased for this function<br/>Dockside Darling Harbour   Cockle Bay Wharf, Sydney</p> <p align="center"><i>This function is proudly sponsored by:</i></p> <p align="center">  </p> |  |   |   |  |

**DAY 3 SATURDAY 15 JULY 2017**

| 8.30 am - 10am       | Plenary   Grand Lodge<br>Concurrent Session 7A  | Doric Room<br>Concurrent Session 7B  | Corinthian Room<br>Concurrent Session 7C   | Tuscan Room<br>Concurrent Session 7D  | Composite Room<br>Concurrent Session 7E  |
|----------------------|---|--|--|---|--|
| STREAM               | Stress and Wellbeing  | Leadership   | Diversity  | Motivation  | Teams  |
| SESSION CHAIR        | Michelle Tuckey   | Michael Sanger   | Leah Coulon  | Karyn Wang  | Paul Atkins  |
| SESSION ABSTRACTS    | <a href="#">ID # 104</a>  | <a href="#">ID # 54</a>  | <a href="#">ID # 171</a>   | <a href="#">ID # 116</a>  | <a href="#">ID # 135</a>   |
| <b>8.30-8.45am</b>   | Evidence-based risk assessment of bullying at work: A tool for proactive bullying prevention<br><b>Michelle Tuckey</b><br><i>Individual Oral Paper</i>  | Using a global multi-rater dataset to explore the relationship between personality, gender and leadership<br><b>Cate Borness</b><br><b>Daniel Yee</b>  | Staying true to being a leader and a woman: An authenticity lens on how agency and communality affect leaders' effectiveness<br><b>Jasmien Khattab</b><br><i>Individual Oral Paper</i>   | Demands and resources beyond the job: Team, organisational and environmental influences on employee wellbeing<br><b>Karyn Wang</b><br><b>Anya Johnson</b><br><b>Helena Nguyen</b> | PROSOCIAL: A technology for enhancing cooperation in small groups<br><b>Paul Atkins</b><br><i>'How-to' Session</i>   |
| <b>8.45-9.00am</b>   | <a href="#">ID # 66</a><br>Workplace bullying in Australian schools: Lessons from the literature<br><b>Annabelle Neall</b><br><i>Individual Oral Paper</i>  | <b>Mark Do</b><br><b>Lynne Cruickshank</b><br><i>Symposia</i>  | <a href="#">ID # 56</a><br>Sub-group differences in the OPQ: Aboriginal and Torres Strait Islanders compared to other Australians<br><b>Leah Coulon and Samantha Hickey</b><br><i>Individual Oral Paper</i>  | <b>Jennifer Barbour</b><br><i>Symposia</i>  |  |
| <b>9.00-9.15am</b>   | <a href="#">ID # 168</a><br>Intimate Partner Violence (IPV) and the workplace: Comparing victims and non-victims, help seekers and non-help seekers<br><b>Arlene Walker</b><br><i>Individual Oral Paper</i>             |  | <a href="#">ID # 52</a><br>Straight from the horse's mouth: What do employees see as the causes and remedies of relationship conflict in the workplace?<br><b>Leya Snider</b><br><i>Individual Oral Paper</i>  |   |  |
| <b>9.15-9.30am</b>   | <a href="#">ID # 89</a><br>The nature and effectiveness of workplace bullying policies in Australian organisations<br><b>Annabelle Neall</b><br><i>Individual Oral Paper</i>  |  | <a href="#">ID # 7</a><br>Review of Gender Differences in Spatial Ability Literature: Implications for Selection Testing<br><b>Tamara Doulgeris</b><br><i>Individual Oral Paper</i>  |   |  |
| <b>9.30-9.45am</b>   | <a href="#">ID # 105</a><br>Strengths use, deficit correction or both for optimal organisational outcomes?<br><b>Crizelle Els</b><br><i>Individual Oral Paper</i>   |  | <a href="#">ID # 131</a><br>Cultural Diversity Competencies of Managers in the Australian Energy Industry<br><b>Linda Dalton</b><br><i>Individual Oral Paper</i>   |   |  |
| <b>9.45-10.00am</b>  | <a href="#">ID # 98</a><br>A different experience of leadership for male and female police officers: A longitudinal analysis of psychosocial working conditions<br><b>Paula Brough</b><br><i>Individual Oral Paper</i>  |  | <a href="#">ID # 136</a><br>The Role of HR Analytics to Promote Workplace Diversity for Employee Selection<br><b>Catherine Leighton</b><br><i>Individual Oral Paper</i>  |   |  |
| <b>10.00-10.30am</b> | <b>Morning Tea Break   Banquet Hall</b>   |  |  |   |  |
| <b>10.30am -12pm</b> | Plenary   Grand Lodge<br>Concurrent Session 8A  | Doric Room<br>Concurrent Session 8B  | Corinthian Room<br>Concurrent Session 8C   | Tuscan Room<br>Concurrent Session 8D  | Composite Room<br>Concurrent Session 8E  |
| STREAM               | Teams   | Organisational Change  | Leadership   | Wellness  | Well-Being and Personality   |
| SESSION CHAIR        | Catherine Collins   | Christine Boag - Hodgson<br>Lyndal Hughes  | Carly Bradford   |   | David Heap   |
| SESSION ABSTRACTS    | <a href="#">ID # 38</a>   | <a href="#">ID # 137</a>   | <a href="#">ID # 167</a>   | <a href="#">ID # 62</a>   | <a href="#">ID # 125</a>   |
| <b>10.30-10.45am</b> | When can hierarchy in teams help team learning? The moderating effect of a shared threat<br><b>Christina Stothard</b><br><i>Individual Oral Paper</i><br><br><b>*Best Paper Winner:</b><br><i>Individual Oral Paper</i> | Beyond safety attitudes: Personality, risk and perception as predictors of safety culture<br><b>Christine Boag-Hodgson</b><br><b>Annie Duong</b><br><b>Hannah Singer</b><br><b>Nicole Randall</b><br><i>Symposia</i> | Leadership, work practices, and employee engagement in education: Empirical studies in universities and schools<br><b>Carly Bradford</b><br><b>Peter Langford</b><br><b>Robert Fullerton</b><br><b>Echo Ying Fong</b><br><b>Louise Parkes</b><br><i>Symposia</i> | Single, remote and lonely: The side effects and benefits of telecommuting<br><b>George Mylonas</b><br><i>Individual Oral Paper</i>  | The development of a prevention model of online incivility for well-being at work place (OIWW)<br><b>Nurul Ain Hidayah Abas</b><br><i>Individual Oral Paper</i>                                      |
| <b>10.45-11.00am</b> | <a href="#">ID # 155</a><br>Team work engagement buffers the negative effect of work demands on performance<br><b>Annalena Welp</b><br><i>Individual Oral Paper</i>   |  |  | <a href="#">ID # 173</a><br>The bottom Line: Linking health risks with productivity costs for Australian miners<br><b>Sarah Lacey</b><br><i>Individual Oral Paper</i>             | <a href="#">ID # 87</a><br>Exploring the link between subjective wellbeing and resilience as a personality trait<br><b>Audrey McGibbon</b><br><b>Karen Gillespie</b><br><i>Individual Oral Paper</i> |

