CONFERENCE PROGRAM

DAY 1 THURSDAY 13 JULY 2017

8.30 am - 12pm	Grand Lodge	Doric Room	Corinthian Room	Tuscan Room	Composite Room
(10 am - 10.30am) Morning Tea for Workshop Delegates only	**Sue Langley** *Developing Positive Leaders: Tools and Techniques to Help Leaders and Organisations Achieve Thriving Performance and Results*	**Justin Simmonds** *Effectively managing mental health issues and risk in the workplace*	**David Heap & Nic Eddy** *Coaching as an Organisational Psychologist: the promise and the reality*	**Heather Ikin** *Organisational design, development, demands and distruption: meeting the challenges of tomorrow today*	**Ben Searle** *Developing Psychometically Sound Psychological Scales*
12pm -1pm	**Lunch Break | Banquet Hall**				
1pm -2.30pm	**Conference Opening / Welcome Address / Welcome to Country** (1pm - 1.30pm) **Beryl Hesketh keynote - Professor Mo Wang** (1.30pm - 2.30pm) *Working after Retirement: Psychological Forces and Environmental Constraints* **Plenary | Grand Lodge**				
2.30pm - 3.15pm	**Plenary | Grand Lodge** **Concurrent Session 1A**	**Doric Room** **Concurrent Session 1B**	**Corinthian Room** **Concurrent Session 1C**	**Tuscan Room** **Concurrent Session 1D**	**Composite Room** **Concurrent Session 1E**
STREAM	Stress and Wellbeing	Training and Development	Performance Improvement	Cross - Cultural Issues	Decision-Making
SESSION CHAIR					
SESSION ABSTRACTS	ID # 99	ID # 182	ID # 83	ID # 74	ID # 152
2.30 -2.45pm	Job support, coping, and control: Assessment of simultaneous impacts within the occupational stress process **Paula Brough** *Individual Oral Paper*	Effects of inductions on psychiatric staff stress, motivation, job clarity and turnover intentions **Caroline Kamau** *Individual Oral Paper*	High-quality connection; Its implication on academics resilience capacity **Muhammad Taufiq Amir** *Individual Oral Paper*	The Psychosocial Developmental Status of Chinese Students compared to Westerners in an Australian University **Helen Parker** *Individual Oral Paper*	Effects of Institutional Logics on Entrepreneurial Decision-Making **Niharika Garud and Rakesh Pati** *Individual Oral Paper*
2.45 - 3.00pm	ID # 153 Colorism in the "market place": Exploring the influence of skin tone on the marriage of labour markets **Antoinette Landor** *Individual Oral Paper*	ID # 68 Factors that influence the training transfer and maintenance of leadership and management skills: a retrospective study **Sonya Vandergoot** *Individual Oral Paper*	ID # 82 A laboratory study of responses to high-performance supervision: When does such supervision "cross the line" and become abusive? **Neal Ashkanasy** *Individual Oral Paper*	ID # 63 Understanding the bond between Islamic work ethics and organizational justice among employees in healthcare sector **Tahir Farid, Sadaf Iqbal and Ma Jianhong** *Individual Oral Paper*	ID # 72 The application of reduced processing decision support systems to facilitate the identification of mental health disorders amongst naive personnel **Brittany Cullen** *Individual Oral Paper*
3.00 -3.15pm	ID # 161 Work roster and wellbeing: the mediating role of work/family conflict **Huw Flatau Harrison** *Individual Oral Paper*	ID # 88 The effects of good and poor examples on decision-making by novices in a dynamic business simulation **E. James Kehoe** *Individual Oral Paper*	ID # 138 A bibliometric review of the broad HR analytics research: Marrying practitioner and academic contributions **Catherine Leighton** *Individual Oral Paper*	ID # 36 Examining the etic and emic of JD-R model in a non-Western society **Alieh Haghighi** *Individual Oral Paper*	ID # 13 Current advances in robotic decision-making: Is there such a thing as an intuitive robot? **Ben Morrison** *Individual Oral Paper*
