"How did this happen? What can we do?"
Comparing family members' beliefs about adolescents' medically unexplained somatic symptoms

BIBBY, H. (Adolescent Medicine, The Children's Hospital at Westmead), SAMPSON, S. (The Children's Hospital at Westmead), BENNETT, D. (The Children's Hospital at Westmead), HOFFMAN, R. (The Children's Hospital at Westmead), TOWNS, S. (The Children's Hospital at Westmead)

This study involved 50 adolescents (aged 12 to 17 years) with medically unexplained somatic symptoms and their families. They received a multi-disciplinary, rehabilitative treatment program which attempts to help them gradually draw a link between somatic and psychological aspects of the adolescent's condition. The aim of this study was to compare family members’ health beliefs over the course of treatment. Thirty six percent of the adolescents met criteria for Chronic Fatigue Syndrome, and the remaining 64% received a DSM-IV diagnosis of one of the Somatoform Disorders. Participants and their parents completed questionnaires measuring physical and psychosocial functioning (the Child Health Questionnaire) and health beliefs (the Illness Perception Questionnaire) at recruitment, four months into treatment, and 12 months later. Analyses of variance (ANOVAs) were conducted to examine how adolescent functioning and family health beliefs changed over the 12-month period, and to compare family members’ health beliefs over time. There were significant improvements in adolescent physical and psychosocial functioning over the first four months of treatment, and these were maintained at 12 months. In terms of beliefs about what caused the adolescent’s condition, significant interaction effects were obtained such that parents became increasingly open to the role of psychosocial causes, while adolescents did not. In terms of beliefs about what might cure/control the condition, significant main effects for time and family member were obtained, as well as a significant interaction effect. Follow-up contrasts revealed that fathers placed greater importance on the adolescent’s role in cure/control (relative to the role of treatment) than other family members, and that this difference became more marked over time. This study provides support for a family-based approach to adolescents with medically unexplained somatic symptoms. It illustrates that parental health beliefs may be more amenable to change than those of the adolescent.

Keywords: adolescent unexplained somatic symptoms, illness perceptions, child health, chronic fatigue syndrome, family-based approach

'Dokic is not an Australian name':
Constructions of identity, culture and nation in Australian perspectives on multiculturalism

DANDY, J. (Edith Cowen University)

The Australian multicultural ‘experiment’ has often been described as highly successful, resulting in the “peaceful co-existence” of diverse groups (Borowski, 2000, p. 461). Whilst there is some evidence to support this, there remains considerable racial and ethnic discrimination in Australia as well as continued ambivalence in Australians’ attitudes toward multiculturalism and acceptance of ‘outgroups’. In this paper I will discuss these attitudes, their features and their possible foundations. In so doing, I will draw upon interview and survey data collected over the past five years, including the Australian Pilot for the International Study of Attitudes Toward Immigration and Settlement (ISATIS; Dandy & Pe-Pua, 2009). I will argue that there are competing discourses in Australian multiculturalism that echo concerns in other diverse contexts and nations. Australians’ support for multiculturalism is connected with beliefs in social equality and egalitarianism but these are in tension with fears of threats to Australian national identity and social cohesion. These fears can be linked to essentialist discourses of race and ethnicity, as well as beliefs that cultural homogeneity is necessary for strong communities (Dunn, Forrest, Burnley, & McDonald, 2004). I will propose that these discourses serve to reinforce white multiculturalism in Australia, in which Australian identity remains centred around a white, British cultural heritage (Dandy, in press; Forrest & Dunn, 2006; Hage, 1998). The paper will conclude by opening for discussion of ways that researchers and policymakers can contribute to the development of a more inclusive
construction of national identity in Australia and other diverse contexts.

**Keywords:** diverse cultural backgrounds, multiculturalism, immigration, Australia

### ‘Making sense’ of climate change response: Reframing the applied challenge of climate change mitigation and adaptation.

O’NEILL, G. (Griffith University)

Climate change (CC) constitutes the most significant challenge facing humanity and the natural environment this century. Substantial debate continues in the media as to whether CC is real, and if it is, whether the prime causes are anthropogenic, natural cyclical patterns of the earth’s climate, or some combination of these. These social representations of CC have resulted in a confusion of beliefs and concerns. A substantial proportion of the public is reported as believing that the risks of CC and its likely impact on their life are low, to be skeptical about any immediate direct threat to themselves, and as not feeling personally vulnerable or responsible for CC. For others, apocalyptic predictions and media doom-saying are arguably resulting in feelings of despair and hopelessness. Research into public understandings of CC can be usefully informed by conceptual frameworks such as ‘sense making’ (SM) and the ‘social amplification and attenuation of risk’ (SAAR). Such models can assist in identifying key factors influencing risk perception and appraisal, and in designing effective messages and strategies to foster appropriate behaviour change. Inter alia, empirical research based on SM and SAAR could provide valuable insights into how individuals deal with and respond to CC. For example, SM is a framework and an approach in psychology and the social sciences which addresses how individuals and societies make sense of their world and their experiences from the myriad of cues in their external (social, physical, etcetera) and internal (cognitive, affective, etcetera) environments. Sense making is also the underlying process that individuals use to make sense of a threat and phenomenon such as climate change. Social amplification of risk is a phenomenon in which risk events or perceived threats become heightened through collective information processing and sense making. Public perceptions of risk are influenced by such sources as news media, scientists, private networks, public agencies, other institutions and personal experience. Risk is also amplified by intra-individual information processing and sense making biases. Factors that appear to contribute to risk attenuation include protection motivation, level of trust and credibility in information sources, and the extent of disagreement or debate. This paper assesses the extent to which selected theories, models and conceptual frameworks provide a useful basis for exploring important psychological aspects of how individuals and societies perceive, appraise and make sense of climate change.

**Keywords:** climate change, sense making, social amplification, collective information-processing, climate change

### ‘NIMBYism’ and public participation in electricity network change

DEVINE-WRIGHT, P. (University of Exeter)

The United Kingdom Government plans to implement greater low-carbon electricity generation from both nuclear and renewable energy sources in response to the problem of climate change. These changes lead to a need to extend and reinforce the existing electricity network to connect new generating sources and balance electricity demand and supply. New overhead line proposals, often in rural areas, are problematic due to public reactions to proposed routes, reactions often dubbed ‘NIMBYism’. Public opposition has emerged around issues such as potential health risks from electric and magnetic fields, damage to visual amenity and household property values. As such, the rationales and methods of engagement between network operators such as National Grid and local communities affected by line proposals are of critical importance for understanding how individuals’ respond to technology proposals. This paper draws together the results of two ongoing qualitative studies: interviews with key actors in the networks industry around issues of public roles and engagement methods (n = 25) and an investigation of representations of public
participation in network planning using the Q-method with a diverse sample of local actors in affected line proposal communities \( n = 28 \). The findings show how recent regulatory change has encouraged greater levels of engagement by network operators with members of the public. However, this typically occurs at a level ‘downstream’ of the decision-making process. We conclude that industry engagement practices lack a clear rationale and means to incorporate citizen perspectives ‘upstream’ in network planning. If these factors could be resolved, then this may mitigate public opposition and foster mutual trust between network organisations and citizen groups.

**Keywords:** renewable energy, industry engagement, decision making, citizen groups, public opposition

"All my hurts my garden spade can heal": The meaning of domestic gardens in the lives of community-dwelling older adults

SCOTT, T. (University of Queensland), PANCHANA, N. (University of Queensland)

Human attraction to gardens and green-spaces goes beyond mere aesthetics. According to Biophilia theory, we are not only genetically programmed to respond positively to natural environments, our emotional, intellectual, and physical well-being depends upon having access to nature. The extant literature supports the therapeutic value of gardens, plants and horticultural activities for a variety of populations; however few studies have systematically explored the importance of the domestic garden in the lives of community-dwelling older adults. A gardening survey, developed for this study, included an activity inventory; several open and closed questions about involvement in, and feelings about, gardens; Attitudes to Ageing Questionnaire (AAQ); demographic information; and subjective health and quality of life. The survey was distributed to a large sample (approximately 300-plus) of community-dwelling older adults across Australia. Participants reported numerous benefits associated with their gardens and gardening activities, which could be summed up as tangible, physiological or psychological rewards. For some participants, active pursuit of their gardening activities, despite experiencing physical limitations since first gardening, was extremely important, while for others, simply ‘being’ in the garden was of value. Participants reported reminiscence of childhood gardens, and the desire to pass on the benefits of experiences to younger people; this latter effect increased with age. Other benefits included a sense of purpose from cultivating plants; having an outlet for physical activity and exercise; and social benefits, which were significantly increased for those members of a gardening club. Participants overwhelmingly agreed that if they had to leave their gardens, it would be important to continue gardening elsewhere. Encouraging continued participation in gardening activities may be one way to support older adults’ ageing in place. Home gardens and related activities afforded older adults the opportunity for increased well-being, meaningful engagement and manageable physical activity. The results also have implications for the establishment of community gardening programs as a means of providing a common shared interest with other older adults and with future generations, through mentoring younger participants; and for the establishment of gardening activities in residential care facilities as gardens provide a link to the past and a connection to the outside world, according to this sample.

**Keywords:** garden aesthetics, well-being, community dwelling older adults, Attitudes to Ageing Questionnaire

“Dynamic sequences of behaviour” (DSB): Development of an inventory for the analysis of processes which can lead to burnout and inner emigration

JIMENEZ, P. (University of Graz), SEILINGER, B. (University of Graz), HASIBEDER, J. (University of Graz)

Dynamic processes and behaviours which can increase the risk for burnout and inner emigration are mentioned in the literature. The processes themselves are studied very seldomly in individual and organizational analyses. The newly developed questionnaire is based on a system analytic approach and allows detecting self-reinforcing dynamic circles of behaviour in
critical person-situation interactions. The questionnaire was tested together with additional instruments (CSESd, RESTQ-Work, EDEM, HOM-scale of HAKEMP-90, MBI-GS-D) with 900 employees of a non-profit-organization. The consistency of the scales and subscales is presented; the scales prove to have good values. Validity was tested with structural equation modeling. The items of the Dynamic Sequences of Behaviour inventory (DSB) refer to concrete behaviour of persons in situations at work. These situational sequences are based on models of burnout and also inner emigration and allow detection of critical self-reinforcing cause-effect circles. The important aspect of the questionnaire is to use it for prevention purposes in an organizational diagnosis. The use of the questionnaire helps to derive interventions for individuals for changing their behaviour and also for the work environment in the organizations in a differentiated way.

Keywords: burnout, person-situation interactions, work environment, behaviour change

"Narativizing" a vocal tic: The use of narrative therapy in the ridding of "Mr Squeaky in a single session"

FERNANDEZ, M. (Northcentral University)

Using the well known philosophical approach of externalising the problem (Fernandez, 2001; White & Epston, 1990) in Narrative Therapy, the technique of “interviewing the problem” was used in extinguishing an ubiquitous vocal tic, “Mr Squeaky”, that had afflicted a 9-year old girl for over two weeks. The vocal tic was not only interfering with her social network at school and at home but also with her sleep. “Interviewing the problem” involved a series of externalising questions that separated the problem from the person and created space to “see the problem” for what it was. In mapping out the influence of the tic, several questions were asked that focused on the reasons for the tic; how it happened to choose this child; what its plans were for her; whether it saw itself leaving the child; whether there was a possibility of it having a “holiday” so it could allow the child to sleep etc. All questions were addressed to the child, with the therapist facing the “problem” while asking the questions. This is an approach that is not often used for behaviours of this nature. Carr, Taylor, Wallander, & Reiss (1996), among others, have noted that a functional treatment of habit forming behaviours has been the usual mode of treatment for tics. Over 90% of the tic had disappeared from her person by the second session (a gap of a week between the first and second sessions), with the remaining expressions of it extinguished by the beginning of the third session (a gap of a week between the second and third sessions). At the third session the tic was brought into the session in an airtight container labelled “Squeaky lives here.” In this age of brief therapies, Narrative Therapy represents a novel way of extinguishing dysfunctional behaviours or habits. The use of a story metaphor is very attractive to children, and allows children to experiment with behavioural control in a way that empowers them.

Keywords: externalising the problem, narrative therapy, interviewing the problem, habit development, tics

“Their system, our crisis!” A French study of the social representations, personal involvement and behavioral responses to the financial crisis of 2008

ERNST-VINTILA, A. (Universite de la Mediterranee Aix-Marseille II), DELOUVEE, S. (Universite Europeenne Rennes 2)

This empirical study focused on laypeople’s thinking about the financial crisis of 2008 in France, and shows how established practices and personal involvement affected the social representations of the crisis, and the subsequent behaviors. The originality of this study consists in completing an analysis of laypeople’s thinking about the financial crisis at the positional level of explanation, a complement to the ideological level often used in sociology, and to the intra- and inter-individual levels often adopted in psychology. Previous studies showed that established practices are a determinant factor in shaping social representations, and suggested personal involvement as a major explanatory variable. Personal involvement (Flament and Rouquette, 2003) corresponds to an individual’s relationship to a social object, such as the financial crisis, and is a combination of three
dimensions: valuation of, exposure to, and perceived capacity to act on the crisis. The study was run in France in the first month of the financial crisis (October 2008). It was conducted within the structural approach to the Theory of Social Representations (TSR), which enables formal comparisons among representations with the aid of its specific methodologies (cf. infra). To compare the social representations of the financial crisis among participants (N = 30) who had different levels of practice we questioned senior executives of the financial sector, and lay participants. Participants’ personal involvement was measured as a selection variable on six-point Likert scales. The structure of the social representations of the financial crisis was analysed through a standard procedure developed within the structural approach of the TSR: prototypicality analysis (Vergès, 1992). Results showed that, relatively to the executives, lay participants reported significantly lower personal involvement (lower valuation of, exposure to, and also perceived capacity to act on the crisis). However, all participants perceived collective action as more effective than individual action. This finding may be an explanation of the high expectations of French for institutionalised (as opposed to individual) action (though other explanations, such as the French culture’s relatively high uncertainty avoidance (cf. Hofstede), should be considered, too). In both groups, the social representation of the financial crisis displayed salient normative aspects and, especially for lay participants, low functional orientation. This structure explains the social representations’ low efficiency in prescribing behaviors (inertia). Indeed, little change in consumer behavior was reported by lay participants. In contrast, all executives in the sample reported immediate behavioral change of at least one consuming behavior (individual action), and having additional intentions of behavioral change if the crisis continues. The TSR predicts that the behavioral change reported by executives is temporary and conditional (“if” the crisis continues), unless the change brought by the crisis in the general context is perceived as irreversible (Rouquette and Rateau, 1998). A study in progress should tell if this is the case, or if the crisis contributed to a sustainable behavioral change, that is, a change in consuming habits, especially knowing that the end of the crisis (reversibility of context) is predicted for 2010 to 2011.

Keywords: financial crisis, social representations, behaviour change

2D:4D Digit ratio and close following

LEWIS-EVANS, B. (Traffic and Environmental Psychology Group, University of Groningen), DE WAARD, D. Y. (University of Groningen), ALBERDA, R. H. (University of Groningen), TALAROVICOVA, S. A. (Comenius University Bratislava)

The 2D:4D digit ratio, the ratio of finger length between the index and ring finger, has been linked to exposure to testosterone at a specific point in the development of the fetus. Higher levels of testosterone at this point in development result in lower 2D:4D ratios, and in turn digit ratios have been correlated with a range of behavioural outcomes, such as sexual orientation, sensation seeking, stock trading and risk taking. This experiment set out to use a driving simulator to examine the relationship between 2D:4D digit ratio, close following, sensation seeking and risk perception. Digit ratios were measured using a scanner and the GIMP software for windows. Participants were then required to follow a car at 50 kilometers per hour over several different distances, ranging from 7.9 meters to 56.1 meters, as well as being able to select their own following distance. Ratings of risk, task difficulty, effort and comfort were collected after each drive and analysed. Participants also filled in the Sensation Seeking Scale. The lateral displacement and following distance of participants (in the free following condition) were also recorded. The results are in the final stages of being collected, and will be analysed and fully available at the time of the conference. The findings of this study will be discussed in terms of their relevance to driver safety, and the usefulness of the 2D:4D ratio to indicate a propensity for producing risky driving behaviours.

Keywords: digit (finger) ratios, driving simulation, sensation seeking, risky driving behaviours, risk perception
A classroom intervention to facilitate students’ asking questions

NGUYEN, H. H. (California State University, Long Beach), LEWIS, M. (California State University)

What can be done to increase the frequency of question asking and broaden the types of questions that individuals may ask in the classroom? The researchers hypothesized (a) that students would ask more questions if they could ask the questions anonymously and receive feedback from educators, (b) that the quality of questions would change from lower cognitive types of questions to higher cognitive ones during the intervention, and (c) that students’ learning approaches would change from surface-learning to deep-learning. This study used a mixed design of natural observation and pretest-posttest, two-group intervention. The first author sat in two sections of the same course (introduction to industrial-organizational psychology) taught by the second author, and observed students’ target behavior (asking questions verbally) in their natural setting (classroom) for 12 class periods per section (N = 51). Both frequency of question asking, question content, and types of questions asked were recorded. On the 7th class observation, the researchers recruited voluntary participants to respond to two pretest and posttest surveys for extra credits. The experimental group (participants in one course section; n = 23) additionally received the intervention: (a) they were asked to anonymously submit in writing any questions that they had not verbally asked in class, and (b) they received the researchers’ answers to their questions at the beginning of a following class period. The surveys consisted of a measure of student’s learning process (deep versus surface learning) and demographic questionnaire. The qualitative data (students’ verbal and written questions asked) were coded according to Bloom’s (1956) taxonomy of educational objectives, and the quantitative data were analyzed to detect group mean differences. As predicted, students in the experimental group asked significantly more questions (both verbally in class and in writing) than the control group because of the intervention. Further, some students in the experimental group reported a significant shift from baseline surface-learning approach to deep learning approach at the end of the study. However, the types of questions asked did not change: students were still more likely to ask procedural questions than questions about materials presented. This study has several practical implications for both teachers and employers: an environment of anonymously submitted questions may encourage students’ or employees’ question-asking behavior because individuals do not want to feel embarrassed or look incompetent by asking questions in the open. Also, individuals tend to ask more procedural questions than explanation questions, which may be beneficial for organizations that require their employees to know how to do something, even if they do not know why they should do it. Last, teachers or employers should not expect that students/new hires know how to apply or evaluate classroom information into the real-world setting, or that they would be willing to admit their ignorance by asking clarifying questions. Therefore, students or staff should be given proper training or orientation to perform their tasks correctly.

Keywords: classroom questions, students, surface versus deep learning, learning approaches

A comparison investigation of episodic memory in schizophrenic patients, their biological relatives and normal people

NIKPOUR, G. (Applied & Science University of Behzisti, Ghaemshahr Branch), HOMAYOUNI, A. (Islamic Azad University)

This study aimed to investigate episodic memory in schizophrenic patients, their biological relatives and comparison with normal people. Twenty schizophrenic patients, 20 their biological relatives and 20 normal people were randomly selected and William’s Individual Episodic Memory Test (WIELMT) was administered on them. In the research, the participants were presented 15 target words (five pleasant, five unpleasant, five neutral words). The participants were asked to recall a past memory associated with target words. An ANOVA test was used to analyze the data. Findings showed significant differences among groups. The majority of schizophrenics were oriented to choose neutral and somewhat unpleasant stimuli (words) and recall their past
memory with a depressive and unpleasant matter and their relatives too. However the majority of normal people chose the better and pleasant words with good and pleasant past memories. Our results reveal that deficits in episodic memory can be regarded one of the most prominent cognitive deficits in schizophrenia and should thus be taken seriously in both its diagnosis and treatment. It stresses the importance of assessing memory function impairments in clinical settings. Also, choosing the neutral (and not pleasant) stimuli (words) may cause a tendency to depressed mood and can impair social cognition in schizophrenia that may be an important predictor of social dysfunction.

Keywords: schizophrenia, memory function, assessment of schizophrenia, episodic memory, social dysfunction

A comparison of international and local students on fear of external threats and fearfulness: A cognitive behavioural perspective

XIONG, L. (RMIT University), SMYRNIOS, S. (RMIT University), SMYRNIOS, K. (RMIT University)

Two inter-related studies compared international with local students on their specific fears of external threats (e.g., crime and public places) and on fearfulness. Mass media reports of crimes against international students have emphasised external threats, while Culture Shock Theory proposes that international students are more likely to report feeling fearful than their local counterparts due to internal processes of adjustment. A cognitive behavioural theoretically based model of fear of crime underpinned this investigation. Quantitative studies utilised nonclinical and clinical participants respectively. Study 1 surveyed 591 international and 579 local students across four universities regarding victimisation, perceptions of social disorder, perceived risk and fears of specific crimes, and avoidance behaviors. Study 2 compared 640 international and 2252 local students presenting at a university counselling center on a range of clinical variables, including fearfulness and feeling afraid of public places. Data analysis utilised Structural Equation Modelling. Study 1 found that compared with local counterparts, international students express higher levels of fear of crime. Testing of the cognitive behavioural model showed a nonrecursive relationship between cognitions, emotions, and behaviours associated with fear of crime. All three factors are significantly related to participants’ perceptions of social disorder and their levels of social integration. However, experiences of victimisation have a nonsignificant impact on avoidance behavior. For clinical participants in Study 2, comparisons of cohorts on fearfulness and feeling afraid of public places are nonsignificant. Depression and somatisation are significantly related to both fears for both groups. However, depression is more strongly related to fearfulness whereas somatisation is the strongest predictor of feeling afraid of public places. Separate comparisons of international and local students on other clinical variables showed different patterns of relationships to the two types of fear. Implications arising from Study 1 suggest the importance of addressing issues relating to social integration and engagement of international students in influencing perceived risk, fears of crime and avoidance behaviors. Study 2 highlights the role of the depression and other clinical issues in fears for both international and local students.

Keywords: international students, victimization, culture shock theory, fearfulness, threat

A cross-cultural study of computer games and internet addictions in middle schools

YE, R. (Houston Independent School District, Research), GU, H. (Shanghai Normal University), LU, J. (Shanghai Normal University)

This study explores and analyzes middle school students’ computer games and Internet addictions and the relationships of these two addictions with factors regarding students’ backgrounds, interests, activities, associations and academic studies in nine countries: Australia, Canada, England, Hungary, Israel, Japan, Korea, Russia, and the United States. International database was used: TIMSS 1995, 1999, 2003, and 2007. The sample was from the eighth grade and a Student Questionnaire was used. Tables, figures, descriptive methods and
correlation were used. Middle school students’ computer game addictions increased from 1995 to 2003 but these rates decreased in 2007 in some countries; for the current four years, Internet addiction rates have quickly increased in all participating countries except Korea. Male students play computer games significantly more than females do, but gender differences in using the Internet are very different among the countries; home study conditions are also positively related to Internet addictions but are negatively related to computer game addictions in some countries; the numbers of books in a student’s homes has similar results as the home study condition with two addictions; and in a general, parents’ education levels have negative relationships with the addictions. The results also reveal that students being bullied in schools, hurt by others or made to do things they do not want was also related with their addictions. These two addictions also influence students’ learning habits for outside-of-school reading and doing homework greatly, but results have large differences among the countries. Finally, the relationships between the addictions of computer games or Internet and students’ academic achievement, interests, feelings regarding school and expectations for education are identical: all relationships are negative and almost all of them are significant. In conclusion, computer games and Internet addictions are have developed quickly in middle and high schools in all countries, and there are many resulting negative influences on students’ study, life, attitudes and activities. It is necessary to find effective testing, find preventing methods and the first step is to analyze current situations and related factors, and summarize and develop practical experiences for all students in the world.

**Keywords:** internet addiction, computer game addiction, student addiction, video games and students

This study explores and analyzes 15-year-old students’ instrumental motivation towards school science learning and its gender difference, the relationships between instrumental motivation and students’ social, economic and cultural status, and their school science academic achievements in nine countries (regions): United States, Japan, United Kingdom, Germany, France, Hong Kong-China, Macao-China, Chinese Taipei, and China. An international database was used and Student Questionnaire of PISA 2006 was answered by the 15-year-old students. The five indices of instrumental motivation towards school science learning were “help later work”, “learn need later”, “useful to me”, “improve my career”, and “get a job”. Descriptive methods, figures and tables, ANOVA, t-test, Pearson correlation and multiple linear regression were used. On average, 15-year-olds from all the nine countries (regions) were more likely to value school science as an instrument that could “help later work” and “useful to them” and Chinese students’ instrumental motivation towards school science learning was the strongest. The situation of gender differences of instrumental motivation is very different among all the countries (regions). Parents’ education level influenced the five aspects of students’ instrumental motivation in very different ways among all the nine countries (regions), but in general, it was positively related to the instrumental motivation. Educational resources such as education software and cultural possessions such as art works at home both had significant positive effects on students’ instrumental motivation in most countries (regions). However, family wealth such as cars was a less effective influencing factor on students’ instrumental motivation. We also found the index that school science is “useful to me” was a good predictor of students’ science achievement in school. In general, instrumental motivation was very important for 15-year-olds in their school science learning. Since students who believe science is useful to them would be more likely to make an effort on learning science and gain a higher achievement on it we believe that improving students’ instrumental motivation could guarantee students put their time and attention into learning science, transforming it into a genuine interest.

**A cross-cultural study of instrumental motivation towards school science learning: Findings from PISA**

LI, Z. (Education College of Shanghai Normal University), LI, Z. (Shanghai Normal University), GU, H. (Shanghai Normal University), YE, R. (Houston Independent School District)
Keywords: student's interest in science, instrumental motivation, science learning, students

A cross-culture study on aesthetic preference for traditional Chinese and western paintings

BAO, Y. (Peking University), LEI, Q. (Peking University), FANG, Y. (Peking University), WANG, Y. (Peking University)

Western and Chinese artists have different traditions in representing the world in their paintings. While western artists since the Renaissance period represent the world with a geometric perspective and focus on salient objects in a scene, Chinese artists since before the mid-nineteenth century continue to apply a reversed geometric perspective and concentrate more on context information in traditional Chinese paintings. The present study aimed to find out whether these different ways of representation influence the aesthetic preference for traditional Chinese and western paintings in different cultural groups. Forty-six Peking University students, of whom half were Chinese and half were westerners, participated in the study. Eighty traditional Chinese paintings and 80 western paintings were presented randomly on a computer screen for an aesthetic evaluation. Both Chinese and western paintings included two categories: landscapes and people in a scene, with 40 paintings in each category. All paintings were selected for their culturally different ways of representation according to a theoretical analysis. Students were asked to evaluate the beautifulness of each painting by pressing a corresponding number key from one to eight. Number one represented the ugliest painting and number eight - the most beautiful painting. Results showed a significant interaction between source of painting and cultural group. For typically represented Chinese and western paintings, a pattern of aesthetic preference was observed. Chinese students gave higher aesthetic scores to traditional Chinese paintings than western paintings, and foreign students from western countries tended to give lower aesthetic scores to traditional Chinese paintings than western paintings. These results suggest that the way artists represent the world in their paintings influences how culturally embedded viewers perceive and appreciate paintings. The clear cultural difference in aesthetic preference for traditional Chinese and western paintings might be correlated to culturally different perceptual habits and social practices in every life of the different cultures.

Keywords: cross-cultural, aesthetic preference, Chinese painting, western painting

A cross-level perspective on employee voice: Goal orientation and team psychological safety

DENG, J. (Zhejiang University), WANG, Z. (Zhejiang University)

Relevant academic research showed that employees with specific personality traits are more willing to speak up than others and the relationship between individual goal orientation, team climate and employee voice with people of Chinese cultural background still remained unclear. Based on self-motivation and person-situation interactions theories, this study developed a cross-level model of individual goal orientation, team psychological safety and employee voice, and tried to gain a better understanding about individual behavior and context. The sample constituted 27 sale-teams comprising 201 employees recruited from a large chemical company in China. Based on hierarchical linear modeling, we explored three models to test individual-level effects, team-level effects, and cross-level interaction effects on employee voice respectively. We also computed the proportion of variance in employee voice explained by individual-level factors as well as by team-level factors. The results showed that, individual-level, employee developing orientation and approach orientation are positively related to employee voice, while avoidance orientation is negatively related. In team-level, the team psychological safety has not only directly impacted on employee voice but also has positively moderating effects between individual approach orientation and employee voice — the team’s psychological safety strengthened the positive relationship between approach orientation and employee voice. However, cross-level interaction effects of team psychological safety with developing orientation and avoidance orientation were not significant. From an achievement motivation and
person-situation interactions perspective, this study adds further evidence to explain employee voice behavior. Our research extends the existing theory of employee voice through understanding how the team context may interact with individual motivation to affect individual voice with a cross-level framework. The cross-level interaction hypotheses based on the theory of situational strength were supported, and the situation and individual motivation seemed to play an important role in shaping individual voice behavior, so the substantial implications of this study are as follows: first, the study highlights that not only the individual but also the individual in his/her context should be considered. Secondly, the findings of this study show that fostering a safe climate in a team would be an effective way to encourage employees speaking up.

Keywords: employees, team psychological safety, individual goal orientation, achievement motivation, person-situation interactions

A grounded theory study on civil servants’ psychological contract

YAO, R. (Beijing Normal University), HUAI-BIN, J. (Sun Yat-Sen University), HONG, Z. (Beijing Normal University)

Civil servants’ mental state can affect not only an individual’s job satisfaction and job stress, but also can influence the government performance and government’s image. However, few ongoing research studies focusing on it in have been done in China’s academic world. The Civil servants’ mental state is comprehended from the perspective of Psychological Contract in this study. The study intends to explore the content of the Civil servants’ Psychological Contract on the one hand, and to explore if Psychological Contract Violation happens in government. A qualitative method is used in this study. The data were collected by open-ended individual interviews with 33 Civil servants who work for the government and were analyzed by using grounded theory. The study establishes two models to understand Civil servants’ Psychological Contract, which include the model of Civil servants’ Psychological Contract content and the model of Civil servants’ perceptions of Psychological Contract fulfillment. The Contract Content Model shows that the Civil servants conceive that the obligations they should take for the government are from five aspects: work responsibility, peer responsibility, underlying responsibility, public responsibility, and self-aware responsibility. The Contract Content Model also shows that the Civil servants conceive that the obligations the government should take for them are from twelve aspects: basic insurance, supporting working environment, working payments, rewards upon performance review, vocational development, advice adoption, outstanding leader, healthy networking, value appreciation, social status, job stability, and fairness. The Contract Fulfillment Model shows that Contract Violation does happen in government. When the violation happens, Civil servants will adjust the Psychological Contract content and take several behaviors such as to being slack in work for a reply, which can affect an individual’s job satisfaction, job stress and the government performance and government’s image. From the perspective of Psychological Contract the researcher found Civil servants have a strong will to take public responsibility, see themselves as representatives of government and have strong obedience. When performing the Psychological Contract, the government department leader, Civil servants’ regime, culture background, and servants’ individual status all become import factors that influence the direction of the whole process.

Keywords: civil servants, job satisfaction, job stress, government performance, government image

A job-demands resources model for promoting worker wellbeing: A randomised controlled trial

TODD, C. (Flinders University), ROCHE, A. (Flinders University), BOND, M. (Flinders University), PIDD, K. (Flinders University)

The aim of this study was to determine the effectiveness of a theoretically-driven online worker wellbeing program for employees in the Australian alcohol and other drug (AOD) sector. A randomised controlled trial involving Australian drug and alcohol sector employees (N = 243) was conducted. Participants were allocated to an intervention group (n = 118)
involving five online cognitive behavioural sessions or a wait-list control group (n = 125). Intervention content was tailored to address key identified AOD work environment demands (client, workload and work-life demands). Work engagement (UWES-9), burnout (MBI and CBI), psychological distress (GHQ-12), coping (Brief COPE), job satisfaction (MOAQ), and turnover intention (MOAQ) were assessed pre- and post-intervention and at 12-weeks follow-up. Preliminary analysis indicated that the online worker wellbeing program had some beneficial effects. Differences between the intervention group relative to the control neared significance on the CBI work burnout subscale at post-intervention (intervention: M = 40.52, SD = 16.41; control: M = 46.34, SD = 16.30, p = .053), and reached significance at 12-weeks follow-up (intervention: M = 37.46, SD = 13.82; control: M = 47.15; SD = 16.25, p = .001). However no changes attributable to the intervention were observed at post-intervention or follow-up on the MBI burnout scales, work engagement, or psychological distress. There were no significant group differences over time in job satisfaction or turnover intention. Attrition, despite being significantly higher in the intervention group (post-intervention: 42.4%; 12-week follow-up: 57.6%) compared to the control group (post-intervention: 22.4%; 12-week follow-up: 28.0%), was comparable or lower than rates reported for similar online interventions. This study has important theoretical and practical contributions. A Job-Demands Resources model of burnout and work engagement is provided for the AOD workforce. Additionally, some psychological benefits of a tailored cognitive behavioural intervention were demonstrated. Online psychological interventions are a viable cost-effective strategy to promote the wellbeing of employees in high demand/low resource work environments.

Keywords: worker wellbeing, alcohol and other drug sector, work engagement, burnout, job-demands resources model

A longitudinal investigation of perceived peer influence, body dissatisfaction, and eating problems in early adolescent females

RAYNER, K. (Macquarie University), SCHNIRING, C. (Macquarie University), RAPEE, R. (Macquarie University), HUTCHINSON, D. (National Drug and Alcohol Research Centre)

The aim of this research was to examine the role of perceived peer influence on the development of body image and eating problems in young adolescent girls over time. Specifically, this research will investigate (1) whether perceived peer influence is longitudinally associated with the development of eating problems (restrictive dieting or bulimic behaviours), and (2) whether this relationship is mediated by body dissatisfaction. Participants were 1094 female students from ten girls’ high schools in New South Wales who completed a battery of questionnaires at three time points, each one-year apart (Grades Seven, Eight and Nine). The battery included measures of perceived peer influence, body dissatisfaction, bulimic behaviours, dietary restraint, body mass index, and demographic information. Missing data were imputed using multiple imputation methods. A longitudinal mediational model was then developed in order to examine the relationship between the variables of interest across the three time points. The collected measures served as indicators for the following latent variables: perceived peer influence, body dissatisfaction, bulimic behaviours, dietary restraint, body mass index, and demographic information. The collected measures served as indicators for the following latent variables: perceived peer influence, body dissatisfaction, and eating problems. Preliminary analyses showed that the observed variables related to the latent variables as anticipated (that is, the measurement model was a good fit to the data). A comprehensive structural equation modeling approach based on statistical recommendations from the literature will be used to examine pathways between the key variables. Final results will be presented at the conference. Given that early adolescence is a high risk period for the development of body image and eating problems, and that peers become an increasingly important source of influence during this time, studying these factors in concert may provide further insight into how the development of body image and eating problems may be interrupted. If perceived peer influence contributes significantly to the development of body dissatisfaction, and, in turn, eating problems, then it is important that the peer environment is addressed in prevention and intervention programs.
Keywords: body image, eating disorders, adolescent peer influence, body mass index, body dissatisfaction

A longitudinal mediation model of the mechanisms of change within a mindfulness-based stress reduction program

DAVIS, K. (Macquarie University), BAILLIE, A. (Macquarie University), FOLEY, E. (University of Sydney), CAIRNS, D. (Macquarie University), TAYLOR, A. (Macquarie University), GODDARD, T. (Openground: Training and Consultation)

This study aimed to develop a model of the mechanisms by which the cultivation of mindfulness skills leads to improvements in quality of life. Recent studies have shown another outcome of the mindfulness-based stress reduction (MBSR) program is increased self-compassion (Shapiro et al., 2005), therefore another aim of this study was to examine the relationship between self-compassion and the development of mindfulness. One hundred and sixty-five adult participants in an 8-week MBSR program responded to questionnaires at four time points: before, during and after the course, and 3 months following course completion. Measures used were: Five Facet Mindfulness Questionnaire (Baer et al., 2006), Toronto Mindfulness Scale (Davis et al., 2009), Self-Compassion Scale (Neff, 2003), DASS-21 (Lovibond & Lovibond, 1995), SF-12 Health Survey (Ware et al., 1995), and Credibility Expectancy Questionnaire (Devilly & Borkovec, 2000). Preliminary data analysis revealed significant increases across time for Observe, Act with Awareness, Nonjudge, Nonreact, Decenter and Self-compassion. In addition, there were significant improvements in symptoms of anxiety, depression and stress, and increases in physical and mental wellbeing. Curiosity and Describe factors did not change significantly. A model of the mechanisms of mindfulness will be developed in using a longitudinal mediational model showing pathways between increases in aspects of mindfulness and self-compassion, and improvements in wellbeing. A number of researchers have highlighted a need for future mindfulness research to determine the mechanisms of change (Brown et al., 2007; Shapiro et al., 2006). This empirical model provides preliminary evidence of these mechanisms of change. Instructions given during MBSR classes emphasise cultivating curiosity toward the nature of one’s experiences, therefore it is surprising that the Curiosity factor did not change across time. MBSR instruction does not emphasise labeling experiences, therefore the lack of significant change for the Describe factor is to be expected. Final results and conclusions will be presented at the conference.

Keywords: mindfulness-based stress reduction, mechanisms of change, quality of life, self-compassion

A means-ends chain analysis of a successful implementation of an information system

VELLA, S. (University of Wollongong), CAPUTI, P. (University of Wollongong)

With organisations investing heavily in new information systems (IS) and a significant number of these implementations not succeeding, it is fundamental to investigate factors that contribute to the successful implementation of an IS. It is known that employees’ behaviours are pertinent to the success of an implementation; however there is a limited understanding of employees’ behaviours and how they contribute to the success of an implementation. It is for this reason that this case study utilising the personal construct psychology technique of laddering within a means-end chain analysis framework investigates the relationship between employees’ perceptions of a successful implementation, the related consequences, and values. Three employees of a large Australian manufacturing organisation: two females and one male with a mean age of 46 years participated in this case study. Laddering is an in-depth interview that facilitates an understanding of the relationship between certain attributes and the individuals associations to higher level values. The participants were asked “what for you constitutes a successful and unsuccessful implementation?” Then laddering begins by selecting a set of attributes (one for successful and one for unsuccessful) for the individual and
then they are asked which pole they prefer. Laddering continues by asking “why is that attribute important to you?” This process continues with the participants responses until it is apparent that the participant is having trouble responding indicating that the top of the ladder has been reached. The laddering responses were analysed in accordance with Reynolds and Gutman’s (1988) means-end chain analysis theory and a hierarchical value map displaying the relationship between the attributes, consequences, and values of the aggregate coded responses was constructed. The results indicated that the personal values of altruism and living to the fullest were associated with employees’ perceptions of a successful implementation. The results also indicated important attributes and consequences pertaining to the employees that are related to the success of an implementation. These results suggest a need to further expand the critical success factors prominent in the literature to include more factors pertaining to “people”, not just systems and processes.

**Keywords:** information systems, employee perceptions, means-ends chain analysis, laddering

### A model for perceived social belongingness in the context of executive business and elite sport: A qualitative study

MUELLER, M. (University of the Sunshine Coast)

Social belongingness has been referred to as a fundamental human need, and anthropology research has considered belonging to a small group as a human survival mechanism. The aim of this study was to explore constituents of social belongingness and propose a model of perceived social belonging in the context of executive business and elite sport. Individual semi-structured interviews were conducted upon 30 business executives and athletes; both elite and amateur. The interviews were transcribed and common themes were extracted. Participants did not perceive social belongingness in terms of individual relationships but instead as small groups, for example, “parents”, “friends”, “club members”, “team” or “neighbors”, clustered into three domains: family, work/occupation and social life. All participants emphasized the self-regulatory aspect of social belongingness: “contributing” to be “supported”. Furthermore, participants reported feeling “energized” or “drained” depending on how they perceived their level of social belonging. Belongingness to one group could supply energy for operating in others. Senior executives and elite athletes were focused on generating sufficient energy for the work/occupation domain and reported significant situational fluctuations in perceived belongingness levels based on their perception of situational performance in high pressure environments. In contrast, employees and amateur participants were more concerned with “work-life-balance”. Proposed is a model of perceived social belongingness as a hierarchy of inter-connected small group related energy reserves providing resources for self-regulation, motivation and effort regarding that specific group, other groups within the same domain or other domains, and being re-energized by perceived social belongingness to that specific group. This proposed model furthers our understanding of perceived social belongingness, may be useful for the understanding of dysfunctional and self-defeating behavior, and additionally suggests a theoretical platform for applied interventions attempting to enhance motivation and performance in areas such as business and sport.

**Keywords:** social belongingness in elite sports, executive business, group relationships, situational performance, self-regulation

### A new framework for understanding contested policy innovations designed to produce behaviour change

YOUNG, D. (Cancer Council Victoria), BORLAND, R. (Cancer Council Victoria)

The major determinants of behaviour change lie in the system and environment within which the person is embedded. Reshaping the environment to facilitate desirable behaviour patterns is an important area of cultural adaptation. Understanding the way people can act to collectively change their environment is critical to facilitating this process. This paper presents a framework for understanding and
supporting such changes. This was an analytical study applying concepts from Open Systems Theory (OST) and Actor-Network Theory (ANT). ANT organises the contest for change around four processes: mobilising evidence, building alliances, public positioning and institutionalising the changes. Supporting interviews concerning successes and failures in achieving smoke-free regulations, and any lessons learned for future tobacco control issues, were carried out with tobacco control experts from Ireland, United States of America, Germany, Australia, Canada, and the United Kingdom. OST was used to construct a model of a Tobacco Use Management System with four sub-systems (the tobacco industry, forces acting to reduce use, regulators, and tobacco users), acting in a broader environment that the System has to adapt with. This highlighted several endemic problems with the System that it cannot resolve from within. However, ANT proved useful in describing how such problems had been confronted in the past, and how to address future changes to more rapidly reduce tobacco-related harms. In conclusion, our models of population level behaviour change need rethinking. Such change is a contest of social forces, as well as ideas. While OST offers the best approach to problem definition, and the changes required, it cannot elaborate the kinds of environmental (especially social) interventions necessary to change the nature of a system and the behaviour of those within it. A theoretical framework combining analysis of the system, and of the changes required (OST), with a model of how change can be enacted (ANT), produces a comprehensive guide to future action where behaviour change is sought.

Keywords: open systems theory, actor-network theory, change processes, tobacco control, population level behaviour change

A new method of personal integration: Simultaneous audio-presentation of person-changing memories (SAPM)

NOURKOVA, V. (Lomonosov Moscow State University), NIKTIN, K. (Lomonosov Moscow State University)

This paper introduces a totally innovative technique of Simultaneous Audio-presentation of Person-changing Memories (SAPM), the application of which results in a subjective manifestation of personal uniqueness, unity and integrity. SAPM comprises three stages. At the first stage, the subject verbally recollects person-changing episodes from one’s personal past. Each story is recorded by an audio-carrier. To achieve the effect of “the internal voice”, we change the characteristics of frequency for each record with a sound editor on computer. At the second stage, the audio records are imposed against one other in computer musical editor. As a result all stories can be perceived by the listener simultaneously. SAPM is most efficient when seven to nine stories are imposed for each person. At the third stage, the subject listens to the audio record through ear-phones as many times as he or she deems necessary. While listening to the record, the subject sits in a soundproof dark room. Such listening sessions can be run as a one-time event or regularly. Forty-five subjects participated in the study of the psychological effect produced by the SAPM technique. The majority of the participants reported experiencing an unusual state of mind when listening to SAPM. They reported that their experiences included the feeling as if being out of their body, inner mobilization, time transformation and a panoramic representation of memories pertaining to different ages. We have noticed a significant increase in self-reported personal integrity and a decrease in symptoms of post-traumatic stress disorder and depression resulting from the SAPM method application. Losing a feeling of personal continuity through one’s life span is considered to be one of the core symptoms of various psychological disorders. It is associated with the inability to rely on the resource of a personal past in daily routines and when planning the future. The essence of the new technique is that of generating a stereoscopic and momentary overview of the personal past employing memories of turning points in personal development. The technique may be used in psychotherapeutic counseling as a concise and very efficient treatment procedure.

Keywords: simultaneous audio-presentation of person-changing memories, feeling of personal continuity, post-traumatic stress disorder, depression, lifespan
A positive perception of workload makes us engaged and less burned-out at work: A cross-cultural study of the role of positive perception of stressors at work

KOZUSZNIK, M. (University of Valencia), RODRIGUEZ, I. (University of Valencia), CARBONELL, S. (University of Valencia)

This study aims to identify the relationship between a positive perception of workload and its outcomes: work engagement and burnout. Given that cultural variables influence the investigated aspects (Chiu & Kosinski, 1995; Bliese & Jex, 2002), a comparative exploratory analysis was conducted in two European countries (Spain and Poland). The focus of the study was placed on the transactional perspective, the cognitive nature of stressful experiences (Lazarus & Folkman, 1984) and the Positive Psychology approach (Seligman & Csikszentmihalyi, 2000). It was proposed that when employees see workload as a challenge rather than a threat, they should be psychologically engaged in their work and less burned-out. The Maslach Burnout Inventory-General Survey (Schaufeli, Leiter, Maslach & Jackson, 1996), the Well-Being and Work Survey – a reduced version of the Utrecht Work Engagement Scale (Schaufeli, Bakker and Salanova, 2006); and a scale based on the Pressure Management Inventory (Williams & Cooper, 1998) were administered to the 751 social care employees who participated in the study (603 Spanish and 148 Polish). Hierarchical regression, moderated by country, and ANOVA techniques were applied. The main hypotheses were confirmed. Work engagement is predicted in both countries by the perception of workload as a challenge. Lower work engagement is triggered by the perception of workload as a threat. Burnout diminishes if a person perceives their workload as challenging whereas burnout correlates positively with the perception of workload as a threat. Workload perceived as a challenge (both in Poland and in Spain) was related positively to work engagement, and in Poland this relationship was stronger. Spanish employees had a lower level of burnout, a higher level of work engagement, and perceived workload as a threat more than Polish employees. Perception of stressors is crucial in the process of stress, and positive perception of workload has beneficial outcomes on psychological health. In both European countries investigated, a similar process takes place but it is important to be sensitive to nuances. There may be some additional stress factors that influence the level of burnout and work engagement that were not measured in this study. It is important to emphasise positive work aspects and human strengths, and to teach employees how to perceive work in a positive way to assure healthier work and organisational efficacy.

Keywords: workload, burnout, stressors, cross-cultural, work engagement

A qualitative analysis on clients’ perceptions of problems treated through psychotherapy

AOKI, M. (Japan Women’s University)

A person seeks therapy when he/she perceives something as a problem. Perceptions of problems constitute a subjective experience that differs among people. Treating this sensitive issue in an appropriate manner is vital for administering effective psychotherapy. The purpose of this study is to explore clients’ individual perceptions of problems. A total of nine subjects (three male and six female) participated in three-session therapy based on a solution-focused approach. Before and after the therapy, each subject was asked to describe his/her perception of the problem. The data obtained was analyzed through the Modified Grounded Theory Approach (M-GTA), a qualitative analysis, to compare pre- and post-perceptions and to examine the change in perceptions. Here, we will present only the results obtained through the analysis of the pre-therapy perceptions to discuss how the problems are perceived by the subjects prior to psychotherapy. The results were: 1. Negative emotions result from a person’s perception of a problem; 2. He/she then begins to consider the nature of the problem and worries about its possible outcomes; 3. Negative emotions elicit various reactions in a person: (a) inability to do anything; (b) a tendency to escape from or avoid the problem altogether, which sometimes creates new problems; (c) an attempt to cope...
with the perceived problem, during which the person might worry because things are not going well or his/her emotions mediate between hope and despair. It was suggested that the tendency to cope relates to perceived positive factors such as support from other people, aims, and preferences. In conclusion: 1. The results showed that an individual’s perceptions of problems are not stable. Instead, they are dynamic with respect to processes including the influence of the problems on individuals, their reaction to problems, and perceived support; 2. The perceptions of problems include positive factors that influence tendencies to cope with the problems. Therefore, we should utilize positive factors to support those who suffer from psychological illnesses; 3. We should also provide support in keeping with the mental status of the individual, as seen in points (a) to (c).

**Keywords:** perceptions, clients' perceptions of problems, modified grounded theory approach, perceptions, solution-focused approach

**A randomised clinical trial of a meridian-based intervention for food cravings: Treatment versus waitlist**

STAPLETON, P. (Griffith University), SHELDON, T. (The Lakeside Rooms Robina), PORTER, B. (The Lakeside Rooms Robina), WHITTY, J. (Griffith University)

Food craving was hypothesised to be an important intervening causal variable in the development of obesity. This randomised, single-blind, clinical trial tested whether The Emotional Freedom Technique (EFT) reduced food cravings in participants under laboratory-controlled conditions. The study involved 96 overweight or obese adults who were allocated to the EFT treatment or the four-week waitlist condition. The waitlist condition received treatment after completion of the test period. Degree of food craving, perceived power of food, restraint capabilities and psychological symptoms were assessed pre- and post- a four week EFT treatment program (mixed method ANOVA comparative analysis), and at six-month follow-up (repeated measure ANOVA with group data collapsed). EFT was associated with a significantly greater improvement in food cravings, subjective power of food, and craving restraint, than waitlist from pre- to immediately post-test ($p < 0.05$). Across collapsed groups, an improvement in food cravings and subjective power of food after treatment was maintained at six-months, and a delayed effect was seen for restraint. Although there was a significant reduction in measures of psychological distress immediately after treatment ($p < 0.05$), there was no between group difference and significance was not maintained at six-months. There was no difference in weight or body mass index across all time points, but this may change with longer treatment programs. EFT can have an immediate effect on reducing food cravings, results in maintaining reduced cravings over time and, when added to weight loss/dietary programs, may result in assisting people to achieve and maintain reduced food cravings.

**Keywords:** food craving, emotional freedom techniques, perceived power of food, craving restraint, body mass index

**A sense of field reality that makes a group situation real**

KAKIMOTO, T. (Gunma University)

A new concept to evaluate an experimental situation is developed for the experimental study of intergroup relations: a sense of field reality. Methodological importance of experimental reality has long been appreciated for any experimental study, but its theoretical importance has not been recognized fully for the experimental study of intergroup relations. The present study demonstrates that a subjective sense of reality of an experimental situation is necessary for a group situation to be a “real” group situation. In two experiments, two conditions, with high and low in the subjective sense of reality of the situation, were compared in terms of theoretically important criteria for a “real” (group) situation: participants’ group identification and “seriousness” about the situation. First, 47 university students participated in a simulated international society (SIMINSOC) game, where the sense of the reality of the situation was measured at an “opinion poll” in the game, using a scale called the Sense of Field Reality (SFR) scale, which has been developed on the basis of a series of theoretical
and empirical studies (e.g. Kakimoto, 2005, 2006, 2008). Second, a revised version of the scale was administered to the 67 respondents in a university lecture. In the SIMINSOC game, the participants with high in the scale score showed significantly more identification with the group (“area” in the game), than those with low in the score, in two self-reported measures out of three. The same pattern was also observed in the remaining measure though statistically marginal. The degrees of group identification by the highs were quite large (means were 4.4~4.6 in the five point scale) whereas those by the lows were moderate (3.1~3.8). In the respondents from the university lecture, those with low in the scale score showed marginally less seriousness about the situation (in the item “engaged in this lecture quite seriously”) than those with high in the score. The results in the first experiment clearly showed importance of a subjective sense of reality of the situation for an experimental study of groups. Even in a SIMINSOC game, known as a reality provoking situation, participants identified with the group only to a moderate degree when a subjective sense of reality of the situation was low. This may be due to a relative lack of seriousness, along with other relevant variables, about the situation among participants with low in the sense of reality, implied by the second experiment. Future research is needed to clarify the factors that create the sense of reality of the situation.

Keywords: intergroup relations, experimental reality, group identification, subjective reality, field reality

A strength-based approach to assessment and treatment of children and adolescents

RAWANA, E. (Centre of Excellence for Children and Adolescents with Special Needs, Thunder Bay), BRAZEAU, J. (Centre for Excellence for Children and Adolescents With Special Needs)

In recent years, a number of researchers have advocated for a more holistic understanding of human development that includes positive aspects of the individual and their environment. This has been championed by the positive psychology movement and the strength-based approach that emphasize the need to draw upon positive aspects of functioning in order to overcome adversity. The purpose of this presentation is to provide an overview of the strength-based approach to treatment for children and adolescents that we have applied to diverse clinical populations. The overview will focus on both the theory of strength development and descriptions of studies that have used the strength-based approach in both educational and mental health settings. The presentation will provide a theoretical review of our approach to strength-based treatment for children and adolescents. In addition, the author will introduce the Strength Assessment Inventory, a measure that can be used to assess children's strengths across various domains, and describes how this information can be integrated into assessments and treatment planning. There is strong preliminary evidence that indicates that a strength-based approach to assessment and treatment provides additional information about the client and may be related to improved outcomes when integrated into interventions. The strength-based approach provides a method to engage youths in working towards solving their problems in a collaborative manner. The strength-based approach draws on personal strengths and interests and uses these to overcome adversity. Our research has provided some preliminary evidence for the efficacy of this approach and future studies will be necessary to further clarify the role of strengths in overcoming psychological problems.

Keywords: positive psychology, strength-based approach, Strength Assessment Inventory, treatment of children and adolescents, children’s strengths

A study of burnout among French firefighters

MARIEN, P. (Université Victor Segalen), AUVERT, L. (Service Départemental d’Incendie et de Secours de la Gironde), PORRAS, J. (Service Départemental d’Incendie et de Secours de la Gironde), MICHEL, G. (Université Victor Segalen)

Burnout (BO) is an international phenomenon studied but remains largely unexplored among firefighters (Lavillunière et al. 2007; Lourel et al., 2008). Most studies have tried to apprehend the
BO or through individual characteristics or through the environmental requirements but neglecting the relationship that both could maintain. The objective was to investigate predictors of BO among French firefighters. Two-hundred firefighters mean age of 37.87 years (SD = 10.95) completed: the Temperamental and Character Inventory (TCI-56; Rigozzi & Rossier, 2005), Survey of Professional Stress adapted to SP (JSS-F, Marien, Auvert & Michel, 2009), the Maslach Burnout Inventory (MBI; Dion & Teissier, 1994). After multiple linear regression, predictors of symptomatology of BO would mostly be rank and personality patterns (p < 0.05). Thus, emotional exhaustion was predicted by demographic characteristics (marital status (β = .175), rank (β = .205), years of service (β = -.189) ) and certain personality traits such as temperamental pattern "Persistence" (β = .195) and character traits "Determination" (β = -.356) and "Cooperation" (β = -.157). For depersonalization, the predictors are rank (β = -.238), family status (β = .155) and the temperamental pattern "reward dependence" (β = .213) For the reduction of self-accomplishment, predictors were rank (β = -.225), the temperamental patterns "novelty seeking" (β = -.210), "harm avoidance" (β = -.196), "reward dependence" (β = .203) and the trait "Transcendence" (β = .136). Thus, these results show both the presence of vulnerability factors but also protective factors that protect individuals from BO. These findings are particularly interesting because i) they emphasize the importance of differentiating these individuals according to their job requirements and by rank; and ii) they focus on the importance of subjective dimensions in this syndrome. Indeed, according to findings, individuals suffering from these symptoms seem to have particularly high standards. Requirements that are too high can have deleterious effects on psychological well-being. This results in an imbalance between the expectations of the subject and environmental constraints. This can orient some intervention approaches that can access the motivational aspect. In this case, the job could be for a redefinition of goals but also on expanding the flexibility and skills to both business and personal life given the opportunity to respond optimally to environmental constraints.

Keywords: burnout, firefighters, temperament, professional stress, well-being

A study of implicit knowledge of creativity in China

CHOE, I. S. (Sungkyunkwan University), LEE, H. J. (Sungkyunkwan University), PYO, J. M. (Sungkyunkwan University), CAO, D. (Sungkyunkwan University)

The authors investigated the implicit knowledge of creativity in China. One hundred and twenty eight Chinese (63 men and 65 women) completed open-ended questionnaires on two questions. Two questions were as follows: ‘what do you think are the characteristics and behaviors of creative people?’ and ‘Who is the most creative people in China?’ The results showed that, firstly, Chinese people in general have positive perception on the concept of creativity. Smart was listed as the most salient character of creativity. It means that intelligence counts most in Chinese implicit knowledge of creativity. Other traits such as “positive”, “daring”, “having lot of ideas”, “kind”, “having lots of knowledge”, “original”, “weird”, “imaginative", and “active” were the ten most cited ones. Males and females had almost the same implicit knowledge of creativity. But differences were found by generations. New generation expressed more negative factors. Regarding the second question, artists/entertainers and politicians were nominated as most creative in the list followed by scientists/inventors, businessmen, writers, philosophers/educators. Artists/entertainers were nominated mostly by new generation and politicians were nominated mostly by old generation. It seems that with the increasing interaction with western countries via international events such as the Beijing Olympics, Chinese people are naturally exposed to the concept of creativity.

Keywords: implicit knowledge, creativity, Chinese, intelligence, Western influence

A study of psychological side-effects of abortion on mothers' general health and depression
BASTEH HOSSEINI, S. (Azad University), KHUSHABI, (University of Rehabilitation and Welfare)

Due to various side-effects, abortion could put mothers’ mental and physical health in danger. These side-effects may occur during the abortion, after the expected time or even during the next pregnancy. Among pregnant women who referred to health centers in Tehran, we randomly ask 30 persons who had induced abortion and 20 persons who had experienced spontaneous (unwilling) abortion and also 30 women who experienced their first pregnancy, to participate in this research. After controlling for several socio-demographic factors, results from the Beck Depression Questionnaire indicated the highest range of depression was among mothers who experienced induced abortion and then in mothers who had unwilling abortion and at last on pregnant women. Also, the General Health Questionnaire showed highest rate of general health in pregnant mothers than in mothers who experienced induced abortion and the least in mothers who had unwilling abortion. In conclusion, the findings showed that the highest rate of depression and lowest rate of general health occurs among mothers who experienced abortion and thus this needs to be considered as one of main factors that can influence on their recovery.

Keywords: abortion side-effects, mothers’ depression, General Health Questionnaire, pregnancy

A study on the relationship between leader-member exchange and organizational justice under the circumstance of communication openness

LIU, Y. (Renmin University of China), DING, G. (Renmin University of China), YAN, S. A. (The University of Warwick)

Based in Chinese context, this essay explores the relationship between Leader Membership Exchange (LMX), organizational justice and communication openness. This essay will focus on the following three variables: communication openness, LMX and organizational justice, and will probe into the moderating effect of communication openness between LMX and organizational justice. All the variables were measured by scales developed in western researchers, including the Organizational Justice Scale (Niehoff & Moonman, 1993), Communication Openness Measure (Rogers, 1987), and LMX Scale (Bhal & Ansari, 1998, 2006). Responses were made on a five-point scale ranging from one (strongly disagree) to five (strongly agree). This essay proves the hypothesis model via regression analysis, and the results are: LMX-contribution is positively related to distributive justice; LMX-affect is positively related to distributive justice; LMX-contribution is positively related to procedural justice; LMX-affect is positively related to procedural justice; LMX-contribution is positively related to interaction justice; and LMX-affect is positively related to interaction justice. In addition, Communication Openness is positively related to distributive justice, procedural justice, and interaction justice. Communication Openness negatively moderates the relationship between LMX-affect and distributive justice. Communication Openness negatively moderates the relationship between LMX-contribution and procedural justice. Communication Openness negatively moderates the relationship between LMX-affect and interaction justice. Communication Openness negatively moderates the relationship between LMX-contribution and interaction justice. In this research, we can see that in-group employees have higher organizational justice than out-group ones. This reminds us that the improvement of organizational justice is one of the essential ways to decrease negative effect of low quality LMX. Our research also shows that communication openness has a significant effect on the relationship between LMX and organizational justice, so organizations should be more open so as to decrease the negative influence of organizational justice resulted from low quality LMX. Communication openness may release pressure via free expression and improve productivity by identification with organization goals.

Keywords: leader-member exchange, procedural justice, distributive justice, organisational justice, communication openness
A surveillance study for a street crime prevention intervention

KOSUGI, K. (Yamaguchi University), OKIBAYASHI, Y. (Yamaguchi University), FUKUDA, H. (Yamaguchi University)

In this surveillance study of anxiety about crime in one’s daily life - commissioned by the National Police Agency of Japan in 2004 - street crime, especially the ‘bag-snatch’, ranked highly, placing just after the ‘break-in’ and the ‘holdup’. Risk perception is defined as the multiplication of a fear by the expectation of the probability of its occurrence. Kosugi, et al. (2008) revealed how the risk of the street crime was positioned among other risks encountered in the course of life. Although all respondents were students of psychology at various universities, their attitude to risk differed appreciably depending on their sex and their area of habitation. The first purpose of this study was to create segments among respondents with respect to certain categories. The second purpose was to clarify the differences in attitude between the estimated reaction and the crime prevention action of the respondents. The third purpose was to investigate what points of view respondents had, by asking for their impressions of a photograph of the street where a crime had actually taken place. The participants were university students and other people who were part of the citizens’ anticrime movement. The questionnaire administered contained a scale to measure farness to crime, a scale to determine usual crime prevention action, and impressions of some street photographs. It was judged that it was appropriate to divide the respondents into three segments as a result of the latent class analysis. In addition, correspondence analysis was conducted based on the photograph × answer cross-tabulation table, in accordance with the latent classes. This analysis clarified how the view points on the street incidents were different in each latent class. By following these results, we aim to construct a civic education program to strengthen crime prevention actions.

Keywords: street crime, crime prevention, crime education program, risk perception, latent class analysis

ABLE mental health screening of young children: Validity and reliability

BARBARIN, O. (Tulane University)

This paper analyzes the psychometric properties of ABLE, a mental health screening tool for young children. The purpose of ABLE is to evaluate the prevalence and severity of concerns parents and teachers have about children’s adjustment to school and to identify children who might benefit from early intervention. The paper describes the prevalence of language, behavior and emotional problems in representative and large samples of rural and urban children in the United States of America. Parents and teachers and children were randomly selected from public pre-kindergarten classrooms in six states (N = 415) and from a mental health screening of rural and urban children ages 2.5 to 6 (N = 5,577) and they completed the ABLE, a two level instrument consisting of a five-minute screening and standardised clinical scales assessing Attention, Behavior, Language and Emotions. ABLE scales had high internal consistencies and strong evidence of construct validity. ABLE identified severe problems in 18.4% of children from parental reports and in 10.5% from reports of pre-kindergarten teachers. By kindergarten, the proportion of children identified by their teachers with serious problems more than doubled to 23%. Inattention/over-activity and behavior problems were identified most often. Children identified as having a serious problem typically had more than one. These children were 3.4 times more likely to be certified for special education services by kindergarten than children not identified with problems by ABLE. However, fewer than 14% of children in public pre-kindergarten identified with serious problems in pre-kindergarten had received the needed mental health services by the end of kindergarten. ABLE is a brief valid and reliable tool that can be helpful in screening early onset language, behavioral and emotional problems which, when undetected, can present significant challenges to children’s school adjustment. Unlike many widely used tests of behavior and emotional problems, ABLE does not over-identify poor and ethnic minority children as having adjustment difficulties. Moreover the results of this study provide incontrovertible
Abstracts of the 27th International Congress of Applied Psychology

Evidence of the need for preventative mental health services in early childhood and confirm the value of ABLE as part of a system of mental health service delivery to young children.

Keywords: mental health screening, early intervention, language, behavior and emotional problems in children, adjustment difficulties, behaviour problems

Abstract and concrete sentences, embodiment and languages

SCOROLLI, C., BINKOFSKI, F. (University of Lübeck), BUCCINO, G. (University of Catanzaro), NICOLETTI, R. (University of Bologna), RIGGIO, L. (University of Parma), BORGHI, A. (University of Bologna)

One of the main challenges of embodied theories is accounting for meanings of abstract words. The most common explanation is that abstract words, like concrete ones, are grounded in the sensorimotor system and activate situations and introspection; alternatively, they are explained through metaphoric mapping. However, evidence provided so far pertains to specific domains. To be able to account for abstract words in their variety it could be necessary to take into account not only the fact that language is grounded in the sensorimotor system, but also that language represents a linguistic-social experience. Cross-linguistic comparisons is a promising way to investigate the role played by the linguistic experience. We examined different combinations of a transitive verb and a concept noun, both abstract and concrete, focusing on two syntactically different languages: German and Italian. Thirty-eight students of the University of Hamburg and 38 students of the University of Bologna were required to judge the sensibility of 192 word pairs, selected based on familiarity and probability of use. Compatible combinations (Concrete Verb plus Concrete Noun; Abstract Verb plus Abstract Noun) were processed faster than mixed combinations (Concrete Verb plus Abstract Noun; Abstract Verb plus Concrete Noun). Moreover, with mixed combinations, when the concrete word preceded the abstract one, participants were faster, regardless of the specific grammatical class and the spoken language. The first result is in line with the idea that abstract and concrete words are processed in parallel systems (Dove, 2009; Barsalou, Santos, Simmons & Wilson, 2008, Borghi & Cimatti, 2009) – abstract in the language system and more concrete in the motor system, making the costs of processing within one system the lowest. The advantage of the first concrete word is probably due to the fact that, when running a simulation, abstract words require more time as a consequence of their peculiar acquisition modality. Results confirm embodied theories which assign a crucial role to both sensorimotor and linguistic experience for abstract words (Barsalou, et al, 2008; Borghi & Cimatti, 2009, submitted).

Keywords: word meanings, sensorimotor system, linguistic-social experience, language

Accountability can improve support for organizational change: Perspective from interest-relatedness

HUANG, X. (Zhejiang University), WANG, Z. (Zhejiang University)

Along with dynamics of outside surroundings and updating of an organization, research on organizational change has become a hot topic in the field of strategic management, which can determine the existence and development of organization. However, employees always resist organizational change. Studies showed employees’ participation in change can make employees support change. It is true that employees’ participation of change can bring many benefits for development of organization, but negative effects are also obvious. Some researchers indicated accountability can solve the problem. Based on the social contingency model, the accountability effect and its psychological mechanism under organizational change were explored. With undergraduates as subjects and change of university’s mental health education as experimental materials, two experiments were conducted. In Experiment One, 161 subjects including 97 psychological committee members were divided into four groups using a between-subject design, which had accountability and interest-relatedness as independent variables and support for change as dependent variable. In Experiment Two, with accountability and change agents as independent variables and support for change as
dependent variable, 124 psychological committee members were divided into four
groups under between-subject design. Experiment one showed that subjects with low
interest-relatedness supported change to a
significantly higher extent than ones with high
interest-relatedness; and accountable subjects
supported change to a significantly higher extent
than unaccountable subjects under high
interest-relatedness, but there were no
significant differences under low interest-
relatedness. Experiment Two revealed no
significant interaction between accountability
and change agents on support for change. It is
concluded that the social contingency model
should adds a contingent factor — interest-
relatedness between context and accountable
entity, and the mechanism of attitude shifting
under accountability was cognitive alignment.

**Keywords:** organisational change, employees, accountability, change agents, interest-relatedness

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**Accounting selfishness in donation? From the perspective of evolutionism**

WEI, W. (Peking University), WANG, L. (Peking University), LI, C. (Peking University)

Generally speaking, donation is considered to be
an altruistic behavior. However, some
researchers argue that there may also be a part
of selfishness in donation. The present paper
aimed to give evidence to support the idea that
people show selfishness in donation through
two empirical studies. Study One aimed to find
the selfishness across individuals and Study Two
aimed to find the selfishness across race. In
Study One, participants (n = 879) were randomly
assigned to one of six conditions in a 3 (position:
supervisor, colleague or subordinate) × 2
(money: 100 Renminbi (RMB) or 500RMB)
between-participants design. Participants were
told that their supervisor (or colleague or subordinate) had donated either 100RMB or
500RMB for earthquake relief in China, and then
they were required to make a decision about how
much money they wanted to donate. In
Study Two, participants (n = 246) were randomly
assigned to one of six conditions in a 3 (position:
supervisor, colleague or subordinate) × 2 (race of
donation target: native or foreigner) between-
participants design. Participants were told that
their supervisor (or colleague or subordinate) had donated 500RMB for either a fire in their
hometown or an earthquake in Italy, and then
were required to make a decision about how
much money they wanted to donate. The key
findings were that when given the information
about how much one’s supervisor, colleague or
subordinate had donated, the participants
decided to donate less money than their
colleagues, reflecting selfishness across the
individual (Study 1), and participants were
willing to donate more money for natives than
for foreigners, reflecting selfishness across race
(Study 2). We didn’t find any interaction effect
between position and money (Study 1) or
position and race (Study 2). Overall, when
people do a pro-social behavior such as
donation, they also show a piece of selfishness,
for the sake of themselves or their own race.

**Keywords:** selfishness, donation behaviours, pro-
social behaviour, selfishness in donation

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**Adapting languages tests from analytical
languages such as English into an
agglutinative tonal language of the Bantu family: Rasch modeling results**

KOCH, E. (University of the Western Cape and
Nelson Mandela Metropolitan University)

This paper will present and discuss the Rasch
modeling results of the Verbal Analogies and
Letter Word Identification subscales of the
Woodcock Munoz Language Survey that were
adapted into an indigenous South African
language, Xhosa. The data were collected using a
monolingual two group design (English n = 186;
Xhosa n = 189, grade six and seven South African
learners). Rasch modeling was deemed fit for
the analysis because of the need to derive
sample and test-free item and person estimates
for the comparison of the two language versions
of the test. The results of the English and Xhosa
versions of the subscales will be presented. The
results will include the results of a Differential
Item Functioning (DIF) analysis. Evidence of
scalar equivalence across the two language
versions exists. The challenges of adapting
language tests from analytical languages such as
English into Xhosa as an example of an
agglutinative tonal language of the Bantu family,
and the strategies that were followed in
Adapting the subscales will be briefly presented. The linguistic differences between the two languages and a theoretical understanding of the development of verbal reasoning and letter word identification in reading, across the two languages and language groups, will be used as a framework for the interpretation of the psychometric results. The implications of these results for the adaptation of tests from English to indigenous African languages will be discussed.

Keywords: Rasch modeling, adapting language tests, verbal reasoning, letter word identification, language surveys

Adolescent creativity and its subjective representations

BABAEVA, J. (Lomonosov MSU), SABADOSH, P. (Lomonosov MSU)

The aim of this study was to find interrelations of adolescents’ creativity, their opinions about its nature and value, and its self-assessment. Russian scholars aged 13-15 years of both sexes completed the adapted Rokeach Value Survey (RVS) and Torrance Test of Creative Thinking (TTCT). Scholars and their teachers were questioned about their implicit theories of creativity: is it inborn or can be nurtured, and what creative work is. Adolescents self-assessed their creativity level and giftedness in various domains; teachers also assessed scholars. Total number of participants was approximately 250. Significant correlations (Spearman’s $r$) were found between TTCT originality scores and RVS ratings: Creativity ($r = 0.31$), Active life ($r = -0.40$), and (in the female sample) Family life ($r = 0.47$). Implicit theory of creativity nurturance also significantly correlated with TTCT originality ($r = 0.60$) and (in the female sample) Flexibility scores ($r = 0.55$). In the male sample implicit theory of creativity nurturance correlated with Development ($r = 0.43$), self-assessed creativity level correlated with the RVS ratings of Wisdom ($r = 0.46$) and Inner harmony ($r = -0.54$). Creativity took a relatively low average place in RVS rates, while creative work is thought of as essentially artistic, not scientific, technical nor social. Adolescents often consider truly creative behaviour as a risky one, vulnerable to criticism and inducing social disapproval; a number of them perceived school as a place “designed to getting knowledge”, and one which “doesn’t dispose you to be creative”. There was no correlation found between TTCT scores and self-assessed creative giftedness. Adolescents’ creative giftedness self-assessment differed from its assessment by teachers, while scholars and teachers did not view creativity in the same way. Actual adolescent creativity level is related to its implicit theories and subjective value (to participants’ value orientations, in a more general context). Some gender differences in these relations were found. Creativity value is probably underrated due to expected high social risk and insufficient knowledge of a real demand for it. Test-measured creativity level, a self-assessed one, and those assessed by teacher, do not match. This is apparently because corresponding creativity conceptions vary resulting in use of different creativity criteria.

Keywords: adolescent creativity, creative giftedness

Advantageous social inequity for sustainable social motivation: Possible consequences for service organizations

SINHA, A. (Indian Institute of Technology, Kanpur)

This study attempted to understand the relevance of “Advantageous social inequity” for sustained effectiveness in service organizations. The equity theory of motivation takes the position that individuals tend to compare their job inputs and outcomes with those of relevant others, and this comparison might result in consequences that could affect quantity and quality of organizationally relevant outcomes. Under the backdrop of Indian culture and some cherished values, the need for affiliation and (higher level) recognition, experimental evidence was obtained on under-graduate student samples, and also on some real life working individuals in service organizations (banks). The data showed that, apart from material gains, there could be other gains for which the phenomenon of equity motivation needs to be understood, and that a perception of over-reward (called advantageous inequity) might be related to a behavior pattern that is conducive to the satisfied existence of the person and quality contribution to the lives of the relevant
others. Further, such “advantageous inequity” may contribute to a heritage of sustained effective behaviour for others to follow and perpetuate. The results were discussed and an elementary theoretical framework of advantageous social inequity based model of sustainable effective behavior in service organizations proposed.

**Keywords**: advantageous inequity, service organizations, motivation, sustainable effective behaviour, Indian culture

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**Adverse events in psychotherapy**

MUNRO, B. (Edith Cowan University)

Since April 2008 health practitioners, including psychologists, working in health care facilities have to implement the National Open Disclosure Standard. Clinical psychologists working in health care facilities, both private and public, therefore have to disclose adverse events to their clients. The Standard defines an adverse event as an incident that results in unintended harm to a person receiving health care. Whilst the Standard is basically a restatement of the ethical principles of veracity and autonomy, the practical implication of it for psychologists is not clear and it is important that guidance should be given to local psychologists in this regard. There is currently no Australian literature on the topic and overseas research is dated and based mainly on anecdotal case study analysis. There is therefore a need to determine how Australian clinical psychologists perceive adverse events in psychotherapy, when they believe they should disclose such events, and how they would disclose such events if they choose to. The participants were psychologists eligible for membership of the APS College of Clinical Psychologists. Working within a phenomenological framework, semi-structured interviews were conducted. Thematic analysis was used to uncover dominant themes. Four dominant themes were identified. The first is that unintended harm is perceived to occur as a result of lapses in clinical technique. The second dominant theme is that unintended harm in psychotherapy is unavoidable. The third theme is that adverse events should always be disclosed. A final theme is that it is inherent in

the psychotherapeutic process that unintended harm should be addressed with the client and that this is a usual part of psychotherapy. The process is also thought to be therapeutically beneficial for the client. Clinical psychologists perceive that adverse events occur in psychotherapy as a result of their practices. They rely on the therapeutic process as a mechanism to work through unintended harm with their clients as soon as it is possible to do so in therapy. The process is still highly individualistic, and guidelines to improve consistency to ensure that adverse events do not go undetected and harm the client should prove to be useful.

**Keywords**: adverse events, psychotherapy, open disclosure, clinical psychologists, Australian psychologists

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**Affective responses, emotional intelligence and examination performance of university undergraduates**

HULME, R. (University of Southern Queensland), TERRY, P. (University of Southern Queensland), REVIEWS 2, ICAP (Brief Oral Presentation)

The aim of the research was to examine the link between emotional intelligence abilities, psychological distress levels and mood states among university undergraduates over the duration of a semester of study. The research also focused on the ability to predict student exam performance utilising the constructs of emotional intelligence, psychological distress and mood. This was accomplished through two related studies, both involving data collected from first year students. A sample of 218 undergraduate students from an Australian university completed the Trait Meta Mood Scale (TMMS) to establish their emotional intelligence abilities. They then completed the Brunel Mood Scale (BRUMS) and the Depression, Anxiety and Stress Scale (DASS-21) on three occasions during a university semester to monitor affective responses. Examination performance at the end of semester was recorded. Emotional intelligence was found to influence affective responses, showing a stronger influence on psychological distress than mood states. However, clarity, a component of emotional
intelligence, was more closely related to mood states than psychological distress. Of the psychological distress variables, stress scores showed the strongest influence on mood responses. Psychological distress and mood responses both predicted examination performance whereas emotional intelligence did not. High emotional intelligence among students is conducive to a more pleasant and less distressing university experience but does not appear to benefit examination performance. Further, negative affective responses are not necessarily an indication that students will underperform academically. Indeed high negative affect during the beginning of semester and mid-semester is an indicator of success in end of semester examinations. It appears to be important that negative affect abates during the period from mid-semester to the end of semester. Rising negative affect from mid-semester to end of semester may be an indication that a student is facing difficulties and could potentially fail their examinations.

Keywords: emotional intelligence, psychological distress, mood states, exam performance

African Diaspora Dialogue Project

TINT, B. (Portland State University)

This paper explores dialogue and reconciliation work designed specifically for African Diaspora populations in the U.S., specifically, those from Somalia and the Great Lakes Region of Burundi, Congo and Rwanda. The paper will explore culturally coherent models of dialogue and reconciliation that incorporate historical issues, current resettlement issues and the integration of traditional peacemaking processes. A capacity building framework where participants become trained in facilitating conversations with their own communities was adopted. Coming from an ethnically diverse continent with a long history of conflict based in colonialism, tribalism, and religious differences, newly arrived African refugees carry these tensions into the U.S. These identity-based conflicts are fuelled by the traumas facing refugee populations and the challenges of transition and resettlement, making successful integration extremely difficult. The result of the challenges just described has been that groups separate themselves from each other and avoid contact whenever possible. In identity-based conflicts, one of the core elements that contributes to the entrenchment and polarization impeding reconciliation is the manifestation of a zero-sum perception of identity on the part of social groups - parties often feel that the very survival of their own group or identity is inextricably tied up with the negation of the other – that the two literally cannot co-exist. Reconciliation work is deeply rooted around issues of identity and the emergence of new identities developed through the process.

Keywords: reconciliation, African Diaspora populations, resettlement issues, peacemaking processes, African refugees

Age differences in work motives

YEUNG, D. (City University of Hong Kong), FUNG, H. (The Chinese University of Hong Kong), CHAN, D. (The Chinese University of Hong Kong)

With an increasing number of older employees in the workforce, there is an increasing need to investigate whether older workers differ from their younger counterparts in work motives. This study examined whether there were age differences in work motives and their impacts on job performance. The sample consisted of 295 Chinese employees aged between 23 and 60 years. Among them, over 60% were managers and the remaining were professionals; and 57% of them were male. They were invited to fill in a set of questionnaires on work motives and job performance. Preliminary results showed that as compared with younger workers, older workers reported a higher level of intrinsic motivation \( t(293) = -3.11, p < .01 \) but less internally imposed motivation \( t(293) = 2.24, p < .05 \). Multiple regression analysis demonstrated that the positive relationship between intrinsic motivation and job performance was stronger among older workers than among younger workers (age by intrinsic motivation interaction, \( \beta = 1.479, p < .001 \)). The present study reveals age differences in work motives. In particular, older workers tend to have higher level of intrinsic motivation than their younger counterparts. The positive impact of intrinsic motivation on work was found to be stronger.
Abstracts of the 27th International Congress of Applied Psychology

among older employees than among younger employees. These findings provide significant implications to employers to understand work motivation and job performance of older workers.

Keywords: work motives, age differences, older employees, job performance, ageing workforce

Aggressive tendencies assessed through a stroop-like discrimination task among combat elite juvenile athletes

HERNANDEZ-POZO, R. (UNAM, National Autonomous University of Mexico), OLIVA, J. (Sports National Comission), HERNANDEZ-POZO, R. (National Autonomous University of Mexico)

This study was designed to assess whether athletes engaging in combat sports have increased probability of aggression, compared to people not involved in competitive sports. Juvenile elite athletes ($N = 30; 12$ to $18$ years old) trained in one of five disciplines (boxing, Olympic wrestling, judo, karate, and tae-kwon-do) participated in the study, along with a control group of sedentary boys from the same age group. Proneness to aggressive behavior was measured by three methods: verbal, behavioral and physiological. A 28-item modified version of Spielberger’s STAXI-2 self-report for anger was used, validated for Spanish speakers. Behavioral bias for anger was measured through a computerized emotional Stroop task, using aggressive and neutral word stimuli (matched for word length and lexical probability) derived from a data base of words used in the sports’ jargon and presented in six different colors. Physiological reactivity to the computerized task was also monitored. Behavioral and physiological measures were recorded before and after a 90” video clip of a professional fight from the athlete’s discipline. Expression of internal aggression increased with age. Martial art practitioners (judo, karate and tae-kwon-do) showed higher interference for neutral thematic words than the rest of the athletes. Boxers exhibited a higher level of self-reported aggression than other sportsmen. Internal control of anger varied with behavioral scores on the Stroop test and with physiological reactivity. The use of three indexes to measure proneness to aggression highlights small differences among athletes engaging in combat sports that could be overlooked if only one of these procedures was used. Guidelines in training of boxing and martial arts might be responsible for some of the findings.

Keywords: aggression, combat sports, sport psychology, competitive sports, martial arts

Alcohol expectancies and self-efficacy beliefs predict drinking in young adolescents: A prospective study

CONNOR, J. (The University of Queensland), GEORGE, S. (The University of Queensland), GULLO, M. (The University of Queensland), KELLY, A. (The University of Queensland), YOUNG, R. (Queensland University of Technology)

Social Learning Theory (Bandura, 1969; 1977) has been effectively applied to substance use disorders (Bandura, 1999). According to this theory, the acquisition and maintenance of dysfunctional human behaviours derive from two related but independently operating expectations, outcome expectancies and self-efficacy expectancies. Alcohol expectancies and drinking refusal-self-efficacy beliefs are learnt at a very early age, often before drinking commences. Few early adolescent studies have prospectively examined both constructs to assess their impact on problem drinking. One hundred and ninety-two year nine students (Mean age = 13.8 years, $SD = .51$) were administered the Drinking Expectancy Questionnaire - Adolescent Version (Oei, et al. 2009) and the Drinking Refusal Self-Efficacy Questionnaire (Young, et al., 2007), as well as measures of quantity and frequency of alcohol consumption, and harmful alcohol usage (Alcohol Use Disorders Identification Test; Saunders, et al., 1993). Students were tracked for 12 months, with a follow-up rate of 88.5%. Data were analysed using structural equation modeling (SEM). As expected, lower drinking refusal self-efficacy predicted more problematic drinking, after controlling for baseline alcohol use. Similarly, higher alcohol expectancies were associated with significantly lower self-efficacy and higher alcohol use. However, the effect of alcohol expectancies on future drinking was fully mediated by its strong negative association with self-efficacy, suggesting a more indirect role for
this cognitive construct. Previous research that has only included alcohol expectancies in their designs may have overestimated the role of this construct. Consistent with Social Learning Theory, the pattern of results from the current study suggests drinking refusal self-efficacy may act as a “gatekeeper”, mediating the influence of other risk factors.

Keywords: social learning theory, alcohol use, adolescence, self-efficacy, expectancies

'Am I meant to have seen that?' Why are consumer participation rates in mental health so low?

SCARCIA, M. (Queensland Health)

The introduction of standardised outcomes measurement in mental health services has been an important recent development in Australia. However, consumer participation rates remain low, regardless of the brevity of the measurement tool used. In Queensland, the 36-item Mental Health Inventory (Viet & Ware, 1973) is the self-report measure used for consumer participation. Despite its use being mandatory, the statewide average consumer participation rate remains around 16-19 per cent. The rate varies widely across the state and within health service districts and their individual teams. Given the importance of consumer input into individual care, and into mental health service delivery, these figures remain disappointingly low. This research sought to examine the complex interplay of organisational and instrument factors contributing to ongoing low usage rates. Queensland Health staff from mental health services completed a series of questionnaires designed to examine their knowledge, skills and attitudes towards factors predicted to contribute to low consumer participation rates. These included personal factors such as knowledge of professional and ethical practices in psychological test usage, personal experience of psychological assessment, computer literacy skills, and attitudes towards mental health consumers. Organisational factors were also examined including management attitudes towards psychological assessment, consumer participation, the need for initial and ongoing staff training and supervision, provision of computer and support resources, and the clinical utility of the Mental Health Inventory itself. An evidence-based understanding of why consumer participation rates remain low is essential so that appropriate changes in current mental health service delivery, staff training, test development and organisational support can occur that will improve the quality of health care provided to mental health consumers and their families.

Keywords: consumer participation, outcomes measurement, organisational factors, instrumental factors

An analysis of research trends on career and vocational counseling in South Korea

YI, J. (Seoul National University), KIM, K. H. (Seoul National University), JO, H. (Seoul National University)

The purpose of this study was to provide information about the research trends and topics in career and vocational counseling in South Korea and to compare the Korean trends to those in the United States of America. Publications in two major journals were analysed, the Korean Journal of Counseling (KJC, 90 papers) and the Korean Journal of Counseling and Psychotherapy (KJCP, 63 papers). The papers were classified in terms of the fifteen categories developed by Fitzgerald and Rounds (1989) and this classification was compared to the analysis performed by Loveland, Buboltz, Schwartz, and Gibson (2006). In addition, issues such as research methodology were examined. The main samples were college students (46.4%), high school students (15.6%), and adults (15.6%). The number of articles within the special field of career and vocational counseling has increased since 2000, but the proportion of career and vocational counseling research amongst the “total” counseling research remained stable at 10~20%. In most of the studies analyzed, assessment tools related to career decision making, career development, interests and aptitudes were applied and the quantitative data were analyzed with inferential statistics. Qualitative research methods were seldom applied in the field. The principal topics of career and vocational counseling research were
Abstracts of the 27th International Congress of Applied Psychology

1057

Brief Oral Presentations

‘vocational choice’, ‘decision-making process’, ‘career development’, ‘career development interventions’, and ‘assessment of vocational behavior’. These five categories accounted for 88.0% of the papers analyzed. In the US study, the order appeared to be different: career development, women’s careers, multicultural career counseling and programs.

Keywords: vocational training, career counselling, cross-cultural comparison, career decision-making, career development

An applied study of massed and distributed practice trials in the learning of a discrete and continuous soccer skill

MCNEIL, D. (University of Ballarat), SPITTLE, M. (Deakin University), MESAGNO, C. (University of Ballarat)

The distribution of practice trials has an important application in skill learning. Research has primarily focused on continuous motor skills with results indicating that distributed practice leads to better performance and learning than massed practice. The limited research on discrete skills has indicated that massed practice is more effective than distributed practice. Researchers, however, have not directly compared skills from one sport and have only used simple motor tasks rather than sports specific skills. Therefore, this study aimed to compare massed and distributed practice on the learning of a discrete or a continuous sport skill. The participants (N = 155, MAge = 19.69, SD = 1.76) practiced a discrete (passing) or continuous (dribbling) soccer skill in either a massed (one second inter-trial interval) or distributed practice condition (inter-trial interval of 30 seconds). Participants completed 20 practice trials, five immediate retention trials (after ten minutes), and five delayed retention trials (after two weeks). Preliminary analysis of the continuous skill indicated a skill improvement across the practice trials, with greater performance changes for the distributed than the massed practice condition. This difference was sustained throughout the immediate retention, with higher practice performance for the distributed than the massed practice condition. At delayed retention, there was no difference between massed and distributed practice conditions. For the discrete skill, there were no significant differences between the massed and distributed practice conditions during practice, immediate retention, or delayed retention. From the current results, distributed practice leads to better practice performance of the continuous sport skill; however, this did not result in better long-term learning. For the discrete skill, no differences were evident between the massed and distributed practice conditions for performance or learning. We would argue, then, that massed practice is as effective as distributed practice for learning a continuous and discrete sport skill. For applied sport settings, massing practice trials may be more effective than distributing trials because more trials can be completed in a shorter time period. The findings have application in the design of practice schedules for sport specific skills, which will be discussed.

Keywords: sports skills, sport, massed practice versus distributed practice, long-term learning, practice performance

An empirical study of the characteristics of salsa dancers and the impact on mental health and job stress

LIU, X. (Peking University), WANG, L. (Peking University)

The aim of this study is to examine the characteristics of Chinese SALSA dancers, and to conduct empirical studies on the impact of SALSA dancing on individual emotion and job stress. Online surveys and interviews were conducted to develop the item pool of the hobby characteristics of SALSA dancers, and then, exploratory factor analysis was employed based on a pretest of 116 participants, which yielded the final version of the questionnaire. Confirmatory factor analysis, reliability and validity tests were adopted on 257 participants. We compared SALSA dancers and 30 participants involved in other sports in terms of PANAS, subjective well-being and work stress, and measured the pre-and post-effect of SALSA learning. Results showed that Chinese dancers dance SALSA for four reasons, self presentation, self promotion, social restoration and easiness to learn. The subscales and the overall scale displayed acceptable reliability, validity and
fitness to data. Different hobby characteristics were correlated differentially with Big-Five factors; self presentation was positively related with positive affectivity and subjective well-being; those who scored high in self presentation had the highest levels of passion for dancing, followed by self promotion, and easiness to learn; social restoration was not correlated with passion for SALSA dance; self promotion was negatively correlated with education, and positively with dancing frequency. When frequency was controlled for, SALSA dancers of different lengths of time displayed a higher level of positive affectivity than participants engaged in other exercises. Long-term SALSA dancing (three-and-a-half weeks) significantly promoted positive affectivity and lowered participants’ negative affectivity and job stress, while short-term SALSA dancing (one-and-a-half hours) significantly lowered participants’ negative affectivity and promoted positive affectivity other than job stress. The conclusion is that Chinese dancers dance SALSA for self presentation, self promotion, social restoration and easiness to learn, and SALSA dancing can positively promote mental health and relieve job stress. The practical implication of the findings and directions for future research were discussed.

Keywords: salsa dancing, job stress, self promotion, well-being, social restoration

An examination of the relationship between psychological capital and performance in Chinese offshore oil workers

YAN, G. (Beijing Normal University), YUE, G. A. (Nankai University), LU, X. (China National Offshore Oil Company)

Psychological capital, a new construct coined by positive psychologists in the last decade, plays a more and more important role in domain of Human Resource Management and is credited to be a key for the talent war in the worldwide. The present study aims to investigate the relationship between psychological capital and job-related outcomes, such as task performance, engagement and satisfaction. Two-hundred and sixty two offshore oil workers and their supervisor from seven platforms in China responded to the mailed questionnaires anonymously when they were on duty, with an 87% response rate. All of the workers were male and age ranged from 20 to 50 years old. They needed to stay and work at the platform on the sea for 28 days in a session. Psychological capital questionnaire (PCQ), designed by Luthans, Youssef and Avolio (2007) and job performance measures, defined by Borman and Motowildlo, were mailed to the workers and their supervisors respectively. The workers’ demographic variables were controlled in the statistical analysis. The results indicate that (1) Workers’ psychological capital significantly correlated with their task performance and engagement rated by their supervisor respectively ($r = 0.21$ and $r = .27$). (2) The correlations between the Hope factor in PCQ with task performance, engagement and satisfaction were higher than the correlation of three other factors correspondingly. (3) The relationship between psychological capital and task performance was mediated by engagement. Two main conclusions were made in this study. First, psychological capital is a useful and valid construct and can be used in predicting job performance in the extreme work environment. Second, Hope plays a much important role when workers face a challenging job.

Keywords: psychological capital, human resources, job-related outcomes, job performance, task engagement and satisfaction

An exploration of individual differences involved in susceptibility to false memories

MONDS, L. (University of Sydney)

Individuals with Post Traumatic Stress Disorder (PTSD) may be more susceptible to developing false memories, compared to those without the disorder. The aim of this study is to examine trait dissociation and underlying cognitive biases related to threat, as vulnerability factors in the development of false memories for neutral and trauma-related words in a non-clinical population. Eighty-five undergraduate students completed the Deese-Roediger-McDermott (DRM) task for neutral and trauma-related word lists. The DRM is a common false memory procedure where participants are instructed to
remember semantically related word-lists and upon recall often produce a critical lure – a word that wasn’t originally presented but is strongly related to the studied words. Following this, participants filled out the questionnaires of interest (Dissociative Experiences Scale-Comparative, Looming Maladaptive Style Questionnaire-Revised, Post Traumatic Cognitions Inventory, Beck Depression Inventory-II), and a word recognition task. The cognitive bias and dissociation scales were all significantly correlated to the reporting of critical lures in either the free-recall or recognition conditions. Regression analyses also supported these findings, whereby those participants scoring high on dissociation, depression or post-traumatic cognitions were more likely to report trauma-related critical lures in the free-recall condition; whereas the looming cognitive style was related to traumatic lure recognition. Cognitive biases related to threat and trait dissociation may be predisposing factors that make an individual more susceptible to taking on false memories in traumatic situations. This study has important implications regarding the development of PTSD, as well as situations involving co-witness discussion and eyewitness testimony.

Keywords: post-traumatic stress disorder, false memories, dissociation, depression, eyewitness accounts

An exploration of nonverbal behaviors collocated with applicant defensive impression management tactics

WU, C. Y. (Tung-Hai University), HUANG, K. (Tung-Hai University), SHE, P. Y. (Tung-Hai University)

Verbal self-presentation tactics comprise the central part of impression management (IM), separated as assertive IM and defensive IM. When it comes to non-verbal behaviors collocated with verbal IM, only positive behaviors have been defined, such as eye contact and smile. However, those are not suitable for defensive IM tactics. This current study is to clarify the content of non-verbal behaviors specific to defensive IM tactics. The method involved: (1) An interview: we ask those interviewees who have had employment interview experiences, to understand what kind of emotion expression is suitable for different kind of defensive IM tactics, for example, regretful – apology; and (2) Observation: we request those interviewees who have applied for a job vacancy as actors. We provide them with the (verbal) scripts of each kind of defensive IM tactics, and ask the actors to perform them with non-verbal behaviors. The presentation would be recorded as video tapes, then the researchers serve as coders to code non-verbal behaviors. Non-verbal behaviors were categorized as four types in past research: (1) tone, (2) head / face, (3) hand, and (4) body. This categorization is the base for coding, and those behaviors coded from the video tapes can be classified. Finally, the complete non-behavioral content lists come out. In past research, the common measure of assertive IM tactics is “frequency” and that of defensive IM tactics is “to use or not to use”; both are measures of “quantity of IM.” According to the present study, the suitability of non-verbal behaviors can be viewed as “quality of IM.” This work intends to contribute to the literature by bringing up the collocation of verbal and non-verbal IM.

Keywords: impression management, non-verbal behaviours, defensiveness, assertiveness, eye contact

An exploration of the relationship between spirituality and resilience in the context of general well-being

DATTA, P. (Delhi University), TOMAR, P. (Delhi University), SAHAI, N. (Delhi University), MISRA, G. (Delhi University)

With the aim to ascertain what accounts for good adaptation under difficult circumstances, this exploratory study examines the correlation between spirituality and resilience in the context of general well-being. Thirty participants (15 males and 15 females) in the age range of 21 to 28 years were administered The Cognitive Behavioural Spirituality Scale (Niederman, 1999), The Resilience Scale (Wagnild & Young, H., 1993) and the General Well-Being Schedule (Dupuy, 1977). These were followed by an extensive semi-structured interview. The data obtained was analyzed using both qualitative and quantitative measures. The quantitative analysis revealed a significant correlation between
resilience and general well-being, between spirituality and resilience in females, and between spirituality and general well-being in males. The qualitative analysis of the narratives revealed a complex matrix of influences that helped shape the individual’s subjective understanding of spirituality, diverse descriptions of how individuals understood and observed spirituality, and varied coping strategies used in times of adversity. Based on the findings, a model is proposed of the relationship between spirituality, resilience and general well-being, where spirituality is one of the coping mechanisms used to augment resilience and general well-being. The results have applications in positive psychology and health psychology.

Keywords: well-being, spirituality, resilience, coping strategies, positive psychology

An exploration of workplace bullying trauma symptom patterns

FIELD, E. (Evelyn M. Field Pty Ltd), FERRIS, P. (Calgary Psychology Group Inc/Janus Associates)

The aim of this paper is to demonstrate that those experiencing workplace bullying (WB) develop psychological trauma that with the exception of Criterion A, meets the diagnostic criteria for Post Traumatic Stress Disorder (PTSD) as defined by DSM-IV. We also examine whether a particular pattern of symptoms within PTSD defines workplace bullying trauma (WBT), as treating therapists agree that victims are not only seriously injured but their symptoms present differently to other victims. Although some mental health professionals believe that that a diagnosis of PTSD is appropriate for victims of WB, many disregard the victim’s experience. They do not believe that WB bullying meets the DMS-IV Criterion A definition of experiencing or witnessing a physically life threatening event. Thus they do not recognize it as an appropriate diagnosis in medico-legal systems. As a result, these systems lag behind the practice of treating WB and result in inappropriate diagnoses, treatment, and loss of coverage through workplace insurance programs for targets. We derived participants (approximately 30 from each country) from cases presenting for treatment within the authors’ practices (Australia and Canada) and a snowball sample of participants recruited from bullying websites and word of mouth. Participants were interviewed via three methods (face to face, telephone, or Skype) to determine the presence and severity of WB. Subsequently, we mailed or administered the measures which included the screening measures from Australian Guidelines for the Treatment of Adults with Acute Stress Disorder and Posttraumatic Stress Disorder (2007), the DSM IV, additional questions probing the relevance and salience of PTSD symptoms, and the Brief Symptoms Inventory (Derogatis, 1993). We hypothesize that participants will report levels of distress on the BSI above norms on the majority of scales. We also hypothesize that scores on the obsessive compulsive, paranoia, and psychoticism scales will be particularly elevated as well as common physical symptoms. We hypothesize that those with elevated distress will meet the criterion for PTSD. There is sufficient evidence to warrant further research into WBT to assist treating practitioner, validate victims, and assist employers and insurance companies to provide effective support.

Keywords: workplace bullying, psychological trauma, post-traumatic stress disorder

An exploratory study of demographic and service determinants of mediation outcomes in Australian family dispute resolution (FDR) practice

O’MARA, A. (Relationships Australia Queensland)

This study explored Family Dispute Resolution Practice within the Family Relationship Centre context in Australia by mining archival data. The study investigated the degree to which it is possible to evaluate outcomes of successful mediation by exploring associations among variables such as age, gender, incomes level, occupation, service context, the presence of domestic or family violence, and outcomes in relation to agreements or certifications. The impact of post-separation conflict on children has received much attention of late and as such has been the catalyst for change within the Judiciary/Government (Mcintosh, 2004). Family Dispute Resolution (mediation) is now a
compulsory first step for separated families as an alternative to court. The establishment of 65 Family Relationship Centres (15 having commenced operation in July 2006, and 25 more being introduced in each of the two subsequent years) has seen a dramatic change in the way parents resolve conflict post separation in Australia. This does however raise questions of how much we actually know about Family Dispute Resolution, the clients who are utilising this service, and the effectiveness of the Family Dispute Resolution process in providing a successful outcome for the client. The exploratory study used SPSS to analyse archival data from 500 clients who used the Family Dispute Resolution Program and for whom cases are currently closed. Planned analysis methods include frequencies, distributions, correlation regression and analysis of variance and potential analysis of nested groups. The data for this project has recently been retrieved from the data warehouse and is currently being cleaned and prepared for exploration and analysis. Results will help inform future prospective studies and evaluation of interventions. The study will provide useful data on the Family Dispute Resolution process and assist in determining what demographic and service experiences might contribute to successful mediation outcomes. The findings are expected to have implications for theorising, research and practice. Specifically, the implications lie in the design of future research projects which can examine the determinants of healthy co-parenting relationships and whether Family Dispute Resolution is a successful intervention for improving the co-parenting relationship.

Keywords: family dispute resolution, co-parenting, mediation, separated families

An integrative approach to job satisfaction and its impact over subjective well-being in European workers

SIMON, C. (IE University), CARDENAS, W. (IE University)

Work-derived well-being has long been researched from different perspectives, both in terms of its theoretical approach (e.g. situationally-based versus trait-based) and its methodological design (inter versus intra-individuals, single-item measures versus multiple scales etc). However, few studies have conceived subjective well-being associated with work as a higher-order, multidimensional construct that requires the integration of both personal and situational factors in a systemic way. Along these lines, the objective of the present study is to test a unifying model of the relationship among different categories of factors having an impact over well-being at work. The model proposes that a combination of dispositional factors or psychological resources (optimism, self-esteem, autonomy, interest in learning, accomplishment, purpose and resilience), and situational conditions (opportunities for learning, chances to show competence, time use options, social recognition and support and belonging) influence the individual’s experience of work as defined in five dimensions (offering security, autonomy, participation, and being interesting and stressful). The impact of these factors is measured over different dimensions of satisfaction at work (getting paid appropriately, general satisfaction with job, perception of work-life balance). The study utilizes a subset of the European Social Survey database (EU15 countries, \( N = 16546 \)), and focuses on the Personal and Social Well-Being Complementary Module (Huppert et al, 2005) and other work-related items were included in the survey. Descriptive analyses and regressions have been run in order to establish initial relations among variables and carry out cross-country comparisons based on national socioeconomic parameters (such as the Employment Protection Legislation Index). The model is currently being tested using structural equation modeling using AMOS software. The degree to which job is experienced as interesting (which is shown to be a function of four variables: opportunities for learning, accomplishment, purpose and recognition) was the main predictor of job satisfaction. Other variables such as the personal-working time balance, the recognition achieved and the estimation of security associated with the job entered the regression equation with a moderate weight. Such general measures of job satisfaction are moderately related to the one-item most used measure of subjective well-being (Life Satisfaction Scale; Diener, 1985). No significant differences were
found for gender or age groups. The analysis of cross-national differences is in progress. Though statistical analyses are currently underway, expected results will allow us to model the construct of subjective work-related well-being integrating the combination of psychological resources and situational factors into a consistent ‘work experience’ or personal estimation of work characteristics that will have an impact over different measures of work satisfaction (material, time-quality, general). Cross-national differences will also allow us to draw conclusions about the different types of work experiences in Europe and its influence on work-related satisfaction and subjective well-being.

