

12th Aotearoa New Zealand Organisational Psychology & Organisational Behaviour Conference
Friday 24th November 2023, The University of Auckland
Buildings 401 & 405

8:30 - 8:45	Networking
8:45 - 9:00	<p>Welcome; Room 401- 439</p> <p><i>Lixin Jiang</i></p>
STREAM 1: Stressors and Coping; Room 401- 439	
9:00 - 9:15	<p>Understanding the reciprocal relationship between social support and workload: A test of three distinct models</p> <p><i>Anahí van Hootehem, Emma Heine, Ilke Grosemans</i></p>
9:15 - 9:30	<p>Exploring the daily effects of loneliness on sleep quality and counterproductive work behaviours</p> <p><i>Daniel Zhu, Lixin Jiang, Zitong Sheng</i></p>
9:30 - 9:45	<p>The nonlinear relationship between job insecurity and job crafting: The mediating role of work engagement and the moderating role of work centrality *</p> <p><i>Erika Clarry, Lixin Jiang, Anahí van Hootehem, Lara Roll, Haijiang Wang, Hans De Witte</i></p>
9:45 - 10:00	<p>From powerlessness to empowerment? The role of trade union membership and perceived control in protecting against job insecurity and its adverse wellbeing outcomes</p> <p><i>Lijana Kuluz, Katharina Näswall, Jennifer Wong</i></p>
10:00 - 10:15	<p>Navigating the streaming current: Career trajectories, challenges, and coping strategies of voice chatroom live streamers</p> <p><i>Guanyu Zhang, Lixin Jiang, Lucy Xing</i></p>
10:15 - 10:45	<p style="text-align: center;">..... <i>Morning tea @ Neon Foyer</i></p>
STREAM 2: Bridging Academia and Practice; Room 401-439	
10:45 - 11:00	<p>Bridging the soft skills gap: What are the sector needs?</p> <p><i>Svetlana Daly, Katrina Phillips, Clare McCann</i></p>
11:00 - 11:15	<p>Examining HRM practitioner's reliance on evidence-based research*</p> <p><i>Zoe O'Sullivan, Joana Kuntz, Russell Wordsworth</i></p>
11:15 - 11:30	<p>Understanding technology adoption intention of clinical users: An organisational psychology perspective</p> <p><i>Jake Watson, Jennifer Wong, S. K. Malinen</i></p>
11:30 - 11:45	<p>Developing a cybersecurity culture-behaviour framework: A rapid evidence review and synthesis</p> <p><i>Anna Sutton, Lisa Tompson</i></p>
11:45 - 12:00	<p>Exploring employee green behaviours in New Zealand organisations: A qualitative comparative case study</p> <p><i>Josie Steyn, Jennifer Wong, Joya Kemper</i></p>
12:00 - 13:00	<p style="text-align: center;">..... <i>Lunch @ Neon Foyer</i></p>

*Finalists of the Michael O'Driscoll Best Student Paper

STREAM 3: Well-being Building Strategies; Room: 405-422

13:00 - 13:15 : Re(en)visioning the motivation continuum: The value of the separate assessment of performance approach and avoidance introjected and external social and material motivating factors

Michael Edmonds, Fleur Pawsey, Katharina Näswall, Jennifer Wong

13:15 - 13:30 : Will a picture of matches suffice? Testing the burnout assessment tool with the visual (matches) scale of job burnout

Jarrood Haar

13:30 - 13:45 : Examining the effects of congruence between organisational purpose variables on wellbeing and engagement

Conway Morris, Joana Kuntz, Katharina Näswall

13:45 - 14:00 : Not all stress is bad: An analysis of students combining online study with full-time work

Wuwei Gong, Susan Geertshuis

14:00 - 14:15 : Evaluation of a wellbeing intervention for junior lawyers

Renske Grant, Katharina Näswall, Sanna Malinen, Emma Clarke

14:15 - 14:30 : Tertiary educators' mental health, well-being and social sustainability in times of crisis: An Aotearoa New Zealand case study

Mehreen Aymen, Paulette Halstead

14:30 - 15:00 : *Afternoon Tea @ Atrium*
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STREAM 5: Workplace Relationships; Room: 405-422

15:00 - 15:15 : What matters most: A grounded theory of belongingness at work

Natasha Zimmerman

15:15 - 15:30 : Achieving belonging and authenticity: Alternative paths of newcomer adjustment

Helena Cooper-Thomas, Paulette Brazzale

15:30 - 15:45 : Exploring the relationships between appraisal, emotion, and behaviour within workplace friendship

Amy Lawrence, Lixin Jiang

15:45 - 16:00 : Task-workspace fit: Conceptualising and validating a new measure

Rachel Morrison, Helena Cooper-Thomas

16:00 - 16:30 : Announcement of the Michael O'Driscoll Best Student Paper Award; Room 401-439

16:30 : Networking & Socialising

STREAM 4: Leadership Research; Room: 405-430

Explorations of psychological safety among ethnic minority and ethnics majority employees in Aotearoa New Zealand

Hansini Gunasekara, Helena Cooper-Thomas, Marcus Ho

Challenges measuring a leadership development program: Insights for researchers

Sarah McCallum, Jarrod Haar

Reversing the lens! Exploring followers' affective influences on leaders

Muhammad Salman Rashid, Jarrod Haar

Exploring leadership development pathways for academic leaders

Erik Brogt, Joana Kuntz, Jennifer Wong

The relationship between paternalistic leadership, leader trustworthiness & task performance: A multilevel approach

Michelle Lee, Andrew Noblet, Mei-Hua Lin, Priyadarshini Srinivasan

Transformative learning in the workplace: Exploring the impacts of an employee self-leadership programme

Katie-Anne Dimond

STREAM 6: Work Design Room: 405-430

Pets in the workplace

Dianne Gardner

Exploring the linkages between experienced incivility, moral disengagement, and safety behaviours

Amrita Jayakrishnan, Zitong Sheng, Lixin Jiang

Deconstructing flexible work arrangements: A meta-analysis and synthesis of existing findings

Niamh Harrop, Lixin Jiang

Women in the workplace: How remote working impacts work-life balance

Charuni Wijethunga, Kasuni Weerasinghe