3.15 -3.30pm	**Afternoon Tea Break | Banquet Hall**				
3.30 -5.00pm	**Plenary | Grand Lodge** **Concurrent Session 2A**	**Doric Room** **Concurrent Session 2B**	**Corinthian Room** **Concurrent Session 2C**	**Tuscan Room** **Concurrent Session 2D**	**Composite Room** **Concurrent Session 2E**
STREAM	Diversity and Organisational Justice	Physiology and IO Psychology	Organisational Change	Decision - Making	Engagement
SESSION CHAIR					
SESSION ABSTRACTS	ID # 39	ID # 120	ID # 8	ID # 114	ID # 148
3.30 -3.45pm	How attraction, selection and attrition processes produce diversity in organisational culture in large, multi-site organisations **Matthew Neale** *Individual Oral Paper*	Bringing physiology back into IO Psychology **Anya Johnson** **Stefan Volk** **Helena Nguyen** **Neal Ashkanasy** **Mo Wang** **Tim Bednall** **Stacey Parker** **Jemma King** *Professional Practice Forum*	Leader prototypicality: Improving public evaluations following a crisis **Tyler Okimoto and Niamh Dawson** *Individual Oral Paper*	The robots are coming (to help us with hiring) for our jobs **Kristina Dorniak-Wall** **Elliott Wood** *Professional Practice Forum*	When do risk practices outweigh engagement? Balancing the role of engagement, innovation and risk on customer satisfaction in finance organisations **Natalie Francis and Catherine Boyd** *Individual Oral Paper*
3.45-4.00pm	ID # 77 Responding to jerks at work: When and why employees prefer to reintegrate or punish workplace offenders **Mylyn Dat** *Individual Oral Paper*		ID # 84 A method to understand the culture of risk management using voting technology **Daniel de Zilva and Jue Yao** *Individual Oral Paper*		ID # 17 Manager Commitment Attributions and Engagement: Considering HR strength and Enabling HR Practices **Karin Sanders** *Individual Oral Paper*
4.00 -4.15pm	ID # 97 The effective management of whistleblowing: Strategies for knowledge advancement **Paula Brough** *Individual Oral Paper*		ID # 147 From page to action: Applying a workshop method to understand organisational culture **Suzie Drummond** *Individual Oral Paper*		ID # 40 Organisational resources, organizational engagement climate, job resources and employee engagement **Simon Albrecht** *Individual Oral Paper*

4.15 -4.30pm	ID # 140 Diversity is not enough, inclusion is the key to improved business performance **Monique Killmore** **Adam Hall** **Troy Roderick** *Professional Practice Forum*	*Professional Practice Forum continued*	ID # 174 Applying start-up methodology to capability development and organisational change **Emily Chang** *Individual Oral Paper*	ID # 146 The emergence of cognitive computing: Impact and implications for HR and organisational psychology **Natalie Francis** **Leslie Breackell** **Neal Knight-Turvey** *Professional Practice Forum*	ID # 48 Do certain people attract conflict? An exploratory study on deep-level diversity and relationship conflict in the workplace **Leya Snider** *Individual Oral Paper*
4.30 - 4.45pm			ID # 192 Improving Assessment Centre Outcomes: Approaches to Improving Assessor and Role-Player Training at Deakin University **Viviana Angela Cavuoto** *Individual Oral Paper*		ID # 18 HPWPs, HR commitment attributions and employee engagement: Considering power distance orientation **Karin Sanders** *Individual Oral Paper*
4.45-5.00pm			ID # 193 Organisational integration and wellbeing of post-acquisition employees: Mediating roles of superior's and coworker support **Olufemi Lawal** *Individual Oral Paper*		ID # 113 Cognitive distancing and occupational health after mergers and acquisitions: A longitudinal experiment **Camelia Oancea** *Individual Oral Paper*