|                   |  |   |   |   |   |
|-------------------|--|---|---|---|---|
| 11.00-11.15am     | <a href="#">ID # 160</a><br>When Inter-Team Conflict Spirals Into Intra-Team Power Struggles: The Pivotal Role Of Team Power Structures<br><b>Lisanne Van Bunderen</b><br><i>Individual Oral Paper</i>           | <i>Symposia continued</i>   | <i>Symposia continued</i>   | <a href="#">ID # 142</a><br>Exploring the effect of emotional support group to work motivation and work attitudes on Balinese working women<br><b>Komang Rahayu Indrawati</b><br><i>Individual Oral Paper</i> |   |
| 11.15-11.30am     | <a href="#">ID # 181</a><br>Building 'Strong Teams': Combining theory, practice and context to develop collaborative practice in teams   | <a href="#">ID # 185</a><br>How to humanise organisational change by understanding people's drivers<br><b>Lyndal Hughes</b><br><b>Munib Karavidic</b><br><i>'How-to' Session</i>  |   | <a href="#">ID # 176</a><br>Understanding and managing vicarious trauma in the workplace<br><b>Diya Dey</b><br><b>Doug Galbraith</b><br><i>'How-to' Session</i>   | Early Career Symposium (details TBC)  |
| 11.30-11.45am     |  |   |   |   |   |
| 11.45-12.00pm     | <b>Meg Hooper</b><br><b>Tim Clarke</b><br><i>'How-to' Session</i><br><br><b>*Best Paper Winner: 'How-to' Session</b>   |   |   |   |   |
| 12.00-1.00pm      | <b>Lunch Break   Banquet Hall</b>  |   |   |   |   |
| 1.00-2.00pm       | <b>Plenary   Grand Lodge</b>   | <b>Doric Room</b>   | <b>Corinthian Room</b>  | <b>Tuscan Room</b>  | <b>Composite Room</b>   |
|                   | <b>Concurrent Session 9A</b>   | <b>Concurrent Session 9B</b>  | <b>Concurrent Session 9C</b>  | <b>Concurrent Session 9D</b>  | <b>Concurrent Session 9E</b>  |
| STREAM            | Teams  | Coaching  | Motivation  | Work Design   | Human Factors and Safety  |
| SESSION CHAIR     | Julie West   | Caroline Schischka  | Ben Searle  | Mark Wiggins  | Frank O'Connor  |
| SESSION ABSTRACTS | <a href="#">ID # 64</a>  | <a href="#">ID # 162</a>  | <a href="#">ID # 130</a>  | <a href="#">ID # 59</a>   | <a href="#">ID # 149</a>  |
| 1.00-1.15pm       | Individualism that Excites and Solidifies Diverse Teams: Individualism-Collectivism, Energetic Affective Tone, and the Emergence of Cohesion in Task Teams<br><b>Na Yoon Kim</b><br><i>Individual Oral Paper</i> | Next generation talent management: The emergence of talent analytics<br><b>Caroline Schischka</b><br><b>Simon Moylon</b><br><b>Viren Thakrar</b><br><b>Louise Patience</b><br><b>Jenny McKie</b><br><b>Peter Howell</b><br><i>Professional Practice Forum</i> | Why some toxic employees get ahead: The Dark Triad and the role of political skill<br><b>Klaus J. Templer</b><br><i>Individual Oral Paper</i>   | Work design and conscientiousness predict rationalisation of unethical behaviour in the workplace<br><b>Anupama Bharadwaj</b><br><i>Individual Oral Paper</i>   | How to improve mental safety and fitness for work in high-risk workplaces<br><b>Frank O'Connor</b><br><b>Bridgitte Baker</b><br><i>'How-to' Session</i> |
| 1.15-1.30pm       | <a href="#">ID # 134</a><br>Multiple identity interactions in complex teams: A qualitative study of multicultural and multidisciplinary healthcare teams<br><b>Sonia Raghav</b><br><i>Individual Oral Paper</i>  |   | <a href="#">ID # 43</a><br>An exploratory study of safety culture maturity in domestic commercial vessels<br><b>Emily Douglass</b><br><i>Individual Oral Paper</i>  | <a href="#">ID # 177</a><br>Over confident and under skilled: Persistence of the Dunning-Kruger Effect in front-line management training<br><b>Sarah Watson</b><br><i>Individual Oral Paper</i>               |   |
| 1.30-1.45pm       | <a href="#">ID # 118</a><br>Antecedents and outcomes of newcomer learning: A meta-analysis<br><b>Helena Cooper-Thomas</b><br><i>Individual Oral Paper</i>  |   | <a href="#">ID # 126</a><br>How Does Abusive Supervision Affect Job Performance and Work Behavior? The Role of Intrinsic Motivation, Amotivation, and Goal Commitment<br><b>Sigalit Ronen</b><br><i>Individual Oral Paper</i> | <a href="#">ID # 51</a><br>The voice of a dairy farmer: Exploring dairy farmers' perceptions and experiences of negotiating a work-life balance<br><b>Katrina Neal</b><br><i>Individual Oral Paper</i>        |   |
| 1.45-2.00pm       |  |   | <a href="#">ID # 196</a><br>Developing measurable competency frameworks that are fit for purpose<br><b>Scott Ruhfus</b><br><b>Amanda Krulis</b><br><i>Individual Oral Paper</i>   |   |   |