Keywords: job satisfaction, work-life balance, subjective well-being, psychological resources, experience

An integrative approach to sexual abuse

DROBOT, L. ("Eftimie Murgu" University Resita)

Each client that comes to therapy is unique and so are their problems, thus it is impossible to conceive a standard intervention approach. Still, intervention strategies can be formulated. The case presented is a 13 year old client, sexually abused, who was treated with the help of an integrative approach and had great importance for me as a therapist. In my opinion each client solves a part of the therapist’s problems too; the therapeutic relation is not the only one co-created, why shouldn’t healing also be co-created? The model to serve as guide has its theoretical and its practical sources in integrative psychotherapy (Evans & Gilbert, 2005), psychosynthesis (Assagioli, 1976), brief therapy (De Shazer, 1985), Ericksonian techniques (Erickson & Rossi, 1979) and the counseling intervention model (Culley & Bond, 2004). Thus, the following domains of objectives become obvious: the co-creation of a therapeutic relation, dysfunctional behaviors (intervention mechanisms, broken contact with the self and the world, identifying sub personalities, emotions, roles etc.), development of a mutual I-Thou relationship (unidentifying of personalities, abreactions etcetera) and reintegration, the client’s professional integration (therapy for knowing our aptitudes and professional competencies in order to make the right decisions). The case was solved, but it also represented the therapist’s healing. The therapist’s reflexive analysis has underlined the parallel “healing” process. The paper insists on the therapeutic approach addressed to clients and the therapist’s reflexive analysis will represent the subject of this paper.

Keywords: sexual abuse, case study, therapist’s healing, therapeutic relationship, co-creation in therapy

An investigation of the relationship between big five personality factors and procrastination

DAVOODI, I. (Shahid Chamran University of Ahvaz), GHAHREMANI, S. (Shahid Chamran University of Ahvaz)

This study investigated relationships of the Big Five Personality Factors of neuroticism, extraversion, openness, agreeableness, and conscientiousness, with procrastination. A sample of 207 undergraduate students (79 male and 128 female), from Shahid Chamran University of Ahvaz, completed a Persian form of Tukman’s Procrastination Scale (Tukman, 1991) and the NEO_FFI Inventory (MacCray and Costa, 1992). The results revealed that the neuroticism has a positive correlation with procrastination. The personality factors of extraversion, agreeableness and conscientiousness negatively correlated with procrastination, while there was not a significant relationship between openness and procrastination. In addition, the results of regression analysis with a stepwise method indicated that conscientiousness was the only variable that entered into the model. This factor accounted for 58% of the variance in procrastination. The results showed conscientiousness is the most powerful predictor for procrastination among the Big Five Factors. These findings suggest the presence of overlap between procrastination and conscientiousness constructs, as operationalised in Tukman’s Procrastination Scale and the NEO_FFI Inventory.
An opportunistic qualitative study of the psychosocial benefits of blogging

BAKER, J. (Swinburne University of Technology), MOORE, S. (Swinburne University of Technology)

Bloggers provided unsolicited commentary on published research by the authors on the psychosocial outcomes of blogging following extensive press coverage of these publications. The authors aimed to a) examine the validity of the original findings utilizing this feedback, and b) further explore the nature of blogging. Blog search engines were utilized to identify blog entries relating to the published research. These entries were then copied in their entirety to word files, including comments by other bloggers. NVivo 7 was utilized to analyze level of agreement with the original research for each blogger (where present) ranging from Hostile to Advocating. Following this, individual blog entries were re-examined line by line for psychosocial references and were coded by theme for further analysis of the benefits of blogging. In analyzing agreement with the original research, the majority of bloggers (80%) either advocated or accepted the results, while only 9% were opposed or strongly opposed to them. In examining for additional psychosocial benefits a number of themes and subthemes were identified. The main themes included social benefits, affective relief, learning, communication, self-knowledge, real-world activities and self promotion. The present research lends some validity to the original findings that blogging may lead to perceived improvements in social support including increased trust in others (reliable alliance), social integration, and satisfaction with friendships both online and offline. Following analysis of the commentary it appears that blogging may have additional utility in terms of personal development and growth, improved interpersonal skills, affective relief, and social capital. While motivations and benefits appear to vary widely by individual, the majority of comments described blogging as personally rewarding and beneficial.

Animal model of PTSD: Behavioral changes following underwater trauma, situational reminders and diazepam treatment

MAKVAND HOSSEINI, S. (Semnan University), BIGDELI, I. (Semnan University), YOSSEFI, M. H. (Semnan University), SEDDEGHI, F. (Semnan University)

Ethical and practical limitations in research on human subjects have opened a window to animal research regarding post traumatic stress disorder (PTSD). PTSD modeling is critical in understanding the causes and potential treatments of the disorder. The main purpose of this experimental research was to create an animal model of PTSD based on the main features of the disorder: trauma exposure, situational reminders of trauma, behavioral anxiety and remedy in response to anxiolytic medications. A number of inbred female Sprague-Dawley rats (n = 6) at the age of two months, weighing approximately 180 grams, were obtained and evaluated in the elevated plus-maze test in three stages: 1- in the baseline state (before trauma exposure) 2 - after a single exposure to underwater trauma in the Morris water maze (water temperature 25.1 °C, to a depth of 30 centimeters) plus daily (over five days) encountering of situational reminders (observing the Morris water maze and the net basket for pushing rats under water) and 3- after daily exposure to situational reminders and diazepam (0/5 milligrams per kilogram) administration afterward. Measures of open arm ratio time and ratio entry were extracted from five days of five minute video recordings for every stag and analyzed using general linear modelling: repeated measures. Results showed significant increases in anxiety-like behavior relative to the baseline (decreased open arm ratio time and ratio entry) after exposure to underwater stress and reminders (F:119.231; α = 0.008; Mean difference = 60.587, α = 0.02) as well as returning to the baseline level of activity after exposure to reminders plus diazepam administration (F:393.923; α = 0.003; Mean difference = 56.670, α = 0.008). A single
underwater stress together with daily exposure to situational reminders successfully induced PTSD sequels in rats and anxiolytic drug administration decreased the behavioral symptoms.

**Keywords:** post-traumatic stress disorder, trauma, situational reminders, diazepam treatment

### Anticipations of the development of job satisfaction as predictors of work-relevant types of behaviour

**JIMENEZ, P.** (University of Graz), **ILIC, P.** (University of Graz), **HINTERREITER, R.** (University of Graz)

The prediction of behavior using knowledge of job satisfaction is one of the aims of measuring this study. However, the aspect of time and dynamic changes of the organizational environment are seldom integrated in the field of job satisfaction. In a system oriented model the variable job satisfaction is seen as an outcome and as a cause variable in a feedback control system. The behavior is assumed to be influenced not only by the level of job satisfaction but also by the anticipation of the development of the organization and the future job satisfaction. The aim of this study is to test the model of job satisfaction and the anticipations of development of job satisfaction in relation to different types of active and passive behavior. The sample consists of 243 employees of an educational institution. Measurements were the Profile Analysis of Job Satisfaction, the scale of Anticipation of the Development of Job Satisfaction, scales for various work-relevant types of active and passive behavior (for example, intention to quit, service quality behavior or knowledge sharing etc.). Analyses support the postulated relationship between job satisfaction and development-estimations. Two different models for a moderating or a mediating effect were tested. The mediating model of anticipation of the development of job satisfaction shows good fits (GFI=.89, AGFI=.85, CFI=.93, RMSEA=.05). Earlier research of the relationship between different forms of job satisfaction and work-related behavior already showed that in comparison to resigned job satisfaction a constructive form of job dissatisfaction was related to more active behavior in the work context. The results emphasize that job satisfaction together with the anticipations of development in the organization are good predictors of different work-relevant behaviors.

**Keywords:** job satisfaction, work-relevant behavior, organisational change, organizational environment

### Anxiety-linked attentional biases in older and younger adults

**CABRERA, I.** (University of Western Australia and Autonomous University of Madrid), **MACLEOD, C.** (University of Western Australia), **BUCKS, R.** (University of Western Australia), **BURGESS, M.** (University of Western Australia)

Previous research has demonstrated that individuals with high levels of anxiety vulnerability show a tendency to selectively attend to negative information. This attentional bias may play a causal role in the development and maintenance of anxiety symptoms (Mathews & MacLeod, 2005). In this area, some questions remain unanswered: 1) whether the attentional bias reflects facilitated engagement with threat or impairment disengagement from threat; 2) whether the anxiety-linked attentional bias is specific to negative information or favors emotional information general; and 3) whether the attentional characteristics of anxiety vulnerability change with age. The present study aimed to address these questions. The sample was composed of 16 high trait anxious (HTA) and 16 low trait anxious (LTA) young adults (age mean = 18.8, SD = 1.8) and 16 HTA and 16 LTA older adult (age mean = 69.2, SD = 7.6). Attentional disengagement from and engagement with emotional stimuli were independently measured using a novel task. Participants were required to make a lexical decision about two-letter strings (word or non-word) that appeared in different loci on each trial, one after the other. The dependent variable was the latency to make the second lexical decision, which would be influenced by the time taken to move attention from the initial string. On disengagement trials the initial letter string was a negative, positive or neutral word, and the second string was a non-word. On engagement trials the initial letter string was a non-word and the second was a negative, positive or neutral word. A mixed-design analysis...
of variance (ANOVA) was carried out separately on disengage and engage bias index scores, with two between-subjects factors (trait anxiety: high/low; and age: young/older), and one within-subjects factors (negative/positive bias). Only for engage bias scores was a significant interaction between anxiety-group and valence obtained ($F (1, 60) = 4.75, p = .033$). Further analysis indicated that HTA participants were disproportionately slow to engage attention with the positive words. This result suggests that high trait anxious individual show reduced attentional engagement with positive information. No age differences were found. Possible explanations for, and implications of this finding are discussed.

Keywords: attentional bias, attentional engagement, anxiety vulnerability

Appearance-related feedback in intimate relationships: The role of verification and enhancement processes

BROWN, J. (La Trobe University), STUKAS, A. (La Trobe University), EVANS, L. (La Trobe University)

This research aimed to investigate the way that females respond to different types of feedback about their physical appearance that they imagined receiving from their intimate partner. The social psychological theories of self-verification and self-enhancement provided a framework for examining these feedback responses in the specific context of physical appearance in intimate relationships. Self-Verification theory proposes that people would be more satisfied in their relationship when their partner sees them as they see themselves, whereas Self-Enhancement theory proposes that people would be more satisfied when their partner sees them more positively than they see themselves. Participants were females who had been with their current intimate partner for at least one year. After completing self-report measures of their self-esteem, body image, and relationship satisfaction, participants received one of three feedback vignettes that described appearance-related feedback from their intimate partner that was either (a) consistent with their appearance self-view (verifying), (b) more positive, or (c) less positive than their appearance self-view. Participants then completed self-report measures assessing their cognitive reactions (feeling understood), affective reactions (feeling happy) and perceptions of their partner and the relationship in response to the feedback. Results showed that females with negative views of their own appearance responded with more positive affect to enhancing appearance-related feedback whereas they reported a more positive cognitive reaction to verifying appearance-related feedback. In addition, their perceptions of their partner and the relationship were similarly positive following both enhancing and verifying appearance-related feedback. This study was the first to use a more experimental methodology to examine responses to appearance-related feedback in the context of intimate relationships and to examine the impact of appearance-related feedback from an intimate partner on perceptions of the relationship. As such, this study contributes to the existing research in the area of body image and intimate relationships.

Keywords: relationship satisfaction, body image, gender, intimate relationships

Applicability of a five-kind personality inventory for college students’ personality measurement: A comparison study with the 16PF

WANG, A. (Beijing Normal University), XU, Y. (Beijing Normal University)

The aim of this research was to study the applicability of a five-kind of personality inventory for measuring college students’ personality. In the study, we adopted two measuring tools: a five-kind of personality inventory (Chongcheng Xue & QiuliYang, 1988) which was put forward according to theory of famous medical book “Neijing” in ancient China. Participants were 237 college students (aged 19 to 23 years, 70 male and 167 female). We made a comparison between the five-kind of personality inventory and 16PF for measuring college students’ personality. The results indicate that (1) The mean score for male students is significantly higher than for female students in Taiyong (strength) and Yinyangpinghe (equilibrium) dimensions of the five-kind of personality inventory ($p < 0.05$, $p <$
0.05). Their scores for perfectionism and creativity dimensions in the 16PF are also significantly higher than those for females ($p < 0.01$, $p < 0.05$); but their scores for warmth, privateness and tension dimension in the 16PF are significantly lower than for females ($p < 0.01$, $p < 0.05$, $p < 0.01$). (2) There is no difference between the five personality kind between south students and north ones. However, for 16PF, the perfectionism score of north students is significantly higher than for south ones ($p < 0.01$). (3) Besides reasoning, abstractedness, privateness, openness to change and creativity dimensions of the 16PF, all dimensions of the five-kind of personality inventory correlated with other dimensions of 16PF on corresponding content. The five-kind of personality inventory is available for measurement of college student’s personality.

Keywords: personality, personality factors, creativity, college students

Application of a process model of health motivation in physical activities

XU, X. (Sichuan Normal University)

Previous studies have shown that health motivation can enhance physical activities. Although researchers have used the term health motivation for a long time, there is no widely accepted definition or theoretical model of health motivation. In my recent studies, I defined health motivation and suggested a process model of health motivation. The present study aimed to investigate whether this model can capture individuals’ health motivation in physical activities and whether this model can predict people’s physical activities. One of the significant aspects of this study is that it can enrich the theoretical research in health motivation. I believed that health motivation produces inner force which energizes and orients individuals’ health related behaviors. Based upon this definition, I proposed a process model of health motivation. This model indicates that health motivation guides individuals’ health-related behaviors in the following consequential four-step process: to develop health motivation tendency, to form health intention, to initiate health related action, and to persist in those actions to achieve goals developed at the first stage. Upon this model, the Health Motivation Scale in Physical Activities (HMS-PA) was developed, with 12 items in total. The present study examined the construct validity and predictive validity of the scores obtained using the HMS-PA among 251 undergraduate participants in a southern university of the United States of America. The higher order confirmatory factor analysis suggested that the model fitted the data well. The predictor power of health motivation, health self-efficacy, health value, and Body Mass Index were examined using multiple regression analysis. The finding indicated that health motivation was the most powerful predictor of physical activities. Interestingly, health self-efficacy was not shown to be a statistically significant predictor of physical activities. In conclusion, the proposed theoretical model of health motivation and the scale were effective in capturing individuals’ health motivation. Health motivation significantly contributed to physical activities. This model and the scale can be applied to related theoretical and empirical studies.

Keywords: health motivation, physical activity, health related behaviours, health intention, health self-efficacy

Application of the individual zone of optimal functioning (IZOF) model for a team

MINOUCHI, Y. (Hokusei-Gakuen University)

The Individual zone of optimal functioning (IZOF) theory by Hanin (1997) is that there are individual differences in the appropriate emotional state for individual sport performance. In other word, there is an individual variation in effective emotions and in the optimal level of emotions for performance. In the research on a current IZOF model, individual athletes’ emotional states have been examined. However, it was thought that the idea of appropriate psychological state is different depending on individuals was able to be applied also to sports teams. Therefore, the aim of this study was to examine whether the appropriate emotional states for the team is determined. Another aim of the present study was to verify
whether controlling the emotional states contributes to improving and stabilising team performance. Subjects were from a female rhythmic gymnastics team of a high school (five female players). The investigation period was five months from April, 2009 to September, 2009. The procedure involved, firstly, identifying the best performance and the worst performance in the team. Next, the emotions (key words) that related to the team performance had been extracted by discussions with the team. After that, the emotional states and the performance of each official competition were evaluated. It was surveyed three times. After the competition had ended, the state before and during the competition was evaluated. The emotions and the terms that strongly influenced the team performance were searched out by comparing the best performance and the worst performance in competitions. As a result, "Confident", "Worried", "Enjoy", and "Motivated" were chosen. It was clarified that "Confident" related to the expression of their face, "Worry" related to the switching of feelings, "Enjoy" related to the enchanting the spectators, and "Motivated" related to uniting for a team. We tried the control of the emotions in the competitions because the antecedents of the emotions were identified. As a result, the performance was stable to compare before. It was suggested that controlling of antecedent behaviors leads to integration of the team and to enhancement of team performance. It is thought that it will be necessary to examine the effective methods for appropriately controlling strength of the key emotions, and to use it in other competitions in the future.

Keywords: optimal functioning, emotional states, sport, competition

Application of Versatile Leadership Model and Leadership Versatility Index® in a different cultural context

JAROSOVA, E. (University of Economics), PAVLICA, K. (Škoda Auto University)

The brief oral presentation is focused on the application of Versatile Leadership model and Leadership Versatility Index® (LVI) developed by R.B. Kaplan and R.B. Kaiser in the United States (US) in a different cultural context - in the automobile company Škoda Auto,a.s.(a part of Volkswagen Group, the largest car manufacturer in Europe) located in the Czech Republic. The aim of the LVI Škoda Auto Project was to verify the LVI and its value for Czech managers from international company. The Leadership Versatility Index® is a 360-degree feedback survey which collects the data from direct reports, peers and superiors as well as from the target manager himself or herself. It contains 67 items and it is completed by open-ended questions. The LVI is based on a model of versatile leadership. Its structure has four independent subscales for each dimension of two major pairs of opposites: enabling and forcing leadership and operational and strategic leadership. The LVI was used on a sample of the Czech managers (N = 14) twice – in 2008 and in 2009, followed by feedback and coaching sessions. In the meantime the managers completed their personal development plans. The comparison of the data collected on the Škoda Auto sample with the data in Kaplan DeVries Incorporated normative database (with ratings for 1 123 senior managers) identified no significant differences on the level of overall versatility assessment. Most of the managers from the Škoda Auto sample inclined towards leadership lopsidedness on a level of forceful-enabling dimension – in correspondence with the same trend in the sample of US managers assessed by the LVI. The analysis of the personal development plans enabled us to record how the LVI results helped Czech managers to identify their own excesses and deficits in the execution of managerial role. The LVI is a useful and well-accepted assessment tool also in a Czech cultural context. The Skoda Auto Project confirmed that the LVI - based on a model of versatile leadership – it helps managers to understand their multiple, even contradictory roles and to deal with their paradoxical demands.

Keywords: leadership versatility, leadership, cultural context, management, automobile company

Applied use of emotional intelligence data at the Anglican Church Grammar School
WELLHAM, D., SIMMONS, N. (Anglican Church Grammar School), STOUGH, C. (Swinburne University), HANSEN, K. (Swinburne University)

The aim of this presentation is to describe the ways in which emotional intelligence research is used to support students and families at an independent School for dayboys and boarders. The School has 1700 students from Reception to Year 12. Emotional intelligence (EI) research in education is in its infancy. Churchie is a research partner with Swinburne University with the aim of developing knowledge of self and others within our student population via longitudinal research and collaboration. This presentation will outline the methods used by the School to elicit EI data and to track students with respect to planning for successful academic and social-emotional outcomes. All students in Years 7 to 12 in 2009 will have had their Emotional Intelligence measured using Swinburne University Emotional Intelligence Test (SUIET). The SUIET has four core areas of focus: (1) Emotional Recognition and Expression; (2) Understanding Others’ Emotions; (3) Emotions Direct Cognition; (4) Emotional Management and Control. It is known that the population mean score for each of the four emotional intelligences is 50. Emotional Management and Control is a key factor in academic performance and Churchie’s Year 12, 2009 mean score was 80; Understanding Others’ Emotions is also regarded as a significant factor and Churchie’s mean is 55; Emotional Recognition and Expression have not been shown to be a significant factor in academic performance and Churchie’s mean was 50; and Emotions Direct Cognition may affect thinking and performance in certain academic areas with creative arts and maths thinking affected differently by this EI trait – Churchie’s EI mean was 51. Strategies for improved academic outcomes through an EI specific language and framework in the curriculum and overt EI strategies to be further developed throughout the curriculum will be outlined.

Keywords: emotional intelligence, education, academic performance

Appraising the future: The development and validation of the Future-Oriented Appraisal (FOA) measure

DRUMMOND, S. (Griffith University), BROUGH, P. (Griffith University)

This study develops and validates a measure of future-oriented cognitive appraisal in response to current discussions concerning future-oriented coping behaviours. Both proactive and preventative coping represent future-focused efforts to manage potentially stressful future events. The differential is in how the (potential) stressor is appraised. Proactive appraisal focuses on identifying the benefits and opportunities that can arise from the upcoming event, whereas preventative appraisal identifies methods to reduce the potential negative consequences. The development of a measure incorporating both types of appraisal enables stress and coping theoretical models to be assessed within a future-oriented paradigm. A 30-item measure was initially developed based on the proactive-preventative discussions within the literature. The 30-item measure was administered twice to a total of 316 university students over a six month period. Using principal components analysis, four factors (19 items) emerged from the initial administration, accounting for 67 per cent of the variance. For the purposes of this research, the four factors were combined to produce two higher order factors representing proactive and preventative appraisal. These two higher order factors demonstrated acceptable internal consistency (.82 proactive appraisal, .87 preventative appraisal) and strong test-retest reliability (.83 and .82 proactive appraisal, .88 and .91 preventative appraisal). The measure was related to personality characteristics (e.g., neuroticism, conscientiousness, and optimism) and psychological health outcomes (e.g., psychological strain) thereby demonstrating criterion validity. Initial results indicated that the measure provides a good assessment of future-oriented cognitions and therefore marks an exciting advancement in the testing of stress-strain processes within a future-oriented paradigm. The adoption of proactive or preventative appraisal for an anticipated potentially stressful event has significant implications concerning the subsequent activities undertaken to cope in response to that event.
Are the eyes the window into what drives the own-race bias?

HILLIAR, K. (University of New South Wales), KEMP, R. (University of New South Wales)

The own-race bias refers to the tendency for people to recognise faces from their own racial group (same-race faces) better than faces from a different racial group (different-race faces). This bias has important implications for a broad range of areas, from promoting cross-cultural interactions, to having confidence in the eyewitness identifications of different-race suspects. The aim of this experiment was to investigate whether this bias is due to any differences in how participants look at same-race and different-race faces, either at study or at test. Participants were presented with ten same-race and ten different-race faces that were presented either individually, or in pairs (same-race/same-race, different-race/different-race, and same-race/different-race pairs). Participants' viewing of each face/pair of faces was self-paced. After a two-minute filler task, participants were presented with these 20 ‘old’ faces, along with 20 ‘new’ faces, and had to decide whether each face was old or new. Eye movements and fixations were recorded throughout the experiment. Although participants showed a small own-race bias in their recognition accuracy for the faces, this difference in performance was, unexpectedly, not associated with any differences between same-race and different-race faces in terms of the length of time spent looking at these faces, the areas of the faces observed the most (i.e. internal versus external features), and the speed that old/new decisions were made. Amount of contact with different-race faces was also found to be unrelated to different-race recognition accuracy. Participants looked longer at faces that were presented individually compared to those presented as part of a pair, but viewing times and strategies did not differ across the three different types of face pairs. These results suggest that the own-race bias is not due to any differences in the strategies people use when encoding (at study) or reviewing (at test) same- and different-race faces. Thus, despite using the same strategies, participants still show an advantage for same-race faces. A better understanding of the mechanisms that do (and do not) underlie the own-race bias will allow development of more effective interventions for reducing this bias, and thus minimising its negative social and legal consequences.

Keywords: race-bias, face recognition, cross-cultural, eye movement, race

Are the Identity Foreclosures different from the Identity Achievers in terms of career decision process?

CHO, A. (Seoul National University), KIM, K. H. (Seoul National University), KIM, Y. H. (Seoul National University), LI, H. (Seoul National University), YI, J. (Seoul National University)

According to Brisbin and Savickas (1994), the measures of career indecision do not discriminate between achievers, who are committed to self-chosen goals, and the foreclosed who are committed to goals chosen by significant others without exploring alternatives. However, the measures used in this research are limited. This study investigated whether it is possible to distinguish foreclosures from achievers using measures related to career decision and career maturity. In Study 1, four hundred and thirty-three college students (233 males and 200 females) completed the revised version of Extended Objective Measure of Ego Identity Status (EOM-EIS2), the Career Decision Difficulties Questionnaire (CDDQ), and the Career Preparation Behavior Inventory. In Study 2, four hundred and twenty-two college students (205 males and 217 females) responded to the revised version of Extended Objective Measure of Ego Identity Status (EOM-EIS2) and Career Attitude Maturity Inventory (CAMI). The identity foreclosed students experienced more difficulties in career decision making than the identity achievers. Especially, identity foreclosed students experienced more dysfunctional beliefs, lack of motivation and/or indecisiveness. However, they showed the same high level of career preparation behavior as the identity achievers. With regard to career maturity, the foreclosed students had lower scores than the achiever. On the subscales of
decisiveness and preparation, the achievers and foreclosures did not differ. However, in goal-orientation and independence scales, the foreclosures scored significantly lower than the achievers. In contrast to the results of Brisbin and Savickas (1994), this study showed differences between identity foreclosures and achievers suggesting a possibility of separation.

Keywords: job selection, individual differences, assessment, career counselling

Assessing the training and staff development needs of power sector employees

RANA, N. (Gautam Buddha University), KRISHNA, S. (Uttarakhand Power Corporation Limited), PRAKASH, V. (University of Petroleum & Energy Studies)

The recent past has seen the Power Sector change substantially in its institutional arrangements for its regulation as well as the structure of the industry in itself. Major changes are being introduced in the Power Sector through private participation, reforms, restructuring apart from technological and perceptual changes that are also taking place simultaneously. This churning process has deeper implications on manpower engaged in this sector. This paper seeks to document the nature of HRD at organizational level in India. Following a brief sketch of the Indian context, we draw on the National Training Policy. The purpose of this study was to: (1) Determine training needs for an Indian State Power Corporation; (2) Determine the course content; (3) Indentify training providers, delivery methods and likely training. A case study was done at Uttarakhand Power Corporation Limited, using questionnaire and personal interviews for training needs identification, job and skills analysis. The results discuss the following points: Training currently available; Problems with current training provisions; Recommended training providers and experts to be approached for any new provision; Opinions regarding training format for new provision: advantages and disadvantages of each format; Feature of the training: case studies, levels, modules and assessment; Training support material recommendations; Constraints when providing training. Every employee has a right to receive need based training at regular intervals to enable him/her to develop his/her potential to the maximum and contribute his/her best to the organization. The ultimate goal of each training course is customer satisfaction through reduction in cost of delivered power and supply of reliable and quality power at adequate and improving levels of efficiency and accountability.

Keywords: India, training, skills analysis, employees

Assessment and management of anxiety and depression in married, unmarried and separated adults

AKINSOLA, E. (University of Lagos), BASHIRU, R. (University of Lagos)

The aim of this study was to evaluate the anxiety and depression levels in a sample of married, unmarried and separated adults and to determine whether cognitive therapy is effective in reducing the levels of anxiety and depression in participants who reported very high levels of these emotions. A cross-sectional design was used by administering adapted versions of anxiety and depressive symptoms checklist scales to 300 married, unmarried and separated adults. Those reporting high levels of anxiety and depression would then participate in a short intervention program using Ellis’s and Beck’s cognitive therapy techniques. Emerging results from the first part of the study tend to indicate that unmarried adults are reporting higher levels of anxiety and depression than married and separated adults. It is also expected that cognitive therapy would significantly reduce anxiety and depression in the participants allocated to the intervention program. Emerging results from the first part of the study tend to reflect the impact of the pressure arising from cultural expectations which consider it culturally abnormal not to be married after age 30, or to be married but separated, and that the impact is greater for unmarried adults. Reduction in anxiety and depression levels after intervention would reflect the efficacy of cognitive therapy.

Keywords: marriage, depression, anxiety, cognitive therapy
Assessment and management of equal opportunity and diversity in the U.S. military


The U.S. Department of Defense (DoDD 1020.02) defines equal opportunity (EO) as “The right of all military personnel to participate in and benefit from programs and activities for which they are qualified. These programs and activities shall be free from social, personal, or institutional barriers that prevent people from rising to the highest level of responsibility possible.” EO ensures all members receive the same opportunities to compete for rewards through superior performance. The U.S. military recognizes the need to accurately assess and manage EO, since members’ perceptions that fair treatment is accorded to all garners improved loyalty to the organization, generating greater trust and commitment, thereby maximizing readiness, that is, the ability of the organization to complete its mission. The Defense Equal Opportunity Management Institute (DEOMI) Equal Opportunity Climate Survey (DEOCS) assesses EO climate and traits reflecting organizational effectiveness (OE), that is, organizational trust and organizational commitment. Data from the 500K+ completed surveys completed annually characterize the relationship between EO and OE. Diversity management (DM) is the process whereby all workforce members’ individual talents, skills, and interests are accurately identified and leveraged to maximize readiness. Successful DM requires employing explicit policies and procedures that include assessment, mentoring, education and training, and optimal job assignment. Diversity management demonstrates to an organization’s members that they are appreciated for their unique contributions, and provides them with an elevated sense of participation and belonging, which further enhances their sense of commitment to the organization. DEOMI recently developed the DEOMI Diversity Management Climate Survey (DDMCS) to target command DM practices, enabling us to extend our research beyond the simple EO–OE relationship. Moreover, by linking the DEOCS and DDMCS, DEOMI can now directly determine the differential influence DM exerts on measures of OE. These data will be used to characterize various groups’ (e.g., women, minorities, junior enlisted, etc.) perceptions of DM practices; ultimately these results will be used by DEOMI’s Research Directorate to advise DoD policy.

Keywords: equal opportunities, diversity management, organisational effectiveness

Assessment of readability and audience rating of the large electronic paper signage in a Japanese subway station

KOYAMA, S. (Chiba University), HISHINUMA, T. (Chiba University), NAKAMURA, H. (Chiba University), KOSAI, R. (Chiba University), SASO, F. (Chiba University), HIBINO, H. (Chiba University)

Electronic paper signage is thought to be useful for advertisements and emergency signs in the public space because it is light and energy-saving, and it can alternate content quickly and easily. It can also continue to display content even after the power supply is interrupted. In Sendai, Japan, large sized electronic papers (1539 mm width X 964 height) are used for digital signage in the subway stations. We evaluated the readability of the text in the electronic paper signage in a subway station, and compared the audience rating for the electronic paper signage and existing advertising signs. First, we conducted a survey on the readability and satisfaction of the content with 201 subway users. We displayed text in three sizes (92, 60, and 44 mm, i.e., 1.32, 0.86, and 0.63 degrees visual angle from four metres away, respectively) and asked them to evaluate the font size, easiness to read, display speed, and satisfaction with the content on a five-point scale. Each display contained approximately 130 characters and it changed every 15 seconds. We also observed the behavior of the subway users waiting for the train in front of the electronic paper signage and existing advertising sign. The results from the survey suggested that in an indoor public space with the 500 lx illuminance, a large-sized electronic paper display will be comfortably read with the size of 0.56+ deg in...
visual angle and the reading speed of eight characters per second. The subway users were quite satisfied with the content, and news and weather forecasting were especially popular. In direct observation, we found that subway users viewed the electronic paper signage significantly longer and more frequently than existing advertising signs ($p < .05$). The audience rating was especially high when the content was switched. These results will allow us to optimise the font size and display speed for the text in the electronic paper signage. They showed that changing content catches the eye of viewers and holds their attention longer. Inserting non-advertising content may also be helpful to hold the viewer’s interest in the advertising content.

**Keywords:** readability, audience rating, electronic signage, Japanese, subway

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**Attention to graphic cigarette warning labels in smokers, ex-smokers and non-smokers**

HOLLIER, T. (Southern Cross University), PROVOST, S. (Southern Cross University)

Do smokers notice anti-tobacco warning labels more, or are they so familiar with the labels that they have lost their impact? New graphic warning labels form part of a “fear appeal” strategy to reduce smoking behaviour. Smokers, ex-smokers and non-smokers were tested in an Attentional Allocation Task, to identify the speed of orientation and disengagement towards warning labels. All groups showed an orientation effect to the graphic, but smokers and ex-smokers also showed evidence for facilitated disengagement of attention. These results suggest that smokers and ex-smokers are avoiding the warning labels, reducing their effectiveness in smoking prevention.

**Keywords:** Tobacco-warning labels, Attentional allocation task, Smoking, Orientation effect

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**Attentional bias to emotional facial expressions in dating violence survivors: A behavioral and eye-movement study**

LEE, J. (Chung-Ang University), LEE, J. H. (Chung-Ang University)

Dating violence (DV), including physical, psychological, and sexual violence, in dating relationships has negative consequences, such as depression, anxiety, and Post Traumatic Stress Disorder (PTSD). Research on attentional bias has demonstrated that individuals with PTSD are associated with trauma-related hyper-vigilance. However, previous studies using Stroop tasks and dot-probe tasks have not provided the exact nature of attentional processing. We adopted an eye-tracking methodology to investigate attentional bias in DV survivors. The aim of this study is 1) to examine the time course of attentional bias for emotional facial expressions in DV survivors using a dot-probe task and eye-tracking, and 2) to assess the emotionality hypothesis using angry, fearful, and happy facial expression stimuli. Thirty female participants will be recruited using the Conflict Tactic Scale (CTS2) and an interview. The DV group ($N = 15$) will have had dating violence experiences and the non-dating violence (NDV) group ($N = 15$) will be the control group. Sixty-four faces (angry, fearful, happy, neutral faces, 16 each; 50% male) will be selected and each emotional face will be paired with a neutral face. Each trial will begin with a fixation cross (1000 milliseconds), followed by a pair of faces presented side by side (500 to 2000 milliseconds). Participants will be instructed to press one of two keys as quickly as possible to indicate the location of the probe. Participants’ eye-movements will be recorded during the dot-probe task using an eye-tracker. This study is currently in progress. We predict that the DV group will initially fixate more on the negative stimuli (angry and fearful), compared to the NDV group. The DV group’s gaze will also be sustained for longer intervals towards the negative facial expressions compared to the NDV group. Based on reaction time results, we expect the DV group will show hyper-vigilance towards the negative stimuli, as well as a difficulty in
disengagement from the negative facial expressions. The findings of this study will support the evidence that individuals with DV survivors are associated with vigilance-rumination patterns more than vigilance-avoidance patterns, and may also help in clarifying the attentional processing mechanisms of DV survivors.

Keywords: dating violence, post-traumatic stress disorder, vigilance-avoidance patterns, attentional processing, trauma

Attitudes to the insanity defense: An Australian sample

JOHNSON, M. (Margaret Johnson Psychological Consultancy Services), TYSON, G. (Charles Sturt University)

This study examined attitudes to the concept of insanity as it is applied in the Australian legal system and whether these attitudes could be seen as ‘prototypes’ or ‘implicit theories of the concept of insanity. Participants were drawn from three subgroups: members of the general public, psychologists and members of the legal profession. They were asked to complete three questionnaires: the Conceptions Checklist, the Legal Authoritarian Questionnaire and the Insanity Defense Attitudes Scale. They were also asked to read a case vignette and render a verdict on the case. Prototypes of attitudes were able to be identified in the data obtained from the conception checklist. These prototypes could then reliably predict how a person would make judgements regarding the culpability of a defendant with a mental illness. They also factored into how a person viewed the legal use of the Insanity Defense and how the law treats those who are mentally ill. Opportunities for further research into how jurors make decisions were identified.

Keywords: insanity defense attitudes, juror decision-making, Conceptions Checklist, Legal Authoritarian Questionnaire, Australian legal system

Attitudes towards deception and lying

ARMAS-VARGAS, E. (Universidad de La Laguna), GARCÍA-MEDINA, P. (Universidad de La Laguna)

Deceptive style of communication assumes a strategy of persuasion which aims to influence the beliefs, attitudes and behaviours of others. In this work we offer the results of an Attitudes to Deception and Lying questionnaire (Ac-EM) that has so far demonstrated empirical validity and value of content in isolating the proposed constructs. We studied the relationship that such attitudes have with 20 factors for personality (using ATRAMIC) and four factors for self-esteem (using CAE). The sample comprised 306 adults, 193 men and 113 women, with an average age of 37. In the sample, 157 participants were single, 101 married and 48 divorced. We offer the results of the factor analysis for each factor, internal consistency (Cronbach Alpha) and the correlation between measures for the different factors of the Ac-EM, CAE and ATRAMIC questionnaires. For the results from the Ac-EM questionnaire, two attitudinal factors, Acceptance of deception and lying (18%; α = .71) and Rejection of deception and lying (16%; α = .72), explained 34% of variance. From the correlational analysis of the measures of the different factors, we noted that the attitude of Acceptance of deception and lying correlated positively and significantly with the factors for failure to make adjustments when lying (r = .28; p ≤ .001), not being honest or confessing that one had lied (r = .36; p ≤ .001), self-deception (r = .40; p ≤ .001); fear of rejection and criticism (r = .38; p ≤ .001), extreme caution (r = .33; p ≤ .001), insecurity (r = .26; p ≤ .001), distrust (r = .40; p ≤ .001), hypercontrol (r = .27; p ≤ .001) and lack of sensitivity to others (r = .33; p ≤ .001). This attitude correlated negatively with the variables for empathy (r = -.28; p ≤ .001), assertiveness (r = -.23; p ≤ .001), self-control when lying (r = -.15; p ≤ .01), being coherent (r = -.28; p ≤ .001) and being consistent (r = -.35; p ≤ .001). From the self-esteem questionnaire, the attitude of acceptance correlated positively with the feeling of uselessness (r = .22; p ≤ .001) and the feeling of inferiority (r = .15; p ≤ .01), and negatively with valuation of others (r = -.21; p ≤ .001). The attitude of rejection correlated positively and significantly with guilt, self-criticism, empathy, social desirability, selective privacy, being transparent, control, being coherent and being
consistent. The data that we found in this work significantly support the convergent validity for the combination of the variables in the attitudes and personality questionnaire (ATRAMIC), Attitudes to Deception and Lying questionnaire (Ac-EM) and the self-esteem questionnaire (CAE).

Keywords: attitudes to deception and lying questionnaire, self-deception, self-esteem, deceptive communication style, honesty

Australian adult male help seeking for body image concerns

LEWIS, V. (University of Canberra)

The body image of Australian males has received increased attention in recent years particularly following the findings by Mission Australia reporting that body image was the number one concern for boys/men aged 12 to 25 years (2008). Concerns about the body outweighed concerns with career/job, relationships, and family. Despite this concern over their body image men are reluctant to come forward and seek help for their body concerns. This paper addresses this issue and discusses a survey conducted with Australian males over 18 years of age as to their help seeking behaviour. In particular what would assist them in coming forward and seeking help. The 40 university men surveyed reported that knowing that what they said was confidential as well as reassurance that they would get something out of help seeking was important to them. The majority stated that they would be more likely to seeking help from a personal trainer or gym instructor than a doctor and mental health specialist including a psychologist. They felt there was some stigma around help seeking from a mental health professional but not to a fitness instructor. These findings have implications for the way professionals market the service as well as society’s role in destigmatising concerns in men and their subsequent help seeking.

Keywords: male body concerns, help-seeking, stigma, body image

Australian Army as a “Learning Organisation”: Measuring organisational learning characteristics and organisational trust within a military institution


The Australian Army intends to become a “learning organisation”. This study aims to benchmark the practices known to be indicative of a learning organisation within and across a military institution, at an individual, group and organisational level. This environment differs substantially from most previously studied. The profile will allow the Army to determine and potentially improve its performance on learning organisation characteristics. The Army Learning Organisation Questionnaire (ALOQ) was adapted from existing learning organisation questionnaires (Marsick & Watkins, 2003; Goh & Richards, 2005) and consists of 11 subscales including; innovation, teamwork, knowledge systems and leadership. It also includes measures of organisational trust (Cummings & Bromiley, 1996) and attitudes towards change (Dunham et al, 1989, in Haque, 2008). The ALOQ items were piloted with Army personnel before the questionnaire was administered. In November 2009, 326 Army personnel from across all ranks completed the questionnaire at one Army location. The Army units’ mean scores, on learning organisation subscales, were comparable to normative data supplied by Marsick & Watkins (2003) and Goh & Richards (2005). Further analysis found that rank had a significant effect on these subscales: innovation, strategic leadership, holistic perspective, and organisational trust. Higher ranks tend to perceive higher learning organisation characteristics. The ALOQ organisational learning subscales were also found to be strongly correlated ($r = 0.7$ and above). These initial results suggest that practices within these Australian Army units, in terms of learning organisation characteristics, are similar to other (mainly private) companies or organisations. However, individual-level factors (such as rank) are likely to impact on learning organisation
characteristics at the group and organisational level. In early 2010, the ALOQ will be administered to Army personnel around Australia, allowing further exploration of the enablers and inhibitors of organisational learning within a military institution.

Keywords: military, Army Learning Organisation, organisational trust, strategic leadership

Barriers and bridges to intercultural communication on a large university campus: Political and developmental influences on the meaning and impact of communication on personal and institutional levels

FUNDERBURK, J.R. (deep1914), CHOI, C. C. (University of Florida Counseling and Wellness Center), FUKUYAMA, M. A. (University of Florida Counseling and Wellness Center)

This paper presents findings of a research study conducted at a large University in the Southeastern United States on the Quality of Intercultural Communication among faculty, staff and students. Five focus groups were conducted which included students, faculty and staff exploring participants beliefs about and perceptions of the quality of intercultural communication at the University. Qualitative analysis revealed Core Ideas in the Domains of Barriers, Bridges and Strategies to enhance intercultural communication on both individual and institutional levels. Consistent with Developmental, Multicultural and Feminist theory, developmental stage of personal and cultural identity development at the individual level as well as multicultural sensitivity in combination with the influence of interpersonal and institutional power dynamics emerged as significant factors impacting effectiveness of intercultural communication. These factors will be explored and suggested strategies for facilitating intercultural communication on intrapersonal, interpersonal, and institutional levels, will be provided.

Keywords: intercultural communication, multicultural sensitivity, cultural identity

Basic assumptions about man and organizations: An empirical examination of the construct and its validation among Indian managers

SRIVASTAVA, B. N. (Indian Institute of Management, Calcutta)

The purpose of the paper is to present two studies dealing with basic assumptions of Man, Work, and Organizations by analyzing their factor structure and demographic characteristics and comparing its validation with other measures. Two studies are presented. In Study One, 177 managers from Indian firms responded to a questionnaire of 54 items on a five-point scale dealing with nine dimensions of optimistic/pessimistic basic assumptions about Man, Work, and Organizations. Study Two presents an analysis of data from 98 owner managers who responded to the 54 item questionnaire on a five-point scale and other measures of self-efficacy and strategic orientation. Exploratory factor analysis performed on Study One data considering nine dimensions - (a) Adaptability versus Non-adaptability, (b) Role-Making versus Role-Taking, (c) System Responsibility versus System Vulnerability, (d) Resourcefulness versus Resourcelessness, (e) Internal versus External Locus of Control, (f) Employee Optimism versus Employee Pessimism, (g) Collaborating versus Competing, (h) Activism versus Passivism, and (i) Evolutionary versus Interventionist change - of optimistic/pessimistic assumptions of Man, Work, and Organizations. A four factor solution explained 71.5% of variance. These factors were labeled as (1) Agenticity, (2) Catholocicty, (3) Holisticity, (4) Organicity. Differences in demographic factors like age, gender, rank, industry type, and ownership were also analyzed. Study Two analyzed correlations in the total scores on basic assumptions of managers in relation to their scores on self-efficacy measures and strategic orientation measures of owner-managers. The data showed high correlations between the basic assumptions scale and self-efficacy, and basic assumptions and the strategic orientation scale suggesting strong validity of the measure. The optimistic/pessimistic basic assumptions of managers are a strong determinant of managerial effectiveness and may be considered as a variable differentiating
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across developing and developed countries which differentiates optimism and pessimism in their assumptions about Man, Work, and Organizations.

Keywords: organisational management, optimism, self-efficacy, strategic orientation

Beginning is the common factor: A new direction for psychotherapy research

GRIMWADE, J. (Australian Catholic University)

Psychotherapy research has been dominated by model and method wars, the search for common factors, and more recently by the issue regarding effectiveness versus efficacy. Most of this research has aimed to remove the processes of recruitment and induction from research programs as confounding factors. It is asserted that the only truly common factor is the beginning, and before any conclusion can be drawn about the relative merits of models and efficacy there needs to be detailed study of the processes of beginning. A study of beginning at child and adolescent mental health services is reported. The study used qualitative data from service users retrospectively and prospectively, and interviews with professionals, especially designated Intake Workers. Sixteen parents, seven Intake Workers, and fourteen other professionals (clinicians and agency leaders) were interviewed. In the prospective study six parents were interviewed four times. A total of 55 interviews occurred. The study revealed a range of issues about beginning and its importance for service users. The range of tasks involved in telephone referral were listed and mapped chronologically. It was demonstrated that the initial telephone contact shaped the internal structure of an agency and the means of interaction with external professionals. Finally, a careful analysis of the drop out literature showed a pattern among referring families associated with the decision to pursue contact with the an agency. As a qualitative pilot study of beginnings in therapy, many issues worthy of further research were revealed. It is clear that all therapy begins. But, why haven’t therapy beginnings been systematically researched? Three reasons are provided: therapy is constructed as the action of therapists, outcome is considered the key criterion of the value of therapy, and differences in models must count for something. Most therapy research is conducted by, or on behalf of, therapists. A new research direction is required. Examining beginnings will change the way therapy is construed.

Keywords: therapy, common therapeutic factors, therapy drop out

Behavioural patterns of mother-child interactions: Influence on deaf children's language development

SALCEDO, J. (Universidad de Guadalajara), QUINTANA, C. (University of Guadalajara)

Mother-child interactions were analysed with the main purpose of understanding the basic behavioural patterns of hearing mothers and deaf children and their effect on language development. Dyads were divided as follows: 1) Hearing Mother-Hearing Child; 2) Hearing Mother-Deaf Child; and, 3) Deaf Mother-Deaf Child. Each dyad was asked to perform three different tasks (30 minutes each task): a) playing free game by using an artificial fishing game; b) arming a puzzle with different colours, placing and naming each token correctly, and, c) creating a full story about a simple drawing representing four people. Dyads were filmed while playing at the laboratory and recordings were analyzed using the observational multidimensional system of Ribes & Quintana (2002) in order to obtain behavioural patterns. Results show that Dyad Two had more problems performing the tasks as asked and this dyad showed the highest numbers of behavioural patterns non-related with the tasks in comparison with the other dyads. Hearing mothers with deaf-children should: a) use more visual and manual procedures of behavioural patterns in order to contribute to enhance language development on their children and b) increase the opportunities of significant exchange with the child to promote the use of linguistic symbols in problem solving.

Keywords: child psychology, developmental language psychology, deafness, mother-child dyads, language development
Being a woman and being a manager:
Gender management at work

PALERMO, J. (Deakin University), KYPUROS, P. (Deakin University)

Whilst many reforms have taken place in the work setting to enable an increase in participation of women in the workforce, there has been little to no impact on their participation in the upper echelons of organisations, in managerial and decision making roles. The aim of this study was to explore female managers’ psychological responses to the barriers they currently face in male dominated work environments. In particular this study explored the process of women’s identity creation in light of their symbolic outsider status in organisational life. Semi-structured interviews were conducted with fourteen female managers aged between 39 to 50 years of age (M = 42.7 years) from six Australian corporate organisations. They each held executive level positions within typically male dominated organisations. All participants were recruited from Victoria and New South Wales. Transcripts were analysed using an illustrative approach. Results indicated that most organisations in this study had explicit and visible policies to increase the number of women at all levels. Some had been recipients of EOWA Women’s Employer of Choice awards. However, what emerged through this research was the salience of gendered institutionalised practices which are inherently biased against women and femininities. Women described the gendered aspects of their organisational cultures that required them to adapt their leadership behavioral repertoires to those that better fit a perceived image of female prototypical leadership. This study illustrated the centrality of gender as a “managed status” in the workplace (a process of changing self to achieve acceptance, and strategically combat resistance to them as women). All the women coped by deliberately renegotiated their gender identity to conform to organisational expectations of femininity. Individual coping strategies may have only a limited value in the long term Women’s adaptation strategies ultimately reinforce the masculine value system resulting in short term, individual success, and long term failure for long awaited cultural change in organisations. While “gender management” is important, this does not prompt organisational change in relation to attitudes towards female managers. Therefore a better understanding of the organisational culture features that sustain gender bias is a critical step for progressing the position of women.

Keywords: career progression, gender discrimination, gender identity, organisational culture, gender management

Best lessons for well-being from psychologists: Implications for public and professional practice

THOMPSON, A. (Charles Sturt University), BOXALL, D. (Charles Sturt University), PATRICK, K. (Charles Sturt University), HODGINS, G. (Charles Sturt University)

The decades old view that Psychology has much to “give away” is still apt in terms of the discipline’s expanding knowledge base and practical relevance. This qualitative investigation explored the key precepts that psychologists viewed as most beneficial for promoting personal well-being. Individual interviews were conducted with a sample of 30 Australian psychologists (18 female, 12 male) representing diversity in terms of age, background, experience, employment and disciplinary interests. The semi-structured interviews were used to explore ideas about psychological well-being that were dominant in the way participants thought about and practiced psychology. Thematic analyses further refined and articulated these lessons and related themes. The identified lessons were tagged using the phraseology of participants (e.g., accept oneself and have empathy for others, seek to reduce distress rather than find a cure, relationships will not take care of themselves, move in the direction of your core values, focus on good things in life). In this oral presentation, the propositions that participants viewed as most helpful for personal growth are introduced and common themes considered. Although concern about the prescriptive nature of “best lessons” was raised by some participants, it was clear that guiding principles of human well-being served as fundamental heuristics. The qualitative methodology revealed how these psychological
“best lessons” were a personalised distillation of experience, training, and professional activity. The lessons have implications for public education and for promoting well-being. The results are also important for what they imply about professional practice. Although formal evidence-based interventions underpin the dominant health framework, the findings suggest ways that psychological expertise is personalised, aggregated and transmitted.

Keywords: transmission of psychological expertise, well-being, psychology professional practice, psychology profession knowledge, psychological expertise

Body image experiences of Australian women

RODWELL, P. (Dr Edward Koch Foundation), CALTABIAN, N. (James Cook University)

How do middle aged and older women perceive their bodies in an era when youthful looks are important? In this study a self-report questionnaire was used to explore the thoughts, feelings, behaviours, memories and experiences that the participants associated with their bodies. The questionnaire yielded qualitative data from 68 participants, Australian women aged 40 to 92 years. The themes that emerged were explored and related to holistic models of wellness including the Model of Women’s Body Image Resilience of Choate (2005). Most frequently occurring themes across all age groups were: satisfaction with body and quality of life; coming to terms with major life stressors that affected body image; body dissatisfaction; considering the inner self as more important; thoughts and beliefs influencing lives; positive ageing experiences. Spirituality was also an important theme for all age groups, mentioned 52.9% of the time by the seventy years and over age group. These themes and less often reported themes such as family of origin support and self worth are reminiscent of the life tasks of the holistic model of wellness of Myers, Sweeney and Witmer (2000) and of protective factors in Choate’s resilience model. Many themes align with Ryff’s (1991) theory that “…with age, individuals achieve a closer fit between an ideal and their actual self-perceptions” (p. 286).

Keywords: body image, females, ageing, resilience, well-being

Boosting school girls into science – too late for an effective aid?

NEUMANN, P. (University Ulm), BUHL, H. (University Jena), VOLK, A.

A national day of action to promote scientific and technical careers for women is held every year since 2001 in Germany. On this so called “girls’ day” female students between the ages of 10 and 15 get the opportunity to spend one day within a company. In general this day should increase the pool of applications for this kind of job as well as to encourage women for scientific professions. But does this activity work? The efficacy was evaluated based on theories about formation of occupation choice as well as the theory of planned behavior. Forty-five schools within a defined area were asked to hand over study material consisting information about the aim of the study, concerns about privacy protection as well as information for parents and the web address to their female students. Participants as well as non-participants aged 10 to 15 were asked about their attitudes about science as well as scientific careers within two weeks before and two weeks after the “Girls day” in April 2007. Demographic data as well as parental background, academic self image as well as gender roles were surveyed. The questionnaires were presented using an internet based tool. One hundred and eighty two girls answered at least the first part of the survey before the Girls day took place. Dropout rate from the first to the second measurement point is nearly 50%. Based on the indicated motivation to take part or not, three groups were compared regarding sex roles, attitude about women and science as well as interest in sciences and career aspiration. Intrinsic motivated girls showed a less stereotyped gender role image, a more positive attitude regarding women and science as well as interest in sciences and career aspiration. Intrinsic motivated girls showed a less stereotyped gender role image, a more positive attitude regarding women and science as well as interest in sciences and career aspiration. Intrinsic motivated girls showed a less stereotyped gender role image, a more positive attitude regarding women and science as well as interest in sciences and career aspiration. Intrinsic motivated girls showed a less stereotyped gender role image, a more positive attitude regarding women and science as well as interest in sciences and career aspiration. Intrinsic motivated girls showed a less stereotyped gender role image, a more positive attitude regarding women and science as well as interest in sciences and career aspiration. Intrinsic motivated girls showed a less stereotyped gender role image, a more positive attitude regarding women and science as well as interest in sciences and career aspiration.
role and self concept and occupational preferences develop at the same time at a very early stage of child development. For that reason these days of action are quite helpful for these girls, who do not show that gender typical attitude and behavior. To change stereotypes and attitudes toward science and to foster girls into scientific professions this intervention seems not that effective. The limited number of participants should be taken into account in interpreting the results.

Keywords: technical careers, women's careers, occupational preferences, gender roles, self concept

Broken promises in organizations: Does severity matter?

SUN, W. (Peking University), WANG, L. (Peking University), SUN, W. (Peking University), DANG, J. (Peking University)

Examples of broken promises in daily life abound, but relatively little research directly investigates these behaviors. The present research aimed at examining the classification of broken promises and the potential interactions of four severity components (probability of detection, probability of forgiveness, penalty severity, morality severity) in predicting these behaviors, especially broken promises in organizations. In Study One (n = 103), we first defined “broken promise” and used an open questionnaire to gather examples of broken promises that are common in daily life. In Study Two, we used exploratory and confirmatory factor analysis to investigate the categorization of these behaviors (n = 520). Finally, based on Elangovan & Shapiro’s (1998) trust betrayal model in organizations, we examined the relationships between the four severity components with the frequency of broken promise (Study Three, n = 126). We obtained 40 items of common broken promises through open questionnaires and the results of exploratory and confirmatory factor analysis showed that these behaviors could be classified into nine relationships (accounting for 69.39% of the total variance), including broken promises to service organizations, work units and banking organizations. We then found that: (1) the probability of detection interacted with penalty severity to predict the frequency of broken promises to service organizations; and (2) the probability of forgiveness interacted with morality severity to predict the frequency of broken promises to work units. Overall, this study contributes to a better understanding of broken promises in organizations. These results also highlight the interactive effects of four severity components on broken promises, especially the broken promises to service organizations and work units. Our findings may have important implications for employers and employees, suggesting that we can reduce broken promises by controlling these four severity components.

Keywords: broken promises, trust betrayal model, penalty severity, organizational promises

Bullying and peer victimisation in adolescent girls with attention-deficit hyperactivity disorder

SCIBERRAS, E. (University of Melbourne / Murdoch Children's Research Institute), OHAN, J. (University of Queensland), ANDERSON, V. (University of Melbourne/Murdoch Children's Research Institute)

Although there is an abundance of research documenting social impairment in boys with Attention Deficit Hyperactivity Disorder (ADHD), much less is known about the social experiences of adolescent girls with ADHD. This aimed to investigate in a sample of adolescent girls with and without ADHD (1) overt (i.e. physical, such as hitting or kicking) and relational (i.e. social manipulation, such as social exclusion) bullying and peer victimisation; and (2) the contribution of Social Information Processing (SIP) theories (specifically hostile attribution bias and response selection) in explaining bullying and peer victimisation in adolescent females with ADHD. Adolescent girls with ADHD (Mean age = 15.1; SD = 2.0) were recruited from the Royal Children’s Hospital, Melbourne, Australia and the community (n = 22). Control participants (mean age = 15.1; SD = 2.0) were recruited from the community (n = 22). Adolescent girls and their primary caregiver completed measures assessing social impairment, overt and relational peer victimisation and bullying behaviour, and SIP. Despite no group differences in socio-economic status, family composition, parental mental health, and full scale IQ, girls with ADHD
had more self- and parent-reported social problems than girls without ADHD. There was no evidence that girls with ADHD engaged in more overt and relational bullying than controls, however, they were more likely to be both overtly and relationally victimised by their peers (by both parent- and self-report). Comorbid oppositional defiant disorder (ODD) and conduct disorder (CD) appeared to exacerbate social problems for girls with ADHD, and in many instances accounted for differences between girls with ADHD and controls. There was no evidence that girls with ADHD are at particular risk of SIP deficits compared with controls. This study provides additional evidence that girls with ADHD experience significant social impairment in comparison to their peers. Of greatest concern, they are more likely to be overtly and relationally victimised by their peers. Comorbid ODD and CD symptoms should be targeted in treatment, as these comorbidities account for most of the social difficulties experienced by girls with ADHD.

**Keywords:** attention deficit hyperactivity disorder, conduct disorder, social information processing, adolescents, social impairment

**Burnout among French operators: A contextual approach in testing the job-demand-control-support model**

TRUCHOT, D. (Université de France-Comté), PONZ, Y. (University of Franche-Comte)

The job-demand-control-support (DCS) model (Karasek & Theorell, 1990) is a leading theoretical model in occupational health psychology because it provides a clear conceptual framework and a standardized measurement tool, the Job Content Questionnaire (Karasek, 1985). However, most studies on representative samples of employees that measured perceived job stress with the Job Content Questionnaire have failed to confirm the predictions of the model. In line with recent critics arguing for context specificity in occupational stress research and with the notion to develop more specific measures for specific occupational groups, the aim of the present study was to examine how the DCS model applied in a well-defined occupational group assessed with a specific occupational stress measure. Assembly-line operators (N = 146) working in the same agricultural machine plant participated in the study. The context-specific occupational stress measure was developed based on semi-structured interviews with 20 participants who identified the specific sources of job demands, control, and support experienced by the operators. All participants then completed the scale established, along with a measure of burnout (MBI-GS) and of demographic characteristics. Factorial analyses revealed 3 latent factors: job demands, organizational climate (i.e., control + supervisor support), and support from colleagues. Hierarchical regression analyses indicated that job demands, control and support predicted significant proportions of burnout, in particular emotional exhaustion and cynicism. We also observed a moderator effect of social support and a three way interaction. These results support the value of augmenting the components of the Demand Control Support model with stressors that are situation-specific.

**Keywords:** occupational stress, burnout, job demands, job content questionnaire, job demands-control-support model

**Burnout and compassion fatigue among emergency staff: The influence of demands, control, support and emotional labor**

TRUCHOT, D. (Université de France-Comté), GRILLO, F. (Université de Franche-Comte)

According to the Job-Demand-Control-Support (JDCS) model, the most adverse job-related strain reactions are to be expected in work environments characterized by high demands, low control, and low support. There is now evidence that these factors cause strain, and that their effect is cumulative. However, dealing with injured or distressed people requires that emergency staff to regulate their expression of emotion what has been called “emotional labor”. However, the expression of appropriate emotions, or the suppression of felt emotions, may be at odds with actual experienced emotions. Surface acting refers to the display of emotion regarded as appropriate but not actually felt. Deep acting refers to strategies aimed at actually feeling an emotion considered...
to be required. Both strategies require constant effort and may result in strain in particular, burnout. In addition to burnout, emergency staff faced repeatedly with traumatic accidents may experience compassion fatigue. Regression analyses showed a main effect of demands and support on emotional exhaustion and depersonalization, the core dimensions of burnout and on compassion fatigue. No main effect of control nor an interaction was observed. Surface acting had a main effect on the burnout dimensions, but not on compassion fatigue. On the other hand, deep acting had no effect on burnout but a positive effect on compassion fatigue.

Keywords: burnout, emotion regulation, medical emergency staff, emotional labour, compassion fatigue

Burnout in a Scandinavian police force in times of economic turmoil: A study of its precursors and possible gender differences

SANTOS, A. (IWHO, University of Nottingham Malaysia Campus), JONSDOTTI, V. (University of Nottingham, Malaysia Campus)

The police occupation has been identified as a high risk occupation, particularly vulnerable to burnout (e.g. Goodman, 1990). Studies generally show conflicting results on gender differences in relation to burnout and stress, with some authors suggesting that women are less likely to be exposed to operational stressors (Brown and Fielding, 1993; Brown et al., 1999), but that women report higher levels of burnout (Schaufeli and Enzmann, 1998). Later studies however have failed to replicate these results (Burke, Richardsen, & Martinussen, 2006; Kop et al., 1999). Studies on bullying in the police also yield conflicting results. In Hoel and Coopers’ analysis (2000), women were on average bullied more often than men but differences proved non-significant, contradicting other scholars that have found significant gender differences (e.g. Brown & Fielding, 1993; Burke & Mikkelsen, 2005; Kop et al., 1999). This study focused on examining the effects of police stress and client bullying on burnout and organisational commitment, and the possible gender differences on these variables. It was hypothesised that police stress and client bullying would predict higher burnout scores (Hypothesis 1a) and lower organisational commitment (Hypothesis 1b). It was further predicted that females would measure higher on burnout than males (Hypothesis 2a) and display lower organisational commitment (Hypothesis 2b). A questionnaire was sent out to employees of a Scandinavian police force (N = 667). A total of 346 questionnaires were returned (response rate 52%). Stress was measured by the Operational Police Stress Questionnaire (PSQ-Op) and Organisational Police Stress Questionnaire (PSQ-Org). An adapted version of the Negative Acts Questionnaire (NAQ-R) was used to measure perceived exposure to bullying and victimisation on behalf of clients at work. Burnout was measured using the Copenhagen Burnout Inventory (CBI), while commitment was measured using the Organisational Commitment Questionnaire (OCQ). All measures were translated from English to the Scandinavian language using back-translation. Data was analysed using multiple hierarchical regression. Hypothesis 1a and 1b were partly supported, where police stress predicted burnout and organisational commitment. Research results did not lend support to Hypothesis 2a and 2b. A review of practical implications for the Icelandic police is provided.

Keywords: burnout, stress, bullying, gender differences, organisational commitment

Can jurors evaluate evidence of criminal cases without bias?

WATAMURA, E. (The University of Tokyo), WAKEBE, (The University of Tokyo)

The hypothesis that the label “offender” gives a negative influence on items related to the offender implicitly was tested. To verify this hypothesis, we applied the Implicit Association Test (IAT). IAT measures are designed to assess automatic associations between a contrasted pair of target and attribute, through a discriminatory task that requires fast responses. Eight undergraduate students participated in our experiment. In the IAT, we measured their response time to two types of items (i.e. Type A or B) and two types of adjectives (i.e. positive or negative meanings). Each type of item had three
articles of clothing (e.g. a white jacket) and each type of adjective had three words (e.g. clean). Participants were asked to respond to an item or adjective on the computer screen as quickly as possible, according to the rule which paired a type of clothing with a type of adjective, the other clothing type with the other adjective type. For each participant, we conducted two sets of IAT, and in the interval, participants were shown slides of a murder. In the slides, the offender put on Type A items, and the ambulance worker put on Type B. The results showed that the average response time, when type A items are paired with negative adjectives and type B items with positive adjectives, became faster significantly after showing the slides (p = .02). This indicated that the slides changed the implicit evaluation of Type A items negatively (while they changed that of Type B items positively). Our experiment confirms the hypothesis that the label “offender” gives the negative influence on items related to the offender implicitly. In the criminal court, jurors are asked to evaluate evidence reasonably, or in an evenhanded fashion. However, our study suggests that evidence may be evaluated with negative bias if they are presented as “related to the offender”. Moreover, it may be impossible to be unbiased, because it is due to unawareness.

Keywords: offender labelling, implicit association test, criminal court, offenders, jurors

Can victim-police interactions be therapeutic for victims of violent crime?

ELLIOTT, I. (Monash University), THOMAS, S. (Monash University), OGLOFF, J. (Monash University)

The aim of this research was to investigate the impact of victim-police interactions on psychological well-being of victims of violent crime. Twenty-eight participants were recruited by advertising the study at community health centres and police stations in Melbourne. In depth, face-to-face interviews were conducted with the participants who were victims of sexual assault, physical violence, threats to kill, child abuse, domestic violence, and relatives of homicide victims. Both quantitative and qualitative measures of participants’ perceptions of procedural justice (fair treatment by police) and the impact of the interaction on participants’ well-being were administered. Perceptions of procedural justice in victim-police interactions were a strong predictor of participants’ well-being as a result of the interaction with police. As a result of the interaction with police, victims who reported a long-standing crime (sexual assault, child abuse) were able to get closure and their depression associated with the crime was reduced. In conclusion, the way police relate to victims of crime has a powerful impact on victims’ psychological well-being. Reporting a violent crime to the police is essential for a long-term recovery from the negative psychological consequences of the crime.

Keywords: victims of crime, procedural justice, victim-police interactions, recovery, victims’ well-being

Caregiver causal attributions in youth early psychosis

CLARKE, K. (Monash University), COUCHMAN, G. (Monash University)

Research has examined relatives’ beliefs about the causes of psychosis and has found that caregiver causal attributions about the etiology of psychosis have a significant impact on behavioural and emotional outcomes for both patient and family. The aim in the current study was to investigate caregiver causal attributions about illness onset in youth early psychosis and the factors that influence these attributions. Caregivers and patients were recruited from a youth early psychosis service located at a rural and urban setting near Melbourne, Australia. Fifty one caregiver/patient dyads participated in the study. Caregivers were administered the Causal Models Questionnaire for Schizophrenia. Caregiver demographics and patient levels of substance use were also collected. Caregivers endorsed a range of causes across causal attribution categories. Caregivers most frequently endorsed environmental causes, followed by psychological causes, interpersonal causes and biological causes. Caregivers predominantly endorsed the individual causal attributions of hereditary/genetics and illicit drug use. There was evidence that caregiver and
Abstracts of the 27th International Congress of Applied Psychology

Changes to the Pathway One training option for psychologists: A proactive response in Queensland Health

DEMPSEY, S. (Queensland Health), MORRELL, S. (Queensland Health)

The education of psychologists is currently undergoing radical change particularly with regard to the Pathway 1 option which provides a competency based supervised practice program for probationary psychologists. Specifically, the previously employed “4 plus 2” model is proposed to be replaced with a “5 plus 1” model requiring prospective psychologists to complete 5 years of university training followed by one year of supervised practice to attain general registration. The aim of this presentation is to describe an innovative project undertaken by Queensland Health to support registration board standards and radically improve the delivery and outcomes of this pathway to registration. Under the current 4 plus 2 arrangements, Queensland Health has recently appointed a project officer to design, implement and review the state wide training and assessment of Pathway 1 psychologists. In addition to this, 16 Clinical Educators have been appointed throughout the state and will be available to implement the recommendations of the project officer and oversee the education and professional development of Pathway 1 psychologists. A qualitative approach employing thematic analysis (Braun & Clarke, 2006) will be used to describe this process. Key elements which will be addressed in this presentation include the development of a curriculum framework, resource materials, supervisor and supervisee manuals, and an annual program of workshops delivered through the Allied Health Clinical Education and Training Unit (AHCETU). The introduction of a detailed curriculum framework with an accompanying set of assessment procedures will provide a significant step towards standardisation of a competency based supervised practice program in Queensland Health. Supervisors of probationary registrants employing the Pathway 1 route to registration will benefit from the development of a standardised curriculum and set of assessment procedures. In addition to this a set of recommendations will be provided for the ongoing education of Pathway 1 psychologists.

Keywords: psychology education, psychology registration standards, pathway one psychologists, standardised psychology training, four plus two training pathway

Characteristics associated with days of attendance and treatment compliance among clients in substance abuse treatment

KELLEY, M. (Old Dominion University), COOKE, C. (Virginia Consortium in Clinical Psychology), NEFF, J. (Old Dominion University), DOANE, A. (Old Dominion University)

The purpose of this study was to examine individual characteristics associated with days in treatment and treatment compliance among clients who entered a community-based treatment program for substance abuse. We expected that being female, presence of children in the home, and lack of a serious mental illness, would predict more days of treatment attendance and greater likelihood of treatment compliance. We examined primary substance of abuse as a predictor of days of attendance and treatment compliance; however, no specific hypothesis was made regarding drug of abuse and the outcome variables. Information was retrieved from medical records of male and female clients (N = 230) who took part in a community-based treatment program for substance abuse in a large city in the southeastern United States of America during a
32-month period. Primary substance of abuse at treatment admission was coded: 0) alcohol, 1) cocaine/crack, or 2) other drug. Treatment compliance was coded as 1) complete or partial treatment success, or 2) non-compliance/program discharge. Treatment compliance was determined by the treatment staff. The multiple regression with days of treatment as the dependent variable was significant, $F(4, 225) = 2.73, p < .03$. However, the only significant predictor of days of treatment attendance was gender; being female predicted longer treatment attendance ($\beta = -.21$, sri = .04). Results of the overall logistic regression with treatment compliance as the dependent variable was not significant, $\chi^2(5) = 8.84, p = .116$. Although the combination of predictors did not account for a significant portion of variance in treatment compliance scores, being female was associated with greater likelihood of treatment compliance. Wald statistic, $\chi^2(1) = 5.17, p < .05$, Odds Ratio = .32, Confidence Interval = .12 to .86. Results support previous studies that demonstrate that women may be more responsive to outpatient treatment for substance abuse (e.g. Sanchez-Craig, Leigh, Spivak, & Lei, 1989).

Keywords: treatment compliance, substance abuse, gender differences, community based substance abuse treatment program, mental illness

Characteristics of item wording effect in psychological tests and reasons it is produced

WANG, S. (Chinese Academy of Sciences), ZHANG, J. (Chinese Academy Sciences), HANNUM, E. (University of Pennsylvania), MA, L. (Chinese Academy Sciences)

The aim of this study was to explore the characteristics of the Item Wording Effect in psychological tests and how this kind of effect is produced. Three hundred and forty students in high school and college were tested in this study, 268 male and 72 female and 175 in high school and 165 in college. The measure of the Chinese version of Anxiety Control Questionnaire (ACQ) was used which contains 30 items, 12 items which are positively worded and 18 items negatively worded. The questionnaire is aimed at testing the feeling people have to control the anxiety. And the structure of the whole questionnaire includes one substantive factor of anxiety control and two method factors of positive wording and negative wording. The method of data collecting used four versions of ACQ which were constructed through reversing the expression of each item, meaning that items that were originally positively worded were negatively worded after reversing and the ones originally negatively worded became positively expressed. The four versions were: all-positively-worded items, all-negatively-worded items, original version and the reversal of the original version. Firstly, the results of Confirmatory Factor Analysis of the four versions of ACQ indicated that both the original version and the reversal of the original version contained factors of item wording direction. However, versions with only one direction did not contain these kinds of factors. Secondly, comparisons of the total score of the four versions showed that there were significant differences between the original version and the version of all-positive-wording items as well as the reversal version. However there is no significant difference between the original version and the all-negatively-wording-item version. Thirdly, analysis of the difference of the total score of the four versions shows that the difference was caused by the negatively worded items in the original questionnaire. In conclusion, questionnaires with positively and negatively worded items will produce item wording factors if parts of the items are scored reversely. Questionnaires with items worded in one direction will not result in such kind of wording factors. The production of the item wording effect is directly related to the reversal of item scores.

Keywords: item wording effect, psychological testing, questionnaire item reversal, wording direction, anxiety control questionnaire

Childhood-adolescent caretaking experience and non-suicidal self-injury

WALKER, G. (Deakin University), MILDRED, H. (Deakin University)

Non-suicidal self-injury (deliberate self-harm) including self-mutilation, is a major health risk for contemporary adolescents and young adults
The current study aimed to examine the relationship between childhood-adolescent attachment and specific caretaking experiences, and non-suicidal self-injury (Fanous, Prescott & Kendler, 2004; Gratz, 2003; Marchetto, 2006). Based upon findings from literature on non-suicidal self-injury, it was hypothesised that perceived insecure maternal attachment; childhood abuse including neglect, physical and sexual abuse; low maternal care; and high maternal overprotection in childhood and adolescence, would all be related to frequency of non-suicidal self-injury. One hundred and seventy one volunteer undergraduate students from a Metropolitan Melbourne university completed an anonymous questionnaire which asked about their childhood caretaking experiences, attachment and adult self-harming behaviour. Of these, a surprising one hundred participants (58%) reported self-harming at least once in their lives using a variety of methods. The most prevalent methods included body-cutting and severe scratching of the skin. The current paper articulates the specific patterns and correlates that emerge from the self-harming data of these young people. Moderate significant relationships between childhood-adolescent neglect, insecure maternal attachment, sexual abuse, and frequency of non-suicidal self-injury were found. A regression analysis also demonstrated that childhood-adolescent maternal attachment and maltreatment problems, especially a neglectful and negative home environment, predicted frequency of non-suicidal self-injury (Gratz et al, 2002; Gratz & Chapman, 2007; van der Kolk & Fisler, 1994). These results support previous reports in the literature relating childhood adversity to non-suicidal self-injury in other populations. It was concluded that results from the current study show that certain social-environmental adversities in childhood-adolescence are associated with a significant part of the non-suicidal self-injury picture, and may need to be an important focus of treatment for people who deliberately harm themselves.

**Keywords:** self-injury, deliberate self-harm, childhood-adolescent maternal attachment, childhood adversity, caretaking experiences

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**Children’s spatial analysis of simple and complex hierarchical patterns in a drawing and a similarity judgement task**

PUSPITAWATI, I. (LEAD - Université de Bourgogne), VINTER, A. (LEAD - Université de Bourgogne)

The aim of this study was to investigate the development of simple and complex hierarchical patterns in children with regard to the spatial analysis ability. A drawing task and a forced-choice similarity judgement task with two simple and two complex hierarchical patterns were employed in this study. In these tasks, children were exposed to each pattern for short (300 millisecond) and long (3 second) durations. One hundred and twenty one children aged between 4 and 9 years of age participated in the drawing experiment and 100 children between 4 and 10 years of age participated in the similarity judgement experiment. The drawing task showed that the correct integrated responses increased significantly with age $F(5, 115) = 8.4, p < .01$. In the similarity judgment task, the choice for global responses increased significantly with age, $F(4, 95) = 9.6, p < .01$. A slight increase in the occurrence of these responses was observed until 8 years of age, followed by a decrease between 8 and 10 years of age, as attested by the significant quadratic trend $F(1, 95) = 6.9, p = .01$. Congruently the local partial responses decreased between 4 and 8 years of age and then increased between 8 and 10 years of age, as attested by a significant quadratic trend $F(1, 95) = 14.3, p < .01$. Results in the drawing task showed that the correct integrated responses increased progressively with age. The similarity judgment task demonstrated global preference in 4 year-old children. This preference gained in strength in the later ages, but decreased at 10 years of age, particularly when children were exposed to complex stimuli. Between 8 and 10 years of age, children found more similarities between the targets and partial patterns that preserved local information than complete patterns that preserved the global shape but not the local information. These developmental trends were sensitive to contextual factors such as the duration of exposure, underlying the importance of attentional processes in the way children analyzed hierarchical patterns.
Keywords: simple and complex hierarchical patterns, children's spatial analysis ability, similarity judgment task, attention, drawing task

Children's psychological problems in United Arab Emirates public schools: A comparison of the perspectives of various school staff

ALGHORANI, M. A. (United Arab Emirates University)

This study aimed at comparing how differently school staff members (teachers, administrators, and vocational staff; i.e., social specialists and psychological specialists) perceive the prevalence and seriousness of various children's problems. Moreover, this research shall investigate the impact of using different measurement types. A survey outlining various psychological problems (behavioral, emotional, and mental) was constructed and administered. A multitrait-multimethod approach was used to identify children's problems. The survey included three methods: firstly, school staff were asked to rank-order problems according to prevalence and seriousness respectively; secondly, school staff were asked to compare paired categories of students’ problems; thirdly, school staff were asked identify how prevalent is each of the 61 problems that were selected from various measures and scales. When participants were asked to list children's problems in order with regard to frequency and seriousness, lack of motivation and low academic achievement were at the top of the lists. Comparing frequencies and seriousness of paired problems indicated that the most frequent and serious problems are behavioral, while the least frequent and serious are physical. When participants were asked to rate how spread each of the 61 problems identified in the survey were, more than half of the problems were rated between moderately-spread and very spread. This indicates that school staff members share a perspective that school children have a variety of many problems. Behavioral problems have been rated more frequent than physical problems by all of vocation categories in this study: administrators, vocational staff (Social Specialists,) and teachers. Significantly, teachers did so more than administrators and vocational staff. Social specialists have always rated the frequencies of problems lesser than teachers and administrators. Lack of motivation and low academic achievement were the two most commonly mentioned problems in terms of frequency and seriousness. Comparing frequencies and seriousness indicated that the most frequent and serious problems are behavioral, while the least frequent and serious are physical.

Keywords: school staff, children’s problems, achievement, motivation, problem perception

Chinese employees' psychological pressure in the workplace: Proof from industrial products marketing staff, scientific researchers and software engineers

XU, J. P. (Beijing Normal University), YU, Z. L. (Beijing Normal University), QIN, Y. (Beijing Normal University), HOU, Y. (Beijing Normal University)

During about 30 years of China modernization, the economy, technology and society have been increasing or changing very fast. With the change, work and life step is faster and faster. Due to heavy workload, worry about occupation and organization development, facing uncertain surroundings and the future, psychological pressure is an increasingly common feature of modern life and does harm to people. It is an important problem often faced by employees in the workplaces, too. The employees’ psychological pressure management is a hot research topic nowadays in China. The purpose of this study was to explore the psychological pressure status, causes and coping strategic. The study used Industrial Products Marketing Staff Psychological Pressure Questionnaire constructed by authors, Pressure Management Indicator Questionnaire (PMI), and Occupational Stressor Indexes-2 (OSI-2), surveyed 256 scientific researchers in five scientific and technical institutions in Beijing, 274 industrial products marketing staff in ten industrial enterprises and company from the whole country, 217 software engineers for small and middle Information Technology businesses in Beijing. The questionnaires were distributed amongst employees at the workplace by investigators or collected data by internet. The results showed that the psychological pressure
level of the total participants in different workplaces is very high and the occupational pressure is the main part. The main stressors of the participants are workload, relationships and organization climate, recognition and career future, role conflict, personal responsibility, home-work balance and daily hassles. The Conclusions were that psychological pressures of Chinese employees are heavier and stressors were from many different directions. The methods of coping with the pressure were personal skills and organization and social support.

Keywords: modernization, coping, employee stress, social support, pressure management

Chinese governmental culture: A vital role in the resilience of local governments of heavy disaster regions after 2008 Wenchuan earthquake

YANG, Y. (Beijing Normal University), QU, Z. (Beijing Normal University), SU, Y. (Beijing Normal University)

Resilience is commonly portrayed as a positive capability that allows individuals, groups, and organizations to survive and cope with a disaster with minimum impact and damage. This paper aims to assess the influence of Chinese culture in the organizational resilience of local government after Wenchuan earthquake in Sichuan province, China. The semi-structural questionnaire method is applied in this study. The questionnaires are based on the responses of government officers from five heavy disaster regions including Beichuan, Pingwu, Mianzhu, Shifang, and Luojiang. Eighty four officers of different levels from the five counties assisted us to complete the study according to their own working experiences after the earthquake. Four findings are obtained from the research. Firstly, China is a collectivism country which central government can allocate the resources of the whole country more efficiently. Indeed, the supports and helps from other provinces contribute significantly from the descriptions of those officers. Secondly, the Chinese culture appeals to the spirits of high responsibility. All the Chinese citizens, especially government officers, pay more attention to collective benefit compared to personal benefit. Those officers may perform beyond their capabilities in some circumstances. Thirdly, the collective efficacy of the local government is very high. They believe that the difficulties can be conquered under their efforts and the support from central government. Last but not least, the operational mechanism works well. Various resources, especially the human resources, are sufficient to guarantee the progress of reconstruction. The Chinese governmental culture will ultimately influence the ability of local governments in heavy disaster regions to adapt and respond to the damages caused by the earthquake.

Keywords: resilience, government, reconstruction

Chips for challenging: The moderating effects of past attainment and future prospect on the relationship between perceived insider status and offering challenging opinions

HUI, C. (University of Hong Kong), LEE, C. (Hong Kong Polytechnic University), LIU, B. (Shanghai Jiao Tong University), KO, J. Y. O. (University of Hong Kong)

Offering challenging suggestions is important to organizational health. It is, however, less likely for employees to offer challenging suggestions than to offer supporting suggestions. In the United States of America, research on groupthink has demonstrated that group members are willing to go along with a group decision even though they see problems in the group decision. In China, the cultural value of power distance and the emphasis on social harmony suggest that challenging suggestions are less socially acceptable than conformity. Thus, examining situations under which employees are willing to offer challenging suggestions have both theoretical and practical importance. We hypothesize that employees are more willing to offer challenging suggestions if they perceive that they are insiders of an organization (Perceived Insider States, SIS, Stamper and Masterson, 2002) and that they have bargaining chips such as their past attainment in the organization. The identity of an insider puts an employee in a position to contribute and offers some buffer when an employee errs (for example, when voicing challenging suggestions is not accepted). Past
attainment is the additional chips for erring because when employees have attained important accomplishments in an organization, their opinions carry more weight. Future prospect, however, may inhibit an employee from challenging for the fear of disapproval. We hypothesize that employees are most likely to offer challenging suggestions when they perceived themselves to be insiders, have attained much in the organization in the past, but have low future prospects in the organization. We tested our hypothesis using a sample of 91 employees in China from different occupations and companies who attended Master’s level classes in a university. Forty-two percent were female. They averaged ten years in their career and five years on their jobs. Their mean age was 32 years. We found a significant three-way interaction between PIS, past attainment and future prospect using hierarchical multiple regression. Results supported our hypothesis. To increase the likelihood that employees would offer challenging suggestions, organizations may consider strengthening the relationship with their employees and considering how to protect the future prospect of employees who voice challenging suggestions.

**Keywords:** organisational health, groupthink, group decision making, perceived insider status, employee voice

### Claiming rights or claiming justice: A social psychological analysis of disputes emergence

**FIEULAINE, N. (University of Lyon), NIKOS, K. (University of Lyon), VALÉRIE, H. (University of Lyon)**

The process by which experiences of injustice are perceived, become grievances, and then are transformed into claims and/or disputes is in many respects a social-psychological process. Hence, aims of this field study were 1) to investigate how citizens facing injurious experiences succeed or fail to form a sense of “entitlement” to some kind of redress and assert claims in legal institutions; 2) to explore social-psychological factors that are important in the development of disputing behaviors, but also in the access to rights, law, and justice. A field study was conducted in free legal aid centres (« Law and Justice Houses » and « Law shops ») in an urban area in France. Methodological procedure combined observations of consultations with legal consultants, semi-directed interviews with the public (N = 46), and a questionnaire completed by users of legal aid (N = 132). Social representations of the justice system, motives for claiming, and conflict trajectories were assessed. Content and lexicometric analyses for qualitative data, and correlational, factorial and configural analyses for quantitative ones were realized. Emergence and transformation of disputes appeared as conditioned by three main social-psychological factors: social representations, social interactions, and temporality. Shared lay knowledge about justice, interactions with surrounding people or lawyers, and time orientation together participate in the configuration of “naming”, “blaming”, and “claiming” stages of disputes transformation. Perceived accessibility of legal contexts and trust in legal institutions act as potential barriers in the claiming process. Results highlighted social-psychological anchoring of individuals’ commitment to the legal-claiming process, and the dynamic process by which conflicts are transformed – or not – into disputes. It provides new insights for tackling inequalities in access to justice, especially for poor or marginalized populations. Implications for policies and future researches will be discussed.

**Keywords:** injustice perception, grievance, disputes, justice

### Classical and modern prejudice towards intellectual disability: Attitudes of undergraduate students at Isfahan University

**REZAEI DEHNAVI, S. (University of Isfahan), BAGHER KAJBAF, M. (University of Isfahan)**

The purpose of this study was to investigate the prevalence of two forms of prejudice towards people with intellectual disability (classical and modern) in undergraduate students at Isfahan University. Through cluster sampling, 189 students were selected. The participants filled out a scale of classical and modern prejudice towards intellectual disability, developed by
Nazar Akrami. The data were then analyzed through a one sample t-test, paired t-test and ANOVA test. The results indicated that there were two forms of prejudice in undergraduate students. Students expressed more modern prejudice in contrast with classical prejudice, and having more knowledge about mental disability was related to decreasing classical prejudice. Two forms of prejudice existed in male and female students that studies in different academic disciplines not related to education and psychology of mental disability.

Keywords: prejudice towards people with intellectual disability, classical prejudice, modern prejudice, mental disorders, prejudice amongst students

Client satisfaction and readiness to change in court-mandated substance abuse treatment

DUGGAN, K. (University of Tasmania)

Court-mandated substance abuse treatment has become a viable alternative to incarceration for substance abusing offenders, despite the paucity of research investigating individual’s treatment processes. The aim of this study was to investigate whether readiness to change substance abusing behaviour was associated with satisfaction with court-mandated substance abuse treatment. A further aim was to investigate the influence that client age and time spent in court-mandated treatment had on satisfaction with treatment and readiness to change substance abusing behaviour. The Treatment Perceptions Questionnaire (TPQ) and the Readiness to Change Questionnaire (RTCQ) were completed by 35 clients ($M_{age} = 28.47, SD = 6.02, 25$ males) undertaking court-mandated substance abuse treatment. The TPQ measured client satisfaction with the treatment program staff and treatment program structure. The RTCQ assessed client readiness to change substance abusing behaviours, and categorised them as being in either the Precontemplation, Contemplation or Action stage of change based on responses to 12 attitudinal statements pertaining to behaviour change. Results indicated that participants in the Contemplation and Action stages of change reported greater satisfaction with treatment staff and structure than clients in the Precontemplation stage. Additionally, clients aged 26 years and older were more ready to change substance abusing behaviours and more satisfied with treatment program structure than clients under 26 years of age. Furthermore, clients who had been in treatment for longer than 90 days were more ready to change substance abusing behaviour and more satisfied with the treatment program staff and structure than participants who had been in treatment for less than 90 days. Readiness to change is an indicator of likelihood of change, therefore any means to facilitate client’s increased readiness to change should be considered. For example, a brief motivational interviewing intervention employed at the commencement of treatment might influence clients to remain in treatment longer. Younger adults might benefit from a ‘transitional’ court-mandated treatment program that specifically addresses the unique needs of the young adult population, thus improving their readiness to change, satisfaction with treatment, and ultimately their treatment outcomes. A thorough exploration of mandated treatment issues is included in the body of the paper.

Keywords: rehabilitation, substance abuse, Treatment Perceptions Questionnaire, readiness to change, court-mandated treatment program

Clinically maladjusted and adjusted couples: A preliminary study

DINCA, M. (University Titu Maiorescu), ILIESCU, D. (SNSPA, University at Bucharest)

Marital adjustment was originally defined (Spanier & Cole, 1976) as a multidimensional phenomenon which the Dyadic Adjustment Scale (DAS) was reported to measure adequately (Spanier, 1976). The separate dimensions of marital adjustment were reported to be the following: (a) consensus on matters of importance to marital functioning, (b) dyadic satisfaction, (c) dyadic cohesion, and (d) affectional expression. The purpose of this study is to explore if and how the behavior pattern of the woman or of the man is the one influencing dyadic adjustment of marital relationships. Ninety couples (50% males and 50% females) aged 32 to 59 years completed the Dyadic Adjustment Scale (Spanier, 1989). We selected
four groups based on the scores of the two partners, and considered T scores under 30 as indicators of severe maladjustment. There were significant differences between the four groups (t Student). The groups were the following: 1. Non-distressed couples group (n = 71); 2. distressed couples group (n = 8); 3. mixed couples group: man with clinical profile, normal pattern in woman (n = 7); 4. mixed couples group: woman with clinical profile, normal pattern in man (n = 4). First, as expected, we found different patterns of behavior for non-distressed and distressed couples. Second, if only the woman has a clinical behavior pattern (low scores on affectional expression, satisfaction and consensus) the man obtained low scores on consensus. If the man has a clinical behavior pattern (low scores on affectional expression and satisfaction), the women obtained low score on satisfaction. The results reveal different patterns of marital interaction, correlating with the behavior of the partners and their gender. These findings are important for clinicians active in family counseling and psychotherapy, as they reveal important information about the influence of the behavior of the partners on couple relationships.

Keywords: marital adjustment, dyadic satisfaction, dyadic cohesion, affectional expression, dyadic adjustment scale

Clinician-guided versus technician-guided internet treatment for depression

SPENCE, J. (CRUfAD (Clinical Research Unit for Anxiety and Depression), St Vincent’s Hospital, Sydney), TITOV, N. (University of New South Wales), ANDREWS, G. (University of New South Wales), DAVIES, M. (St Vincent’s Hospital, Sydney), MCINTYRE, K. (St Vincent’s Hospital, Sydney), ROBINSON, E. (St Vincent’s Hospital, Sydney), SOLLEY, K. (St Vincent’s Hospital, Sydney)

Recent studies indicate that Internet-based Cognitive Behavioural Treatment (ICBT), when guided by a clinician, is as efficacious as face-to-face Cognitive Behavioural Treatment. Emerging evidence indicates that non-clinicians (technicians) can also efficaciously administer ICBT. The question is, would reminders from a technician be as effective as guidance from a clinician? One hundred and forty people with major depressive disorder were randomly allocated to receive clinician-assisted ICBT for depression, or technician-assisted ICBT (with weekly telephone calls from a technician) or to a waitlist control condition. Participants in the clinician-assisted version received access to a six-lesson program plus regular emails and telephone calls from a clinician, automatic reminder emails, and access to an online discussion forum. Participants in the technician-assisted version received access to the program, automatic reminder emails, and regular email and telephone reminders from a technician. It was expected that the clinician-assisted groups would have higher completion rates and better clinical outcomes than the technician-assisted group. The main outcome measures were the Beck Depression Inventory (BDI-II) and the Patient Health Questionnaire-9 Item (PHQ-9). Completion rates were high, and both treatment groups reduced scores on the BDI-II ($p < 0.001$) and PHQ-9 ($p < 0.001$) compared to the delayed treatment group, but did not differ from each other. Within group effect sizes on the BDI-II were 1.27 and 1.20 for the clinician and technician-assisted groups, respectively, and on the PHQ-9 were 1.32 and 1.60, respectively. Approximately 60 minutes of clinician or technician time was required per participant during the eight-week treatment program. Both clinician and technician-assisted treatment resulted in large effect sizes and clinically significant improvements comparable to those associated with face-to-face treatment, while a delayed treatment control group did not improve. These results provide support for large scale trials to determine the clinical effectiveness and acceptability of technician-assisted ICBT programs for depression. This form of treatment has potential to increase the capacity of existing mental health services.

Keywords: internet-based interventions, cognitive behavioural therapy, treatment, depression

Cognitive functioning following liver transplantation for alcohol-related liver disease: A prospective study

CONNOR, J. (Alcohol and Drug Assessment Unit, Princess Alexandra Hospital, Brisbane / The University of Queensland), PEGUM, N. (Princess Alexandra Hospital, Brisbane), FEENEY, G. (Princess
This study aims to identify the pre- and post-operative neuropsychological and psychosocial functioning of patients who require liver transplantation as a result of alcohol-related liver disease. A comprehensive neuropsychological (WAIS-III, WMS-III, Trails [A&B], Rey-Osterrieth Complex Figure) and psychosocial assessment (Beck Depression Inventory, Psychological Adjustment to Illness Scale) was conducted with 92 patients requiring liver transplantation. Follow-up assessment was conducted with 42 patients, 12 months post successful transplantation. Patients performed significantly below the normative sample on tests of non-verbal cognitive functioning and immediate and delayed memory tasks pre-transplantation. Difficulties with executive functioning, depressive symptomatology and vocational functioning were also identified. With the application of repeated measures MANOVA and Reliability Change Indices, significant improvements were observed from pre- to post-transplantation in non-verbal cognitive functioning, memory, and executive functioning domains, along with significant reductions in depressive symptomatology and vocational difficulty. Additional knowledge of the cognitive and psychosocial sequelae associated with alcohol-related liver disease may assist in the management of patients leading up to transplantation surgery. The cognitive and psychosocial gains and residual difficulties observed post liver transplantation present new and important data to assist planning for optimal recovery and post-operative care.

Keywords: liver transplantation, alcohol-related liver disease, cognitive functioning

Collectivist versus individualist culture: Differences in perceptions of health and wellbeing and support factors at work

WONG, A. (Deakin University), VON TREUER, K. (Deakin University), FULLARTON, C. (Deakin University)

This study aimed to examine differences between individualist and collectivist cultures in perceptions of health and wellbeing and support factors at work. Specifically, the relationship between support factors (peer level, supervisor level and organisational level) and employee health and wellbeing were investigated. Participants included 106 employees recruited utilising a snowballing technique. The majority of participants were under 30 years of age, employed full time with male and female participants equally represented. Health and wellbeing was measured using the short form 8-item Health Survey (SF-8) and Personal Wellbeing Index (PWI) respectively. Perceived organisational support (POS) was measured utilising the POS measure, while supervisor support, job involvement and peer support were measured using subscales from the Work Environment Scale. As predicted, organisational support factors did not predict health or wellbeing in individualist cultures. In contrast, in collectivist cultures, the organisational support factors were found to predict mental health. Also, in collectivist cultures the organisational support factors accounted a significant amount of variance in personal wellbeing. Supervisor support on its own contributed 19.3 per cent of unique variance in personal wellbeing. Furthermore, the organisational support factors (POS, Supervisor Support, co-worker cohesion) together accounted for a significant amount of variance in mental health. Additionally, organisational factors also contributed a significant amount of variance in personal wellbeing. The findings of the current study suggest that the relationship between organisational support factors and health and wellbeing is influenced by cultural differences.

Keywords: cultural diversity, individualist cultures, collectivist culture, organisational support, wellbeing

Community collaboration in defining outcomes: Wellbeing among Sudanese in Australia

MURRAY, K. (San Diego State University)

Thousands of refugees enter resettlement countries each year after experiencing persecution and threats to their safety and wellbeing in their homelands. Economic pressures and cultural norms proscribed by the
resettlement country frequently drive the goals for newly arrived refugees and may or may not coincide with refugee goals, beliefs and experiences. The current study explores Sudanese perspectives on positive and negative factors influencing adaptation and hopes and fears for their futures in Australia. The current study recruited 10 adults from Sudan (Mean age = 36.50, SD = 8.06) who had been in Australia an average 5.2 years and were purposefully selected to represent a range of ages, life experiences and gender (5 males, 5 females). Participants completed a semi-structured interview in English which lasted approximately 60 minutes. The interviews were transcribed and analysed using a systematic approach (Miles & Huberman, 1994). Participants described their views on positive and negative futures in Australia and people within their community they view as doing well and poorly in resettlement. The participants spoke of the importance of maintaining connections with and providing for one’s family and community, both in Australia and Sudan, through obtaining employment and laying a positive foundation for future generations. They highlighted fears for the future as including lack of access to employment, systemic concerns regarding political and racial tensions, loss of Sudanese culture, and negative unforeseen events such as poor health. Participants identified three factors influencing adaptation among Sudanese in Australia including: basic skills such as English abilities; family factors and social losses; and, personal beliefs and attitudes toward life in Australia. The current analyses underscore common themes in human desires for social connections and self-sufficiency underneath a fabric of unique cultural values, beliefs and ways of life among people from a refugee background. Incorporating cultural perspectives in the development and implementation of resettlement and health services and policies has received growing emphasis in some of the Australian service components for good reason. Discussion of study limitations and future efforts which incorporate culturally salient supports and foster cross-cultural dialogue and mutual understanding is provided.

Keywords: refugees, resettlement, well-being, adaptation

Community psychology and action research: How the development of a men’s health calendar can help to change young men’s attitudes towards their health in the United Kingdom

RICHARDS, M. (Manchester Metropolitan University)

One of the major issues in health today is the reluctance of men to acknowledge health problems and to find solutions to resolve them. In addition, young men in the United Kingdom (UK) are more likely than any other group to commit suicide, break the law, be unemployed, have no qualifications and have low self esteem. In collaboration with a young men’s project in Manchester, UK, in one of the poorest places in the UK, a young men’s group was developed to create a men’s health calendar. The aims of this project were to identify the most pertinent areas of male health, which the young men identified themselves. A semi-structured programme of activities was devised considering male health issues and young men were invited aged 18 to 25 to participate in the programme. The young men identified and actively participated during sessions around issues related to alcohol, drugs, sex, relationships, exercise, help accessing services, talking more, diet, taking less risks, positive hobbies and self image. A positive informal learning environment was created for the young men to reflect on their own ‘health issues’. They developed skills in debate, discussion, photography and simple cooking techniques. Semi-structured interviews and questionnaires were used to explore the health issues they identified and how they might look to change if change was necessary. It was found that there are serious gaps in their knowledge on the importance of health. However, through simple discussion and debate during the activities, it was collectively highlighted what the problems were, and solutions were identified to change attitudes. It can be concluded that community psychology and action research are important and useful approaches in highlighting health issues in young men and seeking solutions to
change their attitudes successfully and potentially for the long term.

Keywords: male health, young men’s group, semi-structured programme of activities, health attitudes, community psychology

Comparative assessment and remediation of adaptive behaviour skills of some children aged 3-10 years

AKINSOLA, E. (University of Lagos), GOMA, R. (University of Lagos)

The aim of this study was to assess the developmental level of adaptive behavior skills of some children aged 3-10 years, and determine if training can improve the school adaptive behavior skills of those found to be deficient in this area. A cross-sectional method of administering an adapted version of Harrison and Oakland’s (2008) adaptive behavior assessment system (ABAS-II), home and school editions, was used. It was administered to 250 children from intact homes, 25 from an orphanage and 25 from a special school for children with special needs, within the age range of 3 to 10 years. An intervention program was mounted for those found to be deficient in the school adaptive behavior skills using the method of “at least prompt adaptive skills”. This second phase at the time of submitting this abstract was not yet concluded. The results obtained in the first phase of the study indicated that children from intact homes possessed better over-all adaptive behavior skills than children from the orphanage and the special school. It is expected that the school related adaptive behavior skills of children that are now being given training would significantly improve after the training. The results of the first part of the study reflected the importance of parental involvement in the development of competent adaptive behavior skills of children and the need for caretakers of children, other than parents, to be more involved in the development and training of adaptive behavior skills of children under their care.

Keywords: assessment, remediation, adaptive behaviour skills, children, developmental level

Comparative optimism between offenders and legalist drivers: Impact of rehabilitation training courses


In France, despite recent improvements during the last seven years, 4443 people were killed in a car accident in 2008. Many measures were adopted by the French government to decrease the accidents: raise of police control to detect the presence of alcohol, decreased speed limit etc. Since 1992, the government has introduced driver’s licence penalty points: each driver has 12 points and each offence takes away some points. If the driver loses all his points, he has to take the driving test again. One way to recover four points is to go to driver-rehabilitation training courses. These courses stress the risks of driving. (eg. braking distance…) There were two goals of this study. Our first goal was to determine whether traffic regulation offenders have a weaker risk perception than legalist (persons who have not lost any points) ones. Offenders would consider themselves better drivers with better control in driving situations than other drivers. This consideration would cause driving offence behaviors. The second goal consisted in verifying the effects of driver-rehabilitation training courses on risk perception. We made the assumption that the training courses would reduce risk perception and comparative optimism (perception of low risk relative to peers, Radcliffe and Klein, 2002). Three groups (n = 20 in each group) were constituted: legalist drivers, offenders before a training course and offenders after a training course. All participants had to fill in a questionnaire measuring comparative optimism in six driving situations (three involved high control from the driver whereas three others involved weaker control). Results revealed 1/ an interaction effect type of driver x control situations; offenders are more optimistic in the probability of having an accident than legalist ones, but only in the high control condition; 2/ the course seems to reduce the optimistic bias of offenders; results seem not to differ from those obtained with legalist ones. Discussion will
focus on implications for driving initiation and continuing education.