5.30 -6.30pm	**2017 IOP Conference Welcome Cocktail Reception** **Exhition Area | Banquet Hall** ***This function is prodly sponsored by:*** nous group				

DAY 2	FRIDAY 14 JULY 2017				
8.30 am - 10am	**Plenary | Grand Lodge**	**Doric Room**	**Corinthian Room**	**Tuscan Room**	**Composite Room**
	Concurrent Session 3A	**Concurrent Session 3B**	**Concurrent Session 3C**	**Concurrent Session 3D**	**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				
SESSION ABSTRACTS		ID # 119	ID # 139	ID # 103	ID # 10
8.30-8.45am	Future of Work: In what ways is the future of work phenomenon radically altering career opportunities for employees and people workers? **Ben Spies-Butcher** **Crissa Sumner** **Karen Boag** *Practice Panel*	Innovations in interviewing: The multiple mini interview - a case study **Julie West** *Individual Oral Paper*	Social Context and Proactive Behaviour **Zijun Cai** **Catherine Collins** **Andrea Espedido** **Georgia Hay** *Symposia*	We Need to Talk: Communication between Health Professionals in Incident Analysis: A Communication Accommodation Theory Approach. **Elizabeth Blackwood** *Individual Oral Paper*	Building relationship-based trust through adopting a coaching leadership approach **Sarah Fischer** **Joe Fischer** **Virginia Mansell** *Professional Practice Forum*
8.45-9.00am		ID # 45 The overclaiming technique and the effect of warnings against faking **Teesha Baines** *Individual Oral Paper*		ID # 178 Human factors versus human error: Why is psychology missing out? **Christine Boag-Hodgson** *Individual Oral Paper*	
9.00-9.15am		ID # 129 Multiple mini interviews: What are we measuring? **Barbara Griffin** *Individual Oral Paper*		ID # 4 Open plan offices CAN work: A case study of a "best practice" law firm **Rachel Morrison** *Individual Oral Paper*	
9.15-9.30am		ID # 37 Targeting Recruitment Messages to Recruit New Volunteers with based on their Personalities **Patrick Dunlop** *Inidvidual Oral Paper*		ID # 41 Evaluating the effectiveness of a pilot safety training initiative for leaders **Megan Orchard** *Individual Oral Paper*	ID # 154 Working together apart: Setting up virtual teams for success **Jack Campbell** **Diya Dey** *'How-to' Session*
9.30-9.45am		ID # 169 The frame-of-reference effect in job applicant personality testing: Faking or true work personality? **Jeromy Anglim** *Individual Oral Paper*		ID # 71 Dimensions of leader safety commitment: An individual level investigation **Laura Fruhen** *Individual Oral Paper*	
9.45-10.00am		ID # 121 Two Sides to Every Coin: The Benefits and Burdens of Organizational Reputation on Employees **Niharika Garud** *Individual Oral Paper*		ID # 165 Exploring the validity of an assessment tool for measuring the cue utilisation performance of audiologists-in-training **Jarrah Watkinson** *Individual Oral Paper*	
10.00-10.30am	**Morning Tea Break | Banquet Hall**				
10.30am-12pm	**Plenary | Grand Lodge**	**Doric Room**	**Corinthian Room**	**Tuscan Room**	**Composite Room**
	Concurrent Session 4A	**Concurrent Session 4B**	**Concurrent Session 4C**	**Concurrent Session 4D**	**Concurrent Session 4E**
STREAM	Work Health and Safety	Leadership	Motivation	Stress and Wellbeing	Recruitment and Selection
SESSION CHAIR	Katherine Way				
SESSION ABSTRACTS		ID # 101	ID # 123	ID # 184	ID # 55