**Keynote Address - Dame Carol Black**  
*Workplace Mental Health: Ignorance, Progress or Success?*

*This keynote address is proudly sponsored by:*



**Conference Closing**  
Professor Mark Wiggins MAPS, 2017 Conference Chair

**Plenary | Grand Lodge**

2.00-3.00pm

3.00-3.30pm

**Afternoon Tea | Banquet Hall**



**FRIDAY 14 AND SATURDAY 15 JULY 2017**

**POSTER PROGRAM**

*\*Posters will be on display Friday 14th and Saturday 15th July 2017.*

| Poster Board # | Abstract Link       | Presentation Title  | Presenter(s)                                  |
|----------------|---------------------|---|---|
| 1              | <a href="#">141</a> | Advances in the measurement of wellbeing for leaders - progress towards a reliable and valid new  | Audrey McGibbon and Karen Gillespie           |
| 2              | <a href="#">127</a> | Expanding organisational citizenship behaviour: Proposing a third factor of OCB   | Clark Amistad                                 |
| 3              | <a href="#">78</a>  | Team proactive personality and team performance: The effects of collaborative job crafting and empowering leadership                                      | Yuhui Li                                      |
| 4              | <a href="#">107</a> | Investigating strengths and deficits to increase work engagement: A longitudinal study in the mining industry   | Crizelle Els                                  |
| 5              | <a href="#">106</a> | Talent recruits' needs and expectations of universities in South Africa   | Crizelle Els                                  |
| 6              | <a href="#">164</a> | The four-factor solution to the occupational stress inventory revised and relationships with workplace psychological capital and psychological well-being | Richard Hicks                                 |
| 7              | <a href="#">2</a>   | The relationship between work-life balance and commitment to change in digital-based startup company  | Dinda Gupitararas                             |
| 8              | <a href="#">23</a>  | What is we got ride of all the rules? Experiement design and preliminary results for a large-scale safety experiment                                      | Michelle Oberg                                |
| 9              | <a href="#">53</a>  | Addressing practical limitations to psychological research methods in an organisational setting   | Katherine Nguyen and Kalani Koswarra Liyanage |
| 10             | <a href="#">22</a>  | Preventing public sector corruption: A review of NSW ICAC Investigations  | Martha Knox-Haly                              |
| 11             | <a href="#">145</a> | Individual level antecedents and outcomes of social capital   | Keerti Badkhane                               |
| 12             | <a href="#">90</a>  | Recruiting difficult to-recruit applicants: Organisational perspective  | Saku Tihveranen                               |