Keywords: driving behaviour, risk perception, driver-rehabilitation training course, traffic accidents, driver control

Comparison of cognitive and quality of life outcomes in Parkinson’s Disease with and without mild cognitive impairment after bilateral subthalamic deep brain stimulation

TRÖSTER, A. (University of North Carolina at Chapel Hill), FIELDS, J. (Mayo Clinic, Rochester)

Little literature exists about neuropsychological effects of deep brain stimulation (DBS) in Parkinson’s disease (PD) with dementia, but patients with dementia are typically not candidates for DBS. Subthalamic (STN) DBS in patients without dementia is generally considered safe from a cognitive standpoint and is associated with quality of life (QOL) gains, but a minority of patients experience cognitive declines. Whether pre-existing mild cognitive impairment (MCI) affects DBS outcome is unknown and is addressed in this preliminary study. Twenty-four patients who underwent simultaneous bilateral subthalamic DBS surgery participated in the study. Patients were assessed about a month before and four months after surgery. MCI was defined independently of outcome measures in each of five domains on the basis of scores 1.5 SDs or more below age-appropriate means (without functional impairment): attention (Digit Span Backward or Spatial Span Backward), language (Boston Naming Test), executive function (Stroop Interference Condition), visuospatial (Visual Organization Test), and memory (Logical Memory delayed). Quality of life was assessed with the Parkinson’s Disease Questionnaire (PDQ). Seven patients had pre-operative MCI (six single domain; one multiple domain; all but one non-amnestic). The groups with and without MCI were comparable on key demographic (age, education, handedness, gender) and disease variables (age at onset, disease duration, medication). Motor outcomes assessed with the Unified Parkinson’s Disease Rating Scale (UPDRS) were favorable and comparable in the two groups, as were stimulation parameters. QOL also improved significantly and comparably in the two groups. Cognitive (overall level of cognitive function, attention, executive, verbal fluency, facial discrimination, verbal memory) outcome in the two groups was comparable. However, the MCI group showed greater decline in visual memory. Prevalence of MCI in this surgical sample was comparable to that reported in tertiary care and community samples. This study confirmed positive motor and quality of life outcomes in PD after STN DBS and found that the outcomes are comparable in patients with and without pre-surgical mild cognitive impairment. As a group, patients with MCI before surgery may be at risk of greater visual memory declines after surgery than those without MCI. These declines may not have dramatic functional implications however, as self-rated satisfaction with cognition after surgery was comparable in the two groups. Future studies with larger samples, and defining MCI in a variety of different ways, are needed to confirm the present findings.

Keywords: deep brain stimulation, Parkinson’s disease, dementia, quality of life, mild cognitive impairment

Complementary and alternative medicine use and distress among Australian women with cancer: A prospective longitudinal investigation

BEATTY, L. (Flinders University), ADAMS, J. (University of Queensland), SIBBRITT, D. (University of Newcastle), WADE, T. (Flinders University)

While several cross-sectional studies have examined the medical, demographic and psychological correlates of Complementary and Alternative Medicine (CAM) use among women with cancer, few prospective longitudinal investigations have been reported. The purpose of the present study is to prospectively examine (i) whether pre-cancer distress is predictive of CAM use at cancer diagnosis, (ii) whether CAM use predicts distress after cancer, and (iii) whether CAM mediates the relationship between pre- and post cancer-related distress. Four waves of data from the Australian Longitudinal Study of Women’s Health were analysed. The participants were women who did not have cancer at Survey One, but who
reported developing cancer at subsequent surveys. Women from all age cohorts (‘Younger’: aged 18 to 23, ‘Mid’: aged 40 to 45; and ‘Older’: aged 70 to 75) were included. The measures included CAM usage (‘How many times have you consulted an alternative health practitioner in the past 12 months?’); cancer status (‘Have you been diagnosed in past 3 years with cancer?’); and distress (Medical Outcomes Study Short-Form 36, SF-36; Centre for Epidemiologic Studies - Depression scale, CES-D; and the Goldberg Anxiety and Depression Scale). Longitudinal analysis of the relationship between CAM use and distress was conducted according to a time-lag model using Linear Mixed Modelling, which models repeated measures, controls for missing data, and establishes causality. The changes in prevalence over time for CAM usage and distress within each age cohort and by cancer type will be discussed. Findings from the prospective predictive and meditational analyses of the (i) combined samples and (ii) separate age cohorts will then be presented. It is anticipated that the findings of this study will provide longitudinal confirmation of the correlations previously observed between distress, CAM and cancer. That is, this study will provide insight as to whether utilising CAM is an effective intervention for managing the distress arising from cancer diagnosis, and whether particular age groups obtain greater benefit.

**Keywords:** complementary and alternative medicine, cancer-related distress, women’s health, global anxiety and depression scale, cancer diagnosis

**Completeness of capability revelation and signaling effect: Lessons learned from intellectual property lawsuits**

LI, K. (Global Entrepreneurship Research Centre, Zhejiang University), WANG, Z. M. (Zhejiang University)

This study investigates the signaling effect of intellectual property lawsuits as a mechanism of capability revelation. Partly because of the inherent international trade conflict, intellectual property lawsuits are particularly common nowadays. However, the results of the lawsuits are quite interesting, as there are several cases in which the weaker companies from developing countries were sentenced to win. As a result, they will usually experience a favorable consequence in the market of the host country. In this paper I argue that the lawsuits are important for these emerging multinational firms to reveal their capabilities, as a signaling mechanism to convince the customers in the host country. This study employed a two factors’ between-subjects design. The two factors are lawsuit responsiveness (proactively-reluctantly) and the competitiveness of the opponent (strong-weak). As such this yields four cells, and for each cell I assigned 15 subjects. Thus in total there were 60 foreign students who took part in this study. The subjects are postgraduate students in Hangzhou, China and Reading, United Kingdom. The subjects are asked to review the materials presented in an in-basket manner, and then evaluate the capability of the firms from developing countries, and indicate willingness to buy products or services from these firms. The results show that the main effects of the two factors are both significant. Lawsuit response proactiveness and competitiveness of the opponent positively influence capability evaluation and purchasing willingness. In addition, the interaction between the two factors is also significant. With a high level of proactiveness of response, no matter how strong or weak opponents are, the evaluation will be high. While with reluctance of response, the stronger opponents will yield higher capability evaluation and purchasing willingness. The results suggest that the completeness of capability revelation is positively linked with the purchasing willingness, and I argue that signaling effect is the underlying mechanism behind the phenomenon. In conclusion, the customers in the foreign host markets need the comprehensive revelation of companies’ capability to build confidence over the products they are buying. Finally, the practical implications are also discussed.

**Keywords:** intellectual property lawsuits, international trade conflict, competitiveness, product buying, purchasing willingness

**Computer-mediated group discussion to achieve consensus**

RAMDHANI, N. (Gadjah Mada University), AFIATI, N. (Gadjah Mada University)
The study aims to identify the influence of discussion mediums towards aggressiveness and communication satisfaction when discussing different issues. An experiment is conducted to compare three discussion mediums, namely: face to face (FtF), computers mediated communication with real name (CMR), and computer with closed identity (CMA). The discussed matters include social dilemmas and a criminal puzzle. Ninety students from Gadjah Mada University participated in the experiment. They had their discussions in small groups consisting of five participants. To ensure accuracy in data collection, three groups also discuss the same matters with the same medium. Aggressiveness is more evident in the criminal puzzle and the CMA group. The FtF medium became the most satisfying means of communication. Highest domination was reported in discussing social dilemma as well as the CMA medium. The participants in the CMA and CMR groups felt they had better discussions compared to the FtF participants. On the other hand, the FtF participants also felt they had better discussions compared to the CMA or CMR groups. FtF is the best medium to be used in communication. Users believe that the medium they choose is the best.

Keywords: discussion mediums, aggressiveness, communication satisfaction, social dilemmas, criminal puzzle

Confirmatory factor analysis of the Chinese version of Motivation and Engagement Scale-University/College (MES-UC)

Li, X. (The University of Hong Kong)

During the past twenty years, the concept of students’ engagement has received increasing attention in educational psychology. Martin (2005) proposed a use-inspired and integrative motivation and engagement model which has been validated in many domains. But the cross-cultural use has not been explored given that it is an important concern for its generalization. In this study, Martin’s Motivation and Engagement Scale-University/College (MES-UC), was adapted and administered to 832 Chinese university students. The cross-cultural validity of the scale was examined based on content analysis, reliability analyses, Confirmatory Factor Analysis (including two-order CFA and Multiple CFA), and Multiple-Indicator-Multiple-Cause modeling. The results show acceptable reliability of MES-UC in Chinese university student sample; the construct of MES-UC in the Chinese university student sample is consistent with the one in Martin’s study (2005); girls broadly reflect more adaptive levels of motivation and engagement than boys; higher grade-level students reflect less adaptive motivation and engagement than their lower grade-level counterparts; adaptive dimensions of motivation is positively correlated with between-network constructs (academic satisfaction and adjustment); while impeding and maladaptive dimensions is negatively correlated with them. The cross-cultural adaption version of MES-UC will be applied in further research that will examine the process of engagement in learning among Chinese university students.

Keywords: motivation, engagement, cross-cultural validity, educational psychology

Conflict-handling styles

CERNI, T. (University of Western Sydney / The Scots College, Sydney)

The purpose of this paper is to examine the relationship between information-processing systems and conflict-handling styles. According to the cognitive-experiential self theory (CEST; Pacini & Epstein, 1999), all behaviour is guided by two information-processing systems: a rational and an experiential system. Although Rahim (1983) and his colleagues conducted extensive research on the five styles of handling interpersonal conflict, no research has examined the connection between the CEST information-processing systems and the five conflict-handling styles. An on-line survey was used by a large sample of undergraduate students (N = 426) to examine the relationship between CEST information-processing systems and conflict-handling styles. The survey consisted of a short demographic questionnaire, the Rational-Experiential Inventory-Long Form (REI-L), the Constructive Thinking Inventory (CTI) and Rahim Organizational Conflict Inventory (ROCI-II). Only students who held jobs were invited to complete
the on-line study. The rational system, experiential system and constructive thinking had significant positive relationships with both the integrating and compromising conflict-handling styles. Additionally, the rational system had a positive relationship with the dominating conflict-handling style. The experiential system and constructive thinking had a positive relationship with the obliging conflict-handling style. The rational system and constructive thinking had a negative relationship with the avoiding conflict-handling style. This study is unique in that it was able to show a positive relationship between the CEST information-processing systems and conflict-handling styles with the existing literature supporting the connection between transformational leadership and conflict-handling styles. This provided a good rationale for considering how the CEST information-processing system, conflict-handling styles and transformational leadership could fit together.

Keywords: information processing, conflict-handling styles, cognitive-experiential self theory, transformational leadership, constructive thinking

Constrained innovation: How designers innovate within the boundaries of safety

CHEYNE, A. (Loughborough University Business School), WIMALASIRI, V. (University of Plymouth), COHEN, L. (Loughborough University), HISLOP, D. (Loughborough University), BEESLEY, N. (Loughborough University), DANIELS, K. (Loughborough University)

Effective design can reduce or eliminate many problems associated with products in use; however, there remain tensions between the risks and experimentation involved in innovation and the risk aversion inherent in regulated, safety critical industries: The cognitive processes involved in innovation are very different from those involved in safety. This paper examines ways in which designers deal with the twin hurdles of innovation and safety in safety critical industries. The data presented is taken from interviews conducted with 20 participants who are stakeholders of the design process of the medical devices industry in the United Kingdom. Participants belonged to one of four distinct stakeholder groups: Designers (11); design academics (two); production managers (one); and regulators (six). Information was obtained through semi-structured interviews. Template analysis generated two distinct themes explaining how the groups of stakeholders construct the relationship between safety and innovation and how this influences design and innovation in medical device design. Whilst one of the themes was orientated towards creativity; the second was orientated towards facilitating the implementation of those ideas; illustrating that the stage of the process and safety instruction had significant impacts on the social construction of innovation in safety environments. The findings showed that one way to ensure safety in design within such environments is to prioritise safety education and communication over other factors. To the extent that these findings are generalisable to other innovation intensive and safety critical industries, they are relevant to those that make policy in safety critical areas. Communicating safety relevant information to designers needs to take into account how designers construe risk, so that communication can be framed in ways designers will both understand and find credible. The present findings indicate risk communications need to take into account at least two views on reconciling the tensions between innovation and safety. Implications of safety culture in this environment will also be discussed.

Keywords: creativity, safety, innovation, risk taking, experimentation

Construction of a parental support scale

MAO, C. H. (National Chiao Tung University)

This research aims to establish a Parental Support Scale under the hypothesized context of relational approach to career theory. Two studies are included. Study One used exploratory factor analysis to construct a Parental Support Scale, and obtain the factor constructs. Participants consisted of 215 college students in Taiwan. Based on the theoretical framework, the author classified five factors containing 33 questions. These five factors were emotional support, esteem support, information support, tangible assistance and social integration. Study Two was utilized confirmatory factor analysis to verify the factor constructs of the Parental Support Scale in Study One. Participants consisted of 435 college students in Taiwan. After the exploratory factor analysis, four factors were extracted: “Emotional Support factor”, “Recognition and Respect factor”, “Information Provision factor”, and “Tangible Assistance factor”. And these four extracted factor constructs were consistent with the theoretical
model. Only the Social Integration construct from the original framework was not included. Besides, “Recognition and Respect factor” differed slightly from the original Esteem Support. After the confirmatory factor analysis procedure, the original model which contained second-order latent variables was below the acceptance threshold. Therefore, this model required further modifications. After changing into first-order constructs, and three questions being removed, we got an optimal model in which the chi-square value was lowered to 277.63, the Root Mean Square Error Approximation (RMSEA) reduced to 0.074, the Goodness of Fit Index (GFI) increased to 0.92, and the Standardized Root Mean Square Residual (SRMR) value decreased to 0.05. Furthermore, the factor loading of observable variables all met the level of significance, demonstrating the observable variables were enough to reflect their constructed latent variables. The standardized parameter values were all significant, indicating the latent variables and the observable variables were significantly correlated. The construct reliability of all four latent variables was higher than 0.6, signifying all latent variables had sufficient construct reliability. Based on the reliability analysis in Study One, and the standardized parameter values and evaluation of internal model fit in Study Two, the results showed that observable variables had good reliability and was sufficient to reflect their constructed latent variables. The modified model exhibited high degree of model fit.

Keywords: parental support scale, relational approach to career theory, esteem support, tangible assistance, social integration

Consumer psychology: Moving from reactive to proactive consumer research

Pardo, N. (California Southern University)

The transition from Communism to Capitalism in a few of the FSS (Former Soviet States) has meant a shift in the way consumers view themselves, as well as the way their opinions are measured by the consumer researchers. This presentation will discuss the way consumer research has changed in recent years from a reactive to a proactive approach. Data initially collected by the advertising firms in some of the FSS could be described as reactive; however, more recent approaches have shifted to a more proactive approach. Instead of how do you like what we have made/what we offer (proving in a post hoc approach that what we have done is good), there are opinion surveys now designed to ask the consumers what products they would like to see, and how they could be improved. Data collected in five countries will be compared on proactive and reactive approaches across several product categories. Consumer data collected using a traditional product approach tends to be more reactive, whereas consumer data collected using more recent methods using a marketing approach (where consumer opinions are used to generate products and improve current products/services) tend to be more proactive in their approach. This shift can be linked to the shift from Communism to post-Communism in the ways consumers perceive their rights and vote with their feet in a more capitalist approach. The shift of consumer opinions is matched by the shift in the field of consumer research, as researchers (primarily psychologists working in the advertising and marketing fields) move from more economic approaches to more modern approaches to researching consumer opinions and attitudes.

Keywords: consumers, reactive approach to consumer research, proactive approach to consumer research, marketing, capitalism

Contribution of the French Society of Sport Psychology to the identification and accreditation of sport consultants

Debois, N. (INSEP)

The paper presents how the French Society of Sport Psychology (SFPS) initiated a procedure of accreditation for consultants in sport psychology to promote an ethical intervention in elite sport. The concerned consultants are either certificated in sport sciences with a specialization in sport psychology, or certificated in psychology (with the title of psychologist) with a specialization in sport sciences. The committee for evaluation consists of 8 members (4 from the managing council of the SFPS and 4 other members of the SFPS). The evaluation rests both on certification, professional experience and
ethical observance. The athletes and coaches encounter more and more difficulties with increasing entitled people who offer them services in mental preparation without any specific education in sport psychology nor ethical limits. To prevent this kind of unwarranted practice and better inform the French sporting area, the French Society of Sport Psychology has undertaken to draw up an informative list of warranted sport consultants and sport psychologists. Today, the procedure is always in progress and more and more consultants submit for an accreditation. This experience sets up an example of the importance of scientific associations to contribute to an ethical practice of sport psychology in elite sport.

Keywords: sport psychology, French Society of Sport Psychology, accreditation

Conversion of mild cognitive impairment into dementia: Predictive role of cognitive deficits in executive functioning

TIMPANO SPORTIELLO, M. (University of Pisa), CAMMISULI, D. (University of Pisa)

From a historical perspective, clinical research on neuropsychological features of dementia in subjects suffering from mild cognitive impairment (MCI) has focused mainly on declarative memory role. This approach has led to overestimating memory decline rather than the broader cognitive deterioration that afflicts the majority of individuals with MCI. Recently, literature has emphasized the combination of memory disorder and dysexecutive dysfunction (particularly characterized by deficits in selective attention, response inhibition, planning and mental flexibility) as risk factors for the onset of dementia. Within this way of looking, it will probably be the new configuration field for further investigation. The present study takes aim at analyzing neuropsychological profile of MCI subtype (Amnestic MCI Multiple Domain) with cognitive deficits in executive functioning to evaluate if they represent the highest risk of incipient dementia. One hundred subjects with a neuropsychological diagnosis of MCI formed the sample. They were assessed by a wide neuropsychological battery which included the investigation of Memory System, Attention System, Visual Agnosia, Constructive Apraxia and Language. Executive Functioning was tested by the Stroop Color Word Interference Test and the Attentive Matrices to evaluate selective attention, the Verbal Fluency Test to evaluate mental flexibility, the Frontal Assessment Battery (Subtest 5: Go-No-Go) to evaluate inhibitory control, the Brixton Test to evaluate rule learning and set shifting, and the Tower of London to evaluate planning abilities. According to Petersen’s classification of MCI (amnestic versus not-amnestic, single versus multiple domain), MCI Type II represents the majority sub-category of the whole sample. Within frontal domains impairment, inhibitory control, planning and sequencing tasks with rule changing, are more frequently deteriorated. Our research confirms that the starting symptomatology consists of executive functioning decay in a considerable average of MCI subjects, even if declarative memory deficits are the most frequently impaired. The premature executive impairment represents a decisive risk factor for the conversion of mild cognitive impairment into dementia. Moreover certain areas of executive functioning are more fragile than others. These conclusions suggest that future research should pay attention to dysexecutive dysfunction as the main cofactor along with memory decline in mild cognitive impairment and dementia.

Keywords: mild cognitive impairment, dementia, executive function, neuropsychological assessment, declarative memory

Coping in difficult situations by youth endangered with social exclusion

WILCZYSNSKA, A. (University of Silesia), BARGIEL-MATUSIEWICZ, K. (University of Warsaw)

The objective of this research was to determine the relation between psychological personality constructs and how youth endangered with social exclusion function in difficult situations. The research involved 122 subjects – adolescents from middle and secondary school students, representing various family and social experiences. The subjects were examined with reference to their level/degree of social exclusion risk, ways of coping in difficult
situations, locus of control (LOC), pragmatism, and the need of social approval. The subjects were divided into four groups representing various levels of social exclusion risk as well as various, characteristic of each group, methods of coping in socially difficult situations. The tool applied in order to compare the average results of the above variables in individual groups endangered with social exclusion was the single-factor analysis of variance (ANOVA). Statistically essential differences were found with the scales of Coping \( F(118, 3) = 9.66; p < 0.001 \) and LOC \( F(118, 3) = 7.02; p < 0.001 \). The analysis of correlations between the variables revealed a strong relationship between preferred preventive behaviours in difficult situations and LOC: \( r^2 = 0.75 (p < 0.001) \). In addition, during the research, it was possible to observe statistically essential correlation factors between: the group endangered with social exclusion and the variables of Coping \( r^2 = 0.44 (p < 0.001) \); LOC \( r^2 = 0.38 (p < 0.001) \) and Need of Social Approval \( r^2 = 0.18 (p = 0.048) \), as well as between the Need of Social Approval and preferred preventive behaviours \( r^2 = 0.56 (p < 0.001) \) and Locus of Control \( r^2 = 0.54 (p < 0.001) \). The statistical analysis revealed that subjects of the group representing the highest risk of social exclusion are characterised by external LOC and escapist methods of coping in difficult situations. A very low or very high result on the self-monitoring scale reveals unadaptiveness of social behaviours, rigidity or excessive adaptation to social environment in isolation from one’s own needs. The subjects from the group representing the highest risk of social exclusion probably ignore social signals enabling social inclusion. The discussion will be concerned with the ways of identification of such processes in endangered environments and the methods of therapeutic work.

**Keywords:** personality constructs, youth social exclusion, social approval need, locus of control, self-monitoring

**Coping styles and family support as predictors of well-being in high school students**

LUDLOW, T. (Griffith University), HOOD, M. (Griffith University), SEE, L. (Griffith University), DALE, R. (Griffith University)

This study examined family support as a mediator of the relations between coping styles (active and support seeking) and wellbeing in high school students. Participants were high school students \( (N = 156) \) aged 12 to 16 years \( (M = 13.44 \text{ years}, SD = .85) \). Forty five percent of the sample was female. The measures used in the study included the WHO Well-Being Scale – 5 (Heun et al., 1999), the Child and Adolescent Social Support Scale (Malecki, et al., 1999) and the Children’s Coping Strategies Checklist (Ayers et al., 1996). Participants completed the measures in one testing session at school. Regression analyses, using the procedures outlined by Baron and Kenny (1996), investigated whether family support mediated the link between coping strategies (active and supportive) and wellbeing. Significant, positive linear associations were found between coping (active and support seeking) and wellbeing, between coping (active and support seeking) and family support, and between family support and wellbeing \( (r = .43, p < .01) \). Using mediation analyses, results show that when family support was entered into the regression equation with active coping, family support was the only significant contributor to the relationship with wellbeing \( (z = 2.25, p = .02) \). Similarly, when family support was entered into the relationship with support seeking coping, only family support remained a significant contributor to the relationship with wellbeing \( (z = 3.28, p = .00) \). This study examined the extent that coping styles (active and support seeking) and family support account for wellbeing in high school students. Mediation analyses found the effect of either active coping strategies or support seeking coping strategies on wellbeing occurred as a result of the relations between each of the different coping strategies and family support. The results of this study highlight the importance of supportive family relationships to coping styles and as predictors of wellbeing in high school students.

**Keywords:** support-seeking, well-being, support, child and adolescent social support, children’s coping skills

**Coping styles, affective responses and examination performance of university undergraduates**
BRIGGS, E. (University of Southern Queensland), TERRY, P. (University of Southern Queensland)

Previous research has shown that emotional intelligence has an indirect beneficial influence on exam performance among university students by reducing psychological distress and negative mood states. The present study sought to extend this line of investigation by assessing whether the coping styles of students also influenced the impact of affective responses on examination performance. A sample of 329 undergraduate students from an Australian university completed the Coping Orientation to Problems Experienced (Brief COPE) to establish coping styles. They then completed the Brunel Mood Scale (BRUMS) and the Depression, Anxiety and Stress Scale (DASS-21) on three occasions during a university semester to monitor affective responses. Examination performance at the end of semester was recorded. Affective responses showed that participants found university study to be stressful. They reported high levels of psychological distress throughout the semester, with mean values for all subscales above the ninetieth percentile. Similarly, mood responses were above the norm for negative mood dimensions. Exploratory factor analysis identified four coping factors, termed approach, avoidance, reframing and problem disengagement. Regression analysis showed that high scores for avoidance and problem disengagement predicted psychological distress and negative mood states over the three testing occasions. Psychological distress mediated relationships between coping styles and negative mood states at mid-semester and pre-examination. Coping styles and mood responses predicted examination performance, whereas psychological distress did not. Use of problem disengagement as a coping strategy was associated with poor exam performance, whereas higher mid-semester and pre-exam tension, higher pre-exam vigour, and higher mid-semester fatigue were all associated with good exam performance. Results showed that coping styles of university students predicted psychological distress, mood responses and exam performance during the course of a semester of study, and highlighted the negative effects of avoidance and problem disengagement coping. This raises the possibility of implementing programs for undergraduate students to encourage their use of adaptive rather than maladaptive coping strategies.

Keywords: exam performance, emotional intelligence, coping, problem disengagement, affective responses

Coping with chronic life threatening illness: The Filipino adolescent’s experience

RAMOS, H. (IWHO, University of Nottingham Malaysia Campus)

This study looks into the process of coping for the Filipino adolescent with chronic life threatening illness. A chronic illness is defined as a “a condition that lasts for a substantial period of time or that has symptoms that are debilitating for a long period of time” (Perrin, 1985, p. 2). It often involves the presence of multiple physical and psychological symptoms that are highly pervasive and emotionally stressful (Squirres, et. Al 2002). The life of an adolescent is generally made more difficult by the need to balance the developmental demands of adolescence and the challenges brought about by the diagnosis of chronic life threatening illness. Using a multiple case study design, the study documented the experiences, hardships, and coping of 10 chronically ill adolescents aged 14-19 years with an illness duration that ranged from 4 months to 19 years as reflected on their own narratives based on in-depth interviews. Results indicated that chronic illness changed the world of the adolescent and made living a challenge. The reactions of the adolescents to their condition varied greatly from disbelief to active acceptance, to denial and resignation. The study highlights some uniquely Filipino ways of coping with chronic illness such as the use of insights, reflections and the instrumental role of families in helping these adolescents to find unique ways to cope with their health conditions and live enriched lives with, and not despite of, their illness.

Keywords: coping strategies, chronic illness, adolescence, Filipino, case study
Core concepts of Self: Therapeutic value and the development of an inventory for their measurement

BRABIN, P. (Monash University)

Some 30 years ago the self-esteem movement advocated the promotion of high self-esteem to replace the suffering of low self-esteem. This ‘movement’ has influenced policy and procedures in educational and parenting programs world-wide. Sadly, this has not led to the desired outcomes for ‘happiness’ in our current society. Instead, the rates of depression and suicide have increased several-fold. Inspection of typical ‘self-esteem’ inventories indicates they usually measure an externally validated self-construct, expressing high levels of subjective control yet lacking the notion of an internally validated self-identity. While the construct of ‘self’ has been part of psychological theory since Freud and Kohut, empirical science has largely ignored a construct not readily observable. Karen Horney, however, did suggest a framework for analysis; self idealisation and its mirror image self hatred juxtaposed with their qualitatively different self realisation. Her work influenced Albert Ellis in his theory and application of Rational Emotive Behaviour Therapy. Although focussing on self-acceptance as a core component of the theory, Ellis failed explicitly to differentiate the core irrational self, Horney’s duo of self-idealisation and self-hatred, from the core rational self defined by self-realisation. Despite recognising the dynamic differentiation between these – living to prove oneself versus living to enjoy oneself – Ellis did not clearly articulate the risk of remaining subjectively bound within the self. This paper proposes a model which articulates and expands an objective concept of self, the internally validated OK self (who I am) and the value-laden duo, the Not-OK self (what I am) with its defensive reaction the Not-Not-OK self (what I should be) which emerges from attempts to prove that one is not Not-OK. This model describes numerous processes related to living an emotionally healthy life and clearly locates many common sources of distress, including personality disorder, providing a readily assimilated framework for case formulation in therapy. The development and preliminary data for a ‘self-valuing’ inventory designed to measure loadings on the subjective and objective constructs of the self is also presented, as a means of providing empirical data for this core therapeutic model.

Keywords: self-concept, self-esteem, self-valuing, inventories

Corporate performance and work stress of contact centers in Manila, Philippines

REYES, G. (University of Santo Tomas)

The booming contact center industry in the Philippines is characterized by intense, global competition with the goal of optimizing corporate performance. Contact center agents in this industry experience varying work stress levels caused by inherent and unique dynamics of the job. This investigation aimed to determine the relationship between Philippine contact centers’ corporate performance and their agents’ work stress levels. Descriptive-correlation method was used to measure the levels and analyze the relationship between the variables of this study. Specifically, corporate performance is evaluated using the profitability ratio analysis of financial statements of four selected contact center corporations in Manila, Philippines. Work stress of 257 rank-and-file contact center agents from the four selected contact centers were measured using the Job Stress Survey (JSS), a standardized psychological instrument developed by Spielberger and Vagg (1999). Four out of the five ratios (i.e. Return on Asset and Equity, Asset Turnover, and Net Profit Margin) indicate high profitability, as compared to global industry standards. Although there is no significant difference among corporate performance of the selected contact centers, Company D stands out as it is the only company that surpassed industry standards on all five profitability ratios. Company A is also notably profitable with the highest average of 0.80 in the five profitability ratios among other companies. Contact center agents are moderately stressed as indicated by the average JSS t-score of 59 while company-specific t-scores range from average to high work stress. Company A has the healthiest level and a moderate level of work stress while Company D has the highest and most unhealthy level. Pearson Correlation
results at 0.05 level of significance show that corporate performance is significantly and negatively correlated with work stress. Specifically, high corporate performance of contact centers is related to low and moderately stressed agents. The contact center agents who have healthy work stress levels tend to belong to highly profitable organizations while those with high and unhealthy work stress are associated with organizations which are not as profitable. The coefficient of determination also shows that work stress accounts for 5% to 26% of the variability in corporate performance, and vice versa. Therefore, sustained success of Philippine contact centers involves various salient business factors including healthy contact center agents who are motivated by moderate work stress. Moreover, improving the quality of work life of contact center agents may directly translate into better corporate performance.

Keywords: corporate performance, company profitability ratios, work stress, rank-and-file employees, global industry standards

Correlation research of urban residents’ lifestyle and physical fitness

MINGQIU, F. (Chongqing University of Posts and Telecommunications)

The aim was to research the correlation of Urban Residents’ Lifestyle and Physical Fitness. Two hundred urban residents were selected randomly who were twenty to fifty nine years old in Chongqing. A lifestyle questionnaire was used and 190 valid questionnaires were returned. The results were: 1) All the subjects’ average scores of physical fitness were more than 25, which is in the excellent level. For all subjects, the physical fitness scores of 40 to 49 and 50 to 59 years old were slightly lower, but the scores were between 22 and 23, which is in the good level. 2) The lifestyle scores of females were higher than those of the males. The group of 40 to 49 years olds had the highest scores, followed by the group of 50 to 59, 20 to 29 and 30 to 39 year olds; 3) There was a distinct correlation between physical fitness and lifestyle. Reaction time, which is one of the indicators of physical constitution, had a significant relationship with the use of drugs, alcohol and tobacco, life satisfaction, health habits and sexual life. Lung capacity, one of the indicators of body's functional capacity, was significantly related to the use of drugs, tobacco and alcohol and health concept. In conclusion, 1) There was a distinct correlation between the action tropism of lifestyle and physical fitness; 2) There was distinct correlation between the height, weight of urban residents and work and sleeping; 3) There were distinct correlations among the lung capacity of urban residents, the use of substances, tobacco and alcohol health values; 4) There were distinct correlations among the reaction time, the use of substances, tobacco and alcohol, health habits, sexual life and life satisfaction; 5) This research pointed out the theoretic model to promote the adults’ physical fitness for the first time.

Keywords: urban residents’ lifestyle, life satisfaction, health habits, substance abuse, adults’ physical fitness

Cover story: Body image messages on the cover of popular Australian weekly magazines

BONGIORNO, L. (Deakin University), KING, R. (Deakin University)

Recent ethological theories of social anxiety have emphasized that social anxiety is related to perceptions of social rank. While a submissive type of social anxiety (cf. DSM-IV-TR) has been extensively studied, recent cluster analytic studies have identified a variation associated with dominant/aggressive, impulsive and disinhibited behaviours. Viewed through the lens of Personality Psychology, this type shares similarities with narcissistic personality. Therefore, the current study sought to explore the role of narcissism in social anxiety. In response to notices on social anxiety websites, 349 people completed a questionnaire. The questionnaire measured social anxiety (Social Interaction Anxiety Scale), narcissism (Narcissistic Personality Inventory), covert narcissism (Hypersensitive narcissism scale), narcissistic pathology (Narcissistic Personality Disorder scale), anger (Dimensions of Anger Reactions), Shame (Experience of Shame Scale) and Depression (Depression, Anxiety, Stress Scale). The sample was heterogeneous with 150 participants in North America, 141 in Europe, 40
in Australia/New Zealand, 10 in Asia, and seven in other regions. Ages ranged from 18 to 74. Cluster analysis of the data revealed the presence of five distinct social anxiety clusters. Subsequent multivariate analysis indicated that the groups significantly differed on social anxiety, narcissism and anger. On the basis of group differences in these variables, the groups were labelled: narcissistic social anxiety group (NSA), covert narcissistic social anxiety group (CNSA), angry covert narcissistic social anxiety group (AnCNSA), general social anxiety group (GSA) and low social anxiety group (LSA). In terms of social anxiety, the covert narcissistic groups were more impaired than the other groups. Additionally, all three social anxiety groups with narcissistic characteristics evinced higher scores on measures of depression and shame than the non-narcissistic social anxiety groups. The current results are consistent with Paul Gilbert’s ethological model of social anxiety. Viewed from this perspective, the narcissistic social anxiety groups can be characterised as individuals who have a perception of low social rank (high social anxiety) coupled with a desire for power, control and grandiosity (high narcissism) but feel unable to “challenge” those perceived to be dominant for fear of the interpersonal consequences of such a challenge. More broadly, the current results suggest that social anxiety is a broad and heterogeneous phenomenon, and that re-analysis of social anxiety using alternative theoretical paradigms (such as ethology) yields meaningful distinct variations of the disorder.

**Keywords:** body image, print media, disordered eating, Australian women

### Crisis and consumer behaviour: A pilot study in Spain

PRADO GASCO, V. J. (Universidad de Valencia), QUINTANILLA-PARDO, I. (University of Valencia)

The aim of the study was to describe the economic perception of Spain by Spanish people and to analyse the links between “crisis perception” and “consumer behaviour” and its influence in “hedonic balance”. The study sample comprised 50 households and participants completed the Satisfaction with Life Scale (Diener, Emmons, Larsen, & Griffin, 1984) and a four factor ad-hoc scale (“Economic Perception”, “Consumption”, “Purchasing Styles” and “Lifestyle”). The data was analysed using SPSS 16.0 and a range of statistical analyses were conducted including descriptive statistics, correlations, and non-parametric techniques. Most of the respondents state that the country is facing a crisis; however, they think that the economic situation has not changed by the crisis. On the other hand, respondents believe that their economic situation is slightly lower than in the currently overall country, although this perception is the opposite when considering the pre-crisis period. Moreover, respondents consider that changes in the overall evolution of consumption have not been significant except for leisure activities. Also, according to respondents, there have been no changes in most purchasing styles except for "prices and shops comparison", “quality-price focus", "purchase of second brands or generic" and "information increase before the shopping/buy". In all these cases there has been an increase in those activities. Respondents affirm that the only changes that have occurred regarding to lifestyles are: a decrease in “going out” or “going out for a meal” and an increase in “home meals” and “extend the useful life of objects”. Regarding “hedonic balance” and “economic perceptions” it is not possible to conclude that exist a significant relations between them with our sample. Some variables may be modulating the effect of the crisis. Currently work is focused on expanding the sample with other different households and on controlling those variables.

**Keywords:** crisis perception, consumer behaviour, hedonic balance

### Cross-cultural adaptation of the U.S.A. students in China

YAN, W. (East China Normal University)

More and more international students are coming from the U.S.A. to China. There were 223,499 foreigners studying in China by the end of 2008, with students from the U.S.A. ranked second. The objectives of the current research were to understand students’ adaptation to situations and strategy in China, and explore the main factors influencing their psychological and
sociocultural adaptation, as well as how their adaptation influences their studying performance in China. International students from the U.S.A. who had studied in Shanghai (east China) or Chengdu (south-west China) for three months or more completed questionnaires (N = 65). The core variables were sociocultural adaptation, psychological adaptation and acculturation strategy. The antecedent variables were multicultural personality, cross-cultural communication self-efficacy and Chinese language competency, and the outcome variable was studying performance. The results showed that for acculturation strategy 58.5% of the sample adopted separation, 13.8% marginalization, 12.3% integration, and 7.7% assimilation. For adaptation, sociocultural (M=3.94, SD=0.55, 1-5 rating) and psychological adaptation (M=3.69, SD=0.56, 1-5 rating) was good, and for antecedent variables, two sub-dimensions of multicultural personality, openness and emotional stability and cross-cultural communication self-efficacy, were significantly positively correlated with both adaptation variables. For outcomes, two adaptation variables were significantly positively correlated with performance. Flexibility, emotional stability, cultural empathy, self-efficacy and Chinese language competency were the main factors influencing two adaptation variables, and these two variables influenced performance. The general trends of the current research were consistent with previous research about international students in other countries, but there were some differences. Although more than half of the students adopted separation strategy, most of them adapted well in China. Their choices of strategies were due to living and studying together with their conations in most situations. Social initiative, one sub-dimension of multicultural personality, did not show significant positive correlation with adaptation. The reason for this is not clear; however one possibility is that students perceived that Chinese culture did not emphasize social initiative. Future research may include more samples from other regions of China and qualitative research such as interviews can be used to gain specific information about students’ adaptation. Personal change can be included as one of the outcome variables.

Keywords: Cross-cultural adaptation, Multicultural personality, Sociocultural adaptation, Psychological adaptation, International students

Cross-cultural study on peer experience and loneliness of Chinese and American children

ZONGKUI, Z. (Hua Zhong Normal University), XIAOJUN, S. (Hua Zhong Normal University), YEH, H. (Memphis University), COHEN, B. (Memphis University)

Multiple mediating effects between peer experience and loneliness were investigated in this research among Chinese children. The influence of peer interaction on loneliness in the comprehensive ecological background (China & America) was also taken into consideration. Sociometric nomination and questionnaire method were applied in this study. Participants were 430 Chinese children and 165 American children in elementary school from grade four to six. The children completed Peer Nomination, Friendship Quality Questionnaire, Class Play, and Who am I?, in June 2005. Cross-cultural design was employed in the study. The data were mostly analyzed by t-test, SEM and MANOVA. The results of the study are as follows: (1) A significant correlation was found between peer experience and loneliness; (2) Chinese children get higher scores on friendship quality, while American children get higher scores on self-perceived social competence and loneliness; (3) Social behavior had an impact on loneliness through four different types of mediating path: (a) social behavior → social preference → self-perceived social competence → loneliness, (b) social behavior → friendship quality → self-perceived social competence → loneliness, (c) social behavior → friendship quality → loneliness, and (d) social behavior → self-perceived social competence → loneliness. There was only an indirect relationship between loneliness and social preference, and there were direct and indirect relations between loneliness and friendship quality. Self-perceived social competence was the most powerful predictor of loneliness. (4) The predictive power of friendship quality to self-perceived social competence; and self-perceived social competence to loneliness in China are greater than in American. The conclusions drawn from this study are as
follows: (1) Chinese children get higher scores on friendship quality while American children get higher scores on self-perceived social competence and loneliness; (2) there was no significant cultural difference on the functioning pattern between peer experience and loneliness; and (3) the predictive power of friendship quality to self-perceived social competence; and self-perceived social competence to loneliness in China are greater than those in America.

Keywords: loneliness, children, cross-cultural, friendship, Chinese

Cross-cultural validity of integrity testing: A tale of three banks

FINE, S. (Midot)

Integrity is universally considered to be a key requirement for a variety of jobs, and integrity tests have increasingly found their places in employee selection processes around the world as a result. Integrity tests are especially prevalent among financial institutions, where preventing Counterproductive Work Behaviors (CWB) is paramount. Despite consistent research describing the effectiveness of integrity tests for predicting CWB, very little data is available from non-American samples, and even fewer from cross-cultural comparisons. The present study, therefore, aims to provide contributing evidence towards a better understanding of the cross-cultural validity of integrity testing in general and the financial sector in particular. This study was based on data collected from 1,632 job applicants from three large financial institutions located on three continents: South America (29%), Asia (31%), and Eastern Europe (40%). All applicants were administered a commercially available integrity test as well as a CWB admissions survey as part of their selection processes. Significant test score differences were found across the groups, as expected considering the large cultural differences between them. However, no evidence of adverse impact for age or gender was found for any sample, which is critical for adhering to legal and international best practice standards. The operational validity for predicting CWB was significant overall \( r = -.30 \), and was remarkably consistent across all three samples \(-.32 \leq r \leq -.30\). In addition, based on a derivation of the Brogden-Cronbach-Gleser utility model, the total monetary savings for these companies in using the integrity test for selection was estimated at more than $391,000 by preventing counterproductive behaviors. This study provides compelling evidence towards the effective use of integrity tests cross-culturally for personnel selection. The results support the validity generalization literature by showing successful transportability of validity across different settings, and attest to the relevance of integrity as a key job requirement cross culturally. Finally, the results of this study are believed to be of particular importance to the numerous organizations and practitioners using integrity tests internationally today.

Keywords: integrity, counterproductive work behaviour, cross-cultural personnel selection, predicting work behaviours, employee selection processes

Cultural activities and math literacy among Saoras in India: Learning as dialectic between self, meaning systems and boundary concepts in MLE Plus schools

PANDA, M.

Numerous artifacts, cultural concepts and practices mediate mathematics learning, both in the community and in school. At home, mathematical concepts, ideas and numbers are embedded in children’s everyday activities like play, shopping, making brew, cultivating, house making etc. Saora child, like any other child anywhere in the world, learns many mathematical concepts and ideas by engaging in these artifacts. In school, she finds the language (and, therefore, the cultural concepts) and the artifacts (such as textbooks, note books, games, measurement, writing using a specific convention) in mathematics and science class neither familiar nor comprehensible. In order to make learning meaningful, culturally relevant and worth engaging in, we intervened in four multilingual education (MLE) schools in Saora areas using the principles of CHAT (the third generation Cultural Historical Activity Theory as espoused by Engestrom and Cole, 1997). We call
this program MLE Plus since, along with using children’s language(s) in the classroom, we tried to create numerous contact points between Saora children and school mathematics discourse by allowing many boundary concepts to operate between Saora artifacts and cultural practices and school mathematical concepts/discourse through specially designed pedagogic practices. This paper discusses how the classroom discourse took the shape of many interlinked spirals and learning in these classrooms was more a byproduct of the dialectical relationship between Saora artifacts (like Saora number system, Saora folk games, make belief plays etc.), meaning systems, school mathematics concepts and the agencies of Saora children and teachers. We clearly chose a little more messy, chaotic but multi-voiced multimodal non-linear spiral discourse over a clean, clearly laid down linear discourse.

Keywords: mathematics, Saora, Cultural Historical Activity Theory, classroom discourse

Cultural influence on personal epistemology: Variations of epistemic beliefs of Thai university students

FUJIWARA, T. (Mahidol University International College)

The purpose of this study was to explore the cultural influence on personal epistemology through comparison of groups of students sharing the same culture except one aspect: type of secondary education. This study investigated the nature and dimensional structure of the beliefs about knowledge and knowledge acquisition held by Thai university students. It further examined whether their epistemic beliefs were significantly different among the groups of Thai students educated in different secondary educational systems. The participants of this study (N = 405) were recruited from undergraduate students studying in a Thai university. They were all Thai native speakers and of Thai nationality. The students completed a 39-item questionnaire, developed for this study from two versions of Schommer’s (1998) Epistemology Questionnaire. The participants were asked to indicate how they agreed or disagreed with the statements about domain-general epistemic beliefs given in the items in the measurement instrument. A five-factor structure was identified for the epistemic beliefs through a principal component analysis of the participants’ responses to the 39 items in the questionnaire. MANOVA identified a significant difference among the groups of students educated in different systems of secondary education in terms of two of the five identified factors. In addition, a significant difference was also identified between the two groups of students differing in their previous English language learning experience in terms of one of the five factors. Meanwhile, no significant difference was identified in terms of their epistemic beliefs between the groups of participants differing in the demographic variables, i.e. age, gender, and declared subject major. The results suggest that students might have different epistemic beliefs if they were educated previously in a different educational system, even if they all share the same cultural backgrounds, including the native language. Thus, it is likely that education could make an impact on personal epistemology, at least on the one that was measured in this study.

Keywords: personal epistemology, beliefs, epistemology questionnaire, epistemic beliefs, cultural influences

Customer orientation and type of organization: Impact on levels of achievement and control orientation of an organizational climate

VERGHESE, M. (MATS University), SINGH, P. (Pandit Ravishankar Shukla University), VERMA, O. P. (Pt. Ravishankar Shukla University)

The aim of this research was to analyze the differential effect of high/low customer orientation on the achievement and control orientation of organisational climate, and to see how the type of organization (public and private) effects the achievement and control orientation of organisational climate. About 500 employees of Public and Private Sector Banks of Chhattisgarh region, India, were requested to respond on a given scale for measuring their perception on prevailing levels of Customer Orientation in their banks along within its Organisational Climate. To measure Organization Climate, a comprehensive tool prepared and
developed by Udai Pareek (1997) was used called Motivational Analysis of Organisational-Climate (MAO-C). MAO-C was designed to study organisational climate, with special regards to motivation. To measure perceived customer orientation, a scale has been developed by the investigator. To test the significance of differences, the F-ratio was calculated. The results showed that the high customer oriented employees perceived their organization to be more ($M = 69.55$) achievement oriented compared to low customer oriented employees ($M = 64.05$). F-ratio was found to be significant ($F = 15.95, p = 0.01$), indicating a significant difference between the two groups with respect to their perception of organisational climate.

The results showed that the high customer oriented employees perceived their organization as less control oriented ($M = 45.33$) compared to low customer orientation employees ($M = 53.33$). The F-value was found to be significant ($F = 23.29, p = 0.01$) indicating a significant difference in the two groups with respect to their perception of control dimension of organisational climate. The mean score of employees working in Private Sector Banks was found to be more on achievement dimension ($M = 73.81$) compared to the mean score of employees working in the Public Sector Banks ($M = 61.20$). It indicates that employees of private sector banks perceived the climate of their banks as more achievement oriented than employees of public sector banks. The F-ratio ($F = 73.48, p = 0.01$) was found to be significant.

Findings in this regard indicate that the mean control score of private sector employees ($M = 42.20$) was less compared to private sector employees ($M = 55.04$). The F-value ($F = 36.04, p = 0.01$) was also found to be significant indicating thereby a significant difference between the two groups. In other words employees of public sector perceived their organization as more control oriented compared to private sector bank employees. The main finding of this research work is that the high customer oriented employees perceived their organization as more achievement oriented whilst low customer oriented employees perceived their organization as more control oriented. Similarly, private sector bank employees perceived their organizational climate as achievement oriented while public sector bank employees perceive their organizational climate as control oriented. High customer orientation leads to low control oriented climate.

Keywords: customer orientation, organisational climate, achievement orientation, control orientation, private sector bank employees

Cyberspace, interactive media and video games: The impact on psychological development and well being

CAMPOS, W. (Helplines Australia)

The aim of this research was to discuss how interactive technologies impact on a person’s relationships and emotional and social well-being. The new frontier of cyberspace, interactive media and video games, are increasingly mimicking real life experiences, which calls for a revision on how they are developed and legislated. The method will involve gathering qualitative evidence utilising video, media and case studies on the following: (1) Game developers, designing interactive environments to induce emotional responses and reactions; (2) Interactivity of cyberspace allows many services (including counselling) to take place in this environment, with little legislative framework to assist consumers; (3) Addictive behaviours relating to interactive devices, such as texting, social networking, interactive video games and multiplayer environments, (4) Educational and developmental issues that require stringent policies, regulations and legislations to guide and inform parents, protect children as well as providing health and safety guidance for consumers. Research on this area is emerging with a number of social and psychological studies show both positive and negative views on the uses of technology media. Presently however the body of research is inconclusive regarding the impact of interactive media has on children’s and adolescent’s development. There are emerging trends to indicate that utilising this media excessively can induce addictive behaviours impacting on persons’ social and emotional well being. There are also trends to indicate that a person’s social and economic well being is enhanced by utilising this technology. However the broader social context of how appropriately the interactive media to “fits in”
with people’s everyday lives is often overlooked as the technology presently being developed is increasingly being developed to engage and encroach on people’s lives. Technology has a number of uses that can enrich people’s well being which can most commonly be seen in the area of disability and rural and remote services. There are also increasing educational uses that can be immensely beneficial for parents, educators and service providers. However with a large proportion of this technology being utilized for entertainment and being increasingly developed to get people’s attention and evoke emotions there are a number of issues that psychologists should be addressing, including: (1) Developmentally appropriate content; (2) How the uses of technology impact on day to day life, and people’s perception of relationships and social and moral norms; (3) How does the technological environments impact on people’s ability to express themselves, be creative and freedom of speech, considering the diversity of people’s cultures, nationalities and communities; (4) People’s ability to trust and be emotionally engaged to the content; (5) How to assist societies, communities, people and individuals to contextualize (make sense) between real life and technological environments; (6) How does (or should) interactive media impact on the most profound human emotions, such as love, anger, trust, honesty. Social dynamics can impact on people at a personal level, for example, work-family time, privacy, confidentiality and cyberbullying. Some of the social and financial costs of using technology include the “technological inflation”, keeping up with the Jones’ and the have or have not mentality.

Keywords: interactive technologies, addictive behaviours, emotional well-being, social well-being, cyberbullying

David gNATenborough’s Island: A new computerised CBT game for children

O’ REILLY, G. (University College Dublin), COYLE, D. (Trinity College Dublin), MCGLADE, N. (University College Dublin), DOHERTY, G. (Trinity College Dublin)

This oral presentation will describe David gNATenborough’s Island, a new six-session Cognitive Behavioural Therapy (CBT) programme for children delivered through a computer game. It is played by children in clinical sessions with their therapist. It delivers a CBT programme for the treatment of young people who experience anxiety and mood disorders. Core principals of a CBT intervention are taught to a young person by a computer character called David gNATenborough who presents the cognitive model for internalizing problems where Negative Automatic Thoughts are introduced as gNATs. In playing the game over six sessions the young person is taught thought monitoring (gNAT trapping), thought restructuring (gNAT swatting), and core belief appraisal and restructuring (following gNATs back to their hive). The PC game format and characterisation of CBT techniques makes the programme appealing and easily accessible for children. Preliminary results on the effectiveness of the programme with anxiety, mood and somatisation difficulties will be presented. David gNATennborough’s Island effectively combines interesting characters in a PC game world with direct intervention from a clinical psychologist to teach young people with internalizing difficulties how to benefit from CBT.

Keywords: cognitive behavioural therapy, anxiety, mood disorders, young people, internalizing difficulties

Dealing with diversity and dissent in cross-cultural virtual teams: Convergent qualitative and quantitative analysis

SEYR, S. (ETH Zurich), VOLLMER, A. (ETH Zurich)

Collaboration in a globalised environment implies specific requirements and possibilities. Increasing numbers of allocated teams are challenged with new communication forms and organisational and cultural differences. Because of the structural complexity and difficulty to reach this target group, they are seldom addressed in research studies. In order to fill this gap, two highly virtual operating teams from a Swiss engineering company, with collaboration partners in Croatia and India, have been studied for over 12 months. To identify when diversity emerges and how it is dealt with in allocated collaboration, we used a multi-method approach. In the first step, expert interviews...
with 17 project leaders and key project team members took place. Summative analysis identified foci for further research: management of dissent against the background of cultural differences, mutual learning for process and organisational improvement, and communication climate and tools in use. In the following phase we conducted guideline-based interviews with 16 experienced team members from the three respective locations. Confirmatory analysis displays the assumed differences in culture, communication, and conflict management, and provides opportunities for mutual learning. Similarity is found regarding the preference of face-to-face communication whenever possible and getting to know the other members personally to overcome cultural differences. In the final step, 15 allocated team members of ongoing virtual projects completed a total of 30 event-based questionnaires each time a communication event took place within a defined period. Correlation analysis identifies specific situations where differences and dissent emerge. The perception of the communication climate and conflicts relates to the character of the communication event, such as intention, structure and complexity of content. The results are currently brought together and practical suggestions for structuring collaboration in virtual projects are made. Strengths and limitations of our approach will be discussed as well as implications for further research. The results may affect conflict management in cross-cultural cooperation.

Keywords: collaboration, virtual operating teams, cross-cultural issues, communication

Decision-making and egalitarianism in Chinese young children


Human social interaction is strongly shaped by other-regarding preferences. These preferences are important for a unique aspect of human sociality – large scale cooperation with genetic strangers – but little is known about their developmental roots. Ernst Fehr’s research published in Nature (2008) showed that young children’s other-regarding preferences indicated that human egalitarianism and parochialism have deep developmental roots and the simultaneous emergence of altruistic sharing and parochialism during childhood. Ernst Fehr believed the results were perfectly interpreted by the evolutionary theories. However, we highly doubted the universality of the conclusions and explanations so we replicated the experiments using the same designs and methods to investigate the egalitarianism and decision-making in Chinese young children. We recruited 243 young children (aged 4-8 years) from a kindergarten and a primary school in China for our experiments so as to learn about the development about Chinese children’s concepts of fair, generous and other-regarding preference. We also analyzed the reasons for the differences of cognitive egalitarianism. Each child played the pro-social game, the envy game and the sharing game against anonymous partners. The partners came either from the in-group or from an out-group. Results show that the concepts of sharing fairly and altruism have emerged to some degree between the ages of 4 and 8. In addition, Chinese young children’s other-regarding preferences assume fairness that develops strongly between the ages of 4 and 8. Moreover, fairness is strongly shaped by parochialism, a preference for favouring the members of one’s own social group. The results above are identical to Fehr’s; however, Chinese children show significant differences to western children in some aspects. In a contrary direction, parochial egalitarianism emerges more frequently in Chinese boys than Chinese girls. Fehr’s conclusion and explanation about differences in gender in the view of the evolutionary theories cannot apply to the results above at all. These results indicate human egalitarianism and parochialism do have deep developmental roots, but the universality of the evolutionary theories concerning egalitarianism’s development in young children must be scrutinized in the context of multi-cultures with discretion.

Keywords: other-regarding preferences, young people, cultural diversity

Deepening the in-depth interview: A case study of the athlete-to-coach transition
The aims of the current study were: (1) to construct an in-depth picture of one individual’s transition from athlete to coach in an attempt to learn more about relocation within sport after athletic retirement; and (2) to determine if the Athlete Apperception Technique (AAT; Gibbs, 2006) could elicit material that complemented, illuminated, and added to the information gathered from the in-depth interview, and help provide a more complete picture of the lived experience. This research used a qualitative approach to explore the transition experience of a retired tennis player who became a coach. The participant’s story was collected using an in-depth semi-structured interview and is presented as a case study. The AAT, which is a projective technique designed specifically for athletes, was also administered. This tool is designed to tap into athletes’ personality features, relationships, anxieties, motivations, perfectionism, and so forth at the conscious and subconscious levels. It involves presenting athletes with ten ambiguous images relating to different sport situations. Athletes are asked to create stories based on the images, and their responses are analysed using sport psychology and psychodynamic formulations and interpretations. The data collected from the AAT were used to complement and add to the participant’s in-depth interview. The information collected from the interview shed light on the athlete-to-coach transition, and highlighted the messiness and complexity of the lived experience. The participant’s responses to the AAT images complemented, clarified, and added to the in-depth interview, and allowed a greater, and clearer, understanding of the athlete-to-coach journey. The AAT is an exciting tool and might be a useful technique that sport researchers and practitioners could use to access processes that are not easily studied using common data collection methods.

Keywords: athletes, coaching, sport, athlete apperception technique, qualitative

Deliberate self-harm, childhood trauma and dissociation in a homeless sample

MORRIS, C. (Deakin University), MILDRED, H. (Deakin University)

Childhood trauma (CT) is assumed to play a role in the development of both dissociation and deliberate self-harm (DSH), although conjecture exists regarding the impact of different types of trauma. The purpose of this study was to investigate the extent and association of DSH, CT, dissociation and substance abuse in a homeless population, as well as to examine the relationship between DSH, types of CT and dissociation in more detail. Eighty homeless participants who presented to a housing service completed a questionnaire comprising housing and demographic questions, as well as a variety of standardized measures investigating childhood trauma, dissociation and deliberate self-harm. Due to extreme skew in some variables, data were analysed using non-parametric testing and logistic regression. Results identified high rates of pathology across the range of measures used, when compared with community sample scores. Positive associations were found between, DSH, dissociation, drug abuse, emotional abuse, physical abuse, emotional neglect and physical neglect. No such associations were found between DSH and sexual abuse, alcohol use, or length of homelessness. When comparing individuals who did, with those who did not report DSH, similarly there were significant differences identified between groups for all variables except sexual abuse, alcohol abuse or length of homelessness. Dissociation and physical abuse emerged as strong predictors of DSH in this sample, particularly when comparing those who reported no DSH with and those who are, or have been, frequent self-harmers. In conclusion, results serve as a reminder that homeless people are a very vulnerable group along a range of physical and psychological dimensions. Service providers working with the homeless may need to be more proactive both in identifying, and assisting interested individuals to link with psychological support as well as accommodation services where such histories and behaviours are present.
**Dentistry and design: An interprofessional online learning program in oral health promotion**

HOWE, E. (University of Sydney), SCHNABEL, M. (Chinese University of Hong Kong), LOPEZ, A. (University of Sydney)

Dental caries is the most prominent chronic disease affecting oral and systemic health. It is preventable but nevertheless presents as a global pandemic affecting all age groups, despite measures for its prevention being known and available for decades. Key factors in the failure of oral health promotion campaigns have been poor understanding of the relevance of oral health literacy and the tendency to define literacy without reference to semiotics or other visual design components. The interprofessional dentistry/design project aims to teach students the skills required for successful promotion of community oral health in published media. Dentistry and design students collaborated to devise solutions to the problem: how can the message “Tooth decay can be stopped, reversed and prevented” be communicated effectively to various target community audiences (parents, children, adolescents, ethnic groups, etc). The groups were required to design promotional products (brochures, booklets, games, PowerPoints) for use by health educators. In 2009, the project was expanded as a virtual interprofessional collaboration, Hong Kong architecture students acting as design consultants to Australian dentistry students. Promotional designs were presented in virtual seminars and evaluated in terms of health evidence (community dentistry) communication (behavioural sciences) and design competence (architecture) by both experts and students. Results of student focus group evaluation were analyzed using N-Vivo. Sixty-six promotion programs, of quality suitable for publication as determined by the two teaching faculties, were developed and used during Australia’s Oral Health Awareness Week. Students reported confidence in learning design skills and understanding audience demographics and text literacy. Although they found self-directed learning motivated effort, they requested allocated communication time with international consultants and assistance with occasional problems of group dynamics. The interprofessional online learning project is an authentic action-based learning program which successfully enables dental students to understand and use graphic media effectively in oral health promotion.

**Depressive symptoms in university: A cross-sectional study with Portuguese Students**

SANTOS, M. L. (University of Aveiro), PEREIRA, A. (University of Aveiro), VEIGA, F. (University of Lisbon), KHAWAJA, N. (Queensland University of Technology)

Depression is one of the most common and devastating mental health problems among higher education students. The aim of the present study was to assess depression levels and to investigate the association of sociodemographic variables with depressive symptoms in Portuguese university students. A total of 666 subjects completed the Portuguese version of University Student Depression Inventory (USD; Khawaja & Bryden, 2006) and answered a group of questions regarding sociodemographic data. Statistical analysis consisted mainly of mean comparisons between groups and correlations. The results showed that 11% of students suffered from mild levels of depression and 4% of moderate or severe levels. When demographic factors were considered, females presented more depressive symptoms than men. No differences were found between those who left home and those still at home or between first year and following year students. A negative association between the perception of academic achievement and depressive symptoms was found. These findings may help define vulnerable groups and therefore guide the development of prevention and mental health promotion initiatives in campuses.

**Detached concern and burnout**
LAMPERT, B. (Leopold-Franzens-University Innsbruck), IWANOWA, A. (Leopold-Franzens-University Innsbruck)

In the field of nursing for the elderly empathy is one key issue for optimal service quality. However, too much of it constitutes an intense emotional burden for helpers. Helping relationships are characterized by high emotional demands, which play an important role in developing burnout (Maslach, 1978, 1982). Detachment might be an important factor in dealing with these emotional stressors. Yet too much emotional distance has negative consequences for performing effectively in the job. A sense of Detached Concern (Lief & Fox, 1963) is required, which means a professional balanced attitude at work with clients characterized by emotional distance on the one hand and genuine concern on the other hand. Up to date rarely any empirical support for the relationship between Detached Concern and burnout as well as workers' well-being is available, in spite of the theoretical fact that Detached Concern is described as a meaningful coping strategy (Le Blanc et al., 2007; Maslach, 1978, 1993; Maslach, Schaufeli & Leiter, 2001; Schaufeli & Enzmann, 1998). Based on theoretical considerations and results of 16 qualitative interviews, a scale was designed to measure Detached Concern because established instruments do not exist. Three hundred and ninety-one employees in elderly care were surveyed using self-reported questionnaires. The psychometric quality of the generated scale was examined. Exploratory and confirmatory factor analyses were conducted for the factor structure. Path diagrams and one-way ANOVAs were applied to investigate the relationship of Detached Concern and burnout. First results show very good reliability and construct validity of the generated scale. Exploratory analyses indicated two factors. Confirmatory analyses supported the two-factor-structure. Based on different levels of Detachment and Concern four types of Detached Concern were derived. Successful Detached Concern was associated with significantly lower levels of exhaustion and depersonalization, significantly higher levels of personal accomplishment and significantly better health-indicators. Presented first results indicate the significance of Detached Concern in the context of burnout. More research into the concept of Detached Concern could be worthwhile and have practical value for preventing people in human service professions from falling victim to chronic emotional burden.

Keywords: Burnout, Emotional burden, Elderly empathy, Helpers, Detached concern

Developing argument evaluation skills with the Reason!Able software in senior psychology students

CÁZARES, A. (Universidad Pedagógica Nacional)

The aim of the study was to develop in psychology undergraduate students abilities related to argument evaluation, one of the most valuable critical thinking skills (CTS) in sciences such as Psychology. Participants were 50 senior psychology students from two research seminars related to special education in educational psychology. Participants completed Argument Evaluation Test (Version CT7; Stanovich, K. E., & West, R. F., 1997). This test contains 23 statements about informal arguments that students must to answer using a four-point Likert scale. It also contains the Evaluation of Counter-Arguments Questionnaire, which measures the ability to evaluate counter-arguments. Participants also used the stand-alone Windows-based program, Reason!Able. In this program, students are guided through the complex processes involved in representing and evaluating reasoning on any topic. The program covers two abilities: critical evaluation and argument production (Gelder, 2001). The current study was based on an explicative study founded in an experimental design. Participants were allocated to one of two groups (25 per group). The experimental group was trained to use the Reason!Able software and used the program while they worked on their thesis projects within a special education seminar. They were asked to argument and critically evaluate different topics covered in the special education needs subject as well as the research problems and objectives related to their dissertations. The control group did not use the software. Both groups completed the Argument Evaluation Test at the beginning and the end of the semester. Cronbach’s alpha coefficients were obtained for both scales in the instrument,
Arguments (.75) and Counter-Arguments (.79). An independent samples t-test showed no significant statistical differences between means ($p \leq .134$) for both groups, experimental and control, in the pre-test. An independent samples t-test for shows significant differences between means ($p \leq .001$) for both groups, experimental and control, in the post-test. Working with ReasonAble software for one semester helped to develop arguments evaluation skills in senior students while they were using the program to evaluate their own dissertation arguments.

Keywords: argument evaluation, critical thinking, reasoning

Development and application of a class-related academic emotions questionnaire for college students

MA, H. (Tianjin Normal University), LU, Y. (Tianjin Normal University)

The aim of this research was to develop a Class-related Academic Emotions Questionnaire (CAEQ) for college students, and to research the class-related academic emotions' characteristics of college students. The method combined theory with job analysis to develop a questionnaire, and the questionnaire was used with 585 college students (319 males and 266 females). A self-report instrument measuring college students’ enjoyment, pride, hope, relief, anger, anxiety, shame, hopelessness and boredom was developed. The Cronbach α coefficients and test-retest stability coefficients of the sub-tests ranged from 0.61 to 0.82 and 0.50 to 0.79. Confirmatory factor analysis showed that the questionnaire had good construct validity (RMSEA = 0.068; NNFI = 0.92; CFI = 0.93). Correlations of sub-tests as well as with the Positive / Negative Affect Scale were moderately correlated. Through surveying 585 college students, this study explored the characteristics of class-related academic emotions of college students. The results showed that the means of seven sub-tests (except for anxiety and anger) were greater than the theoretical mid-value and the top four were positive emotions. In addition, significant effects of gender, grade and major in college students were found. Boys experienced more anxiety and boredom and less relief than girls. Students in Grade One experienced more positive emotion than other grades; students in Grade Two experienced more negative emotion than other grades. Arts students had more positive emotion and less negative emotion than the specialties of Science, Engineering and Technology students. The CAEQ developed in the present study attained acceptable psychometric properties. College students experience diverse emotions in their academic career. Positive emotions were the major class-related academic emotion in Chinese college students.

Keywords: positive emotion, negative emotion, class-related academic emotions, positive/negative affect scale, gender

Development and validation of the Child Behaviour Assessment Instrument (CBAI)

SAMARAKKODY, D. (Monash University Accident Research Centre), FERNANDO, D. (University of Colombo), PERERA, H. (University of Colombo), MCCLURE, R. (Monash University Accident Research Centre), DE SILVA, H. (Department of Health)

Behavioural abnormalities of children have grown to epidemic proportions and create a larger social and economic burden to society. Young children with behavioural problems are at a greater risk of developing psychiatric disorders in later life. These disorders have a good prognosis if treated at the onset and therefore should be identified early and referred for appropriate care. The aim of this study was to develop and validate a screening instrument to identify behavioural abnormalities of children aged 4 to 6 years in the community. Following systematic review of literature, 54 variables were identified. Three round Delphi technique was used to reach consensus in a panel of experts. Experts included paediatricians, child psychiatrists, child psychologists, community physicians, policy makers and service providers for children with behaviour abnormalities. The criterion validity and construct validity of the developed instrument was assessed in a community sample of 332 children aged 4 to 6 years. The reliability of the instrument was assessed by test-retest method and internal consistency analysis. Child Behaviour
Assessment Instrument (CBAI) containing 15 items was developed following the Delphi technique. The scoring method for CBAI based on the frequency of the problem behaviour, resulted in an area under the Receiving Operating Characteristic curve of 0.94 (95% Confidence Interval is 0.92-0.96). At cutoff of greater than or equal to 16, the sensitivity of CBAI is 88.52% and specificity is 81.54%. The mean score of children with behavioural abnormalities (21.37) was significantly higher than that of children with normal behaviour (7.040). The Cronbach’s alpha exceeded Nunnaly’s criterion of 0.7 for items related to inattention, aggression and impaired social interaction. The Child Behaviour Assessment Instrument is a valid and reliable screening instrument to identify behavioural abnormalities of children aged 4 to 6 years in the community.

Keywords: community screening, behavioural abnormalities, child prognosis, child psychology, child assessment

Development of a formal examination of clinical psychology knowledge and skills

HELMES, E. (James Cook University), PACHANA, N. (University of Queensland), O’DONOVAN, A. (Griffith University), MURRAY, G. (Swinburne University), SOFRANOFF, K. (University of Queensland), BAILLIE, A. (Macquarie University), KYRIOS, M. (Swinburne University)

Clinical training in psychology is in transition in Australia. The current system of a four-year undergraduate degree with two years of supervised practice permitting practice is transitioning towards one in which two years of formal training together with supervised practice and research will become standard. As part of the process of moving towards national registration of professional psychologists, a formal examination has been proposed for those graduates without at least a Master’s level qualification to join the Australian Psychological Society’s College of Clinical Psychologists, so that their experience can be recognised. Here we describe the format and developmental stages of this examination. The College of Clinical Psychologists of the Australian Psychological Society tendered for the development of a competency-based examination as part of the process of alternative entry to the College. A consortium from five universities is in the process of developing this examination to comprise three components. A written examination will evaluate knowledge of the field; a second stage will assess complex case formulation, treatment planning, and higher-level analytic skills related to case management in its cultural and ethical context; a third in-vivo examination assesses applicants through a series of examination “stations” to evaluate the broad range of skills required for competent practice as a clinical psychologist, including assessment, formulation, treatment, process and ethical practice domains.. The overall framework is based upon competencies in the domains of Theories and Knowledge, Assessment, Interventions, Research and Evaluation, Professional Practice and Non-psychological Components. A pool of multiple-choice items was derived from several sources, including existing item pools from commercial sources and teaching programs of the consortium. Case vignettes for the second and third stages were again derived from several sources, including existing teaching material and cases from the consortium’s teaching clinics. A complex examination process has been developed in response to the request for a measure to evaluate critical clinical competencies of individuals’ educational backgrounds that are not equivalent to conventional clinical training. Procedures planned to evaluate the validity of the examination include formal content analysis, together with criterion validity studies using graduates and senior students of existing training programs.

Keywords: clinical training, competency-based examination, psychology qualifications in Australia, entrance examination for Clinical College membership, competency domains of psychologists

Development of a Male Masking Behaviour Scale (MMBS)

GARGIULO, R. A. (Deakin University), WALKER, A. (Deakin University)

An existing body of literature (Brownhill, 2003; Cochran & Rabinowitz, 2000; Rutz, 1999) argues that gender differences exist in the way depressive symptoms are expressed, managed
and controlled. Conventional assessments of depression do not seem to target behavioral issues specific to men and as a result the extent to which these measures can specify gender differences in depressive symptoms is questionable. A review of the literature identified only one gender sensitive measure, but this measure was developed with a European sample, and has not been tested in an Australian context. The aim of the present study was to develop and validate a male masking behaviour scale that could indicate depressive symptoms in men. The development of the Male Masking Behaviour Scale (MMBS) was conducted in two phases. In Phase One, 101 items were generated based on seven categories identified in the literature. These items were assessed by a small group of Psychology experts \( (N = 36) \) to establish content and face validity. In phase two, the items were further refined and validated against other measures of depression such as the Depression, Anxiety and Stress Scale (DASS) and the Mini Mood and Anxiety Symptom Questionnaire (Mini MASQ) with 143 participants from the general population. A four factor structure obtained by a factor analysis of the data and the overall MMBS were found to have good reliability Alphas. Convergent validity of the MMBS was established with significant correlations between the MMBS, the DASS and the MiniMASQ. The results of this study did not support the seven broad categories initially identified in the literature (Brownhill, 2003; Cochran & Rabinowitz, 2000; Rutz, 1999). In examining the four factor structure of the MMBS it is evident that the seven categories have been collapsed into four factors measuring male masking behaviours. This study constitutes a first step, suggesting evidence of the construct validity of the MMBS. Further studies could validate the MMBS using a clinical sample and other cultural groups.

Keywords: depression, male masking behaviour, anxiety, assessment of depression

Development of gender personality in Japanese adults

KATSURADA, E. (Kwansei Gakuin University), SUGIHARA, Y. (Los Angeles County Department of Mental Health)

The aim of the present study is to investigate the development of gender personality in Japan. Participants include 768 Japanese adults (339 males and 427 females). The participants were divided into three age groups: young adults (20 to 25 years old; 77 males and 114 female university students), adults (25 to 46 years old: 198 mothers with young children), and older adults (57 to 81 years old; 262 males and 115 females). The participants were asked to fill out the Japanese Gender Role Index consisting of ten masculine and ten feminine items with ten non-gender items. There is no significant gender difference between young males and young females, whereas significant differences were found in both masculinity, \( t (df = 357) = 4.60, p < .001 \), and femininity, \( t (df = 351) = 5.25, p < .001 \), between older males and older females. Examinations of generational differences showed that male older adults scored significantly higher than young adults in both masculinity, \( t (df = 329) = 12.57, p < .001 \), and femininity, \( t (df = 324) = 14.36, p < .001 \), whereas female young adults scored significantly lower than adults and older adults in both masculinity, \( F(2, 414) = 35.78, p < .001 \), and femininity, \( F(2, 413) = 81.58, p < .001 \). The results of the present study are consistent with Block’s model (1973) which postulates the association between personal maturity and the integration of masculine and feminine personality traits.

Keywords: Japanese, masculinity, gender personality, personal maturity, generational differences

Development of the test of Chinese employees’ competency in private and foreign enterprise

XU, J. P. (Beijing Normal University), YANG, M. (Beijing Normal University), WU, L. (Beijing Normal University), TAN, X. Y. (Beijing Normal University)

The purpose of this study is to develop a test of general employees’ competency in private and foreign enterprise based on the competency model on technical, financial, marketing, administrative, service and managerial employees in private and foreign enterprise. The test of general employees’ competency in private and foreign enterprise was developed based on the competency model, which was
conducted using document analysis. One thousand and sixty employees of private and foreign enterprise from different part of the country were assessed by the test. The test was composed of 105 items and 21 sub-scales, which were respectively named as communication skills, achievement oriented, learning capacity, client oriented, self-confidence, conscientiousness, initiative, professional dedication, ability to analyze and judge, ability to reason and abstract, integrity, innovation, relation establishing, influence power, insight into interpersonal relationship, organizing and coordinating ability, team work spirit, encouraging capacity, executive ability, planning capacity and so on. Reliability analyses, confirmatory factor analyses and correlation analyses showed the reliability and validity of the scale achieved the psychometric criterion. The difference of the test scores between excellent performance group and common performance group was significant. The reliability and validity of the test are strongly supported. The test could be effective to identify excellent employees and could be an effective tool for staff selection, training and performance appraisal.

Keywords: staff selection, employee competency, group performance, staff training, performance appraisal

Diagnostic accuracy of the Child Behavior Checklist for externalizing and internalizing disorders in Asian children and adolescents

SEAH, S. L. (Nanyang Technological University), ANG, R. (Nanyang Technological University), FUNG, D. S. S. (Institute of Mental Health), OOI, Y. P. (Institute of Mental Health)

Recent research advocates an integration of categorical and dimensional approaches, and a multi-informant approach, to the diagnosis of childhood mental disorders. In view of this, the present study sought to examine the diagnostic accuracy of Achenbach's parent-rated Child Behavior Checklist (CBCL) for clinician-diagnosed externalizing and internalizing psychopathology, as well as for specific childhood mental disorders, namely Attention-Deficit/Hyperactivity Disorder (ADHD), Oppositional Defiant Disorder/Conduct Disorder (ODD/CD), anxiety disorders and depression. Upon receiving ethics approval, cross-sectional data was obtained from case files of 1,000 Singaporean children and adolescents who received treatment at a mental health institution in Singapore. These children range from 4 to 18 years of age. Using data gathered from completed CBCL forms, two broad-band scales (Externalizing and Internalizing) and three narrow-band syndrome scales (Attention Problems, Delinquent Behavior, and Anxious/Depressed) were selected for analysis. On a broad-band level, CBCL Externalizing and Internalizing scales were shown to differentially predict clinician-diagnosed externalizing and internalizing disorders respectively. On a narrow-band level, CBCL Attention Problems, Delinquent Behavior, and Anxious/Depressed scales differentially predicted ADHD, ODD/CD, anxiety disorders and depression respectively. In demonstrating the diagnostic accuracy of the CBCL, study findings illustrate that parent-rated CBCL scales possess the ability to discriminate among various clinician-diagnosed disorders. This supports a multi-informant approach to clinical diagnosis, which involves not only clinicians, but also parents and others who interact frequently with the child and are able to provide important perspectives on the child’s behavioral and emotional problems. Additionally, results suggest that a dimensional approach to clinical diagnosis complements a categorical approach as the former provides valuable insight into the severity of a child’s problems. Diagnostic accuracy of the CBCL on both broad-band and narrow-band levels also support the reliability and robustness of the CBCL as a rating scale in its totality.

Keywords: diagnosis of childhood mental disorders, externalizing and internalizing psychopathology, attention deficit hyperactivity disorder, dimensional approach to clinical diagnosis, Achenbach’s parent-rated Child Behavior Checklist

Dialectic behaviour therapy (DBT) with torture and trauma clients at The New South Wales Service for the Treatment and Rehabilitation of Torture and Trauma Survivors (STARTTS): A case study
This case study elaborates on Dialectical Behaviour Therapy (DBT) that was implemented in a treatment of a female client from Sierra Leone who had been experiencing symptoms of Post Traumatic Stress Disorder (PTSD) and dealing with suicidal thoughts. Treatment was conducted at the New South Wales, Service for the Treatment and Rehabilitation of Torture and Trauma Survivors (STARTTS). The assessment included Harvard (PTSD 2.20) and Hopkins (Anxiety 3.80, Depression 2.53) Checklists and PTSD (3.00) questionnaire. As the client was highly symptomatic, DBT was utilized in order to reduce the symptoms and improve her mental health condition. DBT has a number of distinctive defining characteristics. As its name suggests, its overriding characteristic is an emphasis on "dialectics" - that is, the reconciliation of opposites in a continual process of synthesis. The most fundamental dialectic is the necessity of accepting the client just as she is within a context of trying to teach her to change. The assessment included Harvard (PTSD 2.20 reduced to 0.80) and Hopkins (Anxiety 3.80 reduced to 0.50, Depression 2.53 reduced to 0.40) Checklists and PTSD (3.00 reduced to 0.20) questionnaire. DBT has been utilised in a form of cognitive-behavioural therapy, in order to help the client to learn problem-solving techniques for dealing with stressful experiences in her life. It appeared important for the client to improve social skills and control anger and depression. As the client experienced multiple psychological, physical and sexual traumas and losses in her country of origin, her Autonomic Nervous System (ANS) reacted excessively to stressful stimuli and it took her a long time to achieve homeostasis. DBT helped the client address multiple traumas and suicidal thoughts by utilising the following DBT aspects: a) Mindfulness, b) Emotional Regulation, c) Distress Tolerance, and d) Interpersonal Relationships.

Keywords: torture survivors, dialectical behaviour therapy, multiple trauma, trauma

Dialysis patients' self-esteem and social anxiety

The great progress that has been made in the application of dialysis lets patients with end-stage renal disease live in satisfactory somatic states for many years. Patients' well-being becomes a raised question more and more often. The main aim of the presented study was to compare self-esteem and social functioning of dialysis patients to people from general population. The study was a randomized controlled trial using a convenience sample of 102 fully informed and consenting patients with end-stage renal disease and 102 people from general population. The instruments comprised of the Self-Esteem Inventory and Social Contact Inventory. The results show that there are differences between dialysis patients and the general population in the case of Physical Self-esteem and Acting/Task Self-esteem. Dialysis patients’ Physical Self-esteem ($M = 10.26$) is lower than healthy peoples’ Physical Self-esteem ($M = 13$); $t(101) = -5.56$, $p < .001$. Dialysis patients’ Acting/Task Self-esteem ($M = 19.87$) is lower than healthy peoples’ Acting/Task Self-esteem ($M = 21.55$); $t(101) = -2.89$, $p = .004$. There are not any differences in case of Social Self-esteem ($t(101) = .30$, $p = .77$) and Emotional Self-esteem ($t(101) = .38$, $p = .71$). There is not any difference in the case of Social Anxiety ($t(101) = -1.27$, $p = .21$). On the basis of the presented study it is possible to claim that there are some differences between dialysis patients and general population as far as self-esteem is concerned. There is no difference in case of social anxiety. This research shows that dialysis patients need some psychological support, but generally their social adjustment level is quite good.

Keywords: well-being, self-esteem, social functioning, dialysis patients, somatic state

Differences between Chinese and New Zealand Students: The impact of the statistical method

SHULRUF, B. (University of Auckland), ZENG, M. (Hong Kong University), WATKINS, D. (Hong Kong University), HONG, F. (Nanjing University)
The aim of this research was to compare the impact of statistical techniques on measurements of Collectivism and Individualism. Attributes of Collectivism and Individualism (using the Auckland Individualism and Collectivism Scale) were compared across undergraduate students from Mainland China ($n = 172$) and New Zealand ($n = 210$). Two statistical techniques (T-Test and k-mean cluster analysis) were used to compare the samples and establish the differences in the results. The mean scores on both Collectivism and Individualism of the Chinese sample were lower than those of the European New Zealanders (3.35 versus 3.94 and 3.47 versus 4.33 accordingly, $p < .001$). This result does not indicate which population is more collectivist or individualist than the other. The k-mean cluster analysis found that among the Chinese sample, 41% identified as collectivist and 24% were individualist whereas among the New Zealanders, 37% were individualist and 22% were collectivist ($p < .0001$). It is noteworthy that among the Chinese 30% had high scores and 5% had low scores on both collectivism and individualism whereas among the New Zealanders this trend was reversed (4% and 37% respectively). In conclusion, cluster analysis may provide important information which cannot be yielded from t-tests when psychological attributes (in this case within cultural contexts) are compared across different populations, particularly when the measures are constructed by more than one factor/domain. Cluster analysis may provide some mitigation for biases relating to culture and/or language differences, for example, the tendency to use the low or the high end of the scale.

**Keywords:** collectivism, individualism, psychological attributes, cultural context, cluster analysis

**Abstracts of the 27th International Congress of Applied Psychology**

**Differences between values and behaviors among diverse undergraduate students**


Studies have highlighted differences in the reports of values and behaviours across cultures, with studies of acculturation frequently exploring how those values and behaviours change over time when people enter a new cultural context. As values and behaviours change, particularly across generations, dissonance may arise as there are discrepancies between self-reported values and behaviours. The current study examines how differences between ratings of values and behaviours contribute to psychological distress in a sample of diverse young adults. The current study surveyed undergraduate university students (840 females, 328 males) with a mean age of 18.9 ($SD = 2.3$) and included 714 Whites, 196 Asian-Americans, 172 Latinos, and 84 African-Americans. Participants completed Matsumoto’s Individualism-Collectivism Interpersonal Assessment Inventory (ICIAI) and the 58-item Hopkins Symptom Checklist (HSCL) along with demographic information and reports of discrimination in the past year on the General Ethnic Discrimination (GED) scale. Difference scores were calculated to assess discrepancies in individual ratings of their values and behaviours with family members on the ICIAI and four subscales (social harmony, social identification, self-control, and social sharing of recognition). There were significant group differences for all subscales on the ICIAI, except for the behavioural self-control subscale; with Asian-American students consistently reporting higher scores (greater collectivism) for each of the subscales. Regression analyses controlling for age ($b = -.863$, $p < .05$), gender ($b = -5.760$, $p < .01$), and reports of discrimination in the past year ($b = .633$, $p < .001$), found that differences between self-reported values and behaviours on the ICIAI significantly predicted ($b = .446$, $p < .001$) total scores of symptomatology on the HSCL-58. The current findings replicate prior research which has found cross-cultural differences in reports of values and behaviours. Moreover, it underscores the importance of dissonance among young adults, during an important time of identity development and has implications for future research on intergenerational conflict and the processes of acculturation. Discussion of the limitations of the research and recommendations for further inquiry is provided.

**Keywords:** values, psychological distress, acculturation, young people
Abstracts of the 27th International Congress of Applied Psychology

Differences in Japanese mothers’ touch by nurturing scene: Focusing on playing, crying, feeding and putting infants to sleep

ASO, N. (Japan Women’s University), IWATATE, S. (Japan Women’s University)

The purpose of this study was to examine whether maternal touch of four-month-old infants by Japanese mothers differs depending on four nurturing scenes: playing, crying, feeding, and putting infants to sleep. We carried out a questionnaire survey using the Japanese Touch Rating Scale with 901 mothers of four-month-old infants. Based on the findings of three preliminary research studies, we established 19 categories of touch (touching, stroking, rubbing, holding up infant’s hands or feet, waving infant’s hands or feet, patting, poking, tickling, picking infant up, changing infant’s position, quietly swaying, shaking, holding infant’s hands or feet affectionately, massaging, pinching, kissing, holding, hugging, and supporting infant’s body) and four nurturing scenes (playing, crying, feeding, and putting infants to sleep). Participants were asked to evaluate on a five-point scale the frequency of the 19 categories of touch in the four nurturing scenes and the mean scores for each were calculated. The data were analyzed using a 4×19 Kruskal-Wallis test. The main effect of nurturing scene was found to be significant. The factor of nurturing scene was then evaluated with the Mann-Whitney U test for multiple comparisons. The major results were as follows: in the playing scene, mothers used significantly more frequent maternal touch categories of touching, stroking, rubbing, holding up infant’s hands or feet, waving infant’s hands or feet, poking, tickling, shaking, holding infant’s hands and feet affectionately, massaging, pinching, kissing, holding, hugging, and supporting infant’s body than in the three other nurturing scenes. In the playing scenes, mothers used various kind of touch in order to draw the infant’s smile to please infant. Thus, maternal touch of young infants shows different characteristics for each of the four nurturing scenes, suggesting that maternal touch can be functionally used depending on the nurturing scene.

Keywords: maternal touch, nurturing scenes, Japanese Touch Rating Scale, mother-infant interaction

Different video game playing habits related to attentional function

SUZUKI, D. (Tohoku University), IWASAKI, S. (Tohoku University)

Previous studies suggest that playing video games improves attentional functions (Green et al., 2006). However, it may be considered that different video game play habits such as frequency, playing time and types of games would lead to differential development of attentional functions in their players. In this study, we examined whether attentional functions differ depending on different types of video games engaged at different ages with questionnaires including the one that purported to measure attentional functions. Questionnaire data were collected from a total of 300 participants (191 men, 109 women). All participants were undergraduate and graduate students, aged 18 to 25. Questionnaires were composed of two domains. One domain asked about video game play habits, such as frequency, hours of playing, preferred types of games and game career. The other domain measured individual characteristics related to attention related functions with Attentional Function Scales, Attentional Effort Scale (measuring ability to exert active attentional control over attentional concentration and sustained attention), Cognitive Failure Questionnaire (CFQ; Broadbent et al., 1982, measuring ability related to traffic accident tendency), Barratt Impulsiveness Scale Version 11 (BIS-11; Patton et al., 1995), Thought Occurrence Questionnaire (TOQ; Sarason et al., 1986) and Boredom Proneness Scale (BP; Farmer et al., 1986). First, based on frequency of playing video games within the past six months, we divided participants into three groups: high frequency video game player group (HVGP), low frequency video game player group (LVGP) and no video game player group (NVGP). It was found that HVGP were more hyperactive (being impulsive and prone to boredom) and poor in active control (such as low abilities of attentional switching and attentional efforts) than LVGP and NVGP. Furthermore, it was found that the
differences of the age when participants got most involved in their video games were associated with attentional abilities in HVGP. Participants who got most involved in them in middle adolescence (high school) were higher in impulsiveness and weaker in attentional efforts, but participants who got most involved in childhood (elementary school) were lower in impulsiveness and stronger in attentional efforts. We conclude that playing different types of video games during development is related to attentional functions. Participants who currently played video games intensively were more hyperactive and poor in active control. Furthermore, particularly those participants (HVGP) who became involved in video games in middle adolescent were higher in impulsiveness and weaker in attentional efforts. In contrast, participants who played them during childhood were lower in impulsiveness and stronger in attentional efforts. Although it is not possible to explain these results in terms of direct cause and effect between these factors, they suggest that video game play habits affect people’s attentional functions differently depending on the age of most active involvement.

Keywords: video game playing, Attentional Function Scale, Attentional Effort Scale, Cognitive Failure Questionnaire, impulsivity

Differential effects of practice on the dissimilar cognitive attribute processes used for truthful and deceptive responses: An event-related brain potential study

LIU, H. (Chinese people’s public security university)

The aim of this research was to provide some suggestions for how to choose and organize stimuli efficiently during the deception detection. Event-related potentials (ERP) and Behavior were recorded while participants made truthful and deceptive responses about the Chinese sentence which forms subert-six words and the photographs. The 700 Chinese sentences were labeled equably as three sorts: (1) self identity (birthday, homeplace, the twelve Earthly Branches, stature, shoes size etc; and self related information: self parents name, placenames etc which parallel to 1 and never heard of before; (3) proverbial knowledge: a name of mark, well-known placenames etcetera. Two hundred and ten photographs were labeled equably into three sorts as Chinese sentences. The two pressing the reactor’ keystroke methods, (1) changelessness: mouse leftward keystroke is “yes”; rightward is “no”, (2) appointment: in conformity to the screen in the underside left “yes” or right “yes” and right “no” or left “no”. One hundred participants took part in the series experiment. ERP was recorded in the series experiment using the Neuroscan 4.3 system with 64 scalp electrodes in standard 10 to 20 placement. The deceptive response, compared to the honest response, was longer in reaction time and lower in the correction rate, the ERP amplitude evoked was smaller while the ERP amplitude evoked by strange-ID information was smaller than that of self-ID information in the interval of 550 to 800 milliseconds. The difference in terms of ERP amplitude on the left brain was greater than that on the right brain. In conclusion, 1. The left brain may be more involved in the process of deceptive response. So choosing the ERP data from the left brain for analysis will be better able to identify the deceptive response. 2. The executive control process existed in the deceptive response may consume more psychological resources, which makes the psychological resources used in the information processing decrease. These mentioned above may be the reason why the ERP data between the deceptive and honest response is different. 3. Chinese sentences can be used as effective stimuli material in the deception detection with ERPs.

Keywords: event-related potential, deception detection, Chinese sentences

Difficulties in facial emotion recognition in post-traumatic stress disorder

LEE, Y. (Chung-Ang University), LEE, J. H. (Chung-Ang University)

Individuals with Post-Traumatic Stress Disorder (PTSD) tend to attribute more negativity towards threatening (negative) stimuli. The purpose of this study is to examine processing of facial emotions in a sample of PTSD patients. By using a Morphed Facial Emotion Identification Task,
we aim to investigate emotional sensitivity of sexual abuse victims on their accuracy. Individuals with PTSD have been associated with atypical processing of emotion. According to Litz’s advanced network model, Trauma cues prime fear-related information processing, which in turn temporarily inhibit the ability to experience emotions of incompatible valence (e.g. positive affect). However, research has provided little evidence indicating how sexual abuse victims’ processing of emotion might vary with the valence. Participants will include a diverse sample of PTSD patients (PTSD group, \( n = 15 \)) and those with no history of abuse (Control group, \( n = 15 \)). Prior to the task, the participants will rate the affective and arousal valence of the facial emotion expression stimuli. Participants’ reaction times and labeling of emotions (Happy, Neutral, Fearful) will be measured using a Morphed Facial Emotion Identification Task by identifying facial expressions morphed from neutral to maximum intensity. They will then complete various self-rating scales designed to assess impulsiveness, post-traumatic stress symptoms, depression, and anxiety. This study is currently in progress. It is expected that, the PTSD group will display faster reaction times than the control group when labeling emotional facial expression and will correctly identify facial affect at an earlier stage, and this result will be most pronounced for fearful faces. In contrast, the PTSD group will show slower reaction times and correctly categorize facial emotion at a later stage for happy faces. These results will demonstrate that participants with PTSD are more sensitive for fearful faces, but less responsive for happy faces than controls in identifying emotional expressions. This is an empirical study to investigate the mechanism of processing facial emotions in a sample of PTSD individuals. The predicted results may provide valuable information in understanding the impact of PTSD on social-cognitive processing and assist in the development of possible treatment solutions for PTSD patients.

Keywords: Morphed Facial Emotion Identification Task, processing of emotion, post-traumatic stress disorder, fear-related information processing, facial emotion expression stimuli

Dimension or category? A taxometric analysis of social phobia

Social phobia, characterised by a fear of negative evaluation or embarrassment, is a prevalent disorder in community and clinical samples. It is an early onset and chronic course and is associated with negative psychosocial outcomes and co-morbid disorder. Current categorical conceptualisations of social phobia lack empirical support. The aim of the current study is to explore the latent structure of social phobia to determine whether “social phobia” reflects a discrete and qualitatively different condition, or alternately, whether all people experience a degree of social phobia. Data from two large scale community surveys in Australia (National Survey of Mental Health and Wellbeing (NSMHWB), 1997) and the United States (National Comorbidity Survey – Replication: NCS-R) were used. In both samples, a subsample of respondents screening into the Composite International Diagnostic Interview social phobia section were selected for analyses. Three mathematically distinct taxometric procedures (MAXEIG, MAMBAC and LMode) were used, along with various consistency tests. Indicators for analyses were constructed using current DSM-IV social phobia diagnostic criteria and personality factors (e.g., neuroticism) reported to be related to social phobia. A majority of analyses in both samples supported dimensional structure of social phobia. A MAXEIG analysis in the NSMHWB sample identified a small peak which identified a potential small-base rate taxon; however, this was not observed in the NCS-R sample. These results are consistent with a growing body of evidence supporting dimensionality of social phobia. Support for dimensional structure of social phobia has important implications for assessment, diagnosis, measurement and treatment. Dimensionality supports using assessment measures focusing on the degree of social phobia symptoms experienced and levels of meaningful change following treatment. Dimensionality also supports using statistical methods such as factor analysis and item response theory models. Applying dimensional models for psychopathology has important implications for public policy and early intervention.
**Disadvantage and prosocial behavior: The effects of the Wenchuan earthquake**


The evolution of prosocial behavior is one of the most compelling puzzles facing scientists. An earlier study showed that being at a territorial disadvantage promoted children’s prosocial behavior. The May 12, 2008 Chinese earthquake of 8.0 magnitude on the Richter scale placed residents in devastated areas in a disadvantaged position. We conducted three sequential surveys to test our hypothesis that residential devastation would evoke more prosocial behavior. A total of 8,023 residents in three non-devastated areas (the Tangshan area in Hebei Province, Fujian Province and Beijing City) and two devastated areas (Sichuan Province and Gansu Province) participated in the post-earthquake surveys. All participants were recruited by going door to door and asking people to take a survey, and all were given a small present (such as a bar of soap, a towel, or a packet of washing powder) in return for their participation. As expected, the results revealed that the degree of prosocial behavior increased with an increasing level of residential devastation, but decreased with the passage of time. However, we also found evidence that a catastrophic disaster leaves a long-lasting effect on prosocial behavior. The results supported our hypothesis that prosocial behavior could be induced by individuals being at a disadvantage. These findings should improve the conceptual understanding of the origin of prosocial behavior.

**Keywords:** prosocial behaviour, residential devastation, catastrophic disaster, individuals being at a disadvantage, prosocial behaviour

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**Discrimination against older workers: The role of implicit attitudes**

MALINEN, S. (University of Canterbury), JOHNSTON, L. (University of Canterbury)

Negative attitudes and discriminatory practices towards older workers are well documented. However, the role that implicit attitudes may play in such discrimination has not previously been explored. The objective of the present research was to investigate implicit ageism in an employment context. Implicit and explicit attitudes towards older relative to younger workers were measured, and a mental imagery exercise was used to investigate the malleability of bias. The relationship between attitudes and behaviour toward a younger and an older worker was investigated in an employment interview exercise. Negative implicit bias against older relative to younger workers was found. There was some evidence for the effectiveness of mental imagery in alleviating such bias. The explicit attitudes were relatively positive and influenced by the mental imagery. The results also showed some evidence of youth bias in the interview situation. The present research showed that negative implicit attitudes exist towards older workers. The results also showed some evidence of youth bias in the interview situation. The present research showed that negative implicit attitudes exist towards older workers. The implications for both older workers and employers are highlighted in the context of the ageing workforce.

**Keywords:** ageism, attitudes, negative implicit bias

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**Diversity in Community Mass Syndrome (CMS): Evidence based analysis**

SINGH, A. P. (Government Maharani Laxmi Bai Girls Postgraduation College)

Mass psychogenic illness is characterized by symptoms, occurring among a group of persons with shared beliefs regarding those symptoms, that suggest organic illness but have no identifiable environmental cause and little clinical or laboratory evidence of disease (Am Fam, 2000). Community Mass Syndrome (CMS) is being interpreted as normal behavior where hundreds to millions of people of more or less the same community with the same beliefs are motivated towards a certain type of behavior acceptable in the society with one, or more than
one, common goals (Singh, 2005). The Community Mass Syndrome (CMS) was first reported in the fifteenth century as “Tarantism” in the context of normal behavior in Germany, and in the rest of Europe it was known as St. Vitus’s dance. The behavior was similar to the ancient orgiastic rites where people worshipped the Greek God Dionysus. These rites had been banned with the advancement of other religions, but they were deeply embedded in the culture and were apparently kept alive in secret gatherings. With time, the meaning of dance changed so that the participants were no longer sinners and dance became a source of “cure”. The CMS became the undefined method of catharsis, relaxation, in some cases cure, and a means of mental hygiene. The aim of the present evidence-based study is to explore, analyze and classify CMS including its symptoms, types, geographical expansion and diversity. The method adopted for this study is evidence based analysis focusing on symptoms, history, etiology, types and outcome. The historical evidence is collected from the twelfth century to twentieth century. The present analysis examines the origin, history, geographical area, age, gender, duration and behavioral differences in the diversity of CMS. The results indicated that diversity in CMS occurs, and with time some symptoms have been added or eliminated and thus diversifying its form, from psychogenic illness to religious form to political form to commercial form etc. The CMS is classified in religious, political, commercial and undifferentiated types. The feast of fools was a very popular medieval celebration for Roman Catholics. World Youth Day has a young history of twenty years in Europe. Since twelfth century in Hajj hundreds of thousands of Muslim pilgrims participate in Mecca, Saudi Arabia. The carnival tradition still flourishes in Belgium, Italy, France, and West Germany. In the Western Hemisphere, the principal carnivals are those of a commercial nature in Rio de Janeiro and the Mardi Gras in New Orleans. The Sydney Gay and Lesbian Mardi Gras (SGLMG) is a unique Australian festival. It is a party of the rarest and most uninhibited kind and it is the single largest night-time parade of its kind in the world. The fall of the Berlin Wall, the non-cooperation movement in India, and the Bloody Sunday of the Russia Romanian Revolution are evidence based examples of political CMS. All exhibit behavior in mass which was otherwise abandoned in community or society. This evidence based study concludes that there is diversity in CMS and further meta-analyses and research are required for psychosocial, cultural, political, commercial and religious mega events.

Keywords: community mass syndrome, community behavior, mass psychogenic illness, dance, historical evidence of mass gatherings

Do foils safeguard against false identification decisions? Comparing choosing and accuracy rates in simultaneous lineups and showups

SAGANA, A. (Maastricht University), SAUERLAND, M. (Maastricht University)

There has been much discussion about which lineup procedure (simultaneous vs. sequential vs. showups) is most suited to finding the guilty while at the same time protecting the innocent. The arguments made mostly rely on the relative-absolute judgement model (Wells et al., 1984). In the present study, 384 participants watched a videotaped staged theft of a wallet. Thirty minutes later they were asked to make an identification from a target present (TP) or target absent (TA) lineup. Four identifications were made in total, one of the suspect, one of the victim and one for each of two bystanders. For half of the participants, the lineups presented were showups, for half simultaneous, six-person-lineups. For each participant, two identifications were presented as TA and two as TP. It has been argued that a showup creates unreasonably high risk that an innocent suspect will be chosen. For this reason, a suspect is always to be presented in the context of a number of foils, that is, fillers who are known to be innocent. According to Gonzales et al. (1993), eyewitnesses express greater caution because of the presence of foils in the lineup. However, recent findings (Steblay et al., 2003) indicate that there are lower choosing rates in showups compared to simultaneous and sequential lineups, which is consistent with the idea that the similarity structure of a lineup created by the addition of foils might affect criterion placement. Consistent with this idea, our preliminary results show that the choosing rates in showups are much lower for both TA (16% vs
Does cognitive fitness training work?

WELLS, Y. (La Trobe University), SHATIL, E. (CogniFit)

One determinant of healthy ageing is cognitive capacity. Several programs have recently been designed to promote cognitive fitness. The aim of the current study was to conduct an independent appraisal of one of these programs to determine whether it is beneficial and, if so, for which subgroups of participants. Participants’ performance on a range of tasks was measured in a 45-minute baseline assessment prior to an individualized program of exercises being set. Participation then required 20 minutes of training three times per week. Measures of performance were then taken at three further points. Slightly more women than men participated in the program. Participants’ average age was 64 years. Two-thirds were highly educated. The majority had no health problems and used a computer daily. Over 1800 participants commenced the program, but by Time Three, only 423 remained. Significant overall group differences in performance on the tasks were observed. Women performed better than men on several tasks, and good health, tertiary education, computer experience, and being younger rather than older all promoted high performance. Performance on all measures improved significantly over the course of the training. The greatest improvements were noted for Visuomotor coordination and Short-term memory. Women improved more than men on both of these tasks. However, Reaction time improved most for people with serious health problems and those with low levels of initial performance. However, whether the cognitive gains shown in training generalize to everyday performance is not known. Success in the initial stages of the program led to improved retention, highlighting the importance of a sense of achievement for persisting with training.