10.30-10.45am	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? **Goran Prvulovic** **Deborah Latimer** *Practice Panel*	Knowledge sharing and innovative behavior: How much transformational leadership do you need? **Tim Bednall** *Individual Oral Paper*	New Insights into the Conceptualisation and Outcomes of Proactivity **Nicole Celestine** **Giles Hirst** **Ben Searle** **Eric Delle** *Symposia*	Are we there yet? Defining and measuring the desired state of optimal mental health and wellbeing in Australian workplaces **Nerida Joss** *Individual Oral Paper*	Practicalities of local and international norm choice in large scale organisations **Leah Coulon** *'How-to' Session*
10.45-11.00am		ID # 190 Integrating Leadership Development Theories to Meet the Challenges of a Complex World **Charmine Hartel** **Marianne Roux** *Individual Oral Paper*		ID # 5 Turnover as divorcing your workplace – Relational indicators in the ways workers describe loved (and hated) jobs **Rachel Morrison** *Individual Oral Paper*	
11.00-11.15am		ID # 100 The Influence of Learning Goal Orientation and Leader-Member Exchange on Knowledge Sharing and Innovative Behavior: A Longitudinal Study **Tim Bednall** *Individual Oral Paper*		ID # 79 Operational and Occupational Concerns and the Mental Health of Military Personnel **Sasha-Marie Banjavcic-Booker** *Individual Oral Paper*	

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

3.30-4pm	Afternoon Tea Break | Banquet Hall				
4.00-5.30pm	Plenary | Grand Lodge	Doric Room	Corinthian Room	Tuscan Room	Composite Room
	Concurrent Session 6A	Concurrent Session 6B	Concurrent Session 6C	Concurrent Session 6D	Concurrent Session 6E
STREAM	Law	Retention and Engagement	Ageing Workforce	Motivation	Human Factors and User Experience
SESSION CHAIR	Ian Adrian				
SESSION ABSTRACTS		ID # 183	ID # 25	ID # 73	ID # 115
4.00-4.15pm	Law: What are the best practice strategic interventions that minimise the occurrence of bullying and harassment of female employees? How is emotional healing fostered? **Cecelia Herbert** **Catherine Lumby** *Practice Panel*	Bringing context back: case study evidence of the impact of work environment factors on employee engagement **Elizabeth Betty Frino** *Individual Oral Paper*	Social inclusion versus social exclusion: Diverse effects on employees **Helena Cooper-Thomas** **Rachel Morrison** **Jarrod Haar** **Elena Zubielevitch** **Gemma Kerr** *Symposia*	Mistaking Agreeableness as Honesty: A Costly Move in Negotiations **Ryan Ng** *Individual Oral Paper*	Comparing the Cognitive Complexity of Chinese and Western students in an Australian University **Helen Parker** *Individual Oral Paper*
4.15-4.30pm		ID # 108 Individual and organisational factors that influence managers' willingness to comply and their level of compliance spend **Paul Oh** *Individual Oral Paper*		ID # 61 A Motivational Perspective on Organisational Socialisation **Jane Chong** *Individual Oral Paper*	ID # 166 Developments in safety performance measurement **Tony Machin** *Individual Oral Paper*
4.30-4.45pm		ID # 26 Narcissism, social media use, and work outcomes amongst employees of diverse ages **Prudence Millear** *Individual Oral Paper*		ID # 96 Idle hands make the devil's work? Machiavellian's positive responses to workload **Alana Jansen** *Individual Oral Paper*	ID # 1 The psychology of safety: Improving safety performance across an Australian zinc mining organisation **Megan Orchard** *Individual Oral Paper*
4.45-5.00pm		ID # 194 Motivation in employment services: what maintains engagement when original drivers falter? **Nick Brander-Peetz** *Individual Oral Paper*		ID # 163 Does being mindful increase prosocial behaviour? A systematic review and meta-analysis **Paul Atkins and James Donald** *Individual Oral Paper*	ID # 188 The User Experience Psychologist: How organisational psychology is being applied to interface design **Tabitha Wu** **Erin Turner** *'How-to' Session*
5.00-5.15pm		ID # 58 The "me" in Engagement: Balancing individual and organisational needs for achieving organisational performance **Cameron Dougall** *Individual Oral Paper*		ID # 86 Exploring the link between 'dark side' derailers and subjective wellbeing - implications for executive coaching **Audrey McGibbon and Karen Gillespie** *Individual Oral Paper*	
5.15-5.30pm		ID # 191 Factors predicting unethical work behaviour among organizational employees **Sunday Babalola** *Individual Oral Paper*		ID # 109 Organisational ingratiating behaviors: research on regulatory focus and ingratiating tactics **Yu-Ting Tsai** *Individual Oral Paper*	
7.00-11.00pm	**2017 IOP Conference Dinner** ***Tickets must be pre-purchased for this function*** **Dockside Darling Harbour | Cockle Bay Wharf, Sydney** ***This function is proudly sponsored by:*** Langley Group				

DAY 3	SATURDAY 15 JULY 2017				
8.30 am - 10am	**Plenary | Grand Lodge**	**Doric Room**	**Corinthian Room**	**Tuscan Room**	**Composite Room**
	Concurrent Session 7A	**Concurrent Session 7B**	**Concurrent Session 7C**	**Concurrent Session 7D**	**Concurrent Session 7E**
STREAM	Stress and Wellbeing	Leadership	Diversity	Motivation	Teams
SESSION CHAIR					
SESSION ABSTRACTS	ID # 104	ID # 54	ID # 171	ID # 116	ID # 135
8.30-8.45am	Evidence-based risk assessment of bullying at work: A tool for proactive bullying prevention **Michelle Tuckey** *Inidvidual Oral Paper*	Using a global multi-rater dataset to explore the relationship between personality, gender and leadership **Cate Borness** **Daniel Yee** **Mark Do** **Lynne Cruickshank** *Symposia*	Staying true to being a leader and a woman: An authenticity lens on how agency and communality affect leaders' effectiveness **Jasmien Khattab** *Individual Oral Paper*	Demands and resources beyond the job: Team, organisational and environmental influences on employee wellbeing **Karyn Wang** **Anya Johnson** **Helena Nguyen** **Jennifer Barbour** *Symposia*	PROSOCIAL: A technology for enhancing cooperation in small groups **Paul Atkins** *'How-to' Session*
8.45-9.00am	ID # 66 Workplace bullying in Australian schools: Lessons from the literature **Annabelle Neall** *Individual Oral Paper*		ID # 56 Sub-group differences in the OPQ: Aboriginal and Torres Strait Islanders compared to other Australians **Leah Coulon and Samantha Hickey** *Individual Oral Paper*		
9.00-9.15am	ID # 168 Intimate Partner Violence (IPV) and the workplace: Comparing victims and non-victims, help seekers and non-help seekers **Arlene Walker** *Individual Oral Paper*		ID # 52 Straight from the horse's mouth: What do employees see as the causes and remedies of relationship conflict in the workplace? **Leya Snider** *Individual Oral Paper*		
9.15-9.30am	ID # 89 The nature and effectiveness of workplace bullying policies in Australian organisations **Annabelle Neall** *Individual Oral Paper*		ID # 7 Review of Gender Differences in Spatial Ability Literature: Implications for Selection Testing **Tamara Doulgeris** *Individual Oral Paper*		
9.30-9.45am	ID # 105 Strengths use, deficit correction or both for optimal organisational outcomes? **Crizelle Els** *Individual Oral Paper*		ID # 131 Cultural Diversity Competencies of Managers in the Australian Energy Industry **Linda Dalton** *Individual Oral Paper*		
9.45-10.00am	ID # 98 A different experience of leadership for male and female police officers: A longitudinal analysis of psychosocial working conditions **Paula Brough** *Individual Oral Paper*		ID # 136 The Role of HR Analytics to Promote Workplace Diversity for Employee Selection **Catherine Leighton** *Individual Oral Paper*		