Keywords: cognitive fitness, healthy ageing, visuo-motor coordination

Does emotional intelligence influence employees’ job outcomes? Some evidence from the Indian information technology industry

PRADHAN, R. K. (Indian Institute of Technology), MAITRA, D. (Amity University, Noida)

The present study examines the influence of emotional intelligence on employees’ job outcomes (job performance and job satisfaction) in the Indian Information Technology (IT) industry. The study also investigates the relationships among emotional intelligence, stress and coping of IT professionals. The study was conducted on a sample of 126 young executives randomly selected form a group of IT companies located in the Kolkata metro city of India. The findings of the study revealed that emotional intelligence positively correlates with job outcome variables and executives coping. Regression analysis was used to observe the effects of Emotional intelligence on job outcome variables. Based on the results, detailed theoretical and practical implications of the findings are discussed.

Keywords: emotional intelligence, stress, job satisfaction, job performance, executive coping

Does human resource management (HRM) really matter in tourism organizations? Strength of HRM systems from a managerial perspective

CORREIA, A. (Instituto Politécnico de Setúbal / ESCE), BENTES, L. (University of Aveiro), CHAVES, F. (Lisbon University Institute), GOMES, J. (Lisbon University Institute)
Strategic Human Resource Management (HRM) directs attention to the ways in which the HRM system is critical to organisational effectiveness. Several authors have urged scholars and managers to devote time and efforts to understand the associations between HRM and organizational performance (Becker and Gerhart, 1996). Bowen and Ostroff (2004) responded to this plea, and introduced the concept of strong HR systems. In such systems, messages regarding what is appropriate behaviour are communicated to employees in an unambiguous and consensual way. Hence, HR systems must possess a set of unique features, which relate to the process by which a consistent message about HR content is sent to employees. HR strength affects the way people interpret their surrounding environment, that is, the situation strength. Stronger HR systems lead to stronger situations, and weaker HR systems lead to weaker situations. Based on seven semi-structured interviews to HR managers in hotels, we explored the attributes which make a HRM System strong or weak. Data was compared with the theoretical propositions of Bowen and Ostroff, and results offer some insights regarding each of the attributes put forward by authors. We observed that none of the constructs seem to be part of the agendas of the HR function. The attributes which were less supported were: understandability, validity and justice. Implications are drawn in respect to the way HR communicates with employees.

Keywords: human resources, management, organizational performance, organizational communication, employees

Does job, organization, procedure or interviewer really matter? Testing the mediating mechanisms of multiple fit perceptions on applicant attraction within a field interview context

YANG, I. W. (National Chiao Tung University), YANG, I. W. (National Chiao Tung University), CHEN, C. C. (National Taipei University of Technology), HSU, Y. Y. (National Taipei University of Technology)

To realize how applicant reaction mechanisms affect organizational attractiveness and applicant job choice, the present study tests the effects of four important factors (i.e., job relevant attributes, organizational attributes, applicant perceived fairness, and interviewer behavior) and the mediating roles of multiple applicant fit perceptions in a field interview setting. Data were collected from 289 applicants participating in job interviews. The participants were invited to complete questionnaires after their interviews. In order to prevent the concerns of social desirability effects, the true purpose of the research was undisclosed and all participants were told that the results would be used only for research purpose and unrelated to the final results of the job interview. The results of structural equation modeling showed that organizational attributes were positively related to organizational attractiveness. Applicant-job fit fully mediated the relationship between job attributes and organizational attractiveness. Applicant-organization fit mediated the effects of perceived procedural justice and interviewer ingratiation behavior on attractiveness. Moreover, the results also indicated a positive relationship between applicant received job offers and attraction. Building on previous research findings on organizational attractiveness, the present study simultaneously tested the mediating roles of applicant-job, applicant-organization, and applicant-interviewer fit within a field interview setting. With regard to the current results, organizations may consider to utilize their recruitment efforts and applicant perceived attractiveness through enhancing positive images, providing job related information and assigning well-trained interviewer in the recruitment process to strengthen different important applicant fit perceptions.

Keywords: organisational attributes, organisational attractiveness, applicant job choice, job interviews, recruitment process

Does task type affect the efficacy of performance goals: A comparison of discovery and instruction-based skill acquisition

HOWE, A. (University of Sydney)

A growing body of research from the cognitive domain has suggested that performance goals impair the acquisition of cognitive skill due to...
their inhibitive effect on systematic task exploration. This research however has typically employed complex control tasks where skill acquisition is dependent on discovery-based learning. The present research sought to determine whether performance goals resulted in poorer skill acquisitions under instruction-based skill acquisition. Eighty two undergraduate psychology students were instructed to perform the Kanfer-Ackerman Air Traffic Control task under one of four conditions in a 2x2 design. Participants were either given performance or exploration goals coupled with specific or non-specific feedback. Results suggested that performance goals and specific feedback were more beneficial for both task acquisition and transfer performance under learning from instruction conditions, contrary to the predictions of a number of cognitive theories of skill acquisition. It appears that performance goals can be effective in facilitating skill acquisition under instruction-based learning.

**Keywords:** skill acquisition, instruction-based learning, feedback, performance goals, cognitive research

**Does the importance and the achievement of entrepreneurial success criteria vary across cultures and genders?**

DEJ, D. (Dresden University of Technology), CZERNEK, M. (University of Silesia), PARUZEL, M. (University of Silesia), STEPHAN, U. (Katholieke Universiteit Leuven)

Entrepreneurial success is considered to include multiple criteria of a financial, non-financial, social and psychological nature. Previous studies reported women attach higher importance to socio-emotional aspects of success such as workplace relations and community impact. At the same time, women were found to be less successful in terms of objective success criteria including growth and financial performance. The present study introduces culture as an essential variable to extend our understanding of gender differences in entrepreneurial success. We hypothesized that gender differences in importance and achievement of success criteria will be more pronounced in a culture of low gender equality (Germany) than in a culture with high gender equality. Self-developed scales measuring importance and achievement of success criteria were distributed to 184 German (women n = 46) and 70 Polish entrepreneurs (women n = 31). Underlying structure of importance and achievement was established using structural equation modelling, while cultural and gender differences were analysed using parametric statistical tests. Confirmatory factor analyses revealed a five-factor solution for both importance and achievement ratings. Importance consisted of personal fulfilment, workplace relations, community impact, personal rewards and company performance, while achievement included financial outcomes, personal balance, dynamism/growth, workplace relationships and community impact. Polish entrepreneurs scored significantly higher on the importance of personal rewards (p < .001) and evaluated themselves to be less successful compared with their German counterparts. More precisely they reported lower achievement on workplace relations (p < .001), dynamism/growth (p = .03) and community impact (p = .05). In line with our hypothesis that gender differences will be more pronounced in a culture of low gender equality, German females attached significantly higher importance to community impact (p = .04) compared with males. Additionally they scored higher on this success criterion (p = .02) and workplace relations (p = .04), however lower on the total success achievement. Interestingly, Polish female entrepreneurs attached lower importance to workplace relations comparing males (p = .01), however it was the only one gender difference we found. This study contributes to research on gender diversity in entrepreneurship by demonstrating that gender differences are not the same across cultures, therefore cultural background should be taken into account when exploring gender differences and similarities.

**Keywords:** entrepreneurial success, socio-emotional aspects of success, achievement, gender differences, workplace relationships

**Does the pattern for autobiographical memory and arousal vary among breast cancer patients with and without PTSD?**
MAKKAR, S. (University of Delhi), KHOSLA, M. (University of Delhi)

This study examined how breast cancer patients diagnosed with and without post traumatic stress disorder (PTSD) varied in memory patterns and arousal. A mixed method study was chosen to address the research objective. Thirty breast cancer (Stage I-III) patients were chosen for the study who completed the screening tool Detailed Assessment of Posttraumatic Stress (DAPS; Briere, 2001) and Autobiographical Memory Test (AMT; Williams and Broadbent, 1986). Their arousal level was assessed before and after the retrieval of memories in response to cue words. Among the thirty patients, five demonstrated PTSD symptoms and the other 25 did not fulfill the PTSD criteria. PTSD group recalled more over-general memories on the AMT while the non-PTSD group recalled more specific memories. In addition, PTSD as compared to non-PTSD women displayed higher levels of arousal. The narratives of the life experiences as revealed in the word cueing test surfaced prominent themes across the responses. Themes that emerged were beliefs, health, work, society and social relationships. This study suggests that a life threatening illness like breast cancer can precipitate PTSD symptoms and result in changes in cognitive and physiological domains. Thus, research is needed to examine the effects of PTSD symptoms on immune responses, cancer outcome, and adherence to medical regimens.

Keywords: post-traumatic stress disorder, cancer patients, memory patterns, arousal, autobiographical memory

Domestic violence response training for health professionals

WHITE, K. (Lifeline Australia)

Domestic/Family Violence affects one in three women between the ages of 15 to 44 in Australia in their lifetime and many children witness the abuse. However, many health professionals receive little or no training on how to respond to families experiencing abuse. Since July 2007, approximately 800 health professionals have been trained in DIVeRT (Domestic Violence Response Training). It is a project funded by FaHCSIA and DoHA for Practice Nurses and Aboriginal Health workers in rural and remote areas. The aim is to increase awareness and train workers to identify, respond appropriately and refer clients to specialised Domestic/Family Violence services. This training has been in the form of either two day workshops or an online version and has been delivered against a recognised Unit of Competency. Topics include effects on children, links to mental health, risk assessment and safety planning. Of the 800 health professionals who have been trained, most were nurses or Aboriginal Health workers but also included were other health workers such as psychologists and counsellors. The effectiveness of the training has been evaluated after the workshops and the online version and again at the end of 2 year period. The evaluations show the need for the training, increased awareness and confidence amongst workers and that the training has been used to assist clients once back in the workplace. All health professionals are in an ideal position to identify and respond to clients experiencing abuse. With appropriate training they can identify and refer families on to specific services

Keywords: domestic violence, domestic violence response training, health care providers, family abuse

Driving better with distraction: Auditory attention can decrease visual inattentional blindness

BEANLAND, V. (The Australian National University), PAMMER, K. (The Australian National University), COLTON, D. (The Australian National University)

The relationship between auditory and visual attention has both theoretical importance and practical relevance to domains such as driving. Evidence suggests that talking on a cell phone impairs visual attention (Scholl, Noles, Pasheva, & Sussman, 2003; Strayer, Drews, & Johnston, 2003). Some research suggests that attending to auditory stimuli produces failures of visual awareness (Pizzighello & Bressan, 2008), while other research suggests listening to music can improve visual attention (Olivers & Nieuwenhuis, 2005). We used a moderate-load sustained inattentional blindness (IB) task,
combined with a low-load auditory listening task. Participants tracked shapes that moved around the display and occasionally “bounced” off its edges. During critical inattention trials an unexpected object (UO) crossed the display. There were 104 participants (70 female) in three conditions: no-audio participants ($n = 33$) heard either silence or low background sounds; instrumental participants ($n = 35$) listened to instrumental music through headphones; and language participants ($n = 36$) listened to either short stories or pop music with lyrics. Sixty-four percent of no-audio participants experienced IB (i.e., failed to notice UO). IB was significantly lower in the language condition (44% IB) compared to no-audio, $\chi^2 (1, N = 36) = 5.71, p = .023$. IB was also reduced in the instrumental condition (54% IB) but the difference was not significant, $\chi^2 (1, N = 35) = 1.31, p = .292$. Within the language condition, there was no difference in IB comparing short stories (45% IB) with pop music (44% IB), $\chi^2 (1, N = 36) = 0.01, p = .604$. Repeated-measures ANOVA indicated no significant differences in primary task accuracy across trials comparing experimental conditions, $F(2,97) = 1.44, p = .243$, and noticers versus nonnoticers of the UO, $F(1,97) = 0.85, p = .358$. We found that IB decreases when listening to auditory stimuli, specifically language-based audio. Our results support the idea that IB can result from overinvestment in the primary task (Oliviers & Niewenhuis, 2006). Focusing attention on a single task prompts observers to block all potential distractions, whereas distributed attention allows the opportunity to notice unexpected objects that are unrelated to the primary task.

**Keywords:** attention and driving, auditory attention, visual attention, inattentional blindness, unexpected objects

**Dual decision making styles can enhance self efficacy**

NYGREN, T. (Ohio State University), PAULSEN, A. (Ohio State University)

Popular applied decision making models have categorized individuals as either “rational” or “emotional”, and more recently as either “maximizers” or “satisficers.” Although these dichotomies have some anecdotal appeal, they are unsatisfactory because they lack a clear theoretical mechanism for relating important latent individual differences’ variables affecting decision making processes, and because they imply that individuals tend to be of one type or another. There is no empirical evidence for these simple dichotomies and we suggest a different distinction between propensities toward a more intuitive decision style or a more analytical style that need not be mutually exclusive. Mutually exclusive dichotomies seem contrary to what we witness in both everyday decision making and expert decision making. Experts such as airplane pilots, emergency room physicians, stockbrokers, and firefighters who must make both deliberate analytical decisions and quick intuitive decisions seem to have mechanisms that allow them to move from one mode to another as the situation warrants. We describe exploratory and confirmatory factor analyses indicating that analytical and intuitive styles are robustly identified and validated and reflect independent psychological latent variables. Correlations with other widely used individual differences measures are presented and suggest strong concurrent and discriminant validity. We provide empirical evidence that these two styles are not opposite extremes on a single continuum, where strong endorsement of one style precludes endorsement of the other. In particular, we present results that suggest an interesting relationship between endorsements of decision styles and self-efficacy. Individuals who report a propensity for either an analytical or intuitive decision style are much more likely to experience greater self-efficacy. Further, those individuals who endorse both styles report even higher self-efficacy. We argue that this evidence suggests that in applied decision environments the most self-efficacious decision makers may be those who show flexibility in their decision style – that is, those who are willing to endorse both approaches, depending on the demands of the situation. We argue that to enhance decision self efficacy it does not matter whether you have a dominant decision style, as long as you endorse both and feel comfortable using either.

**Keywords:** decision-making, analytical and intuitive decision making, self-efficacy, expert decision making, latent psychological variables
Early intervention with children who witness domestic violence

WORTHY, S. (Metropolitan State College of Denver)

The data for presentation was collected as part of a three year, U.S. federal demonstration grant conducted by a group of agencies in Colorado to assist children in rural areas who witness domestic violence. The data to be presented are the results of the pre-treatment and post-treatment measures designed to understand the impact of proactive treatment on children who are observers of family violence within their home. As part of the grant, 108 children participated in the study due to their parent being treated for mental health issues related to domestic violence. The children were assessed using the age-appropriate form of the Trauma Symptom Checklist (TSC). All participants were administered the assessment tool prior to treatment. The children were then treated with a combination of individual and group therapy. The TSC was again administered at termination or after six months of treatment, whichever came first. There are eight sub-scales as part of the TCS. Those sub-scales include anxiety, depression, anger/aggression, posttraumatic stress introversion, posttraumatic stress avoidance, posttraumatic stress arousal, dissociation, and sexual concerns. Out of the eight sub-scales, five areas demonstrated significant improvement on the post-treatment measure. In addition, the TCS provides a Posttraumatic Stress Total (PTS Total) score. In this case the PTS Total score also yielded a significant positive change. Children who witness domestic violence experience symptoms of trauma. These symptoms are not typically significant enough for them to be referred for treatment by parents, teachers, or school counselors. However, these symptoms can be identified by using appropriate assessment strategies. More importantly, early mental health intervention can reduce these trauma symptoms. This early symptom reduction may ameliorate more significant symptom expression and more serious problem behaviors in the future.

Keywords: domestic violence, trauma, early intervention

Economic circumstances as a motivator for fraud amongst non-gamblers, gamblers and problem gamblers

ENGLAND, M.

The aim of the current study was to examine whether a severe change in economic circumstances triggers fraud. The recent economic crisis provides a critical circumstance against which changes in indicators for fraud amongst non-gamblers, gamblers and problem gamblers are measured. The implications for the changes provide evidence regarding the motivation to commit fraud. A more thorough understanding of the motivation to commit fraud can provide a basis to take more effective preventative action.

Keywords: fraud, gambling, economic, problem-gambler, fraud-prevention

Educational diagnosis by graphical testlet response model

OHMORI, T. (Tama University), SHIGEMASU, K. (Teikyo University)

This study shows a new adaptive testing method for diagnosing students’ misconceptions or errors (which are called bugs) with the Bayesian network model. Item Response Theory (IRT) model is often used for usual adaptive testing, but when those tests are made up of testlets which are groups of test items, standard IRT models are often not appropriate due to the assumption of local dependence between items or testlets. Some testlet-based IRT models have recently been developed under such conditions (Wainer et al., 2000), but there are not so many. In this study, avoiding the local independence problem, a Bayesian network model is introduced to represent the structures within testlet and also relations between each testlet directly and intuitively. Incorporating bug model to the adaptive testing, not fully mastered students can realize their abilities. The simulation study shows the validity of this method, and also real data (arithmetic) is applied to this method. This study can be applied to all educational testing, especially arithmetic. If a new web based testing (WBT)
system would be constructed, it will provide advice to misunderstanding students for correcting their errors.

Keywords: students, students’ errors, Bayesian network model, item response theory, adaptive testing

EEG biofeedback in the treatment of complex PTSD comorbid with substance abuse

ASKOVIC, M. (New South Wales Service for the Treatment and Rehabilitation of Torture and Trauma Survivors)

This presentation aims to provide an overview of the innovative clinical work of the New South Wales Service for the Treatment and Rehabilitation of Torture and Trauma Survivors (STARTTS) using electroencephalographic (EEG) biofeedback as an adjunct to psychotherapy when working with complex post-traumatic stress disorder (PTSD) comorbid with substance abuse. A detailed case study will be used to show how EEG biofeedback is conducted with torture and trauma survivors and integrated with psychotherapy. A two-step approach will be described. The first step begins with Sensory Motor Rhythm (SMR) training for regulation of the client’s physiological arousal and reduction in fear response. The second step entails work on addiction via deep state Alpha/Theta training combined with the constructive visualization of the desired outcomes. A series of psychological and physiological pre and post treatment measures including Harvard Trauma Questionnaire, Hopkins Symptom Checklist, Test of Variables of Attention and Quantitative Electroencephalogram will be presented. Long term positive changes in the client’s psychological and physiological state will be discussed. Based upon our extensive practice of EEG biofeedback, this paper will explain how this intervention, when integrated with psychotherapy, offers an effective approach to successful treatment of traumatized clients with complex presentations.

Keywords: post-traumatic stress disorder, electroencephalographic feedback, attention, sensory motor rhythm training, fear response

Effect of 30 practices in improving attention in children with ADHD

GHOLAMI, M. (Islamic Azad University), AZHDEHFAR, L. (Ruzbeh Clinic), GOLKARIAN, P. (Islamic Azad University Tehran)

The most common problem in children with Attention Deficit Hyperactivity Disorder (ADHD) is the attention deficit. The main goal of this study is improving the ability to concentrate in children with ADHD by training and practicing 30 special activities for developing attention within five months. Among children coming to Ruzbeh Clinic with ADHD, ten were chosen and the mean age of this group was 8 years and 3 months. They were divided randomly into two groups of five, and the children in one group just received pharmacotherapy (control group) and the other five children received pharmacotherapy and 30 practical exercises during five months (experimental group). After treatment, individuals in both groups were tested by the Test of Everyday Attention (TEA) which estimates permanent attention, transforming attention and selective visual attention, through three ways (auditory method, visual method and pencil and paper method). The cut off mark is five and the experimental group's mean was 3.90 in pretest and the control group's mean mark was 3.82 and the post test was totally different. In the control group it was 5.30 and in the experimental group the mark reached at the point of 7.1. The 30 practical exercises play an efficient role in improving attention in children with ADHD.

Keywords: attention deficit hyperactivity disorder, test of everyday attention, attention, concentration

Effect of 70 practices in decreasing learning disorders in children with ADHD

GHOLAMI, M. (Islamic Azad University), AZHDEHFAR, L. (Islamic Azad University Tehran), GOLKARIAN, O. (Ruzbeh Clinic)

As we know children with ADHD are more vulnerable to have learning disorders. The question is do the 70 sensory-motor activities have effective role in decreasing learning
disorders? Among children coming to Ruzbeh Clinic with ADHD, 16 first grade students were chosen. They were divided randomly into two groups of 8 with the children in one group only receiving pharmacotherapy (control group) and the other 8 children receiving pharmacotherapy and 70 sensory-motor exercises during six months (experimental group). Before and after treatment the Grade Point Average (GPA) of individuals in both groups was compared. In the pretest, the GPA of the control group was 13.30 of 20, and the experimental group's GPA was 13.25 of 20. Post test was totally different. In the control group it was 16.50 of 20, and in experimental group the GPA reached at the point of 19.30 of 20. The 70 sensory-motor exercises have an efficient role in eliminating learning disorders in children with ADHD.

Keywords: attention deficit hyperactivity disorder, learning disorders, attention, sensory-motor activities

Effect of age on fairness perceptions: A comparative study on Indian Banks

PURANG-SINHA, P. (Indian Institute of Technology Bombay), SHRIVASTAVA, A. (Indian Institute of Technology, Bombay)

This study aimed at examining the effect of age on the perception of fairness of different performance appraisal systems in Indian banks. Liberalization of economic policies has brought significant changes in the structure and operations of Indian banks. Past researchers have compared Public and Private Sector Banks and found differences in structures, use of technology, economic efficiency, Human Resources (HR) systems, etc. Employees of diverse age-groups differ in terms of their needs, values, and expectations and organizations face the challenge to address these ‘differences’. This study explores the effect of age on the perception of fairness of performance appraisals. A survey research was conducted in two banks with a total sample of 340 bank employees from a leading Public Sector (N = 230) and a Private Sector Bank (N = 110) in India. Convenience sampling was used to collect the sample. Performance Appraisal Fairness Scale with eight dimensions was adapted from Thurston (2001). Regression analysis was used. The results indicated a positive linear relationship between age and perception of fairness in the Public Sector Bank (older employees found their performance appraisals fairer) and a negative relationship for the Private Sector Bank (younger employees perceived more fairness with their appraisal practice). This study shows the needs of younger employees not being met in Public Sector Bank and older employees in Private Sector Bank. Both banks need to develop HR practices and policies that address employee differences.

Keywords: age differences, employee differences, performance appraisal, perceived fairness, employee appraisal

Effect of spatial attention on dynamic expression processing

ZHANG, L. (Chinese Academy of Sciences), ROEDER, B. (University of Hamburg), ZHANG, K. (Chinese Academy of Sciences)

Affective expression is one of the most salient events for human survival and successful social interactions. Many studies have revealed spatial modulation on affective expressions. In fact, emotions are usually perceived by combining facial and vocal expressions in everyday life. More important, dynamic and static facial expressions are processed differently. However, few studies are concerned with dynamic expressions. Our study used dynamic real-life facial expressions and vocal prosody and explored the spatial modulation on the processing of multisensory affective expressions. Sixteen volunteers (five male; M = 24.7 ± 4.2 years) participated in this research. The stimuli included videos with an actor uttering a bi-syllabic word in angry, happy or neutral emotion. Mean duration of the stimuli was 700 milliseconds (SE = 26 milliseconds). Participants were seated in front of a computer screen. In every block, participants were asked to pay attention to one side (left/right) only and detected a 200 millisecond interruption in the facial expression. There were sixteen blocks in the experiment (a total of 132 stimuli in one block, and 24 of them with the interruption). The behavioral responses and electroencephalographic results (EEG) were recorded. From the behavioral results, the
average reaction time to the targets was 1324.3 + 12.8 milliseconds. Participants’ accuracy of detection was 93.45 (SE = 0.016). There was no significant difference among emotions. From the EEG results, spatial attention effect was found short after stimulus onset (100 to 120 milliseconds). The mean amplitudes were marginally significant at ipsilateral parietal-occipital sites (Difference = -.433, p = .073) and midline parietal sites (Difference = -0.689, p = 0.058). From 240 to 280 milliseconds, attended ERPs were more negative at contralateral parietal-occipital sites (Difference = -.707, p < .05). There was a sustained difference at late component (380 to 580 milliseconds, main effect of attention F = 5.041, p < .05; 660 to 900 milliseconds, main effect of attention F = 7.889, p < .05). However, no significant and steady emotion effect was found. Facial-specific component N170 was found in all conditions. The expressions perception was modulated by spatial attention. However, expressions as the salient stimuli were processed fast even in the unattended location and irrelevant to the task, no matter which kind of emotion valences. N170 was not modulated by spatial attention and facial emotion valence.

Keywords: affective expression, facial expression, facial emotion valence, spatial attention

Effects of an educational television program on reduction of prejudice towards schizophrenia

ITO, T. (Wako University), KODAIRA, T. (Seirei Christopher University)

The present paper reports on the development of television-based education to reduce the Prejudice Towards Schizophrenia (PTS) of nursing students. The television (TV) program was derived from a thirty-minute educational program which featured a newly married couple with schizophrenia. The effects of the TV design was used. An initial sample of 600 Tibetan refugee students aged 12 to 19 years participated in the study. They were administered a questionnaire measuring the level of stress, anxiety, coping styles, self-confidence and emotional intelligence. Using a median split the sample was divided into two equal sized groups. Participants scoring below the median score were randomly assigned to two equal sized groups (experimental group and control group). The experimental group was assigned to a standardized training module consisting of ten life skills for four months on average. The participants were assessed on life skills and if it was required, they were retrained until they achieved the pre-set standard. After a gap of two weeks of attaining the set standards they were administered the same questionnaire. The Pre and Post intervention data were analyzed using ANCOVA and paired t-tests to measure the effectiveness of life skill intervention on the psychosocial factors. In the pretest, experimental and control group differed significantly only on trait anxiety. However, after the life skills interventions, paired t-test revealed that there was a significant difference between experimental and control group on perception of stress, anxiety (state and trait), use of coping strategies, self-confidence and emotional intelligence. Life skills interventions which have been previously found effective in combating HIV, AIDS, smoking, teenage pregnancy also contributes greatly to manage stress and anxiety and enhance coping skills, self-confidence and emotional intelligence among adolescents.

Keywords: life skills, stress, anxiety, coping, self-confidence

Effectiveness of a life skills intervention on psychosocial parameters among Tibetan school adolescents

BISWAS, U. (The Maharaja Shivaji Rao University of Baroda)

The present study examined the effectiveness of life skills interventions in reducing stress and anxiety, strengthening coping styles, self-confidence and emotional intelligence among Tibetan refugee adolescents studying in SOS Tibetan Children’s Village in the Indian state of Himachal Pradesh. A pre-post controlled trial
program were measured by the Attitude toward Mental Disorder Scale in a pre and post-test. Scores on the Social Distance Scale ($M = -.30, F (1, 276) = 97.014, p < .001$) and the Bad Image Scale ($M = -.83, F (1, 276)= 820.164, p < .001$) were smaller after program viewing with larger effect size for the Bad Image Scale ($ES = 1.84$) than the Social Distance Scale ($ES = .55$). The percentage of attitude change in the desired direction was 98% for the Bad Image Scale, and 69% for the Social Distance Scale. Attitude change was observed in most of the participants. Results of the present study indicated that even a short, 30-minute TV program can be effective in reducing PTS.

**Keywords:** stigma, schizophrenia, prejudice, nursing, image

### Effects of electronic media use on children's quality of life: Website survey for mothers

HASEGAWA, M. (Yokohama-City University), SAKAMOTO, A.

This study addresses the question “what are the factors that enhance children’s Quality of Life (QOL)”? Children in the modern era are exposed to electronic media such as TV and video games for many hours. Does contact with electronic media enhance or lessen children’s QOL? In this research, we conducted a two-wave panel study targeting mothers who have elementary school children in order to investigate whether media contact affects children’s QOL. We also examined the differences in media influences by socio-economic status. Research subjects were 2531 mothers who have elementary school children. Participants were recruited from the registrants of an internet research company. The participants completed two identical website surveys two months apart. The first survey was conducted in March 2009, and the second survey in May 2009. We measured the length of time a child was exposed to TV, video games, mobile phone and computers as media contact (weekdays and holidays), the type of involvement of the parent and child during media contact (e.g. “There is a limit on television watching time”, “My child watches television alone”), the parent’s feeling towards media (e.g., “It is possible to be impressed”), the household’s annual income, and QOL (KINDL(R) Parents’ version). Results indicated that the group with high annual income also had high QOL scores. Mothers in the higher income group tended to control the child’s media use, and mother and child were involved in the media together. We conducted a pass analysis on annual income, QOL score and media contact condition, and found that annual income influenced the type of media contact, and type of media contact influenced children’s QOL. It was indicated that QOL related to; types of involvement of the parent and child during media contact, the parent’s feeling towards media, and the household’s annual income. The results of this study also showed that annual income influenced the type of media contact, and the type of media contact influenced children’s QOL.

**Keywords:** electronic media, children, quality of life, mothers, parental involvement

### Effects of self-evaluation of computer proficiency on computer self-efficacy in general information education

KAGEMURA, Y. (Koshien University), HARADA, A. (Koshien Junior College)

The present study explored the relationship of computer proficiency used by general information education and computer self-efficacy, testing the instability of computer self-efficacy and computer anxiety in general information education. We conducted a survey on “self-evaluation of computer proficiency”, “computer self-efficacy” and “computer anxiety” which was administered three times (April, June, July) to 212 university students. The scores of “self-evaluation of computer proficiency” were categorized into three groups (Low group, Middle group, High group). The result indicated that the interaction between three times and groups of computer proficiency was significant in both” computer self-efficacy” and “computer anxiety”. High group in July was higher than in June, and low group in July was lower than in June. Furthermore, it was indicated that students lost their confidence and increased anxiety when they learned the unknown course contents.
Effects of snowfall on seat belt use

SIMSEKOGLU, Ö. (Izmir University of Economics), LAJUNEN, T. (Middle East Technical University)

The present study aimed to investigate the effects of adverse weather conditions (snowfall) on seat belt use and child restraint use among Turkish car occupants. A total of 611 front seat occupants (drivers and front seat passengers) were observed for their seat belt use, age and sex. Also, 137 child passengers were observed for their seat belt use, age and seating location. In order to study the effects of weather on seat belt use, observations were conducted in two different times with two different weather conditions (sunny dry weather versus cold weather with snow on the road). Chi-squared analysis revealed that a significantly higher proportion of the observed drivers, front seat passengers and child passengers were using a seat belt in bad weather than in good weather condition. Increase in seat belt use in adverse weather conditions compared to normal weather conditions suggests that effects of adverse weather conditions are compensated by using a seat belt. However, the increase in seat belt use in adverse weather conditions was still far from sufficient for car occupant safety.

Keywords: seat belt use, driver safety, weather condition effects on driving, car occupant safety

Efficacious social control in neighbourhoods prevents antisocial behaviour: Mediation of socialization and unstructured activities

YOSHIZAWA, H. (Gifu Shotoku Gakuen University), YOSHIDA, T. (Nagoya University), HARADA, C. (Nagoya University; Japanese Society for the Promotion of Science), PARK, H. J. (Aichi Bunkyo Women’s College), NAKAJIMA, M. (Mie University), OZAKI, M. (Kanazawa University)

On the subject of preventing antisocial behaviour by efficacious social control in neighbourhoods, collective efficacy (Sampson et al., 1997) has been explained using two theoretically distinctive mechanisms: (1) the successful socialization of children at the community level, which develops their aversion to antisocial behaviours, and (2) the imposition of restrictions on unstructured activities that increase the probability of children engaging in antisocial behaviours. We hypothesized that the lack of collective efficacy within communities could be mediated by certain types of social information-processing and degrees of self-regulation. A lack of collective efficacy would increase children’s exposure to violence within the community, which could eventually lead them to engage in similar acts (i.e. unstructured
routine activities). A total of 503 undergraduates were instructed to recall their early-to-middle adolescence periods (from elementary school to junior high school) when answering the questionnaires. The perceived level of collective efficacy and the frequency of exposure to violence in the communities they belonged to were assessed using self-report items. Positive and negative aspects of social information-processing were assessed by social rule appropriateness, normative beliefs about aggression and cognitive distortion scales. The level of self-regulation was assessed by using the social self-regulation scale. Routine activities were assessed through memories of unstructured socializing activities during high school years. Antisocial tendencies were assessed based on the estimation of the seriousness of the delinquent behaviours of the respondents, along with their experiences in the past. The results of structural equation modeling revealed that the effect of collective efficacy on antisocial tendency was perfectly mediated by social information-processing and self-regulation (i.e. socialization indices); further, the frequency of exposure to violence was found to be partially mediated by routine activities. These findings provide evidence that high informal control (i.e. collective efficacy) fosters community level socialization and eventually decreases the likelihood of antisocial behaviour. On the other hand, the lack of informal control within the community (i.e. social control dysfunction) increases the crime rate of the area as well as the likelihood of children engaging in unstructured and antisocial behaviours. Future research in this area should include longitudinal investigations and community level analyses.

Efficacy of neurofeedback as a treatment for executive dysfunction: Establishing best practice from clinical evidence

ANIFTOS, M. (Inclusive Education Services (R)), MCKENNA, M. (University of Southern Queensland)

The primary aim of the present study was to investigate the clinical utility and ecological validity of neurofeedback (NFB) in an Australian sample, effectively contributing to the recognition of NFB as an evidence-based practice. It was anticipated that this study would demonstrate improvements in the core symptoms of executive dysfunction (poor behavioural and metacognitive self-regulation) following NFB intervention. The present study also aimed to investigate the minimum number of neurofeedback training sessions required to demonstrate significant improvements as indicated by client reports and quantitative measures. The secondary aim of the study was to establish the viability of using clinical data for longitudinal studies to investigate the retention of NFB treatment effects. Participants were patients seen at a private clinician’s practice in Toowoomba, Australia. The participant pool consisted of both males and females aged between 6 and 12 years. They were referred to the clinic by their general practitioner or primary caregiver(s) and received treatment on a fee for service basis. The participants were assessed to be demonstrating symptoms of executive dysfunction, predominantly associated with developmental disorders of childhood such as ADHD, PDD, or Anxiety. Some of the participants were on an existing treatment plan of psychostimulant medication while others were seeking psychological intervention as a non-invasive method of treatment. At the time of consultation, the clinician obtained informed consent in writing for data to be de-identified and collated in the event of a future study. All participants engaged in at least one session of neurofeedback training within the past two years. The study is currently in progress.

Keywords: antisocial behaviour, social control, collective efficacy, social information-processing, self-regulation

Efficacy of neurofeedback as a treatment for executive dysfunction: Establishing best practice from clinical evidence

Previous research indicates that more credit is given to academic success whereas less blame is assigned to failure. This study argues that patterns of credit and blame may vary with levels of effort and types of achievement goals.

Keywords: neurofeedback, behavioural self-regulation, meta-cognition, executive dysfunction, developmental disorders

Effort counts and achievement goal matters: Patterns of credit and blame in pursuit of achievement in a Chinese society

FWU, B. (National Taiwan University)

Previous research indicates that more credit is given to academic success whereas less blame is assigned to failure. This study argues that patterns of credit and blame may vary with levels of effort and types of achievement goals.
Academic goals, like maths achievement, are burdened with high social value, whereas non-academic goals, like art, are endowed with high personal value in Chinese tradition. Scenario questionnaires were administered to 720 high school students in a Taipei metropolitan area in Northern Taiwan. Statistical analysis of MANOVA was applied to analyse the data. The results show that: (1) the moral value of effort-making in pursuit of achievement goals; (2) in case of success, there were larger differences in credit assignment between ‘diligent’ and ‘idle’ students in the maths than in the art domain; and (3) in the failure situation, there were larger discrepancies in blame infliction between ‘diligent’ and ‘idle’ students in the maths than in the art domain. The findings shed light on how students learn in the Chinese cultural tradition, and add a new perspective to the existing literature of credit and blame in the educational setting.

Keywords: effort, goal matters, credit, blame, achievement

Emotion regulation in children with acute lymphocytic leukemia: A qualitative study of patients and survivors in Indonesia

MANSOER, W. (University of Indonesia), FITRI, S. (University of Indonesia), ATMODIWIRYO, E. (University of Indonesia)

The aim of this qualitative study is to examine emotion and emotion regulation among children with Acute Lymphocytic Leukemia. Data were collected by interviews with four patients (9-13 years) and their parents, and also with two survivors (21-24 years) who had the same illness during their childhood. Results showed that both inpatients and survivors, during initial diagnosis and chemotherapy preparation, experienced negative emotions such as feeling sad, scared, angry, and embarrassed. They reported that they felt bored when they went through chemotherapy period. To regulate their emotion when they were diagnosed with leukemia, the children used response-focused actions (i.e., crying, angry, hiding their feelings), while antecedent-focused action was provided by others (situation selection and situation modification). After undergoing chemotherapy for 1-3 months, the children were able to use antecedent-focused responses by themselves (attention deployment and cognitive change), and their response-focused actions decreased. Children with supports from others could sort adaptive response alternatives that could be used in various kinds of situation to regulate their emotion.

Keywords: emotion regulation, antecedent-focused, response-focused, leukemia, children

Emotional evaluation and cognitive activity: Examining the condition and internal mechanism

FANG, P. (Capital Normal University), MA, Y. (Capital Normal University), XU, H. (Capital Normal University)

This study intends to explore the internal mechanism that reveals how elicited emotional evaluation influences subsequent cognitive activities, and to help make proper emotional evaluation in daily life, as well as to provide empirical evidence to improve quality of cognitive activities. Four hundred and sixty-five secondary school students are chosen as subjects in two experiments. One experiment explores whether the activated certainty impacts on assured judgment. The other intends to find which emotional factor impacts the choice of cognitive processing style without an activation process. It has been found that, when asked to make assured judgment about their evaluation accuracy, the subjects with different evocative emotions have significantly different judgments. Without activated evaluation, emotion valence is automatically activated. The elicited evaluation influences the subsequent judgments and people take this activated evaluation as information that affects subsequent cognitive activities.

Keywords: elicited emotional evaluation, cognitive processing style, evaluation, evocative emotions

Emotional experiences, empathy and the influencing factors
This study explores the relationship between emotional experiences and empathy, as well as the role of emotion regulation and environmental factors. The results of the study will provide evidence and empirical support for intervention and treatment in this field. Experiments and questionnaires were used to investigate approximately 500 individuals in three studies. This research has found that people with a higher level of emotional experiences have more sympathy and less personal distress. Emotion regulation and emotional experiences have interaction effects with empathy. Environmental factors (including behavioral validity and cultural comparability) and emotional experiences have joint effects with empathy. The results suggest that emotional experiences affect empathy. Emotion regulation and environmental factors regulate the relationship between emotional experiences and empathy.

**Keywords:** emotion experiences, empathy, emotion regulation, personal distress, cultural comparability

**Emotional intelligence and its relation to human abnormal behaviour: Comparison between addicted and nonaddicted people**

HOMAYOUNI, A. (Islamic Azad University)

Emotional intelligence (E/I) consists of appraisal of emotion in the self and others, regulation of emotion in the self and others and utilization of emotion in solving problems. Subsumed under these branches are functions such as verbal and non-verbal appraisal and expression of emotion and using emotions to motivate as part of the utilisation of emotions (Salovey & Mayer’s, 1990). Emotional intelligence components are important in psychological functions such as problem-solving, happiness, stress-tolerance, self-actualization and interpersonal relationship. So the research aimed to investigate role of Emotional intelligence in tendency to addiction. In the sampling process a total of 73 addicted people and 73 non-addicted people were randomly selected. All participants were requested to complete Schutte's Self-Report E/I Test (SSREIT) (33 items). The test measures ability of E/I in three fields: Appraisal of emotion, regulation of emotion and utilization of emotion. In order to analyze the data, an independent T test was used to compare means of two groups. Findings indicated significant differences between two groups in components of emotional intelligent. Non-addicted people

**Keywords:** intensive bias, duration bias, decision making, forecasting
had more scores in appraisal of emotion, utilization of emotion and general score of emotional intelligence. However, there was no significant difference in regulation of emotion in two groups. Considering the results, it is recommended to apply the plans for enhancing emotional intelligent components in order to increasing abilities and competencies in confronting with crisis and bad events and reducing risk of abnormal behaviors, especially addiction.

Keywords: emotional intelligence, addiction, emotion expression

Emotional social sharing, emotion recovery and influencing factors

JIANG, Y. (Beijing Sport University), MA, Y. (Capital Normal University), HONG, J. (Capital Normal University)

This study attempts to examine the relationship between emotional social sharing (ESS) and emotion recovery, and explore the influencing factors on the relationship. The study helps better understand skills of emotional social sharing, make proper use of sharing in daily life, and provides empirical evidence for psychotherapy. This research uses the laboratory experimental method to investigate 58 volunteers, involving college undergraduates and graduates. The study shows ESS has a significant effect on negative emotion recovery. Irrelevant sharing is more helpful for short-time recovery from negative emotions than ESS, which has no effect on positive emotion recovery. For respiration rate, the valence of emotion and type of sharing have an interaction effect on emotion recovery at different stages. Irrelevant social sharing decreases the respiration rate for positive emotions, and increases negative emotions. This study shows the relationships between different types of social sharing and emotion recovery are different, and that the relationship is affected by the valences of emotion. Respiration rate is a sensitive index for the change of emotion valence.

Keywords: emotional social sharing, emotion recovery, emotional valence, sharing, respiration rate

Empirical investigation of family environment among aggressive individuals: Therapeutic implications

KAUR, H. (Punjabi University), SINGH, P. (Punjabi University Patiala), KAUR, B. (Punjabi University Patiala)

The study was aimed at exploring various elements of family environment that might predispose the development of aggressive behaviour in individuals. With the knowledge of these factors, aggressive behaviour can be prevented by incorporating a specific family counseling program to reduce or minimize the presence of such an environment at home. Three hundred individuals in the age range of 14 to 22 years were selected randomly from various schools and colleges of Patiala district of Punjab, India and were given the family environment scale (Moos,1989) and Aggression Questionnaire (Buss & Perry, 1992) to assess present elements of their family environment and aggression levels. Correlation coefficients were calculated to assess the relationship between aggression and elements of family environment. Aggression was found be significantly correlated with conflict ($r = 0.16$, $p < 0.05$), expressiveness ($r = -0.17$, $p < 0.05$), independence ($r = -0.16$, $p < 0.05$) and organization ($r = -0.20$, $p < 0.05$) sub-dimensions of the Family Environment Scale. More specifically, conflicts in families are found to be related with anger ($r = 0.16$, $p < 0.05$) and physical aggression ($r = 0.17$, $p < 0.05$) sub-dimensions of the Aggression Questionnaire but not with hostility and verbal aggression. A highly significant correlation has been found between the physical aggression and independence ($r = -0.26$, $p < 0.01$) sub-dimensions of the family environment. From the findings it can be concluded that conflicts in family are found to be associated with aggressive behaviour of the individuals, the more conflict in the family the higher the tendency of its members to behave aggressively. On the other hand, family environment which promotes expressiveness, independence and organization may minimize the probability of developing aggressive behaviour in its members as these elements are found to be negatively correlated with aggression. The above mentioned findings suggest that by developing a family counselling model which would emphasize mainly on
developing conflict resolution strategies and inculcating expressiveness, independence and organization in family setup, development of aggressive behaviour can be prevented. Parents can be informed about the relationships so that they can modify their parenting style to avoid the occurrence of maladaptive behaviors like aggression.

Keywords: family environment, aggression, India, conflict, counselling

Employee engagement: A validated model

HICKS, R. (Bond University), O’REILLY, G. (Bond University)

The aim of the research was to confirm an engagement model that demonstrates the predictive relationships between engagement; its drivers (antecedents), and outcomes (consequences) in a multinational travel organization. Positive relationships were anticipated between variables. Model confirmation was conducted in two parts: the measurement model (engagement and its drivers), and the structural model (engagement, its drivers and outcomes). Part one of the study used confirmatory factor analysis to validate a 52 item engagement scale comprising of eight engagement drivers (senior leadership, team leadership, work demands, work support, employee empowerment, continuation, customer focus, and financial rewards), and an engagement variable. Part two used structural equation modeling to validate the structural model which detailed the causal relationships between engagement drivers (a latent variable with eight confirmed indicators), engagement, and engagement outcomes (a latent variable with five initial indicators; retention, productivity, customer satisfaction, employee commitment, and profit). The measurement model was confirmed with all eight drivers showing positive loadings onto the latent engagement driver variable (path values ranged between .52 and .82). However, the proposed structural model failed to converge. Anticipated error in the outcome variables lead to post hoc modifications. Convergence was achieved after grouping engagement outcome variables into personal and organizational outcomes. The anticipated positive causal relationship between the combined eight engagement drivers and engagement was confirmed (standardized coefficient = 0.93). However, the anticipated positive causal relationship between engagement and its outcomes was only partially supported. Engagement had a positive effect on personal outcomes (employee commitment), but a negative effect on organizational outcomes (productivity and profit). In both instances the effect was non-significant. Predictive relationships confirmed in this study indicated that effective management of engagement drivers can significantly improve engagement levels within an organization. Positive effects at the individual level such as increased commitment may also be anticipated. However, contrary to previous research, engagement may not always have a positive impact on organizational outcomes such as productivity and profit.

Keywords: engagement, structural equation modeling, organisational outcomes, engagement, positive relationships

Encounters with theory and personal process: Students’ experiences of studying Process Experiential Emotion-Focused Therapy (PEEFT).

CHONG, M.

To date research on Process-Experiential Emotion-Focused Therapy (PEEFT) has focused on therapy outcomes. An investigation of the published literature on post-graduate therapist training revealed that few authors had previously examined training from the student perspective. Training in PEEFT involves readings, demonstrations, experiential learning via skill development and live practice. The aim of this study was to examine students’ experiences of PEEFT training, using qualitative methods and principles drawn from experiential learning. A post-graduate class in Counselling Psychology and Professional Counselling received intensive PEEFT training as part of their course requirements. Six volunteers were asked during and after their training to provide, via email, short written reflections of their experience. Data were analysed using an approach consistent with Grounded Theory. Participants
reported both positive and negative experiences in their training. They noted how client experiences in demonstrations helped them to feel comfortable and to learn the method; how exercises helped them open up their awareness; how experiencing a technique as a client helped when in a counselor role; and how positive lecturer feedback helped when practicing the method. Participants also noted potential difficulty using PEEFT and rigidity in how the method was applied. They were concerned about the lecturers’ perceived expectations and assumptions; they also expressed a need for freedom to critically appraise the theory and to learn at their own pace. In addition, the participants described discomfort linked to their own preparation, to the length of the sessions, and to a need for more interpersonal and conceptual safety. Analysis indicated that the participants wanted more demonstrations and practice, and wanted the theory to be delivered more expeditiously in order to facilitate this. They asked for more attention to be given to group processes, preparation and debriefing, and for more support from their lecturers. The participants especially valued the opportunities to experience PEEFT for themselves, and drew parallels between their learning experience and a therapy experience. The analysis undertaken in this study provided a means to explore students’ personal experiences of training in PEEFT.

**Keywords:** process-experiential emotion-focused therapy, students, grounded theory, training

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**Energymark: A behavioral intervention program designed to reduce household greenhouse gas emissions**

GARDNER, J. (CSIRO), DOWD, A. (CSIRO), ASHWORTH, P. (CSIRO)

Finding ways to promote positive action in response to climate change is arguably the greatest ever challenge to the field of applied psychology. Emission reduction targets set by governments typically do not specify how emissions will be reduced, but it is likely that regulation and other market-based mechanisms alone will be insufficient. Encouraging individual action through behavior change interventions will be an important component of the effective mitigation of climate change. We designed an intervention program, *Energymark*, which incorporates a number of mechanisms known to encourage behavior change, including social support, group discussion, goal setting, feedback, and provision of information from a trusted source. Currently there are more than 1500 people involved in the program, which involves meetings of existing social networks to discuss information that is provided to them about sources of energy and emissions. Groups meet eight times over a period of several months. In these meetings they provide data on their emissions profile, identify topics for further information, set goals to reduce emissions, and discuss problems meeting their goals. Initial results of the program show substantial impacts. Positive shifts were found on measures of environmental beliefs, knowledge of climate change mitigation, attitudes toward climate change topics and intentions to reduce emissions. More importantly, there were substantial behavioural impacts, with participants engaging in further information searches and discussions with others outside the intervention group, and average reductions in household carbon footprints of more than 30 per cent. The *Energymark* program represents a cost-effective intervention based on known principles of applied psychology, which has demonstrated a substantial impact on household greenhouse gas emissions. Further research is planned to examine the relative contribution of each of the intervention components to the overall outcomes, and to track long-term outcomes.

**Keywords:** climate change, behaviour change, positive action, applied psychology

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**Enhancing physical activity in the school context: Experiences of the collaborative planning method**

PASI, H. (University of Jyväskylä), LINTUNEN, T. (University of Jyväskylä), SUOMI, K. (University of Jyväskylä)

As physical activity among youth decreases at the age of 13 when they move from elementary to secondary school, it is important to find new possibilities for physical activity for them. This may be possible in a school context, if the recesses and the school yard facilities are...
utilized effectively. In this study, the goal is to enhance the physical activity of secondary school students in the school context by using the collaborative planning method. In this method, students’ autonomy is supported by allowing them to participate in the planning process on equal terms with other members of the school community and researchers. The aim of the study is to describe the planning process and to find out what activities students would be interested to engage in during the recesses and how they would improve the school environment. For collaborative planning, we used Optima, an internet based electronic platform designed for online collaborative learning and planning. Optima usernames and passwords were delivered to the students during the lessons, and possibilities to use Optima were offered during the school days. The students of one secondary school (n = 300) participated in the planning process. The data consists of the discussions in Optima, which were analyzed using quantitative content analysis. In addition, the main researcher wrote field notes to describe the planning process. The students were most eager to write comments about the activities during the recesses and about the schoolyard area. For example, a slide, wooden stairs, and additional balls were suggested. In the beginning, the students were not autonomous enough to participate actively, and therefore the help of the teachers and the student union were essential in the planning process. We faced the following challenges while using this method. Firstly, to participate, students need to feel that is safe to use Optima. Secondly, they need to feel that their opinions are listened to. Thirdly, students perceive working in Optima as a school task which has to be done during the school days. These factors need to be considered when using this collaborative planning method in the future.

**Keywords:** physical activity, collaborative planning, young people

**Enhancing the meta-cognition of college students through their learning styles**

CASTRO, N. (University of Santo Tomas)

The goal of this study is to identify the learning styles of college students and to investigate how they enhance meta-cognition. This research also sought to identify gender differences between Intelligence Quotient (IQ), academic performance, meta-cognition and learning styles. This study focuses on the meta-cognition theory of John Flavell. It refers to higher order thinking which involves active awareness and control over the cognitive processes engaged in learning. In line with this research, it investigates the meta-cognition and learning styles of college students with the following: IQ, gender, and academic performance. The participants were randomly selected college students of the University of Santo Tomas (UST), Manila, Philippines. They were given the following tests: Barsch Learning Style Inventory, Meta-cognitive Survey, Mental Ability Test and Test of Academic Performance. This is a correlational study that generates quantitative and qualitative sets of data that were gathered from UST college students, and investigated the associations between the variables. Aside from the goal of the researcher to provide an output for the recognition of an individual with his or her potentials, this research helps educators to formulate a teaching methodology that is suited to the level of understanding of college students. It also provides data that will help the educators in designing an instructional material that is conducive to maintaining the learning atmosphere. This research widens educators’ and students’ beliefs of how IQ, academic performance, gender differences, and learning styles influence the meta-cognition of human beings by providing high quality formative feedback.

**Keywords:** learning strategies, academic performance, intelligence quotient, meta-cognition, teaching

**Entrepreneurship from emerging economy to developed economy: Entrepreneurial absorptive capability of Chinese firms**

JIANG, H. (Shanghai Jiao Tong University), BIAN, D. (EM Lyon Business School)

Ventures from emerging economies to developed economies may face two crucial
challenges. One is to adapt the capabilities obtained in the fast-paced emerging economies to the slow-paced developed economies. The other is to maintain the transformed and/or newly acquired capabilities’ operation at full capacity to rapidly achieve leadership in developed economies. This paper aims to complement the theoretical framework developed by Yamakawa, Peng, and Deeds (2008) so as to map out a landscape of newly emerged international entrepreneurship studies. Using cases studies, we argue the importance of developing the entrepreneurial absorptive capabilities in developed economies to overcome the above difficulties. We would like to testify the construct of entrepreneurial absorptive capability of Chinese venture transnational entrepreneurship from emerging market to development market, which will highlight the future direction of transnational entrepreneurship. A series of propositions are accordingly proposed. Our theoretical model of entrepreneurial absorptive capability may map out a whole landscape of the newly emerged international entrepreneurship studies.

Keywords: emerging economies, entrepreneurship, absorption, international entrepreneurship, economic ventures

Environmental threats: New empirical findings on the role of personal involvement in the lay thinking about collective risk. The case of earthquakes in Romania and France

ERNST-VINTILA, A. (Universite de la Mediterranee Aix-Marseille II)

This empirical study focused on seismic risk and showed how social practices and personal involvement determine and explain the social representations of environmental threats in the lay thinking. Its originality consists in 1) distinguishing risk from hazard from a psychosocial perspective, and 2) completing an analysis of lay thinking about environmental threats at the collective level of explanation, a complement to the to the intra- and inter-individual levels often adopted in environmental psychology. Previous studies showed that practices are a determinant factor in shaping social representations and have suggested that personal involvement is a major explanatory variable of lay thinking. Personal involvement (Flament & Rouquette, 2003) corresponds to an individual’s relationship to a social object, such as threat, and is a combination of three dimensions: threat valuation, personal exposure to threat, and perceived capacity to act towards it. The study was run in France and Romania (low vs. high seismic risk countries) to compare the social representations of seismic risk among participants (N = 486) who had different levels of seismic experience/practice and of personal involvement. The study was conducted within the structural approach to the Theory of Social Representations (TSR), which enables formal comparisons among representations with the aid of its specific methodologies (here, we used the standard procedure of the Basic Cognitive Schemes model, Rouquette and Guimelli, 1992). A change in personal involvement in risk should trigger a change in some of the aspects of its social representation. Which aspects are affected? Results showed that in all groups, the social representation of seismic risk displayed salient normative aspects and low functional orientation. This structure explains the social representation’s low efficiency in prescribing collective conducts (e.g., low engagement in collective prevention, educational campaigns, antiseismic retrofitting, etc.). However, participants who had seismic experience/practice expressed a more functional social representation, which was more practically oriented and stronger in guiding collective conducts. When, in addition to seismic experience/practice, participants also felt involved, their social representations were even more practically oriented. However, the effects of personal involvement on the structure of the social representation were only observed if participants had seismic experience/practice. In contrast, when participants felt involved but had no seismic experience/practice, personal involvement had no effect on their social representation of seismic risk. These empirical findings have practical consequences for the campaign strategies aiming at seismic risk prevention: 1) when individuals with seismic experience/practice increase their personal involvement, their social representation should exert a stronger guidance on collective risk-related conduct (they should be more likely to engage in collective risk prevention); and 2) in
Abstracts of the 27th International Congress of Applied Psychology

contrast, the strategy consisting in increasing individuals’ involvement (fear) without having provided them with sufficient antiseismic training, is ineffective.

**Keywords:** environmental threats, lay thinking, seismic risk, social practices, personal involvement

Environmental threats: New empirical findings on the role of personal involvement in the lay thinking about collective risk. The case of water quality in the South of France

ERNST-VINTILA, A. (Universite de la Mediterranee Aix-Marseille II)

This empirical study focused on the lay thinking about water quality and showed how social practices and personal involvement impacted the social representations of environmental threats (water pollution). Its originality lies in completing an analysis of lay thinking about environmental threats at the collective level of explanation, a complement to the to the intra- and interindividual levels often adopted in environmental psychology. Previous studies showed that practices are a determinant factor in shaping social representations, and suggested that personal involvement is a major explanatory variable of lay thinking. Personal involvement (Flament & Rouquette, 2003) corresponds to an individual’s relationship to a social object, such as risk to water quality, and is a combination of three dimensions: risk valuation, exposure to risk, and perceived capacity to act towards it. A change in personal involvement should trigger a change in some of the aspects of the social representation of water quality. Which aspects are affected? The study compared the social representations of water quality among participants (N = 96) who had different levels of water quality practice: professionals who worked in the industrial area of the Berre Pond in Provence (southern France), and lay residents of that area. Participants’ personal involvement was measured as a selection variable on a six-point Likert scale. The study was conducted within the structural approach to the theory of social representations (TSR), which enables formal comparisons among representations with the aid of its specific methodologies (cf. infra). The structure of the social representations of water quality was analysed through a standard procedure developed within the structural approach of the TSR: prototypicality analysis (Vergès, 1992, 2002). Results showed that, in both groups, social representations of water quality displayed salient normative aspects but only low functional orientation. This structure explains the social representation’s low efficiency in prescribing collective preservation conducts. However, in the professionals group, the social representation of participants who reported “high personal concern” with water quality was more structured than that of participants who felt “just as concerned as anyone else”. In contrast, for lay persons, being concerned, or not, with water quality did not contribute to structuring the social representation. Thus, personal involvement structured the social representation and increased its prescriptive efficiency, but only in the professionals group (i.e., only provided that participants had established practices related to water pollution). These empirical findings have practical consequences for the campaigns of water quality reservation. Firstly, when individuals with established preservation practice increase their personal involvement, their social representation should exert a stronger guidance on their conducts (preservation of water quality, “best practices”, etc); and secondly, in contrast, the strategy consisting in increasing individuals’ involvement (concern) without having provided them with sufficient preservation training, is ineffective.

**Keywords:** environmental threats, lay thinking, water pollution, social representations

Evaluation of cognitive behaviour therapy group intervention for perinatal mood disorders

FOSTER, G. (Belmont Private Hospital), WILLIAMS, M. (Belmont Private Hospital), OOSEN, J. (Belmont Private Hospital)

Postnatal depression is the most prevalent mood disorder associated with childbirth and affects up to 15% of childbearing women. The aim of this study was to examine the effectiveness of a Cognitive Behaviour Therapy (CBT) group program on women diagnosed with a perinatal mood disorder. The program had traditional CBT
components as well as specific topics and themes pertinent to perinatal mood disorders designed to target negative cognitions and challenge distorted motherhood-specific beliefs. A convenience sample of women admitted to a private mental health hospital was used. The sample consisted of 87 participants (completed data sets) throughout 2007, 2008 and 2009. Groups were conducted every six weeks with an average of ten women per group. The program consisted of psychoeducation topics for one and a half days per week and one session per week with a nurse therapist. Participants completed three self-report questionnaires pre and post the five week treatment program. Three aspects of patient functioning were measured: depression (Edinburgh Postnatal Depression Scale, EPDS), anxiety (State-Trait Anxiety Inventory, STAI) and the impact of postnatal depression on their primary relationship (Abbreviated Dyadic Adjustment Scale, ADAS). An analysis of the data for 2007, 2008 and 2009 revealed that the program made statistically significant differences across two of the measures. Specifically, the women’s depression and anxiety levels were significantly reduced after completing the program. No significant improvement was found in the women’s level of adjustment in their primary relationship. The results support the effectiveness of the CBT program in treating depression and anxiety in women with perinatal mood disorders. A Cognitive Behaviour Therapy program which includes topics relevant to perinatal mood disorders and in particular distorted motherhood-specific beliefs has the potential to assist women suffering from antenatal and postnatal depression. In addition, presenting the program in a group format can assist a greater number of women when resources are limited. Possible explanations for non-significant results will be discussed.

Keywords: postnatal depression, cognitive behavioural therapy, perinatal mood disorder, motherhood-specific beliefs, state-trait anxiety inventory

Evaluation of competence development in professional coach training

DREXLER, A. (University of Innsbruck), STIPPLER, M. (University of Innsbruck), PAUZA, E. (University of Kassel), MOELLER, H. (University of Kassel)

This study focuses on specific characteristics and soft skills of counsellors. It uses an evaluative approach to measure their development over the course of training. The study focus lies in identifying personality changes and social skills related to training. The study does not primarily concentrate on the increase of specific knowledge. Up to now, training evaluations have mostly been based on participants’ self reports following events. To catch a variety of developmental aspects, the applied instruments in the presented evaluation model cover a wide range of methods and represent a framework for evaluating further education and training in a more complex way. In this study we use a multifaceted form of examination and we refer to different theoretical concepts, for example, knowledge and problem solving, personality and emotion theories. All the Instruments intend to collect objective data instead of subjective self-assessments by the participants. Results show that there are changes of personality traits and tendencies of improved recognition of affects — in addition to receiving the intended coach-qualification. Finally, we believe that our generic, yet multifaceted, model to evaluate coach-training produces valid findings. It highlights the improved qualifications as well as the human development of the participants during the course. It therefore enables assessment of the quality of such training using a broader approach than usual.

Keywords: counselling training, training evaluation, training quality, counselling skills, counsellor knowledge

Evaluation of programs designed to improve literacy development in at-risk children: The case for longitudinal assessment

STANISLAW, H. (California State University, Stanislaus), MCCREARY, J. (California State University), HENK, J. (California State University, Stanislaus), ESTERLY, J. (California State University, Stanislaus)

We examined literacy skill development in at-risk children, and determined how this varied with native language and with participation in “school readiness” programs designed to foster academic readiness in children aged 0-5 years.
Of particular interest was how conclusions regarding program effectiveness derived from examination of single grade levels compared with those derived from studying developmental trajectories. A longitudinal design was used to assess literacy skills of 168 native English speakers and 229 English language learners in Kindergarten, Grade 1, and Grade 3. All literacy assessments were conducted in English. Cluster analysis was used to group children according to the similarity of their school readiness program history. Separate developmental trajectories were mapped out for each of these groups. English language learners lagged behind native English speakers in their literacy skills at Kindergarten. Children with different school readiness program histories differed little in their literacy skill levels at Kindergarten. However, the groups had markedly different developmental trajectories: sizable group differences emerged in Grade 1 and were maintained through Grade 3. Furthermore, some clusters of school readiness programs had steeper developmental trajectories for English language learners than for native English speakers, helping to reduce the literacy gap for English language learners as the children matured. Programs designed to foster academic readiness can accelerate literacy development in children aged 0-5 years, and can help English learners overcome the challenges they face relative to native English speakers. Longitudinal assessments are particularly valuable in documenting the impacts of these programs.

Keywords: literacy, children at-risk, longitudinal assessment, child assessment, program evaluation

Evaluation of the effectiveness of cognitive behavioral therapy in improving college students’ self-esteem and self-efficacy

GHANBARI HASHEM ABDI, B. (University Ferdowsi of Mashhad), KAZEMEINI, T. (Ferdowsi University of Mashhad)

The present study examined the effectiveness of cognitive behavioral therapy (CBT) in improving college students’ self-esteem and self-efficacy. This research was based on a pre-test/post-test control group. Twenty four college students, referred to a psychological clinic at Ferdowsi University of Mashhad, produced low scores in Coopersmith Self-esteem Inventory screening determining attendance in group CBT, were randomly assigned to the experimental and control groups (eight females and four males in each). The experimental group received eight weekly 90 minute sessions of cognitive behavioral therapy while the control group received no specific intervention. The measurement scales used were the Self-Esteem Scale (Coopersmith, 1972) and the Self-efficacy Inventory (Shere et. al. 1982). After controlling for baseline scores, the experimental group participants demonstrated significantly higher levels of self-esteem and self-efficacy compared to the control group. These results suggest that group CBT can enhance self-esteem and self-efficacy in college students.

Keywords: cognitive behavioural therapy, self-esteem, self-efficacy, college students

Evaluation study on the effect of the “Temporary Stop To See” campaign: Recent findings

NAGATSUKA, Y. (Niigata University)

Drivers in our country have “biased” Accident Cause Concept (ACC) in that they regard “speeding” and “drunk driving” as most frequent causes of accidents regardless of the fact that the common causes of accidents are “perceptual failures”. The writer considered that, to change drivers’ dangerous behaviour into desirable (safety) behaviour, we must change their ACC because human behaviour is determined by someone’s cognition (concept) of a situation where they live as Koffka (1935) advocated. To make drivers notice the factual cause of accidents, the “temporary stop to see” (TSTS) campaign developed in 1988 by the writer was conducted at lecture meetings in two transportation companies. Drivers of the companies served as subjects. Changes of ACC were surveyed by a questionnaire listing fifteen road violations before and after the campaign. The writer first informed drivers only of “the facts of occurrence of accidents” and then made them ponder the “causes of accidents, in other words, the kind of worst violations to be removed from the road”. After the pondering,
drivers noticed that looking carefully and observing precisely were the effective measures and realized the importance of perception. Drivers were asked by the writer how to achieve this. They pondered again and replied. “By making a temporary stop, we can look and attend surroundings precisely”. The biased ACC was modified into an unbiased (factual) one by the TSTS campaign. Drivers were motivated to practice a temporary stop at the intersections without a signal to avoid perceptual failures. Reduction of accidents was attained in the two companies following a desirable change of ACC and behaviours. It was hypothesized that it was important for drivers to form a factual ACC to motivate them to perform a temporary stop which was considered an essential prerequisite to a successful perception of surroundings. Based on the campaign activities, a factual ACC was formed, and desirable driving behaviour developed. As a result, accidents have been reduced in the two companies.

Keywords: accident cause concept, perceptual failure in driving, car accident, driving behaviour, safety

Evidence based management – an effective approach for public agencies?

STUMM, S. (University of Mainz, Department of Psychology), DORMANN, C. (University of Mainz), MOHR, N. (University of Mainz)

Evidence Based Management (EBM) means using the best facts available to make critical decisions. A lack of EBM is proposed to negatively affect organizational productivity. However, this hypothesis relies on poor evidence itself. Moreover there is no widely accepted model of EBM in the literature. Consequently we propose a theoretical framework of EBM and investigate its job-related outcomes. We assume that EBM appears in terms of EBM bases, to be conceived as foundation issues for EBM and EBM practices, which implies making decisions on the basis of the latest research. Specifically, we examined whether organizations with common use of EBM are more successful than those with rare application of EBM in respect to established job-related variables (job satisfaction, commitment, well-being and work engagement). The sample comprises of managers and employees of public organizations. Our hypotheses were tested by means of a multi-source (questionnaire and archival data) multilevel (managers and employees) design. We used a questionnaire to measure EBM practices and EBM bases on the one hand and common job-related variables on the other hand. Data was analyzed using hierarchical linear models (HLM). To analyze postulated main effects, structural equation modeling was applied. Data analysis provides evidence that EBM emerges in terms of foundation issues for EBM and EBM practices. Organizational EBM-aspects show positive relations between job-related as well as organizational outcomes. Our findings show that EBM leads to positive outcomes in terms of employees’ attitudes and organizational outcomes. Increasing EBM bases of organizations on the one hand and increasing applications of organizational EBM practices on the other hand result in positive job-related outcomes. These findings underline our suggestion that EBM presents best management practice. Future research should aim at identifying critical organizational and personal determinants that promote EBM.

Keywords: evidence-based practice, organisation practices, job satisfaction, job-related outcomes, well-being

Examining the relationship between admission to a sub-acute mental health service and hospital admissions

PETRENKO, J. (Eastern Health), MILDRED, H. (Deakin University/Eastern Health), GEDGE, R. (Deakin University/Eastern Health)

In many Western countries, there has been an increasing shift away from reliance on acute inpatient forms of mental health treatment to community mental health services. However, there have been some concerns that there is a significant gap between community and acute mental health services along the continuum of care. In Victoria a model of short sub-acute residential care has been piloted in an attempt to avoid hospital admissions or reduce their length. These facilities, named Prevention and Recovery Care (PARC), are also designed to be an early discharge option for people leaving acute
inpatient units. The aim of the current study was to evaluate the effectiveness of a PARC in reducing acute inpatient days, crisis team contact and improving the mental health of people who use the PARC. Data from 182 clients who had used a PARC between January 1st 2006 and June 30th 2008 were extracted from the mental health database. Client inpatient days, crisis team contact and mental health functioning were measured for the 12 months before a client’s admission to PARC and for the 12 months post admission. Independent t-tests were used to analyse the data. Results demonstrated that client mental health significantly improved across the time of their admission to PARC (a maximum of four weeks). Inpatient days and crisis team contact were both significantly lower in the 12 months post PARC compared to the 12 months prior to PARC. Whilst this study is preliminary in nature, employing correlational data and lacking a control group, the robust effects in a relatively large sample are very encouraging. The findings offer considerable early support for the PARC model of mental health care as an effective treatment option in acute episodes of the low prevalence disorders.

Keywords: community, mental health, residential care, acute inpatients

Experts in their own lives: Engaging with children in family and domestic violence service provision

CAREY, L. (Women’s Council for Domestic and Family Violence Services, Western Australia)

The aim of this research was to obtain insight to children and young people’s experiences of separation and Refuge Services in order to inform future services. Metropolitan Refuges in Perth were approached to gain a sample for the consults. Consent was gained through the Refuge as well as guardians, and the children were explained the process in child friendly and age appropriate language. The consults were undertaken by two female staff members, and were unstructured group consults. This method was chosen so as to not guide the responses, and to combat issues of power arising between children and adults. Seven Refuges participated in the consultation process, resulting in 32 children being consulted, aged three to 14 years old, including 19 girls and 13 boys. Each child experiences leaving home and Refuge life differently. Children and young people experiencing family and domestic violence were eager to share their experiences. Responses fell into broad categories including; leaving home, arriving at the Refuge, living at the Refuge, staff and services and leaving the Refuge. Overall children and young people consulted were happy to be in Refuge as it provided a safe space for them. However there were many challenges to living in a Refuge, such as sharing small spaces and living closely with other families. It is vital to consult with children when setting out service principles for them. It acknowledges their voice and authority in their own lives, and works to empower them, particularly in the case of family and domestic violence. Children have the right to be heard.

Keywords: young people, refuge services, domestic violence, children’s empowerment

Exploring relationships between job loss and obsolescence: Directions for future research

KAUFMAN, H. (Polytechnic Institute of New York University)

The purpose of this paper is to address how job loss among professionals may be related to the obsolescence of their knowledge and skills. While both job loss and obsolescence have been subject to research over many years, little is known about the relationship between them. This study reviewed, analyzed and integrated previous data in order to identify potentially fruitful directions for future research. Data collected primarily from technical professionals who experienced job loss included survey instruments measuring a variety of constructs, including professional obsolescence. Other measures related to the possible effects of job loss were also utilized. These included the Job Preference Inventory by Williams (1965) as an index of flexibility or rigidity with respect to occupational role and the self-assurance scale from Ghiselli’s (1971) Self-Description Inventory to measure self-esteem. The length of time out of work was found to be positively related to professional obsolescence ($r = .49, p < .001$) as
well as to occupational rigidity \((r = .43, p < .001)\). However, only among those with high self-esteem was obsolescence positively related to occupational rigidity \((r = .48, p < .01)\). Long-term unemployed professionals experience higher levels of obsolescence as well as occupational rigidity, but there is a clear question of causality. Does the length of time professionals remain jobless result in greater obsolescence as well as occupational rigidity? Alternatively, are professionals who are up to date and more flexible in the type of job they are willing to accept, re-employed faster? It is likely that both occur, but a clearer answer to the question of causality requires longitudinal research. Obsolescence was related to occupational rigidity only among high self-esteem professionals. The role of self-esteem as a moderator in the relationship can be compared to Korman’s (1966) results on occupational choice. The findings with self-esteem highlight the need for future research to address the complex role of personal characteristics in job loss.

**Keywords:** obsolescence, job loss, job preference inventory, self-esteem, occupational rigidity

### Exploring the Chinese-Filipino social identity: A social representational framework

**YU, A.** (University of the Philippines-Diliman)

The research explores self-perceptions and social identity representations of the Chinese in the Philippines using the social representations framework. In particular, it seeks to understand how Chinese culture and personal and group migration history are translated into the ethnic minority’s self-construal and social identity. Additionally, it investigates the influence of various communication processes (education, linguistic ability, social interactions and adherence to customs and traditions) as well as individual (age and gender) and environmental attributes (migration status and parents’ cultural background) in self and social identity development. It will likewise explore Chinese in the Philippines’ subgroup’s social representations. A combination of qualitative and quantitative methods will be utilized: in-depth interview of ethnic Chinese respondents will be done in Study 1 to elicit social representations of the social identity as well as sub-group classifications; survey questionnaires will be fielded in Study 2 with the aim of understanding the variances in the social representations of the subgroups, as well as the attitudinal link between self- and social identity. Chinese-Filipino social identity representations, self-referent labels, customs and traditions, historical events/people salient in Philippine, China and Chinese migration to the Philippines’ histories, sub-groups identified within the migrant group. Subgroups are differentiated by their place of origin in China and length of stay in the Philippines. Phase 2 results are to follow. Communication processes targeted in the study are seen to influence self- and social construal. Age at migration and migration status are likewise factors that affect self-construal and social identity.

**Keywords:** self-perceptions, social identity, migration, self-construal

### Exploring the efficacy of an integrated child and family service model: Child development and behaviour outcomes

**GIBSON, F.** (Institute of Early Childhood Macquarie University), **GRACE, R.** (Macquarie University), **MCMAUGH, A.** (Macquarie University), **CALDIS, E.** (Macquarie University), **BOWEN, J.** (Macquarie University)

While integrated service models are widely viewed as optimal for intervention in socially disadvantaged communities (Ofsted UK, 2009), their efficacy has not been investigated in an Australian context. This study reports child outcomes in a newly developed integrated service. Participants were mothers \((N = 18)\) and their 27 preschool age children referred to an integrated service in Sydney, Australia. Child development using the Battelle Developmental Inventory and an early literacy task was assessed at time of recruitment on 18 children (in their mother’s care) and again nine months later \((n = 16)\). Mothers also completed an overall rating of behaviour (MOR) concerning their preschool age children (whether they were in maternal care or not); ratings ranged from ‘much easier than average’ to ‘much more difficult’. At Time 1, 15
of 18 children (83%) were in the pass range on the Battelle and one child each scored in the ‘borderline’, ‘clear’ or ‘serious’ indication for referral categories. The most risk apparent sub-domain was Communication (n = 9 in ‘borderline’ or ‘refer’ categories) followed by Cognitive (n = 7), Personal Social (n = 4), Adaptive and Motor (n = 3 per domain). Early literacy scores revealed that most children (n = 16) were within age level expectations or above. A total of five (16%) of 27 of children were rated as “more difficult than average’ (MOR) at Time 1. Analysis of follow-up data at Time 2, nine months after service entry found no significant change in children’s developmental categories, nor in early literacy scores. There was however, a significant change in regard to mothers rating of child behaviour (MOR), indicating a perceived improvement in child behaviour from Time 1 to 2 (p = .015). These results indicate the difficulties in capturing developmental change in young children involved in multifaceted integrated service initiatives using more formal measures of development. However, maternal perceptions of child behaviour were more sensitive to change over a relatively short time period. Longer term follow-up of children engaged in such services is desirable, as well as the use of measures sensitive to change across key areas of development.

Keywords: child behaviour, social disadvantage, child development, maternal perceptions, literacy

Exploring the link between self-concept, adjustment and sport performance

KHANNA, D. (Panjab University), LOHAN, U. (Kurukshetra University), MALIK, R. (Government School Haryana), Dahiya, R. (Government College for Girls)

The present paper aims to explore the link between self-concept, adjustment and sports performance. The study also focuses on assessing the self-concept and adjustment levels of Indian female wrestlers that will impact on their sports performance and identify the implications of these for the drive to enhance sports performance as wrestling is very popular as one of the oldest sports of India, so numerous research studies have been done on it over the years. Although many aspects of wrestling related to physical powers have been investigated by the researchers yet few of the studies undertaken to date have specifically concerned female wrestling and implication for performance enhancement. To achieve the same, 112 Indian female wrestlers were selected for surveys. These subjects included those wrestlers who won medals at states and national levels and also those who have not won medals. The Self-concept questionnaire conducted by Raj Kumar Saraswat (1984) was used to measure the physical social, temperamental, educational, moral and intellectual aspects of self-concept. Adjustment inventory by Sinha and Singh (1980) was used to measure all the dimensions of adjustments i.e. home, health, social, emotional, educational and total adjustments of the subjects. Results show that there is significant difference in the level of self-concept and adjustment between national medalist and national non-medalist Indian female wrestlers. A significant difference has also been recorded between state medalist and state non-medalist female wrestlers as far as adjustment is concerned, whereas no significant difference has been found in their level of self-concept. National and state medalist female wrestlers have been found to be significantly different from each other both in their level on self-concept and adjustment. From the results of the present study it has become clear that on the psychological predispositions selected for the study, they have positive relationships with each other as well as with achievement. So, it has become necessary that female wrestlers must be conditioned not only physically but psychologically as well. So, the coach or the psychologist attached with the team must take care of level of self-concept and level of adjustment. He must also be acquainted with the technique of managing the hyperactivity of all these psychological variables. Thus, it becomes important that a coach while giving coaching must also counsel the player for their psychological preparations.

Keywords: female wrestlers, sport, sport psychology, adjustment, self-concept

Exploring the nature of obsessive compulsive checking
While people with Obsessive Compulsive Disorder (OCD) may present with a range of obsessions and compulsions, for many, excessive, ritualised, time consuming checking behaviours and related obsessions are dominant expressions of the condition (e.g. Fullana et al., 2009; Samuels et al., 2006). Sub-typing by predominant symptom presentation has been suggested to be important since qualitative differences between OCD subtypes mean that when conducting research into the origin, nature and treatment of OCD, findings may not be generalisable across the different subtypes (McKay et al., 2004). In this study we investigated the nature of Obsessive-Compulsive Checking (OC-Ch) by examining the type and frequency of obsessions and compulsions experienced in a large sample of people diagnosed with this subtype. As part of a comprehensive pre-treatment assessment the Yale-Brown Obsessive Compulsive Scale and checklist (Goodman et al., 1989) were administered to 50 people with OC-Ch subtype. Additionally, exploration into the nature of these phenomena was made by examining the prevalence of features such as pathological doubting, indecisiveness, avoidance behaviours, insight and pervasive slowness. The results of this phenomenological exploration are described and presented. Overall, participants met criteria for severe OCD that was causing a moderate to severe level of interference in most areas of their lives. All participants reported experiencing checking compulsions and aggressive obsessions, with high levels of endorsement for all checking compulsions and fears and obsessions about harm to self or others. Other features prominent in this group were avoidance, obsessional slowness, doubting and indecision. It is argued that enhancing our knowledge of the nature of specific OCD subtypes, such as OC-Ch may assist in determining disorder related pathogenesis, maintaining factors, prognosis and treatment. Identifying the underlying variables that mediate the concerns experienced by people with OC-Ch subtype could enable the development of treatment strategies to address these most frequently reported concerns and features.

**Keywords:** obsessive compulsive disorder, checking compulsions, aggressive obsessions, pathological doubting, avoidance

**Exploring the relationship between ideal affect and emotion regulation**

According to the Affect Valuation Theory (Tsai, Knutson, & Fung, 2006), Chinese people differ from North Americans in the types of emotions they ideally want to experience (known as ideal affect). Compared with Americans, Chinese value more low-arousal-positive affect (LAP) such as calmness but fewer high-arousal-positive affects (HAP) such as excitement. The present study explored the relationship between ideal affect and emotion regulation among Chinese youngsters in order to test whether the type of ideal affect serves a motivational purpose to guide our way to regulate emotions. The sample consisted of 800 high school and university students residing in Hong Kong. They first completed a set of questionnaires on ideal affect and general emotion regulation strategies, followed by rating emotional feelings and expression in response to six hypothetical scenarios. Preliminary results ($N = 464$) demonstrated that individuals who value high-arousal-positive emotions (HAP) were less likely to use suppression whereas individuals who value low-arousal-positive emotions (LAP) tended to use more cognitive reappraisal. In response to the six hypothetical scenarios, individuals with higher level of HAP expressed their emotional feelings to a greater extent, and were less likely to avoid subjective emotional feelings than did those with LAP. Findings of this study reveal that the type of emotions that we want to feel may partly affect the types of strategies that we use to regulate emotions. It provides important implications to educators in order to understand mechanisms of emotion regulation among young people.

**Keywords:** emotion regulation, affect valuation, low-arousal-positive affect, high-arousal-positive affect, regulation strategies
Exploring the social and cultural factors of suicide in Sikkim

VERMA, S. (Sikkim University)

The objective of this study was to explore the role of social and cultural factors as mediators in suicide as a phenomenon occurring in the North Eastern region of India. A psycho-autopsy approach was adopted in which narrative as a tool of data collection was undertaken. The sample \(N = 35\) for this study comprised of close family members of suicide victims. For analyzing the data, Structural Model Analysis was adopted. Data reveals that changes in structures level (changing value system, individual need and desire, unemployment, low education, changing family dynamics etcetera) leads to psychological process (stigmatization, guilt, depression isolation, alienation) triggering suicide. Thus, the paper entails detail understanding of the function of these variables in a specific cultural context.

Keywords: cultural context, suicide, psycho-autopsy approach, structural model analysis

Exploring the wellbeing of students studying at an Australian university

ANDREWS, A. (The University of New South Wales), CHONG, J. (The University of New South Wales), HEALY, M. (The University of New South Wales), ANDREWS, A. (The University of New South Wales)

Mental health problems are one of the leading contributors to the burden of disease amongst Australians, with anxiety and depression accounting for a significant proportion of this relationship. Over the last, decade with the internationalization of higher education, the wellbeing and mental health of university students has increasingly become a cause for concern for university management internationally. Student wellbeing and mental health can have considerable impact on academic performance and student and university community safety. The present study sought to examine the prevalence of mental health problems and general wellbeing amongst university students enrolled at one Australian university, and to explore how stress impacts on student mental health and wellbeing. A total of 1193 university students participated in a study exploring the impact on stress on student wellbeing, completing measures on general distress (Kessler Psychological Distress Scale), mental health (Depression, Anxiety, Stress Scales), and quality of life (WHO Quality of Life – Brief) under conditions of low versus high stress (varied by proximity to examinations). Overall, the findings revealed that with increasing stress, students exhibited increased levels of psychological distress, anxiety, stress, and depression, and quality of life was impacted. Factors such as gender, first language (English versus other), and student status (Local versus International) and financial security also impacted on psychological distress and quality of life. Understanding the factors impacting on the mental health and wellbeing of university students with diverse cultural, language and life style backgrounds are relevant for the provision of educational, psychological and health services to university students. Implications of the findings of this research for service provision to enhance student wellbeing and mental health are discussed.

Keywords: university students, well-being, mental health problems, student health, academic performance

Facial expression analysis using motion capture and generalized procrustes analysis

KOMORI, M. (Osaka Electro-Communication University), FUKUI, M. (Osaka Electro-Communication University), NAGAOKA, C. (Kyoto University), KATSUMATA, G. (Osaka Electro-Communication University), KAWAMURA, S. (Osaka University)

Human facial expressions provide various signals for social interaction. In many studies on facial expression, Facial Action Coding System (FACS) which was invented by Ekman & Friesen (1976), has been used. However, most of the studies that employed FACS focused on ‘static’ facial expressions (that is, photographed facial expressions), instead of ‘dynamic’ expressions, since conventional FACS methods render it difficult to treat dynamic facial sequences. The present study aims at solving these difficulties by...
using a motion capture system and Generalized Procrustes Analysis (GPA). GPA converts coordinate data of landmark locations into multivariate normally distributed values that can be statistically analyzed. Two Japanese undergraduate students provided the facial time sequences. Prior to each recording, the positions of 19 feature points were marked by blue dots on each face to define the locations and shapes of the eyes, mouth, eye brows, etc. Each participant played the UNO game with two opponents for a few minutes. A facial sequence of each participant during the game was captured using two video cameras (30 frames per second; Participant 1, 9846 frames; Participant 2, 8148 frames). Stereo camera calibration and image rectification were performed based on checkerboard pattern using OpenCV. The feature points were tracked over all frames on each of the movies using a program written by the authors. The 3-Dimensional coordinates of the feature points of each frame were obtained by triangulation. Each captured face differed in location and orientation. In order to standardize them, we performed GPA on the facial feature points separately for each participant. Using the GPA, each face of each frame was represented as 53 dimensional (19 x 3 - 4) normally distributed values. In order to reduce the dimensions, principal component analysis (PCA) was performed for each participant. Results indicated that the contributions of the first two principal components (PCs) were relatively large for both participants (Participant 1: PC1, 37.0%, PC2, 8.7%; Participant 2: PC1, 23.6%, PC2, 6.1%). In order to interpret these components, ±3SD images of the first and second PCs for each participant were plotted. For both participants, the first PC was found to be related to mouth opening indicating that the first PC was linked to smiling. The second PC was related to eye blinking for Participant 1, and was related to eyebrow movements for Participant 2. These results suggest that the combination of motion capture and GPA is an effective method to analyze dynamic facial expressions in social interactions.

**Factors influencing the intention to be an entrepreneur**

RIYANTI, B. (Universitas Katolik Indonesia Atma Jaya), SUWARTONO, C. (Unika Atma Jaya)

The fact of an ever-growing unemployment rate in Indonesia dictates that the country should work hard to boost the number of its entrepreneurs. One way to overcome the problem of unemployment is by enhancing the spirit of entrepreneurship in young people. This research is intended to explore the direct and indirect factors affecting the intention to be an entrepreneur among students. This study will emphasize nine traits of entrepreneurship according to Sukardi (1991), personality types from Miner (1996) and self-efficacy notions (Bandura, 1977) which will be used to describe entrepreneurial behavior. Intention was assumed to take hold of emotional factors that influence behavior; intention is an indicator of how large one’s effort is to try to perform intentional behavior (Ajzen, 1991). In the context of entrepreneurship, intention was identified as the important property for establishing an organization (Katz & Gartner, 1988) and as a predictor of a new reliable enterprise (Krueger, 2000). This research involves 125 students from the Faculty of eEngineering of Atma Jaya University in Jakarta. Questionnaires and accidental sampling were used. Analysis of structural equation model of Linear Structural Relation (LISREL) indicated that: (1) personality types from Miner had direct and significant impact on self-efficacy, (2) personality types from Miner had direct and significant impacts on the intention to be entrepreneur, (3) self-efficacy had a direct and significant impact on intention to be entrepreneur, (4) the nine characteristics of entrepreneurship had direct and significant impacts on intention to be entrepreneur. The result of this study is similar with experts’ opinions that to be an entrepreneur, certain personality characteristics are needed and self-efficacy is important.

Keywords: intention, self-efficacy, entrepreneurship, personality types, self-efficacy
Factors related to intellectual media consumption: Behavior of undergraduate students in Bangkok

WONGPINPECH, P. (King Mongkut’s University of Technology), TANSUWANNOND, C. (Suan Dusit Rajabhat University)

The aims of this study were to examine the causes of unsuitable behavior with media consumption and to study the relationships between personal factors (media literacy, media effect awareness, inquiry and self control) and social factors (socialization from family and influence of peer groups) related to intellectual media consumption behavior. A further aim was to investigate the predictive factors of intellectual media consumption behavior of undergraduate students. Qualitative data was collected via in-depth interviews and focus groups from 30 key informants consisting of scholars, persons involved in child and adolescent development and undergraduate students. Quantitative data was collected from a sample of 481 undergraduate students via multi-stage random sampling. The data was collected by questionnaires and analyzed by Pearson Product Moment Correlation Coefficient, Stepwise Multiple Regression Analysis and One-Way ANOVA. Both personal factors and social factors were found to cause unsuitable behavior with media consumption. Students did not have media literacy, inquiry, media effect awareness and self control. They were induced to consume unsuitable media by peer groups and were unsuitably socialized by family. The educational sector did not support students’ media literacy and thinking system, and they were able to easily access unsuitable media. Media producers lacked ethics and entrepreneurs and government officers did not have social responsibility. Self control, media literacy, inquiry, media effect awareness, influence of peer groups and socialization from family had positive correlation to students’ intellectual media consumption behavior at the .01 significance level. Finally, media literacy, self control, inquiry, and influence of peer groups were the co-predictors of intellectual media consumption behavior that could predict 40% at the .001 significance level. According to the results, organizations, guardians and administrators/lecturers in universities should support and promote socialization of their students so that they have media literacy, self-control and inquiring behavior from a young age.

Keywords: intellectual media consumption, undergraduate students, media, media effect, Bangkok

Family carer attitudes toward medications are related to self-reported medication adherence amongst people with mental illness

DEANE, F. (University of Wollongong), BYRNE, M. (University of Wollongong), MORTIMER, C. (University of Wollongong)

Others’ beliefs influence our own attitudes and behaviours. Parents in particular can affect their children’s behaviour by influencing their attitudes and cognitions. The aim of the present study was to explore the beliefs that family carers had toward medications and to determine whether these were related to the attitudes and medication adherence of their family member with mental illness (consumers). Forty adult carer-consumer dyads independently completed the Beliefs about Medicines Questionnaire (Horne, Weinman & Hankins, 1999), the Drug Attitudes Inventory (Hogan, Awad & Eastwood, 1983) and measures of medication adherence. Carer and consumer attitudes toward medications were strongly positively correlated. Further, carer attitudes were significantly correlated with consumers’ self reported adherence. However, consumers’ own attitudes were more strongly related to their adherence ratings. Consumers and family carers had high levels of awareness of each other’s attitudes toward medications. The moderate relationship between carer and consumer attitudes highlights the need to target psycho-educational activities to increase adherence at both carers and consumers. There is also a need to better understand whether attitude transfer between carers and consumers is a two-way process.

Keywords: medication adherence, caregivers, beliefs, family, medication
Family environment and career orientation among boarders and day scholars

MISRA, U. (Him Giri Nabh Vishwavidyalaya), JUYAL, L.

The present study was an attempt to learn about the Family Environment and Career Orientation of Boarders and Day Scholars. The sample of the present study comprised of 400 adolescents equally divided into four different grades (ninth, tenth, eleventh and twelfth) and Boarders and Day Scholars. All the subjects were selected from the Public Schools of Mussourie, Uttarakhand. Individual testing was done by using quota random sampling technique and administering the Career Development Inventory: School Form (Super and Thompson, 1981) and Family Environment Scale (Moos and Moos,1986). All the subjects were matched on socio-economic status. A four by two factorial design was used to draw inferences. Means, standard deviations and analysis of variances were computed to interpret the raw data. The results of the study revealed that Boarders and Day Scholars differed significantly on Family Environment and Career Orientation. The main effect of school residency was found to be significant on only three dimensions of Family Environment namely, Expressiveness, Active Recreational Orientation and Moral Religious emphasis. Boarders showed higher levels of these characteristics in their families as compared to Day Scholars. On the World of Work and Career, Boarders were found to be significantly higher on Career Planning, Decision Making, World of Work and Career Development Knowledge, while Day Scholars scored better on Career Exploration and Career Development. The interaction of grade and school residency was found to be significant with respect to Career Orientation dimensions. Boarders were found to be higher on Career Orientation than Day Scholars. Boarders of the 9th and 12th grades experienced more conflict than Day Scholars of these classes. The study concluded that Boarders and Day Scholars differed on some Family Environment and Career Orientation dimensions among adolescents. All the obtained findings will be discussed in reference to the Indian context.

Keywords: career orientations, career development inventory, school residency, family environment, decision making

Feelings and effectiveness: Elementary reading teachers

YE, R. (Houston Independent School District, Research), LU, J. (Shanghai Normal University), GU, H. (Shanghai Normal University), STEVENS, C. (Independent School District Houston)

This research compares four types of fourth grade reading teachers’ feelings: for profession as a teacher, for school as a group, for enthusiasm on teaching, and for responsibility as a teacher; and analyzes relationships of these feelings with factors regarding instruction or teaching activities; and reveals how the teacher feelings affect students’ reading interests and achievement. Using an international educational database, PIRLS 2006 Teacher Questionnaire, the sample of 1,838 elementary reading teachers in eight units were gathered from China, Taipei, England, France, Germany, Hong Kong, Russia, Spain, and the United States. Descriptive methods, tables and figures, ANOVA, and Partial Correlation (removing influences of teachers’ age, teaching years and gender) were used. Elementary reading teachers’ feelings for responsibility were the highest among the four types, and their feelings for the profession as a teacher and for school as a satisfied group were also very high, but feelings for enthusiasm were low in the eight units. Reading teachers with better feelings, especially those higher scores on profession as a teacher and school as a satisfied group, had negative correlations with their time on maintaining discipline in classrooms; but they tended to teach more reading contents; had more teaching methods or forms in instruction procedures; asked students to answer questions, discuss, write, and work on projects following reading, more; gave more help in developing students’ reading skills and strategies; designed more methods to help students falling behind to catch up with whole class; and met and sent messages to parents to get parents’ assistances, more often. This study also discusses the large differences of correlations between teachers’ feelings and their use of assessment methods, computers and libraries among the participating countries and this needs further studies.
Research on teachers’ feelings is important as they are strongly related to instruction and students’ learning and development effectiveness. This cross-cultural study using PIRLS is a start trial for further research. Based on different cultures and reading teachers’ education and training levels, this study also suggests how to promote teachers’ positive feelings, and provide meaningful references for further studies in reading instruction and teacher education fields.

Keywords: teacher education, teachers’ feelings, teaching

Forensic psychological assessment of female victims of domestic violence: A differential study

ARMAS-VARGAS, E. (Universidad de La Laguna), BENCOMO-HERNÁNDEZ, I. (Instituto de Medicina Legal)

It is very important that the expert psychological evidence in cases of abuse is prepared in a rigorous and scientific way, to help expert psychologists take appropriate decisions. Among the many variables or criteria to be considered in the assessment are: depression, self-esteem, anxiety, personality, social support, adaptation, symptoms of post traumatic stress, distorted thoughts, relationships, communication within a relationship, criminal and psychopathological records, motivation to report, consumption of toxic substances, psychological and psychiatric treatments etc. In our investigation we wish to deliver other psychological variables that have been demonstrated to have valid content and discriminant properties. The sample was formed of 101 women, 37 in a control group (group of mothers from a training workshop on social skills), 29 in a clinical group (patients from clinical consultations) and 351 in a forensic population (female victims of abuse by their partners). The aims were: 1) To study whether there were differences between the groups (clinical, forensic and control) in the variables or criteria described, and 2) to identify the predictive factors by performing a discriminant analysis. The ATRAMIC questionnaire (Armas-Vargas, 2007) was used to assess 22 variables of personality. The Self-Esteem Questionnaire (CAE Questionnaire; Armas Vargas, 2004) was used to assess four factors of self-esteem including: 1) The assessment of: “Himself/Herself”; 2) that perceived or held for “Others”; 3) the Feeling of “Incompetence/Uselessness”; 4) the Feeling of Inferiority or of “Negative Comparison with Others”. Using the discriminant function, 86% of the control group and the female victims of abuse group were correctly classified. The variables with the highest discriminant power were: Self-Control when Lying, Failure to make Adjustments for Lies Told, Selective Privacy, Assertiveness, Transparency, Social Desirability, Guilt, Self-Criticism, Being Consistent, Being Coherent, Empathy and Insecurity. Using the discriminant function, 92% of the cases in the control and clinical groups were correctly classified. The variables with the highest discriminant power were: Failure to make Adjustments when Lying, Fear of Rejection or Criticism, Control, Self-Criticism, Being Consistent, and from the CAE, the variables “I-self” and “Others”. On the basis of the groups used in this study, we found sufficient differences using the ATRAMIC and CAE instruments.

Keywords: expert psychologists, forensic assessments, female victims of abuse, assessment instruments, expert decision-making

Formal volunteering: Can working for no money still be called work in occupational psychology?

METZER, J. (University of South Australia)

Results of several studies of motivation, stress and job satisfaction of various groups of formal volunteers are examined with the aim of determining similarities of volunteering and paid work. The applicability of data from these studies to two major models, specifically, the Demand-Control-Support (DC-S) and the Job Demands-Resources (JD-R) Models in the literature on occupational psychology are critically examined. Outcome variables include mental health, stress and job satisfaction. Some longitudinal study results are reported, analysing the benefits of unpaid work for volunteers in the context of employment and unemployment in paid work. Both models are supported moderately well by data from the multiple volunteer group studies examined. There is
some evidence of benefit to volunteers in terms of mental health and wellbeing. A new construct of connectedness in volunteers emerges as a contributor to the variance in some of the outcome variables. Outcomes of volunteer work studies suggest that there is good similarity between paid and unpaid work, probably through their multiple benefits for volunteers and the paid workers. Support for the DC-S and JD-R models in volunteer studies suggest that formal volunteering should be considered to be another form of work.

Keywords: job satisfaction, job demands-resources model, volunteerism, unemployment, well-being

Formative evaluation of the Japanese version of the DVD, “Bandura’s social cognitive theory: An introduction”, and its application to the development of learning and instructional guides

ITOH, H. (National Institute of Multimedia Education)

The aim of this research was to investigate the effects of verbal and visual presentations of the DVD, “Bandura’s social cognitive theory: An introduction”, on learning its content, in order to develop effective Japanese captions and learning and instructional guides. Eighteen graduate students, naïve about Bandura’s theory, responded to multidimensional evaluation tests using texts and images. Formative evaluation and revision of Japanese captions and test items were repeated in three cycles. Results are discussed from a viewpoint of interactions between senders and recipients of information. Recipients chose “images combined with captions” and “images” more often than only “captions” as the main information for judging the most impressive scenes. They rated all the topics as interesting. Recipients scored highly in the correct response comprehension tests on aggressive modeling in the correct-incorrect judgment test and moral disengagement in the image-text matching test. They also had high correct responses in the multiple-choice test for major methods of developing efficacy and major processes of efficacy. However, correct response rates decreased in the image-text matching test, possibly because the recipients processed information using Japanese captions more often than information processing for getting the impressions. Error analyses revealed trends of learners’ errors. They highly evaluated the construction of captions and images. Among subitems, scores on Professor Bandura’s own narration had the highest evaluation. The test of applying acquired knowledge to their own research, practice, or life situations revealed that social cognitive theory could be helpful to the learners. The author’s interview with Professor Bandura was very helpful for understanding the background of the images and the narration, and thereby, to improving Japanese captions. Analyses of the multidimensional evaluation tests clarified the recipients’ information processing technique, whereas the interview with Professor Bandura clarified sender’s intention. Suggestions for improving Japanese captions and the development of learning and instructional guides include: highlighting key words, explaining key concepts, providing related printed materials, discussing personal experiences and applications of the theory with others.

Keywords: Japanese, learning and instructional guides, social cognitive theory, learning errors, social cognitive theory

Formulation, cognitive-behavioural therapy and restorative justice conferencing in addressing depressive symptoms

D’CRUZ, R. (University of Canberra)

The aims of this research were to appreciate the value of frequently revising case formulation, to see the link between formulation and choice of therapeutic approach, and to explore the possibility of integrating Restorative Justice Conferencing (RJC) along with Cognitive-Behavioural Therapy (CBT) to reduce depressive symptoms, of a client whose husband had repeatedly cheated on her. Case formulation is an evolving process requiring frequent revision before a treatment plan can be devised. Adopting CBT exclusively with individual clients may not be effective in all cases. By being creative, the CBT therapist can explore other therapies which, when combined with CBT, can help resolve this challenging problem. This case illustration explains how RJC was integrated
along with CBT to help a family attain closure from the repeated infidelity of the husband, and move forward. The agreement was worked around the issue of trust. The husband agreed to look his wife and each of his daughters in the eye and tell them “it was over”, and “he would never ever betray their trust again”. Another outcome was that both agreed to undergo Couples’ Therapy, so they could work through their other differences. This was something my client’s husband was, hitherto, quite averse to accepting. His request that his daughters start to call him “dad” again was accepted. A last clause in the agreement stated that at some point during or after Couples’ Therapy, the two of them would renew their marriage vows in the presence of their children. In conclusion, careful formulation will almost always point the therapist in the direction of the most suitable therapeutic approach to be used. RJC can be very effectively used along with CBT for resolving complex clinical cases.

Keywords: restorative justice conferencing, cognitive behavioural therapy, case formulation, couples therapy, depression

Friendship motivation and role behavior expectation

NAKAYAMA, M. (Nara Women’s University), KUNINORI, Y. (Nara Women’s University)

The aim of the present study was to investigate the correlation between friendship motivation and the expectation about the role behaviors. Particularly, the developmental change of individuals was examined by comparing junior high school students and university students. The Friendship Motivation Scale (Okada, 2005) was used, which was developed in the framework of the self-determination theory. Based on the self-determination theory, four subscales were expected; external, internalized, indentified, and intrinsic reasons. The Role Behavior Expectation Scale (Shimotomai, 1991) consisted of six subscales; support, proximity, autonomy, amusement, similarity and dynamics. Both scales were scored using a 5-point Likert scale. The participants were asked to imagine a person with whom they kept company and to classify him/her as an intimate friend, friend or acquaintance. They then rated their expectation about the role behavior for an identified person. The questionnaire survey was completed by 69 junior high school students and 182 university students in Japan. Scores from each subscale of the Friendship Motivation Scale and Role Behavior Expectation Scale were averaged. The results revealed that the mean scores of intrinsic reasons on the Friendship Motivation was highest in both junior high school students and university students, with the mean scores decreasing in the order of indentified, internalized and external reasons. The mean scores of external reason were higher in university students than in junior high school students. In contrast, the mean scores of intrinsic and identified reasons were higher for junior high school students than for university students. As for the role behavior expectation, the scores were higher in junior high school students than in university students as a whole. Especially, the tendency was noticeable in proximity and amusement. The expectations for proximity, support, autonomy, and dynamics were high, and the expectation for similarity was low as a whole. Significant correlations were found between friendship motivation and the role behavior expectation.