10.00-10.30am	**Morning Tea Break | Banquet Hall**				
10.30am -12pm	**Plenary | Grand Lodge**	**Doric Room**	**Corinthian Room**	**Tuscan Room**	**Composite Room**
	Concurrent Session 8A	**Concurrent Session 8B**	**Concurrent Session 8C**	**Concurrent Session 8D**	**Concurrent Session 8E**
STREAM	Teams	Organisational Change	Leadership	Wellness	Well-Being and Personality
SESSION CHAIR					
SESSION ABSTRACTS	ID # 38	ID # 137	ID # 167	ID # 62	ID # 125
10.30-10.45am	When can hierarchy in teams help team learning? The moderating effect of a shared threat **Christina Stothard** *Individual Oral Paper*	Beyond safety attitudes: Personality, risk and perception as predictors of safety culture **Christine Boag-Hodgson** **Annie Duong** **Hannah Singer** **Nicole Randall** *Symposia*	Leadership, work practices, and employee engagement in education: Empirical studies in universities and schools **Carly Bradford** **Peter Langford** **Robert Fullerton** **Echo Ying Fong** **Louise Parkes** *Symposia*	Single, remote and lonely: The side effects and benefits of telecommuting **George Mylonas** *Individual Oral Paper*	The devlopment of a prevention model of online incivility for well-being at work place (OIWW) **Nurul Ain Hidayah Abas** *Individual Oral Paper*
10.45-11.00am	ID # 155 Team work engagement buffers the negative effect of work demands on performance **Annalena Welp** *Individual Oral Paper*			ID # 173 The bottom Line: Linking health risks with productivity costs for Australian miners **Tamara Street** *Individual Oral Paper*	ID # 87 Exploring the link between subjective wellbeing and resilience as a personality trait **Audrey McGibbon** **Karen Gillespie** *Individual Oral Paper*
11.00-11.15am	ID # 160 When Inter-Team Conflict Spirals Into Intra-Team Power Struggles: The Pivotal Role Of Team Power Structures **Lisanne Van Bunderen** *Individual Oral Paper*			ID # 142 Exploring the effect of emotional support group to work motivation and work attitudes on Balinese working women **Komang Rahayu Indrawati** *Individual Oral Paper*	ID # 11 Understanding the complexity of employer trust in leaders **Sarah Fischer** *Individual Oral Paper*

11.15-11.30am	ID # 181 Building 'Strong Teams': Combining theory, practice and context to develop collaborative practice in teams **Meg Hooper** **Tim Clarke** *'How-to' Session*	ID # 185 How to humanise organisational change by understanding people's drivers **Lyndal Hughes** **Munib Karavidic** *'How-to' Session*	*Symposia continued*	ID # 176 Understanding and managing vicarious trauma in the workplace **Diya Dey** **Doug Galbraith** *'How-to' Session*	**Early Career Symposium (details TBC)**
11.30-11.45am					
11.45-12.00pm					
12.00-1.00pm	**Lunch Break | Banquet Hall**				
1.00-2.00pm	**Plenary | Grand Lodge**	**Doric Room**	**Corinthian Room**	**Tuscan Room**	**Composite Room**
	Concurrent Session 9A	**Concurrent Session 9B**	**Concurrent Session 9C**	**Concurrent Session 9D**	**Concurrent Session 9E**
STREAM	Teams	Coaching	Motivation	Work Design	Human Factors and Safety
SESSION CHAIR					
SESSION ABSTRACTS	ID # 64	ID # 162	ID # 130	ID # 59	ID # 149
1.00-1.15pm	Individualism that Excites and Solidifies Diverse Teams: Individualism-Collectivism, Energetic Affective Tone, and the Emergence of Cohesion in Task Teams **Na Yoon Kim** *Individual Oral Paper*	Next generation talent management: The emergence of talent analytics **Caroline Schischka** **Crissa Sumner** **Viren Thakrar** **Raelee Hobson** **Jenny McKie** **Peter Howell**	Why some toxic employees get ahead: The Dark Triad and the role of political skill **Klaus J. Templer** *Individual Oral Paper*	Work design and conscientiousness predict rationalisation of unethical behaviour in the workplace **Anupama Bharadwaj** *Individual Oral Paper*	How to improve mental safety and fitness for work in high-risk workplaces **Frank O'Connor** **Bridgitte Baker** *'How-to' Session*