Keywords: friendship, role behavior expectations, students, autonomy, proximity

Gender and innovation: The mediating and moderating effect of psychological capital

TONG, J. (Peking University), WANG, L. (Peking University)

Previous research showed that there were gender differences in innovation (e.g., Mostafa, 2005). This research aims to explore the possible mediating and moderating effects of Psychological Capital (PsyCap) on the relationship between gender and innovation. Study One examined a general employee sample (N = 339) on PsyCap and self-reported innovation behavior. Results showed that after controlling for demographic variables such as age, education level, management position and tenure, the higher PsyCap level resulted in more innovation behavior in males than in females. Meanwhile, PsyCap mediated and explained 58.43% of innovation gender differences. Study
Two examined PsyCap and supervisor-rated innovation behavior in employees from four corporations \((N = 861)\). Results demonstrated the mediating and moderating effects of PsyCap found in Study One. Overall, the findings showed the new function of PsyCap and helped to develop and cultivate innovation behavior in organizations.

Keywords: innovation, gender differences, psychological capital, management, employees

**Gender and temperament differences in meaning attribution**

TROFIMOVA, I. (McMaster University), SULIS, W. (McMaster University)

The aim of this study was to investigate gender and temperament-related differences in meaning attribution. Osgood’s semantic differential applied to the most neutral and abstract concepts assessed using basic adjectives bipolar scales, could be used as a semi-projective method to study the characteristics of meaning attribution. The analysis of direct estimations of the abstract concepts was combined with a component analysis of semantic spaces (derived from factor analysis of the subjects’ estimations). The study was conducted in English for 1180 Canadians, in Russian for 167 Russians and in Chinese for 161 Chinese subjects. The direct estimations showed gender and temperament-related differences in meaning attribution. Males in all three samples attributed more negative estimations to abstract objects than females. People with stronger endurance and tempo in verbal-social activities differed dramatically from other temperament groups. At the same time there were cultural differences in semantic spaces of various gender and temperament groups. Gender and temperament differences in meaning attribution indicate a possible contribution of biological factors in resulting attitudes. The differences between “extraverts” and other temperament groups also show deficits of so-called “lexical approach” in studying personality and individual differences, which rely on factor analysis of descriptors of human behavior.

Keywords: meaning attribution, temperament, gender differences, lexical approach, personality

**Gender differences in mate selection: The effects of socioeconomic status and physical attractiveness**

LO, H. (Yuan Ze University), LO, W. N. (Yuan Ze University), HUONG, N. T. T. (Yuan Ze University), JHANG, J. L. (Yuan Ze University), LIN, Y. C. (Yuan Ze University), CHIOU, W. T. (Yuan Ze University)

The selection of marriage partner is one of the most important decisions in one’s life. Two criteria, socioeconomic status and physical attractiveness, are frequently discussed in literature. However, researchers have shown that the weight of these criteria differs between sexes. The aims of this study were to examine whether Asian people select their spouse according to the rules of matching theory and competition theory, and whether this selection outcome reveal similarities between Western and Asian populations and between sexes. A pilot test was used to choose four pictures and then an experiment was carried out to examine our research questions. Participants were recruited from Taiwanese college students. We found that the spouse selection of females and males conforms to Western matching theory only when considering education status. There was a difference between females’ and males’ mate selection only when earnings status was taken into account. Females tended to select a spouse who had higher earning status than themselves, whereas males tended to select a mate who had similar earnings status to themselves. Finally, we also found support for the different impact of physical attractiveness on males and females. In conclusion, both males and females tended to select spouse based on similar cultural status. In regards to economic status, males preferred a partner who was in the same status while females preferred a partner who was in higher status. Both males and females emphasized economic status over cultural status. In regards to physical attractiveness, both males and females were affected by physical attractiveness but this effect was significantly stronger on males than on females.
Gender specific self-management of technical university teachers

VYNOSLAVSKA, O. (National Technical University of Ukraine “Kyiv Polytechnic Institute”)

A contemporary teacher of a technical university must be educator, scientist and organizer simultaneously. Due to the increase of number of female teachers among them during the last few years it is important to study the reasons leading to irrational use of teacher working-time, especially when its gender specific. The aim was to show gender specific differences of teachers’ self-management and to create a program of psychological training in self-management skills for postgraduates and young teachers. Two hundred and eighty university teachers (146 male and 134 female) took part in the research. Techniques applied for the development of self-perfecting consist of four stages: (1) activity monitoring and time analysis; (2) inventory of registered "time-eaters"; (3) study of main functions of self-management; and (4) creation of individual technology of economical time usage. Grouping of primary data, alternative and comparative analysis, and graphic interpretation of data were used. Qualitative analysis identified three categories of "time-eaters": subjective (26.9%: 11.2% – male; 15.8% – female); objective outside university (63.8%: 26.3% – male; 37.5% – female), and objective inside university (22.4%: 9.1% – male; 13.3% – female). However, women have a higher level of self-management than men irrespective of pedagogical experience. After training, men decreased number of subjective time-eaters from 11.2% to 7.1%, and women decreased these from 15.8% to 9.2%. Nevertheless, the tendency of women to register a bigger number of "time-eaters" remained and they registered 31% more "time-eaters" than men. The data obtained allow us to assume that males think of rational use of time less thanks to a combination of smaller number of functions. Women who need to combine teaching, scientific work, house affairs etcetera, have time to do all these due to more effective self-organizing only. The further analysis has shown that with development of pedagogical skill (postgraduates – young teacher – experienced teacher) men have less "time-eaters" and women – bigger number. In conclusion, the research confirmed expediency of psychological training of postgraduates and young teachers in self-management skills for both females and males. However, the problem of effective time use by teachers should be solved in a complex manner, that is, on the one hand by individual inventory of time, and on the other hand, by improvement of university life as a whole.

Gendered culture at the workplace: How is it related to occupational stress?

LAU, M. (Deakin University)

Stress in the workplace is the most commonly reported claim of job-related illness. It has a significant negative impact on the employers and the employees which remains costly to both parties. Previous research showed that women tend to be over-represented in work-related stress claims. Despite an increased number of women entering the workforce, female workers still remain under-represented in management compared to their counterparts. This may stem from organisational management structures that give preference to masculine attributes such as determination, assertiveness and ‘toughness’ which are more commonly found in men than in women. The study aims to investigate occupational stress from a gendered identity perspective, where the gender-fit between the employee and the workplace is explored. It is hypothesized that incongruence between an individual’s gender attributes and the organisation’s gender attributes is associated with occupational stress. The moderating effect of negative affect on the relationship between gender-incongruence and occupational stress will also be examined. An anonymous, self-reported questionnaire was developed from the Gender Scale (Palermo, 1992), which measured the gender attributes scores (IV’s: feminine/nurturance and masculine/autonomy) for the individual and the organization that produced the incongruence scores; the Positive

Keywords: matching theory, competition theory, socio-economic effects on mate selection, earning status, physical attractiveness

Keywords: university staff, gender differences, time management, self-management, time-eater
and Negative Affect Scale (PANAS; Tellegen, 1984) to collect scores for (IV) negative affect; and the Occupational Stress Inventory – Revised (OSI-R; Osipow, 1998), which measured stress in terms of (DV’s:) Role Overload, Vocational Strain and Responsibility. Participants were recruited from masculine (autonomous), feminine (nurturing) and other organisations across a diverse range of industry sectors. One hundred and forty employees (69 males, 70 females), aged between 18 and 65, completed the paper-based or online questionnaire which indicated their individual and their organisations’ gender attributes. Occupational stress, coping mechanisms and personality attributes are recorded. The model as a whole explains 16.5% of stress in the form of Role Overload and 36.3% of stress in the form of Vocational Strain after block 5 variables have been included. Gender Incongruence is found to be associated with occupational stress for nurturance incongruence and not for autonomy incongruence. Results do not support that negative affect moderates on relationship between gender incongruence and occupational stress. It is hoped that the findings will encourage more research that incorporates gender identity in the areas of occupational stress. Otherwise, researchers may miss an opportunity to explore the construct of occupational stress from a gendered, systematic perspective within an organization and its culture, which in turn, could aid both employers and employees to better understanding and managing this occupational health hazard.

Keywords: workplace stress, job-related illness, gender attributes, coping strategies, organizational management

Generalised self-efficacy in relation to the life transitions of adult learners in a university setting: Towards a narrative constructivist model of self-regulation

DU PREEZ, J. (University of Southern Queensland)

This paper demonstrates a model of self-regulation based on a qualitative research project with adult learners undertaking an undergraduate degree. The narrative about the participant’s life transitions, co-constructed with the researcher, yielded data about their generalised self-efficacy and resulted in a unique self-efficacy narrative for each participant. A model of self-regulation is proposed with potential applications for coaching, counselling and psychotherapy. A narrative method was employed to construct narratives about an individual’s self-efficacy in relation to their experience of learning and life transitions. The method involved a cyclical and iterative process using qualitative interviews to collect life history data from participants. In addition, research participants completed reflective homework tasks, and this data was included in the participant’s narratives. A highly collaborative method entailed narratives being co-constructed by researcher and research participants as the participants were guided in reflecting on their experience in relation to learning and life transitions; the reflection focused on behaviour, cognitions and emotions that constitute a sense of self-efficacy. The analytic process used was narrative analysis, in which life is viewed as constructed and experienced through the telling and retelling of stories and hence the analysis is the creation of a coherent and resonant story. The method of constructing self-efficacy narratives was applied to a sample of mature aged students starting an undergraduate degree. The research outcomes confirmed a three-factor model of self-efficacy, comprising three inter-related stages: initiating action, applying effort, and persistence in overcoming difficulties. Evaluation of the research process by participants suggested that they had gained an enhanced understanding of self-efficacy from their participation in the research process, and would be able to apply this understanding to their studies and other endeavours in the future. A model of self-regulation is proposed as a means for coaches, counsellors and psychotherapists working from a narrative constructivist perspective to assist clients facing life transitions by helping them generate self-efficacious cognitions, emotions and behaviour.

Keywords: self-efficacy, adult learners, narrative constructivist model, self-regulation, narrative analysis

Government corruption perception, political trust and “hedonic balance” in Argentina and Spain: A transcultural study

Keywords: self-efficacy, adult learners, narrative constructivist model, self-regulation, narrative analysis
PRADO GASCO, V. J. (Universidad de Valencia), QUINTANILLA-PARDO, I. (University of Valencia), PETIT, L. (University of Buenos Aires), ETCHEZAHAR, E. (University of Buenos Aires), BIGLIERI, J. A. (University of Buenos Aires)

The aim of the study was to analyze and compare the government corruption perception and political trust in Argentina and Spain and to study the relations between government corruption perception, political trust and “hedonic balance”. The study sample comprised 100 households (51 from Argentina and 49 from Spain) and participants completed the Satisfaction with Life Scale (Diener, Emmons, Larsen, & Griffin, 1984) and a scale created ad-hoc to study government corruption perception, and political trust. The current study had three hypotheses. Specifically, it was hypothesised that: 1) there is a strong and negative relation between government corruption perception and political trust; 2) there is a positive relation between hedonic balance and political trust and negative with government corruption perception; and 3) there are significant differences in the perception of the country between Argentines and Spanish people. Results showed that “hedonic balance” has a positive and significant relation with “political trust”. There was also a positive and significant relation between the economic perception of the country and “political trust”. On the other hand, there seems to be a negative correlation of the economic perception of the country and “government corruption perception”. Finally there was a strong, significant and negative relation between “government corruption perception” and “political trust”, as we had considered previously. If we consider the significant differences between the two countries, on balance, Spanish people have a more positive perception of the economic situation, a bigger trust in government, and a perception of less corruption in the government than Argentines. There are other demographic variables that may have an effect.

Keywords: government corruption perception, political trust, hedonic balance

KOZLOWICZ, C. (University of Phoenix and Literacy Council)

The aim of this research study was to examine refugee families and how their group norms and attitudes can relate to their children’s educational performance. Several teachers and educators initially feel that the English language barrier is one of the key challenges that prevent refugees from learning. Yet, several educators are finding that it is not so much the language barrier, but the refugee families’ different attitudes towards education and especially, the refugee parents’ role in the child’s education. Many refugee parents feel that they should have no role in their child’s educational system because of their culture. The goal of this correlational study was to analyze the incongruence between the refugee values of the education system and the education system of their new culture. Furthermore, the goal is to understand how intra-group and social psychological dynamics of the refugee families will affect or hinder this attitude change. This study will also help understand how educators can address this and make changes to improve the refugees’ performance in school. Five schools in Wisconsin who have refugee placements were surveyed determining their knowledge of the refugee students’ culture and their attitudes towards school. Twenty six teachers were surveyed. Through a translator, 56 refugee families, who were in the United States (Waukesha County) for at least a year but not over a year and a half were also surveyed about their attitudes towards school. Twenty-four females and 32 males were interviewed with 25 refugee participants from ages 10-18 and 31 over 18. These refugee families were then asked a series of questions about their level of disagreement with newly arrived refugee families who they have had contact with, questions determining cultural identify and comfort level with newly arrived refugee families as it relates to education. Finally, report cards and attendance at parent-teacher conferences was also examined. This study indicated a r = .81 correlation that beliefs that low parent involvement of school, high discord within the refugee community as it relates to cultural assimilation and incongruence between teachers attitudes of parent involvement and refugee involvement lead to academic performance.
issues. This study indicated that there was a strong positive correlation between the refugee attitude’s stating that they feel that education is the teacher’s job, not the parents, the wider the discrepancy between the educators and families and the discord with other members of the refugee community and the refugee families’ parental involvement and academic performance. This study indicated that educators can benefit and social service placement agencies can benefit from understanding the attitudes of refugee families (that teachers are in authority and that parents should not have any involvement), how this incongruence with the teachers and affects these student’s self-self-identity and self-esteem and this affects academic performance. When refugees arrive, sponsoring organizations can learn from this research and communicate and educate incoming refugee families on the culture of the educational system.

Keywords: intergenerational conflict, conformity, cognitive dissonance, attitudes, social behaviour

Group counseling for domestic violence offenders

LANG, Y-C. (Da-Yeh University)

The study was conducted to evaluate group counseling for 12 domestic violence offenders in Changhwa County, Taiwan, to create a model for future group counseling for this group of offenders. These participants were mandated by the parole office to join this program. The skills of Solution-Focused Brief Therapy (SFBT) were applied, together with Art Therapy for warm-up. Three measurements were used to evaluate the participants’ behaviors in order to understand their changes, if any. An objective observation report was also used for evaluation. The results showed that these participants had certain biases toward females, especially their wives. Most of them felt that their wives should take responsibility for making them angry and violent. The study also revealed that most of them were part-time workers or even jobless, and their wives were from other countries. More details will be discussed. Although group counseling for domestic violence offenders is mandatory, the results indicate the program was not effective due to limited time and budget. A SFBT model could be considered for this special group of offenders.

Keywords: domestic violence, solution-focused brief therapy, mandated, men, group therapy

Have you met the Black Guy? Acculturative dynamics with overseas work

JOHNSON II, B. (deep1914)

Despite the tremendous influence of the Multicultural Counselling Competencies (MCCs) (Sue et al., 1998) on the field of psychology, Leung (2003) pointed out that the multicultural movement within psychology continues to lack a sufficient focus on globalization. Working and living overseas has been offered as one mechanism for internationalizing psychology and enhancing ones multicultural competence (e.g. Wedding, 2007). Specifically, this approach can assist academic educators with: (a) equipping the field to meet the needs of an increasingly diverse population, (b) exposing the field to diverse worldviews and perspectives that can inform interventions, (c) equipping psychologists to effectively address emerging social, cultural political and environmental problems around the globe that impact individuals and groups; and (d) increasing psychologists’ participation in the global research community (Kitayama & Markus, 1995; Leong & Ponterotto, 2003; Marcella, 1998, 2007). Despite these and other advantages, a number of challenges have been identified for those psychologists working internationally, including: (a) lack of cultural awareness, understanding and sensitivity on the part of the host culture (e.g., Bochner, 1999; Draguns, 2001; Leong & Santiago-Rivera, 1999), (b) difficulty navigating issues related to acculturation and ethnic identity on part of the international professional. This is a complex matter and it is imperative that more attention is devoted to addressing the experiences of professional psychologists working internationally. This paper will focus upon the personal and professional impact of a Black-American Clinical Psychologist working at a University within regional Australia. Specifically, I will examine how this experience offered an
opportunity for increasing multicultural counseling competency (i.e., increasing self-awareness, understanding different worldviews, and developing culturally appropriate intervention skills) through allowing opportunities for: (a) experiencing cultural/human differences, (b) developing scholastic collaborations and exchanging professional ideas, and (c) challenging western isolationistic assumptions.

Keywords: multicultural counselling competency, academic educators, cultural awareness, ethnic identity, acculturation

Having a sense of efficacy: Considering adolescent and adult perceptions of self and self-in-community in relation to meeting personal and communal challenges

PRETTY, G. (University of Southern Queensland), INGLIS, R. (University of Southern Queensland)

This review paper reports on a series of five studies that have sought to understand differences and commonalities regarding the constructs of self efficacy and communal mastery in relation to personal and community problem solving. Adult studies include university students’ management of stress, rural residents’ management of land use issues and volunteering behaviour, and urban residents’ management of water resources. Adolescent studies of mental health and community engagement include general and clinical samples. Once shared variance for measures of generalised self efficacy (Schwarzer & Jerusalem, 1995) and communal mastery (Hobfoll, Schroder, Wells & Malek, 2002) was removed, the relative significance of the two constructs tended to differ in relation to predicting aspects of personal problem solving (coping and well-being) and community problem solving (volunteering and engagement). For example, while adults’ reported self efficacy was a better predictor of managing worries, communal mastery was more predictive of managing actual stressful events. Adolescents’ reports of communal mastery were a better predictor of mental health indicators and coping than their reports of self efficacy. In regard to environmental issues, self efficacy contributed more to the prediction of pro-environmental behaviour than communal efficacy. Findings are discussed in terms of advancing conceptual understanding of the two constructs and the importance of promoting the development of communal as well as self efficacy in caring for the good of the one and the good of the many.

Keywords: self efficacy, pro-environmental behaviour, communal problem-solving, communal mastery, community engagement

Healing and recovery amongst survivors of torture and trauma

KAPLAN, I.

This paper will present an overview of pre-arrival, settlement experiences and recovery processes as they apply to people coming to Australia from Burma, Iraq and Afghanistan. An early intervention program and a longer-term counselling and advocacy program at the Victorian Foundation for Survivors of Torture will be described in order to highlight the process of understanding needs and how both specialist and community-based strategies, are shaped accordingly. Healing occurs on many levels and this paper will also explore the language and concepts required to understand the changes which occur and the barriers to change when promoting and assisting in the remaking of lives which have been subjected to the extremes of human rights violations. A human rights framework is essential to understanding the distinctive risk and protective factors to be considered when working with newly-arrived survivors of torture and trauma. Pre-arrival experiences characterised by extensive exposure to violence and loss and forced displacement have their roots in systematic human rights violations. The struggle over being selected for resettlement is a rarely acknowledged additional experience beyond the control of survivors. Once in Australia, a host of factors influence whether new lives do indeed begin. They range from the broadest contextual factors, such as international security concerns and ongoing zones of war and conflict, to the local context, especially the quality of service systems and the capacity of communities to respond to survivors. Many settlement experiences can inadvertently exacerbate pre-arrival experiences of systematic
persecution when they reinforce helplessness, lack of belonging, injustices and lack of respect. Recovery requires restoring a sense of control, connections, meaning, justice, and dignity as well as addressing difficulties which may manifest as psychological symptoms.

Keywords: survivors of torture and trauma, early intervention, healing, human rights, Australia

Health and psychological measures of inpatients with schizophrenia

MOORE, G. (Macquarie Hospital), MOORE, G. (Macquarie Hospital)

Individuals with a diagnosis of schizophrenia have greater health problems than the general population. Amongst this segment of the population there is little research on weight and health control from a psychological perspective. This study examined a program from a Self-Regulation perspective. A quasi-experimental and case study design was employed to test 14 inpatients in a Dual Diagnosis (mental illness and substance abuse) rehabilitation program. A health psycho-education group combined with an exercise session (or other activity choice) made up the components of the program under study. Self-report questionnaires were administered at four periods: baseline, pre-treatment, post-treatment and at one month follow-up over a five month period. Physiological measures were taken weekly. Three representative case studies are included. Self-efficacy increased and there was a non-statistical trend towards greater activity. Although other psychological measures were not significant, there was a positive trend. As self-efficacy is a prelude to greater self-regulation, it could be suggested that this program was long enough to psychologically prime the participants but not to the degree that self-regulation would be changed. A longer time frame for program efficacy is required with this population.

Keywords: self-efficacy, schizophrenia, self-regulation, dual diagnosis

Health behavioral model among school aged children in private schools in Bangkok, Thailand

KITIIPICHAI, W. (Mahidol University)

The aim of this study was to develop the causal model of health behaviors among school aged children. The causal factors consisted of sex, health behavior knowledge, student’s care by parent, self esteem, perceived self efficacy, self regulation, and self care. The consequence was health behaviors which were included factors: nutrition, exercise, and leisure time. The samples were 297 school age children (Grades 4 to 6) among two private schools in Bangkok. The data were collected by seven questionnaires which had the range of internal consistency reliability coefficients from 0.70 to 0.90 and construct validity tested by confirmatory factor analysis method. The data were analyzed using structural equation modeling method (SEM) from LISREL software. The developed model were consistent with the empirical data (p = 0.63) revealed that the six causal variables accounted for 42% of the variance of students’ health behavior. The details of the causal relationship of variables were as follows: (1) The students’ health behaviors were most directly affected by students’ health care by parent (β = 0.58), followed by perceived self efficacy (β = 0.23), self care (β = 0.10), sex (β = 0.09), self regulation (β = 0.04), and self esteem (β = 0.03) respectively. (2) The students’ health care by parents directly affected perceived self efficacy (β = 0.39), self care (β = 0.18), and self regulation (β = 0.14). Students’ health care by parents was the important antecedent of students’ health behaviors and the enhancing factor of students’ attributes on the social cognitive theory. Thus, parents should be devoted to looking after their children’s nutrition, exercise, and leisure time.

Keywords: health behaviours, child health, parental care, social cognitive theory

Helping behavior and contextual variables

DINIZ, P. (Victoria University of Wellington), GOUVEIA, V. (Federal University of Paraiba), MILFONT, T. (Victoria University of Wellington)

This quasi-experimental study investigates the influence of situational variables on helping
behavior. A 2 x 2 x 2 x 2 factorial design was employed in which manipulated scenarios of helping situations were depicted to form the four factors, containing two levels each: 1) the reason why the needy person asks for help (emergency x non-emergency), 2) gender of the needy person (female x male), 3) the kind of situation (public x private), and 4) the degree of proximity between the needy person and the person who helps (close person x unknown person). Participants were asked to indicate their intention to help in each situation. A total of 408 undergraduate students from public and private Brazilian universities took part in the study. Most of them were female (60.3%), single (83.9%) and with a medium self-reported economic status (60.1%), and with ages ranging from 17 and 58 years (M = 22; SD = 6.39).

ANCOVAs were conducted to examine the effects of the situational variables on helping behavior, with social desirability entered as a covariate. Main effects for three of the four situational variables were observed: the type of the situation, the reason for asking for help, and the relationship between who helps and who asks for it \((F > 5.00, p < .001\) for all). There was no main effect for the gender of the needy person \([F(1,337) = 0.178, p = 0.643]\), but significant interactions were observed between gender of the needy person and both type of situation and relationship between the needy person and the person who helps. Overall, the results indicate that participants would be more likely to help when the situation (1) is an emergency, (2) is a public situation, and (3) involves a close person. Also, the gender of the needy person does not seem to be important. These empirical findings support previous studies showing that helping behavior depends on contextual variables. The theoretical and practical implications of these findings are discussed.

**Keywords:** helping behaviour, intention to help, help-seeking

**Hope and curiosity: Two significant strengths on mental health - A study among Chinese college students**

BAI, Y. (University of Hong Kong), HO, S.M.Y. (University of Hong Kong)
Keywords: mental health, five key strengths, depression, well-being, Chinese students

How corporate social responsibility practices, and human resource practices, interact to influence job-seekers: An empirical study

SMITH, V. (Macquarie University), LANGFORD, P. (Macquarie University), SEARLE, B. (Macquarie University)

Whilst corporate social responsibility (CSR) appears to have benefits for employee outcomes (e.g., Brammer, Millington & Rayton, 2007; Pettijohn, Pettijohn & Taylor, 2008), research suggests that it explains little unique variance in employee engagement beyond traditional human resource (HR) practices. One explanation for this finding is that employees view HR practices as a form of social responsibility. An experiment was designed to examine the extent to which HR and CSR practices influenced job-seeker ratings of organisation social responsibility and organisation attractiveness. Participants were asked to play the role of job seekers. They were given a description of an organisation, in terms of its attractiveness and social responsibility, and were asked to rate the organisation. This experimental approach allowed for manipulation of information about hypothetical organisations, to give a clearer indication of how such information is perceived. A 2x2 factorial design was used such that descriptions manipulated organisational performance in terms of HR practices (high/low) and corporate social responsibility practices (high/low). The descriptions were counterbalanced, resulting in eight final descriptions, which were randomly allocated among the 128 participants. A two-way ANOVA was used to analyse the hypotheses. Results suggest that whilst both high HR, and high CSR, practices significantly increase ratings of organisation attractiveness, HR practices increase organisation attractiveness to a greater extent than do CSR practices. Conversely, whilst both high HR and high CSR practices significantly increase ratings of social responsibility, CSR practices increase social responsibility ratings to a greater extent than do HR practices. No interaction was found between CSR practices and HR practices in their impact on either outcome. These results support the suggestion that job-seekers view HR practices as one of the ways in which an employer can be socially responsible. The lack of interaction between CSR and HR practices questions the suggestion that CSR may have little impact on employee outcomes beyond the impact of HR practices. Finally, these results suggest that positively engaging in both HR practices and CSR practices will have benefits for organisations in terms of increased attractiveness.

Keywords: corporate responsibility, social responsibility, human resources, job-seekers, employee outcomes

How does emotional valence affects time perception and situational awareness

NIKOLLA, D. (University of Gloucestershire)

The aim of the study was to examine how positive and negative emotional arousal affects the perception of time and situation awareness (SA). Several studies have suggested that different emotional states affect the perception of time differently. In the present study, a different method of time estimation was tested with the aim of circumventing some of the problems faced by more traditional time estimation methods. Three different sets of 20 emotional slides rated for valence and arousal (International Affective Picture System) were shown to three groups of participants for six seconds. Each set of slides was designed to evoke one of positive the following emotional reactions: positive high arousal (PHA), negative high arousal (NHA), or neutral low arousal (NLA). The State-Trait Anxiety Inventory (STAI) was administered in order to control for baseline levels of arousal. The emotional slides were sandwiched between two emotionally neutral slides, each having a duration of either three or nine seconds, counterbalanced across 20 trials. Analysis of variance revealed a statistically significant difference ($p < 0.05$) in the perceived duration of the slides for the three emotional groups (PHA, NHA & NLA), $F(2, 38) = 7.7$, $p = 0.02$. Eta squared was 0.29. Post-hoc comparisons using Tukey’s HSD indicated that the mean score for the NHA group ($M = 11.76$, $SD = 2.69$) was significantly different from the PHA group ($M = 8.57$, $SD = 1.45$). The NLA group
Abstracts of the 27th International Congress of Applied Psychology

(M = 10.20, SD = 2.39) did not differ significantly from either the negative or positive Group. Crucially, measures of situation awareness showed statistically significant differences between the positive and negative groups but no significant difference from the neutral group. These results are interpreted within a model of action tendency, in which negative and positive emotional valences control different motivational and attentional mechanisms, with negative valences controlling Behavioral Inhibition Systems (BAS), and positive valences affecting BAS.

Keywords: perceptions, situation awareness, emotional states, arousal

How does psychological empowerment influence employees’ turnover intention: The mediating effect of organizational commitment and the moderating effect of work involvement in the mediated model

YU, S. (Peking University), WANG, L. (Peking University), KONG, H. (Luxottica Group), YU, Z. (Luxottica Group), ZHANG, X. (Peking University)

Due to the influence on the organization’s performance, employee turnover and turnover intention have received considerable attention worldwide. This study examined the relationship between psychological empowerment and employee turnover intention, as well as the mediating role of organizational commitment and moderating role of work involvement in the mediated model. In one sample, 481 employees from a manufacturing company located in southeastern China rated their psychological empowerment, organizational commitment, work involvement and turnover intention. Results showed that psychological empowerment was negatively related with turnover intention through the mediated effect of organizational commitment. Work involvement moderated the mediated model, that is, psychological empowerment was positively related with organizational commitment, especially for the employees with high work involvement, and organizational commitment was negatively related with turnover intention, especially for the employees with high work involvement. Based on the above results, psychological empowerment was found to be a factor on the employees’ turnover intention. Whereas organizational commitment played a mediating role in the relationship, and work involvement played a moderating role in the mediated model. Thus, the results underscore the importance of accounting for work involvement when examining the relationships between empowerment, organizational commitment, and turnover intention.

Keywords: empowerment, employee turnover, turnover intention, organisational commitment, work involvement

How does self-consistency influence organizational variables: The moderating effect of relational interdependence

HUANG, Y. (Peking University), WANG, L. (Peking University)

Self-consistency describes individuals’ tendency to be consistent across different social roles. Previous research demonstrates that high self-consistency is associated with less depression and more subjective wellbeing. But the effect of self-consistency on organizational variables is ignored. The present study focuses on this question. Moreover, cultural psychologists find that relational interdependence moderates the relationship between self-consistency and wellbeing such that self-consistency is not important for highly interdependent individuals. Thus, we also examine the moderating effect of interdependence. Finally, we separate workplace-specific self-consistency and general consistency so as to investigate their different effects on organizational variables. Two hundred and twenty-four employees from 28 different companies participated voluntarily. They were asked to finish the questionnaire independently and seriously, and return the questionnaire the second day. The valid response rate was 91.25%. Measurements included self-consistency (i.e. 104 employees finished the workplace self-consistency measurement while 115 employees finished the general self-consistency measurement), life satisfaction, job satisfaction, organizational commitment (i.e. affective commitment, normative commitment, and continuance commitment), and relational
interdependence. General self-consistency was found to be positively related with individuals’ life satisfaction, but negatively associated with the continuance commitment. Workplace-self-consistency was positively related with life satisfaction, job satisfaction, and normative commitment, but negatively associated with the continuance commitment. Furthermore, interdependence moderated the relationship between general self-consistency and organizational variables. For those with low interdependence, higher general self-consistency predicted higher job satisfaction, affective commitment, and normative commitment. For those with high interdependence, higher general self-consistency predicted lower continuance commitment. Self-consistency is important in workplace. Compared with general self-consistency, workplace self-consistency better predicts individuals’ perception in organizations. Interdependence moderates the relationship between general self-consistency and organizational variables.

Keywords: self-consistency, relational interdependence, job satisfaction, organisational commitment, subjective well-being

How emotional valence colors our attention

FU, X. (Chinese Academy of Sciences), SHEN, X. (Chinese Academy of Sciences), XUANG, Y. (Chinese Academy of Sciences)

Emotional stimuli have a priority to be processed relative to neutral stimuli. However, it is still unclear whether different emotions have similar or distinct influences on attention. To answer the question mentioned above, we conducted three experiments, which used three emotion valences: positive, negative and neutral. Pictures of money, a snake, a lamp and Character X were used as stimuli in Experiment One. In Experiment Two, schematic emotional faces (angry, smiling and neutral face) were used as experimental stimuli to control the stimuli complexity. In Experiment Three, the stimuli were three line drawing pictures selected from the Chinese Version of Abbreviated PAD Emotion Scales, corresponding respectively to the emotions of anger, joy and neutral. We employed the paradigm of inhibition of return (IOR), an effect on spatial attention where people are slow to react to stimuli which appear at recently attended locations (Posner & Cohen, 1984) which used exogenous cues and included 20% catch trials. Fifty-three university students participated in the experiments. We found that participants needed more time to process negative picture (Experiments 1, 2 and 3), and the effect of IOR could happen at the Stimulus Onset Asynchrony (SOA) in as short a time as 50 milliseconds (Experiment 1). Meanwhile, the data demonstrated that IOR had happened at an SOA of 50 milliseconds only when the schematic face was angry, and the Reaction Time (RT) for angry schematic face was significantly longer than RT of the other two faces (Exp2). In all three experiments, we consistently found that there was a U-shaped relationship between RT and SOA, irrespective of the cue validity and emotion valence. These results showed that different emotional valences have distinct influences on attention and also indicated that emotions of happy or neutral could be processed more rapidly than the emotion of anger.

Keywords: emotional stimuli, stimulus onset asynchrony, inhibition of return, schematic emotional faces

How fast? The effect of post event information and perceived involvement on memory for the details of motor vehicle accidents

KEMP, R. (University of New South Wales), SRIRAM, V. (University of New South Wales)

Eyewitnesses are often called upon to provide information to police and insurance investigations into the causes of motor vehicle accidents. One of the most critical details they may be required to recall is the speed of the vehicle(s) immediately prior to the accident. Research has shown that information presented to an eyewitness after the event (post-event information) is likely to be incorporated into their memory of the event, regardless of accuracy. In real motor vehicle accidents one powerful source of post-event information may be the sight of the accident itself. That is, the knowledge that the vehicle crashed may affect
the witness’s memory of the details of the event, including the vehicle’s speed prior to the crash. Furthermore, there is reason to predict that participants who are more actively involved in the event are less susceptible to the effect of post-event information than those who see themselves as passive observers. This study was designed to investigate these issues. Seventy-eight participants sat in a driving simulator with a confederate and watched the car drive around a track. For half the participants the drive ended with an unavoidable collision with another car. Half the participants believed that the confederate was driving the car (high involvement) while half knew the simulation was pre-recorded (low involvement). Participants were tested for their memory of the details of the event including the speed of the vehicle immediately prior to the end of the simulation. For participants who believed their partner was driving the car, seeing the car crash resulted in a significantly higher estimate of the vehicle’s speed compared to those who did not see a crash (a difference of about ten kilometers per hour). However, unexpectedly, this difference was reduced and marginally non-significant for participants who knew they were watching a pre-recorded drive. Memories for other details of the event were also assessed. Our results demonstrate that eyewitness accounts of the circumstances of a motor vehicle accident can be inaccurate and are likely to be influenced by extraneous sources of information. In particular this study presents the first clear evidence that an eyewitness's estimate of the speed of a vehicle is likely to be inflated if they saw the vehicle crash. This finding has important practical implications for police and insurance investigations of the cause of motor vehicle accidents. Further, the demonstration that level of perceived involvement influences susceptibility to post-event information has important implications for eyewitness memory research.

Keywords: eyewitness memory, perceived involvement, post-event information

How workplace hazards and training influence learning and performance

BURKE, M. (Tulane University), SALVADOR, R. (University of New South Wales), SMITH-CROWE, K. (University of Utah), SONESH, S. (Tulane University)

Based on hypotheses derived from social and experiential learning theories, this investigation meta-analytically examined how different types of hazardous events/exposures, when considered in safety training programs that vary in terms of social interaction, relate to enhanced learning and behavioral outcomes. A central premise of this study is that one’s understanding of risk associated with different types of hazardous events/exposures is socially developed, which in turn shapes one’s motivation to learn and transfer acquired knowledge to the job. For this meta-analysis, a total of 118 primary studies that had 151 independent samples, and 172 safety training effects based on a total sample size of 28,753, were included. An important finding from this study was that hazard event/exposure severity interacted with training engagement to, on average, produce more pronounced learning and performance only when hazard event/exposure severity was high and training was highly engaging. For knowledge acquisition, the mean standardized effect size (d-statistic) difference between the lesser (mean effect = .75) and highly engaging (mean effect = 1.67) forms of training under the high hazard severity condition was .92 ($p < .05$). Likewise, the mean difference between the lesser and highly engaging forms of training for safety performance was .64 (with the mean effects for the lesser and highly engaging forms of training being .40 and 1.04, respectively) and statistically significant ($p < .05$) under the high hazard severity condition. Under the low hazard severity condition, as expected, the mean training effects for the lesser and highly engaging forms of training were comparable in magnitude (with mean differences being statistically non-significant) for both knowledge acquisition and safety performance. The psychological mechanism offered for the expected interaction effects was referred to as the “dread factor,” the realization of the dangers associated with ominous hazards and the experienced feelings that one has about the possibility of such events/exposures. This affective response was expected to promote the motivation to learn about and avoid ominous hazards. Implications of these findings for theory
testing in regard to the dread factor and for incorporating information on objective risk into safety training will be discussed.

Keywords: hazardous environments, safety, dread exposure, hazardous environments, job knowledge

Identification and the embedding of strategic change

HENDY, J. (Imperial College), BARLOW, J. (Imperial College, London)

Literature has illustrated how successful strategic change requires identification to fundamentally alter, with transformation occurring over three stages. Our research aims to elaborate on this process. Using Fiol’s (2002) model we investigate whether, during a period of strategic change, individuals and organisations move alike through a series of predictable phases. Secondly, we investigate the effectiveness of managerial strategies employed at each phase. Focusing on the role of individual managers, we examine whether managerial levels of organisational identification relate to sensemaking. Finally, we provide new insights into levels of identification required for achieving strategic change, and discuss sensemaking techniques leaders can utilise. This paper presents a study of five health and social care organisations in England as they attempt to embed a strategic change (moving services to a remote care model). The increased provision of remote care is a key policy in the UK and elsewhere. Our longitudinal, ethnographic case studies document both successful and aborted attempts by top managers to shift the provision of healthcare services. We found that language and shared behaviour enable and guide organisational identity transformation but neither is wholly sufficient to engender the level of change required. Symbolic and rhetorical strategies are most useful in the first phases of change. For newly learned understandings to then gain purchase a wide range of shared tasks and role-based behaviours must be consistently employed, that allow for no backward slippage. In understanding variations in change across our five sites, we found a strong link between managerial identification at the start of the study and subsequent attempts at sensemaking, with high levels of organisational identification problematic. The relationship suggests a strong connection between organisational action and individual motivations; that powerful individuals direct organisational actions in ways that are coherent with protecting their identity. When attempting to strategically change organisational identity leaders need to employ a range of different sensemaking strategies that allow identity to be negotiated at each stage of transformation. This process may be best facilitated with the help of outside agents.

Keywords: strategic change, identity, organisational identity

Illness representations as predictors of quality of life in hemodialysis patients

DAVOODI, I. (Shahid Chamran University of Ahvaz), HONARMAND, M. (Shahid Chamran University of Ahvaz), SHIRVANIAN, E. (Shahid Chamran University of Ahvaz), SARARUDI, R. (Isfahan University)

Health-related quality of life in hemodialysis (HD) patients is a significant predictor of mortality and hospitalisation. This study examined illness representations as predictors of quality of life in HD patients. Two hundred HD patients completed the Kidney Disease Quality of Life-36TM (KDQOL-36TM; mean age 49.15±15.42). Illness representations were assessed using the Brief Illness Perception Scale. A canonical correlation analysis was conducted using eight illness perception variables as predictors of the five quality of life variables to evaluate the multivariate relationship between the two variable sets. The analysis yielded five functions ($R^2c = 0.55, 0.10, 0.08, 0.028, 0.018$ respectively). The full model was statistically significant ($\lambda = 0.344, F = 5.65, p < 0.001$) and explained 65% of the variance shared between the variable sets. Given the $R^2c$ for each function, only the first two functions were considered noteworthy (55% and 10%, respectively). The dimension reduction analysis indicated the full model and functions 2 to 5 were statistically significant ($F= 5.65, p < 0.001, F = 1.74, p < 0.01$, respectively). Structure coefficients for function 1 indicated that relevant criterion variables in dependent linear combination were primarily; mental component, symptoms, effects of Kidney Disease (KD) on daily life, burdens of KD and physical
Abstracts of the 27th International Congress of Applied Psychology

Imagined contact with a stigmatized outgroup: Impact on social distance and intergroup anxiety towards people with a mental illness

BROWN, P. (University of Canberra), SLY, R. (University of Canberra)

Imagining positive contact with an outgroup member has been shown to reduce prejudice towards that group. The present study assessed the effectiveness of imagined intergroup contact as a method for reducing stigma towards a highly stigmatized outgroup, namely people with a mental illness. One hundred and seven undergraduate psychology students were randomly assigned to either imagine a positive interaction with someone labeled with a mental illness (schizophrenia or depression) or to imagine contact with someone with no explicit label. Participants then completed measures of social distance, intergroup anxiety and prior contact with the outgroup. Results showed a significant positive effect for imagined intergroup contact on both desired social distance and intergroup anxiety; however this effect was not dependent on the type of mental illness label (schizophrenia or depression). Prior contact with the outgroup was shown to moderate the positive effect of imagined intergroup contact on social distance, with the effect being stronger for those who reported previous positive contact with persons with a mental illness. Contrary to previous research, intergroup anxiety did not mediate the relationship between imagined intergroup contact and social distance. This study demonstrated that imagining intergroup contact can lead to a reduction in prejudice against a highly stigmatized group, such as persons with a mental illness. Such results have implications for reducing stigma towards outgroups where opportunities for regular contact may be rare and for enhancing the positive effects of ‘real’ contact when it occurs.

Keywords: mental illness, stigma, anxiety, outgroup, imagined contact

Immigrant wives’ parental experiences in Korea

PARK, Y. (Daejin University)

Multicultural families are highly increasing in Korea in recent years. Korean multicultural families are specific because they were mostly composed of Korean husbands and immigrant wives who came from Southeast Asia. This study examined immigrant wives’ parental experiences. Subjects were 17 immigrant wives who settled in Gyeonggido province. Data were collected by in-depth interview individually. Results indicated that (1) immigrant wives have experienced difficulties in communication, household economy, and childcare. (2) They were interested in children’s academic achievement and social-emotional development. (3) They stressed education and basic care for the parenting role. (4) They demanded teaching academic skills for their children, parent education or counseling, and information about child development from childcare centers.

Keywords: multicultural families, Korea, parental experiences

Impact of implicit attitudes toward smoking on selective exposure to prevention information

Many studies deal with the impact of prevention campaigns. Whatever the method used, most of them postulate that people take the campaign into consideration as soon as they are exposed to it. Yet, according to Festinger (1957), people expose themselves to attitude-consistent information and tend to avoid attitude-inconsistent information that could arouse dissonance. The goal of this study was to enhance such effects with tobacco campaigns. We intend to show that exposure to information dealing with tobacco effects depends on attitudes and behavior toward smoking. Forty-four smokers, 80 non-smokers and 58 quit-smokers were proposed to participate in a survey that would supposedly determine the content of a future information session dealing with the harmful effects of tobacco, alcohol, junk food, drugs etc. People were asked what kind of topic would interest them most. Then, their attitudes, behavior and dependency toward smoking were evaluated. To evaluate attitudes toward smoking, we chose to use both an explicit (Attitude Toward Smoking Scale, ATS; Etter et al., 2000), and an implicit measure (the Single Category of Implicit Association Test, SCIAT; Karpinsky and Steinman, 2006). Based on response latencies, this kind of measures allows the access to unconscious attitudes and thus avoids social desirability bias (for stigmatized objects). Derived from the Implicit Association Test (IAT; Greenwald, McGhee and Schwartz, 1998), the SCIAT allows us to measure implicit attitudes toward a single concept. Finally, smokers and quit-smokers filled in two questionnaires measuring respective stages of change in the process of smoking cessation (Prochaska and DiClemente, 1983) and nicotine dependency (Fagerström Tolerance Nicotine Dependency, FTND; Fagerström, 1991). The main results are consistent with the theory of selective exposure: the more the implicit attitude is negative, the more they are willing to have a training dealing with tobacco. Measures of dependency, explicit attitude or stage of change were not predictive of selective exposure. The discussion will focus on the consequences of selective exposure on prevention, on ways to reduce its effects and the primacy of implicit measures of attitude toward tobacco to measure the probability of smoking cessation.

Keywords: smoking, attitudes, nicotine, attitude toward smoking scale, selective exposure

Impact of inattention provoked by sadness on older drivers’ behavior

LEMERCIER, C. (University of Toulouse), QUaireau, C. (University of Rennes 2), PÉcher, C. (University of Toulouse)

In regards to attentional defects in driving situations, inattention is probably one of the less studied. Inattention refers to an endogenous long lasting orientation of the attentional focus on thoughts to the detriment of the driving activity. The present study was interested in the impact of inattention provoked by induced sadness on older drivers’ behavior. To evaluate the hypothesis of a defect of attentional focus linked to inattention, we were interested in the impact of a negative emotional state on the three components of spatial attention measured with the Attention Network Test (ANT; Fan, et al., 2002). Fifty-nine older drivers (mean age of 65) were divided into four groups: (a) controls which were neutrally induced and then performed the ANT, (b) sadness-induced subjects which had to imagine eight dramatic described situations with sad music in background, and then performed the ANT, (c) ruminative subjects which were firstly neutrally induced and then invited to hear sad music and ruminate sad thoughts while performing the ANT, and (d) sadness-induced and ruminative subjects, which firstly received the same induction as (b) and then, the same ruminative procedure as (c). Analyses on the Brief Mood Introspection Scale (BMIS; Mayer & Gascke, 1988) showed a significant increase in sadness score following the sad induction for the (b) and (c) groups. Moreover, the sadness score also increased after the ruminative procedure for the (c) and (d) groups. Analysis about the impact of inattention on the ANT demonstrated that neither alert nor conflict components were altered whatever the experimental groups. On the contrary, the orientation effect was
eliminated for the (b) and (d) groups (respectively, $F < 1$; $F = 2.7$, NS). Inattention due to sadness and rumination only leads to the abolition of the orientation component of spatial attention for older drivers. This result suggests that when an older driver is inattentive, they normally prepare themselves to action (alert), they normally resolve conflict between contradictory road information (conflict), but they are “blind” to spatial information (orientation), which may have dramatic consequences on driving performances.

Keywords: attention and driving, attentional defects, sadness, rumination, spatial attention of older drivers

Impact of parenting skills training on the increasing of parent-child interactions and the decreasing of parental stress on parents of adolescent drug abusers

RAHAMAWATI, H. (Malang State University)

The research was aimed to examine the effectiveness of parenting-skills training in increasing parent-child interactions and decreasing parental stress level of parents of adolescent drug abusers. Parenting-skills training included activities for parents with the adolescent drug abuser to learn and practice about: addiction and relapse prevention, parenting dimensions (care, control and communication), and identifying and managing stress. The research was conducted experimentally using a pre and post-test group design. The measurements were based on a scale which were carried out three times on the subjects, i.e. at pre-test, post-test-1 (after training), and post-test-2 (two weeks after the measurement). A quantitative analysis was done with one-way kovarians analysis. Furthermore, a qualitative analysis was done using the in-depth interview results, the training evaluation and observations during the training. The subjects of this study were 22 women who were members of Yayasan Arofah and which were split into a control group (11 women) and an experimental group (22 women). Subjects were mothers of adolescent drug abusers. The results showed that: (1) There was a significant difference in parent-child interactions before and after parenting-skills training in the experimental group. Parent-child interactions increased after receiving parenting-skills training compared to before (post test 1 = 104,727 and post test 2 = 111,091). (2) There was a significant difference in parental stress level before and after parenting-skills training in the experimental group. Parental stress level decreased after receiving parenting-skills training (post test 1 = 80,455 and post test 2 = 75,818). (3) There was a significant difference between the experimental group and the control group in parent-child interactions after parenting-skills training. Parent-child interaction levels of the experimental group were higher than control group. ($F = 177,220; p < 0.010$). (4) There was a significant difference between the experimental group and control group in parental stress level after parenting-skills training. Parental stress level of the experimental group was lower than the control group ($F = 24,801; p < 0.010$). Parenting-Skills Training contributed to a 90.3% increase in parent-child interactions and 55.5% decrease in parental stress level.

Keywords: parenting skills training, parent-child interaction, parental stress, parents, adolescent drug abuse

Impact of value incongruence on work satisfaction: A gender marginality perspective

PALERMO, J. (Deakin University)

Gender identity, when applied to organisational culture, is descriptive of the predominant beliefs about sex-roles, inherent within cultural values, mores and processes. Tenets of marginality and gender schema theory suggest that individuals who experience incongruence between their own gender identity and that of the organisation are more likely to experience adverse psychological effects. This study aimed to investigate the impact of marginality on work satisfaction for women and men across diverse segments of industry. It was hypothesised that gender identity incongruence would be a unique predictor of work satisfaction for both women and men. In consideration of the proposed links between incongruence and well-being, we also hypothesised that gender identity incongruence would mediate the relationship between work satisfaction and occupational stress. Participants
(N = 252) completed a survey online or in hard copy which comprised scales related to gender traits, occupational stress (OSI-R; Osipow & Spokane, 1998) and work satisfaction (based on items adapted from the Job Descriptive Index). Two gender incongruence scales were used: Nurturance incongruence (related to stereotypically positive feminine traits) and Autonomy incongruence (related to stereotypically positive masculine traits). Results of a fully specified structural equation model suggest gender identity incongruence related to Nurturance rather than Autonomy as the marginality factor that predicted work satisfaction. Nurturance incongruence was a negative predictor of psychosocial resources, which in turn predicted the variance in occupational stress and work satisfaction. The findings of this study suggest that organisational values and practices that embody nurturance, such as empathy, compassion and a focus on concern for others may discriminate organisations on levels of marginality and vocational strain. Maintaining value congruence related to nurturance may indeed result in higher work satisfaction and less occupational stress for an organisation’s employees.

Keywords: work satisfaction, occupational stress, gender identity, sex-roles, cultural values

Implicit gender-rationality stereotypes among successful counter-stereotypic women

SMEDING, A. (University of Toulouse)

Women are underrepresented at the top of Mathematics, Science, and Engineering (MSE) education relative to men. One explanation is that women’s knowledge of self-relevant negative gender stereotypes reduces their interest in pursuing a career in counter-stereotypic (i.e. masculine) domains. However, why do some women graduate in such domains and are highly successful? Possibly, they simply do not know the negative gender stereotypes. However, stereotypes are widely known in a given culture. Therefore, these women might be successful despite their stereotypic knowledge. Besides the extensively studied gender-math stereotype, women’s perceived lack of rationality is particularly relevant in MSE educational and professional settings. However, this gender-rationality stereotype has never been assessed at an implicit level, which is problematic because explicit stereotype measures are prone to social desirability bias. We created a new Implicit Association Test (IAT; Greenwald, McGhee and Schwartz, 1998) to assess implicit associations of rationality with men rather than with women. We tested this tool among highly successful graduate female and male engineering students and its relation with explicit stereotype measures (Study One). This IAT was also tested among larger samples of engineering and literature students (Study Two). In Study One, participants were 23 graduate engineering students attending very selective engineering schools (13 males). They completed the explicit stereotype measures and the gender-rationality IAT. In Study Two, participants included 117 similar engineering students (64 males) and 89 literature students (45 males) who all took the gender-rationality IAT. Study One’s results showed a gender-rationality IAT effect among female and male engineering students, meaning that they implicitly associated rationality more with men than with women. Self-report measures did not show explicit knowledge of the gender-rationality stereotype, and no relation with IAT scores was found. Study Two replicated the gender-rationality IAT effect among engineering and literature students, with no difference between populations. Findings support the relevance of the new IAT to assess implicit stereotypes in the reasoning domain, which is particularly important given the superordinate nature and shortcomings of self-report measures. Successful counter-stereotypic women are so despite a real obstacle, signaling that efficient self-protective strategies may underlie their success.

Keywords: gender stereotypes, self-relevant negative stereotypes, gender rationality, implicit association test, self-report measures

Improving speed of processing in older and younger adults with HIV: A pilot study

VANCE, D. (University of Alabama at Birmingham), FAZELI, P. L., MCKIE, P. R. (University of Alabama at Birmingham)
The co-occurrence of HIV and aging may lead to decreased speed of processing (SOP) which can interfere with performing instrumental activities of daily living. This becomes especially important when considering the growing population of older adults with Human Immunodeficiency Virus (HIV). The aim of this study is to determine if SOP training can improve this cognitive ability in adults with HIV. In this on-going pre-post-experimental study, 26 older and younger adults with HIV (26 to 70 years old; mean age = 46.27 (SD = 9.14)) were assigned to either the no-contact control group (n = 9) or to a SOP training group (n = 17). SOP training consisted of ten hours of computerized, self-administered training in the laboratory using the POSIT Science software. After approximately four to six weeks after the baseline assessment, participants were administered a post-test assessment. An intent-to-treat analysis was employed. Using the Useful Field of View (UFOV®) test, those in the SOP training group improved their performance by 209.65 milliseconds (ms) on average (SD = 161.11) while the control group improved by 14.67ms on average (SD = 189.08). This training effect was significant, F(1,25) = 7.66, p = .01, power = .76. Although age was significantly related to UFOV® performance in adults with HIV (r = .33, p = .02) in that older adults performed worse on this cognitive measure, age itself was not a factor in the treatment gains observed (r = .22, p = .40), which suggests that SOP training in adults with HIV is effective in improving SOP regardless of age. This study shows that cognitive training can improve cognitive functioning in adults with HIV. Implications for other applied interventions and future research are posited.

Keywords: HIV, speed of processing, cognitive ability, self-administered cognitive training, adult cognitive functioning

Impulsive buying and self control failure

BALIKDJIAN, A. (Université Libre de Bruxelles), POHL, S. (Université Libre de Bruxelles), VAN DE LEEMPUT, C. (Université Libre de Bruxelles)

The impulsive purchase is a type of purchase that is more and more widespread in Western Society. Impulsive buying behaviour gives evidence of all impulsive acts (Giraud & Bonnefont, 2000). It is described as more arousing, less deliberate, and more irresistible buying behaviour compared to planned purchasing behaviour. Highly impulsive buyers are likely to be unreflective in their thinking, to be emotionally more attracted to the object, and desiring immediate gratification (Hoch & Loewenstein, 1991). Previous researches (Rook & Fisher, 1995; Balikdjian & Pohl, 2008) demonstrate that impulse buying is positively linked to dispositional factors (Impulsiveness). In other words, cognitive considerations modify the impulse buying behaviour (Puri, 1996). The aim of this research is to try to understand impulsive buying behaviour as the result of a complex interaction between self control failure due to cognitive resource depletion and impulsiveness. One-hundred and ten people took part in this study. The design varied a single factor (cognitive resources availability). The participants were randomly assigned to one of the two experimental conditions: with or without cognitive depletion task. In the condition “with cognitive depletion task”, participants were asked to respond to a culture-free intelligence test. After the time devoted to this test elapsed, participants engaged online buying. After that, participants responded to an Impulsiveness scale (Neo PRI) and impulse buying measure (Rook & Fisher, 1995). Results show a positive relation between impulsive buying and impulsivity. Furthermore, an overview of the means of impulse buying suggests that non-impulsive individuals in the depletion condition are higher than in the control condition. There are no differences between the two conditions for the impulsive individuals. According to the self control failure framework, consumers will increase impulse buying behaviour when they face cognitive resource depletion in a specific context. Nevertheless this relation is observed only for the “non impulsivity consumers”.

Keywords: impulse buying, impulsivity, cognitive resources availability, cognitive depletion, cognitive depletion tasks

Incivility: A qualitative analysis across differential power distributions
Acts of disrespect such as incivility are common in and outside the workplace, and studies have shown that victims tend to suffer negative consequences. This study aims to understand how power dynamics (formal and informal power distribution) affect the incidence of and responses to incivility. Utilizing a qualitative approach, 177 undergraduates with work experience were asked to write about an incident in which they were treated with disrespect at or outside work. They provided details about the act itself, the context in which it occurred, the consequences of the event, the impact of the experience and finally the action taken to resolve the issue. Incivility was found to be perpetrated across conventional relationships between peers and superior-subordinate associations as well as non-conventional ones, when the relationships were based on an informal distribution of power. The most prevalent acts of incivility were of the Direct Verbal form (43%) when victims were formally or informally lower in status as compared to the perpetrator. In contrast, the Behavioral form (31%) of incivility was common when the perpetrator was formally or informally of a lower status. There were very few cases when the incivility spiraled into another act of incivility (15.25%) and this was generally found in those relationships that had an informal hierarchy or where the victim was of a higher formal status. Most victims received some form of support after the incivility (69%). Emotional support was mostly provided to victims who were formally or informally at a lower status as compared to the perpetrator. On the other hand, instrumental support was given to victims who were formally and informally of higher status and to the victims who were informally in a lower status. In more than 85% of the cases where support was provided it helped the situation. The acts of incivility were brought to the perpetrators notice mostly when the victim was formally in a higher status. Following which, an apology was rendered in these situations. Incivil acts vary in their nature and consequences across formal and informal power distributions.

Keywords: Incivility, Power distributions, Disrespect, Victim, Perpetrators

Increasing adaptive motivation through information enhancement and goal setting

SEPEHRI SHAMLOO, Z. (Ferdowsi University of Mashhad), COX, M.W. (Bangor University)

The aim of the current study was to develop and experimentally validate factors that increase individual’s Adaptive Motivational Structure (AMS). AMS promotes successful goal attainment and emotional satisfaction in life, whereas Maladaptive Motivational Structure (MMS) hinders people from effective goal seeking. Evidence shows that decisions to drink are more likely when the individuals are unable to achieve emotional satisfaction through other goal pursuits or to overcome miseries in their lives. Through an experimental study (N = 144, 38% males), we tested the relative and combined effects of enhancement information (including, choice, knowledge and feedback) and goal setting as two motivational techniques while participants were completing a series of experimental tasks (i.e., Computerized Conceptual Cards, Anagrams). The design was a 2 x 2 (i.e., control group; goal-setting group; information group and combination group) factorial that included pre- and post-test measures, including the Task Specific Personal Concern Inventory, Task Specific Sense of Control Inventory and Task Specific Intrinsic Motivation Inventory. The results showed that the greatest increase in AMS resulted from the combined technique, and the order of the groups on the post-test was: Combination Group (enhancement information and goal-setting) > Information Group > Goal-Setting Group > No-Intervention Group. In addition, a 45-day follow-up assessment showed that the Combination Group’s task-specific AMS continued to increase after the post-experimental assessment. The implication of the motivational enhancement techniques for intervention, education, and prevention will be discussed.

Keywords: motivation, information enhancement, goal setting, adaptive motivational structure, maladaptive motivational structure
Abstracts of the 27th International Congress of Applied Psychology

**Individual and environmental predictors of psychological capital**

TONG, J. (Peking University), WANG, L. (Peking University)

This research examined the impact of trait-like qualities (like Five Factor Model and Core Self Evaluations), and environmental settings (like People-Organization Fit and People-Job Fit) on Psychological Capital, in order to find out its formation mechanism in organizations. A total of 339 employees from various industries in China participated in the research. They were requested to finish the questionnaires of Psychological Capital, Five Factor Model, Core Self Evaluations, People-Organization Fit, and People-Job Fit. Results indicated that Psychological Capital is significantly influenced by individual’s personality characteristics, the environmental variables, and their interactions. When there is a good match between people and job, as well as people and organization, trait-like qualities help to form high Psychological Capital. The poor match with the environment weakened the relationship between trait-like qualities and Psychological Capital. It is suggested that when developing Psychological Capital, organizations may adjust the environment conditions to make full use of the trait-like qualities of individuals in improving Psychological Capital.

Keywords: psychological capital, trait-like qualities and environmental settings, big five model of personality, people-organization fit, core self evaluations

**Influence of achievement goal orientation on goal setting and study behaviour in computer training**

JAYASURIYA, R. (University of New South Wales), CAPUTI, P. (University of Wollongong)

Goal setting theorists (Locke & Latham, 2002) have shown that self-set personal goals mediate the relationship between personality (e.g., achievement) and performance. Goal orientation research distinguishes between mastery (learning) and performance orientations. Goal orientation been used as distal personality factors in comparison to self efficacy and state anxiety (proximal factors) in learning performance research (Chen et al, 2000). An integration of theories of goal setting and goal orientation has been tested (Seijts et al, 2004), but not with goal striving (Gollwitzer & Sheeran, 2006), as a useful extension to understand training behaviour. The aim of this study was to ascertain direct and indirect effects of goal orientation, self efficacy and state anxiety on goal setting processes and learning behaviour in a computer training context. Undergraduate students in an introductory Information Systems subject completed three questionnaires (before training, following mastery training and prior to an examination). The questionnaires measured goal orientation, application specific computer self efficacy (CSE), computer anxiety (CA), personal goals (PG), and the effort taken in learning and study strategies undertaken for learning a software application. Participation in this study was voluntary and 166 students completed all three phases of the study. Following tests of measurement reliability and validity, a structural model was tested using path analysis. The tested model showed good model fit (chi square 20.7; df = 15; p > 0.1; NFI = 0.92; IFI = 0.96; TLI = 0.91; CFI = 0.97; RMSEA = 0.039). The overall model explained 17 per cent of study effort and study behaviour. Mastery approach was significantly related to CSE (β = 0.17; p < 0.05), PG (β = -0.21; p <0.01), and study behaviour (β = 0.27; p <0.01), but not CA (β = -0.13; p > 0.05). Performance approach was significantly related to CSE (β = 0.25; p <0.01), CA (β = -0.27; p <0.01) and effort (β = 0.20; p <0.05). Mastery Avoidance was related to CA and performance avoidance to CSE. CSE and CA had significant effects on effort for studying, but did not mediate the effects of mastery and performance goal orientation on effort and behaviour. The study provides evidence of the direct roles of mastery and performance goal orientation in more engaged and successful strategies for learning.

Keywords: goal orientation, goal setting, mastery approach, trait anxiety, self-efficacy
Influence of protected values and framing effect on omission bias under managerial decision situations

ZHU, Q. (Zhejiang University), HE, G. (Zhejiang University)

The aim of this research was to reveal how protected values and framing effects could impact on omission bias in managerial decision situations. This study designed three questionnaires to simulate managerial situations. Questionnaire One measured the subject’s protected values and uniformity between his/her recognition and action; Questionnaire Two contained nine scenarios, each divided into “action” and “omission” where framing effects (positive versus negative) and output certainties (risky versus secured) were introduced and where the subject was asked to make choices between “action” and “omission”. Risk preference was applied in Questionnaire Three. A survey on Master of Business Administration students showed evidence of protected values in decision-making. Managers made choices under the control of their protected values system and in accordance with different management tasks which included framing effects and output certainties. The results indicated that: 1. Protected values do exist in management and they do not substantially vary with position and ownership structures. Mismatch is noticeable between recognition and action. 2. In “action” scenarios, preference to action is significantly and positively correlated with protected values, the same as it is in “omission” scenarios. Protected values will not only prevent certain behaviors, but also initiate and execute. Action and omission are both demonstration of protected values. 3. Either in “action” or “omission” scenarios, subjects with firm protected values make decisions in favor of protected values regardless of framing effects and output certainties. In scenarios where the output was secured, framing effects would further justify the subject’s decision: to take actions preferable to the positive frame in “action” scenarios while to withhold under the negative frame in “omission” scenarios. However, the subjects with swerving protected values have preference to neither action nor omission. Their decision is subject to framing effects and output certainties. Under the positive frame, they tend to secure their benefits actively. Under the negative frame, they opt for risky outputs to minimize losses.

Keywords: protected values, framing effect, managerial decisions, omission bias, risk preference

Initial standardization of the Oxford happiness test on students of the Islamic Azad University - Roodehen Branch, Iran

SABET, M. (Islamic Azad University, Roodehen Branch), LOTFI, F. (Islamic Azad University), HAKAMI, M. (Islamic Azad University), SEIRAFI, M. (Islamic Azad University), POUR, L. S. (Iran Avandfar Company)

The present study had two goals. These were the standardization and assessment of rate of validity and reliability of a happiness assessment scale and to review the relationship between happiness and gender. The present study is a field study using exploratory research that has been done based on classic psychometric theory and this investigation is in the test construction area. From the total population of male and female students of Islamic Azad University, Roodehen branch, who were studying in academic year of 2008 to 2009, 500 students (250 boys and 250 girls) were selected by stratified random sampling. The research tool was translated from Oxford Happiness Scale Form to Farsi language. The alpha reliability coefficient calculated for total group score was 0.9, for the male group it was 0.882 and for the female group 0.916. The first factorial analysis output that was a 29 x 29 matrix showed there was a positive correlation between almost all questionnaire subjects of the present study, and more than 70% of matrix correlations were statistically significant. The “Scree” model showed that probably was a major factor that dominated all questionnaire subjects of the present study, and the greatest difference between males and females actions in the Oxford Happiness Scale was that the females’ mean of 122.32 was higher than the males’ mean by 116.68. This difference is significant. After ensuring of Oxford Happiness Scale validity and reliability for the study group, the totally norm of both the genders were tabulated, which can be used for all
psychologists and counselors in case of clinical diagnoses.

Keywords: happiness assessment scale, test development, classic psychometry theory, scale validation

Insights into mindful-based art therapy practice for anxiety: A case study

DAVIS, B. (Art & Soul Connections)

Mindfulness-based techniques can be used by art therapists to engage a deeper level of understanding in the treatment of anxiety. This presentation focuses on how mindfulness-based strategies assisted the therapeutic art process; as an impetus for the cathartic release of emotions, as a holding space for difficult feelings, and as a visual language resource for processing multidimensional layers of anxiety. A brief overview of the theoretical rationale and techniques used to assist a 30-year-old woman who presented with anxiety are introduced. In translating theory to practice, a single case study summarizing 16 weeks of therapy illustrates how multimodal therapy led to deeper insights and direct involvement in the management of anxiety. Where the process enabled the client to draw on a range of inner resources, outcomes show greater psychological flexibility around the emotional tone which had previously kept her stuck. This method illustrates how mindfulness-based techniques enhance art therapy intervention and facilitate a deeper understanding of anxiety experience.

Keywords: mindfulness, anxiety, multimodal therapy

Intergenerational knowledge transfer as a matter of organizational culture?

STIPPLER, M. (Institute for Communication in the Professional Field and Psychotherapy), MITTERHOFER, H. (University of Innsbruck), SCHNEITTE, I. (University of Innsbruck), GROPPE, S. (University of Innsbruck)

Central European countries like Austria are facing a severe demographic change due to the mandatory retirement age being raised. This leads to changes in the age-composition of the workforce and increases the importance of intergenerational knowledge transfer. To this end, knowledge management systems and databases have been developed, but practice has shown that these systems are not the best way to transfer knowledge. The project “Diversity and Knowledge Management”, funded by the Austrian National Bank, aims to analyze the possibility of using the knowledge of elder workers in age-mixed teams as the key success factor. The analysis focuses on factors that enhance intergenerational knowledge transfer, including intra-company conditions as well as psychological factors. To identify these factors interviews and discussion groups with members of all hierarchical levels have been conducted in small and medium enterprises across different sectors. The qualitative data have been analyzed using atlas.ti. The approach is based on a triangulation of Grounded Theory (Strauss & Corbing, 1996) and Qualitative Content Analysis (Mayring, 2007). The results show that the crucial factors for successful knowledge management are based in organizational culture and leadership. These results demonstrate that developing successful knowledge management in companies is a tedious venture, as it means, in certain circumstances, changing the organizational culture. However the results also show that successful knowledge management has clear advantages for companies.

Keywords: intergenerational knowledge transfer, knowledge management systems, organisational culture, organisational leadership, age-composition of the workforce

Intervention study of different person narrative on personality development

WANG, X. (NanKai University), ZHU, Y. (Nankai University)

Three studies manipulated memory perspective (first-person versus third-person) individuals used to recall autobiographical events and examined its effects on personality development. A correlational study (Study 1) using the Cattell-16PF questionnaire was done to examine college students who use different memory perspectives. Intervention studies (Studies 2 and 3) used a standardization semi-
structured life story interview to examine different perspectives and different person narrative style effects on personality development. In Study 2, participants (n = 37) wrote, and in Study 3, participants (n = 12) discussed in group psychotherapy. Participants in each study were divided into two groups: first-person and third-person. The results of Study One showed that there were significant differences between the participants who used third-person perspective and those who used first-person perspective in E, G, Q1. Results of Studies 2 and 3 showed that (1) participants in Study 2 have more changes in personality than those in Study 3. In two studies, Q1 were all changed, and (2) the participants who used third-person narrative had more changes in personality than those who used first-person. In two groups, H, Q1 were all changed (1) third-person narrative has more effects on personal change than first-person narrative; (2) as means of intervention, individual writing was more effective than group psychotherapy discussion; (3) after the intervention, there were changes in H, Q1 of personality; and (4) different person narrative could be used as an intervention approach to influence personality development.

Keywords: memory, autobiography, recall, narrative style, personality

Introducing a new leader: Building explicit and implicit trust

KIM, M. (Ajou University), SHI, X. (Ajou University), YEONG, D. Y. (Ajou University)

Trust toward a new leader is important since it facilitates the followers’ cooperative behavior. Previous research suggested that trust is built when followers perceive the leader’s trustworthiness (e.g. ability, integrity, and benevolence, Mayer et al., 1995). However, followers may process the leader’s trustworthiness not only in an explicit (conscious evaluations of trust) manner, but also in an implicit manner (non-conscious associations between leader and trust). Study One examined how conscious and non-conscious associative processes could influence the formation of explicit and implicit trust toward a new leader. In Study Two, we considered a common phenomenon in which followers hear rumors about a leader before meeting them and examined how positive or negative rumors would influence the formation of explicit and implicit trust. In Study One (N = 125), participants completed explicit (self-report) and implicit (Implicit Association Test-based) trust measures at Pre-test. Then, they were randomly assigned to either a Reading group which read about the leader’s trustworthiness (i.e. conscious processing), or a Conditioning group which conducted a lexical decision task which subliminally exposed participants to associations of the leader with trust (i.e. a non-conscious processing), or a Control group which took a break for ten minutes. At Post-test, the same measures were completed as in Pre-test. In Study Two, an identical procedure was used as in Study One, but all participants (N = 142) were presented with positive or negative rumors before Pre-test. Unexpectedly, in Study One, the Reading group showed higher explicit and implicit trust compared to controls, while the ‘Conditioning’ group showed no higher explicit and implicit trust compared to controls. In Study Two, positive rumors resulted in significantly higher explicit and implicit trust in Pre-test than negative rumors. The manipulation effect was largely replicated Study One. In conclusion, providing information of trustworthiness may be critical in forming both explicit and implicit trust, since consciously processing such information was effective in forming explicit and implicit trust while non-conscious associative processing had no effect, and, in addition, this pattern was not affected by positive or negative rumors.

Keywords: perceived leader’s trustworthiness, implicit evaluations of trustworthiness, implicit association test, non-conscious associative processing, effect of rumors

Investigating Socially Desirable Responding (SDR) in volunteer selection: Stakeness, helping motivation, and double rating method

MAN, C.Y. (Chinese University of Hong Kong)

This paper investigates the effect of situational stakeness, helping motivation, and rating methods on Socially Desirable Responding (SDR) in volunteer selection. It hypothesises that whether volunteers fake in selection tests
depends on their helping motivation. When they are self-oriented, they fake to secure their personal interests associated with a successful application. When they are other-oriented, they do not fake as they associate less personal interests with volunteering. In addition, the study investigates the effect of a Double-Rating Method (DRM) on reducing SDR among the volunteer sample. Subjects were 178 Hong Kong students recruited from a local university. The researcher manipulated the level of stakeness into high or low by inviting participants to complete an online personality test for volunteer selection or anonymously answer an online personality test for research purposes. The Balanced Inventory of Desirable Responding (Paulhus, 1984) were administered in both conditions. Participants were also randomly assigned to either a single or double rating method. Finally they were required to complete a set of online questionnaires concerning their helping motivation including the Volunteer Functional Index (Clary et al., 1998) and, the Interpersonal Reactivity Index (Davis, 1983). Results showed that SDR related positively and significantly to situational stakeness and other-oriented helping motivation. This suggests that the selection pressures volunteer applicants to overrate themselves, albeit related to their wish and inability to help others. In addition, administering a double rating method did not control SDR as suggested by previous literature. This suggests the effect of the double rating method may be hampered by computer administration. Investigating the effect of stakeness, helping motivation, and rating method on SDR, the study shows that both stakeness and other-oriented empathy is highly and positively associated with SDR. This causes people to reflect on their reasons for volunteering and their effects on clients. Together with the failure of DRM in controlling IM in the current study, this study suggests the use of personality tests in volunteer selection warrants caution.

Keywords: socially desirable responding, volunteer selection, stakeness, helping motivation, double-rating method

Dystrophy: Interviews with patients and their families

SAEKO, T. (Osaka University), SHIBATA, S. (Osaka University), IMURA, O. (Osaka University)

Muscular dystrophy (MD) is a genetic disorder that weakens the muscles that help bodily movement. Because MD is genetic, patients who have this disease are born with this problem. MD weakens muscles over time, so they gradually lose the ability to do the things most people take for granted. Although truth-telling about the diagnosis is said to be important, the realities of truth-telling are not known well in Japan. In this study, we tried to investigate actual conditions of truth-telling for patients and their family of Duchenne muscular dystrophy (DMD), the most common type of MD. We interviewed 15 DMD patients in the hospital. The Questions were: 1. Who explained about the sickness? 2. How did you feel at that time? 3. What is the ideal way of truth-telling or preferable notification? This study have approved by Ethical Review Committee of the hospital that cooperated in this research. We interviewed 13 patients in the hospital, and were refused by two patients. The range of the age was from 18 years to 46 years old. Many patients answered that the illness was explained to them when they were in middle grade of elementary school by a doctor. However, there were a few patients answered that they noticed naturally by seeing other patients when in hospital. The typical way of explain was “your muscle will become weak little by little, you will not be able to walk in the future”. Though there were few patients who had emotional disturbance after truth-telling, many patients said that they didn’t feel anything or the illness felt out of touch with reality because they could move their limbs at that time. Many families expressed discomfort at having to broach the topic of the prognosis, including limited life expectancy, and some withheld information or not disclosed the prognosis. On the other hand, the majority of patients with DMD have high information needs concerning its prognosis. We concluded that health professionals and families of the patients of DMD, should make an assessment about what the patient does not know, what they want to know and whether
Is integrity universal across cultures? Conceptual and measurement challenges

KOEHLER, T. (The University of Melbourne), FINE, S. (Midot), GONZALEZ MORALES, M. G. (The University of Guelph)

Few traits are as important for employee performance as that of integrity, and measures of integrity are widely used in personnel selection around the world as a result. Previous research has suggested that when using tests in different countries cross cultural measurement equivalence should first be established (Vandenberg & Lance, 2000). However, underlying this requirement is the implicit assumption that the construct in question is in fact the same in each country. Recent research indicates that the meaning of several constructs often used in applied psychology can differ cross culturally (Köhler & Berry, 2008; Fischlmayr, Lähteenmäki, & Saarinen, 2007). The current study therefore assesses the cross cultural meaning of integrity in the context of personnel selection, and discusses the implications for measurement equivalence requirements. Data was collected using items from a typical overt integrity test measuring attitudes towards societal norms, the sanctioning of counterproductive behaviors, and personal admissions of wrongdoing. Participants were job applicants from four countries: Israel (N = 4896), Mexico (N = 6261), Ukraine (N = 4700), and Colombia (N = 2268). These samples were chosen to represent four culturally distinct country clusters. The data were analyzed using multidimensional scaling and multiple group confirmatory factor analysis techniques. While reliability analyses showed that the integrity test is consistently scored across the four countries, multidimensional scaling and factor analysis found significant differences between the four countries. This study goes beyond previous research, which has found the extent of dishonest behaviors to differ cross culturally (Doh et al., 2006), by suggesting that the very concept of integrity may take on different conceptual meanings in different countries. As a result, in order to fully understand and accurately measure the concept of integrity, cross cultural differences need to be considered carefully. Furthermore, the universal requirement for demonstrating cross cultural measurement equivalence may be inappropriate for constructs that are shown to differ in their underlying concepts, such as integrity. The implications for international integrity testing in personnel selection will be discussed.

Keywords: personnel selection, international integrity testing, integrity, cross cultural measurement equivalence, cultural meaning of integrity

Is it more than medicine? The impact of optimism and illness perceptions on quality of life after total hip replacement surgery

JESZENSZKY, C. (Technical University Dresden), BALCK, F. (The Technical University of Dresden), LIPPMAN, M. (University Hospital Carl Gustav Carus and Technical University of Dresden)

The common treatment method for coxarthrosis - the arthrosis of the hip joint - is total hip arthroplasty (THA), a replacement surgery with good outcome rates and low risk of complications. Recovery after surgery is highly influenced by psychological factors. The main purpose of our study was to examine whether pre-operative optimism and illness perceptions determine quality of life three months after THA. The sample consisted of patients undergoing THA for the first time. The participants had to fill out questionnaires immediately before and three months after the intervention. Data about optimism (LOT-R) and illness perceptions (IPQ-R) were collected prior to the surgery while data about quality of life (EQ-5D) both pre- and postoperative. One hundred and forty patients were included in the investigation, with a mean age of 56.3 (SD = 12.6), 65% being female. Gender differences were found in the specificity of quality of life, women having lower ratings both before and after surgery. Multiple linear regressions were used to calculate the relative effect of optimism, illness perception and age on the postoperative outcome. The outcome in

Keywords: personnel selection, international integrity testing, integrity, cross cultural measurement equivalence, cultural meaning of integrity
women was determined by optimism and personal illness control, explaining variance of 27%, while in men illness consequences and age were the most relevant factors, explained variance being 36%. In the whole sample, optimism, illness identity and age accounted for postoperative quality of life, explaining 20% of variance. Our findings indicate that optimism and illness perceptions are important predictors of quality of life after THR surgery. Thus the results highlight a meaningful starting point for further design and evaluation of patient's training in order to enhance recovery after surgery.

Keywords: optimism, illness perceptions, quality of life, surgery recovery, illness identity

Is quitting smoking bad for your mental health? Reports of depressive symptoms among quitline callers with and without a depression history

SEGAN, C. (University of Melbourne), WILHELM, K. (St Vincent’s Hospital, Sydney), BHAR, S. (Swinburne University of Technology), BORLAND, R. (The Cancer Council Victoria), HANNAN, A. (The Cancer Council Victoria), FERRETTER, I. (The Cancer Council Victoria)

Many clinicians and scientists believe smoking cessation increases the risk of Major Depressive Disorder (MDD), particularly among smokers with a depression history. This study tested this hypothesis within the context of a state-wide quitline callback service that offers a specialised service for depression-history smokers. Three groups of smokers were followed over six months: 1) Disclosed current depression to quitline, ie. doctor diagnosed depression and use of anti depressant medication or depressive episode within last 6 months, \( n = 199 \); 2) Disclosed past depression, ie. prior doctor depression diagnosis, no use of anti-depressant medication or depressive episode within last 6 months, \( n = 120 \); 3) No depression history disclosed, \( n = 483 \). Telephone interviewers contacted participants at baseline (ie. following initial call to quitline), two months (74% response rate, no differential drop-out) and six months (70% response rate, no differential dropout). The Patient Health Questionnaire (PHQ-9) measured depressive symptoms. Quitters were less likely to report experiencing two or more weeks of feeling depressed at both two and six months whatever their depression status (six month figures: 16% quitters versus 34% failed, 37% non attempters). Overall, there was a decrease in depressive symptoms between baseline and six months, which was attributable to successful quitters reporting less depressive symptoms and this was not related to depression status. At both follow-ups, around ten percent of participants reported a significant increase in depressive symptoms to major/severe levels. This was not statistically associated with whether people had quit or not, but was related to depression status, ie. more likely among current depression group (18%) versus past (11%) or no depression (5%). Quitting smoking was associated with improved mood and was not reliably associated with precipitation or exacerbation of MDD. The findings allay concerns about the safety of quitting for smokers with a depression history and have resulted in quitline policy and practice changes.

Keywords: major depressive disorder, depression history, quitting smoking, mood, depression

Is Rugby bad for your intellect? The effect of repetitive mild head injuries on the neurocognitive function of university rugby players

SMITH, I. (St John of God Health Care), SHUTTLEWORTH-EDWARDS, A. (Rhodes University), RADLOFF, S. (Rhodes University)

The objective of this study was to compare university level players of Rugby Union (hereafter rugby) with non-contact sport controls in order to identify indications of neurocognitive deficit amongst rugby players in association with long-term participation in the game. A non-clinical population of top team university rugby players (\( n = 27 \)) and university level non-contact sports controls (\( n = 18 \)) were tested at pre-season and post-season on the ImPACT test, Trail Making Test A and B (TMT A and B), and Digit Span Backwards and Forwards. The comparative groups were evenly distributed for race and language, and broadly equivalent for age, education and IQ, although rugby players had a history of more concussions than
controls (p = .001). All neurocognitive measures were subjected to repeated measures two-by-two factorial ANOVAs, and effect sizes were calculated. Results revealed significant lowering for rugby players relative to controls at the post-season interval for attentional tasks with a speeded visuomotor component (ImpACT Visual Motor Speed; TMT A and B). There was a practice effect for controls only between the pre and post-season intervals for attentional tasks that commonly reveal improvements after a long retest interval (TMT A and B; Digits Backwards). Medium to large effect sizes were demonstrated in respect of the obtained significant results. It was concluded that clinically relevant cognitive vulnerability was implicated for university level rugby players in association with years of exposure to repetitive concussive injury.

Keywords: repetitive concussive injury, neurocognitive deficit, trail making test, digit span backwards and forwards, cognitive vulnerability

Japanese pet ownership psychological and social challenges

KIKUCHI, K. (Teikyo Heisei University), OSADA, H.

Due to a congested population, many dog owners in Tokyo have trouble when they let their dogs off the leash. Dog owners want to build a leash free area for their dogs, and volunteers and the local government started trial community Dog Runs in 2007. We conducted surveys at these events during 2008 and 2009 and evaluated the potential of community “Dog Runs” based on participants feedback. The location was in the southwest part of a Tokyo suburb at a public park, next to a river bank and walking path, with an area of 7500m2, surrounded by a plastic fence. Visitors to the event agreed to participate in the survey and we handed out survey papers to each dog owner. The survey points were; demographics, living area, usual dog walking area, event information access, user evaluation, and comments. Approximately 60% of the 81 participants were female. Most of the participants were around 40 years of age, lived nearby and used the area for walking their dogs. Participants acquired information from various sources including posters, word-of-mouth, leaflets and visually. Participants felt that this event gave them an opportunity to meet other pet owners, share information, relax, have some community involvement and learn about pet ownership. They thought it was a positive activity for everyone (pet owners and non-pet owners) in the community. The event encouraged dog ownership and gave people a chance to think about the responsibilities of pet ownership. It was felt that the Dog Runs were a positive activity but not easy to set up. The area was viewed as a community meeting place and a chance to exchange ideas and the event enhanced social networking and built social capital. Due to the pet boom in Japan, local governments and their citizens are under pressure to accommodate the growing number of pet needs. The Dog Runs had many benefits but it was difficult to evaluate the overall positive effect within the community.

Keywords: pet ownership, dog owners, Japan, dog runs, community

Job burnout, job satisfaction, and turnover intention: The moderating role of conscientiousness

DAI, H. (Peking University), WANG, L. (Peking University), KONG, H. (Luxottica Group), YU, Z. (Luxottica Group)

The aim of this research was to estimate the prevalence of burnout and the level of job satisfaction and turnover intention among production line workers, and to examine conscientiousness as a moderator of the relationship between job burnout, job satisfaction and turnover intention. Questionnaires were sent to front line workers who participated voluntarily. The sample consisted of 526 production line workers who were surveyed for their job burnout, job satisfaction, turnover intention and conscientiousness. Hierarchical regression was performed using job burnout, conscientiousness, and the product of them as explanatory variables, and job satisfaction and turnover intention as the outcome measures. The results showed that job burnout was not related to job satisfaction for those low in conscientiousness, but for individuals high in conscientiousness, those who were higher in job burnout were lower in job satisfaction. In addition, those high
in job burnout had high turnover intention, and the relationship between the two variables was stronger for those high in conscientiousness than those low in conscientiousness. This study has shown a high turnover intention and a moderate prevalence of burnout and job satisfaction among production line workers. The results also indicate that employees with high conscientiousness would be more adversely affected by job burnout than those with low conscientiousness.

Keywords: job satisfaction, burnout, turnover intention, conscientiousness, production line workers

Job crafters perform better because they enjoy their work more: Test of a double mediation model

TIMS, M. (Erasmus University Rotterdam), BAKKER, A. (Erasmus University Rotterdam), DERKS, D. (Erasmus University Rotterdam)

In this study it is investigated whether one aspect of job crafting, namely increasing one’s structural job resources (autonomy and variety) leads to better in-role and extra-role performance mediated by work enjoyment. Job crafting is operationalised as the self-initiated changes that employees make in their own level of job resources. Job resources are seen as those work characteristics that enhance work performance, individual growth and learning and buffer against the negative effects of high job demands. Furthermore, we investigated the role of state self-efficacy as a predictor of job crafting. We performed a diary study in which 35 employees participated. They filled out short questionnaires during five successive working days, which led to 175 data points in total. With this amount of data points there is enough power to investigate the hypothesized model. A diary study enables us to study whether the hypothesized relationships also hold on day-levels. The results of this study support our hypothesised double mediation: employees who scored high on state self-efficacy on one day were also more likely to craft more job resources on that day. This increased level of autonomy and variety in turn enhanced their work enjoyment. Finally, employees who enjoy their work are more likely to perform well on in-role tasks and on extra-role tasks. Job crafting may be an important means to keep employees motivated because they can craft tasks or responsibilities they find interesting. For an organisation this may be a time saving method to invest in the work enjoyment of their employees. As a consequence, this study showed that employees who enjoy their work more perform better on their own tasks but also on tasks that are not prescribed in their jobs (i.e. extra-role).

Keywords: job crafting, job performance, autonomy, work variety, self-efficacy

Job insecurity and employees’ job performance, and well-being: The moderating effect of supervisor support

CHEN, J. (Peking University), WANG, H. (Peking University), LU, C. (Peking University)

Job insecurity is becoming one of the serious stressors in the workplace, especially during the current times of economic crisis. The present study aimed to examine the relationships among job insecurity and job performance, and well-being, and focused on the moderating effect of perceived supervisor support (PSS). A self-administered questionnaire survey method was used to collect data from 387 subordinate-supervisor dyads in diverse Chinese organisations, and employees’ job performance was rated by his/her supervisor. A series of hierarchical regression analyses were conducted for data analyses. The results showed that job insecurity was negatively associated with both job performance and well-being. Moreover, PSS buffered the relationship between job insecurity and job performance. Specifically, employees with higher PSS would react less negatively to job insecurity than those with lower PSS. However, PSS did not have any moderating effect on the relationship between job insecurity and well-being. The present study revealed that job insecurity had emerged as one of the serious job stressors which negatively impacted employees’ job performance and well-being in the Chinese context. Furthermore, supervisor support was found to be an important resource to employees in resisting the adverse effect of job insecurity on job performance.
Keywords: job insecurity, job performance, well-being, supervisor support

Juror perceptions of alibi evidence in the presence of a positive, foil or non-lineup identification

MARION, S. (Ryerson University), POZZULO, J. (Carleton University), BURKE, T. (Ryerson University), DEMPSEY, J. (Carleton University)

Recent research on alibi perceptions suggest that the believability of an alibi is highly dependent on the relationship between the suspect and the corroborating witness, where an alibi corroborated by a stranger is perceived as more credible than one corroborated by a close other. However, jurors also seem to be greatly influenced by an eyewitness’ positive lineup identification (ID) of a suspect. The purpose of this study is to examine how the type of lineup identification decisions made by an eyewitness influences jurors’ perceptions of more or less credible alibi evidence. This study was a 3 (eyewitness identification: positive ID versus foil ID versus non-ID) X 3 (alibi corroborator: no corroborator versus family member versus stranger) between subjects design. One hundred and eighty psychology students read a mock trial transcript of an attempted murder case. In the transcript, an eyewitness testified to have made one of three line-up identification types: 1) a positive identification of the defendant, 2) an identification of a foil, or 3) a non-identification. The trial transcript also included testimony regarding the defendant's alibi, which was either 1) corroborated by a family member, 2) corroborated by a stranger, or 3) not corroborated. The dependant variables included guilt ratings, verdict, and ratings of the credibility and reliability of the eyewitness, the corroborating witness (when present), and the alibi itself. Preliminary results suggest that although mock jurors perceive an alibi that is corroborated by a stranger as more reliable and credible than an alibi corroborated by a family member or by no one at all, alibi corroboration does not significantly influence verdict nor guilt ratings. There was, however, a weak interaction between alibi corroboration and eyewitness identification on jurors’ perceptions of the reliability of the alibi corroborator’s testimony. Family corroborators are perceived as most credible when a non-identification is made by the eyewitness. No such interaction was observed on verdict and guilt ratings. These results are a further indication of the overwhelming influence that eyewitness identification has on potential jurors' verdict decision, even in the presence of other evidence that, in the absence of eyewitness testimony, has been shown to influence verdict.

Keywords: alibi corroboration, eyewitness accounts, juror perceptions, verdict, alibi believability

Jyotir Dhyana - A pilot study in enhancement of immediate memory

K, H. H. V. S. S. N. (Banaras Hindu University)

The aim of this research was to study the effect of Jyotir dhyanä in male college students. Dhyanä is a Sanskrit word that is derived from the verbal root dhyai which means to contemplate, to meditate, to think. It is the most common designation both for the meditative state of consciousness and the yogic techniques by which it is induced. In the Gheranda-Samhita (6.1-3), a celebrated text book of Hatha-yoga, it has been described that the dhyanä is of three types viz. 1. Sthula (coarse), 2. Jyotir - (luminous) and 3. Sukshma - (subtle). Jyotir-dhyana is the contemplation of the Divine as a mass of light either in the lowest psycho-spiritual center of the body, the muladharä-cakra or in the ajna-cakra highest psycho-spiritual center. A pilot study was conducted with 40 male college students (ranging from 20 to 30 years of age) were taken from some departments of Banaras Hindu University, Varanasi. First they were screened for immediate memory on immediate memory digital span scale. Then the students were given training of jyotir dhyana on Ajna chakra and asked to practice regularly. After one month, the students were again rated on the same scale. The results indicated that students who received the training of jyotir dhyana showed the significant increase in the memory span scale. On the basis of present study it is concluded that jyotir dhyana enhances memory and the power of concentration, probably by stimulating the Ajna Charaka (that is, the highest psycho-spiritual center).
Kapwa in the workplace: A preliminary study of using cultural values for engaging Filipino workers

MATTISON, H. (University of the Philippines Diliman), MENDOZA, A. (University of the Philippines Diliman), YACAT, J. (University of the Philippines Diliman), BOLANTE, F. (University of the Philippines Diliman), CANTILLER, J. (University of the Philippines Diliman)

Migration and outsourcing has placed Filipinos in many global organizations. As such, the need for understanding their culture and leveraging this to engage the Filipino at work is becoming more important in the global environment. The purpose of the research was to examine the understanding and use of core Filipino values (malasakit, pananagutan and bayanihan) in organizations. Prior to this study, there have been few attempts to empirically validate the use of Filipino values in the workplace and how best to manage Filipino workers by acknowledging and utilizing their culture and value system. In this preliminary study, five high-performing Filipino organizations participated in ginabayang talakayan (GT) (indigenous focus group discussions) of groups of employees - one GT for staff levels and another for managerial levels. These were then supplemented by interviews of their Human Resources Directors or the person directly responsible for culture and organization development in the company. The questions for both methods centred around their understanding of each value, how these values can be seen in the workplace, and how these values are utilized by the company in terms of human resources practices and programmes. The data collected was analyzed using the KJ method. The data showed a consistent definition for each of the values, generating a better understanding of malasakit, pananagutan and bayanihan. Human Resources policies and programs tended to vary between the organizations, but seemed to produce the same engagement and commitment of the employees. The consistency of definitions for the three core Filipino values seems to indicate that the understanding of these among Filipinos is deep seated. As such, the understanding and reflection of these in programs and policies may in fact be useful in engaging and managing Filipino workers in the global environment. More studies along these lines need to be attempted to further our understanding of Filipino work culture.

Keywords: migration, global organizations, human resources, work environment, employee engagement

Ketamine as a model for semantic memory deficits in schizophrenia

NEILL, E. (Monash and Alfred Psychiatry Research Centre), ROSSELL, S. (Monash and Alfred Psychiatry Research Centre)

The glutamate/ketamine model is gathering support as a useful adjunct to the dopamine hypothesis of schizophrenia (Javitt, 2007), one reason being that ketamine is capable of eliciting the cognitive deficits associated with this illness including those seen in semantic memory (Adler et al., 1998; Morgan et al., 2005). Two recent reviews (Rossell & Stefanovic, 2007; Pomerol-Clotet, et al., 2008) have found larger than normal indirect semantic priming affects in schizophrenia suggesting an abnormality in implicit access to indirect relationships. In the current study, implicit and explicit tasks were employed to examine access to direct and indirect relationships in the semantic network. The purpose was firstly to see if the indirect priming findings from the schizophrenia literature can be replicated in a ketamine group (providing support for the ketamine model) and secondly, to determine whether such abnormalities are restricted to the indirect, implicit nature of the task or whether they are more wide spread and detectable in explicit and direct tasks. Should ketamine mimic schizophrenia deficits closely, then the answer to the second question will help to determine the nature of the semantic memory deficit in schizophrenia. This was a double blind placebo controlled cross over design. On one occasion, participants received ketamine, on the other, saline. On each occasion, participants completed a battery of semantic memory tasks along with measures of psychosis and dissociation. The results showed statistically significant indirect priming under the influence of ketamine but no...
significant indirect priming in the same individuals in the placebo condition. In addition, ketamine only disrupted semantic access significantly on indirect tasks. Priming effects under ketamine matched those seen in schizophrenia offering support for the ketamine model. Further, semantic memory deficits were found to be associated with indirect relationships regardless of the implicit/explicit nature of the task.

Keywords: cognitive neuropsychology, glutamate ketamine model of schizophrenia, cognitive deficits, semantic memory, psychosis

Knowing your team members: Its effects on incivility and trust in work teams

SUN, S. (National University of Singapore), LIM, S. (National University of Singapore)

The current study focuses on the functional role of knowing team members in reducing incivility and increasing trust in a team context. The study intends to extend the current literature by (1) Examining incivility and trust in a work team context, (2) Exploring the role of knowing team members’ expertise in reducing the occurrence of incivility and increasing trust, and (3) Examining the impact of incivility on collective trust. We adopt a longitudinal panel design. Subjects are recruited from the student subject pool of a business school in Singapore. As part of their coursework requirements, each student has to complete a term project in teams of six to eight students. Data was collected via online surveys which were administered at three time points. Knowledge of expertise location was measured at Time One (beginning of the term), incivility was measured at Time Two (middle of the term), and trust was measured at Time Three (end of the term). We employed lagged path analysis to examine our hypotheses. All the path coefficients are significant and in the direction as predicted. Knowledge of expertise location is negatively related to incivility ($b = - .10, p = .02$), and positively related to both cognition-based collective trust ($b = .32, p < .01$) and affect-based collective trust ($b = .44, p < .01$). In turn, incivility is negatively related to both cognition-based collective trust ($b = -.13, p < .01$) and affect-based collective trust ($b = -.08, p = .04$). Expertise, as a critical resource for a team project, must be effectively coordinated. To achieve this, team members need to have an understanding of the strengths of each team member. In the current research, we propose that team expertise knowledge is effective because it can increase trust and reduce incivility among team members. Thus our study has important managerial implications for team management.

Keywords: expertise, team management, collective trust, incivility, expertise

Knowledge, perceptions and use of sport psychology: A survey of Australian Football League (AFL) players

TEMBY, P. (University of South Australia)

Research has found that elite athletes generally have positive attitudes towards sport psychology, including a belief that mental skills are important for training and competition success. While sport psychologists are utilised by Australian Football League (AFL) clubs, little is known about AFL players’ knowledge, perceptions and use of sport psychology. The aim of the study was to address this gap in the literature by surveying elite-level AFL players in these areas. One-hundred and sixty-one elite-level AFL players took part in the study. Participants completed a 94-item questionnaire covering their knowledge of sport psychology, attitudes towards sport psychology (using the Sport Psychology Attitudes-Revised scale), frequency of use of six techniques (self-talk, imagery, goal setting, relaxation, activation, attention control), and perceived effectiveness of these techniques. Participants responded to items on Likert-type rating scales or with qualitative comments. The survey found the majority of players reported having limited knowledge of sport psychology. Positive attitudes towards sport psychology were found, including: confidence in sport psychology consultation, an interest in learning more about sport psychology, and taking part in mental skills training. Players reported using a range of techniques, albeit infrequently and mainly for competition. Self-talk, imagery, and goal setting were used most frequently, and all six techniques were rated as being at least
somewhat effective. This is the first known study to comprehensively examine AFL players’ knowledge, perceptions and use of sport psychology. The findings suggest AFL players have positive perceptions of sport psychology, which is encouraging for the profession. Players’ knowledge and use of sport psychology were consistent with levels reported in previous studies with elite athletes. There is a need for practitioners to educate AFL players about the benefits of using mental skills on a more frequent basis. It is hoped the survey findings will encourage further research in this area, and provide practitioners with information that can be used to help AFL players to achieve their potential on and off the field.

Keywords: attitudes, self-talk imagery, goal setting, sports’ players potential, mental skills and elite sport

Learning climate and its effects on work outcomes

HAUER, E. (Umea University), WESTERBAG, K.

In the present study the learning climate in elderly care in an average sized Swedish municipality, before and after an intervention, is investigated. The intervention was part of the programme “Steps for skill” and the basic idea was to build new infrastructures for learning and development in elderly care. In regards to the results of “Steps for skill”, taking into account different organizational levels but considering home help services and residential homes as one context, the specific research questions were: Are there differences between the two types of elderly care as well as between managers and employees’ in their experience of the learning climate? How do the learning climate and its variables effects work outcomes? What is the outcome of the intervention? Prior to, and one year after, the development intervention surveys were distributed to 29 workplaces and answered by 270 care assistants and 29 managers working in working in elderly care. The sample consisted mainly of females (91%), the average age was 43 years, and 13% had a university degree. Preliminary results show that there is a difference between the two types of elderly care. When it comes to learning climate the groups working in home help services have a lower estimation than the groups working in residential homes, and a higher level of perceived stress. Regarding the outcome of the intervention, the learning climate only at the home help services became significantly better. To work in home help services seems to have a negative influence on the learning climate, which is not surprising considering the lack of opportunities to discuss everyday work activities and specific problems when they occur. The home help services have specific working conditions that are not in line with the suggested key factors in workplace learning; but that improved after the intervention. Choosing one context over another may influence both research results an implications.

Keywords: elderly care, work learning climate, home help services, residential homes, perceived stress

Leaving two impressions: How do explicit and implicit attitudes form towards a new brand?

JANG, D. (Ajou University), KIM, D. Y. (Ajou University), OH, S. (Ajou University)

The advertising paradigm is a means by which people form attitudes about a new brand. To investigate the formation of explicit and implicit cognitions when consumers turn toward a new brand, participants were exposed to marketing material of an unfamiliar brand in an unfamiliar product category, in an experimental setting. In Study One, marketing material about a fictional brand of wine was introduced to participants in increasingly elaborate conditions (low, medium and high groups plus a non-exposure control group), to explore the effect of elaboration on explicit and implicit attitudes. Study Two was a replication of Study One, but using a real brand and a website as a source of information. Study Three was similar to Study Two, except that a competing brand was introduced. In Study Four, students were exposed to a supraliminal priming procedure, designed to artificially create associations between the brand and positive valences. All studies used a mixed (between and within-pre/post) experimental design, and identical explicit (thermometer and semantic differential scales) and implicit (Implicit Association Test-based) measures. Study One
showed that exposure to marketing material resulted in a cognitive preference towards the fictional brand in the low, medium and high exposure groups. Favorable affective evaluations were seen only in the medium and high exposure groups. Positive implicit preference toward the brand was not observed. Results of Study Two showed the same pattern. In Study Three, the introduction of an additional, unfamiliar competing brand resulted in favorable cognitive preferences, but no affective or implicit preference toward either product. Study Four showed that creating an artificial association toward a product formed cognitive, affective and implicit preferences toward the primed brand. In conclusion, being exposed to marketing material about a new brand can create positive cognitive attitudes, but positive affective attitudes may require greater elaboration or presentation in isolation. Furthermore, a single exposure does not lead to positive implicit attitudes. In contrast, repeated associations between a brand and positive experiences could be effective in enhancing explicit attitudes through the perception of validation of marketing materials, whereas for implicit attitudes, they could be effective through the strengthening of associations between a brand and positive concepts.

Keywords: explicit and implicit cognitions, attitudes, marketing, affective evaluations, repeated associations

Leftward or rightward: Does matching horizontal stimulus movement with habitual reading direction improve evaluations?

LI, E. (The University of Sydney), BRILEY, D. (The University of Sydney)

People frequently encounter alphanumeric stimuli that move across the field of vision horizontally. This research examines whether the direction of motion - leftward or rightward - affects processing and evaluations of such stimuli. In particular, it is predicted that when the direction of motion coincides rather than conflicting with the viewer’s habitual reading direction (e.g., left-to-right for English speakers), evaluations of the alphanumeric stimulus should be more positive - an effect that is driven by processing fluency. The sample consisted of 153 students from an English-speaking university who were randomly assigned to two conditions that varied the direction in which a fictitious brand name moved across the computer screen (left-to-right and right-to-left). After watching the moving brand name, participants were asked to report their attitudes toward it, the difficulty with which they were able to process it (processing disfluency—direct measure of fluency), the strength with which they were engaged in the evaluation (strength of engagement—indirect measure of fluency), and the extent with which they felt right (feeling right—indirect measure of fluency). Consistent with our predictions, the brand name moving left-to-right was liked more than the same brand name moving right-to-left (t=1.99, p<.05). Mediation analysis (Baron & Kenny 1986) showed that “feeling right” experience drove participants’ liking toward left-to-right vs. right-to-left moving brand name (Sobel z=2.42, p<.05). In addition, neither processing disfluency nor strength of engagement was correlated with motion direction (r=-.05, p>.10; r=.11, p>.10 respectively). In sum, our results support that viewers like an alphanumeric stimulus more when the direction of its motion matches rather than mismatches their habitual reading direction, and feeling right experience underlies this effect. Indirect instead of direct measure of fluency being qualified as the mediator may suggest processing fluency drives this effect in a nonconscious manner.

Keywords: field of vision, motion direction, reading, alphanumeric stimulus, reading direction

Levels of dual-goal expectancy determine strategies of effort allocation

MAN, C.Y. (Chinese University of Hong Kong)

As multitasking becomes an everyday-life phenomenon, learning the dynamic processes by which multiple goals are pursued is essential. This is especially true because performance inevitably suffers from competing goals that exceed individual resources. Hence, this study aims at investigating how multiple-goal pursuit may be possible by exploring how effort is allocated to competing goals. Specifically, it
expands Schmidt and Dolis’ (2009) theoretical model of dual-goal expectancy to include goal importance. Different levels of dual-goal expectancy enact different regulation strategies, resulting in different effects of perceived progress and goal importance on effort allocation, which correspond to control theory and expectancy theory respectively. This study tests all predictions in a laboratory setting using unobtrusive measures of effort allocation across multiple goals in multiple performance episodes. Sixty university students were required to perform two secretarial tasks on which they were free to allocate time. They were randomly assigned into one of six conditions: two levels of cumulative goal difficulty (high and low); and three types of incentive structure (reward for the first, the second, and both tasks). Participants performed five, six-minute trials, in between which they completed self-report measures including Goal Progress, Goal Expectancies, and Goal Importance. In addition, Effort Allocation and Performance were the two main dependent variables. Effort is operationalised as the amount of time spent on tasks. Performance refers to the degree of task accomplishment. Statistical procedures were employed to test the mechanisms involved in how dual-goal expectancy affects effort allocation and performance. In support of the research hypotheses, preliminary results reveal that cumulative goal difficulty partly determines dual-goal expectancy, whereas incentive structure determines goal importance. The effects of relative progress and incentives on effort allocation seemingly vary when the level of dual goal expectancy differs. This implies different effort regulation strategies are enacted. In addition, effort allocation predicts performance in a positive direction. Using an unobtrusive measure of effort allocation in a laboratory setting, the study investigates effort allocation involved in competing-goal pursuit. It conceptualises the role of dual-goal expectancy as enacting different self-regulation strategies. Theoretically, this conceptualisation helps shed light on reconciling theoretical propositions.

Keywords: dual-goal expectancy, effort allocation, multitasking, goal importance, performance

SINGH, A. P. (Government Maharani Laxmi Bai P.G. College), TYAGI, P. (Government Maharani Laxmi Bai Girls P.G. College)

Aging is virtually a universal phenomenon. The world community seems to have become increasingly aware of the multifarious issues that surround the life of the old. This concern is attributed to the swelling up of their number in the population inhibiting this globe in recent decades and its consequential demands for health, mental health and care, in the fast changing society, under the influence of modern forces of change. Quality of life (QOL) is a holistic concept. QOL is defined by WHO as an individual’s perception of their position in life in the context of culture and values system in which they lie and in relation to their goals, expectations, standards, and concerns (WHO QOL group, 1995). UNICEF used the “life skill” as psychosocial and interpersonal competencies in a person that enable him/her to deal effectively with the demand and challenges in everyday life. The impotence of the ‘healthy community’ concept has been recognized as an emergent field of research to understand the linkages between human survival, the ecosystem and wellbeing. The concept of wellbeing has been used as the state of being healthy, happy or prosperous. The community wellbeing is an emerging concept that needs exploration through empirical research to understand the indicators of wellbeing and building empathy, understanding, security and psychosocial conformity by living together in a social community. The present study focuses on exploring life skills which enhance quality of life among the old who are living in a small community and leads to community wellbeing and attributions to a positive life. The sample consists of 50 (70 to 80 years old) male and female randomly selected from Aasara old age home (multicultural) in Bhopal M.P. India. A life skill questionnaire was developed and administered to find out the correlation between life skills and quality of life. The two way interaction between gender and age reflected a significant difference in type of life skills and quality of life style. Positive life skills enhance quality of life. The quality of life contributes to community wellbeing.

SINGH, A. P. (Government Maharani Laxmi Bai Girls P.G. College), TYAGI, P. (Government Maharani Laxmi Bai Girls P.G. College)

Life skills for quality of life at old age: The need for community wellbeing
Links between short-term trajectory of depressive symptoms and effortful control

TAKAHASHI, Y. (Japan Society for the Promotion of Science /Keio University /University of Illinois /Urbana-Champaign), OKADA, K. (Tokyo Institute of Technology), HOSHINO, T. (Nagoya University)

Effortful Control, one of temperamental dimensions, is defined as the efficiency of executive attention, including the ability to inhibit a dominant response and/or to activate a subdominant response. Previous studies have reported that Effortful Control was negatively correlated with depressive symptoms. However, little is known about the links between Effortful Control and the various short-term developmental trajectories of depressive symptoms. The main goal of the present study was to examine how Effortful Control contributes to the developmental trajectory courses of depressive symptoms by using a growth mixture modeling (semiparametric group-based approach). Japanese female undergraduate students (N = 90, Mean Age = 19.82, SD = 3.44) completed the questionnaire booklet including temperamental dimensions and depressive symptom items from Times One to Four at weekly intervals. Short-term developmental trajectories of female undergraduates’ depressive symptoms with predictor variable (i.e. Effortful Control) were modeled, and three latent classes were identified by model comparison: a relatively high level group (13.0%), a middle level group (47.6%), and a relatively low level group (39.4%). Additionally, Effortful Control predicted class membership probability fairly consistently. Female undergraduate students with lower Effortful Control tended to exhibit a relatively high trajectory class of depressive symptoms. Although simple correlation analyses only showed that depressive symptoms were negatively correlated with Effortful Control, the results in the present study have additionally showed that depressive symptoms described three different trajectory courses during four weeks, and that Effortful Control could predict the membership probability for these trajectory courses. These findings may have implications for the effectiveness of identifying female undergraduate students who are at risk for further evaluations, and for the selection of intervention targets and strategies.

Keywords: effortful control, executive function, depression, temperament, developmental trajectories of depressive symptoms

Listening to the heart of Indonesian students toward university counseling service

SETIAWAN, J. L. (Universitas Ciputra)

Young people face many new experiences during their study at the university. These experiences not only challenge students’ level of development, but also bring risks of psychological distress. Some universities in Indonesia provide a counseling service in their effort to support students though their academic life. This paper describes a study designed to investigate Indonesian undergraduates’ perceptions relevant to a university counseling service. A self-report questionnaire measuring students’ perceptions of their university counseling service was distributed to 778 undergraduates from two private universities in urban areas in Indonesia. Results showed that students had poor knowledge of the counseling nature and service details. Students did not show strong favourable perceptions towards the university counseling service. The findings indicated that the publicity work of the universities’ counseling service was not adequate in getting across its message to students. In fact, the inadequacy of the publicity of the universities’ counseling service was also reported by students. University Counseling Service in Indonesia should disseminate accurate information about counseling nature and service details so that students could have more favorable perceptions towards the service. Detailed findings and further implications of this study will explored further in the paper.

Keywords: university counseling service, perceptions

Lisu literacy, culture and identity
BRADLEY, D.

The Lisu (sometimes called Yobin in India) are a tribal group living in China, Burma/Myanmar, Thailand and India, with a total population of nearly one million. About 2,700 are found in Arunachal Pradesh in the northeast of India. They have a strong group identity, and their language persists well nearly everywhere; but they also have a very positive attitude to second language learning, and many Lisu individuals are successfully bilingual or multilingual and perform well in education systems in all countries. Lisu has a well-designed orthography used in all four countries, mainly by Christian Lisu who represent some 50% of the population; all those in India are Christian. There are various basic materials available for teaching mother tongue literacy, including some specifically prepared by the community in India. Unfortunately, it is not designed for effective transfer to learning any other orthography, though it uses roman upper case letters: 25 upright and 15 inverted. The Lisu orthography is mainly taught in churches and used for reading Christian books. This means that there is little material of intermediate levels of difficulty, between basic readers and the Bible. Nearly all of the published literature is strongly Christian in its content; traditional Lisu oral literature is mostly unknown to Christians, especially those who have been Christian for two or more generations, like most of those in India. We have been printing and circulating various booklets of traditional Lisu oral literature such as the Wedding Song and the New Year Song. Other booklets of traditional stories and proverbs are also planned. Thus, we are co-opting the Christian orthography to maintain traditional culture. This is well received, even by the pastors who might feel that such literature is inappropriate in its content. This may be because of a strong positive group identity, for which Lisu language is a core value, and because it builds on prior cultural knowledge and affirms their identity. The paper will discuss reasons for the relative success of the Lisu in language maintenance and mother tongue literacy, and how this provides a springboard for content learning and second language learning.

Keywords: Lisu, Yobin, literacy, second language

LEE, J. (Wilfrid Laurier University), KOTSOPoulos, D. (Wilfrid Laurier University), TUMBER, A. (Wilfrid Laurier University)

LittleCounters™: Instilling number sense in free play

Early mathematics representations such as numerosity (1 unit or 2 units of something) have been linked to the acquisition of mathematics language, for example, the knowledge of count words such as one and two (e.g., Jeong & Levine, 2005; LeFevre, Clarke, & Stringer, 2002). The aim of this study is to evaluate the effectiveness of an early numeracy program, LittleCounters™ (Kotsopoulos & Lee, 2009) to increase the amount of mathematical talk used by parents during play with children between 12 and 28 months old. The adult input of families (7 boys, 8 girls) that have participated in the 5-session LittleCounters™ program was compared to that of families (14 boys, 16 girls) that did not. The parent-child dyads engaged in a 30-minute naturalistic free play session in their home using a standard set of toys (e.g., five balls, eight car counters, ten animal counters, twelve Lego blocks) which could be used and labeled in a number of ways as well as two pop-up books on colors, numbers and shapes provided. The adult speech was transcribed and coded for mathematical input such as quantity words (how many, less than), cardinality (asking for the number of items in a set without counting), counting words (one, two), counting objects in an array or in sets, and ordering numbers. The proportion of mathematical input uttered in the free play session by families which were not in the LittleCounters™ program was two per cent in terms of the total number of words spoken. In contrast, the proportion of mathematical talk by families that participated in the LittleCounters™ program was 8.5 per cent. With socio-economic status (SES) and age as covariates, our preliminary multivariate ANCOVA revealed that the differences in terms of the total frequency of mathematical talk between the two groups were significant at the .05 level. Our findings suggest that parents can be taught to incorporate early mathematical language and instructional techniques effectively into their children’s play time through the use of songs, games, stories, and movements in the LittleCounters™ program. This research is poised to make interesting
contributions in understanding the acquisition of number sense by young children.

**Keywords:** number sense, mathematics, early numeracy program

**Locus of control and inhibited sales prospecting in a large multi-national sample**

COYNE, T. (BSRP ASIA Pty Ltd.), BRYANT, T. (BSRP International Inc.), DUDLEY, G. (BSRP International Inc.)

This study examines causal attributions and the expectation of sales success across nations. We hypothesised that salespeople expecting outcomes to reflect their own actions are more resilient when prospecting, but that the influence of causal attribution may vary across countries. Participants (194 366) from eight nations participated in the study. Each participant completed a limited purpose diagnostic questionnaire designed to assess clientele-building (sales prospecting) activity. An inventory of factors reported to influence sales success were included. Two of the factors consisted of endogenous attributions. Four were exogenous. A 2x2x8 factorial ANOVA was completed to examine the effect of locus of control on clientele-building and whether gender or country of residence moderated the effect. A frequency analysis found that a significant component of the sample selected endogenous factors as being most important for sales success, but the number of participants endorsing endogenous over exogenous factors varied across countries. The factorial analyses also indicated that participants selecting endogenous success factors were significantly less likely to be reticent to make sales calls. However, this result was also significantly moderated by country of residence. This study clarifies the importance of endogenous attribution in a large multinational sample of sales professionals. It also underscores the influence of locus of control on core customer-building competencies such as prospecting. Participants endorsing external factors as most important to sales success also reported significantly higher levels of sales call reluctance. These results are consistent with earlier research which reported that perceptions of uncontrollable outcomes tend to associated with higher levels of anxiety and heightened inhibition.

**Keywords:** locus of control, sales prospecting, causal attribution, clientele-building, salespeople

**Locus of control beliefs mediate the relationship between religious functioning and psychological health**

RYAN, M. (RMIT University), FRANCIS, A. (RMIT University)

The present study investigated the correlational relationships and pathways of mediation between health, religious functioning and locus of control (LOC) in order to explain the well-established link between religiosity and health. The sample consisted of 122 Christians (79 female, 43 male) who were predominately Catholic, ranging in age from 18 to 80 (\(M = 45.47, SD = 15.0\)). Participants were recruited from churches in Melbourne, Australia, and completed a questionnaire package measuring (1) psychological and physical health, (2) the religious variables of awareness of God, instability and impression management and, (3) God, internal and external LOC domains. Awareness of God and internal LOC were associated with better health, whereas external LOC and instability were associated with poorer health. God LOC and impression management were not significantly associated with health. Sobel tests were used to analyse mediation hypotheses. Internal LOC was found to mediate the relationship between awareness of God and better psychological health, and external LOC was found to mediate the relationship between instability and poorer psychological health. The results provide empirically robust explanations for both the positive and negative influences of religiosity on mental health. Such insights provide opportunities for future research and may be useful to counsellors.

**Keywords:** locus of control, religiosity, religious functioning, impression management, psychological health

**Loneliness and personal growth: The mediation role of self-reflection**
AU-YEUNG, C. (The Chinese University of Hong Kong)

Loneliness is recognized as a socially prevalent phenomenon that has been described consistently as very painful, distressing, and disturbing. However, several researchers found that there are surprising positive outcomes of loneliness like many other stressful and traumatic life events. Therefore the current study examined self-reflection as a mediator between loneliness and personal growth. A total of 150 undergraduates participated in the study and were asked to completed questionnaires including UCLA Loneliness Scale (Version 3), the Self-Reflection and Insight Scale (SRIS) and Ryff Scales of Psychological Well-Being (PWB). Self-reflection was positively correlated with personal growth and loneliness was significantly negatively correlated with personal growth and self-reflection. The significant relationship between loneliness and personal growth was significantly reduced in magnitude when self-reflection was included in the model. The prediction that loneliness was significantly and positively linked to personal growth and self-reflection in college students was not confirmed in the current study. Results from regression analysis indicated that self-reflection partially mediated the relationship between loneliness and personal growth.

Keywords: loneliness, self-reflection, personal growth

Loneliness, family interactions, and general mental health in the elderly

KAUR, H. (Punjabi University), KAUR, H. (Punjabi University), KAUR, A. (Punjabi University)

The aim of this research was to study loneliness and its relationship with family interactions and general mental health in Indian rural and urban geriatric population. A sample of 38 rural and 42 urban males in the age range of 65 to 85 years (mean age: rural 68 years, urban 70 years) were assessed using the Perceived Loneliness Scale (Jha, 1997), Family Interaction Pattern Scale (Bhatti, Subbakrishna, Ageria, 1986), and the General Health Questionnaire (GHQ) (Goldberg, Williams, 1988), after a brief rapport forming session. The scores were rendered to statistical analysis using t-test and correlation evaluations. The rural geriatric males were significantly lonelier than their urban counterparts; and their scores on GHQ were also significantly higher indicating poorer general mental health. The latter was true across all the subscales, namely, somatic symptoms, anxiety and insomnia, social dysfunction, and depression. The family interactions were comparable in the two groups, except for leadership pattern wherein the rural sample exhibited higher scores. In the rural sample loneliness was significantly correlated with all the measures of mental health and with family interaction patterns on the whole, with specific emphasis on reinforcement styles and cohesion in the family. Mental health was correlated with social support in the family. The urban elderly too showed loneliness related to general mental health, but specifically with anxiety and insomnia; and with the role division and leadership patterns in the family. Somatic complaints and depression were related to family interaction patterns especially to reinforcement styles. Old age is a stage when generativity-integrity must prevail as the individual self-actualizes. However when loneliness sets in there is despair and dissatisfaction; and a predisposition to mental disorders. Family plays a vital role at this developmental stage especially in collective cultures like India. The paper highlights the dimensions of family interactions determining the wellbeing of the elderly, and the role of loneliness in mental health of the elderly. The implications for counseling are discussed.

Keywords: loneliness, family interactions, elderly people, general health questionnaire, well-being

Long-term training effects of a psycho-rehabilitation technique for the children with disabilities: A cross-cultural study

KUMAR, S. (Chikushi Jogakuen University), KIM, Y. S. (Chosun University, Gwangju)

The aim of this research was to measure the long-term psycho-rehabilitation method Dousai-hou on the social interaction, behavior control, health maintenance, emotion expression, initiation, speech and communication, and volunteer body movements of children with
mental retardation, Cerebral Palsy, and Autism. The Questionnaire for Developmental Changes was administered among trainers and parents of these children on the fifth camp day of psycho-rehabilitation training. The psycho-rehabilitation method did support and promote health maintenance most, emotion expression least, and the usual on initiative and appearance, volunteer body movements, speech and communication, behavior control, and social interaction factors. In conclusion, the psycho-rehabilitation method was found to effectively promote health maintenance most, emotion expression least, and the usual on initiative and appearance, volunteer body movements, speech and communication, behavior control, and social interaction factors, if they regularly practice of Dousa-hou training and participate on average 3.6 times per week in camps in the Indian and Korean context.

**Keywords:** children with mental retardation, autism, cerebral palsy, psycho-rehabilitation model, health maintenance

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**Losing face and emotions: The effects of related factors in a social comparison context**

HAN, K. H. (Tamkang University)

It is apparent that losing face causes distress. However, if we ask what feelings underlie losing face, the answer seems to remain unknown. In addition, face is a kind of social-contingent self-esteem. One could experience losing face and different emotions due to different factors related to that specific context. This study focused on the effects of perception (implicit versus explicit) and if there was a family member in a social comparison context. Using scenario experimental method, this study manipulated perception (implicit versus explicit) and whether the target person’s mother was (versus not) in that social comparison context. The results showed that if the message of “I’m not as good as others” was perceived implicitly by oneself, the emotions one experienced were mainly depression and shame. On the contrary, if the message was discussed explicitly by others, the emotions were anger, shame and humiliation. In addition, if the target person’s mother was in the context, besides depression and shame, one would also have a feeling of guilt when perceiving the comparison implicitly. However, if one’s bad performance was discussed explicitly in front of his mother, one would experience strong feelings of anger, hostility, humiliation as well as shame and embarrassment, but not guilt. Overall, the results were consistent with the cognitive perspective of self-blame versus other blame. When one’s bad performance was perceived implicitly, the emotions mainly belonged to the self-blame category. Whereas, when one’s bad performance was discussed openly, besides self-blame emotions, one also experienced other-blame emotions. In general, the appearance of a family member could strengthen the emotions one experienced in that context.

**Keywords:** shame, self-esteem, losing face, self-blame versus other-blame, perceptions

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**Masculinity and alcohol use among young men in Sarawak: Preliminary findings**

AMIT, N. (Monash University)

The objectives of this research in progress are firstly, to examine alcohol use among young men in Sarawak and secondly, to examine how they negotiate masculinity and its association with alcohol use. In this qualitative research, in-depth semi-structured interviews were conducted among 20 young men (aged between 18-30 years) from different ethnic groups in Kuching and Samarahan Divisions, Sarawak. Themes associated with masculinity and association between masculinity and alcohol use were analyzed based on grounded theory approach. The results will be discussed in two sections. Firstly, patterns of alcohol use among young adults from different ethnic groups. Secondly, themes related to young men’s negotiation of masculinity will be discussed. Some of the masculine themes are being independent, hardworking, responsible, and supportive; securing a working status; and following one’s cultural tradition. This discussion also includes association and disassociation with masculinity and alcohol use and elements of masculinity in alcohol use as experienced by them. Some elements of masculinity in alcohol use are usage of masculine-related images in persuading and
challenging alcohol use among peers, masculine images as portrayed by alcohol use, and role of alcohol use in facilitating interaction between men and women. Nature and extent of alcohol use among participants from different ethnic groups and their conception of masculinity were associated with their social and cultural context. The limitations and direction of future research will also be discussed.

Keywords: young men, masculinity, alcohol use

Mastery motivation in toddlers: Characteristics and effects of behavior evaluation

ZHANG, X. (Northeast Normal University), LIU, S. (Northeast Normal University)

The aim of this research was to examine not only the general characteristics of mastery motivation in toddlers, but also the effects of behavior evaluation on it. The method of situational experimenting was used to test 71 toddlers with three game tasks, including exploration-feedback, problem-solving, and challenge-preference, respectively. To measure effects of behavior evaluation, positive evaluation by tester and test absent conditions were set for all tasks. Also, toy with visual and auditory feedback and without feedback conditions were also set for the first task to examine characteristics of mastery motivation as a function of mastery object. The material used for first task was a newfangled toy car, and it could give out various visual and auditory feedbacks, when participants controlled it. The material for the second task was a shape matching board with different shapes of wooden fish put into it, and for the third task, were jigsaw puzzles of two levels, namely, easy and difficult. On first task: (1) the average time toddlers payed attention to the newfangled toy was over 7.5 minutes with enjoyable emotion; (2) there were more mastery behaviors in toddlers on toy feedback condition than without feedback; (3) more pleasure were derived by toddlers from a tester’s positive evaluation than without evaluation. On the second task: (1) toddlers were happier when they succeeded rather than failed; (2) whether success or failure occurred, toddlers’ emotions were better when the tester gave a positive evaluation than without evaluation. On last task: 94.4% of all toddlers would carry out the difficult task and had high persistence on it, but significant individual differences existed. Toddlers’ mastery motivation for a newfangled object with visual and auditory feedbacks was strong. And they came to experience different emotions from success and failure in mastery behavior. Positive behavior evaluation by adults could bring toddlers’ greater pleasure regarding on mastery. All of the above provide additional information to teachers and parents to promote toddlers’ mastery and emotions.

Keywords: mastery behaviour in toddlers, mastery motivation, exploration feedback, positive behaviour evaluation, problem-solving

Materialism: Friend or foe? The link between materialism, subjective-well being and friendship

JANSSON-BOYD, C. (Anglia Ruskin University), SPIERS, R. (London Metropolitan University), ANSSON-BOYD, C. V. (Anglia Ruskin University)

The aim was to investigate to what extent social support affects the relationship between materialism and subjective well being (SWB) in the United Kingdom (UK). The relationship between materialism and SWB has been found to be intricate. Researchers have found there to be either a positive (Sherman & Newman, 1978; Diener et al., 1985) or negative (Belk, 1984; Kasser & Ryan, 1993) relationship between the two. However, this has never previously been explored in the UK. New sets of scales that measure social support, SWB and materialism were developed. The scales were used to look at whether there is a positive or negative relationship between materialism and SWB in the UK, and if social support affects the relationship between materialism and SWB. The scales were merged on to one questionnaire that 173 participants filled in and completed. The results showed that there were significant negative correlations between materialism and SWB, and between materialism and social support. A multiple regression also found that when controlling for social support the influence of materialism upon SWB was reduced in strength. From the results it can be concluded...
that materialists tend to feel less good about themselves. However, the decrease in SWB is also affected by the lack of social support. With a better social network, materialists are less likely to report lower levels of SWB. This supports previously conducted studies in other countries.

Keywords: materialism, social support, subjective well-being

Maternal power assertion: Its role in social information processing and externalizing behavior in Turkish preschoolers

CANDAN KODALAK, A. (Koc University), YAGMURLU, B. (Koc University), KUMRU, A. (Abant Izzet Baysal University)

The goal of the study was to investigate the relations between maternal power-assertive disciplinary techniques (both physical and non-physical forms of maternal punishment), social information processing patterns (hostile attribution bias and aggressive response selection), and externalizing behaviors in Turkish preschool children. One hundred and fifty-eight four year-old children attending different preschools in two cities of Turkey, their mothers and preschool teachers, participated in the study. They were followed throughout three years. At Time One (four years-old), maternal power-assertive child rearing was measured with self-reports (Child Rearing Questionnaire) and children's social information processing skills were assessed via behavioral assessments (the Social Perception Task). At Time Two and Time Three (five and six years-olds), teacher ratings were utilized to measure children's externalizing behaviors (Eyberg Child Behavior Inventory and Child Behavior Checklist). Children's responses to the Social Perception Task were transcribed and coded into categories. All measures displayed high internal consistencies. Data were examined through correlations and hierarchical multiple regression analyses. Findings of the study revealed that maternal physical and non-physical forms of punishment had varying effects on children’s social information processing skills and externalizing behaviors. Results were mostly in line with previous studies conducted with Western samples. The present study provides the first evidence from on the effects of maternal power-assertive discipline on Turkish children’s cognitive and behavioral development. Findings of the study are discussed with regard to Crick and Dodge’s (1994) social adjustment and social information processing model.

Keywords: sociocognitive development, maternal power-assertive disciplinary techniques, child rearing questionnaire, social perception, social information processing

Meaningful being in Australia: The experiences of young Sudanese-Australians

TIPPING, S. (max2lm22), KAPLAN, I. (Victorian Foundation for Survivors of Torture, Inc.)

The aim of this paper is to provide an overview of PhD research being carried out with the Sudanese Diaspora in Australia. The project was interested in exploring the experience of meaningful being from the individual’s perspective while taking into account historical, social, political and cultural contextual factors. The study was hypothesis-generating. Semi-structured interviews were conducted with 30 Sudanese-Australians aged 18 to 30. A non-random, snowballing, stratified technique was utilised, with assistance from gatekeepers. Eight participants were re-interviewed two years after the first interviews were conducted. A template analysis was carried out, followed by an interpretative phenomenological analysis on a sub-set of the interviews. While the study was focused on qualitative data, some quantitative information was also collected enabling a comparison of the different types of data. Participants reported a broad range of internal and external characteristics in contributing to the life being experienced as meaningful in Australia. Education and family were reported as the dominant sources of meaning in life. Personal beliefs (including cultural and religious beliefs) were also important. Peace at an individual, relationship (e.g., family and community), and societal level (e.g., peace in Sudan and Australia) were also key themes. Threats to the experience of life as meaningful were identified, including separation from
family, difficulties overcoming gaps in education, conflict with teachers and between family members, encounters with discrimination, and isolation from members of the broader Australian community. The fulfilment of basic needs, personal strengths and struggles, the immediate social world, beliefs and values, and systems and structures all play a prominent role in the lives of young Sudanese-Australians. The results suggest that many young Sudanese-Australians maintain strong links to Sudan, both on a practical level through sending remittances to family remaining in Africa and on a symbolic level through the experience of identity. Future research and project work adopting a participatory approach could explore concepts of peace held by Sudanese-Australians, including the role of the Diaspora in the peace-building process in Sudan. Further, there is also potential for a participatory peace-building project with young Sudanese-Australians, where attention is given to peace-building within and by Diaspora communities.

Keywords: Sudanese-Australians, meaningful being, Sudan, peace-building

Measuring performance: Introducing a hand held psychometric testing device

CURRIE, J. (Noarlunga Hospital, South Australia), RUTHENBECK, G. (Flinders University)

The aim of this research is to develop a small, robust, portable device to allow psychometric testing in a normal environment, away from the laboratory. The method involves a Nokia mobile phone being programmed to allow the user to perform six standard psychomotor tests. All results are time and date specific and all data – reaction times, number of errors etc., are stored electronically in the phone’s memory. This is directly downloadable to an Excel spreadsheet. The tests are: Symbol Digit Substitution, Simple and Choice Reaction Times, Reaction time with one decision-making step, Number Recall and Finger Tapping Test. The units have undergone extensive trials and have been used in a busy hospital to study ability to function before and after day surgery. No problems have been encountered. The phones have survived much abuse including “drop tests”. It has been easy to measure psychomotor performance using sophisticated tests such as Symbol Digit Substitution, Decision Making Reaction Times and error rates in an everyday environment. Multiple measurements can be made throughout the day without inconveniencing the patient. In conclusion, having an objective assessment of performance is very useful. Being able to make these assessments in the workplace or in the home is especially so. This is a useful tool in many areas of psychological and medical research. The authors are pleased to share the technology with co-workers.

Keywords: psychomotor tests, performance appraisal, mobile phones, medical research, reaction time

Measuring subjective workload using the NASA-TLX: A qualitative analysis of subscale interpretation


An operator’s perception of workload is considered a central concept within the field of human factors and ergonomics. One of the most widely-used, self-report measures of workload is the NASA-Task Load Index (TLX) (Hart & Staveland, 1988). The NASA-TLX consists of six subscales (Mental Demand, Physical Demand, Temporal Demand, Frustration, Effort, and Performance), the combination of which is assumed to provide a generic measure of overall workload. Over 20 years since its original development in the aviation field, the NASA-TLX has been favoured in a variety of research contexts for its simplistic administration and ease of interpretation by respondents. Its adaptation to vastly different fields of investigation has resulted in modifications to the original subscale descriptions, and in some circumstances, the subscales themselves. However, the process of modification of the NASA-TLX to better suit specific domains has not been well documented within the literature. The aim of this presentation is to discuss a methodology for adapting the NASA-TLX to specific research domains, using vehicle evaluation as a case study. Findings from an exercise conducted with drivers of military land vehicles will be presented, which investigated
the range of workload definitions elicited from this unique sample group. A total of 42 drivers provided descriptions of what a rating of ‘very low’ or ‘very high’ would mean to them within each of the six workload subscales. The qualitative data were analysed with NVivo to identify consistent themes. The analysis revealed definitions consistent with the original NASA-TLX scale descriptors. However, themes relevant to the military driving domain were also identified within each subscale. These included driving conditions, vehicle comfort, elements of teamwork and level of vehicle autonomy. Eliciting definitions of the NASA-TLX subscales from a specific group is suggested as an initial step within a methodology for scale modification. Further testing is required to ensure that any changes enhance the utility of the original scale within research.

Keywords: subjective workload, operator’s perception

Medical observation chart design affects users’ decision accuracy and response time regarding patients’ vital signs

PREECE, M. (University of Queensland), PREECE, M. (The University of Queensland), HORSWILL, M. (The University of Queensland), HILL, A. (The University of Queensland), WATSON, M. (The University of Queensland & Queensland Health)

Paper-based medical observation charts are the principal means of recording and monitoring changes to hospital patients’ physiological data or vital signs (e.g., blood pressure, respiratory rate, heart rate). There is considerable variation in the design of observation charts in current use, and a lack of empirical research on the performance of observation charts in general. Improving the design of observation charts may improve the early recognition of patients who are deteriorating. This study aimed to evaluate how accurately trained novices could detect patient deterioration on 6 different observation chart designs in use or in development in Australia. Six chart designs were included in the study. In a previous study, a heuristic analysis had classified one of the charts as being poorly designed, one of the charts as being of average design, and two charts as being relatively well-designed. We also designed two further charts with reference to human factors principles of “user-friendly” design (e.g., using coloured bands to indicate physiological thresholds). Participants were shown 48 observation charts in a randomised order. Each chart design was shown four times displaying physiological data with at least one abnormal vital sign (e.g., an abnormally high blood pressure), and four times displaying normal physiological data. Participants had to classify the physiological data on the charts as “normal” or “abnormal” as quickly as they could. Decision accuracy and response time were the dependent variables. Initial results showed that chart design had a significant effect on decision accuracy and response time (both \( p < .001 \)). For both measures, participants performed significantly worse on the “poor”, “average” and one of the “well-designed” charts compared with the newly designed “user-friendly” charts (all \( p < .05 \)). Differences in the design of observation charts can affect chart users’ decisions regarding patients’ vital signs and the time it takes to make such decisions. Therefore, it is recommended that charts that are not well-designed be discarded in favour of those that can empirically demonstrate their effective design. Improving the standard of observation charts in use in hospitals may improve the recognition of deteriorating patients.

Keywords: medical observation charts, chart design, patient deterioration

Mental effort ratio: Assessing individual differences in subjective fatigue tolerance

AIDمان, E. (Defence Science and Technology Organisation and Kingston University London), CRAMERI, R. (Defence Science and Technology Organisation)

The series of studies reported here were aimed at developing and validating a method of estimating individual differences in subjective tolerance to fatigue and physical exhaustion. Since Borg’s (1970) invention of the Ratings of Perceived Exertion (RPE), both effort perception (in short-term work) and perceived fatigue (in long-term work) have been considered as key factors influencing physical performance and its resourcing (cognitive and metabolic). The
concept of mental effort tolerance (MET; Dornic, Ekehammar & Laakasonen, 1991) has been instrumental in generating cognitive explanations for the effects of effort perception. Generally defined, MET represents the extent to which the individual is able to tolerate subjective discomfort when persisting in a difficult task (Dornic, Ekehammar & Laakasonen, 1991). Following Borg’s (1973, 1982) discovery of exercisers’ ability to detect first signs of perceived exertion, the proportion of exercise time after this detection has been found to be relatively stable (Ilyin, 1980; Aidman 1995) and individually distinct. This proportion was termed "mental effort ratio" (MER) and a psychometric procedure for its measurement has been developed using a modified hypoxemic (breath-holding) test. The paper will review a series of studies with elite endurance athletes (Aidman, 1995, 2005; Miotti, 1996) and military personnel (Aidman & Crameri, 2006) that examined the relationship between MER, endurance performance and health costs associated with it. Results to date confirm the validity of MER measurement in predicting important performance parameters, such as aerobic capacity, at the high end of fitness range. It is also useful in estimating health risks of endurance training, such as metabolic inefficiency, overtraining and burnout. This makes it an attractive practical addition to assessment protocols used for selection into physically demanding occupations. Potential applications and future development of the tool will be discussed.

Keywords: perceived exertion, mental effort tolerance, effort, subjective discomfort, physical demands

Mental health, image of God, and quality of attachment in college students

GHOBARY BONAB, B. (University of Tehran), HADDADI KUHSAR, A. A. (University of Tehran)

The aim of the current research was to investigate the relationship between mental health, image of God and quality of attachment in students of Medical Sciences universities. To accomplish the stated goal, 513 students from Tehran Medical Sciences University and Iran Medical Sciences University were selected by means of proportional stratified sampling. Adult Attachment Scale (Collins, 1996), God Image Inventory (Lawrence, 1997) and Symptom Check List 90-Revised (Deragotis, 1973) were administered to them. A Multiple Regression Analysis was used to analyze the data. Results indicated that students’ mental health could be predicted from their scores on quality of adult attachment and their type of image of God. This showed that students with anxious attachment were lower in general mental health status as measured by the Global Severity Index (GSI) score in the Symptom Check List 90-Revised. However, students with a higher score on dependence dimension of adult attachment were higher in mental health. This indicated that dependability and trustworthiness of attachment figure is associated with mental health. In addition, students who saw God as “accepting” were higher in general mental health status as estimated by GSI in Symptom Check List 90-Revised. Moreover, analysis revealed that married students were healthier than singles. However, no differences were found between male and female students regarding their mental health status. Investigators concluded that a significant relationship existed between quality of adult attachment, images of God and mental health of college students, and mental health can be predicted from the quality of attachment and type of image of God.

Keywords: image of God, quality of attachment, Adult Attachment Scale, Global Severity Index, Symptom Checklist 90-Revised

Mini-markers in China: An empirical study for the use of mini-markers of the 'Big-Five'

YANGYANG, Z. (Peking University), WANG, L. (Peking University)

Saucier’s ‘Mini-Markers’ are widely used in the ‘Big-Five’ measurement of personality, including in the Chinese version. However, no one has before examined the validation of the Chinese version. This article examines the criterion validation of the Chinese-translated version of Saucier’s Mini-Markers personality questionnaire. Participants were 492 students in a Human Resources class, who were mostly
white-collar workers. Their personality and several workplace criteria including justice, locus of control, and turnover intention, were measured. The Chinese-translated version of Mini-Markers was used as the Big-Five measurement. The correlations between participants’ Big-Five traits and the workplace criteria were calculated. The original personality scores were transformed into standard Z scores, and the correlation calculated using both of them. Many criteria were found to have good correlations with Mini-Markers scores including procedural justice with conscientiousness, self-valued performance with agreeableness, conscientiousness with emotional stability, and job satisfaction with conscientiousness, agreeableness, and openness to experience. The validity and reliability of Saucier’s Mini-Markers has been shown to be strong. As an abbreviated version of the Big-Five measurement, ‘Mini-Markers’ saves time for researchers and practitioners, and the English version has been widely used. This article shows that the Chinese version is also reliable and valid and can be used as a convenient tool in the workplace.

Keywords: personality, big five model of personality, mini-markers, Chinese, saucier

Modification of measures on the effect of long distance work assignment on the personal, family and work domain to fit into Muslims’ cultural contexts in Indonesia

ZULAIFAH, E. (Leipzig University)

The aim of this study is to develop models of explanation on the phenomena of family structure disruption as a result of job demand. The results of the study are expected to be beneficial for developing a more family friendly policy regarding work assignment. The study is focused on finding a predictive relationship among variables in different domains: individual, family and work. In the first stage, this study tests some already developed measures, to see how they fit into the Indonesian cultural context. The study used a survey method for families. A total of 94 families in and around a city in south central Java were included in this preliminary study. The measures involved in this study are subjective well being, gratitude, acceptance, family climate, and work stress. The result of this study showed that the already developed measures widely used in other studies in western cultures have low internal consistencies when applied within the Javanese-Indonesian culture (more detailed results will be shown in the presentation). There is a need to adjust the developed measures to better suit the cultural context of the study population. Measurement of Subjective Well Being (SWB), Gratitude, Acceptance, Family Climate and Work Stress will need to be modified to show better cultural sensitivity. The modification may involve changing the construct to include more culturally relevant factors. It may also be done by still using the same factors but replacing the items to better represent the reality within the specific culture.

Keywords: family structure, family disruption, work assignment, cultural factors, work stress

Mood and false memories for end-of-life treatment decisions

SHARMAN, S. (Deakin University)

When people prepare medical "Advance Directives" to say which life-sustaining treatments they do or do not want, they later change their minds about many treatments—but do not realise it. Instead, they falsely remember that their old directive reflects their current preferences. The current experiment investigated the effects of people’s mood on their decisions about medical treatments and on their false memories for their previous decisions. Participants took part in two sessions. At Time One, they were experimentally induced into positive or negative moods. Participants then decided which life-sustaining treatments they would want if they were seriously ill, such as tube feeding if in a coma. Four weeks later, at Time Two, participants made these decisions a second time. After making their second round of decisions, they were asked—in a surprise test—to recall their previous decisions. Participants changed their minds about 16% of their decisions; for example, saying that the first time they did not want life-sustaining treatment and saying that the second time they did. As predicted, people in negative moods at Time
Two changed more of their decisions (24%) than those in positive moods (10%). When participants changed their minds, they failed to realize that they had done so for almost a third of their decisions. Overall, participants falsely remembered that 31% of their previous decisions were the same as their current decisions. Participants in negative moods at Time Two falsely remembered more of their decisions (36%) than those in positive moods (27%). These findings suggest that people’s current moods influence whether they change their treatment decisions; current decisions in turn bias recall of past decisions. Those directly involved with end-of-life care, such as policymakers, physicians, nurses, and chaplains should be informed that people often change their minds about past treatments without realizing and that these changes are more likely to occur when people are in negative moods. Steps may then be taken to encourage patients’ accurate recall of their previous decisions—perhaps through eliciting more positive moods—as they consider whether or not they actually want to change their minds.

Keywords: end-of-life care, advance directives, life-sustaining treatment choice, treatment decisions, false memory of decisions

Moral reasoning in clinical practice and medical education in the Pontificia Universidad Javeriana (Bogotá, Colombia) Category “Altruism and dignity, beneficence, confidentiality and duty-of-care”

DIAZ-AMADO, E. (Universidad Javeriana), MELO, H. E. (Xaverian University), CELY, L. C. (Xaverian University), OBANDO, F. S. (Xaverian University), GUEVERA, C. L. (Xaverian University)

This research aimed to characterize the moral reasoning of medical students at the Xaverian University, Bogotá, Colombia. We analyzed the relation between five moral categories/domains (altruism, contract-confidence-justice in the exchange, consciousness, decentering of self-interest and role adoption) and four relevant bioethical categories (dignity, beneficence, confidentiality and duty of care). In this presentation the relationship between altruism and the aforementioned bioethical categories is examined. In total, 484 students participated, coming from each semester between first and tenth (please note, the medicine academic program is divided into twelve semesters and the eleventh and twelfth correspond to a year of internship). Students from seventh and eighth semesters constituted the intentional, non-probabilistic sample to test the validity and confidence of the instrument. Significant differences were found in four out of the five variables studied, with a significance level of .05. We observed that moral reasoning had a non-linear progression pattern; it depicts particular routes and several itineraries. Moreover, we noticed that different clinical situations entailed dissimilar moral reasoning which did not follow those ideals usually offered by static theories.

Keywords: moral reasoning, medical students, altruism, role adoption, duty of care

Motivation and rationality of robbers: The application of Apter’s reversal theory in street crime analysis

PIOTROWSKI, P. (Jagiellonian University)

This article deals with the issues of motivation and rationality of agents of street robbery. Most robberies are triggered by impulsive juveniles who have no intention of committing a crime or engaging in a thorough analysis of its gains or risks (de Haan & Vos, 2003). As the reversal theory supplies explanation to irrational and paradoxical behaviour (Apter, 2001), an attempt has been made to apply this theory in the analysis of crime. The author conducted semi-structured interviews with 107 agents of street robberies (of whom 55 were underage and 52 were of age). The results allowed us to define a three-type typology of street robbers: “the rational” ones, those of “bounded rationality”, and “the irrational” ones. The street robbers in the first group act purposefully and systematically. The second group - the so-called “bounded rationality” street robbers - act under the influence of alcohol or drugs, or are affected by debilitating factors, such as group pressure, and various aspects ensuing from the participation in “street culture”. The third group (encompassing about 30% of the total of subjects) is that of irrational street robbers, who
committed crime without any forethought, with no motive of a material gain and with no prior calculation of profit or risk. Their motives are unclear to external observers inasmuch as they are obscure to the robbers themselves. Apter’s reversal theory was adapted to the analysis of their behaviour. In the perspective of this theory, it transpires that a process of decision-making relating to the act of robbery should not be described solely within cognitive categories but extend to include paratelic dominance and the relation with felt arousal – hedonic tone. Numerous cases of “irrational robbery” go along one of two patterns: maintenance of a high level of arousal in a paratelic state or a meta-motivational state reversal that entails aggressive behaviour. The analysis of street robbery in the light of a three-type typology gives rise to significant implications, both theoretical and practical. Essentially, it affects the understanding of criminal motivation, and creates new perspectives for effective correction, which focuses on the roots of crime.

Keywords: rationality of street robbery, criminal motivation, juvenile offending, hedonic tone, risk decision-making

Motivational interviewing with cognitive-behaviour therapy for anxiety and depression following traumatic brain injury

HSIEH, M.Y. (Monash University), PONSFORD, J. (Monash University; Epworth Hospital; & National Trauma Research Institute), WONG, D. (Monash University), SCHÖNBERGER, M. (Monash University & Epworth Hospital), MCKAY, A. (Monash University & Epworth Hospital)

There is strong evidence that Traumatic Brain Injury (TBI) leads to psychiatric disorders, most commonly anxiety and depression, which increase in frequency over time and are associated with poorer functional outcomes. This study aims to develop and evaluate in a randomised controlled trial, a Cognitive Behaviour Therapy (CBT)-based anxiety and depression treatment program adapted for a community sample with moderate-severe TBI. It also aims to evaluate the application of Motivational Interviewing (MI) as preparatory intervention, focusing on increasing motivation to change and engagement in treatment. Participants (aged 18 years and over) with moderate to severe TBI are being randomly assigned to one of three treatment conditions to evaluate the relative effectiveness of: (1) Up to three sessions of MI followed by CBT (MI+CBT) as compared with (2) CBT only and (3) treatment as usual (Control). Assessment includes a structured clinical interview to determine psychiatric diagnoses; self-report measures of anxiety, depression, psychosocial functioning and coping style; and measures of memory, executive functions and premorbid intellectual functioning. Both interventions (CBT and MI) are guided by manuals adapted for participants with TBI, with an emphasis on flexibility to tailor therapy to individual clients’ needs and cognitive difficulties. The study is in progress. Preliminary outcome data suggest positive treatment response in participants who received MI + CBT or CBT only. Observations from individual case studies indicate a high comorbidity of depression and anxiety in this sample, and highlight the challenges in assessing and treating psychiatric disorders following TBI. Feedback from participants highlights the importance of therapeutic alliance in treatment engagement. The study results will inform clinical practice by providing evidence about relative effectiveness of interventions for individuals with TBI who suffer from anxiety/depression. Given the strong association between psychiatric disorders and functional outcome, effective psychological treatments are required to provide a means of enhancing psychosocial outcomes for this group.

Keywords: brain injury, depression, anxiety, motivational interviewing, cognitive behavioural therapy

Motor performance in autism and Asperger’s disorder: Is there a relationship between motor dysfunction and communication disturbance?

PAPADOPOULOS, N. (Monash University), RINEHART, N. (Monash University), TONGE, B. (Monash University), BRADSHAW, J. (Monash University), SAUNDERS, K. (Southern Health), MURPHY, A. (Southern Health), MCGINLEY, J. (Murdoch Research Institute)
The aim of this study was to identify the neuromotor profile of children diagnosed with autism and Asperger’s Disorder and to examine the relationship between motor difficulties and emotional behavioural disturbance, severity of autistic symptoms and communication disturbance in children with Pervasive Developmental Disorders. The Movement Assessment Battery for Children (MABC) was administered as a measure of motor proficiency, and the Developmental Behavioural Checklist (DBC) as a measure of emotional behavioural disturbance in the following groups: Asperger’s disorder (AD) \((n = 22, \text{mean age} = 9.9 \text{ yrs}, SD = 1.6)\); High functioning autism (HFA) \((n = 23, \text{mean age} = 9.4 \text{ yrs}, SD = 2.7)\); Low functioning autism (LFA) \((n = 8, \text{mean age} = 9.8 \text{ yrs}, SD = 1.7)\) and typically developing children (TD) \((n = 20, \text{mean age} = 9.9 \text{ yrs}, SD = 1.5)\). Results indicated qualitative and quantitative impairments when comparing the HFA to the AD group. The HFA group performed worse on cerebellar motor items such as ball skills and balance compared to the AD group. As predicted the LFA group was also shown to be quantitatively more impaired than the HFA group. Motor symptoms, in particular cerebellar symptoms, were shown to be associated with emotional/behavioural disturbance, autistic symptoms and communication disturbance. Results confirm previous findings implicating the cerebellum as a likely source of motor dysfunction in children with autism and may also help to distinguish AD from autism.

Keywords: Autism, Asperger’s syndrome, Movement assessment battery for children, Developmental Behavioural Checklist, Cerebellar motor items

Multidimensional relationships between prosodic features of speech sound and personality impressions

UCHIDA, T. (The National Center for University Entrance Examinations), UCHIDA, C. (Nagoya Women’s University)

This study suggests a model to explain the relationship between prosodic features and speaker’s personality impressions. This kind of model is important because it would explain the mechanism to formulate personal impressions in verbal communications. In application, the model could help speakers to control their personality impressions in their speech, and artificial voices to be synthesized with desired and distinct personality impressions. The speech stimuli were synthesized from the original speech sound using STRAIGHT algorithm. Prosodic features such as speech rate, pauses, and intonation-contours were systematically manipulated to synthesize the continua of speech stimuli for each prosodic feature. This study consists of three experiments corresponding to three prosodic features. In each experiment, 100 to 200 participants were asked to rate their impressions on randomly presented stimuli from the continua for the experiment using Big Five personality traits. Changes of each personality trait for each prosodic feature were analyzed to construct a model. The results indicated that each trait had a distinctive change pattern, while reversed U-shape patterns were their common characteristics. In other words, each personality trait could be estimated with a quadratic regression equation. In these equations, use of sensory scales, which were converted from physical scales, lead more accurate estimates. For example, intonation-contour showed clearer U-shape in approximate equations with a sensory-scale (Mel-Scale) than with physical scale (Hz). Further, by integrating these five equations, the whole personality impression could be reconstructed. Because this set of the experiments utilized a sensory scale rather than physical scales, each personality trait could be estimated with more accuracy than previous studies. Naturally reintegration of traits also showed more accurate approximate equations, and this improvement increased the possibilities for applications. With these equations, one can synthesize speech sounds with artificial personalities for certain purposes such as answering machines and “audio-help” for the users of a certain product. In addition, this model provides some implications for implicit personality theory. One can train himself to speak with a variety of personality impressions using combinations of prosodic features for different personalities.

Keywords: prosodic features, personality impressions, synthesizing sounds, implicit personality theory, personality traits
Multilevel leadership for multilevel health – an analysis of the multilevel impact of transformational leadership on employee health and well-being

WOLF, S. (Technical University Dresden), NEBEL, C. (Technical University Dresden)

Facing permanent changes and a growing number of work-related strains leaders are faced more and more with the task to support and develop employee health and well-being in the work-context. Transformational leadership has an outstanding role in this context. The positive impact of transformational leadership on employee well-being is empirically well-established by now (Arnold, Barling, Kelloway & McKee, 2007). Additionally, the impact of transformational leadership works indirectly, meaning that leaders can positively influence attributes of the job or the company and employees can benefit from those changes (Wolf & Nebel, in prep.). A systematic analysis of the impact of transformational leadership on employee health and well-being on different levels is missing until now. The current study shows additional hints for the multi-level impact of transformational leadership by concentrating on the preventive impact on team- and company-levels. We focus on the impact of transformational leadership on the genesis of team burnout regarding spill-over and cross-over effects. Subjective and objective data was collected from N = 1319 (40 teams). The research methods employed were Transformational Leadership (MLQ-5 (German version); Felfe & Goihl, 2006), Demand (FIT, Richter et al., 2008), Control (SALSA, Riemann & Udris, 1996), Self-efficacy (Jerusalem & Schwartzter, 1999), Physical Complaints (GBB-24, Brähler et al., 2004), Burnout (MBI-GS, Schaufeli et al., 1996), and Well-Being (WHO-Five, Bech et al., 2003). Multilevel Analysis (HML) was performed. The data was analyzed at the time. We hope to refer to the findings of Felfe, Franke & Korek (2009) who found transformational leadership to be stress-reducing on the team level. We analyze whether the same or similar processes can be found for reduction of burnout on individuals and on the team level. We will discuss implications of our findings for the prevention of burnout and will draw conclusions for leadership training as well as leadership culture in organizations.

Keywords: leadership, employee health, multilevel leadership, transformational leadership, well-being

Multilingual education of linguistic minorities in India: Strategies, applications and issues

PANDA, M., MOHANTY, A. (Jawaharlal Nehru University), HEUGH, K. (University of South Australia), PANDA, M. (Jawaharlal Nehru University), BRADLEY, D.

Mother tongue (MT) based multilingual education (MLE) of linguistic minorities has become a global movement (Mohanty, Panda, Phillipson & Skutnabb-Kangas, 2009). However, application of psycholinguistic framework of bilingual education as well as MLE in diverse societies raises complex issues in respect of cross-linguistic transfer of skills, pedagogic approaches to bringing in children’s MT and cultural knowledge into MLE classrooms, and socio-educational consequences of MLE. The paper presents data from different MT literacy and MLE programs for tribal children in India to reflect on these issues. The findings in respect of Bodo MT literacy in Assam, MLE programs in Andhra Pradesh and Orissa, and a cultural psychology based intervention, MLE Plus, for children’s education, cultural identities, and revitalization of languages are discussed. The MT literacy program in Bodo and MLE programs in 18 other tribal mother tongues in Andhra Pradesh and Orissa are found to be promoting better classroom achievement compared to the early submersion education in dominant languages. The MT based MLE programs have positive impact on revitalization of language and community attitude towards culture and language maintenance. The MLE Plus program in Orissa with intensive community based activities and explicit focus on linking classroom learning to children’s cultural experiences is found to have the most positive educational as well as cultural impact. These programs in India offer new insights on strategies and pedagogic principles of MLE. However, the sociolinguistic complexities of Indian multilingualism raise some issues in respect of scheduling of the second, third and other languages in MLE and
the need to develop suitable models of MLE for children with multiple mother tongues in the same classroom.

Keywords: mother tongue, multilingual education, linguistic minorities, India

Multitasking and work interruptions in hospitals: Impact on employees' well-being, individual strategies, and moderators

BAETHGE, A. (University Leipzig), RIGOTTI, T. (University of Leipzig)

In the last decades the complexity and intensity of work has increased. Employees have to deal with a big amount of information coming from several channels. This circumstance results in an increasing rate of work interruptions and multitasking demands. The aim of this study is to get an insight on the effect of multitasking and work interruptions in real work settings on well-being and to test the moderating effects of individual skills. We chose hospitals as the setting for our study, as jobs are characterized by a high rate of work interruptions. The sample of our study included male and female nurses of German hospitals. In a pilot study we interviewed 15 nurses and monitored their shift to developing an instrument for measuring the appearance of multitasking in hospital work settings. The main study has been a daily diary study using handheld computers, using random event sampling methods to examine direct effects of work interruptions and multitasking demands, as well as coping strategies over a period of five working days. We examined the appearance of interruptions and multitasking, and parameters of well-being like mood and irritation, and also considered individual mental abilities, and preferences as possible moderating variables. The data was analyzed using multi-level analysis to test for within and between subject effects over time. The pilot study emphasized the great importance of interruptions and multitasking in hospital work. Furthermore we identified possible strategies to deal with the demands of interruptions and multitasking. The results of the main study indicate differential effects of interruptions with well-being, contingent upon type of interruption, and individual coping. The results highlight the significant role of multitasking and interruptions in hospital work settings and demonstrate their effect on well-being. Additionally we are able to give practical advices for work design with a special consideration of the aging workforce.

Keywords: ageing workforce, multitasking, work interruptions, hospital work, coping strategies

Mumpreneurship: A “forced choice”?

MORRISON, R. (Auckland University of Technology), HARRIS, C. (Auckland University of Technology), HO, M. (Auckland University of Technology), LEWIS, (AUT University)

Preference Theory (Hakim, 2000, 2002) and Institutional Theory (Baunach, 2002; Rubery & Fagan, 1995) are used to provide two theoretical frameworks to better understand the transition and motivation to enter into “mumpreneurship” for women who choose to depart from traditional employment and engage in entrepreneurial pursuits after having a child. Five in-depth case studies are used to explore the lives of Mumpreneurs. The competing influences of (a) genuine choice, versus (b) the societal and structural demands which contribute to these women’s decisions to depart from “traditional” work and enter into entrepreneurship, are considered. Within this context, the link between motherhood and the entrepreneurial experience is illuminated through an exploration of how the mumpreneur orients the activities of her enterprise to her family, her child(ren) and her personal aspirations. Findings suggest that the frameworks provided by both Preference Theory (which focuses on women’s choice, in affluent society, between family work and market work) and Institutional Theory (which suggests that the decision to depart from traditional, full time work is more a function of societal structures and constraints “forcing” women into particular roles and / or part time work) can be applied to our group of women. This paper points to how future work on entrepreneurship from these two theoretical perspectives can further advance our understanding of the impact of entrepreneurship on the Mumpreneur herself, her venture, her identity as a mother and her desire for a career. It is hoped that the findings generated from this research project will
highlight and inform both academic research and policy makers on important understudied groups in entrepreneurship (such as older entrepreneurs and “mumpreneurs”), as well as the holistic impact of life-stage and life-style on entrepreneurship.

Keywords: preference theory and institutional theory, entrepreneurship, women’s roles, career decision-making, identity

Narcissism within the team: An exploratory study

YANG, I. W. (National Chiao Tung University), SUEN, H. Y. (Taipei Fubon Commercial Bank)

Expanding previous research on dark side personality traits, we discuss narcissistic behavior within a team context and investigate how narcissism affects interpersonal relationships within the team and how narcissistic behaviors, attitudes or reaction lead to team performance. Specifically, we examined the effects of narcissism on self- and other-ratings of performance, interpersonal conflict and climate within the team context. Survey data were collected from 43 project teams composed of 191 senior business undergraduate and MBA student participants. To achieve course requirement, all teams were formed for one semester to complete assigned projects. Participants were asked to first hand in a written paper and then give an oral presentation at the end of the semester. Before their oral presentation, we distributed questionnaires regarding narcissism, Big Five personality traits, team climate, team conflicts, and demographics to each team member. Then, at the end of the semester, we collected overall team project grades from the instructors with the permission of each participant. The results supported some of the previous research findings that narcissism is positively associated with both self- and other-ratings of team performance after controlling for three of the Big five personality traits (emotional stability, extraversion and openness to experience). However, the current findings did not show that team conflicts and team climate for innovation moderate the relationship between narcissism and team performance. Considering the profound interpersonal implication of narcissism, we believe that more research is required on the paradoxical but charming world of narcissists.

Keywords: narcissism, personality, team performance, interpersonal conflict

Need for achievement, need for power, self efficacy and university student political participation in Jakarta Indonesia

TRIANI, R. (Universitas Katolik Indonesia Atma Jaya)

Student participation in politics is not usually directly connected with individual purposes. They usually intend to declare their opinion in order to support the people of the nation. In this research political participation is defined as ordinary citizen activities (non-violence or/and violence) in order to influence the government in making and actuating political decisions for equal interest. This research needs to know the relationship between individual personal aspects, which is assumed to have effects on political participation (need for achievement, need for power, self efficacy and political participation. The need for achievement can be expressed as a desire to perform in terms of a standard of excellence or to be successful in competitive situations. Need for power is described as the need to manipulate others or drive for superiority others. Self efficacy is concerned with self-perceptions of how well a person can cope with situations as they rise. This research is non-experimental. The respondents are 253 university students in Jakarta Indonesia. Four questionnaires were used in this research including the questionnaire of need for achievement (reliability: 0.923), need for power (reliability: 0.855), self efficacy (reliability: 0.926) and political participation (reliability: 0.955). Validity and reliability calculations and hypothesis testing in this research involved use of a computer program. The research result shows that there is no relationship between need for achievement and political participation, but there are relationships between need for power, self efficacy and political participation. The data shows university students in Jakarta currently have low participation in politics.
Negative body image and its Impact on social physique anxiety and social anxiety in preadolescent children aged 10 and 11

CASETTA, C., LEWIS, V. (University of Canberra)

This study aimed to examine the body image of children aged 10 and 11 years (n = 58). Body image in children is a growing concern due to its relationship with unhealthy behaviours and mental health concerns (Littleton & Ollendick, 2003). Gender and age differences were predicted in terms of body image perceptions and social physique anxiety (SPA). Negative body image was expected to predict SPA and social anxiety (SA) also. The Social Physique Anxiety Scale, the Figure Perception and Preference Scale, the Body Areas Satisfaction Scale and the Fear of Negative Evaluation Scale were administered to a convenient sample. Factorial ANOVA’s, non-parametric t-tests and multiple regression analyses were conducted in order to test the hypotheses. Positively, levels of SPA and negative body image were low in the sample overall. While negative body image and SPA was not found to increase with age, females were significantly less satisfied with their bodies overall and with specific body parts in comparison to males. In addition affective body dissatisfaction, in contrast to cognitive body dissatisfaction was a significant predictor of SPA and SA. Clinical implications in terms of prevention and intervention for body image concerns, SPA and SA were discussed.

Keywords: body image of children, body areas satisfaction scale, social physique anxiety, figure perception and preference scale, fear of negative evaluation scale

New analysis method for projective drawings: Texture analysis, singular value decomposition, and Fourier transform analysis

TAKEMURA, K. (Waseda University), TAKASAKI, I. (Waseda University), MATSUMURA, O. (Waseda University), IWAMITSU, Y. (Kitasato University), KIKUCHI, H. (Yokohama Aihara Hospital), YOSHIDA, K. (Yokohama Aihara Hospital)

In psychology and psychiatry, projective drawings are used to assess individual personality and holistic understanding of behavior. Especially, Koch (1949) developed a tree test, called Baum Test, for the purpose of medical practice and personality assessment. Since there is a lack of objectivity in interpretations of drawing pictures when the projective drawing techniques are used, we propose a new analysis method for the projective drawings using image processing techniques. The procedure was as follows: (1) drawing a picture, (2) scanning the picture, (3) dividing the picture, (4) the gray level histogram moment (GLHM) analysis, (5) the spatial gray level dependence method (SGLDM) analysis, (6) the gray level difference method (GLDM) analysis for the picture, and (7) the singular value decomposition (SVD) method that is a factorization of a rectangular real or complex matrix, with many applications in image processing, (8) the Fourier analysis method that can isolate individual components of a compound waveform for the image, and (9) the interpretation of the drawing picture. Image analysis methods for projective tree test were utilized to interpret psychological process of university students and patients. We analyzed the pictures for 262 university students and 23 patients with mental disorders, then interrelated statistical properties of the image analysis with the scores for psychological tests such as State-Trait Anxiety Inventory, Self-rating Depression Scale, Beck Depression Inventory, and Yatabe-Guilford Personality Test. The result suggests significant relationships between some statistical properties of the pictures and mental states such as depression and anxiety.

Keywords: drawings, statistical image analysis, projective technique, fourier analysis, tree test

Newcomers’ job expectations and adaptations during the early stage of organizational socialization: Leader-member exchange as a moderator

YAO, Q. (Nankai University), MA, H. (Tianjin Normal University), YUE, G. A. (Nankai University)
Job expectation is one of the important psychological variables influencing newcomers’ socializations. Researchers have proposed the met-expectation hypothesis (MEH) which addresses the positive effect of met expectations on adaptation. However, there’s still divergence on the validity of this hypothesis. Based on theory of organizational socializations, this research investigated the relations between job expectations and proximal socialization outcomes, especially the moderating role of leader-member exchange (LMX), and answered the “when” and “how” questions. Three hundred and twenty one newcomers, from nine firms in three provinces of China, participated in the research. Using longitudinal design, job expectations were measured with the self-developed Newcomer Expectations Questionnaire when newcomers were on board, and information about both proximal socialization outcomes and quality of LMX was collected from newcomers three months after organizational entry, using the Organizational Socialization Questionnaire and LMX-MDM scale respectively. Hierarchical regression technique was employed to analyze data. The results showed that: (1) When taking into account both expectations and experience, only actual experience correlated positively with socialization outcomes, which didn’t support MEH; (2) LMX moderated the relations between met expectations and socialization outcomes: when the quality of LMX was low, unmet expectations impaired newcomers adaptation, which was consistent with MEH, whereas good quality of LMX might mitigate the detrimental effects of unmet expectations on adaptations; (3) the moderating effect of each dimension of LMX was different, which supported a multidimensional structure of LMX. LMX moderates the effect of met expectations on adaptations and may give an answer to the question regarding when MEH is supported, from a perspective of interpersonal interaction.

Keywords: job expectation, met-expectation hypothesis, organizational socialization, leader-member exchange, newcomers’ adaptation

Novice driver perceptual learning of hazards: Preliminary results of a longitudinal study

We interviewed teachers who have long, multi-year experience in using the Lions Quest (LQ) social and emotional learning (SEL) program at school. The aim was to describe and understand how teachers perceive the LQ program and achievement of its educational goals. Several research syntheses and meta-analyses of SEL interventions have concluded that programs concentrating on socio-emotional competencies can result in gains that are central to the goals of all schools. However, we do not know if the skills transfer to the practice situations and what the experiences of long term use of SEL programs are. LQ curricula focuses on training of interaction skills, service-learning, and violence and substance abuse prevention. It is based on the values of equal rights, respect for the needs of others, and cooperation and peaceful resolution of conflicts. LQ is international, widely known and has been available for over 20 years. Teachers and LQ instructors (12 women and 3 men) who had long experience in using LQ program at school were interviewed. The teachers worked in elementary, lower secondary and upper secondary schools. Thematic interviews were transcribed (116 pages) and processed using qualitative, inductive content analytical procedures. The themes extracted include perceived effects of the program at the individual, class, school and communal level. At the individual level, students learned empathy and expression of emotions. They started to support each other, and become able to make decisions and solve problems themselves. Teachers learned new tools for classroom management, problem solving, giving feedback, and working with groups. The program changed their values and behaviour to be more student centered. At the class and school level, teachers perceived that group safety and ability for collaboration increased. The participants were a selected group of teachers who had used LQ for many years. Consequently, their perceptions of the effects of the program were positive. However, the experiences of teachers offer significant insider’s view on the perceived long-term effects of LQ program on children and the whole school community. The results can be useful in planning SEL interventions and
measures to study the effects of these interventions.

Keywords: crash risk, perceptual learning, hazard perception, hazard anticipation

Novice teachers’ efficacy beliefs in relation to school principal support

ALDHAIFRI, S. (Sultan Qaboos University)

This study examines Omani novice teachers’ efficacy beliefs and how these beliefs are influenced by school principal support. The study undertakes a theoretical framework of social cognitive theory (Bandura, 1997). Bandura contends that there are four sources of efficacy beliefs: mastery experience, vicarious experience, social persuasion, and physiological status. The sample consisted of 376 Omani teachers from three school districts. Participants were all female teachers teaching Grades One to Four. To measure teachers’ efficacy beliefs, the researcher used the Teacher Sense of Efficacy Scale (Tschannen-Moran & Woolfolk Hoy, 2001). This scale was adapted to Arabic by some previous research. The Arabic version of the Teacher Sense of Efficacy Scale is a 24-item 5-point Likert scale. An internal consistency of (α = 0.90) was obtained for the Teacher Sense of Efficacy Scale. To measure principal support, the researcher used a scale consisting of eight items and uses a similar 5-point Likert type scale. Similarly, a value of 0.90 was obtained for the internal consistency. The study uses multiple regressions to predict novice teachers’ efficacy beliefs using demographic variables (teachers’ subject, degree, and experience) and school principal support. The results showed that principal’s support contributed to the prediction of teachers’ efficacy beliefs over and above the effects of demographic variables. The researcher concludes that school principal support is an important variable in promoting teachers’ efficacy beliefs. The author discusses implications of the findings and highlights the importance of school climate on teachers’ efficacy beliefs.

Keywords: teachers, efficacy, school support, school climate, social cognitive theory

Occupational stress as threat and opportunity: An analysis of antecedents

ESCAMILLA, M. (University Autonomous of Yucatan)

The traditional psychological approach to occupational stress reactions has been extensively focused on pathological results (Siegel & Schrimshaw, 2000; Peiró, 2008). Conversely, the positive psychology perspective emphasizes emotions, attitudes and behavior that drive well-being and more positive workplaces (Simmons & Nelson, 2007). However, as theorized by the transactional model of stress, both perspectives can be reconciled: we can appraise a threat or loss when demands exceed the resources available, but we can also appraise the situation as a challenge when seen as an opportunity for mastery, gain or personal growth (Lazarus & Folkman, 1984). The present study aimed to analyze the role played by personal characteristics such as perception (background) from patterns of existing relationships between threat and challenge appraisals. Participants were 603 professionals from human services organizations in Comunidad Valenciana (Spain); 85% were women, and the mean age of the total sample was 37.52. We ran a multinomial logistic regression analysis, Chi-Square and ANOVAs. The results show that the likelihood of having medium levels of perception of stress and challenge (Pattern One) decreases with age, increases with the resilience and increases with the category “technical assistant”; the probability of having low levels of perceived stress and challenge (Pattern Two) increases with age, with the internal locus and decreases with category “technical means”, and finally the likelihood of having high levels of perceived stress and pressure and low levels of challenge decreases with age and resilience, and increases with the external locus the category of “technical means”. Important factors play a role in the appraisal phase of the stress process. The intervention on personality factors is much more complex and less effective than intervention characteristics of the situation. Therefore, future research should help understand what factors or job characteristics are those who promote different patterns of stress appraisal. Implications and limitations will be discussed.
Keywords: occupational stress, well-being, job characteristics, stress appraisal, challenge appraisals

OCCUPATIONAL STRESSORS AND TURNOVER INTENTION: A STUDY OF KNOWLEDGE WORKERS IN CHINA

LI, Y. (Remin University)

Researchers have suggested that job satisfaction is related to both stress and stress outcomes (Sug-In Chang, 2008). However, the nature of this relationship has not fully been explained. The author contributed to a better understanding of this relationship by evaluating occupational stressors and job satisfaction, and turnover intention in a sample of Chinese knowledge workers. A sample of 687 employees was investigated using the Occupational Stress Scale (OSS), Turnover Intention Scale (TIS) and Job Satisfaction Scale (JSS) in this research. With the methods of EFA and CFA, the author obtained six dimensionalities of occupational stressors which were; work overload, co-workers, physical conditions, role conflict/ambiguity, career development barriers and work/family conflict. In addition, results indicated that only three types of stressors and turnover intention were significantly related, and their relationship was mediated by job satisfaction. The results suggest that stressors from the work environment may lead to low satisfaction and high turnover intention in modern working life, so more attention should be paid to the field of stress management.

Keywords: job satisfaction, work-stress, occupational turnover, occupational stress, turnover intention scale

OLDER DRIVERS CRASH RISK TO OTHER ROAD USERS IN VICTORIA

WILLIAMS, P. (VicRoads), LANGFORD, J. (Monash University Accident Research Centre)

This research aimed to determine the extent to which older drivers (80 years and older) pose a risk to other road users in Victoria, and to assess whether different licensing policies are associated with different harm outcomes. Separate analyses were made for the State of Victoria and nationally (including Victoria). For each driver age group (‘target drivers’), fatality rates were calculated for target driver deaths, their passenger deaths, road users external to the target vehicle but killed in the crash involving the target driver; all road users killed other than target drivers; and all road users killed (including target drivers). Fatality rates were calculated on three bases: per population numbers in each age category, per licensed driver numbers in each age category and per distance driven for each age category. The different road user fatality rates associated with drivers aged 80 years and older were compared to the rates associated with drivers from younger age categories. On a per population and per licence basis, overall, the older the driver, the less threat to other road users, particularly those external to the driver’s vehicle. On a per distance basis, older drivers appeared to be the greatest threat to other road users. Older drivers consistently posed an increased threat to their passengers. This can be attributed largely to the frailty of their (often) elderly passengers. Based on the most recent 10-year set of national fatality data, it has been shown that in the event of a fatal crash, older drivers were the most likely to be killed – and the older the driver, the greater the probability of the driver being killed. Conversely, the older the driver, the less likely that any associated fatalities involved other road users.

Keywords: older drivers, road fatality, car accident, driving risk, Victoria

ONLINE THERAPY: AN INVESTIGATION OF PROCESS AND PRACTICAL FACTORS

WEILY, S. (Monash University)

Past research has highlighted ethical and therapeutic issues regarding using the internet as a medium for psychotherapy (Pollock, 2006; Rochlen, Zack & Speyer, 2004; Schultz, 2006). However, minimal research has explored process and practical factors of the online medium. The aim of the current research is to explore and differentiate factors that contribute to beneficial and non-beneficial counselling based upon the medium of delivery, from therapists’ and clients’
perspectives. In order to do so, process factors of counselling (common factors as defined by Wampold, 2001) and practical factors are being investigated. Qualitative analysis is being used in this research to gain an understanding of clients’ and therapists’ perspectives of factors of therapeutic medium delivery that benefit the therapeutic process and those which do not. This research is in data collection and preliminary analysis stage and practitioners and former clients of online counselling are being interviewed. Expected results encompass the formation of common factors being different to other counselling mediums. Because the online modality is text-based it therefore impacts on how common factors such as the therapeutic alliance, catharsis and bond are formed. Common factors are expected to be present in the online medium, albeit formed via different mechanics. Concurrent disadvantageous elements of the online medium may also hinder the formation of common factors.

Keywords: online counselling, common therapeutic factors, therapeutic medium delivery, practical factors in counselling, therapeutic alliance

Organisational and individual influences in the occupational stress process: Collective efficacy and organisational identification as additional moderators in the job demand-control model

TUCKER, M. (University of Queensland), JIMMIESON, N. (University of Queensland), OEI, T. (University of Queensland)

The objective of this research is to identify those factors that mitigate or lessen the negative impact of work stressors by investigating whether group-level variables, specifically collective efficacy and organisational identification, act as additional moderators of the individual-level variables in Karasek’s (1979) job demand-control model (JDCM). The theories that serve as the foundation for this research include Karasek’s JDCM, social identity theory, and social cognitive theory. Repeated measure surveys were used to collect data from 120 participants nested within eight organisations. Analyses were completed in Lisrel and MLwiN. Multilevel hierarchical moderated multiple regression analyses were performed to assess the focal hypotheses. Three-way, cross-level interactions were found between individual-level job demand, individual-level job control and group-level collective efficacy, as well as individual-level job demand, individual-level job control and group-level organisational identification. Follow up analyses revealed that when the group-level variables, collective efficacy or organisational identification, were high, individual-level job control buffered the negative effects of high individual-level job demands. The findings of these studies provide support for the notion that certain contextual factors must be in place in order for job control to act as a buffer of the negative effects of high job demands as originally hypothesised by Karasek (1979). Thus, organisational interventions should not only focus on job design at the individual level, but also take into account the context in which individuals work and target interventions to promote collective efficacy and a shared sense of organisational identity.

Keywords: work stress, job demands, collective efficacy, organisational identification

Organisational climate management, perception of organisational change and customer satisfaction

NEVES SANTOS, J. (University of Brasilia), RABELO NEIVA, E. (University of Brasilia), ANDRADE MELO, E. A. (Fundação Universa)

The purpose of this paper is to identify the relationship between organisational climate, perception of changes resulting from organisational climate research, the perception of change in the branch and the organisation, and customer satisfaction with respect to service provided. Organisational climate management is when the organisation produces changes which are recognised by the employees, as a result of a diagnosis based on a piece of Organisational Climate Research. Data were collected from employees and customers of 170 branches of a service provider organisation acting in the whole of Brazil. Data concerning the organisational climate and customer satisfaction was collected in 2007 and was provided by the company. In 2009, a five point Likert-type scale was built and validated to assess the perception of the
employee of the changes implemented by the company in the course of two years. The data was compiled at the unit level and 4000 questionnaires were aggregated into 170 units. The analysis of the data was done by structural equation modelling. Models with direct relations were tested, as well as mediational models. In this study, the perception of change mediated the relationship between organisational climate and customer satisfaction. In general, the results corroborate the tested hypotheses and indicate that the organisational climate has a direct relation with customer satisfaction and employees’ perceived changes related to management of the organisational climate. This study demonstrated the importance of organisational climate management and of conducting an evaluation of the perception of change. Furthermore, the study showed that organisational climate management can produce changes in the organisation which influence customer satisfaction. With respect to the development of future researches, such as the one developed in this study, it is recommended the replication of the present research occur in other Brazilian and international companies with the purpose of confirming the relationships identified herein.

**Keywords:** organisational climate, perceptions, customer satisfaction, employees' perceptions of change, organisational climate

**Organizational Climate Scale (COE): A proposal**

ESCAMIILLLA, M. (University Autonomous of Yucatan (UADY)), NOVELO, R. (University Autonomous of Yucatan), ESCAMIILLLA, M. (University Autonomous of Yucatan)

Inadequate management of organizational climate, may be related to misdiagnosis and/or use of instruments that are not reliable or valid and culturally significant to the organization (Furnham, 2001). For this, the objective of this study is the validation of organizational climate scale (COE). Participants are workers from public and private organizations in Yucatan (Mexico). We ran an exploratory factor analysis (EFA) and confirmatory factor analysis (CFA). Results show seven dimensions that evaluate the organizational climate, including D1: leadership and autonomy; D2: promotion and incentives; D3: teamwork; D4: interpersonal relationships; D5: physical environment; D6: involvement; and D7: conflict management. These results show the importance of culturally appropriate instruments for measuring organizational climate for better management. Implications and limitations will be discussed.

**Keywords:** management, organisational climate, leadership, teamwork, conflict management

**Organizational contexts that foster positive behaviour and well-being: A comparison between family and non-family businesses**

ESCARTIN, J. (University of Barcelona), CEJA, L. (IESE Business School), RODRIGUEZ, A. (University of Barcelona)

Research on how specific organizational characteristics may elicit negative or positive acts (such as workplace bullying, altruism and job performance) and how such characteristics may affect well-being (including job satisfaction and work engagement) has received little attention. Likewise, there are a few studies that focus on the similarities and differences between family and non-family businesses according to their characteristics. Hence, following and extending the three-way model of workplace bullying (Baillien et al., 2009) and the stakeholder perspective (Zellweger & Nason, 2008), the purpose of this study is to investigate whether family business and non-family business contexts have a similar or different influence on employee behaviour and well-being. In the present study 287 workers from Spain participated (47% from family businesses and 53% from non-family businesses). Employees gave free descriptions of their own organization and filled out a self-administered questionnaire. The Multiple Correspondence analysis (MCA; Abdi & Valentin, 2007) was used to analyse the organizational variables associated with different degrees of workplace bullying, altruism, performance, satisfaction and engagement. Chi-square tests and Pearson correlations were performed as well. The coordinate graphs obtained from the MCA revealed that family firms are related to more positive perceptions of the organizational
context than non-family businesses. Furthermore, the results showed that family firms are perceived as having a balanced task/employee oriented focus, a positive work atmosphere and balanced power relationships/hierarchy within the organization. Finally, family firms seem to be associated with lower levels of workplace bullying and higher levels of altruistic behaviours, workplace engagement, and job satisfaction than non-family firms. These results support previous theoretical and empirical research and emphasize that the organizational context has an important impact on employee behaviour and well-being. More specifically, this study adds value on the differentiation between family and non-family firms between several relevant aspects such as workplace bullying, altruism, performance, satisfaction and engagement. Finally, the implications of the study, its limitations and areas for future research are discussed.

Keywords: organisational context, employee well-being, family versus non-family businesses, workplace bullying, job performance

Organizational identity in a turbulent institutional environment: An upper echelon perspective

LI, K. (Zhejiang University), PROF ZHONG-MING WANG, Z.M. (Zhejiang University)

This study explores the link between top management team characters and organizational identity under institutional pressures. Organizational identity is conceptualized as the collective ‘we’ articulated by the organizations themselves. Based on the upper echelon perspective, the organization can be viewed as the extension of the top management team. However, institution theorists may argue that organizations are under substantial isomorphism pressures, so this study aims at integrating the two arguments. The practical background for this study is new energy industry, which is believed to present an ideal setting for testing the two competing theoretical perspectives. A qualitative approach was employed, with content from the texts in the ‘about us’ section in the new energy firms’ website analyzed. The corresponding material was from other sources such as annual reports, interview transcripts and other public sources. A grounded approach was used for analyzing the data. Three-level coding, namely open coding, selective coding and theoretical coding were conducted to generate the link between concepts. The results identify common elements in the organization, reflecting the institutional pressure. In this case, environmental ethics seems to be a basic admission criterion of this industry. The organizational identity of the firms can be categorized into three sets: the Technician (who emphasizes technical excellence); the Craftsman (who is not extraordinarily good in terms of technology, but puts emphasis on operational excellence); and the Speculator (who just does what is required by the external parties and acts according to governmental policy rather than their own vision). The membership of each firm in the three sets is linked with the characteristics of the founding members, who are viewed as the flag-bearers of the firms. For example, the founder with a substantial technological background tends to form an organization which falls into the Technician category. Viewing organizations as human-like entities, organizational identity presents a powerful concept to explain and understand the behavior of organizations in a broader industrial background. In the background of new energy industry, which presents a turbulent and demanding institutional setting, this study explored the relationship between the upper echelon characteristics and the collective ‘we’ of the organization. The empirical results illustrate that institutional pressures do force organizations to act mimetically, but the actual organizational identities are linked more with the top management team, especially that of the founding members.

Keywords: organisational identity, institutional environment, management, upper echelon perspective, institutional pressures

Organizational innovations and dynamics of occupational stress

LEONOVA, A. B. (Moscow State University)

Organisational changes and strategies of their implementation are among the most demanding
factors of personnel adaptation and well-being in modern working life. In order to find psychological predictors for improving efficiency of innovations application we conducted a longitudinal study with the staff of a Moscow pedagogical college during the process of its reorganisation. Several indicators of occupational stress were analysed at the different stages of this process: before, during and after modernisation. The test battery consisted of overall 16 diagnostic measures including several standardises procedures of job analysis, tests for acute/chronic stress manifestations, actual well-being, quality of emotional reactions, work motivation and a checklist for subjective attitudes to innovations. Factor and regression analyses, as well as other multidimensional statistical procedures, were used for comparing the patterns of stress manifestations at different stages of the innovation process and defining crucial factors in their dynamics. The data showed a high level of stress experienced by the personnel at all stages of organisational change. This stress has been reduced to the initial level only two years after the end of college’s modernisation. The observed dynamics in the experienced stress patterns reflected the changes in motivational involvement of the staff in the process of reorganisation, from a “passive innovational readiness” at the beginning, to the “active innovational adaptation” at the final stages. The most important factor for a developing a positive stress mobilisation during the whole innovation period was the initial attitude of each person to the planned reorganisation. These findings suggest that the process of personnel adaptation to innovations can have both positive and negative effects on well-being and experienced stress depending on the level of individual motivational involvement in reorganisations and, especially, on her/his initial attitude to the coming innovations.

Keywords: organizational innovations, occupational stress, change

Organizational justice and well being: A pilot study among manufacturing employees

R IBRAHIM, R. Z. (Victoria University), OHTSUKA, K. (Victoria University)

The aim of the current study was to investigate the association of organizational justice and employee well-being. Kivimaki (2005) argues that organizational justice is a new work environment factor that impacts on employees’ health and that high levels of organizational justice might ameliorate the negative effects of job strain. Respondents comprised of 82 employees from a manufacturing company. A purposive sampling technique was adopted in this study. Data were gathered from responses to questionnaire that include three sections: The first section includes demographic profile of respondents. The second part is about terms of perceived organization justice, scales developed by Moorman (1991). The final section measures employee well being. The Job Satisfaction Survey (Spector, 1997), which contains 36 items, along with The Positive and Negative Affect Schedule (PANAS) (Watson, Clark, & Tellegen, 1988) and The Satisfaction with Life Scale (Diener et al., 1985) were combined to assess key aspects of employee well being. The internal consistencies of the scale were highly acceptable, $\alpha = .91$ (Bruck, Allen, & Spector, 2002), $\alpha = .84$ to $\alpha = .90$ (Watson et al., 1988) and $\alpha = .87$ (Diener et al., 1985). Reliability analysis of the instruments was consistent with previous studies; $\alpha = .76$ (job satisfaction), $\alpha = .91$ and $\alpha = .95$ (positive affect and negative affect), and $\alpha = .91$ (life satisfaction). The result showed that there was a significant correlation ($r = .342$, $p < 0.01$) between organizational justice and employee well being. Regression analysis also revealed a positive ($\beta = .367$) and significant contribution of organizational justice on well being relationship. Organizational justice explained 8.4% of variance on employees’ well being. No statistically significant difference of gender was found regarding perceived organizational justice. Demographic profile of respondents was discussed. The findings of the current study found that organizational justice is a significant predictor of employees well being. Perceived low organizational justice could lead to negative consequences to both the individual and organization. Instead of organizational justice, future research should consider other factors that associate with employees well being.
Organizational justice, perceived contract breach and turnover intention: The moderating effect of social dominance orientation

ZHANG, J. (Peiking University), WANG, L. (Peking University), KONG, H. (Luxottica Group), YU, Z. (Luxottica Group)

It has generally been suggested that organizational justice is negatively related to turnover intention through perceived contract breach. However, this relationship can be different under some circumstances. The attitudes and values employees hold will have an impact on this relationship. Building on the social exchange perspective and social dominance theory, this study examined how individual’s social dominance orientation (SDO: defined as the degree to which individuals desire and support group-based hierarchy and the domination of “inferior” groups by “superior” groups) affected the relationship between perceived contract breach and turnover intention. The participants were 581 employees from a manufacturing company. Measurements included social dominance orientation (i.e., some groups of people are simply inferior to other groups.), organizational justice (i.e., procedural justice, distributive justice, interpersonal justice, informational justice), perceived contract breach, turnover intention and other control variables. Results showed that general organizational justice was negatively related with turnover intention, and perceived contract breach played a mediating role in the relationship. Social dominance orientation moderated the mediated effects of perceived contract breach on turnover intention, such that for those high in social dominance orientation, the influence of perceived contract breach on turnover intention was weakened. Moreover, for those with high social dominance orientation, lower general organizational justice predicted low turnover intention, whereas for those with low social dominance orientation, lower general organizational justice predicted high turnover intention. Overall, this study highlights the important role of social dominance orientation in influencing turnover intention. It also has direct implications on how organizations and managers interact with employees through building effective psychological contract for more effective management.

Organizational practices and support as predictors of organizational citizenship behaviors

POHL, S. (Universite Libre de Bruxelles), HELLEMANS, C. (Universite Libre de Bruxelles), CLOSON, C. (Universite Libre de Bruxelles)

Given the interest in Organizational Citizenship Behaviours (OCB), it seems useful to identify the antecedents of such behaviours. According to exchange theory, prior research supports the idea that perceived organisational support (POS) is a robust predictor of OCB (Coyle-Shapiro, Kessler & Purcell, 2004). From this framework, it is interesting to empirically examine the mediating effects of POS in predicting organizational citizenship behaviour from Human Resources (HR) practices. There are also theoretical reasons suggesting that OCB could be influenced by job involvement. Yet, few studies did examine the relationships between job involvement and OCB (Diefendorff, Brown, Kamin & Lord, 2002; Cohen 2006). This study examines relationships between job involvement, POS, HR practices and OCB. The sample of the study consisted in 331 nurses. Subjects were recruited from one hospital situated in Belgium. Data for the study were obtained through the use of self-report questionnaires. The measures used to assess POS, OCB and job involvement are based on scales that appear to be reliable (Eisenberger, Huntington, Hutchison, and Sowa, 1986; Kanugo, 1982; Van Dyne, Graham and Diener, 1994). The OCB scale measures three dimensions of OCB: fidelity, obedience and social participation. To assess HR practices, we determined a set of four policies in consultation with the hospital management that affect the psychological contract (Rousseau, 1990); advancement, development, training and sharing decision programs. In testing POS’s...
mediating effects, we found it fully mediates the relationship between human resources practices and OCB-fidelity and partially mediates the relationship between HR practices and OCB-social participation. Contrariwise, there is not significant relationship between human resources practices and OCB-obedience. Results provide also insights into how job involvement impact OCB. An original contribution of the current study was that it confirms three components of OCB (fidelity, obedience and social participation) in Belgium. Second, these results confirm the value of perceiving OCB as reciprocating fair or good treatment from their employer but also as a consequence to personal individual variables. Nevertheless, HR practices and job involvement impact only OCB-fidelity and OCB-social participation.

Keywords: organizational citizenship behavior, human resources, perceived organisational support, job involvement, exchange theory

Outcome of psychological treatment on Dhaka University students

SHARMIN, N. (Bangladesh Clinical Psychology Association), RAHMEN, M. (University of Dhaka), RAHMAN, A. (University of Dhaka)

The present study was conducted to see outcome of psychological treatments on seven students seeking help for their psychological problems at the Guidance and Counselling Centre of Dhaka University. Seven cases seeking psychological help were selected randomly at the Students Guidance and Counseling Centre of Dhaka University for giving them psychotherapeutic intervention to see its outcome on them. Mainly, Cognitive Behavior Therapy was used to see the outcome of psychological treatment of the seven cases. However, depending on the needs of the clients, Person Centered Counselling along with Cognitive Behavior Therapy was also used. To see the outcome of psychological treatment General Health Questionnaire-12 (GHQ-12), 10-point self-rating scale, anxiety scale, depression scale and goal assessment sheet were applied and pre-intervention scores were compared with post-intervention scores. The result shows that GHQ-12 scores decreased from pre-intervention to post-intervention in all cases. The pre intervention scores of 10-point rating scale were decreased after intervention in all seven cases. In seven cases the anxiety and depression scores decreased from pre-intervention to post intervention. Among the 25 goals of the seven clients, 4% was not achieved at all and 4% slightly achieved. The results also show that 24%, 52% and 16% goals were achieved moderately, considerably and completely respectively. Marked improvements were noticed at the post intervention phase in all cases. In five cases the post intervention scores of GHQ-12 were below the cut-off point of three and in two cases it was over the cut-off point. From the 10-point rating scale it was found that for case 1, 2, 3, 4, 5, 6 and 7 the scores decreased from 8, 8, 10, 8, 10, 10, and 10 to 5.5, 1, 5, 2.5, 3, 2 and 2.5 respectively. Anxiety and depression was decreased significantly in many cases. Among the 25 goals, 24%, 52% and 16% goals were achieved moderately, considerably and completely respectively, which is also an indication of positive outcome of psychological treatment. From the findings of the present study it is highly recommended that clinical psychological services should be extended at the Students Guidance and Counselling Centre, Medical Center and all residential halls of Dhaka University.

Keywords: psychological treatment, help-seeking, guidance, counselling, counselling goals

Parents’ childrearing practices and their relation to children’s academic performance

DAGOC JR., J. (Notre Dame of Dadiangas University)

This faculty research aimed to determine the relationship between parents’ childrearing practices and children’s academic performance. Specifically, this study aimed to know the demographic profiles of parents of Grade Five pupils with high and low academic performances from Notre Dame of Dadiangas University – Integrated Basic Education Department and Balite Elementary School. This research also aimed to know the extent of childrearing practices of parents of pupils with High and Low Academic Performance in terms of feeding, caregiving, observing rules, imposing discipline,
rewarding and teaching values. Determining the relationship between the demographic profile and childrearing practices of parents, as well as the relationship between the childrearing practices of parents to children's academic performance, were also focused on in the study. The study used a descriptive correlation design. The respondents were chosen through purposive sampling. They were the parents and pupils who belonged to the upper and lower 30% in both schools. Data were gathered through a questionnaire for parents, which contained items on the profile and childrearing practices. A documented list of the upper and lower 30% of the Grade Five pupils was requested from the registrar’s office. A home visit was also conducted to gather data. The data gathered were analyzed through percentage, weighted mean, correlation coefficient through Pearson r, and t-test. The demographic profile of parents showed that exactly 50% were employed and another 50% were unemployed in the high group while the majority, or 53.92%, of the parents of the low group were unemployed; that 45.10% of the parents in the high group were professionals while only 28.43% of the parents in the low group had finished a course in college. Furthermore, larger percentages of lower educational attainments were revealed in the low group; that majority of the families earned 2,500-15,000 Philippine pesos a month as shown by 45.10% of 2,501-7,500 earners from the low group and 32.35% of 7,501-15,000 earners from the high group and that majority of the respondents had three to five children. Although the childrearing practices in both groups were interpreted as highly extensive, it showed that the parents of high performing pupils had a higher value as shown by a 4.25 factor average compared to 3.80 of the low group. The demographic profile, except occupation, and childrearing practices of the parents of both groups were significantly related to each other. The parents’ childrearing practices were significantly related to the child’s academic performance in the low group but not in the high group. Based on the findings of the study, it was concluded that there was a significant relationship between demographic profile and childrearing practices except for occupation, and that there was a significant relationship between childrearing practices and academic performance in the academically low group but not in the academically high group.

Keywords: academic performance, childrearing practices, parental employment, parental education, demographic variables

Partners Group: A multi-program collaboration to enhance the management of mental illness in a community setting

O’BOYLE, S. (EACH), MASSLER, P. (EACH)

The innovative Partners Group (EPG) has resulted from vigorous collaboration among several community programs and regulatory/funding bodies, including a PDRSS program, a local Mental Health initiative, a Respite for Mental Health Carers program (MHR), VicServ, and the National Respite Development Fund (NRDF). Members of the EPG comprise approximately 16 partners of individuals who manage significant Mental Illness in Melbourne’s outer Eastern suburbs. The group meets on Saturday afternoons at a PDRSS centre in Ringwood. The EPG is characterised by strong benevolent interest, a clear passion for community involvement, and a pro-active, pro-social attitude to improving and enhancing the support and management of mental illness in the community. Values of the EPG include a sincere interest in enhancing the management and coping resources of the individual, promoting a ready understanding of issues raised, a willingness to engage, share, and provide support. The EPG promotes readiness and eagerness to hear, acknowledge and advocate about individual carer issues. It is equally keen to discuss systemic concerns relating to mental health care, be it with a perspective to clinical, social or legal provisions, processes or arrangements. In early 2009 the EPG approached a MHR to explore the possibility of securing funding toward the provision of respite activity for its members. The MHR, funded through NRDF, assisted the EPG to provide a day outing with arrangements in place to provide transport and meals, and also to provide care for the care-recipients left at home. Subsequently, under NRDF guidelines and in the context of community capacity building, the MHR has secured further funding to allow the
Abstracts of the 27th International Congress of Applied Psychology

EPG to periodically engage in a range of respite activities. Further collaboration between the Mental Health Services manager of a local CHS and the MHR Coordinator has secured additional funding from VicServ to secure an EPG Carer Consultant for the facilitation of group outings. These initiatives empower the EPG to decide what form respite intervention might take, thereby placing respite content and process where it belongs – with the carers. The MHR thus meets its aim in a new way to provide an innovative, flexible community respite response.

Keywords: mental illness, community, mental health care, respite

Patterns of communication and conflict resolution in couples

ARMAS-VARGAS, E. (Universidad de La Laguna)

The family and personal environment is one of the most important environments where the couple express their emotions and where they interact putting into practice a wide variety of patterns of interpersonal communication (dyadic communication). Based on a study of mothers, fathers and children in the family context (Armas-Vargas, 1999, 2000, 2006) we wished to study what patterns of communication between partners are related to self-esteem variables. The sample comprised 127 cases, 84 men (who had abused their partners) and 52 women (victims of domestic violence). The CPC-RC-COUPLE questionnaire (Armas-Vargas, 2009) was used. This is a test which consists of two forms (A and B), each with 50 items. In form A, the person evaluates himself/herself on communication with his/her partner. In form B, he/she evaluates his/her partner’s communication with him/her. The Self-Esteem Questionnaire (CAE Questionnaire; Armas Vargas, 2004) was also used. The questionnaires (A and B) have been shown so far to have validity of content and empirical value in isolating the proposed constructs. A multivariate type of analysis has been followed: factor and correlational analysis. We offer the results of the factor analysis for each factor, internal consistency (Cronbach Alpha) and the correlation between measures of the different factors of the CPC-RC-COUPLE questionnaire with the CAE. Form A includes four factors: Implicative-Resolving (19%; \( \alpha = .89 \)); Explicative (13%; \( \alpha = .83 \)); Reaching Agreements (9%; \( \alpha = .88 \)); Excluding and Impressive (7%; \( \alpha = .72 \)). explained variance is 48%. Form B includes four factors: Implicate-Resolving (27%; \( \alpha = .93 \)); Reaching Agreements (15%; \( \alpha = .87 \)); Aggressive (excluding and impositive) (11%; \( \alpha = .77 \)); Explicative (6%; \( \alpha = .71 \)). The explained variance is 59%. Self-Esteem Questionnaire (CAE) includes four factors: I-Self (22%; \( \alpha = .87 \)); Feeling of Uselessness (14%; \( \alpha = .81 \)); Others (12%; \( \alpha = .82 \)); Feeling of Inferiority-Negative Comparison (9%; \( \alpha = .77 \)). Explained variance equals 57%. There is a significant positive correlation between the feeling of inferiority in women and their perception of aggressive communication (excluding and impositive) on the part of their partners \( (r = .23; p \leq .001) \). Conversely, communication based on the search for agreement in a partnership is associated with a negative correlation with the feeling of inferiority \( (r = -.22; p \leq .001) \).

Keywords: interpersonal factors, emotional expression, self-esteem, aggressive communication, feeling of inferiority

Perceived acceptability of eating-disordered behaviour in young adult women with and without eating disorder symptoms

MOND, J. (University of Western Sydney), ARRIGI, A. (Central Queensland University)

Building on previous work in the field of eating disorders “mental health literacy”, we examined the perceived acceptability of eating-disordered behaviour in a community-based sample of young adult women with and without eating disorder symptoms. Participants (N = 264) were women aged 18 to 27 years recruited from a university campus in central Queensland by means of an internet-based survey. Self-report questionnaires that included vignettes of fictional persons suffering from anorexia nervosa (AN) and bulimia nervosa (BN), questions addressing the perceived acceptability of the problems described, and a measure of eating disorder psychopathology (Eating Disorder Examination Questionnaire, EDE-Q) were completed by all participants. Questions

1221 | Brief Oral Presentations
addressing perceived acceptability, developed by the authors, addressed the extent to which the conditions described were perceived to be acceptable or desirable personally or socially. The same eight questions were asked in relation to each vignette. Statistically significant differences in perceived acceptability between women with symptoms \((n = 37)\) and women with no symptoms \((n = 227)\) were apparent on all eight items for both vignettes, such that women with symptoms perceived AN and BN to be more acceptable than healthy women. Particularly pronounced differences were observed on two items. Whereas 2.2 per cent of healthy women had often or always thought that it “might not be too bad” to have AN, 37.8 per cent and of participants with symptoms had often or always thought this. Corresponding figures for the BN vignette were 5.7 per cent for healthy women and 48.6 per cent for women with symptoms. Similarly, whereas 2.2 per cent of healthy women reported that they would be moderately, very or extremely happy to have AN, 32.4 per cent of participants with symptoms gave these responses. Corresponding figures for the BN vignette were 3.5 per cent and 24.3 per cent, respectively. Although the use of a cross-sectional study design limits any conclusions concerning the direction of the observed associations, the findings suggest that the presence of eating disorder symptoms among young adult women is closely tied to the perceived acceptability of those symptoms. Hence, the findings may indicate specific targets for prevention and early intervention initiatives.

Keywords: eating disorders, eating disorders, acceptability

**Perceived workload mediates the relationship between self-efficacy and work engagement in nurses**

CHRISTIAN, F. (University of Surabaya)

Nursing is one of three professions that is susceptible to feelings of decreasing work engagement. The indicators are low levels of energy and mental resilience, lack of a sense of significance, enthusiasm, inspiration, pride and challenge while working. On the other side, when nurses engage with their work, they will show high levels of energy and mental resiliency, have a sense of significance, enthusiasm, inspiration, pride and challenge while working. This research found that nurses who have high self-efficacy will show high engagement with their work. When they perceive that they had higher workload, the relationship between their self-efficacy and their work engagement increased. The participants are nurses from two upper-class hospitals in Surabaya \((N = 157)\). The implications of these findings for health-care worker will be discussed.

Keywords: work engagement, self-efficacy, perceived workload, nursing

**Perception of teachers and students regarding teaching of English composition in Indian senior secondary schools: A study**

MALIK, V. (Aastha College of Education)

This study had five aims: (1) to investigate the method of teaching composition in secondary schools; (2) to study aims of teaching composition; (3) to study whether teaching of composition aims at making learners a creative person; (4) to identify problems of English teachers on teaching composition; and (5) to gather suggestions from teachers and students regarding improvement in teaching and learning of composition. A descriptive survey method of research was used. The sample consisted of 20 teachers and 100 students randomly selected from senior secondary schools in the Kurukshetra district of Haryana (India). Two self-developed questionnaires were used. Percentages were calculated for data analysis. The study revealed that 70 per cent of teachers create a proper environment for teaching composition. Ninety per cent of teachers were not encouraging, asking students to cram essays/letters/stories and all teachers were teaching oral composition and were using translation method for teaching composition. Ninety per cent of teachers were giving instructions to students while teaching composition and all teachers were making corrections of composition in students’ notebooks. Eighty four per cent of students opined that teaching of composition was not
according to their mental level, 64 per cent students indicated that their teachers were asking them to cram essays/letters/stories, all students pointed out that their teachers was teaching oral composition and all students agreed that their teachers was correcting their composition in their note book daily. All students revealed that their teacher was translating composition. In an Indian context, although English is a foreign language, continuation of English in India is both desirable and necessary for establishing relations with the rest of world. Keeping in view this fact, teachers should not ask students to cram essays/letters/stories but should create proper environment of composition and should explore better methods of teaching composition. English composition should be taught by teachers in a manner that enables students to learn without pressure. It calls for frequent in-service training programs for teachers in Indian secondary schools.