1.15-1.30pm	ID # 134 Multiple identity interactions in complex teams: A qualitative study of multicultural and multidisciplinary healthcare teams **Sonia Raghav** *Individual Oral Paper*	*Professional Practice Forum*	ID # 43 An exploratory study of safety culture maturity in domestic commercial vessels **Emily Douglass** *Individual Oral Paper*	ID # 177 Over confident and under skilled: Persistence of the Dunning-Kruger Effect in front-line management training **Sarah Watson** *Individual Oral Paper*	
1.30-1.45pm	ID # 118 Antecedents and outcomes of newcomer learning: A meta-analysis **Lisa Harris** *Individual Oral Paper*		ID # 34 "Other duties as required": Academic citizenship and volunteering within an academic context **Dianne Gardner** *Individual Oral Paper*	ID # 51 The voice of a dairy farmer: Exploring dairy farmers' perceptions and experiences of negotiating a work-life balance **Katrina Neal** *Individual Oral Paper*	
1.45-2.00pm	*Transition of plenary room*		ID # 126 How Does Abusive Supervision Affect Job Performance and Work Behavior? The Role of Intrinsic Motivation, Amotivation, and Goal Commitment **Sigalit Ronen and Magda Donia** *Individual Oral Paper*	ID # 15 Impact of moral leadership in different corporate sectors of Pakistan **Sharmeen Nasir** *Individual Oral Paper*	
2.00-3.00pm	**Keynote Address - Dame Carol Black** *Workplace Mental Health: Ignorance, Progress or Success?* ***This keynote address is proudly sponsored by:*** Australian Government Comcare **Conference Closing** Professor Mark Wiggins MAPS, 2017 Conference Chair **Plenary | Grand Lodge**				
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	141	Advances in the measurement of wellbeing for leaders - progress towards a reliable and valid new	Audrey McGibbon and Karen Gillespie
2	127	Expanding organisational citizenship behaviour: Proposing a third factor of OCB	Clark Amistad
3	128	Staff perceptions of risk of assult in psychiatric settings	Kate Jackowski
4	78	Team proactive personality and team performance: The effects of collaborative job crafting and empowering leadership	Yuhui Li
5	107	Investigating strengths and deficits to increase work engagement: A longitudinal study in the mining industry	Crizelle Els
6	106	Talent recruits' needs and expectations of universities in South Africa	Crizelle Els
7	164	The four-factor solution to the occupational stress inventory revised and relationships with workplace psychological capital and psychological well-being	Richard Hicks
8	2	The relationship between work-life balance and commitment to change in digital-based startup company	Dinda Gupitararas
9	23	What is we got ride of all the rules? Experiement design and preliminary results for a large-scalle safety experiment	Michelle Oberg
10	53	Addressing practical limitations to psychological research methods in an organisational setting	Katherine Nguyen and Kalani Koswarra Liyanage
11	22	Preventing public sector corruption: A review of NSW ICAC Investigations	Martha Knox-Haly
12	112	The effect of emotional support towards quality of work life on Balinese working women	I Ketut Yoga Adityawira
13	122	What's mine is ours: Exploring value co-production between social entrepreneurs and beneficiary communities	Rakesh Pati
14	145	Individual level antecedents and outcomes of social capital	Keerti Badkhane
15	90	Recruiting difficult to-recruit applicants: Organisational perspective	Saku Tihveranen