Keywords: teaching, learning English

Performance and explanation of ways of thinking: A metacognitive analysis of solving mathematical problems

FARIA MORO, M. L. (Universidade Federal do Paraná), SOARES, M. T. C. (Universidade Federal do Paraná), SPINILLO, A. G. (Universidade Federal de Pernambuco)

This study examines the relationship between grasp of consciousness and performance on problems involving Cartesian product (Vergnaud’s categorization) in fifth and eighth graders from a public and from a private school in Brazil. In the context of current ideas about education which focuses on learning to think, contemporary literature has given fruitful attention to the so-called metacognitive processes in the acquisition of mathematical knowledge. Part of these studies, influenced by the Geneva School, analyzes the role of the grasp of consciousness in the conceptual construction in mathematics. However, these studies are mostly based on oral verbalizations, and not on situations in which the participant is asked to make her ways of reasoning explicit in writing, and specially when solving complex problems as those of Cartesian product. Forty-two participants, aged 10 to 16, solved four multiplicative and/or division problems of Cartesian product in writing and explained their solutions by answering the question "How did I think to solve this problem?" Firstly, the written answers to this question were qualitatively analyzed in order to identify categories as indicators of awareness on the part of the participants regarding their solutions to the problems; secondly, the participants’ performance on the problems, as well as the incidence by category of those written answers, were quantitatively analyzed to test the relationship on focus. The qualitative analysis of the answers identified three response categories as indicators of degrees of awareness on the part of the participants, which the statistical analysis revealed to be associated to their performance. Thus, progressively more refined explanations are accompanied by correct solutions to the problems, which are corroborated by significant differences in performance and in the presence of justifications for the solutions in both types of school. The relationship between implicit and explicit knowledge as inherent to conceptual evolution, and a teaching process directed toward reflection and comprehension on the part of students regarding mathematical concepts, may explain the results. Therefore, forms of intervention on the part of teachers that activate the metacognitive skills of students are recommended in the teaching of mathematics.

Keywords: mathematics, conceptual construction in mathematics, grasp of consciousness, problem-solving, ways of reasoning

Personality as predictor of pro-environmental attitudes and behaviours

HARDLEY, J. (Victoria University of Wellington), MILFONT, T. (Victoria University of Wellington)

Several studies have examined the influence of individual differences variables on environmental engagement. Along with gender, age and education, variables such as values, time perspective, self-construals and connectedness with nature have been linked to environmental attitudes (EA) and behaviours. Specific personality traits have also been examined.
Traits such as responsibility, conscientiousness and self-confidence have been found to relate to pro-EA, while selflessness and responsibility have been found to relate to ecological behaviours. However, to our knowledge there has been no systematic research exploring the effect of the Five-Factor Model (FFM) of personality on EA and ecological behaviours. We conducted two studies to address this gap in the literature. A total of 332 undergraduate students took part in Study One (70% female, mean age = 19, SD = 2.6), and a community sample of 150 participants took part in Study Two (54% female, mean age = 33.8, SD = 15.9). Participants completed an online survey containing FFM measures (Study One: Ten-Item Personality Inventory; Study Two: Big Five Aspect Scale), the New Environmental Paradigm (NEP) Scale, the Environmental Attitudes Inventory and ecological behaviour measures. Hierarchical multiple regressions analyses were performed to examine the relationship between the big five dimensions and EA and ecological behaviours, controlling for age and gender. Only Openness to Experience consistently predicted people’s environmental engagement in both studies. The findings are consistent with another recent study showing that Openness to Experience predicts environmentalism, and also with studies showing the link between this personality dimension and universalism and self-transcendence values, which have been shown to relate to pro-EA and ecological behaviours. Thus, those people who are open-minded, hold a more altruistic viewpoint and are innovative in their outlook and behaviour tend to be more environmentally engaged. However, the effect sizes in our studies were small to medium, suggesting that the predictive power of personality on environmental engagement is low. This is a positive finding suggesting that intervention campaigns can influence people’s environmental engagement. Theoretical and practical implications of the findings will be discussed, and directions for future research outlined.

Keywords: environmental attitudes, big five model of personality, ecological behaviours, environmental engagement, new environmental paradigm scale

Personality at work: Structural validity evidence and links to workplace outcomes for a new personality tool

MACCANN, C. (University of Sydney), BROWN, F. (Chandler Macleod Consulting), DONAGHEY, S. (Chandler Macleod Consulting)

The Humm-Wadsworth Temperament Scale (Humm) has been used by personnel psychologists for over eighty years, forming the basis for the well-known Minnesota Multiphasic Personality Inventory (MMPI). This paper presents structural and validity evidence for an adaptation of the Humm. This adaptation aims to: (a) reduce the difficulty of items’ language, (b) provide a clear and replicable structure at the dimension and sub-dimension level, and (c) produce scales with good internal consistency, test-retest reliability, and prediction of workplace outcomes. Participants were recruited via email for two online studies. Participants were drawn from two sources (a) individuals from recruitment and assessment databases of the last author’s firm who consented to future contact, and (b) client organisations of the last author’s firm. In Study One, 1895 participants (53.5% female, aged 17 to 68) responded to a large item pool developed to measure the Humm theoretical model. In Study Two, which is ongoing, participants completed personality and impression management items, as well as criterion measures (job satisfaction, turnover intention, organizational citizenship and counter-productive workplace behaviors). Participants were asked to provide an email address for their current supervisor and a co-worker, for later collection of other-report performance data. In Study One, parallel analysis, exploratory factor analysis (EFA), and confirmatory factor analysis (CFA) were used to reduce the item pool to 182 items representing 6 dimensions and 29 underlying facets of personality. The six factors represented: Emotional instability, project-focus, power-motive, self-interest, self-reliance, and extraversion. Alpha reliabilities ranged from .83 to .95 for broad dimensions, and .69 to .89 for the facet scales. Fit indices from CFA models were adequate for a 6-factor solution and good for a 29-factor solution. Study Two data will be available by the time of the conference, allowing replication of the structural model, and a test of
whether personality scales relate to self-report criteria and performance data. Available data indicate that the new personality tool has excellent psychometric properties. Data from Study Two will determine whether the instrument also promises to be a valid tool for workplace selection and development.

Keywords: temperament, Minnesota multiphasic personality inventory, workplace selection, emotional instability, job satisfaction

Personality profile of the drug addict in Romanian young people

RASCANU, R. (University of Bucharest)

Marital adjustment was originally defined by Spanier & Cole (1976) as a multidimensional phenomenon which the Dyadic Adjustment Scale (DAS) was reported to measure adequately (Spanier, 1976). The separate dimensions of marital adjustment were reported to be the following: (a) consensus on matters of importance to marital functioning, (b) dyadic satisfaction, (c) dyadic cohesion, and (d) affectional expression. The purpose of this study is to explore if and how the behavior pattern of the women or of the man is the one influencing the dyadic adjustment of marital relationships. Ninety couples (50% males and 50% females) aged 32 to 59 years completed the Dyadic Adjustment Scale (Spanier, 1989). We selected four groups based on the scores of the two partners, and considering T scores under 30 as indicators of severe maladjustment. There are significant differences between the four groups (t Student). The groups are the following: 1. Non-distressed couples group (N = 71); 2. distressed couples group (N = 8); 3. mixed couples group: man with clinical profile, normal pattern in woman (N = 7); 4. mixed couples group: woman with clinical profile, normal pattern in man (N = 4). First, as expected, we found different patterns of behavior for non-distressed and distressed couples. Second, if only the woman has a clinical behavior pattern (low scores on affectional expression, satisfaction and consensus) the man obtained low scores on consensus. If the man has a clinical behavior pattern (low scores on affectional expression, satisfaction), the women obtained low score on satisfaction. The results discuss different patterns of marital interaction, correlatively with the behavior of the partners and their gender. These findings are important for clinicians active in family counseling and psychotherapy, as they reveal important information about the influence of the behavior of the partners on couple relationships.

Keywords: marital adjustment, dyadic adjustment scale, marital satisfaction, affectional expression, distressed couples

Personality profiling of successful elite level team sport coaches

WILLIAMS, J. (Best On Ground Performance)

Sport in Australia is a billion dollar industry and making the “right” selection of coach will have a financial and personal impact on the country, the club and the team. The hypothesis is that successful elite level long term coaches will share several common personality and motivational characteristics as tested within the Hogan inventories. As part of a larger data set collection, the results of 16 long term elite coaches completed a set of Hogan Inventory Tests (13 males and three females). All coaches were recruited from invasion sports and had been head coach at the highest level for a period of at least five years. Each had succeeded in winning or being runner up in a world championship or the highest level of their sport. The sports were Australian Football League, Basketball, Soccer, Lacrosse and Netball. Hogan inventories were selected as they are commonly used as a personality assessment tool in job recruitment and leadership training. Although the coaches varied in many aspects of the 3 Hogan inventories, there were common traits that were found. These coaches are highly competitive, very self confident, high in self expectation, highly stress tolerant, resilient, self determined, altruistic, not money driven and people’s people. Personality profiling may prove to be a useful tool in the recruitment process of elite coaches. This study is significant because in order to establish the foundations for an elite coaching competency model there is a need to establish a sporting leadership baseline data set. Long term successful coaches data can be used for psychological comparison and provide an assistance in the recruitment practices of Clubs.
Polish soccer hooligans: Euro 2012, violence and sense of alienation

PIOTROWSKI, P. (Jagiellonian University)

Poland and Ukraine will organize Soccer Euro 2012 Championships. One of the most disturbing problems connected with the event is the presence of a soccer hooligan subculture in Poland. The data gathered by the Central Police Command revealed that in 2008 the number of soccer-related hooligan incidents was as high as 228, with 49 fans and 58 police officers seriously injured. The aim of the study is to explain the phenomenon of soccer hooliganism using the concept of sense of alienation and to emphasize the importance of prophylactic strategies to cope with it. Thirty-two boys aged 14 to 16, intensely involved in football hooligan group was diagnosed. The research techniques applied: Locus of Control Questionnaire Delta by Drwal (1980), Sherwood's ISC inventory, Ignaczak's WIAICH Inventory, and the Social Support Scale and Sense of Alienation Scale (both by Kmiecik-Baran). Deviant behaviours, manifested in groups of sport supporters, are explained as a way of coping with the sense of alienation, expressed in a destructive manner. The failures that hooligans experienced in environments are most vital to proper development and thus favoured high levels of physical aggression, low levels of self-esteem and external loci of control. Perceptible deficits of social support facilitated the formation of a high level of sense of alienation. For high risk group boys, the most dominant way of overcoming such a state is to form a group of a destructive character, composed of individuals experiencing similar difficulties. The sense of belonging to such a group becomes the source of support and the base for shaping identity at the same time. The sense of being rooted into the local community and identification with a group of soccer fans is accompanied by a sense of increasing alienation and inability to function in the wider social context. The research revealed that the sense of alienation can be successfully lowered by modifying the predisposing conditions. It is argued that prophylactic projects aimed at eliminating causes that promote negative phenomena can bring the expected results, whereas schemes that are repressive in their...

Personality traits as effective factors in tendency to addiction: Psychological comparison of addicts and non-addicts

HOMAYOUNI, A. (Bandargaz Branch, Islamic Azad University)

Since the introduction of Diagnostic and Statistical Manual of Mental Disorders, Third Edition (DSM-III) in 1980, there has been a growing interest in the study of patients with substance use disorders (SUD). The driving force behind this field has been, and still is, the high clinical pessimism about the prognosis, and the difficulties in the clinical management of the characteristics of diagnosed patients. In this way the important matter to study is the evaluation of co-occurring personality problems and substance abuse. So the study investigated the personality traits of addicted and non-addicted people. Ninety addicted people and ninety non-addicted people were randomly selected and McCrae & Costa’s (1992) Revised Neuroticism-Extroversion-Openness Inventory was administered on them. Mean scores were compared with independent t-tests. Findings indicated that there are differences among means of personality traits in two groups. Addicted people are more neurotic and open to experience than non-addicted people and non-addicted people are more extroverted, agreeable and conscientious than addicted people. This indicates that evaluating with reliable measures, and with more attention to personality traits, can help psychiatrists and psychologists diagnose the cause of tendency to addiction, reduce the psychological problems that are related to addiction before and during drug treatment, reduce duration of treatment and enhance efficacy of treatment methods.

Keywords: revised neuroticism-extroversion-openness inventory, substance use disorders, addiction, personality traits, neuroticism
character resulted mainly in transferring the incidents beyond the stadiums in Poland.

Keywords: social alienation, soccer hooliganism, locus of control, sense of belonging, self-esteem

Portuguese college students: Different levels or different creativities?

IBÉRICO NOGUEIRA, S. (Universidade Lusófona de Humanidades e Tecnologias)

The aim of this research was to characterize and analyze the differences in the creativity levels of students from different areas of graduation. We also intended to study the creativity differences between Portuguese and German students, to reflect about the role of the cultural and academic backgrounds in creativity development. This research involved a convenience sample of 600 participants, 200 from Psychology, 200 from Architecture and 200 from Engineering, 319 male and 282 female, ranging between 20 and 48 years of age. To assess the creativity levels we used the Test for Creative Thinking- Drawing Production (TCT-DP; Urban & Yellen, 1996). We found significant differences between the graduation areas, favoring the architects. In addition, we found statistically significant higher creativity levels in the final year students (fifth year of their graduation), by comparing them to the lower levels of graduation (third and fourth). There is a significant statistical difference between the Portuguese and the German sample, favoring the latter. We did not find any significant differences between males and females in terms of their creativity levels. We must reflect on the importance of the participant's area of graduation for the creativity levels. We also need to reflect about the importance of the higher levels of education and its positive correlation with the creativity levels. The significant statistical difference between Portuguese and German samples, favoring the latter, leads us to reflect about the cultural differences in terms of educational goals and motives. The similarities between males and females concerning their creativity levels agree with the findings of several other studies.

Positive orientation and subjective well-being of cancer patients

KOHLI, N. (University of Allahabad)

The aim of the present study was to examine a) the relationship between positive orientation and subjective well-being and b) to identify the predictors of subjective well-being. The sample consisted of 61 cancer patients undergoing treatment at a local hospital in Allahabad, Northern India. Twenty three males and 38 females participated in the study. Their mean age was 50.13 years (SD = 14.76). More than 50% of the respondents were illiterate. Semi-structured interviews were used. The interviews lasted for about 40 minutes. Informed consent was taken. The initial section of the Interview schedule included questions pertaining to Demographics (age, gender, income, level of education), and Illness description (severity of illness, duration of treatment, perceived controllability). The later section of the Interview schedule covered items relating to positive orientation. Positive orientation was measured with the help of the Silver Lining Questionnaire which consisted of 38 items and future orientation which consisted of five items. The Subjective Wellbeing Questionnaire consisted of 24 items. A five-point rating scale was used to tap the responses. The findings showed that Positive orientation of patients (beliefs that every cloud has a silver lining and positive future orientation) correlated significantly with subjective well-being (r = .708** and r = .676** respectively). Multiple regression analysis of patient data demonstrated that family income, beliefs in silver lining and positive future orientation emerged as significant predictors of subjective wellbeing. The higher the family income of patients and the greater their positive orientation (strong beliefs in silver lining and more positive future orientation), the higher their level of subjective well-being was. The implications of the findings will be discussed. To unravel the mysteries of silver lining and future orientation, more studies are needed in this area.
Keywords: cancer patients, future orientation, positive orientation, subjective well-being, perceived control

Powered two-wheelers' conspicuity and human functional failures: An in-depth accident study

JAFFARD, M. (Inrets), CLABAUX, N. (Inrets), FOURNIER, J. Y. (Inrets), VAN ELSLANDE, P. (Inrets)

Until now, powered two-wheelers (PTW) have been a really dangerous means of transport despite many efforts to change this. In France, the number of PTW riders involved in accidents each year is more than 25% of people killed in accidents, despite these vehicles representing only 6.5% of the number of vehicles on the road and they drive four times kilometres less than car drivers a year (ONISR, 2007). The PTW conspicuity problem is identified in the literature as a main issue of insecurity. According to a previous study, the non-detection of PTW is involved in 60% of accident cases between PTW and another vehicle (Van Elslande et al., 2003). PTW are less detectable physically. Nevertheless, the detectability problem cannot be reduced to this characteristic. The aim of this study is to investigate different aspects of the PTW conspicuity problem in crashes in order to determine the origin, the context of onset, explanatory elements associated and to look at adapted operational solutions. The survey is based on an evaluation of the perceptive difficulties that drivers meet when they are confronted to a PTW. It makes use of the analysis performed on a sample of 184 accidents involving a PTW detectability problem by the confronted driver. Accident data were collected in the frame of the In-depth accident study (EDA) conducted at INRETS (France). Data on drivers' difficulties and their production context variables were obtained by gathering detailed information at the scene of accident itself. Data were collected by multidisciplinary teams and covered the three components of the road system: vehicles, drivers and infrastructure. Each accident surveyed gave rise to a reconstruction in time and space of the events leading up to it. Then, a classification model of human functional failures (Van Elslande & Fouquet, 2007) allowed us to define breakdowns in the driver's functional chain (perception, diagnostic, prognostic, decision and execution) and contextual explanatory element of these human failures (endogenous or exogenous). The preliminary results show that the non-detection of PTW could be explained at different levels: Sensorial level linked to narrowness of PTW; behavioural level linked to specific driving of PTW (e.g. lateral and frontal acceleration capacities); or cognitive level linked to attentional capacity of confronted drivers (e.g. PTW are less present on the traffic and car drivers don't expect to meet them). Moreover, these factors are not exclusive and could often be combined in an accident situation. Yet, the implication of one factor is not most often enough to be determinant. Thus, the different factors’ impact is considered in drivers functional failures. These results, however, reveal that the lack of PTW detectability induces mainly perceptive failures, but not only these. This issue can be at the origin of difficulties in situation evaluation, in PTW behaviour understanding or in decision making. In conclusion, this study proves that the conspicuity problem is a complex issue which can be explained both by physical, cognitive or behavioural parameters. The lack of detectability has an impact on every functional level of driving. These results will be revisited from an ergonomic point of view in order to consider efficient means to fight against consequences of PTW poor detectability.

Keywords: traffic psychology, accident reconstruction, powered two-wheelers, driver’s functional chain, driving

Predicting client uptake of online family dispute resolution: An extension of the Unified Theory of Acceptance and Use of Technology (UTAUT)

CASEY, T. (Relationships Australia Queensland), WILSON-EVERED, E. (Relationships Australia Queensland), ALDRIDGE, S. (Relationships Australia Queensland)

Recent amendments to the Family Law Act have resulted in a proliferation of family dispute resolution (FDR) providers throughout Australia. However, a key issue faced by these services is client accessibility, which online delivery aims to address. In the context of a national pilot of
online FDR (OFDR), this study aimed to evaluate a model of client uptake intention. Integrating trust and personal web innovativeness (PWI) into the existing framework of the UTAUT, this study sought to identify the salient contributing factors to clients’ OFDR uptake intention. A total of 362 clients were surveyed by phone following registration for an existing national dispute resolution service. To reduce client inconvenience, exemplar items were chosen for each construct. Subject matter experts assisted in item selection. Evaluation of the model was conducted using partial least squares (PLS). Clients reported widespread access to the technologies required by OFDR. The UTAUT model and added variables (trust and PWI) accounted for a significant amount of variance in OFDR uptake intention ($R^2 = .617$, $p < .01$). Specifically, performance expectancy ($\beta = .412$, $p < .01$), effort expectancy ($\beta = .201$, $p < .01$) and trust in OFDR technology ($\beta = .537$, $p < .01$) contributed the greatest proportion of variance to behavioural intention. Social influence did not contribute significantly to intention ($\beta = .052$, $p = .278$). Domestic violence was negatively correlated with uptake intention ($r = -.161$, $p < .01$), effort expectancy ($r = -.140$, $p < .01$) and performance expectancy ($r = -1.58$, $p < .01$).

Technological accessibility does not appear to be a major inhibiting factor to clients’ intended uptake of OFDR services. Further, the UTAUT was validated in this unique context. Implementations of OFDR services should consider users’ attitudes, perceived effort to use the system, trust in online technology and access to resources to maximize uptake. The negative effect of domestic violence on OFDR uptake intention, though expected, suggests further investigation. Overall the findings offer direction for future studies of the specific conditions where OFDR may be most effective and acceptable.

**Keywords:** online family dispute resolution, family dispute resolution, web innovativeness, client trust, technological accessibility

**Predicting traffic accident rates: Human values add predictive power to age and gender**

It has been well-documented by researchers in traffic psychology that age and gender predict the accident rate—males and younger drivers tend to be more involved in accidents. In the present study our aim was to test whether human values carry incremental validity in explaining traffic accidents. Human values were defined as a set of abstract beliefs related to desired human goals (Schwartz, 1992). Five hundred twenty five drivers (age range from 18 to 60, 46% females) participated in the study. Besides the rate of involvement in traffic accidents we also measured four dimensions of human values: Conservation, Self-Transcendence, Openness to Change, and Self-Enhancement by the Portrait Value Questionnaire (Schwartz et al., 2001). Hierarchical regression analysis showed that human values add a predictive power to explaining traffic accidents over that provided by the measures of age and gender. Particularly, value dimensions of Conservation and Self-Enhancement are significant predictors of traffic accident rate besides age and gender. Human values explain accident rate in a meaningful and interpretable manner, thus suggesting an important, culturally based understanding of driving accidents.

**Keywords:** traffic psychology, human values, driving accidents, self-enhancement

**Predictors of academic success: A longitudinal comparative study**

Students who learned English as a foreign language perform equally well academically in a North-American post-secondary institution as students who are native speakers of English. A 19-item questionnaire on academic success was administered to a sample of 427 English as a Foreign Language (EFL) students and 322 Native English Speaking (NES) students who entered a North American post-secondary institution for the first time during the academic year 2002-2003. Their cumulative Grade Point Averages
(GPAs) during each of five subsequent academic years up to 2008 were analysed along nine predictors. Analyses include descriptive statistics, t-tests, one-way ANOVA, bivariate correlation, multiple regression, and discriminant analysis. The mean cumulative GPAs of EFL and NES students grouped according to the nine predictors range from 2.19 (number of employment hours) to 2.86 (number of independent study hours) and 2.22 (number of employment hours) to 3.00 (being married), respectively. When paired on each of the nine predictors, mean differences between the two groups are not significant. Coefficients of correlation between the predictors and GPAs are generally low, many are negative, yet many are significant. Variance analyses yielded significant F’s for eight predictors. Three discriminant function coefficients correctly classified 33.4% of the participants into 11 program clusters. The study recommends further studies to include the variables that were not among the nine predictors, i.e., academic self-concept, motivational attitudes, such as self-efficacy beliefs and a high motive to succeed; and cognitive style.

**Keywords:** Academic success, English as a foreign language, Post-secondary, Students

**Predictors of adaptation among adolescents from immigrant families in Portugal**

NETO, F. (Faculdade de Psicologia e de Ciências da Educação)

The aims of this study were to investigate the degree of psychological and sociocultural adaptation among adolescents with immigrant backgrounds in Portugal and the factors that may predict adaptation. The study sample consisted of 755 immigrant adolescents from seven ethno-cultural groups (Cape Verdeans, Angolans, Indians, Mozambicans, East Timorese, Sao Tomese, and Guineans) and 320 native Portuguese adolescents. Adolescents from immigrant families reported similar adaptation to that of their native Portuguese counterparts. Predictive factors, including socio-demographic and intercultural contact variables, were significantly linked to youths’ adaptation.

**Keywords:** social psychology, psychological adaptation, sociocultural adaptation, adolescents’ social adaptation, immigrants

**Predictors of creative performance in the workplace**

IMBER, A. (Inventium)

Few studies have examined the predictors of creative performance in the workplace. We set out to examine whether a variety of predictors, which had been shown to predict creative performance in laboratory studies, actually led to more creative performance at work. Over two hundred employees across more than forty different organisations took part in the study. Employees were asked to complete a series of questionnaires, ability tests, and reaction-time tests. In addition, over four hundred of their managers and co-workers participated in the study to rate the employees on their creative performance at work. Our study revealed several predictors of creative performance, including openness to experience, creative self-identity, promotion focus, and cross application of experiences. These variables predicted behaviours such as creative problem solving ability, ability to sell in ideas to others, and ability to work collaboratively on projects requiring creative thinking. The implications of this study are significant for the field of recruitment, in that we are now able to predict the likelihood that job applicants will exhibit creative behaviours in the workplace. The findings also have important implications for learning and development for companies who are looking to identify prime employees for championing innovation within the organisation. This study also adds to the limited body of knowledge of the variables that predict creative behaviour in the workplace.

**Keywords:** creativity, innovation, organisations
Predictors of psychological well-being: 1150 Women

MOE, K. (University of Kentucky), BROCKOPP, D. (University of Kentucky), ABNER, J. (University of Kentucky), HATCH, J. (University of Kentucky), SCHREIBER, J. (University of Kentucky), YACKZAN, S. (University of Kentucky), HICK, M. (University of Kentucky), VARGHESE, A. (University of Kentucky)

The aim of this study was to identify predictors of Psychological Well-Being (PWB) among women undergoing diagnostic mammograms for breast cancer. As part of a larger study examining the PWB of women pre- and post-diagnosis of breast cancer, data on 1150 healthy participants (non-diagnosed) were analyzed to determine predictors of PWB in women. Participants were well-educated, exhibited normal ranges of PWB and psychological distress. Ages ranged from 23 to 87 (M = 50.16, SD = 10.84). Using simple correlations and linear regression, 15 variables were analyzed to determine predictors of PWB. Ryff's (1989) Scales of Psychological Well-Being (SPWB) total score and six subscales represented PWB as dependent variables. Binary correlations of 15 variables as potential predictors of well-being showed that three variables (depression, $r = -0.63$; stress, $r = -0.57$; and perceived social support, $r = 0.42$) were significantly related to PWB. Using hierarchical regression, these three variables were strong predictors of PWB, contributing 37% of the variance in total PWB after controlling for 11 variables. PWB subscale correlations showed a hierarchy of responses suggesting that the three variables were most strongly related to Self-Acceptance followed by Purpose in Life, Positive Relations, Environmental Mastery, Personal Growth and Autonomy. Psychological distress (depression and stress) and social support appear to be key attributes in understanding women’s PWB. In relation to subscale analyses, it is difficult to discern whether or not high self-acceptance leads to increased social support and less distress or if low distress and high social support contribute to stronger self acceptance. Similar questions can be posed for each of the three variables. For example, would enhancing women’s social support and decreasing their distress give them a greater sense of self-acceptance? Findings in this study show that depression, stress, and social support are strongly related to women’s ability to accept themselves, a central feature of mental health (Ryff, 1989). An interaction effect between distress and social support, however, was not found. Therefore, future research will focus on understanding how predictors operate in different dimensions of PWB for women.

Keywords: cancer diagnosis, psychological well-being, psychological distress, social support, self-acceptance

Predictors of treatment-seeking by in-patient problem gamblers in Canada: A theoretically-driven approach

KUO, B. C. H. (University of Windsor), GILLIS, P. (University of Windsor)

Cumulative gambling literature has pointed to serious underutilization of problem gambling treatment and services by pathological gamblers worldwide. Yet the existing research on help-seeking among problem gamblers is scarce, highlighting a need for systematic empirical inquires. The present research addresses this gap by identifying and assessing a constellation of critical psychosocial antecedents of help-seeking among problem gamblers based on an a priori model previously tested with structural equation modeling by Cramer (1999). With a sample of 29 problem gamblers who attended a three-week in-patient gambling treatment program in Southwestern Ontario, Canada, this study measured 15 social, cognitive, coping, health and financial variables hypothesized to be critical to treatment-seeking behaviour for problem gamblers. The variables included: expected problems related to gambling, gambling moderation self-efficacy, help-seeking attitude, self-concealment, self and social stigma, coping, social support from friends, family and significant others, gambling-incurred debt, general health and comorbid alcohol abuse. Specifically, the study examined: a) predictors of the participants’ willingness to seek help across seven types of interventions and support; and b) changes in the predictor and criterion variables from pre- to post-treatment. The results of a series of multiple regressions showed varied patterns of help-seeking behaviours among the participants depending upon the types of help and services in question.
At pre-treatment, the regression model was effective in predicting problem gamblers’ willingness to seek psychotherapy or counselling in particular. At post-treatment, the same model was effective in predicting problem gamblers’ overall willingness to seek help. Problem gamblers’ willingness to seek most forms of help and services examined in the present study improved from pre- to post-treatment. There were statistically significant changes in the participants’ overall willingness to seek help and in their willingness to access Gamblers Anonymous in particular between pre- and post-treatment. Furthermore, the participants reported improvement in their overall willingness to access Gamblers Anonymous and in their willingness to access help from family members, and adaptive coping strategies. Moreover, participants reported a decrease in their tendency to conceal personal secrets and this decrease was especially pronounced among women. The findings of the study suggest the utility of systematically investigating treatment-seeking grounded in a theoretically framework. Interpretations of the findings and discussion of their implications for future research and clinical intervention are presented.

Keywords: problem gambling, problem gamblers, help-seeking, gambling moderation self-efficacy, problem gambling

Preference of leadership styles: A cross-cultural study between Turkey and Italy

YURTOKRU, S. (Marmara University), DURMU, B. (Marmara University), ERDOAN, E. (Marmara University)

Leadership has been a topic of interest since ancient times. Even though perspectives are changing, leadership still remains as a major concern for numerous nations and organisations. Especially as the borders of business world begin to disappear and people from different cultures began to be in much closer relationship, the importance of leadership styles are increasing. The perception of “ideal leader behavior” varies across countries. The aim of this study was to investigate and compare perceptions of ideal leader behaviors from two different countries: Turkey and Italy. In this study the Ohio State Leadership Behavior Description Questionnaire (LBDQ XII) was used in data collection. Discriminant Analysis was used to identify which of the twelve LBDQ dimensions accounted for the significant differences between the two subject groups. The data sets were composed of 202 Turkish and 200 Italian employees’ responses. The findings indicate that seven LBDQ dimensions: representation, demand reconciliation, tolerance of uncertainty, tolerance of freedom, role assumption, consideration, and production emphasis, discriminated between the two countries. Findings reveal that Italian employees prefer leaders that perform representation ($b=0.262$), tolerance of uncertainty ($b=0.359$), tolerance of freedom ($b=0.574$), role assumption ($b=0.673$), and consideration ($b=0.267$) behaviors more than Turkish employees. Turkish employees prefer leaders with demand reconciliation ($b=-0.108$) and production emphasis ($b=-0.269$) behaviors more than Italian employees. As a result of this research, we found the ideal leader behavior expectation of the two countries showed significant differences, as indicated in previous studies.

Keywords: leadership style, cross-cultural, Turkey, Italy

Preliminary evidence for the role of psychosocial strength in addressing problems in childhood and adolescence

BRAZEAU, J. (Centre for Excellence for Children and Adolescents With Special Needs), RAWANA, E. (Centre of Excellence for Children and Adolescents with Special Needs, Thunder Bay)

The current presentation will describe the empirical evidence that supports a strength-based approach to assessment and treatment of children and adolescents with diverse mental health problems. The initial focus of the presentation will be on the assessment of strengths and the relationship between strengths and areas of difficulties that were ascertained from a large sample of youths between the ages of 11 and 18 years of age. The presentation will then focus on two prospective studies that examined the role of strengths on treatment outcomes. The first study examined strengths as they related to outcomes in a residential substance abuse program for adolescents. The second study evaluated a
strength-based intervention for bullying that was implemented in a primary school. Results indicate that strengths tend to be negatively correlated with measures of psychopathology. However, youths with high levels of psychopathology still have areas of strength that can be used to overcome difficulties. In our studies, specific strengths were associated with improved outcomes. We have provided preliminary evidence that suggests that strengths are related to psychopathology and may play an important role in overcoming adversity. Through assessing strengths mental health professionals can identify areas of strength that may help clients overcome their problems. In addition, strength-based interventions may provide a valuable addition to traditional treatments. Ongoing research is currently underway to help further clarify these propositions.

Keywords: assessment, treatment of children and adolescents, residential substance abuse problem, adolescent psychopathology, bullying

Pride, self and culture: A cross-cultural study among Chinese and American university students

FENG, X. (Northeast Normal University), YE, Y. D. (Fujian Normal University)

Pride is a type of self-conscious emotion. Until now it has received considerably less attention from emotion researchers than basic emotions such as joy, fear and sadness. The aim of this study is: (a) To explore types of pride events; (b) to explore the characteristics of attribution between Chinese and American university students; and (c) to explore the role of self-construal when participants experience self-conscious emotions of pride using cross-cultural background. The participants are from Chinese and American universities, enrolled in psychology courses. Participants completed online questionnaires. The pride questionnaire is a modified version of the Geneva Appraisal Questionnaire (GAQ- Pride). All participants also completed a Self-Construal Scale (SCS) and a brief demographic form. Data were analyzed with the statistical software SPSS 16. An analysis of variance (ANOVA) was used to test the hypothesis. Regression analysis was used to explore the possibly mediating function of self-construal. Through content analysis, we found the characteristics of types of pride events are similar between Chinese and Americans; for example, Achievement Event is the main event type that aroused the feeling of pride. Internal appraisal is the main style of evaluation for both cultures. The feeling of pride is experienced more in public places. The feeling of pride is more related with family for Chinese students compared with American students. Chinese students mainly have interdependent-self characteristics, and American students mainly have independent-self characteristics. Culture can influence the self-conscious emotion of pride. The feeling of pride between Chinese and American university students has some coherent characteristics and some different characters. Two countries’ students have different self-construal characters, and the role of self-construal as a mediator is not significant.

Keywords: pride, self-consciousness, self-construal, Geneva appraisal questionnaire, interdependent and dependent selves

Proactive coping, positive mood and rehabilitation outcomes following orthopaedic joint replacement

KATTER, J.K.Q (York University), GREENGLASS, E. (York University)

Orthopaedic joint replacement is an increasingly common surgical procedure aimed at reducing pain and improving physical functioning. It has recently been recognized that psychological and cognitive factors can greatly influence an individual’s post-surgical recovery, above and beyond the effects of preoperative function and surgical trauma. An individual’s coping style, the way in which they typically deal with problems they encounter, may be a particularly relevant consideration in understanding how they will cope with the difficulties associated with joint replacement. Engaging in proactive coping, a coping style that is goal-oriented and involves approaching stressors as challenges rather than threats may be particularly beneficial. Individuals who engage in proactive coping have been previously shown to experience higher levels of positive emotion. Experiencing higher levels of positive emotions during stressful
encounters, such as following surgery, has been shown to help individuals to find meaning in those encounters, and successfully recover from them (Tugade & Fredrickson, 2004). It is hypothesized that older adults who engage in proactive coping would experience improved psychological and functional rehabilitation outcomes following joint replacement, and that this relation would be mediated by the experience of increased positive mood. The relation between proactive coping, mood, and psychological and functional rehabilitation outcomes was examined in a longitudinal study of 228 older adults undergoing rehabilitation following joint replacement surgery. Shortly after admittance to a rehabilitation centre, participants completed a series of self-report measures, including assessments of proactive coping and mood. Subsequently, on the day prior to discharge, trained medical professionals assessed the success of a patient’s rehabilitation. Support for the proposed mediation model was found, where proactive coping style was associated with increased vigour, which was in turn associated with improved functional and psychological outcomes. A similar relationship was not found for the experience of negative mood. Improved rehabilitation outcomes may be experienced by individuals who engage in proactive coping, due in part to their increased positive mood. Theoretical and practical implications of the association between proactive coping, mood and rehabilitation outcomes are discussed in the context of interventions to foster proactive coping in older adults.

Keywords: proactive coping, mood, joint replacement

Problem coping style as a mediator between dispositional optimism and adjustment to university

HEALY, M. (University of New South Wales)

This study examined the relative influence of dispositional optimism, and problem coping styles on adjustment to university for first year university students. The study examined adjustment by both Australian-born students and international students. Participants were 1097 first year students at the University of New South Wales, Australia. Students completed measures of dispositional optimism, adult attachment, attachment to parents and peers, coping styles, and adjustment (psychological, social, academic). Results indicated that dispositional optimism, attachment relationships with parents and peers and problem coping styles were associated in expected directions with adjustment for both local and international students. Success at university, demonstrated by academic achievement, showed a statistically significant association with the constructs examined. In the current sample optimistic students reported more adaptive coping skills, had more positive attachment relationships with parents and peers and adjusted more quickly to the transition to university. Finally, optimism, coping and relationships with parents and peers in facilitating adjustment applied equally to both local and international students giving support to the cross-cultural applicability of the core constructs.

Keywords: dispositional optimism, coping styles, adjustment, adult attachment

Problems faced by primary school students belonging to socio-economically disadvantaged sections of Indian society

YADAV, R.J. (Kurukshetra University), SHARMILIA, (Kurukshetra University), KADIAN, M.S. (Kurukshetra University), KUMAR, P. (Shri Krishna College of Education)

This investigation, conducted in India, aimed to: (1) study the academic/educational problems of primary school students belonging to socio-economically disadvantaged family backgrounds; (2) study the personal problems of primary school students belonging to socio-economically disadvantaged family backgrounds; (3) study school related problems of primary school students belonging to socio-economically disadvantaged family backgrounds; (4) to study teachers’ related problems of primary school students belonging to socio-economically disadvantaged family backgrounds; and (5) study parents’ related problems of primary school students belonging to socio-economically disadvantaged family backgrounds. A descriptive
survey method was used. The study sample consisted of 200 students belonging to socio-economically disadvantaged family backgrounds of six government schools of Jhajjar district of Haryana, India. A researcher-developed questionnaire and Chi-Square test was used for analysis of the data. The study indicated the following main problems faced by Schedule Caste students, who are socio-economically disadvantaged in primary school: (1) children develop fear regarding school and teachers; (2) these children are afraid of corporal punishment given by teachers; (3) lack of facilities in school; (4) books of stories are not made available to children; (5) frequent corporal punishment is given to children; (6) these children have to do domestic work; and (7) lack of environment and adequate space for studies at home. In India, in spite of efforts made in this direction, there exist numerous problems in the field of elementary education due to existing socio-cultural conditions/contexts and socially disadvantaged communities/weaker sections. The major proportion of children belonging to these backgrounds do not complete their education up to elementary school-level and either remain out of school or prematurely dropout from school without completing elementary school-level education. Therefore, there is still a need for further thinking in this context.

**Keywords:** primary school, socio-economic disadvantage, schedule caste, India, elementary school

**Process Experiential Emotion Focused Therapy - An inquiry of peer supervision 'in-mode'**

TUDGE, S., JOHNS, H. (Essendon Community Counselling Service)

Supervision is increasingly being required of trained psychologists to promote high quality counselling, continuous learning and psychological health. Group supervision models can provide invigorating and challenging professional development opportunities, allowing practitioners to enquire, observe, practice and learn in ways that cannot be achieved in one-on-one supervision. The aim of this study was to determine the effectiveness of a peer supervision framework using Process Experiential Emotion Focused Therapy (PEEFT) in mode. Effectiveness is indicated by improvements in the psychologists counselling competencies. Within a participatory inquiry methodological framework data was collected from a Melbourne peer supervision group. Five Melbourne psychologists with varied backgrounds met monthly in an informal setting for two and a half hours practicing peer supervision in a context of trust and exploration. The structured format comprised discussion on preparatory reading, analysis of issues from case examples and an experiential exercise. PEEFT methodology requires the therapist to notice and track the client’s emotional and physical sensations using an empathically-attuned, client-centred, and interventionist approach. Group participants self selected as supervisor, therapist or observers according to ‘what is emotionally present’ and participated in triad work. Within a safe and respectful environment practitioners practiced PEEFT techniques, reflected and gave feedback on the process while remaining ‘in-mode.’ Theory was applied in a sensitive, honest and supportive manner during evaluation. A formal evaluation of the peer supervision process used in the group was conducted after an 18 month period. All psychologists reported a heightened sense of self-awareness, self-efficacy and satisfaction associated with skills development and consolidating theory through the experiential process. The effects were found to occur at both a professional and personal level with improved competencies within supervision and counselling sessions. The PEEFT model of peer supervision was found to be successful due to improved counselling competencies. The ‘in-mode’ framework provided an innovative, efficient, effective, and satisfying model of training and supervision for psychologists working in various counselling positions.

**Keywords:** supervision, group supervision, process-experiential emotion-focused therapy

**Process-experiential emotion-focused therapy (PEEFT) - Supervision “in-mode”**

KRUPKA, Z. (La Trobe University), HARTE, M. (La Trobe University), KRUPKA, Z. (La Trobe University)
The Process-Experiential Emotion-Focused Therapy (PEEFT) approach to therapy uses specified client markers or indicators of experience, to direct the therapist’s choice of process interventions or tasks. Traditionally, supervision in this area tends to focus on the appropriate use of these tasks, the analysis of client emotional processing and the developing relationship between the client and counsellor. While the PEEFT counselling method is expressive and process-oriented, the supervision experience is potentially content “heavy” and directive. The aim of this study is to explore an “in-mode” model of supervision consistent with PEEFT markers and tasks. This presentation is structured to include a brief overview of the work in the area so far and report on a participatory line of inquiry the supervisee’s experiences. As part of a PEEFT supervision group (circa 2005), involving psychologists and psychotherapists, there has been an exploration of PEEFT markers, to inform a supervision practice that is more process based. For example, tasks such as empty chair and two-chair work are used to debrief the therapist, “bring the client more to life,” and to clarify for the counsellor those blind spots and dilemmas they are experiencing in the counselling relationship. The issue of distinction between therapy and supervision was also investigated. In addition, innovative Professional Development (PD) Days have been developed. These days incorporate triad work, theoretical discussions around application of tasks and live supervision. A pioneering advance sees supervision conducted in a ‘fish-bowl’ group setting and ‘in-mode’, providing the supervisee with an opportunity to personally explore their reactions to clients and group members to contribute to the supervision process. Supervision becomes less concentrated on the “unknown client’s story” and more on the counsellor’s and supervisor’s “known” experiencing. As this exploration continues, a theory of PEEFT supervision is developing that: supports the counsellor’s work with the client, enhances their own experience of the tasks and highlights the processes operating in the counselling relationship.

Keywords: counselling, process-experiential emotion-focused therapy, emotional processing, supervision, professional development

Procrastination in the workplace: What demotivates performance?

LEYBINA, A. (Raffles Educational Corporation College)

Workplace procrastination has recently become academically topical. The works of Choi (2005) and Dingfelder (2006) have addressed workplace productivity but not the influence of underlying motivation in the same manner Temporal Motivation Theory (Steel, 2007) has done in the analysis of procrastination. This study aimed to define a motivation structure of workers and hypothesized that this motivational structure has a direct and contrasting relationship with the level of worker procrastination. One hundred and forty seven Russians of different trades participated in the study. Various methods and questionnaires were used including “Personal Motivational Structure” (V.E. Milman), “Motivation of Professional Activity” (C. Zamfir), “Value Inventory” (S. Schwartz) and “Professional Performance” which was developed and validated. To determine underlying redundancies among the motives, the data were factor analyzed. A principal components method (VARIMAX rotation) was used to extract factors and a multiple regression analysis was conducted to assess the influence of motivation types on procrastination level. The procrastinator motivation structure was then built. There were four factors retained in the motivational structure of Russian workers; “Creation Factor”, “Prosperity Factor”, “Altruistic Factor” and “Reinforcement Factor” (stability for factor analysis yielded the value .785). The value of $R^2$ was .68, which was highly significant $F(12.23) = 24.02$, $MS_{residual} = 23.58$, $p < .001$. The standard error of estimation was 4.86. It was found that the motivational structure of workers with high work procrastination was three times more consistent than that of workers with low or average work procrastination. Nevertheless, no significant differences were found establishing a homogeneous relationship among the three motivational structures $r_s = .81$ ($p < .001$) for high and low procrastinators and $r_s = .75$ ($p < .005$) for high and average procrastinators. The connection between motivational components and levels of professional procrastination was revealed and correlated with underlying motivation factors. It
was demonstrated that procrastinators have higher adaptive abilities, i.e. they can switch motivations easily to procrastinate, but in general their motivation is similar to employees with low and average levels of procrastination. Although the majority of independent variables alone correlated significantly with the activity level, only activity motivation, creativity, achievements and stimulation accounted for a significant amount of unique variance of procrastination.

Keywords: procrastination, workplace, motivation, productivity, Russian

Professional counsellors’ experiences and perceptions of multicultural counselling in Malaysia: A qualitative examination

AGA MOHD JALADIN, R. (Monash University)

This research in progress explored the experiences and perceptions of 11 multicultural counselling practitioners with regard to the field of multicultural counselling in Malaysia. Semi-structured interviews were conducted with 11 professional counsellors in Malaysia. These counsellors were registered with the Malaysian Board of Counsellors and were holders of a practising license. They came from different work settings and different ethnic, religious, gender, and age groups. Based on a qualitative analysis using NVivo 8, participants noted that aspects of being a multicultural counselor in Malaysia included openness, flexibility, active listening, knowledge and awareness of cultural issues, skillfulness in making cultural interventions, self-awareness, and broad exposure to diverse life experiences. Most of the participants also stated that the challenges to becoming multiculturally competent included lack of knowledge regarding other cultures in Malaysia, lack of skill when dealing with clients who presented culturally sensitive issues in Malaysia such as lesbian and gay issues, and lack of support and training in multicultural counselling competency. However, many participants agreed that the current national movement towards “One Malaysia”, which emphasises national unity by encouraging mutual respect and trust among the different races in Malaysia, has had a great impact towards increasing their awareness and understanding regarding diversity and multicultural issues in the Malaysian context. These results indicate that multicultural counselling is a rapidly emerging profession in Malaysia. Continuing support for practicing counsellors, counsellor educators, training institutions and government and non-government bodies, to promote and enhance current theoretical understanding and practice of multicultural counselling, is needed. Future research directions for improving the current education and training of counsellors are also discussed.

Keywords: multicultural counselling practitioners, cultural interventions, multicultural counselling competency, training, counselling competency

Profile of time perspective and subjective well-being among Taiwanese

GAO, Y. (Fu Jen Catholic University)

A balanced time perspective (BTP; Boniwell & Zimbardo, 2004) is usually operationally defined as a combination of high scores on past positive (PP), present hedonistic (PH) and future (F) in conjunction with low scores on past negative (PN) and present fatalistic (PF) in terms of the Zimbardo Time Perspective Inventory (ZTPI; Zimbardo & Boyd, 1999). In this study, we investigated profiles of time perspective and its correlation with subjective well-being (SWB) in Taiwan. Participants comprised 420 Taiwanese young adults (278 females and 142 males) recruited from five universities in northern Taiwan. The 56-item Zimbardo Time Perspective Inventory (ZTPI: Zimbardo & Boyd, 1999) and five-item Satisfaction With Life Scale (SWLS; Diener, Emmons, Larsen & Griffin, 1985) was translated from English into Chinese by the researchers. The data contained sufficient shared variance for factor analysis (KMO = .79) and Bartlett’s test of sphericity (χ² = 2412.613, p < .001 for ZTPI; χ² = 967.572, p < .001 for SWLS) identified the possibility to perform factor analysis. A 25-item modified Chinese Version Zimbardo Time Perspective Inventory and five-item Satisfaction With Life Scale Chinese Version
was used in this study. Results showed 81 participants holding a BTP profile and 319 participants without a BTP profile. Compared with non-BTP group, the group with a BTP profile had significantly higher scores on SWLS ($t = 5.662, p < .001$). Besides this, the five temporal frames (PP, PN, F, PH and PF) were correlated with SWB. There were no significant correlations between PF and SWB. People with higher scores for PP, F and PH had greater subjective well-being ($r = .420, p < .001; r = .277, p < .001; r = .139, p < .01$, respectively). Individuals with more PN had less subjective well-being. Most of these results are consistent with the findings reported by Drake, Duncan, Sutherland, Abernethy and Henry (2008). The relationship between BTP and SWB exists across different cultures.

Keywords: balanced time perspective, satisfaction with life scale, subjective well-being, temporal frames

Promoting effects of complete model essay and incomplete model essay learning on pupils’ narrative writing

QI, Z. (Liaoning Normal University), YAO, W. (Liaoning Normal University)

In the past, in composition teaching, pupils were generally only provided with complete model essays, and rarely were incomplete model essays used. However, the authors believe that the results of learning from some types of incomplete model essays may be better than the results of learning from complete model essays. In order to verify the hypothesis, authors established an evaluating indicator of pupils’ narrative writing, and designed one complete model essay and eight different types of incomplete model essays. A total of 300 third-grade pupils were randomly divided into ten groups with one group being the control group and the other nine being experimental groups. At the beginning of the experiment, the experimenters presented a narrative with the same subject to the ten groups. After pupils completed the composition ten minutes, the control group did not learn anything via model essay, and the other nine experimental groups respectively learned one type of incomplete model essay. After 30 minutes, the experimenters presented a subject to the ten groups as the same as before, then let pupils complete the composition. According to the evaluating indicator of pupils’ narrative writing, the pre- and post-narrative writing performances were assess, and the total scores and sub-scores calculated. Compared with the control group, narrative writing performances of experimental groups were all significantly promoted. The differences among post-narrative writing performances of the nine experimental groups were significant. After third-grade pupils had learned the different types of narrative model essays, the narrative writing performances all improved significantly. In regards to the total score, the “added the end ” incomplete model essay learning group performed best, “fill the contents” incomplete model essay learning group was second, complete model essay learning group was third, and the “added elements” incomplete model essay learning group preformed the least.

Keywords: complete model essays, incomplete model essays, student narratives, composition teaching, narrative writing

Promotion regulatory focus, affective commitment and manager-rated performance predicting intention to leave in retail banking employees

VOIGT, E. (Monash University), HIRST, G. (Monash University)

The aim of the study was to examine interactions between regulatory focus of promotion, affective commitment and manager-rated performance in relation to intention to leave. The study included a national sample of 785 retail banking employees across 181 branches. Participants completed an online questionnaire and responses were matched to individual performance as rated by the manager. Descriptive statistics and correlations were calculated for all variables. Data was then centered to reduce possible concerns with multi-collinearity. Controlling for age, organisational tenure and job satisfaction, hierarchical moderated regression analyses were conducted to test the three hypotheses proposed. The manager-rated performance-intention to leave relationship is influenced by level of promotion focus ($\beta = -0.07, p < .05$). With increasing
Abstracts of the 27th International Congress of Applied Psychology

Brief Oral Presentations

Performance ratings, high promotion focus individuals indicated reduced intention to leave, but those with low promotion focus tend to become more likely to consider leaving as performance increases. Results also indicated that the affective commitment-intention to leave relationship is influenced by level of manager-rated performance ($\beta = -0.05$, $p < .05$). As performance increases, individuals with high affective commitment indicate reduced intention to leave, but those with low affective commitment indicate higher intention to leave. The relationship between affective commitment and intention to leave was not significantly moderated by promotion focus ($\beta = -0.05$, $p = 0.07$). The findings indicate that a combination of promotion focus, manager-rated performance, and affective commitment are useful factors to consider in relation to understanding intention to leave. More specifically, the findings are useful to advance understanding of strategies for retaining high performing employees. Practical and theoretical implications of these unique findings, together with suggestions for future research are discussed.

Keywords: intention to leave, promotion focus, staff retention, bank, affective commitment

Prospective links between playing violent electronic games, hostile attributions, normative beliefs and aggression in pre-adolescence

SCHULTES, M. T. (University of Vienna)

Playing electronic games is a popular leisure activity of pre-adolescents, yet many of these games are age-inappropriate and contain violence. A large number of studies have shown the negative effects of violent games on aggression (Anderson et al., 2004; Möller & Krahé, 2009; Polman, Orobio de Castro & Van Aken, 2008). As causal relationships are still questionable, the present study uses a longitudinal approach to investigate the prospective links between playing violent electronic games and aggression. Since research on girls’ use of electronic games is often overlooked, the present study analyzes the longitudinal associations for girls and boys separately. A short-term longitudinal study was conducted in two waves of data collection with a time lag of six months. The longitudinal sample comprised 169 pre-adolescents (38% boys) aged 11 to 14 years at Time One ($T_1$; $M = 11.80$, $SD = 0.64$). Participants were asked to name their five favorite electronic games, which were then categorized according to their age appropriateness and violent content using the European classification system for electronic games, PEGI. Hostile attributions and normative beliefs were measured via instruments developed by Möller (2006). Aggression was assessed with a measure developed by Little et al. (2003). A multiple group longitudinal mediation analysis was conducted using game preference at $T_1$ as the independent variable, aggression at Time Two ($T_2$) as the dependent variable, and attributional style at $T_1$ and normative beliefs at $T_1$ as mediating variables. The results revealed important gender differences in that consuming age-inappropriate violent electronic games over a period of six months caused higher aggression amongst girls. Unexpectedly, no effects of electronic game usage could be observed for boys and there were no mediational effects of attributional style or normative beliefs in both groups. The present study reveals that girls preferring age-inappropriate violent games belong to a group of “high-risk-players”. Girls had a higher vulnerability for the effects of violent electronic games on aggression. Playing violent games at $T_1$ was a risk factor for displaying aggressive behavior at $T_2$ in girls only. Based on these results, further female-oriented research on electronic games is recommended.

Keywords: electronic game usage, pre-adolescents, aggression, gender differences, violent games

Prospective memory deficits in ecstasy/polydrug users

HADJIEFTHYVOULOU, F. (University of Central Lancashire), FISK, J. (University of Central Lancashire), MONTGOMERY, C. (Liverpool John Moores University), BRIDGES, N.

Previous research has revealed that recreational drug users believe themselves to be impaired in aspects of real world memory including prospective memory (PM). However, it remains
unclear whether these self-perceptions are accurate. The impact of ecstasy-polydrug use on PM was investigated in a sample of ecstasy-polydrug users and non-ecstasy users. Laboratory PM tasks were devised and added to the existing self-report measures of PM to test whether any impairment on different aspects of prospective memory was present in ecstasy-polydrug users when compared to the control group. Laboratory measures included tests sensitive to time and event based PM and long term episodic PM. Self report measures included long term episodic, short term habitual, internally cued PM, strategies people adopt to remember and finally retrospective memory. Ecstasy/polydrug associated deficits were observed on both laboratory and self-report measures of PM. The present study extends previous research by demonstrating that deficits in PM are real and cannot be simply attributed to self misperceptions.

Keywords: prospective memory, polydrug use, memory

Proximological approach in the psychology of health

GLOZMAN, J. (Moscow University)

The aim of this research was to study the influence of family on a patient’s health and personality, as well as the influence of chronic disease on the caregiver’s health and quality of life. The method included the Luria comprehensive neuropsychological battery, Spilberger State-trait Anxiety Inventory, Wylie Self-concept Assessment, Scales of Quality of Life (for the patient and their care-giver), and Inventory of Internal Representation of Disease. Trait anxiety correlated with the duration of disease and the family situation of the patient: the patients living alone without wife or children were more anxious than those living in families. Internal representation of defects correlated more with emotional disturbances than real motor deficit. Significant correlations were seen between quality of life scores and duration of disease and the score of cognitive disturbances, which proves an objective value of subjective measures. Interdependence between quality of life of the patient and their caregiver was revealed in Russian, French and Spanish studies using the same Questionnaire of Quality of Life. The burden of care interferes with economical well-being, physical health, psychological functioning and social well-being of caregivers. Patients with less cognitive disturbances, lower depression and anxiety, and balanced type of internal representation of disease, show better results in rehabilitation and lower interference with the quality of life of their caregivers. In conclusion, health concepts should be one of the main orientations in psychological rehabilitation, because the subjective factors are as much or even more important than objective ones for the disease progression or regression. The quality of life and internal representation of one’s own disease are integral components of the psychology of health. The patient-caregiver dyad should be viewed as a unit when detecting problematic situations and targeting of appropriate and efficient interventions by professional practitioners.

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Keywords: quality of life, internal representation of disease, caregiver health, chronic disease, patient well-being

Psychobiological origin of mental health: The effect of returning to the evolutionary dietary/blood lipid pattern

WILCZYNSKA, A. (University of Silesia), DE MEESTER, F. (TsimTsoum Institute), BARGIEL-MATUSIEWICZ, K. (University of Warsaw)

Experimental studies indicate that ω3 PUFAs play an important role in neurones’ structure and function. The brain is quite rich in ω3 PUFAs and several studies suggest a role of ω3 PUFAs in neurotransmitter synthesis, degradation, release, re-uptake and binding. The main aim of this study was to review the latest accumulated results in the field and to propose a physiological and evolutionary explanation for the effect of dietary lipids on psychological behavior and human well-being, on the assumption of the Columbus Concept that stands for the return of the evolutionary dietary/blood lipid pattern. The study consisted of overviews of psychological,
medical and health databases, a.o. PubMED, PsychINFO and EBCSO, to NOV 2009. Inclusion criteria were: (1) dietary intervention with ω3 PUFAs, (2) outcomes including affective function, (3) human participants, (4) randomized controlled or clinical controlled design. Among nearly 100 retrieved references, 24 randomized controlled trials were identified and included in the present study. Many of them indicate a reduction of affective symptoms following supplementation. The most effective dose in mood disorders was estimated at a level of one to two grams per day, indicating a possible crucial influence of blood serum/plasma ω6:ω3 ratio and/or total blood omega-6/3 status (www.columbus-concept.com). We can envisage practical solutions to a number of different types of psychic dysfunctions and to even improve behaviour in healthy subjects. Based on a proper balance of essential dietary components, i.e essential fatty acids, the Columbus Concept appears to enable the optimum development of the genetically-encoded potential of an individual, directing him/her towards health and well-being. The correct – read the evolutionary selected - balance between ω6 and ω3 fatty acids in brain cell membranes is important to mental function (DHA/ARA) & health (EPA/ARA). This new paradigm (psychobiological origin of mental health) in applied psychology opens the door to developmental medicine that encompasses practical solutions for development of human well-being and humanity. The TsimTsoum Institute (www.tsimtsoum.net) was recently established to foster research and development in this newly discovered area of Human/Nature YinYang interaction.

Keywords: neuronal structure and function, Columbus concept, dietary components, genetically-encoded potential, well-being

Psychological aspects of Korean unification revisited: Malleability of explicit and implicit attitudes of South Koreans

KIM, S. (Ajou University), KIM, D. Y. (Ajou University), LEE, K. (Ajou University)

From the social conflicts between East and West Germans after German unification, it can be inferred that prejudicial attitudes could be a potential problem for Korean reunification. The dual-process model suggests that prejudicial attitudes are comprised of both explicit (conscious) and implicit (non-conscious) attitudes. Within this framework, past data suggest that South Koreans explicitly and implicitly preferred South Korea over North Korea, and while explicit attitudes could be influenced by context effects (e.g. positive news about unification efforts), implicit attitudes were not similarly influenced (Kim, 2003). However, recent research suggests that implicit attitudes could be influenced by associative exposures, implying that the pairing of North Korea or North Koreans with positive valences could change implicit attitudes. The purpose of the present studies was to investigate ways to reduce South Koreans’ explicit and implicit prejudicial attitudes toward North Korea and North Koreans. Three studies were conducted. In Studies One and Two, we investigated whether explicit and implicit attitudes toward South and North Korea could be altered by exposure to positive or negative news concerning the relationship between the countries in a laboratory (Study One); and whether attitudes could be altered with experience of a real, positive development in the two countries’ relationship (Study Two). In Study Three, we investigated the effects of associative priming on explicit and implicit attitudes by exposing participants to subliminal associations between North Koreans and positive valences. Explicit attitudes were affected by context effects both in the laboratory (Study One) and in response to real events (Study Two) in the expected direction, but implicit attitudes were not affected in both studies. In Study Three, implicit attitudes were less pro-South Korean as a result of exposure to association of North Koreans with positive valences, while explicit attitudes were not affected. The data suggest that explicit attitudes are influenced by context effects while implicit attitudes are influenced by associative exposures. Understanding of the characteristic of implicit and explicit attitudes could lead to strategies that are effective methods in reducing the explicit and implicit prejudicial attitudes, to overcome potential social consequences of Korean unification.
Abstracts of the 27th International Congress of Applied Psychology

Keywords: implicit and explicit attitudes, prejudicial attitudes, associative exposures, context effects on attitudes, social consequences of unification

Psychological assistance for preschool children with mild perinatal pathology of central nervous system

SULTANOVA, A. (Russian Academy of Education), IVANOVA, I. (Russian Academy of Education)

The urgency of this research was caused by the progressing prevalence of perinatal pathology of nervous system among children population of the developed countries. Generally the psychological research has focused on studying the effects of grave damage to the central nervous system such as infantile cerebral paralysis and mental retardation. The practical influence of mild perinatal pathology of the central nervous system (CNS) on the mental ontogenesis is not studied, consequently, there are not assistance programs for these children. Our research was devoted to this problem. The investigation consisted of the following stages: (1) The analysis of the features of mental development of children with mild perinatal pathology of CNS in comparison with healthy children. (2) Development and implementation of the assistance programs. (2) Assessment of the program’s effectiveness. Ninety two children (5 to 6 years old) were investigated: children considered healthy but with mild perinatal brain injury in the anamnesis – 52 persons; healthy children – 40 persons (the control group). The research revealed the typical deviations of mental development of the children with perinatal pathology of CNS: neurodynamic dysfunctions (fatigability, psychic inertness, fluctuations of tempo in mental processes, change of the pace of activity etcetera), emotional and behavioral disturbances (emotional lability, change of the emotional sensibility, aggressiveness and negativism etcetera), some negative features of the development of their mental functions – speech, attention, perception, verbal memory, verbal-logic thinking, and also the reduced self-control capability. The program of psychological assistance for these children was worked out, it included three component parts: neuropsychological correction, psychological help to children and their families, socio-psychological work in the educational environment. The repeated diagnostics spent after this remedial course has shown substantial improvement of indicators of development of mental functions and social adaptation of children. Parents and educators reported a decrease of behavioral and emotional disorders in children. Thus according to the data of research, the perinatal injury of the central nervous system even in case of a favorable outcome negatively influences upon the mental health of children. Also this research allows us to assert that an integrated psycho-socio-pedagogical assistance is the effective for improving of mental development of these children.

Keywords: central nervous system, brain injury, children

Psychological capital and authentic leadership: Examining their impact on both extra role and deviant workplace behaviours

WILSON-EVERED, E. (Relationships Australia), VAN OSLST, A. (Monash University), COLEMAN, G. (Monash University)

Contemporary organisations are challenged more than ever to find innovative, cost-effective ways of improving productivity, performance and customer service. The purpose of this study was to examine the relationships between two emerging constructs; Psychological Capital (PsyCap) and authentic leadership and the organisational outcomes; extra-role behaviour and employee deviance. Arguably, psychological capital, comprising hope, resilience, optimism and self confidence, could emerge in the presence of authentic leadership and lead to engaging in extra role behaviours. Conceivably, the converse is likely, such that where leader authenticity is low, psychological capital will be diminished and counterproductive or deviant behaviours more likely. One hundred and seventy seven employees from a diverse range of organisations completed an online survey measuring levels of PsyCap, perceptions of their leaders’ authenticity and reported frequencies of the two contrasting organisational behaviours. Hypotheses were tested using a series of regression equations. As predicted,
PsyCap shared a positive association with extra-role behaviours and a negative association with deviance. Authentic leadership also demonstrated a significant positive association with PsyCap. Contrary to predictions PsyCap did not mediate the relationships between authentic leadership and the two workplace behaviours. The results of this study provide empirical support for the relationships between PsyCap, authentic leadership and two central organisational outcomes. To successfully survive and prosper through the current financially challenging times, organisations that can promote both PsyCap and authentic leadership are likely to encourage employees to go beyond their current role to benefit the organization. The ongoing investment in employees’ psychological resources, combined with the development of genuine, transparent leadership arguably creates a foundation for sustained competitive advantage and a superior organisational experience.

Keywords: productivity, organisational performance, customer service, psychological capital, extra-role behaviour

Psychological contract breach and work attitudes: The role of age

BREYER, T. (University of Rostock), NERDINGER, F. (University of Rostock), KLUTH, J. (University of Rostock), PUNDT, A. (University of Rostock), MARTINS, E. (University of Rostock), CURTH, S. (University of Rostock)

Demographic development which is characterized by an increasing life expectancy and a simultaneous decrease in birth rates, means that the share of ‘older’ employees in companies is steadily increasing. We assume that the changed age structure in companies has an impact on the relationship between employees and employers, whereby this relationship is operationalized in terms of psychological contracts (PC). One subsequent aspect is the breach of psychological contracts (PCB). There are findings confirming that PCB is related to work attitudes. Based on Socio-emotional Selectivity Theory, we presume that older people evaluate PCB less negatively. Therefore, we presume that age could moderate the relationship between PCB and work attitudes. The aim of the study is to identify differences between younger and older employees in the perception and the effect of PCB. Therefore we investigated the effects of a perceived PCB on employees’ work attitudes (job satisfaction, affective commitment and turnover intentions) in general, and tried to determine age as a moderating variable for the relation between PCB and employee attitudes towards their work. The analysis is based on data collected from employees (N = 461) of different German companies by means of an online and a paper-and-pencil survey. We conducted correlation and regression analyses to test our hypothesis. The results prove the moderating effect of age on the relation between PCB and two of the three named work attitudes. The age of the employees alleviates the effect of PCB on work satisfaction as well as on turnover intention. However, the moderator hypothesis for the relation between PCB and affective commitment must be rejected. There is evidence that the impact of PCB on employees’ work attitude differs from older to younger employees.

Keywords: work attitudes, psychological contract, ageing workforce, socio-emotional sensitivity selectivity theory, job satisfaction

Psychological discrimination on different cultural exchange: City custom comparison of Shanghai, Tokyo, and Seoul

YAN, M. (Humanities Institute of Shanghai Normal University)

Three East Asian countries: China, Japan and South Korea share common Chinese character culture tradition. However, the Chinese culture tradition changes from time to time, generation to generation. In addition, after the Chinese culture spreads to East Asian countries, it also combines with the native culture and produces the different custom activities. Then, the different cultural exchange psychology emerges. Shanghai is located at the central China Yangtze River estuary. In the Ming dynasty and Qing dynasty, it was only a small, ordinary coastal city. After 1840’ China and United Kingdom Opium War, Shanghai opened as a port, accepted the Western civilization and imported
In the different cultural exchange aspect, the South Korean culture slightly owes the compatibility, but the Japanese culture presents the multiplicity and compound. Since Buddhism has spread to Korea, it occupies the dominant position is the Mahayana Buddhism throughout. Afterward, into the Korean time Confucianism presented after the national leadership idea, also repels Buddhism. Japan and South Korea are treating the Kong Zi theory aspect. In South Korea, only the stressed that the intrinsic judgment and the moral supreme have the very strong speculation about Zhu Xi’s theory, and what is considered as legitimate is Confucianism. However Japan’s scholars not only have accepted Zhu Xi’s theory, but have also widely accepted the intense realistic criticalness Wang Yangming’s theory. Japan’s Confucianism has not looked like South Korea’s Confucianism, and becomes the ruling class the absolute behavior way. Japan and South Korea have practiced the centralization system, but afterward Japan onto the place decentralization path, but South Korea was still has been maintaining the powerful centralization system.

Keywords: culture exchange, Asian culture, Japan, Confucianism

Psychological follow-up of top level athletes in France: Place and role of the scientific associations

ROSNET, E. (INSEP)

France institutes a legal medical follow-up in 2004 for top-level athletes which includes a psychological examination since 2006. The paper presents the place and role of the scientific associations during the preparation of the law and since its application and focuses upon the ethical aspects. The concerned athletes are ranked at international level and received financial support from the Sport Department. Young talents are also subject to the law. The global population is around 6000 persons. The medical follow-up includes one psychological examination each year (2 each year for under 18 athletes) among different medical examinations like cardiac echography and biological analysis. In case of any examination suspecting a medical problem threatening the athlete’s health, he/she
Abstracts of the 27th International Congress of Applied Psychology

1245

Brief Oral Presentations

can be prevented from licence. The paper analyses the process that drives to the law from an organisational point of view and according to ethical criteria. Difficulties encountered concern firstly the relationships between medical and psychological associations during the conception of the law, secondly the way to define the characteristics of the psychological examination according to ethical criteria, and thirdly the way examinations are performed. The actual organisation of the psychological examination will be exposed. Some examples of difficulties encountered on field will be provided and partial results concerning fencing will be presented. The role of scientific associations is very important during laws’ conception and application in order to secure ethical aspects.

Keywords: athletes, legal medical examination, France

Psychological measures of hardiness and self-handicapping predict outcomes from elite military training

TEMBY, P. (Defence Science and Technology Organisation), DROBNJAK, M. (Defence Science and Technology Organisation)

Psychological tests have a long history of use in the selection of military personnel. In recent years, there has been renewed interest in examining the ability of personality-based measures to predict outcomes from military training (Hartmann et al, 2009). For example, research has found that measures of hardiness predict outcomes from United States Army special forces training (Bartone et al, 2008) and measures of self-handicapping predict outcomes from British Army training (Richards et al, 2002). The aim of this study was to examine the ability of hardiness and self-handicapping measures to predict outcomes from elite military training in an Australian sample. Using a prospective research design, self-report measures of hardiness (Dispositional Resilience Scale, 30-item) and self-handicapping (Self-Handicapping Scale, 25-item) were administered to 139 military personnel (mean age = 27.9 years) prior to attempting a three-week military training course and then correlated with course outcome for each participant (successful versus unsuccessful). Hardiness scores were significantly higher for successful ($M = 72.1, SD = 6.9$) than for unsuccessful candidates ($M = 67.5, SD = 6.7$), $t = 3.3, p < .001, d = 0.68$. Self-handicapping scores were significantly higher for unsuccessful ($M = 36.6, SD = 10.6$) than for successful candidates ($M = 30.3, SD = 8.8$), $t = 3.2, p = 0.002, d = 0.61$. Logistic regression analyses confirmed that hardiness and self-handicapping scores significantly predicted course outcome. This study has found that individuals who successfully complete an elite military training course are significantly higher in psychological hardiness and lower in self-handicapping than individuals who are unsuccessful. The effect sizes suggest these factors play a moderate but significant role in predicting success in stressful environments. The study replicates the findings from previous research into these constructs and extends previous research by investigating both measures in an Australian sample. We recommend that future research continues to explore psychological factors that predict success in high-stress occupations to assist the development of reliable screening tools for personnel selection.

Keywords: Military personnel selection, Self-handicapping, Hardiness, Military training outcomes, Personality-based measures

Psychological resilience as a predictor of well-being among spouses of persons with dementia

O'ROURKE, N. (Simon Fraser University - Vancouver Campus), KUPFERSCHMIDT, A. (University of British Columbia)

The current study examines the degree to which psychological resilience predicts the well-being of spouses of persons with dementia one-year later. From these analyses, two pairings of canonical variates emerge as significantly correlated. The first captures significant percentages of variance of each of the facets of resilience (i.e., commitment to living, perceived control, and challenge) as well as higher socioeconomic status, family income; this canonical variate predicts the physical and mental health of caregivers one-year later. The second is defined by the absence of commitment to living and predicts lower life
satisfaction for women with less formal education and more health conditions. These findings suggest that psychological resilience as initially reported is a harbinger of both the mental and physical well-being of spousal caregivers over time.

Keywords: resilience, dementia, caregivers, caregivers, life satisfaction

Psychological resources and depressive symptomatology in students with and without migration in their family


Migration is present around the whole world and it is considered a stressful life event that is accompanied with multiple psychological processes of adjustment and adaptation that have an impact in health. This study sought to identify if there were differences in psychological resources (affective, cognitive and social resources) and depressive symptomatology in students with families that have or have not had the experience of migration. The participants were 287 Mexican college students, 51% of whom had the experience of migration in their family and 49% who had not. Psychological resources were measured with the Psychological Resources Scales (affective, \( \alpha = .82 \); cognitive, \( \alpha = .71 \) and social, \( \alpha = .77 \)) by Rivera Heredia & Andrade Palos (2006) and depressive symptomatology was measured with the Center of Epidemiologic Studies Depression Scale (CES-D) (Radloff in 1977), validated in Mexico by Marino, Medina-Mora, Chaparro & Gonzalez-Forteza (1993). The scales were applied in the classroom, with agreement from the participants. With a \( t \)-student analysis the following significant differences (\( p \leq .05 \)) were found: students with migration in their family had less self-control, more difficulties with sadness, more presence of self-reproaches and more difficulty asking for help when they needed it, than students without the experience of migration in their family. In regards to depressive symptomatology, students with migration had less positive affect, more sadness, more isolation and more suicidal ideation than the other group. These results demonstrate the need to develop, apply and evaluate intervention programs for this vulnerable population. They should be directed to increase affective, cognitive and social resources.

Keywords: migration, depression, psychological resources, self-control, self-reproaches

Psychological theories of help-seeking by male victims of intimate partner abuse: Implications for psychological practice

TILBROOK, E. (Edith Cowan University), ALLEN, A. (Edith Cowan University), DEAR, G. (Edith Cowan University)

In this study we aimed to explore the factors that influence male victims’ decision-making about seeking help in relation to intimate partner abuse (IPA). Our second aim was to examine male victims’ help-seeking within three theories of help-seeking developed in relation to female victims of IPA: ‘Survivor Theory’, ‘Reclaiming Self Theory’ and ‘The Decision to Leave Model’. Semi-structured interviews were conducted with male victims (\( N = 15 \)), service providers (\( N = 8 \)), and close friends and family of male victims (\( N = 6 \)). Participants identified 11 barriers to men seeking help following IPA, and four facilitating factors. Participants also described men’s help-seeking decision-making processes. The help-seeking processes described by participants are consistent with those outlined in the three theories developed to explain women’s help-seeking. As with women victims, a male victim’s decision about seeking help involves an evaluation of his options to ensure his safety and reclaim his sense of self within the constraints of adhering to his existing gendered world-view. The main implication for psychologists who work with male IPA victims is: what has been learnt about the help-seeking behaviours of female victims of IPA can be applied to men but strategies to engage men and work with them must be applied within the context of contemporary understandings of masculinity.
Keywords: male victims' decision-making, intimate partner abuse, help-seeking, masculinity, sense of self

Psychological therapy of a case with marital conflict, insomnia and hypertension

NARASAPPA, K. (University Malaysia Sabah)

A 33 year old married Malay Muslim lady referred to our unit with chief complaints of giddiness, fainting attack and insomnia. A detailed history revealed that the patient was diagnosed as having hypertension since 2002 and receiving medication. She was admitted to Accident and Emergency 34 times in two years with complaints of fainting attacks and giddiness. She also had complaints of insomnia with fear of death due to hypertension. Each admission lasted for one to four days. All investigations including EEG, chest x-ray and CT scans were reported to be normal. A detailed psychological evaluation, interview with psychological tests such as GHQ, STAI and NEO-P, were administered. Test results revealed anxious personality traits with significant psychological distress. The patient underwent 12 sessions of psychological treatment over the period of three months. She was accompanied by her husband for treatment even though she received individual sessions of psychological therapy. Her severe interpersonal conflicts with ambivalence, her insomnia and anxiety were treated successfully. She was advised to come for follow-up once a month and it continued for six months with good recovery.

Keywords: insomnia, hypertension, anxiety, fear of death, interpersonal conflict

Psychological wellbeing in the community

ENGLAND, M.

This paper outlines and explains the approach and operation of the APS Sydney Branch Community Wellbeing Award. This award exists to support community groups to plan and implement projects that encourage psychological wellbeing in the community. The paper explains the theoretical underpinnings of the award and provides an example of its operation and outcome. The award provides a means of understanding and encouraging measures to promote psychological wellbeing in the community. The value of the award is evidenced by the participation and outcomes shown in the example of its operation provided.

Keywords: APS Sydney Branch, community wellbeing, mental health promotion

Psychological wellbeing: United Kingdom and Malaysian fire fighters

A. MALEK, M. D. (Universiti Malaysia Sabah), KAMIL, I. S. M. (Universiti Malaysia Sabah)

Sources of occupational stress and their impact on job satisfaction and psychological wellbeing were examined in a questionnaire survey of 436 United Kingdom (UK) fire fighters and 617 Malaysian fire fighters. The role of coping strategies and work motivation as moderating factors were also tested. Sources of occupational stress had significant negative correlations with job satisfaction and wellbeing. Hierarchical regression analysis was used to examine the moderating effect of work motivation and coping strategies on job satisfaction and psychological wellbeing and found differences between the UK and Malaysian fire fighters. Models of job satisfaction and psychological wellbeing for both cultures were produced.

Keywords: stress, well-being, work motivation, job satisfaction, Firefighters

Psychology into the schoolroom

KRANE, H. (Icita Publications, RMIT University)

The aim is to develop a teacher-training program for Victorian Secondary Schools that will include, in addition to certain school subjects, a ‘therapeutic-psychological approach’ in the classroom. Whilst the teacher is not designated the role of educational psychologist or sociologist, he will have a background knowledge in this area. The method of applying this psychological approach involves having students co-operating in the development of
learning materials and their own studies. This is likely to include the re-design of methods of learning. Appropriate training is meant to ensure that any interventional involvement of the teacher is not invasive but consultative. In the likelihood of needs of a personal nature arising as formal learning is proceeding, the interaction between the various proponents in the classroom is expected to have a lasting ‘therapeutic’ effect on the students to cope with ‘change’. In conclusion, the Secondary School student of the present and future is entering an age in which professional and vocational ability is insufficient to cope with an ever increasing number of inter-personal and social problems. Developing formal education with a modicum of psychological and social support may offer these students a greater preparation to deal with their immediate environment and sustenance of the greater environment (the world).

Keywords: teacher development, teaching, learning methods, educational psychology, student learning

Psychometric analyses of time perspective in Taiwan

GAO, Y. (Fu Jen Catholic University)

This study investigated the reliability and cross validity of the Zimbardo Time Perspective Inventory (ZTPI; Zimbardo & Boyd, 1999) in terms of five subscales: Past Negative (PN), Past Positive (PP), Present Hedonistic (PH), Present Fatalistic (PF) and Future (F) in a Taiwanese sample, using both classical and multidimensional Rasch analysis. Participants comprised 420 Taiwanese young adults (278 females and 142 males) recruited from five universities in northern Taiwan. The 56-item Zimbardo Time Perspective Inventory was translated from English into Chinese by the researchers. The approach used for the statistical analysis combined classical and multidimensional Rasch analysis. Classical Test Theory (CTT) analyses were computed using SPSS 12.0 and LISREL 8.54. Multidimensional Item Response Theory (IRT) parameterization was performed using the program ConQuest. The results of applying the initial five-factor model to the data suggested poor fit: $\chi^2 (1474) = 3557.25, p < .01$; the Root Mean Squared Error of Approximation (RMSEA) = .065, the Root Mean Squared Residual (RMR) = .090, the Standardized Root Mean Squared Residual (SRMR) = .090, the Normed Fit Index (NFI) = .65, the Non-Normed Fit Index (NNFI) = .75, the Comparative Fit Index (CFI) = .76, and the Goodness of Fit Index (GFI) = .73. In an alternative model, several items which exhibited weak factor loadings (<.50) were eliminated and the path from Past Positive to item 25 was changed as from Past Negative. Compared with the initial model, the alternative model with lower values of $\chi^2 (286.92, p < .01)$, RMSEA (.066), RMR (.063), SRMR (.063), and ECVI (.99) and higher values of GFI (.92), CFI (.94), NFI (.91), and NNFI (.93) provides better fit. Besides, the remaining items were taken forward for multidimensional IRT analyses to detect misfit. Fit indices are represented by two forms of the mean square (MNSQ), Outfit (unweighted MNSQ) and Infit (weighted MNSQ). Mean square (MNSQ) ranging from 0.5 to 1.5 is considered acceptable (Linacre, 2009). The fit statistics of all items were near 1.0 and remained within the acceptable range (all MNSQ ranged from .86 to 1.14). This means that the data closely fitted the multidimensional IRT model. According to the results of both classical and modern psychometric approaches, the modified ZTPI-Chinese Version was empirically validated and shown to be a reliable measure in Taiwan.

Keywords: time perspective, Zimbardo Time Perspective Inventory, Chinese, validity, Classical Test Theory

Psychometric properties of the Farsi version of the Multidimensional Inventory for Religious-Spiritual Well-Being (MI RSWB 48)

ZAREAN, M. (University of Social Welfare and Rehabilitation Sciences), MAHMOOD-ALILU, M. (Tabriz University), BEYRAMI, M. (Tabriz University), HASHEMI, T. (Tabriz University), ELHAMI ASL, M. (Tabriz University), AAYAT MEHR, F. (Tabriz University)

Regarding the importance of the role of religious/spiritual factors in the individual’s well-being and also the importance of its assessment, this study was carried out to investigate the psychometric properties of the Farsi Version of
Abstracts of the 27th International Congress of Applied Psychology

Brief Oral Presentations

the Multidimensional Inventory for Religious-Spiritual Well-Being (MI RSWB 48; Unterrainer, 2007). In this cross-sectional, descriptive, and correlational study, a sample of 320 undergraduate students (204 girls and 116 boys) from Tabriz University were asked to complete the MI RSWB 48, the General Health Questionnaire (GHQ-28), Problem Solving Styles, and Alport’s External/Internal Religious Orientation Scale. Data were analysed using Pearson’s correlations, t-tests, multiple regression and internal consistency statistical methods. Findings showed high internal consistency (alpha = 0.81) for the total score of the MI RSWB 48 and its factors (0.57 to 0.86). Also, results supported concurrent as well as predictive validity of the Farsi version of the MI RSWB 48. According to the reliability and validity scores reported above, it seems that the MI RWSB 48 has satisfactory psychometric properties in an Iranian university student sample.

Keywords: Farsi, psychometric, MI RSWB 48, religious, spirituality

Psychometric studies with the Test for Creative Thinking - Drawing Production (TCT-DP)

IBÉRICO NOGUEIRA, S. (Universidade Lusófona de Humanidades e Tecnologias)

We intend to present some of our studies carried out with Test for Creative Thinking-Drawing Production (TCT – DP; Urban & Jellen, 1996), in a Portuguese sample of college students. This test focuses on a more holistic concept of creativity than the mere quantitatively oriented, traditional divergent thinking tests. We will analyze the psychometric properties of TCT-DP, namely reliability and factorial structure. We also intend to discuss the implications of these results on creativity evaluation. This research includes a convenience sample of 600 participants, 200 from Psychology, 200 from Architecture and 200 from Engineering, 319 male and 282 female, ranging between 20 and 48 years of age. To assess the creativity levels we used the TCT-DP. The factorial structure analysis presents five dimensions that explain 60.58% of total variance (Kaiser-Meyer-Olkin = .74; Bartlett’s Test of Sphericity = .000). The Cronbach’s alpha coefficient for the total items is .69. The inter-item correlation matrix analysis suggests an important debate about the pertinence of some items for further research. We need to reflect about the pertinence of excluding some of the criteria/items in the adaptation of the TCT-DP for the Portuguese population.

Keywords: creativity, creativity evaluation, drawing production, creativity, test for creative thinking - drawing production

Psychosocial risk in Colombian firms of production and services sector

URIBE-RODRIGUEZ, A.F. (Universidad Pontificia Bolivariana-Pontificia Universidad Javeriana Cali), RENTERIA, J. (Pontificia Universidad Javeriana Cali)

The aim is identifying psychosocial risk factors in productive sector organizations and health in Colombia. A joint study (qualitative and quantitative) and transactional (descriptive, not parametric) was done. Intentional non-probabilistic sample comprised of 20 companies. Those who make up the sample are persons of both sexes with an age range between 21 and 38 years. We performed the adaptation, validation by judges, pilot testing and implementation of quantitative survey for Identifying Psychosocial Risk Factors prepared by Bocanument and Berja (1993), with the aim of identifying risk factors characteristic present in the population study. Similarly, to categorize the level of hazard risk, the Pre-set levels of risk for psychosocial risk area developed by Duke and Uribe (1999) were used. A questionnaire measuring biopsychosocial factors was used. It was found that the most relevant data driven by the survey of risk identification, are related to the job rotation, are associated with factors related to work organization (excessive working hours, overtime, non-rotating shifts, inadequate planning of work activities by the organization), the content of the tasks to develop, the presence of psychological and physical factors (stress, headaches, anxiety, fatigue and sleep difficulties), and mental burden (simultaneous demands of several tasks in a short period of time, lack of support from the heads, teamwork and under). All these factors were presented in the sample with a medium hazard level. After
the application of the instruments it was found that the above factors affect work dynamics and therefore work climate perceived by workers in the workplace. Contributing to the welfare and health of employees within an organization is very important and necessary in business, because these are the raw materials that can be achieved for the respective functions of all processes, and thereby to meet the proposed goals for this reason it is essential to have a psychological state, physical and emotional stable and perform optimally effective in their work. It is therefore necessary that psychosocial risk is interpreted as warning signs that indicate that workers are in a state of mental and physical discomfort and maintained in that state, the chances of developing a disorder of another kind are substantially increased. Finally it was concluded that psychosocial risk factors affect and are associated with employee turnover, generating self-employment conditions unsuitable for the subject to enhance their performance and productivity within the organization.

Keywords: psychosocial risk factors, organizational performance, organizational productivity, employee turnover, hazard risk

Purpose and passion: Why are organisation mission and values so important for employee engagement?

PARKES, L. (Voice Project, Macquarie University), LANGFORD, P. (Macquarie University)

Previous research by the authors has demonstrated the powerful impact of organisational purpose on employee engagement, in both commercial and not-for-profit organisations. Despite hypotheses to the contrary, mission and values were just as engaging in both sectors. The current study continues this research by investigating whether the social and ethical value of the organisational purpose moderates the relationship between purpose and engagement, or whether it is mediated through social identity and perception of fit. Organisational climate surveys were completed in 2008 by 3079 employees from 302 predominantly Australian-based, commercial organisations across a wide range of industries. The survey content included the Mission and Values scale from the Voice Climate Survey (Langford 2009), as well as items measuring Social Responsibility, Philanthropic and Ethical CSR. Employees also rated the extent to which their values and ‘personality’ matched those of the organisation and other employees in the organisation. Employee Engagement was assessed as an aggregate of job satisfaction, organisational commitment and intention to stay in the organisation (Langford, 2009). Hierarchical regression analyses showed that after belief in the mission and values of the organisation, evaluation of the social and ethical value of that purpose explained little further variance in employee engagement. The interaction between belief in mission and values and evaluation of organisational purpose was not significant. However, perceived organisation-fit was a stronger predictor of employee engagement, and partially mediated the relationship between organisational purpose and employee engagement. Employees’ belief in the purpose, mission and values of their organisation is a powerful motivator, particularly driven by employees’ sense of fit between their own and the organisation’s values. This relationship between purpose and engagement was not affected by the social or ethical value of that purpose.

Keywords: organisational purpose, employee engagement, organisation fit

Putting the horse before the cart: Clarifying the content domain and measurement of employee engagement

LANGFORD, P. (Voice Project, Macquarie University)

Much is being discussed by researchers and practitioners regarding the antecedents, consequences and practical uses of employee engagement. The content domain of the construct, however, is still unclear, and without further clarity little can be confidently concluded regarding the relationships between engagement and other practices and outcomes. The present study investigated the interrelationship between 12 closely-related constructs that have been previously suggested to represent components of employee engagement. Data was gathered from 1701
employees from 180 organisations. Each employee responded to a randomised set of previously published items measuring the engagement-related constructs of job satisfaction, organisational commitment, intention to stay, vigour, dedication, absorption, positive affect, discretionary effort, organisational citizenship behaviour, proficiency, adaptivity, and proactivity. Exploratory and cross-validated results indicated substantial overlap between many of the a priori measures. A single factor explained a large percentage of variance in responses, supporting the previously argued presence of a single overarching construct that could reasonably be labelled as employee engagement. Exploring factors with eigenvalues greater than one, a clean two-factor solution was found representing factors of attitudinal engagement (encompassing three lower-order factors of organisation commitment, job satisfaction and intention to stay) and behavioural engagement (encompassing three lower-order factors of effort, proficiency and proactivity). An 18-item measure of both attitudinal and behavioural engagement, comprising three items for each of the six lower-order factors, was developed and cross-validated against manager-reported organisational outcomes. An even shorter 9-item measure representing only attitudinal engagement showed similar predictive validity as the 18-item measure. The study concludes that the presented factor structure and measure of employee engagement provides both theoretical and statistical rigour to meet the needs of researchers, as well as the brevity and ease of use required by practitioners. It is hoped that the study may contribute to a convergence in the understanding and operationalization of the construct of employee engagement.

Keywords: employee engagement, job satisfaction, organisational commitment, organisational outcomes, commitment

Quantitative analysis of client-counselor interaction in psychotherapeutic counseling

NAGAOKA, C. (Kyoto University), KOMORI, M. (Osaka Electro-Communication University)

A Client in a psychotherapeutic counseling session benefits from the client-counselor dialogue in that it enhances ability to solve problems, make decisions, and affect desired changes in attitude and behavior. It is expected that an empirical investigation of the process of client-counselor dialogues can contribute to development of dialogue theory, or engineering application. The present study analyzed quantitatively verbal and nonverbal behaviors of a client and a counselor. Four 50-minute counseling sessions were analyzed, of which two were negatively evaluated and two were positively evaluated (high evaluation counseling). In addition, two 50-minute ordinary advice sessions between two high school teachers and the clients from the high evaluation group were analyzed. All sessions represented role-playing. This study analyzed (a) the proportion of total duration of utterance/pause of a client or counselor/teacher to each session. The results indicated that the proportion of total duration of client’s pause corresponds to the evaluation of the session, and that temporal change of the proportions in the four counseling cases showed similar temporal pattern. We also analyzed (b) body movement synchrony, through a video analysis of client-counselor/teacher dialogues. The results indicated a correspondence between the degree of body movement synchrony and the evaluation of the session, and a consistent temporal pattern among the four counseling cases. Three judges labeled (c) the counselor’s or teacher’s turn-taking into (i) utterances with an answer to the speaker’s questions at beginning part of the utterance, (ii) utterances with back-channels at beginning part of the utterance, (iii) utterances with laughter at beginning part of the utterance, and (iv) others. The results indicated that occurrence of (i)-(iii) in the two high evaluation counseling cases showed a similar time-series pattern, and that this time-series pattern corresponded to the temporal pattern of body movement synchrony and the proportion of total duration of utterance/pause. The results suggested that these indicators ((a)-(c)) can act as effective indicators of the evaluation of counseling as well as ordinary dialogue. The present study suggested that the professional skills of a counselor, which have been described qualitatively by experts, can be approached by analyzing client-counselor dialogues empirically.
Rasch analysis of depressive symptoms for Aboriginal and general children in Taiwan

CHANG, H. T. (National Chiao Tung University), LIU, Y. L. (National Chiao Tung University)

This study used Rasch analysis to examine sex and ethnicity differences on depressive symptoms for children from eastern Taiwan. Subjects were 1189 sixth graders from eastern Taiwan. Thirty percent of subjects were aboriginal children. The Chinese version of the CDI was employed in this study. The reliability of the questionnaire was estimated at 0.87 (which can be similarly interpreted as Cronbach’s α). Infit and Outfit MNSQ were ranged between 0.5 and 1.5, indicating that the Rasch model fitted pretty well. Rasch analysis (1960) with Construct-Map software was performed on CDI to examine ethnicity and sex differences. The results were summarized as follows: (1) The Aboriginal girls (-0.0265) reported the most severe depressive symptoms, and the next were the aboriginal boys (-0.07949) and non-aboriginal girls (-0.23848); finally, non-aboriginal boys reported the less severe symptoms; (2) There were no sex and ethnicity differences in the overall patterns of Rasch model. Group and Sex showed non-significant differences in Rasch model; (3) Within item level, ethnicity differences were found in the items such as schoolwork earning and self-determination; (4) Within item level, sex differences were also found in the items such as interpersonal relationship, appetite, negative emotion, appearances, self-determination and lack of interest. This study found that there were no significant sex and ethnicity differences in the overall patterns of the Rasch model. (The melancholy degree is situated between -3 to 1.5). However, within item level, the Aboriginal Children reported higher levels of Depressive Symptoms than non-aboriginal children in the following items: schoolwork earning and self-determination. Girls reported higher levels of depressive symptoms than boys in the following items: self-perception, emotional intelligence, physical attractiveness, interpersonal relationship and problem solving ability. Aboriginal girls reported the highest symptoms than the other groups, particularly in negative emotions (e.g. cry, suicide, repugnant of self).

Keywords: Rasch modeling, depression, Taiwan, Aboriginal, sex differences

Reaction times to visual cues in the driving environment

TRETEN, P. (Luleå University of Technology), NILSSON, R. (Luleå University of Technology)

The purpose of this paper is to map the driver’s ability to notice and comprehend visual cues in relation to the point of focus at its onset. Ten drivers in a high-fidelity driving simulator drove two 15 km driving blocks through rural and urban traffic and the driver’s focal positions were observed and measured at the onset of the visual cue, in which, the time to notice, time to react, and comprehension time where studied to see what type of correlation there was between focal distance and location in the vehicle. Results showed that the visual cues found in the lateral field of view were noticed quicker than in the horizontal which agrees with earlier literature. In more demanding driving situations, e.g. high traffic load in town, are drivers less likely to notice visual cues that are commonly found in the instrument cluster. In conclusion, should visual cues be implemented so that they can be presented adaptively, in accordance to the driving situation. That is, the information can be more effective if intelligently shown to the driver in ways that take into consideration the driving condition and how it relates to the driving situation, thus, helping the drive respond to the information intuitively so that the risk for distraction is minimized.

Keywords: driving simulation, visual cues, focal distance, driving situations

Reasons and functions of creative crisis

BABAEVA, J. (Lomonosov MSU), KONONEN, A.

In spite of its severity, creative crisis isn’t just a negative phenomenon, it has a range of positive functions and becomes an important stage in...
the creator’s personality development. The study sample (N = 75) comprised art school students, art school graduates no longer working in the arts, and people established as artists (actors, writers, musicians etc). Participants were interviewed, administered the Rokeach Value Survey (RVS), and were provided with the Symbol of Creativity technique and a modified version of the Life-line technique. The art school students and those established as artists ranked creativity high in the RVS. They demonstrated wide range of creativity interpretations, from specialised professional meaning to general universe fundamentals. Almost all participants, including students, reported that they had experienced creative crisis. The analysis of early childhood events related to creativity specified some preconditions of later creative crises. Participants noted the following reasons for creative crisis: lost sense of creativity, “genre crisis”, loss of creative self, inability to cope with hard life situations, lack of understanding and support from others, etc. In line with our hypothesis, participants noted both negative and positive aspects of creative crises. Positive functions identified include signal, diagnostic, developmental, protective and creative. Positive perception of creative crisis is connected mostly with an understanding of its positive functions. Negative perception depends on subjective evaluation of its possible consequences (including distant ones) and on individual experiencing of emotion. Self-esteem plays an important role in the subjective perception of creative crisis because according to participants, it is easily damaged by crisis. The study results reveal the importance of developing adequate techniques of psychotherapeutic help to people experiencing creative crisis and identify what will help to decrease the amount of psychological breakdowns among representatives of creative professions.

Keywords: creative crisis, creativity interpretations, self-esteem

Reducing collusion with individualism in counselling: Disclosing student’s stories for individual, family, and school benefits

HAHS, A. (Haileybury College), COLIC, M. (St John’s College, Melbourne)

This presentation focuses on the issue of how to maintain confidentiality in the counselling setting while avoiding collusion with individualism. The aim is to create conversations about this dilemma with other practitioners as well as outlining feedback from high school students that have entered into counselling. Theory informing confidentiality and disclosure arguments will be discussed, and practical tips given on how to share young people’s stories in school settings for both individual and community benefits. Qualitative data was collated via focus groups (n = 42) and individual interviews (n = 10). Young men (n = 25) and young women (n = 27) aged between 16 and 18, and from a range of cultural backgrounds, participated in a number of interviews at two Melbourne high schools. Open and closed questions were used in the semi-structured interviews. The oral answers were recorded in a written format. Overall, 48 out of 52 participants stated that they would partly disclose their stories if they viewed it would benefit others. The remaining four participants indicated that they would fully disclose their stories including their identities. All 52 participants said they would like to collaborate in choosing the disclosed information and how it would be disclosed. The participants gave several tips on how their stories could be shared with others, including: professional development to teachers and students, newsletters, posters and multi-media sites. The results also include several quotes from the participants. In conclusion, the findings from the focus groups and individual interviews suggests that the majority of students were willing to partly disclose their stories explored in counselling, especially if it benefited individuals, families and schools. Other schools are encouraged to generate similar discussions to explore how they may be able to reduce collusion with individualism in counselling while honouring confidentiality.

Keywords: disclosure in counselling, collusion with individualism, students, confidentiality, sharing stories

Relation between self perceived employability and career exploration of Chinese University students in Hong Kong
CHEUNG, R. (City University of Hong Kong)

Self perceived employability of university students attracts the attention of academics and practitioners alike. Building on the work of Rothwell, Herbert and Rothwell (2008) on a scale assessing the self-perceived employability of university students in England and current career exploration research (e.g. Flum & Blustein, 2000), this study aims at exploring the relation between self perceived employability and prior career exploration in the Hong Kong context. A cross sectional quantitative design is adopted. The research aims at obtaining a sample of over 600 final year students from three local universities in Hong Kong, drawn from different academic disciplines like business, social sciences, and engineering. They will be asked to fill in a set of questionnaires which consist of the self perceived employability scale, career exploration survey (Stumpf et al., 1983), as well as demographic variables. Scales have been translated and adapted to use in a Hong Kong/Chinese context. The reliability and validity of the scales of self perceived employability and career exploration as applied to the Hong Kong sample will be presented. Through multiple regressions, the extent to which self perceived employability is explained by prior career exploration for the last months, after blocks of demographic and educational factors are controlled for, will also be analyzed. Conclusions will be made on the extent of prior career exploration as an antecedent of self perceived employability of Chinese University students in the Hong Kong context as compared to other individuals and educational variables, with reference to the local employment situation. Implications on both theory building and career guidance related to employability of university students will be analyzed. Further research on employability of university students in Chinese societies will be suggested.

Keywords: employability perception, career exploration, career exploration, employment, career guidance

ZALEWSKA, A. (Warsaw School of Social Sciences and Humanities)

This study examined the relationship between job-related anxiety and overall job satisfaction from the perspectives of three distinct approaches to well being: ‘bottom-up’, ‘top-down’, and ‘transactional’. The latter model is boosted with elements of greatest significance of the aforementioned two approaches. The models of these relationships, postulated in three theories, were verified in two studies. In each study the level of overall job satisfaction (Work Description Inventory), situational job-related anxiety (4 items from Job Affect Scale) and persistent job-related anxiety (Mood at Workplace Questionnaire) were measured in the first study and in the second study emotional reactivity and activity (Formal Characteristics of Behavior – Temperament Inventory) were also measured. Analyses done from the perspective of ‘bottom-up’ theories showed that two forms of job-related anxiety were negatively correlated with overall job satisfaction in both studies. Data analysed from the perspective of the ‘top-down’ model demonstrated that neuroticism and emotional reactivity affected job-related anxiety and job satisfaction. Moreover, persistent job-related anxiety mediated the relationship between neuroticism or emotional reactivity and overall job satisfaction. However, situational anxiety was a mediator only between reactivity and job satisfaction. Data analyses within the transactional model indicated that overall job satisfaction depended on a second order interaction between job-related anxiety and two considered individual characteristics in both studies (namely neuroticism and extraversion or emotional reactivity and activity). These studies have made an important contribution to the well-being literature by revealing the possible methodological problems and measurement artefacts of ‘bottom-up’ and ‘top-down’ approaches. In addition, they provided evidence supporting the adaptive role of anxiety and individual properties as its moderators.

Keywords: job-related anxiety, job satisfaction, bottom-up, top-down, transactional
Relations of quality of attachment with anxiety and depression in college students

HADDADI KUHSAR, A. A. (University of Tehran), HADDADI KUHSAR, A. A. (University of Tehran), GHOBARI BONAB, B. (University of Tehran)

The aim of the present study was to investigate the relationship between quality of attachment with anxiety and depression in Tehran medical sciences and Iranian medical science universities. To accomplish the stated goal, 513 students from Tehran Medical Sciences University and Iranian Medical Sciences University were selected by means of proportional sampling procedure. Adult Attachment Scale (Collins, 1996) and Symptom Checklist-90R (Derogatis, 1973) were utilized for data collection. Analysis of data with utilization of multiple regression revealed that anxiety and depression of college students can be predicted from the magnitude of their quality of attachment. Moreover, data revealed that students with anxious attachment were higher in depression and anxiety than individuals with a secure attachment style. Individuals who could depend on their partners and find them available were lower in anxiety and depression. The authors concluded that insecure adult attachment was associated with anxiety and depression.

Keywords: quality of attachment, anxiety, depression, Adult Attachment Scale, Symptom Checklist 90-Revised

Relationship between alexithymia and coping strategies in stressful situations

GHOREYSHI RAD, F. (Azarbaijan University of Tarbiat Moallem)

Coping strategies are used to manage conflict and illness and can have adaptive or maladaptive effects on health status. The typical features of alexithymia include difficulty with identifying and describing feelings, difficulty with distinguishing feelings from bodily sensations of emotional arousal, a constricted fantasy life and an externally oriented cognitive style. There is controversy in the literature as to whether alexithymia reflects a deficit in the cognitive processing of emotions or a defensive coping style. Previous studies with clinical populations reported a strong association between alexithymia and a maladaptive (immature) ego defense style. The objective of the present study is to examine the relationship between alexithymia and coping strategies (three general and two sub-styles) to cope with stressful situations in a group of non-clinical populations students. The study sample consisted of 200 participants aged between 19 and 21 years enrolled in the academic year of 2008 to 2009 in Tarbiat Moalem University of Azarbayjan in Iran. The Toronto Alexithymia Scale (TAS-20) was used to measure alexithymia, along with the 48-item Coping Inventory (Endler & Parker, 1990), to measure coping strategies in stressful events. The results reveal the significant difference between females’ and males’ coping strategies, and suggest that self-rated alexithymia and adaptive coping strategies are generally inversely related.

Keywords: alexithymia, coping strategies, stressful situations, gender differences, emotional processing

Relationship between attachment styles and sexual behaviors in adults

GHOBARY BONAB, B. (University of Tehran), FAGHIHI, A. (University of Qom)

The aim of the current study was to collect and analyze published studies related to attachment and sexual behaviors. In the current study, relevant articles in the field of psychology in relation to attachment and sexual behaviors have been reviewed. The sample consisted of 27 electronic sites in the field of psychology which were reviewed. Meta-analysis was used to summarize the results of the review. The results of the current meta-analysis revealed that individuals with an insecure attachment are not exhibiting functional sexual behaviors, and they are not getting satisfaction from their own behaviors. Moreover, individuals who have been abused sexually during their childhood, have insecure attachment styles. These individuals feel low in self worth, and have lost their trust in others as an available, responsive, and responsible attachment figures. Review of the literature in the field of attachment revealed
that individuals with anxious and avoidant attachment styles demonstrate specific patterns of sexual motives and behaviors. Individuals with an anxious style use their sexual behaviors as an instrument to get acceptance, affection and security. Unfortunately, these motives make individuals vulnerable to deviant and dysfunctional sexual behaviors. These tactics backfire most of the time by damaging intimacy in sexual relations, promoting mental dissatisfaction, and causing psychological divorce in the long run. Individuals with an avoidant approach show problems in commitment and maintaining an intimate relationship with their partners. Their discomfort with functional social relations with others may lead them to dysfunctional sexual behaviors including masturbation and self-stimulation. In contrast, individuals with secure styles tend to show functional and satisfactory relations with the partners. Their sexual behavior is enhancing their satisfaction, intimacy and commitment.

**Keywords:** attachment style, marital satisfaction, sexual behavior, intimacy, affection in relationships

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**Relationship between Chinese workers’ work values and their attitudes toward marriage and childbirth**

WANG, C. K. (Soochow University), LO, K. Y. (Soochow University)

The purpose of this study is to examine the relationship between Chinese worker’s work value and their attitude toward marriage and childbirth. Chinese people traditionally cherish marriage and childbirth. However, many young workers in China and Taiwan tend to reject marriage and childbirth, which is having a strong social and financial impact on these countries with growing ageing populations. It is hypothesized that those who hold non-traditional marriage and childbirth attitudes should emphasize individual oriented work values more and emphasize social oriented work values less, than those who have traditional marriage and childbirth attitudes. Based on Young’s Bicultural Self Theory, the authors developed Chinese indigenous work end value, and instrumental value, scales and surveyed 1031 Chinese and Taiwanese urban workers.

Respondents were clustered into traditional or non-traditional marriage and childbirth believers based on cluster analysis of their responses to three questions about intentions of keeping single, cohabiting without marriage and marriage without children. A discriminant analysis suggested that male traditional marriage and childbirth believers emphasized competition, aggression, safety and security more, and emphasized autonomy and flexibility work values less, than male non-traditional marriage and childbirth believers. Female traditional marriage and childbirth believers put less emphasis on self-competence, autonomy, flexibility, acceptance of the mandate of heaven, responsibility and discipline, but put more emphasis on social respect, competition, aggression, forgiveness and humble work values. Results support the hypothesis. Workers who have more individual oriented work values tend to hold non-traditional marriage and childbirth attitude. Those who put more emphasis on social oriented work values tend to have traditional marriage and childbirth attitudes.

**Keywords:** work values, marriage, traditional versus non-traditional values, individual-oriented values, social-oriented values

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**Relationship between home environment and self-derogation among higher secondary school students: A study in a developing country**

GEORGE, S. (Monash University)

The focus of the study is the relationship between home environment dimensions and self-derogation among adolescents in India. Results were derived from a survey with 400 Grade 11 students from ten secondary schools in Kerala state, India. The proportionate random sampling technique was followed to select the sample, which consisted of three pairs of subsamples: male-female, rural-urban, and government-private school. Self-derogation data were collected by administering an established scale (Raj, 1991). A 50-item questionnaire was developed to collect data regarding four dimensions of home environment: material facility, parental attitude, study habits, and family relations. Pearson correlations measured relationships at the whole sample and
subsample levels. Further tests of significance of difference were adopted to test whether correlations were significantly different among the three pairs of subsamples. The study revealed a high negative correlation between home environment overall, and self-derogation, within the whole sample. The correlation analyses involving the four dimensional components of home environment established negative substantial relationships between self-derogation and each of study habits, parental attitude and family relations; but a low, negligible relationship with material facility. The strengths of these correlations were significantly different within the full sample. Correlation coefficients significantly differed between male-female subsamples with girls showing stronger relationships of self-derogation with home environment. Although boys showed a negative substantial correlation ($r = -.50$), the other subsamples showed significantly stronger negative correlations (range, $r = -.87$ to -.92).

Correlations also differed significantly between rural-urban subsamples with urban students showing stronger correlations, but there were no significant differences in correlations between the private-government subsamples. The study establishes that self-derogation, which is detrimental to effective development, is associated largely with unfavourable home environment dimensions relating to parental attitudes, family relations, and study habits; but not to material facility. It reveals that emotionally congenial family interactions and a cognitively stimulating environment are essential for healthy overall development of a positive self-concept during adolescence.

**Keywords:** home environment, self-derogation, family relations, adolescent development, parental attitudes

**Relationship between procrastination and counterfactual thinking:**

**Achievement motivation as mediator**

FANG, P. (Capital Normal University), JIANG, Y. (Beijing Sport University), MA, Y. (Capital Normal University)

Procrastination appears cause difficulty because sometimes it results in poor performance and reduced physical/mental health. The present study investigates the relationship between procrastination and its related factors. The study will provide a theoretical basis and empirical support for correcting procrastination behavior of students. The experimentation and questionnaire are used on 234 university students. The results indicate that individuals who use downward contrast counterfactual thinking feel more relaxed, and those with upward assimilation counterfactual thinking feel more anxiety. Different counterfactual thinking has different effects on procrastination. Furthermore, achievement motivation affects the influence of counterfactual thinking on procrastination. From the study, it is concluded that counterfactual thinking can influence procrastination. Achievement motivation mediates the relationship between counterfactual thinking and procrastination.

**Keywords:** procrastination, counterfactual thinking, achievement motivation, poor performance

**Relationship between sexual function and marital adjustment in married women and their husbands**

ALI AK BARI DEHKORDI, M. (Payame Noor University)

The aim of present research is to identify the relationship between sexual function with marital adjustment in married women and their husbands. For most of adults, happiness in life is more dependent on successful marriage and satisfactory marital relations than life’s other aspects. Desiring sex that can provide extreme satisfaction will have an important and fundamental role in success and constancy of family foundation. By identifying sexual function and its components can result in sexual satisfaction and ultimately marital satisfaction that has important effects on a couple’s adjustment. In this research, 60 couples that were resident in Tarbiat Modarres University’s married dormitory were selected by random sampling. The necessary information was collected by a questionnaire of women’s sexual function (FSFI; Rozen, 2000) and a marital adjustment questionnaire (Spainer, 1976). These two tests have high reliability and validity. To analyze data statistically, Pearson’s correlation coefficient and multivariate regression were
employed. The findings are that there is a significant positive correlation between women's sexual function and its components with women and their husbands marital adjustment. Also, women's sexual function components explain 25% of their marital adjustment variance and 34% of their husband's marital adjustment variance. In conclusion, in regard to the results of the research that sexual function has role in predicting marital adjustment, it seems that by paying attention to women's sexual function quality, providing correct information, necessary training and enhancing the rate of women sexual function, we can help to their life constancy and marital adjustment.

Keywords: marital adjustment, married women, sexual function, life constancy

Relationships between quality of life, self-efficacy, self-esteem, food craving, mood and weight-loss in an older obese population

CORSER, D. (University of the Sunshine Coast), STATHAM, D. (University of the Sunshine Coast)

In Australia, the greatest increase in obesity has occurred in the 55 to 64 age group. Obesity is directly related to several health issues and costs an estimated $21 billion per year. Also, it has been identified as a national health priority. This study examines psychological issues influencing weight loss in an older obese population and aims to evaluate the efficacy of a short-term multi-disciplinary weight loss program. Participants were recruited through a private rehabilitation centre and were required to have a Body Mass Index greater than 30, aged 50 years or over, be medically stable, well enough to exercise, and not participating in another weight loss program. Three groups participated: (1) a treatment seeking group, (2) a non-treatment seeking control group, and (3) a waiting list control group. Psychological influences on weight loss were assessed with the Obesity-Related Well Being Questionnaire, Weight Efficacy Life-Style Questionnaire, Food Craving Experience Questionnaire, Rosenberg’s Self-Esteem Questionnaire, and the Depression Anxiety Stress Scale. Each group completed the battery and was weighed initially and six weeks later. The treatment group was also tested at three, six and twelve months. The treatment group participated in a six week structured group program, meeting weekly with psychologists, dietitians, exercise physiologists, occupational therapists, and physiotherapists. The psychology component followed a cognitive-behavioural therapy model, aiming to deliver education and training in several areas relevant to obtaining and maintaining weight-loss. Data collection for this project is currently in progress. Collection will be finalised and data analysed before July 2010.

Keywords: weight loss, body mass index, self-esteem, obesity, food craving

Relevance of assessment centres in competency assessment and importance of handling post-assessment data

GUPTA, S. (Institute of Management Technology)

Competencies are statements about the characteristics that result in effective, superior performance in a job. Competencies are vital for understanding human potential and hence assessing them becomes important. Assessment Centres have been widely used for assessing competencies which are identified by an organization, and research shows that although predictive coefficients of Assessment Centres are generally high, some Assessment Centres have low predictive validity. In fact the observed validity coefficients of Assessment Centres reviewed in one research ranged from -0.25 to +0.78 (Gaugler, Rosenthal, Thornton & Bentson, 1987). These kinds of results affect their usage by practitioners. This research is aimed at answering two questions including (1) Are Assessment Centres essential for assessing Competencies, given their high cost factor? Can competencies be assessed by other methods or combinations of a few methods for cost-effective results? (2) If Assessment Centres are essential then how can they be made more valid and effective so that greater number of organizations can benefit from them? This paper carries out a critical analysis of the relevance of Assessment Centres by interviewing professionals in a number of organizations who are responsible for Assessment Centre
initiatives. An attempt is made to arrive at a realistic picture of how much Assessment Centres are being used in India by Indian and Multinational organizations and whether the high costs involved justify their use. Results support the general research conclusion that Assessment Centres are highly effective tools of assessment but require careful implementation of the processes. Considerable care and attention should be given to how the results will be used and how the results will not be used. Proper handling of post-assessment data is very critical and can go a long way in creating job-related, fair and legally defensible Assessment Centre programs. Final conclusions are yet to be drawn as interviews are still being conducted.

Keywords: competence, assessment centres, human potential, competency assessment

Religious Community Mass Syndrome (RCMS) Huj And Simhastha: Demographic and attribution analysis

SINGH, A. P. (Government Maharani Laxmi Bai Girls Postgraduation College)

Community Mass Syndrome (CMS) was first reported in the fifteenth century as “Tarantism” in the context of normal behavior in Germany and, in the rest of Europe, it was known as “St.Vitus’s dance”. It was similar to the ancient orgiastic rites used to worship the Greek God Dionysus. The Lady Guadalupe Festival has been celebrated since 1531 in Mexico where millions of people participate in religious mass, discussion, music, dance, parties and relaxing. The Feast of Fools was a very popular medieval celebration for Roman Catholics. It was not categorized under mass psychogenic illness. Community Mass Syndrome is being interpreted as normal behaviour where hundreds to millions of people of more or less the same community are motivated towards a certain type of behaviour acceptable in society with one, or more than one, common goal (Singh, 2005). One of the types of CMS is Religious Community Mass Syndrome. The aim of the present study is to investigate the difference between demographic structure (age and gender) and attributions among the participants of Huj and Simhastha Religious Community Mass syndrome. The Simhastha has a history of eight hundred years of participants including pilgrims, devotees and participants from various communities assemble. In Huj, since 12th century, hundreds to thousands of Muslim pilgrims have participated in Mecca in Saudi Arabia, the gigantic celebration of faith. The present study involves 200 participants (100 male and 100 female), stratified randomly selected using a two-by-two design of gender (male/female) and age (of three age groups 20-plus, 30-plus and 50-plus), from India and who participated in Simhastha and Huj, in order to find out the effect of gender and age group on attribution. A questionnaire was prepared to assess the attributions. The first part of study focuses on gender and age and the second on type of attributions behind mass syndrome. The results are based on an analysis of variance and qualitative analysis and reflect the difference between age, sex and state and trait attributions between the sample of Huj (Muslim) and Simhastha (Hindu) Religious Community Mass Syndrome. There was a difference amongst the participants’ demographic picture and attributions of RCMS of Huj (Muslim) and Simhastha (Hindu) participants.

Keywords: religious behaviour, community mass syndrome, trait attributions behind mass syndrome, celebrations of faith, Indian community celebrations

Reports of wins and risk taking: An investigation of the mediating effect of the illusion of control

MARTINEZ, F. (university of Lyon)

Two experiments examined the relationships between the knowledge that another person has won in a gamble, the illusion of control and risk taking. The first study thus aims to test a causal model where the illusion of control is a mediator of the effect of reports of others’ wins on one’s risk-taking behavior. The second experiment examined what motivated the increase in participants’ personal illusion of control when they knew the gain of another player. In a first study, 24 participants, randomly assigned to one of two groups and played a computer-simulated French roulette game individually. In the experimental group, participants were informed of the amount won by the previous winner. In the control group, this information was omitted.
In a second study, 36 participants were randomly assigned one of three groups. The first experimental group and the control group were identical to the groups in Experiment 1. In a second experimental group, participants were still told of another person winning but, in addition, they were informed that this person acknowledged that her win was fortuitous. Results from the first experiment validated a causal model where the knowledge of another person’s gain increases the illusion of control, measured with betting times, expectancy and self-reports on scales, which in turn encourages risk taking. Results from the second experiment confirmed that the increase in risk taking observed upon learning that another player had won in a gamble was contingent on the belief that this previous winner controlled the outcome of the gamble like in a skilled task. Reports of wins are interpreted as a skill-related cue. When participants thought that the previous winner did not control the outcome of his gamble, the knowledge of his gains no longer increased participants’ risk taking. Mediation analyses replicated results observed in the first experiment. Thus, Experiment 2 demonstrated that it is the belief that the previous winner could exert control over the outcome of the gamble that presumably led participants to experience higher levels of illusion of control and take higher risks when gambling in the knowledge that the previous gambler had won.

Keywords: gambling, risk taking, illusion of control

Research on the impact of communication openness to organizational commitment based on superior-subordinate relationships

LIU, Y. (Renmin University of China), HUANG, X. (Renmin University of China), DING, G. (Renmin University of China), YAN, S. (Renmin University of China)

This research is established in Chinese settings and, by measuring a sample of 315 employees from Chinese enterprises, it attempts to examine the impacts of communication openness on organizational commitment and the mediating effects of leader-member exchange and Guanxi in this process. Also, we explored the impacts of age, education, position level on these variables. We applied Simple Random Sampling by random sampling and sending questionnaires via e-mail to improve recovery of our questionnaires. Measurements applied in this study are from western researchers’ literature or developed in the Chinese context as follows: Communication Openness Measure Scale, developed by Rogers (1987,) for Communication Openness; JOM scale, developed by Liden & Maslyn (1998), for Leader-member Exchange (LMX); Guanxi with Supervisor Scale, developed by Kenny Law (2001), for Guanxi; and, an 8-item scale by Meyer & Allen (1997), for Organizational Commitment (OC). The above variables are measured by a 5-point Likert scale ranging from 1 = “strongly disagree” to 5 = “strongly agree”. Statistical methods in this paper mainly include: Reliability and Correlation Analysis and Regression analysis. The main findings are showed as follows: firstly, communication openness is significantly related to LMX, Guanxi and organizational commitment; secondly, Guanxi fully mediates the relationship between communication openness and organizational commitment; and, thirdly, LMX doesn’t mediate the relationship between communication openness and organizational commitment directly. This research finds that personal Guanxi between supervisor and subordinate plays an important role in Chinese enterprises. The suggestions for Chinese enterprises from the result are as follows: Chinese enterprises should build effective formal communication networks to ensure that any information can be transmitted without obstacles; and, supervisors should be more open to subordinates, especially in strengthening the initiative of communication. In addition to formal LMX, supervisors need to keep good personal Guanxi with subordinates and spend time showing care to them, in order to win subordinates’ commitment and increase employees’ organizational commitment.

Keywords: Chinese enterprises, leader-member exchange, communication networks, employee organizational commitment, superior-subordinate exchange

Risk and resilience for mental health problems in childhood and early adolescence: Evaluation of a risk screening tool
This study investigated the psychometric properties of the Darebin Risk Assessment Screening Tool (DRAST), a newly developed screening tool designed to assist teachers in identifying students who may be at risk for developing social, emotional and behavioural problems. The DRAST covers both risk and protective factors. The primary aim of this study was to establish reliability and validity to support the use of the DRAST within schools. The sample consisted of 206 students in grades one to six, recruited from primary schools in a Northern metropolitan Melbourne schools network. For 147 students, data consisted of pre-existing anonymous DRAST screening assessments only. For the remaining 59 students, parents completed a demographic questionnaire and the Strengths and Difficulties Questionnaire (SDQ) for their child and classroom teachers completed the DRAST, SDQ and Student Behavior Survey (SBS). Principal component analyses revealed a four factor structure for both risk items and protective items, with adequate reliability observed for the total risk and protective scores, and for most of the newly derived factors. Significant relationships were found between the DRAST factors and parent and teacher ratings of problems, adjustment and resources. Protective factors were found to be more significant predictors of problems or adjustment than risk factors. Overall, the results indicate that the DRAST is a reliable and valid screening tool, as the total risk and protective scores were found to be adequate for identifying students at risk for developing problems. However more refinement of the tool is needed, especially for risk factors. Future research with a larger sample is needed to examine additional psychometric properties such as test-retest and inter-rater reliability and to develop normative data.

Keywords: risk factors, resilience, risk assessment, children's mental health, adolescent mental health

Risk taking behaviors in adolescence: Different psychological profiles

Over the past few years, prevalence of risk-taking behaviors has not remarkably increased but new dangerous practices seem to have emerged among adolescents in France (for example, asphyxial games, binge drinking). Several researches considered individual factors leading adolescents to seek risky situations. However, few of them came to distinguish profiles of risk-taking depending on the type of declared dangerous practices. The objectives were to distinguish different risk-taking profiles among adolescents and specify involved individual features (personality, perceived stress, coping strategies) in each profile. Two hundred and seventy six middle and high school students, aged between 12 and 16, participated. Self-assessment included an Exploratory Questionnaire on risk-taking behaviors, Junior Temperament and Character Inventory (Luby, 1999), Coping Across Situation Questionnaire (Seiffge-Krenke et al., 2008), Children Depression Inventory for Children (Kovack & Beck, 1977), and the State Trait Anxiety Inventory for Children (Spielberger, 1983). Preliminary results underline three profiles of risk-taking. Of the adolescents, 26.1% reported at least one antisocial behavior, 31.2% declared at least one antisocial behavior and at least one substance use behavior and 10.5% reported at least one antisocial behavior associated with at least one substance use behavior and one dangerous game. High depressive and anxious symptomatology, high novelty-seeking, use of avoidant coping strategies as well as low individual and social maturity were associated with adolescents engaging several forms of risk-taking behaviors. Likewise in regards to Jessor’s General Syndrome of Deviance, this study shows that selected individual factors might be indicators of a general syndrome of risk-taking. Adolescents presenting this kind of psychological functioning would be more likely to seek risky situations in several fields in their life. These results would help to define well-focused preventive strategies.

Keywords: adolescents, risk taking, avoidance, antisocial behaviour
Road-rail level crossings: Expectations and behaviour

EDQUIST, J. (Monash University Accident Research Centre), RUDIN-BROWN, C. (Monash University Accident Research Centre), LENNÉ, M. (Monash University Accident Research Centre), NAVARRO, J. (Monash University Accident Research Centre)

Road-rail level crossings are a dangerous point in the rail network, as the relatively controlled environment of the railway is opened to the unpredictable behaviour of road users. One potentially dangerous interaction is a mismatch between the warning signals provided, and road users’ expectations of warnings. Little is known about how road users expect crossing signals to behave, particularly when the crossing controls do not work as anticipated. The behaviour of 52 road users was examined in a driving simulator experiment. Participants performed several drives containing four railway crossings, including one in which the crossing warning signals did not perform as expected. After the drives, participants were interviewed about their behavior in the experiment, and when driving in the real world. Participants’ expectations of the warning times provided by railway crossing signals were generally in accord with standard practice warning times. The appearance of an alternative warning system was generally well understood, and may offer safety benefits as judged by participants’ predicted behavior. However, participants’ descriptions of how they would behave at crossing with malfunctioning signals did not match their behavior when they encountered this situation in the simulation. There is scope to improve the information provided to road users at road-rail level crossings, and their understanding of the behaviour required of them.

Keywords: road-rail level crossings, unpredictable driving behaviour, railway crossing signal warning times, driving simulation, road users

Role of empowerment on self-efficacy and organizational effectiveness in South Korean organizations

KIM, S. (Ajou University), YOU, B. (Ajou University), KIM, D. Y. (Ajou University)

Empowerment, defined as providing employees with autonomy in tasks, positively influences job satisfaction and organizational effectiveness (Spreitzer, 1999). Thus many companies have tried to systemize empowerment. However, empowerment may not always have positive outcomes if it does not promote the employee’s belief that they are capable of performing adequately to attain goals (i.e. self-efficacy). Additionally, empowerment may be influenced by the effects of organizational characteristics, such as the level of hierarchical structures and bureaucracy in which employees may not experience the positive effects of empowerment due to the lack of latitude in their role within the organization. It was thought that public organizations would be most subject to such effects, followed by large, then medium-sized, organizations and that the positive effects of empowerment would be most apparent in medium-sized organizations. This research aims to see whether self-efficacy would mediate the relationship between empowerment and organizational effectiveness, and between empowerment and job satisfaction, and whether these mediation effects would differ by organization type. Two-hundred and seventy nine employees (96 from medium-sized, 60 from large, and 123 from public organizations) participated in the survey. They reported on empowerment, self-efficacy, job satisfaction, and organizational effectiveness variables (i.e. organizational commitment, organizational citizenship behavior and innovative behavior). Self-efficacy fully mediated the relationship between empowerment and job satisfaction, and between empowerment and organizational effectiveness in both medium-sized and large organizations, but partially mediated in the public organization. Analysis of the moderating effect of organizational type revealed that, compared to public organizations, the indirect effect of empowerment on job-satisfaction and organizational effectiveness was stronger and more positive in medium-sized organizations. The large organization did not show significantly different relationships compared to the other organizations. Data showed that self-efficacy was a mediator of the relationships between empowerment and job satisfaction, and between empowerment and organizational effectiveness variables. Also, increasing empowerment in medium-sized organizations...
may influence organizational effectiveness and job satisfaction to a greater extent than in public organizations. Therefore, organizations may need to deliberate the level of empowerment given to employees in light of the resulting effects on self-efficacy and the characteristics of the organizational structure.

Keywords: empowerment, job satisfaction, organisational effectiveness, organisational culture, self-efficacy

Rumination and depression: The effects of a depression attention control training program on reducing rumination and depression

SALEHI FADARDI, J. (Ferdowsi University of Mashhad), BAGHERINEJAD, M. (Ferdowsi University of Mashhad)

The goals of this research were to investigate: (a) the relationships among rumination, anxiety, and depression in a sample of Iranian students, (b) the relationships between negative attentional bias with depression and rumination; and (c) the efficacy of a Depression Attention Control Training Program (DACTP) on reducing negative attentional bias, rumination, and depression. The research included three studies. In the first study, participants (N = 119; 37% male) completed Beck Depression Inventory-II (BDI-II), Ruminative Response Scale (RRS) and Beck Anxiety Inventory (BAI). In the second study, participants (N = 52; 20% male) completed the BDI-II, RRS, BAI and Depression-Stroop Test. In the third study, participants (N = 16; 100% female) from the previous study who obtained the highest scores on both rumination and depression were randomly allocated to a training (experimental) or a control group. The experimental group received four sessions of training with the DACTP. All participants completed the BDI-II, RRS and Depression Stroop Test at pre- post-training and a 70-day follow-up. From the first study, the results of a hierarchical regression analysis indicated that, after controlling for age, gender, and anxiety, increases in rumination were associated with increases in depression. From the second study, the results indicated that, (a) compared to non-depressed participants, depressed participants showed less attentional bias for positive- and concern-related stimuli; (b) negative attentional bias was positively related to depression, but the relationship was limited to depressed females; (c) positive- and concern-related attentional bias were negatively related to depression and rumination; and (d) increases in negative attentional bias were associated with increases in rumination, even after age, gender, education, classic Stroop test, anxiety, and depression had been controlled. From the third study, the results indicated that participants in the DACTP group showed reductions in post-training negative attentional bias and rumination (reductions in depression approached significance; p = .06). The findings support the role of attentional bias in rumination and depression and suggest the feasibility and benefits of depression attention control training in reducing rumination and depressive mood.

Keywords: Rumination, Depression, Depression attentional control training, Beck Depression Inventory, Anxiety

Rumination and gender differences in depression (response style approach)

JANATIAN, S. (University of Isfahan), YOUSEFI, Z., JANATIAN

The purpose of this study was to examine the etiology of the difference between males and females in the prevalence of depression among students at the University of Isfahan. The statistical population was all students at the University of Isfahan. The sample consisted of 100 students (60 females and 40 males) that were randomly selected from all the campuses who all responded to a depression scale. The results of variance analysis showed that there were not any differences in problem solving and rumination between female and male students but there was a significant difference between females and males in distraction (p < 0.05). From the results, it can be concluded that females could experience more depression than males. It seems while doing problem solving, they do rumination, and that is the reason they experience more depression than male students.

Keywords: depression, gender differences, distraction, rumination, problem-solving
Safety climate in the construction industry – Interaction and influence of levels of climate in a dynamic industry

HARTLEY, R. (Business School, Loughborough University), CHEYNE, A. (Loughborough University)

The concepts of safety climate and culture are now applied extensively within many industries to explain risk taking behavior. Therefore, the development of a strong positive safety culture is a goal for many organizations. However, such a goal may be problematic within a dynamic construction industry where employees and site of work can change frequently. In an attempt to address this potential problem, this research aims to elucidate the complex nature of safety climate within the construction industry and see how an interaction between climates and hazard exposure can influence safety behavior and workplace accidents. Questionnaires were completed by employees of a large company within the construction industry. The questionnaire used a number of established and specifically developed scales to assess the influence of various levels of climate and hazard exposure on safety behavior and workplace accidents. The questionnaire was sent to 2250 employees. Responses were obtained from 983 employees, a response rate of 43.7 %. The scales were subjected to confirmatory factor analysis, before modeling the relationships between variables using Structural Equation Modeling. A model was developed demonstrating the influences of different climates and hazard exposure on worker risk taking behavior. The model proposes that organizational climate and professional climate, influence coworker climate (colleagues and supervisors) and this, in turn, influences the risk taking behavior of workers. This model explains 45 % of the variance in individual risk taking behavior. Construction industry safety climate is a complex, fragmented phenomenon. Worker behavior is influenced by a number of climates within the workplace, with organizational climate, co-worker climate and professional climate all influencing risk taking behavior. The findings have implications for organizations trying to manage both climate and risk taking behavior; the construction environment provides more of a challenge than more stable workplaces. By understanding the influence of different cultures in this sector, organizations will be more able to influence and manage them.

Keywords: safety, construction industry, work environment, risk taking, organisational climate

Season of birth and mood seasonality

MILFONT, T. L. (Victoria University of Wellington), TILYARD, T. (Victoria University of Wellington), NATALE, V. (University of Bologna), TONETTI, L. (University of Bologna)

Previous research has shown that mood seasonality is modulated by season of birth (Natale, Adan, & Chotai, 2007). Italian and Spanish individuals born during spring or summer had significantly higher mood seasonality than people born during autumn or winter. Significant gender differences were also observed, with female participants showing higher mood seasonality than males. The present paper reports preliminary data investigating the robustness of these findings by considering New Zealand participants, who live in a different hemisphere and experience different seasonal patterns than participants from previous studies. A study was conducted with 636 New Zealand-born participants with ages ranging from 18 to 30 years old ($M = 22$ years, $SD = 3.6$; 68.7% female), who completed the Seasonal Pattern Assessment Questionnaire (Rosenthal et al., 1984), plus socio-demographic questions. A two-way ANOVA was conducted to examine the effects of month of birth and gender on mood seasonality, with age entered as a covariate. A significant effect of gender was observed ($F(1, 597) = 43.6$, $p < .001$), with females scoring higher than males. A marginally significant effect of month of birth on mood seasonality, and New Zealand participants born during a winter month had significantly higher mood seasonality than...
those born during a summer month. This reverse pattern of findings may be due to differences in climate features in New Zealand, such as different hemisphere, rain and wind patterns. Additional studies with larger samples from the southern hemisphere are necessary to fully understand the influence of season of birth on mood seasonality.

Keywords: mood, season of birth

Secondary school teachers' job satisfaction in relation to their organisational climate

YADAV, R.S. (Kurukshetra University), MALIK, V. (Aashta College of Education, VPO- Damla), YADAV, B.S. (Kurukshetra University)

The aims of the current study were to examine the relationship between job satisfaction and organisational climate of secondary school teachers; and to study the job satisfaction differentials of secondary school teachers at different levels of organisational climate. A descriptive survey method was used and the sample consisted of 120 teachers. The hypotheses formulated were: (1) there exists no significant positive relationship between job satisfaction and organisational climate of secondary school teachers; and (2) there exists no significant difference in job satisfaction of teachers at different levels of organisational climate. The study was delimited to Kurukshetra district of Haryana State (India) and six secondary schools. Tools used were the Job Satisfaction Questionnaire (JSQ) for teachers by Parmod Kumar and D.N Mutha, and Organisational Climate by M.L Sharma. Correlation coefficients and t-tests were used. The study revealed that (1) job satisfaction of secondary school teachers was found to have no significant relationship with organisational climate and its different dimensions; and (2) no significant difference was found in the job satisfaction of teachers belonging to different organisational climate groups. Job satisfaction plays an important role in an individual’s life and it depends on many factors. Job satisfaction is the results of various attitudes possessed by an employee towards his/her job. These attitudes are related to factors such as wages, conditions of work, advancement opportunities, prompt settlement of grievances, fair treatment by employers and other benefits. Organisational climate results from the cumulative effect of ways in which the principal interacts with teachers; and the way teachers interact with each other and with the principal. Job satisfaction and organisational climate of teachers are of paramount importance and have bearing on their teaching performance. Therefore, needed facilities should be created in schools and teachers should also be provided with the required facilities.

Keywords: secondary school, teachers, job satisfaction, organisational climate

Self, other, and past experience in the process of perspective taking

GERACE, A. (Flinders University of South Australia), DAY, A. (Deakin University), CASEY, S. (University of South Australia), MOHR, P. (Univeristy of South Australia)

Perspective taking, the main cognitive component of empathy, is considered to be a significant part of human interaction. Within counselling and clinical practice, perspective taking has a particularly important and complex role to play in the clinician-client relationship. However, despite extensive investigation into the outcomes of this construct (for example, sympathy, altruism), the process by which people take another’s psychological point of view has received comparatively little attention. The purpose of this study was to investigate what the individual does when attempting to take the perspective of another person. Specifically, the aims were to identify the specific strategies people use to accomplish this task, to consider how and why these strategies are chosen, and the relationship between the strategies and subsequent outcomes. Twelve community volunteers were provided with an induction to recall and describe an example of their own perspective-taking experience. A semi-structured interview guided participants through their recollection. Adopting an interpretive phenomenological approach, analysis resulted in the generation of several themes relevant to both the perspective-taking process and the wider empathic experience. Two superordinate process themes emerged, use of other-
information and use of self-information, from which several subordinate themes emerged. Of particular interest were those falling under the use of self-information theme, which included the use of past experiences, and a theme of shifting perspectives, which involved simultaneous consideration of self and other perspective. These strategies were considered important determinants of the effort required to apprehend another’s perspective. While past experience was related to greater ease of the process, the latter strategy often resulted in some difficulty for the participant, as they had a unique, and in some cases conflicting, perspective to that of the other person. Implications for understandings of empathy more generally, and application to counselling and clinical areas are discussed. In particular, the advantages and challenges which result from the ways in which the person undertakes the process of perspective taking are focused upon.

Keywords: perspective taking, empathy, counselling practice, psychological point of view, shifting perspectives

Self-concept of secondary school students in relation to their classroom environment, academic achievement and gender

YADAV, R.S. (Kurukshetra University), SINGH, P. (Kurukshetra University)

The study was conducted with the following objectives: (1) to discover the relationship between self-concept and the classroom environment of students; (2) To examine the relationship between self-concept and academic achievement of students; and (iii) to investigate the difference between self-concept of male and female students. Accordingly, the following hypotheses were formulated: (i) there exists significant differences between self-concept and the classroom environment of students; (ii) there exists significant differences between self concept and academic achievement of the students; and (iii) there exists significant differences between self-concept and gender of the students. A descriptive survey method was used. The sample consisted of 100 students (50 males and 50 females) selected on a random basis from four schools. The Self-Concept Scale of Sarswat, and the Classroom Environment Scale of Abdur Rehman were used. Academic achievement was measured using marks from the annual exam of the IXth standard. Correlations and t-tests were used to analyse the data. The study revealed that students’ self-concept and classroom achievement were significantly correlated. It indicated that a better educational/classroom environment led to higher self-concept among students. Similarly, self-concept and academic achievement of students were significantly correlated. Boys had a significantly higher self-concept than girls.

Keywords: self-concept, secondary students, classroom environment, academic achievement, gender

Self-control, burnout, psychological well being and integrity

TRIANI, R. (Universitas Katolik Indonesia Atma Jaya)

This research aims to find out the connections between Self-control, Burnout and Psychological Well Being as independent Variables and Integrity of employees as a dependent variable. Robbins (2003) stated that integrity refers to honesty and trust, and is a positive hope that someone will not take advantages of other party. Two factors that influence integrity are personal and social factors. The questionnaire was constructed based on Edward Hoffman questionnaire which consists of overt and covert integrity. Self-control refers to the ability to keep firm control over one’s own behavior. This questionnaire was constructed based on four dimensions of Self-control by Baumeister et al. Burnout is a syndrome resulting from prolonged exposure to stress, consisting of physical, emotional, and mental exhaustion plus feelings of lack of personal accomplishment. The questionnaire was constructed based on Maslah Burnout Inventory. Psychological Well Being was measured by Ryff Psychological Inventory that covers six areas of well-being: Autonomy, Environmental Mastery, Personal Growth, Positive Relations with Others, Purpose in Life, Self-Acceptance. This research was non-experimental research. For hypothesis testing, the researcher used the Pearson Product Moment Correlation method. The validity, reliability and hypotheses testing in this research
involved use of the SPSS 15.0 computer program. The results showed that there are connections between Self-control, Psychological Well Being and Integrity, but there is not any connection between Burnout and Integrity.

Keywords: self-control, burnout, psychological well-being, integrity, Ryff Psychological Inventory

Self-regulation and activation of hierarchical goals with feedback changes

TSUCHIYA, K. (Nagoya University), YOSHIZAWA, H. (Gifu Shotoku Gakuen University), NAKAJIMA, M. (Mie University), YOSHIDA, T. (Nagoya University), HARADA, C. (Nagoya University)

Previous research has indicated that goals affect the individual’s adaptation (e.g., Deci & Ryan, 2000), and that the activation of specific goals can lead to success at self-regulation (e.g., Bargh, 2006). However, few studies have explored how goal activation both affects and reacts to decision making in the real world. In the present study, based on the supposition of hierarchical structure of goals (e.g., Austin & Vancouver, 1996), we aimed to identify goals that vary with feedback change and goals that contribute to self-regulatory success. Participants (n = 461) were presented with one of four different vignettes involving situations where they needed to regulate their impulses (i.e., buying, eating, antisocial behavior, and interpersonal conflict). Each participant was presented with five scenes from one vignette (one neutral scene and four different feedbacks). For each scene, participants completed the superordinate and subordinate goal scale that was developed based on the taxonomy of human goals (Ford, 1987), and completed their behavioral response whether they would regulate their impulse or not. A series of ANCOVAs revealed that the activations of specific goals varied by feedback. A series of ANCOVAs, in which the independent variable was whether participant succeeded in self-regulation, revealed that the activation of specific goals differed whether one achieved self-regulatory success. Specifically, the goals that affected the success of self-regulation did not necessarily correspond to the goals which changed in activation as a result of feedback. These results indicated that the activations of specific goals were derived from the situational change. Moreover, the activation of goals differed whether one succeeded in self-regulation. The results provide evidence for the adaptive style of goal settings; people who do not succeed at self-regulation lack the flexibility of goal activation with feedback changes. In the future, how this goal flexibility affects our adaptation should be examined.

Keywords: goal activation, self-regulation

Self-regulation and personality factors of decision making effectiveness in extreme professions’ specialists’ activity

INDINA, T. (Russian Academy of Education), MOROSANOVA, V. (Russian Academy of Education)

Research is devoted to discovery of specific personality and self-regulation factors of decision making in emergency professions’ specialists activity (life savers, firefighters, bodyguards). Self-regulation, according to Conscious self-regulation theory (Konopkin, 1970) is understood as an ability to initiate, organize, support, and manage external and internal activity which is goal-oriented. The following were used: Self-regulation profile questionnaire (SPQ; Morosanova, 1994), NEO-PI-R (Russian version; Oryol & Senin 2003), Personality factors of decision making (Kornilova, 2004), Decision making model, which includes practical tasks on decision making in lifesavers’ professional activity (Indina, 2008). The research sample included 180 men who were extreme professions specialists in the age range of 24 to 60 years. To estimate effectiveness of the decision making experimental model “Decision making in emergency situations” was elaborated. The model allowed us to estimate six basic parameters of decision making: Search for information, Situation assessment, Subjective task representation, Alternatives construction, Choice of the alternative, Decision implementation. General effectiveness of decision making was esteemed by summarizing indexes of all six parameters. The results indicate significant connections between personality and regulation factors and decision making parameters. General effectiveness of decision
making, according to research results, depends on development of conscious self-regulation processes (including Modeling of significant conditions and Result estimation) and personality traits (Rationality, Openness, and Agreeableness). Regulation-personality profiles for specialists with high and low effectiveness of decision making were built. Specialists with high effectiveness of decision making are characterized by developed Result estimation, Modelling of significant conditions, Programming of actions and Goal planning regulation traits. Personality characteristics of highly effective in decision making specialists include Rationality, Openness and Agreeableness. For specialists with low effectiveness of decision making low level of basic self-regulation processes and high level of Neuroticism and Risk readiness are typical. It was concluded that personality traits and development of a conscious self-regulation system plays key role in effectiveness of decision making in extreme professions’ specialists’ activity.

**Keywords:** personality, self-regulation, emergency workers, decision making

**Selling cars successfully: A retrospective analysis of the predictive utility of salesperson personality and bio-data**


This study aimed to examine the predictive utility of personality using the Five Factor model (FFM) and bio-data factors in determining sales success. It looked at how an individual’s score on the factors – Openness, Conscientiousness, Agreeableness, Extroversion, and Neuroticism of the FFM and which bio-data factors will be predictive of sales success. The records of 107 (99 males, 8 females) salespeople working in the sales-force of a car sales company were used. Participants’ data was extracted from the business records of an organizational psychology firm. All participants were sent an online invitation to complete a questionnaire comprising demographics; bio-data, Saucier’s Mini Markers and the International Personality Item Pool (IPIP) questionnaire.

There was a positive correlation between IPIP extraversion measure and sales success as defined by total number of cars sold in the last calendar year ($r(105) = .24, p < .01$). A negative correlation was found between Saucier’s measure of agreeableness and sales success defined as total dollar sales in the last calendar year ($r(105) = -.22, p < .05$). There was a positive correlation between length of employment and sales success ($r (105) = .27, p < .05$), sporting achievements and sales success ($r (105) = .28, p < .01$), work hours and sales success ($r (105) = .26, p < .05$). There was a negative correlation between lack of promotion and sales success ($r (105) = -.26, p < .05$). When assessing a salesperson’s performance it is important to note that there are many aspects of personality and bio-data measures that may interplay. It is expected that the outcome of this research after further confirmatory analysis will assist individuals in terms of career selection, development of coaching programs, and commercial entities in the recruitment and development of potential salespeople.

**Keywords:** big five model of personality, bio-data factors, sales success, international personality item pool, recruitment of salespeople

**Service integration success factors: A case study review of a regional youth health service integration process**

WINDLE, K. (Deakin University), WINDLE, K. (Deakin University), VON TREUER, K. (Deakin University), MCGILLIVRAY, J. (Deakin University)

Headspace Barwon is a consortium of agencies that came together under the banner of ‘headspace’ to provide an integrated health service system to youth in a regional area. The aim of this study was to conduct a retrospective review of the service integration process engaged in by headspace Barwon and identify best practice service integration success factors. Eleven interviews and four focus groups involving 17 people were conducted with voluntary representatives from a range of stakeholders including. A thematic content analysis was conducted. Factors identified to facilitate the service integration included pre-existing regional health networks, design collaboration with both sector and community
representatives, establishing a shared service vision and integration model, early establishment of complimentary partnerships with high stakeholder buy-in, implementing common Information Technology (IT) systems, establishing common language between agencies, co-location, lack of any one-agency domination, and early generation of brand awareness. Factors identified as challenges to the service integration included competing models of service delivery between agencies, lack of inter-agency interaction, concerns over confidentiality with shared IT, anxiety and fear regarding change, lack of staff buy-in to the integration system, loss of pre-identity, change fatigue, and external pressure to implement changes quickly. A number of elements of headspace Barwon service’s integration process are aligned with existing literature on best practice service integration and may be applied to future service integrations and change management planning.

Keywords: service integration, integrated health service, change management

Sexual orientation and suicide risk in the Philippines: Evidence from a national survey of young adult Filipinos

MANALASTAS, E. J. (University of the Philippines Diliman)

This paper explored links between sexual orientation and suicide risk in the Philippines, to replicate similar findings found in the global lesbian, gay, bisexual and transgender (LGBT) psychology literature. I examined data from the 2003 Young Adult Fertility and Sexuality Survey, a national population-based study of $N = 8,042$ Filipino men and $N = 8,922$ Filipina woman ages 15 to 24, using logistic regression analysis. Significant links between suicide risk (that is, suicide ideation and suicide attempt) and sexual minority status were found across three measures of sexual orientation (same-sex attraction, sexual behavior, and romantic relationships) for both male and female Filipino youth. These effects were partly mediated by depression, recent suicide attempt of a friend, and experiences of threat and victimization, as predicted by the Minority Stress Model. Similar to findings in global LGBT psychology, sexual orientation is significantly associated with suicide risk in the Philippines, with lesbian, gay, and bisexual Filipino youth reporting higher suicide ideation and attempts than heterosexual counterparts.

Keywords: sexual orientation, suicide risk, sexual minority status, minority stress, Filipino

Sexual risk behaviour, general psychopathology and psychosexual symptoms among Victorian men who have sex with men (MSM) at risk of HIV transmission: Building our understanding of the psychological motivations for HIV risk behaviour

EARLE, M. (The Alfred)

This study aimed to build upon international literature informing HIV prevention policy and initiatives, by examining rates of and psychological factors contributing to HIV-risk behaviour (unprotected anal intercourse with multiple partners) among Victorian men who have sex with men (MSM). Specifically, it measured sexual risk behaviour, general psychopathology and psychosexual symptoms among Victorian MSM attending a specialist, sexual risk-reduction clinic, which have been identified in the literature as associated with HIV-risk behaviour. It then compared these rates with those in the general community and in HIV-risk studies internationally. All MSM attending the Clinic because of their sexual risk behaviour completed a demographic/sexual health/sexual behaviour questionnaire, the Personality Assessment Inventory (PAI, Morey, 2007), the Sexual Compulsivity Scale (SCS, Kalichman & Rompa, 1995) and the Sexual Sensation Seeking Scale (SSSS, Kalichman & Rompa, 1995) at Intake. Preliminary data suggested rates of general psychopathology were higher in the sample group than in the general community, including depression, anxiety, borderline features, drug and alcohol use and suicidality. Rates of sexual risk behaviour, general psychopathology, Sexual Compulsivity and Sexual Sensation Seeking, were also comparable to or greater than those reported in similar HIV-risk studies. High levels of comorbidity were observed. Notably, the clinic group showed high rates of treatment
readiness. Consistent with international trends, HIV-risk behaviour among MSM in Victoria attending a specialist sexual risk-reduction clinic was high, and was contributed to by a comorbid and complex mix of general psychopathology and psychosexual symptoms. Despite the sample bias and size limit generalisability, indications were that Victorian MSM seeking help for their sexual risk behaviour require specialist psychological intervention, and because of their self-awareness, motivation and treatment-readiness, are highly likely to benefit from it. Some clinical and public health implications of this work will be discussed.

Keywords: sexual risk behaviour, HIV, Sexual compulsivity scale, sexual sensation seeking scale, personality assessment inventory

Simulated scenarios of accidents: A good tool for young drivers’ training


The overall representation of young drivers in car crashes is a recurrent problem in developed countries. In order to prevent this over-representation, in France, young people can start early driver training at the age of 16, but the positive effects of this possibility are not manifested. We thus assessed the driving skills of traditionally trained novices, early trained novices, and experienced drivers, to evaluate whether early training improves young drivers’ skills. Three groups of healthy male volunteers had to drive the simulator, 12 were experienced (licensed for more than three years), 12 were traditionally trained and 12 early trained (licensed for less than one month). Participants were confronted with five accident prototype scenarios introduced in an urban circuit. We checked the number of collisions and measured each driver’s response (brake) time, speed and vehicle position on the lane. No significant differences appeared across groups regarding number of collisions and obstacle detections as revealed by the analysis of response times. We demonstrated the limits of traditionally trained drivers’ position control, which was more conservative. Early trained and experienced drivers were more susceptible to try an efficient evasive action. The exposure gained by early trained drivers appears to favor the development of visuo-motor coordination. The literature shows that the way novice drivers with poor driving experience (traditionally trained) scan the visual scene may partially explain their poorer performances. Taking the training period to improve young drivers’ risk detection ability and to develop the skills necessary to deal with simulated accident scenarios is an approach that we recommend. Simulators should be regarded as a promising pedagogic tool.

Keywords: young drivers, car crashes, driving skills, driving simulation, visuo-motor coordination

Slower adaptation and simulator sickness in older adults when engaging in driving tasks in driving simulators

KAWANO, N. (Nagoya University), IWAMOTO, K. (Nagoya University), UMEGAKI, H. (Nagoya University), SUZUKI, Y. (Nagoya University Hospital), NODA, A. (Nagoya University), IIDAKA, T. (Nagoya University), KUZUYA, M. (Nagoya University), OZAKI, N. (Nagoya University)

Although driving simulators (DS) provide a safe and cost effective environment for evaluating driving ability, DS applications are not without certain limitations when used to assess older drivers. An important issue is the age-related adaptation deficits to simulation environments. In order to examine if adaptation deficits affect DS performance, we focused on two markers of adaptation: frequency of simulator sickness and the effect of simple repeated tasks on performance. We asked older adults with intact cognitive functions (n = 17) and normal young adults (n = 15) to perform two types of PC-based DS (Toyota Central R&D Labs, Inc.) tasks: the road tracking and the car-following tasks. In order to learn the operating system, the participants first practiced driving freely on a straight, two-lane road with no other traffic for a maximum of five minutes. Then, they were asked to perform the experimental task of controlling the speed and position of a car by manipulating the steering wheel, accelerator, and the brake pedal for five minutes, while watching the driving scene on a screen. The trial was repeated four times (trials One to Four). There was a significant trend (p < .10) for the frequency of simulator sickness to be higher in
the older adults \((n = 5)\) than in the young controls \((n = 1)\). Data of 14 older and 14 younger adults were analyzed, after excluding three older adults that suffered simulator sickness, who did not complete the test and a younger adult whose data was lost due to technical problems. Results of comparing the DS performance between the groups showed slower adaptation in older adults in the road tracking task, but not in the car-following task. In the road tracking task, the performance of older adults improved from the first trial to the fourth trial, whereas those of young adults did not change. By the fourth trial the performance of older adults was similar to young adults. The current study demonstrated that normal aging increased the frequency of simulator sickness, as well as the detrimental performance of the simple, repeated, task of road tracking. These findings indicate the limitations of using DS for screening older individuals for driving safety. Although DS have a better face validity than pencil-and-paper tests for assessing driving skills, the participant’s capacity to adapt to environmental changes should be taken into consideration when using DS.

**Keywords:** driving simulation, age-related adaptation deficits, simulator sickness, performance tasks, driving skills

**Social and psychological factors affecting people’s perception of mental illness: A study of Saudi in Abha City**

AL-GHAMDI, S. (King Khalid University)

Little is known about the perception of mental disorders and stigma in Saudi Arabia. The aim of this paper is to focus on the social and psychological factors that can affect people’s perception of mental illness (or disorders). It can be admitted that most people in this country still believe that when a person has been labeled with a mental illness, they can never fully recover and will be socially isolated. In addition, they believe that the medicine given is like illegal drugs and that they will be addicted to it. Moreover, many think that people with mental illness will lose the respect of others as well as their roles in society. It is the main aim of this paper to examine the knowledge, attitude and beliefs about cause of mental illness and mental disorders among people who suffer as well as among normal people.

**Keywords:** mental illness, stigma

**Social cohesion in an ecological ordering of a rural municipality in México: From theory to practice**


The aim of this paper is to present a theory-methodological proposal of psychological work in ecological and territorial orderings through actions that allow the identification of different levels (and further development) of social cohesion as a key concept in the development of sustainability in rural communities. Social cohesion can be defined as the capacity of a society to ensure the well-being of all its members, minimising disparities and avoiding marginalisation. It considers four aspects: social capital, social integration, social inclusion and social ethics (Feres, 2006). Its measurement allows the community characterisation of its social cohesion in any of the four levels. This knowledge allows further work in increasing social cohesion of communities. The research project is being worked under a participatory action research framework in 13 communities of a rural municipality of Tzucacab in Yucatan, Mexico. Groups of men and women, with different ages, jobs, religions, etc., have participated in interviews and participatory workshops. It has been complemented with observation and documental analysis. The research has finished its first phase: the diagnosis at the 13 communities. The results presented in this paper show how the theory-methodological proposal was developed and applied at the communities and presents the social cohesion levels that characterise the different communities considering the combination of the four aspects mentioned above. The second phase is now beginning with the work through different participatory actions in every community to join efforts to increase their social cohesion considering their actual status as a starting point. Nobody would deny
Social comparison and self-appraisal effect on the feeling of pride

FENG, X. (Northeast Normal University), ZHANG, X. (Northeast Normal University), TIAN, L. (Shandong Normal University)

The present study aims to examine the four different types of social comparison and self-appraisal that may influence the feeling of pride in the background of Chinese culture. Our sample consisted of 138 university students (31 males and 107 females). Participants had a mean age of 18.96 years ($SD = .81$), ranging in age from 18 to 21 years. They were randomly assigned to four conditions (mere public, praise, social comparison praised followed by a stranger and private no-feedback). Participants were asked to play an intelligence game at first. Participants played the game independently. They received different feedback when they finished the game. Each participant was alone with the experimenter at the time of the manipulation of priming social comparison. There were four situations: 1. Mere public condition; 2. Praise condition; 3. Social comparison condition and stranger effect; 4. No feedback. Later, they completed a series of questions. There were 12 items to measure participants’ feelings about their performance and their perceptions about the task, such as: How good was your performance do you think? How proud do you feel about how you did on the task? How do you appraise your performance compared with others? The results were: 1. Participants experienced different intensities of pride. Social comparison played a significant effect on the feeling of pride. The participant in the social praise comparison condition followed by a stranger had the highest level of the pride. The no feedback group of participants had the lowest level of pride. 2. Self-appraisals and others appraisals had significant correlations with the pride. 3. Self-appraisal based on comparison with others and self-satisfaction was a predictor for the feeling of pride. Social comparisons affected the feeling of pride. The level of pride increased across comparison conditions. Self-appraisal and self-satisfaction can predict the feeling of pride. Our findings support pride being influenced by self-appraisal.

Keywords: pride, social comparison, self-appraisal, self-satisfaction, public praise

Social desirability responding impact in training report evaluations

ENRIQUEZ, F. (National Autonomous University of Mexico), DOMINGUEZ, M. A. (Universidad Iberoamericana)

The purpose of this research was to prove that social desirable responding (SDR) not only affects self-report measures, but also other kind of scales. In work settings there is empirical evidence that people’s self-impressions are inflated. This self-enhancing tendency has been empirically established for peoples’ own perception of their task performance (Robins & Paulhus, 2001), but the question which arises is: What happens when evaluating “others” performance? The SDR would be equally important to control when assessing “others” performance? Based on a non-probabilistic sample of 487 workers, enrolled in training courses, we evaluated the impact of SDR in the appraisal of course instructor’s performance. In order to evaluate SDR we use the Balanced Inventory of Desirable Responding (BIDR), version 7 (Paulhus, 1998) in conjunction with a scale explicitly developed to evaluate instructor’s performance, based on nine items in Likert type format, named the Training Evaluation Questionnaire (CEC). We use two types of instruction in order to induce or control SDR based on a specific social demand situation. The results show that the experimental and control group differ significantly ($t = -5.5; g / = $
57 p = 0.000) indicating that when inducing SDR, the scores in BIRD and in CEC where higher than in the control group (standard instructions). Using a Pearson correlation, between the two scales, the correlation indices run from .15 to .25 for the total sample, but when considering only the experimental group, the indices increase and run from .37 to .46, indicating a significant association between the two scales. In other words, there is an effect of SDR in the CEC when manipulating an instruction to induce a social demand situation, when assessing a third person’s performance. In this sample, every two of ten performance evaluations present a SDR. The presence of SDR in this type of report suggests that people inflate the rating estimation of instructor’s performance just to “appear more friendly” or more desirable to others, causing erroneous estimations and affecting possible improvements in training projects.

Keywords: socially desirable responding, self-impressions, performance appraisal, training, task performance

Social goals and academic engagement among Filipino students

KING, R. (University of Hong Kong), WATKINS, D. (The University of Hong Kong)

Much of the research on achievement goal theory has focused on the roles of mastery and performance goals in academic engagement, thus the role of other goals like social goals have been neglected. Academic engagement refers to the commitment of the student to the school experience, and it has been conceptualised as a multifaceted construct that includes cognitive, behavioral, and emotional components. Behavioral engagement refers to involvement in academic tasks and includes such behaviors as persistence, effort, and asking questions. Emotional engagement involves affective reactions to the school. Cognitive engagement refers to psychological investment in the learning process shown through deep learning strategies. The aim of this research was to investigate the effects of different kinds of social goals (social approval goals, social affiliation goals, social status goals, social responsibility goals, and social concern goals) on the different facets of academic engagement. Participants were 1300 Filipino secondary school students who answered questionnaires assessing their social goals, achievement goals, social support, and academic engagement. Hierarchical regression analyses were employed to investigate the effects of social goals on academic engagement after controlling for demographic variables (age and gender), social support, and achievement goals. Even after controlling for demographic variables (age and gender), social support (teacher support, peer support, and parental support), and achievement goals (mastery goals and performance goals), social goals were still found to be predictive of the different components of academic engagement. The different kinds of social goals are also important in understanding academic engagement. We recommend that researchers consider investigating these constructs instead of focusing exclusively on mastery and performance goals in the achievement goal theory. Social goals may especially be salient for collectivist societies like the Philippines.

Keywords: social goals, academic engagement, students, Filipino, mastery

Social goals and their effects in academic engagement in learning in Chinese university students

LI, X. (The University of Hong Kong)

Filial piety, friendship and discipleship are traditionally valued by Chinese people. Children respect their elders and strive to satisfy the wishes of their parents. Tao and Hong (2000) indicated that Chinese students have strong social reasons to achieve academically as the values of Chinese achievement have a high collective and social nature (Yu, 1996). Smith (2003) argued that Asian students are extrinsically motivated, based on the desire to please teachers and parents, and intrinsically motivated to perform as well as possible. Salili (1996) argued that Chinese students’ achievement motivation is socially oriented. Social-oriented goals are especially important for Chinese students, but they have not attracted enough attention in the previous studies,
especially in the ones based on Chinese samples. The relationships between students’ social goals, and motivation and engagement as well as the roles of social goals in students’ achievement have not been examined well among students in universities in China. In this study, Martin’s (2005) Motivation and Engagement Scale-University/College (MES-UC), as well as subscales (social approval, social concern and social status) in Dowson and McInerney’s (2004) Goal Orientation and Learning Strategies Survey (GOALS-S) were administered to 832 university students in China. The results showed that Chinese student’s self-belief and learning focus are significantly related to academic achievement; anxiety is significantly related to achievement but in the opposite direction. Social status oriented goals is significantly related to achievement and they act as mediating variables between self-belief, learning focus, anxiety and achievement. These results partly supported Dowson and McInerney (2001)’s argument that that social oriented goals of Australian students directly affect their psychological processes when they strive to achieve. For social approval and social concern, there is not a mediating effect from them between MES-UC and students’ achievement. It is concluded that social status oriented goals of Chinese students directly affect their psychological processes when they strive to achieve. For social approval and social concern, there is not a mediating effect from them between MES-UC and students’ achievement. It is concluded that social status oriented goals of Chinese students mediate the effects of academic motivation and engagement on their learning. These findings are discussed in the context of the special importance of social goals in Chinese students, and the roles of these goals in understanding students’ engagement and learning.

**Keywords:** academic motivation, social status oriented goals, student achievement, learning strategies, students

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**Stigmatisation of employees with depression: Exploring the role of managerial characteristics and organisational climate**

MARTIN, A. (University of Tasmania), HOWARTH, E. (University of Queensland), HOBMAN, E. (University of Queensland)

This study is an investigation of how levels of managers’ cognitive, affective and behavioural stigma towards employees with depression are affected by the managers’ depression experience, as well as the mental health climate of the respective organisation. Drawing on social contact theory, it was hypothesized that managers would report less stigma if they had a personal experience with depression, or an experience with a significant other with depression. It was also predicted that managers who are more reticent to seek help would have more stigma towards employees with depression. Additional hypotheses involved the mental health climate of the organisation having both a main and a moderating effect on stigma. Participants ($N = 223$) assumed the role of a manager in a company, managing an employee suffering from depression. Using a vignette, the mental health climate of the organisation was manipulated to be supportive or unsupportive toward employees with depression. Participants’ ratings of stigma toward depressed employees were measured, as was the participants’ own level of experience with depression, their experience of a significant other with depression, and their reticence to seek help. Contrary to that hypothesized, personal experience with depression was positively related to affective stigma. Experience with a significant other with depression was related to lower levels of cognitive stigma. Help-seeking reticence was positively associated with cognitive and behavioural stigma. Consistent with predictions, it was found that those in the unsupportive mental health climate had more cognitive and behavioural stigma than those in the supportive mental health climate. Statistical testing of the model indicated that there were differences between the two mental health climates, but overall no moderation was seen. These results pose important implications for organisations, such as workplace training in depression management.

**Keywords:** social contact theory, depression, organisational mental health climate, employee depression, help-seeking

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**Strategy training and transfer in teenagers with or without learning disabilities**

CLERC, J. (Université Nord de France, Lille3)

Memory strategy training in young people has long been a topic of interest for researchers.
Since the work of Flavell (1970), the possibility of enhancing memory scores by the use of a correct strategy training procedure has often been challenged. Many authors showed that training constitutes a good way of allowing children to become more strategic and consequently, at least in certain cases, exhibit better recall scores (Pressley & Hilden, 2006). Among others, the sorting strategy (Coyle & Bjorklund, 1997) has been intensively studied. This strategy, which belongs to more general categorization strategies, consists in physically sorting items in their relevant categories during the time of examining material in order to be able to recall it later. Sorting is well-known in children between 5 and 10 years of age, probably because of its impressive development during this period. Little is known, however, about what happens in teenagers and especially teenagers who manifest learning disabilities, even if other strategies like rehearsal (Halme & Mackenzie, 1992) or use of a mental image (De la Iglesia, Buceta & Campos, 2004) have been studied in learning-disabled persons. Since sorting is only possible once the child acquired the logical properties of categories and since these properties are clearly abstract ones, we should observe difficulties in the use of sorting, not only in typically-developing children before 10—as is the case— but also in older children with learning disabilities. Based on the assumption that learning-disabled teenagers encounter specific difficulties with the sorting strategy, our experiment allowed us to compare strategic and recall scores from three groups: a group of teenagers with identified learning disabilities (50 < IQ < 70), a group of teenagers with probable but no identified - learning disabilities and who belong to a special school for children with family and/or social problems (French “Maison d’Enfants à Caractère Social”), and a group of typically-developing teenagers. Each of these three groups was separated in an experimental group which received training in a sorting strategy as well as recall tests, and a control group which only received recall tests but no strategy training. A pre-test/training/post-test design was used, in which the “Letter-Number-Sequencing” (L-N-S) subtest of the WISC-4 served as recall baseline during the pre-test, then training and/or recall were proposed and tested across three training sessions of two trials each (six trials), and finally the L-N-S subtest was again proposed as a post-test. The strategy score consisted in the Adjusted Ratio of Clustering (ARC score, Roenker, Thompson & Brown, 1971), recall during the training sessions directly assessed the efficacy of strategy use, and the L-N-S final score served as an assessment of transfer of the sorting strategy in a different task than that where it was trained. Results showed that both groups of learning-disabled teenagers (“identified” and “supposed to be” learning-disabled) benefited from strategy training, as is evidenced by the significant better strategy and recall scores in trial 6 than in trial 1 for experimental participants: control participants did not enhance any of their strategic or recall scores between trials 1 and 6. Furthermore, sorting strategy was transferred to the “L-N-S” subtest as was visible in the significant difference between pre and post-test scores: again this was only true for experimental participants, however. Surprisingly, the pattern was reversed for typically-developing teenagers: neither did experimental participants (who were constrained to listen to strategic training) sort or recall better in trial 6 than 1, nor did they transfer the sorting strategy. On the contrary, control participants performed better in trial 6 than 1 for both sorting score and recall score. Nevertheless, they did not differ in their “L-N-S” pre and post-test scores. Clearly, strategic training with sorting has helped learning-disabled teenagers to both better master the requested strategy and better recall the verbal items at use. Sorting strategy, a kind of categorization strategy, then seems subject to refinements and progression after the age of 10, which is classically considered to be the age at which this strategy is definitely acquired and nearly perfectly used (Schneider, Kron-Sperl & Hünnerkopf, 2009). Our results shed some light on the evolution of this particular memory strategy in teenagers who frequently encounter difficulties, and even failures, in school everyday activities. Such teenagers seem to actually benefit from training in the use of a sorting strategy, probably because they usually lack the abstract categorical knowledge which constitutes a pre-requisite to the use of a categorization strategy like the sorting one: the training would have permitted them to identify the categories, and as a consequence, to use them for correctly sorting items. Finally, contrary to what is often held as true, our learning-
disabled participants also revealed the ability to transfer the trained strategy in another task, namely the “L-N-S” task. Strategic and recall performances of typically-developing teenagers showed that these young people, who certainly had acquired the sorting strategy for many years, seem to have been disturbed by systematic strategy training. Specifically, trained typically-developing teenagers did not enhance their strategic and recall scores, whereas it was the case for untrained ones: it could be the case that the strategy training we used here caused a conflict with the spontaneous way our participants produced the strategy. Finally, this conflict was present in the strategic score itself as well as in the recall score.

Keywords: memory strategy, memory training, children's memory, recall score, categorization

Stress and resilience of Chinese government officers following the 2008 Wenchuan earthquake

YANG, Y. (Beijing Normal University), ZOU, H. (Beijing Normal University), YAO, (Beijing Normal University)

This paper established a method to analyze the stress that government officers were under after the Wenchuan earthquake. In addition, main factors which affected individual resilience after the earthquake are also appraised. The semi-structural questionnaire method is applied in this study 17 months after the earthquake. The questionnaires are based on the responses of government officers from Beichuan – the heaviest disaster area. Twenty six officers of different levels from the county assisted us to complete the study by using their own working experiences and knowledge about the disaster. Beichuan county is the only Qiang nationality autonomous county in China. The catastrophic disaster resulted in 15, 645 dead, 1, 023 missing, and 26, 916 injuries, which account for one eighth of the whole population in the county. As for the government officer, nearly a quarter of them (466 people) are dead or missing. The stress that government officers are under derives mostly from two aspects. On the one hand, their family members, relatives and friends may die or be missing. On the other hand, they are frequently suffering from overtime work and relocation of working place due to reconstruction of the city in other regions. According to the study, the main factors which affect individual resilience are degree of damage, individual characteristics (including gender, age, personality, coping style, life meaning), social support, collective efficacy, and national policy. The resilience status of the government officers are affected by various factors with respect to the degree of damage, the individual characteristics, the social support, and national policy.

Keywords: earthquake, disasters, social support

Stress, coping, and burnout among Chinese nurses

RAMOS, H. M. (IWHO, University of Nottingham Malaysia Campus), PAN, Y. (University of Nottingham), SANTOS, A. (University of Nottingham)

The issue of nursing stress and coping are a big concern in the area of health care (Kickaldy & Martin, 2000; Lambert & Lambert, 2001) as stress can often lead to negative outcomes such as illness, job dissatisfaction, increased turnover, absenteeism and decline in the quality of care. The main aim of the study is to look into stressors, coping strategies and their relationship to burnout amongst a sample of Chinese nurses. The goal of the study is fourfold. First it aimed to identify key stressors in the nursing practice. Second it looked into how coping moderated the relationship between stress and burnout. Third, it investigated the effects of different coping strategies on specific stressors to identify which coping strategies would moderate the stress-strain relationship and in which direction. And fourth, it aimed to identify themes in coping strategies used by these nurses. The data was collected from 370 Chinese nurses in a general hospital in Southeast China using the Expanded Nursing Stress Scale (ENSS), the ways of Coping scale (WCS) and the Copenhagen Burnout Inventory (CBI). Factor analysis identified several overarching themes amongst different nursing coping strategies. Results also indicate that overall stress predicts burnout in all three burnout domains (personal, work-related and client-related). Coping acted as a moderator for the stress-strain relationship for
Abstracts of the 27th International Congress of Applied Psychology

**Brief Oral Presentations**

**all three dimensions of burnout. The moderating effects of individual coping strategies differ for different nursing stressors – some helped alleviate the aversive effects of stress while others worsened them. Areas for development and improvement of support for nurses will be presented further in detail. Implications of the study suggest the need to train nurses to develop diverse and appropriate coping skills to handle specific nursing stressors. Furthermore, setting up communication networks among doctors, patients and their families could be very helpful in improving relations between the providers and recipients of healthcare.**

Keywords: stress, stressors, coping, coping strategies, burnout

**Stroke prevention: Modification of risk factors depending on personality factors, stress coping strategies and affective syndromes in patients with transient ischemic attacks**

LETTNER, S. M. (Department of Neurology With Stroke Unit), MAYRHUBER, M. (Department of Neurology With Stroke Unit), OBERNDORFER, S. (Department of Neurology With Stroke Unit), KAMFL, A. (Department of Neurology With Stroke Unit), HINTERBERGER, G. (Department of Neurology With Stroke Unit)

Medication taking behaviour is an important step to optimizing the use of secondary preventive therapies in patients with transient ischemic attacks (TIA) and stroke. However, the importance of specific neuropsychological factors including personality factors, stress coping strategies and affective syndromes in medication taking behaviour in patients with TIA has not been investigated in detail. Sixty patients with TIA in anterior or posterior circulation are included in this study. The index event is classified as a TIA if neurologic symptoms resolve within 24 hours and neuroimaging (Cerebral Computed Tomography and or Magnetic Resonance Imaging) is negative. Vascular risk factors assessed at baseline and three months after the index event include hypertension, diabetes mellitus, hyperlipemia, obesity, smoking status and alcohol consumption. Neuropsychological testing includes a stress coping test, personality test, affective questionnaires (anxiety and depression) and health behaviour questionnaire within 48 hours after admission and three months thereafter. Our data will document the adherence to secondary stroke prevention therapies in regard to specific neuropsychological factors. Our results may improve the quality of care after stroke and may reduce the risk of future cerebrovascular events.

Keywords: quality of care, strokes, neuroimaging, stress coping, neuropsychology

**Structure and measurement of teachers’ learning procrastination**

FAN, Q., CHENG, J. (Suzhou Human Talents Exchanging Center)

The 21st century is a so-called “century of learning”. Learning, both for students still in school and adults who have left school, is attracting more and more attention. We have been in charge of a project of the Ministry of Education of China from 2005, which researches adults’ learning behavior. We have found out that learning procrastination is a common phenomenon among adult learners, even teachers. Based on document retrieval, open survey and structured interview, we have put forward a “5-factors hypothesis” about the internal processes of learning procrastination. Then we have verified the hypothesis through factor analysis. The main behavioral expressions of learning procrastination have been revealed as follows: (1) negative cognition to learning task; (2) being in low spirits; (3) weak will; (4) weak motivation; and (5) the habit of delaying. According to the principle of psychometrics, we have developed the Teachers’ Learning Procrastination Questionnaire. As a reliable and effective tool, it could be academically or practically used in the fields of educational psychology, learning guidance, teachers’ education and adults training.

Keywords: teachers, learning procrastination, structure and measurement

**Student emotional and psychological support: A case study of a residential international school**
The aim of this study was to better understand how well the pastoral care program, as well as the overall school community, provided emotional and psychological support to academically gifted students by identifying the organization’s strengths, challenges, and opportunities for growth. Using a case study methodology, I collected data from multiple stakeholders, including students, staff, and the faculty in order to analyze complex and dynamic organizational issues. In particular, I collected narrative data (for example, interviews), textual data (for example, written documents) & observational data (for example, staying on campus). Using this methodology allowed me to seek various representations of the issues and to pursue a multifaceted understanding of the phenomenon. Results demonstrated that although the pastoral care program and overall school community provided some psychological and emotional support to a portion of the student body, many students and the faculty were confused about the nature, purpose, and goals of the program. Additionally, the school operated from two different visions and philosophies, which sometimes created situations that became negative and divisive. However, where there was congruence between student and faculty expectations and roles, community agreement on how difficult situations should be handled, and a common vision between individuals and the group, students and faculty felt psychologically and emotionally supported. The opportunities for growth focused on how to build capacity for the community with a focused emphasis on the pastoral care program by developing congruent expectations, increasing consistency, and adding new evidence-based interventions at all levels of the system – individually, relationally, systemically, and philosophically. This research provided important insights and recommendations that opened up optimistic conversations and opportunities for the community to make intentional and integrated positive changes in order to significantly improve the psychological and emotional well-being of the community. The results of this study have led to further ongoing program development and research using an Appreciative Inquiry model.

Keywords: pastoral care program, student well-being, community change, appreciative inquiry model, narrative data

Student perceptions of plagiarism

GULLIFER, J. (Charles Sturt University), TYSON, G. (Charles Sturt University)

Plagiarism is perceived to be a growing problem and Universities are being required to devote increasing time and resources to combating it. Theory and research in psychology show that a thorough understanding of an individual’s view of an issue or problem is an essential requirement for successful change of that person’s attitudes and behaviour. The aim of the present study was to develop a better understanding of how students construct plagiarism by using group discussion to explore the range of opinions regarding students’ perceptions of plagiarism. In the pilot study, seven focus groups were held with first and third year students across discipline areas and modes of study. A thematic analysis revealed six themes of perceptions of plagiarism that are outlined under six main headings: confusion, fear, perceived sanctions, perceived seriousness, academic consequences, and resentment. These dimensions and the relationships between them were developed into a concept map. The current study was a pilot to a research program aimed at exploring these relationships.

Keywords: plagiarism, student perceptions, perceptions, academic consequences

Students’ conceptions of generic skills development in a university in Hong Kong

CHAN, W. (University of Hong Kong)

This paper aims to present the development of a survey from the findings of a pilot study of students’ conceptions of generic skills development in a university in Hong Kong. Twenty-nine interviews were conducted with 93 undergraduate students in a research-intensive university in Hong Kong. Students were asked to describe their understanding of generic skills development and relevant experiences in their
university education. Students’ definitions of the term “generic skills” and opportunities in the university they had experienced about developing such skills were identified. Generic skills were conceptualized by students as skills that could help them tackle stressful or unknown situations. Students identified critical thinking and communication skills as the most important skills to help them solve problems. Students indicated the dispositions to obtain information, to analyze information critically, and to make rational decisions as the skills related to critical thinking. Effective communication involved not only conveying ideas but also the ability to be assertive when collaborating with others. Students indicated more awareness of generic skills development when these were described explicitly as the objectives or outcomes of teaching and learning activities. They perceived more positive development when they were asked to reflect upon their learning experiences. These students also described that by developing these skills in and through university education they would be able to develop confidence in handling stressful and unknown situations in life. Undergraduate students conceived of generic skills as the tools to increase their chances of success in the changing world or unknown future. Critical thinking and communication skills were identified as overarching attributes of more basic generic skills. Also, teaching and learning activities with clear objectives and learning outcomes and that foster self-reflection might help to enhance positive development. These findings suggest assessing achievement of basic skills and self-efficacy in uncertainties as evaluation of generic skills development in undergraduate students.

Keywords: skills development, generic skills, learning experiences, self reflection, self-efficacy

Study habits of secondary school students in relation to their sex, parental level of education and place of residence

YADAV, R.S. (Kurukshetra University), KUMAR, P. (Shri Krishna college of Education, Karnal), YADAV, P. (Patudi College of Education)

The aim of this study was to study the effect of sex, parental level of education and place of residence on study habits of students. A descriptive survey method was used. The study was confined to 200 ninth grade students of Government and aided schools of the Gurgaon district of Haryana (India). The sample consisted of 50 male and 50 female urban students; and 50 male and 50 female rural students; selected from five different senior secondary schools. A questionnaire created by the researchers was used. The mean, standard deviation, standard error of means and t-ratios were calculated to identify any significant differences between means. Frequencies and percentages were also calculated. The study revealed that female students had better study habits than the male students in English, Social Studies, Mathematics, Science and Hindi. The students whose parental level of education was higher had better study habits than those of low parental level of education in English, Social Studies and Mathematics. Parental educational level had no effect on students’ study habits for Science, Hindi and General Reading. Urban students had better study habits than the students belonging to a rural place of residence for English, Social Studies and General reading but no difference existed among students in Mathematics, Science and Hindi in relation to their place of residence. Rural female students had better study habits than rural male students in Mathematics and Hindi; but in English, Social Studies and General Reading, rural male and female students did not differ in their study habits. Similarly, urban female students had better study habits than urban male students in English, Social Studies, Mathematics, Science and Hindi, but not in General Reading. Study habits affect academic achievements of students. Therefore, students should be helped to develop good study habits, and teachers, in particular, can do a lot in this context.

Keywords: study, secondary students, gender, rural students

Study on the job and tacit knowledge structure of salespersons in insurance

SHUHUA, Z. (Shenyang Normal University), XIAOKUN, W. (College of Shenyang Technician)

Tacit knowledge is one of the hot topics in contemporary knowledge management research. From the strategic resource view,
compared to explicit knowledge, tacit knowledge is the most important resource of competitive advantage for not only the organization but also the personal. Though some research and discussion towards tacit knowledge and its frameworks has been carried out by former researchers, the swatch of salespersons in insurance has been touched upon only a little. This research takes salespersons in insurance as subjects being investigated and probes into the tacit knowledge of their job deeply. We collected the questionnaire items by the interview method on the basis of the extensive literature, and formed a questionnaire of tacit knowledge of salespersons’ job. We surveyed 750 salespersons, two swatches, as subjects investigated and explored and validated the structure of the tacit knowledge of salespersons’ job. In addition we explored the relationship between tacit knowledge level and the demographic variables. We achieved the following results: the structure of the tacit knowledge of salespersons’ job is composed of six factors; the questionnaire of the tacit knowledge of salespersons’ job has superior reliability and validity; the Cronbach’s Alpha based on standardized items is 0.866, the split-half reliability is 0.849 and the repeated measurement reliability is 0.902; and the exploratory and confirmatory factor analysis shows the questionnaire has good structural validity. We achieved the following conclusions: 1. After exploratory and confirmatory factor analysis, we found that the structure of the tacit knowledge of salespersons’ job is composed of six factors: organizing and harmonizing, active attitude, market seeking, communication sensing, self restricting and sales planning. 2. The questionnaire of the tacit knowledge of salespersons’ job has superior reliability and validity. The correlation coefficients between the dimensionalities indicate that the content validity is superior. The regression analysis shows the questionnaire has a good predictive validity. 3. The total score of the tacit knowledge of salespersons’ job and the organizing and harmonizing, market seeking and self restricting in the three levels of their sales’ years have significant differences. The more sales years, the higher the total score and the organizing and harmonizing score, market seeking score and self restricting score. The total tacit knowledge levels and those of each dimensionality have no significant differences based on sex, speciality and record of formal schooling.

Keywords: tacit knowledge, insurance salespersons, contemporary knowledge management, market seeking, active attitude

Successful treatment of an 80-year old man with a 65 year history of obsessive-compulsive disorder: A case study

JONES, M. (The University of Sydney), WOOTON, B. (The University of Sydney), VACCARO, L. (The University of Sydney), JONES, M. (The University of Sydney), MENZIES, R. (The University of Sydney)

Exposure and response prevention (ERP) is proven to be a useful treatment for adults with Obsessive Compulsive Disorder (OCD). However, there is currently limited empirical evidence to suggest that this treatment is effective for the treatment of OCD in older adults (those aged over the age of 65). The current case study aims to address this gap in the literature. The participant was an 80 year old man with a reported 65 year history of OCD. He had previously received non-specific psychological treatment as well as pharmacological interventions but had failed to benefit from these approaches. At the time of the current treatment the participant was medicated on 50 milligrams of Sertraline and had been stable on that dose for four years. This medication dosage remained stable throughout the treatment and follow-up period. Treatment consisted of 11, 50 minute weekly individual treatment sessions of ERP, conducted by a clinical psychologist. The participant was assessed on the Yale-Brown Obsessive Compulsive Scale (YBOCS), the Global Assessment of Functioning (GAF) scale, and the Obsessive Compulsive Inventory (OCI) at pre-treatment, post treatment, and at seven month follow-up. At seven month follow-up the scores on the Y-BOCS had reduced 65% from 20 (moderate), to seven (subclinical). On the GAF scores improved from 65 at baseline to 85 at the seven month follow-up. On the OCI total scores reduced 45% from 38 at baseline to 21 at seven month follow-up. Scores on all OCI subscales reduced over the course of the treatment. On the checking subscale, scores reduced 56%. The results of this case study add to the preliminary evidence that ERP appears to be an acceptable
and successful treatment for older adults, as it is with younger adults. Modifications may need to be made to traditional ERP for this age group however due to the existence of medical comorbidities and cognitive decline. These will be discussed. Further research is required to assess the effectiveness of this treatment for geriatric OCD patients.

Keywords: obsessive compulsive disorder, exposure, response prevention, older people, global assessment of functioning

Sunset and moonrise: Athletes' experiences and reflections in the twilight of their careers

MCGRATH, S., ANDERSEN, M. (Victoria University)

The aim of this study is to describe and explore the thoughts, emotions, behaviors, and the intra- and interpersonal experiences and reflections of athletes who are, at the time of the investigation, in the twilight of their sporting careers (i.e. when interviewed, are considering retirement within the next two to four years). Participants involved are aged between 30 and 45 years of age. The study involves at least four interviews with each athlete over an 18-month period (beginning, 6 months, 12 months, and 18 months). In an attempt to provide, a holistic account of the athletes’ lives, particular attention is paid to the athletes’ perceptions and experiences (hopes, dreams, disappointments, high and low points) of their past, current, and future sporting careers. Areas such as adversities, resiliency, identity, personal development, and future plans are explored. Furthermore, an interpretative narrative to their life stories (Denzin, 1989) has been applied, as the researchers engage, explore, and interpret the subjective experiences of the athletes. The study is on-going, and the first round of interviews has been conducted. By the time of the conference, the second round of interviews (at 6 months) will have been completed and analyzed. This presentation will provide a glimpse into longitudinal research in progress, and preliminary interpretations of the cases (so far) will be presented.

This research will increase our understanding of how the potentially turbulent and stressful pre-retirement period of athletes can be better managed and, by extension will allow us to improve the mental health and well being services available to athletes.

Keywords: pre-retirement period of athletes, athletes’ perceptions and experiences, interpretative narrative, athletes, athletes’ well-being

Supporting services and quality of life in people with multiple sclerosis

DADKHAH, A. (University of Social Welfare and Rehabilitation), AZIMIAN, M. (University of Social Welfare and Rehabilitation Sciences)

Multiple Sclerosis (MS) is one of the most common non-traumatic and weakening diseases of the central nervous system, which causes many somatic, psychological and social problems; and mainly has an unpleasant effect on different aspects of the patient’s, and their families’, quality of life. This study has been performed in order to evaluate the relationship between supporting services and different aspects of life quality in MS patients in Tehran city. This was a coherence type study which was done by simple random sampling from active existing files in the Iranian MS association and Sina MS super-specialist clinic. Among these, 60 files were selected. By estimating sample volume in coherence research, sample volume was determined. Life style was evaluated by a standard questionnaire containing 54 questions (The Multiple Sclerosis Quality of Life-54 Instrument) and for evaluation of the type and quality of supportive services, the researcher’s questionnaire used 46 questions. The relationship among variables was assessed by the statistical test of Spearman correlation coefficient. The findings indicate that there are significant relationships between supportive services and these items: promotion of somatic health, decrease in somatic/emotional limitations in performance of the role, increase in psychological health, fatigue decline, increase in health sense, optimization of cognitive and social performance, decrease in anxiety regarding health, improvement in health condition and promotion of life style from the
patients’ point of view. There is no significant relationship between supportive services and increase in sexual performance of patients and pleasure from their sexual performance. According to the results of this study some procedures and activities can be used for increasing supportive service levels in MS patients who need these services in order to promote their quality of life.

**Keywords:** multiple sclerosis, quality of life, supportive services, somatic health, central nervous system

**Surveillance study for intervention to prevention of street crime: The relationship between the information and the perception**

OKIBAYASHI, Y. (Yamaguchi University), FUKUDA, H. (Yamaguchi University)

The main purpose of this study was to investigate the aspects of criminal cases in recent Japan. As the lifestyles of Japanese people have changed, the pattern of criminal cases has been changing. It is therefore important to conduct an investigation of actual conditions. This investigation consisted of two phases. The first was to count the number of criminal cases, which corresponded to several domains. The second was to analyse the data, which were gathered in the first phase. The aim of the second phase was to find the features that were difficult to discover by only counting the number. A further purpose of this study was to investigate the relationship between the actual criminal cases and people’s perceptions of the criminal cases. Most people feel anxiety when they know the information about the criminal cases in their daily life. Although most people feel anxiety, anxiety does not consist of only one component. Anxiety has many aspects and consists of many components. It is important to identify the components and examine how the components relate to each other. The further purpose of this study was to investigate the individual differences of participants when they know the information about the criminal cases. The participants of this study were about 250 undergraduate students. Participants were asked to answer some multiple-choice items and to write how they felt about the contents of the report. The result of this study was that several types of anxieties were found. Moreover some components of anxiety were related to each other. A more sophisticated study is needed to clarify the detailed relationship between information and perception.

**Keywords:** criminal cases, anxiety

**Survey on attitudes toward driving and giving up driving of the elderly in regional cities**

NIHEI, M. (The University of Tokyo), SHINO, M. (The University of Tokyo), KAMATA, M. (Institute of Gerontology)

The car has an important impact on the daily life of the elderly and their social activities and participation. However, physical depression caused by aging is also a cause of traffic accidents and they will all have to give up driving one day. The aim of this study is to clarify the effect on daily life of car dependency and the impact of having to stop driving among the elderly. We also aim to proposition for substitute methods of transportation to continue for elderly going about their daily life after having to surrender a driver’s license. We carried out a questionnaire survey and a follow up group interview. In this investigation, we sent 1,338 questionnaires to the over 60 year olds in regional cities that include areas with public transit convenience and inconvenience. The recipients of the questionnaire were chosen based on random sampling using the Basic Resident Register for the two regional cities. We extracted three kinds of areas with different degrees of public transport convenience in each city. The questionnaire contained the following contest. (a) Profile of recipient: state of health, usage of public transport, (b) Driver’s license holder: driving frequency and purpose, when is it time to give up driving?, notice symptoms about their body functions and driving abilities, (c) Those who had surrendered their license: reason and process, any feelings of unease or about post-driving mobility. We received 767 questionnaire returns, that is, 57.3% of the number sent out. Percentage of respondents...
broken down by having car license were driver’s license holder 62.4% (N = 474), non-holder 34.2% (N = 260), and those who had surrendered their license 3.4% (N = 26). From one target area called limit village, more of the respondents (around 48%) were over-75 years old than in other areas. There was little difference among areas in the frequency of going out of the house, but there was in the purpose of going out. Trips related to farming were high in areas outside city centers, while “commuting to work” was high in city centers. “Daily shopping,” was cited in both areas. The mode of transportation often included driving one’s own car, but in city centers, “on foot” was a common response. Persons living in limit villages used cars more commonly than in the other areas, broken down into other people’s (family’s or neighbor’s) cars (23%) or own car (44%). Although some respondents used public transport, centers that were near to a train station had little use in each district. Overall satisfaction about their current mobility was high (around 90%). The frequency of going out among recipients decreased as they became older and the necessity of the public transport increased. In addition, the need to travel to a hospital increased along with aging. The consciousness of giving up driving so as to become old and the number of years during which they could drive were limited. The investigation revealed that aging and physical infirmity was significantly related to driving ability. In addition, respondents living in a “graying area” have a strong need to drive, are anxious about the risk of giving up driving and need an encouraging improvement in the mass transportation system.

Keywords: transport, elderly drivers, driving, depression, public transport

Systematic case studies of four depressed young women counselled with process-experiential emotion-focused therapy (PEEFT)

HARTE, M. (La Trobe University)

There is a consensus amongst counselling researchers of a need for investigations that employ collaborated systematic qualitative methodology into “what works” in therapy. Process-Experiential Emotion-Focused Therapy (PEEFT) is an integrative, evidenced-based, manualised, experiential therapy developed in the mid 1980’s by Greenberg, Elliott and Rice. PEEFT emphasises the quality of the client-therapist relationship and offers interventions/tasks to assist clients to deal with emotional experience in the present moment. Experiential treatments have been found to be effective with depression, anxiety and trauma in adults. This presentation reports on a study of in-therapy experiences and treatment effects of four severely depressed young women (20 to 26) counselled with PEEFT. The study investigated “change processes” using established psychometric measures and observations in 12-session PEEFT treatment modules with the four young women in a naturalistic counselling setting. The design is consistent with the flexible framework, presented by Elliott and Zucconi in 2005, for guiding individual and collaborative research for the international investigation on the effectiveness of person-centred and experiential psychotherapies. Further, this study utilised expanded single case designs that take an interpretive approach to examining client change and its causes. In general, these designs aim to: (1) demonstrate that change occurred, (2) examine the evidence for concluding that therapy was responsible for the change, (3) examine alternative explanations for the change, and (4) examine which processes in therapy might have been responsible for change. A simple thematic analysis highlighted themes of change from the client’s perspective. Clinical significance was determined. After six sessions, three of the women’s level of depression was measured as within mild to moderate ranges. The fourth young woman experienced an unplanned pregnancy and miscarriage during the therapy but her depression reduced by the end of her sessions. All four women described reduction in other reported concerns and major shifts in their perceptions of themselves and their world view. The systematic case study methodology, within a participatory inquiry, allowed in-depth personal accounts of the women’s journeys through depression via PEEFT counselling.
Taboo trade-offs, moral outrage and the moral limits of markets

WASTELL, C. (Macquarie University), MACMILLAN, C. (Macquarie University)

The Sacred Value Protection Model (SVPM) proposed that taboo trade-offs evoke a strong moral reaction in people who resist secular encroachments on their sacred values. It is also suggested that a substantial minority of participants are susceptible to trading off their sacred values when exposed to reframing strategies which convert taboo trade-offs into routine or tragic trade-offs. This suggests that the sacred-secular barrier is quite permeable.

The present study examined these key issues using a sample of one hundred university students. Participants evaluated both routine and taboo trade-offs as well as being asked to re-evaluate their reactions after considering policy revision material. It was found that taboo trade-offs do elicit strong moral reactions in participants. In particular, participants expressed significantly greater moral outrage when contemplating taboo trade-offs compared to when thinking about routine trade-offs. The study also found that reframing taboo trade-offs as routine trade-offs was not effective in subverting sacred values. Specifically, taboo trade-offs were reframed using policy revision information that was designed to alleviate concerns about the possible extreme consequences that result from allowing taboo trade-offs to occur. Following exposure to the policy revision information, participants were asked to re-evaluate the permissibility of taboo trade-offs and no significant reduction in moral outrage was found. The results of this study are in contrast to other related studies in that the policy revision material did not change the reaction of participants and yet similar levels of moral outrage were elicited. Further refinements to the policy revision material component are outlined based on relevant models of the underpinnings of sacred values.

Keywords: sacred values, moral reactions, taboo trade-offs, reframing strategies, sacred-secular barrier

Taoists’ personality characteristics and its relation to their subjective well being

XIAOJUN, L. (Hua Zhong Normal University), ZONGKUI, Z. (Hua Zhong Normal University)

The purpose of the study was to understand Taoists’ personality characteristics and their relation to subjective well-being (SWB), and by comparison, to offer reference for modern people’s lives. Sociometric rating and questionnaire methods were applied in this study. The Cattell Sixteen Personality Factor Questionnaire (16PF) and Satisfaction With Life Scale were used to conduct a survey of 33 Taoists from Wudang Mountain Taoists’ College of Hubei Province. The data were mostly analyzed by MANOVA using SPSS12.0. The results indicate that: (1) Taoists’ scores in reasoning, emotional stability, rule-consciousness, social boldness and perfectionism were significantly higher than those of university samples; while their scores in liveliness, vigilance, openness to change and self-reliance were significantly lower than those of the university sample; (2) Taoists’ scores in life happiness (t = 2.95, p < 0.01) and positive emotion (t = 3.55, p < 0.01) were both higher than those of the university sample; while their scores on negative emotion were not significantly different from that of the latter; and (3) The regression analysis showed that emotional stability, apprehension, vigilance and tension all entered in the regression equation of Taoists’ SWB. From these results can be drawn the following conclusions: (1) Taoists’ personality characteristics are significantly different from those of general university students on a number of dimensions; (2) the degree of life satisfaction and positive emotion of the Taoists are higher than those of the general university students; and (3) the four factors; emotional stability, apprehension, vigilance and tension are predictably important to Taoists’ SWB.

Keywords: Taoist, personality, well-being, satisfaction, 16PF
Teachers' agency in professional development: Its constructs, characteristics and developmental mechanisms

ZHANG, N. (Academy of Beijing Educational Science), SHEN, J. (Ministry of Education of the People's Republic of China)

In the field of teacher education, teachers progress from a passive development stage to an active development stage. During this transformation, the degree to which teachers can exercise their agency is critical. The purpose of this study is to theoretically explore the role of teachers' agency in professional development, including its definition, construct, function, consequence, development and predictors. With the base of theoretical construction, the current study used interview and questionnaire methods and the author conducted the study with a sample of 522 elementary school teachers from four provinces in mainland China. The purpose of the study was to examine the role of Chinese elementary school teachers’ agency in their professional development. The Teachers’ Agency in Professional Development Questionnaire included two dimensions: personal agency and contextual agency. The questionnaire was shown to possess good construct validity by confirmatory factor analysis, acceptable criterion validity and good internal reliability. The mean of Chinese elementary school teachers’ agency in professional development is in the moderate level. The Teachers' personal agency score is statistically higher than their contextual agency score. For teachers with more than ten and less than twenty years of work experience, their personal agency score was statistically higher than teachers with less than ten years of work experience. The expert teachers’ personal agency score was higher than that of experienced teachers and novice teachers; their contextual agency score was higher than that of experienced teachers. Teachers from rural key schools all scored higher than their personal agency and contextual agency than did urban key school teachers and rural ordinary school teachers. Teachers who had made master goals all scored higher on personal agency and contextual agency than did teachers who had made performance goals and teachers without goals. Compared with the low agency teacher group, the high agency teacher group had two more predicted paths that influenced their personal agency. The first is from environmental factor supports to teacher perceived efficacy. These factors are mediated by teacher professional developmental satisfaction and then from teacher perceived efficacy to teacher personal agency. The second is from general personal agency to teacher perceived efficacy mediated by teacher professional developmental values, and then to teacher personal agency. Compared with the low agency teacher group, the high agency teacher group had two more predicted paths that influenced their contextual agency. First, from general contextual agency to teacher contextual agency directly, and second, from general contextual agency to teacher contextual agency mediated by teacher perceived efficacy.

Keywords: teacher development, personal agency, contextual agency, perceived efficacy, developmental satisfaction

Teachers socialization and job satisfaction: A field study from Chinese kindergartens

MA, H. W. (Tianjin Normal University), YAO, Q. (Nankai University), YUE, G. A. (Nankai University)

Previous research has well documented that teacher socializations are positively correlated with teachers’ job satisfactions (JS). However, most of these researchers focused on job satisfaction for the job itself and excluded other job aspects like supervisors and colleagues. In addition, most of them aimed at teachers from primary or middle schools and little is known about teachers from kindergartens. Regarding these, this research treats JS as a multidimensional structure and explores its relations with the socialization process. Three hundred and twenty seven teachers from 11 kindergartens in Tianjin, China, participated in this research. The socialization degree was measured by Content of Teacher Socialization Questionnaire, which included four dimensions (organization, organizational politics, role and task), and JS were measured with the Job Satisfaction Survey, which described job from nine aspects (reward, promotion, supervisors,
interests, colleagues, job itself, personal interaction, et al.). Multivariable regression technique was used to analyze data. The results showed that: (1) Knowledge of kindergarten teachers about their organization was positively related with each dimension of JS; (2) task mastery of kindergarten teachers correlated positively with work fairness factors like reward, promotion, procedure et al., but negatively with interpersonal factors like supervisors, colleagues et al.; (3) role clarity only had positive correlations with interpersonal factors; (4) knowledge about organizational politics only had negative correlations with contingent reward. The relations between JS and socializations depend on the contents of each variables and the well accepted conclusion that the better teachers are socialized the higher their JS, is not always the case.

Keywords: teacher socialization, teacher job satisfaction, organizational politics, kindergarten teachers, task mastery

Teachers' burnout and job satisfaction: Based on data from rural China

XIAOJUN, L. (Hua Zhong Normal University), CUIYING, F. (Huazhong Normal University)

The professional existence actuality of primary and middle school teachers in rural areas of central China was investigated in this study. Meanwhile, the developmental trend of professional existence actuality between pretest and protest had been explored. Participants were 1312 teachers and 1791 principals from primary and secondary schools in rural areas of central China, who completed the Job Burnout Questionnaire, the Professional Satisfaction Questionnaire and the Teachers’ Evaluations Questionnaire. Longitudinal tracking research design (interval time was 12 months) was employed in the present study. The data were mostly analysed by t test and MANOVA. The results indicated that 1. In China, three dimensions of job burnout of primary and secondary school principals in rural areas were significantly lower than the general level; the degree of job satisfaction was high (67%), but satisfaction relating to wages and treatment were significantly lower than the general level at only 14.5 percent; 2. Rural primary and secondary school teachers’ degree of professional satisfaction and evaluations of interpersonal relationships (71.4 %) were high, while the degree of satisfaction relating to their income and welfare (5.1%), promotion chances (7.5%), social status (10.6%) and their schools (27%) were all significantly lower than the general level. 3. The two results showed consistently that the job burnout of principals was low, their degree of professional satisfaction was high, but they were discontented with their promotion chances. Conclusions that can be drawn from the study are 1. Using job burnout and degree of professional satisfaction as indicators, the professional existence actuality of primary and secondary school principals and teachers in rural areas of central China was good in general; and 2. The existence actuality of principals and teachers presented a downward trend.

Keywords: teachers, burnout, job satisfaction, China, rural

Teachers' experiences of job satisfaction and work-life balance: The mediating role of motivation and support

HUMPHRYS, K. (Griffith University), BROUGH, P. (Griffith University)

Teaching is an emotionally labour intensive job which requires individuals to engage in nurturing / social behaviours while negotiating professional and bureaucratic guidelines. As a result, the motivation to teach, and the support the networks developed, may play a role in teachers’ experience of job satisfaction and work-life balance. This study aims to test the theory that resources such as motivation and support (supervisor, colleague, family and friend) actually mediate the relationship between job demands and involvement, and job satisfaction and work-life balance (WLB) as opposed to the traditional associations suggested by demands-resources or person-environment fit models. Five hundred and seventy members of the Queensland Teachers’ Union responded to a survey on Teacher Demands and Work-Life Balance. Work demands, Job involvement, Motivation, Support, Job satisfaction and WLB were measured (Boyer, Carr, Mosley & Carson, 2007; Canman, Fichman,
Jenkins & Klesh, 1983; Kanungo, 1982; O’Driscoll, Brough & Kalliath, 2004). Preliminary analyses were run using hierarchical regression to examine the relationships between Job demands, Job involvement, Motivation, Support, Job satisfaction and WLB. In addition, Structural Equation Modelling (SEM) was used to further assess the mediating role of motivation and support in the theorized model. As predicted, Job demands and Job involvement were significantly associated with Job Satisfaction ($F(2) = 70.7, p < .001$) and WLB ($F(2) = 3.29, p < .05$). Motivation and supervisor support significantly mediated the relationship between demands / involvement and Job Satisfaction ($β = .178, p < .001; β = .238, p < .001$, respectively). As such, the overall models incorporating motivation and supervisor support yielded good fit ($χ^2(1) = .009, p = .925; χ^2(1) = .018, p = .893$, respectively). No mediating effects were found for the relationship between demands / involvement and WLB or for colleague support, family support and friend support. While the data reported here is cross-sectional, Time Two data collection is currently underway and results will be tested and reported over time. The findings from this study contribute to the modelling of organizational and individual outcomes such as job satisfaction and work-life balance, specifically for professions where the boundaries between work and home are blurred. In contrast to traditional theories of demands, resources and outcomes, this study suggests that resources such as motivation and supervisor support actually act to mediate the relationships between demands and outcomes.

Keywords: teaching, work-life balance, job satisfaction, teacher demands, job support

Teachers’ experiences of long term use of Lions Quest SEL program

LINTUNEN, T. (University of Jyvaskyla), TALVIO, T. (University of Helsinki)

We interviewed teachers who have long, multi-year experience in using the Lions Quest (LQ) social and emotional learning (SEL) program at school. The aim was to describe and understand how teachers perceive the LQ program and achievement of its educational goals. Several research syntheses and meta-analyses of SEL interventions have concluded that programs concentrating on socio-emotional competencies can result in gains that are central to the goals of all schools. However, we do not know if the skills transfer to the practice situations and what the experiences of long term use of SEL programs are. LQ curricula focuses on training of interaction skills, service-learning, and violence and substance abuse prevention. It is based on the values of equal rights, respect for the needs of others, and cooperation and peaceful resolution of conflicts. LQ is international, widely known and has been available for over 20 years. Teachers and LQ instructors (12 women and 3 men) who had long experience in using LQ program at school were interviewed. The teachers worked in elementary, lower secondary and upper secondary schools. Thematic interviews were transcribed (116 pages) and processed using qualitative, inductive content analytical procedures. The themes extracted include perceived effects of the program at the individual, class, school and communal level. At the individual level, students learned empathy and expression of emotions. They started to support each other, and become able to make decisions and solve problems themselves. Teachers learned new tools for classroom management, problem solving, giving feedback, and working with groups. The program changed their values and behaviour to be more student centered. At the class and school level, teachers perceived that group safety and ability for collaboration increased. The participants were a selected group of teachers who had used LQ for many years. Consequently, their perceptions of the effects of the program were positive. However, the experiences of teachers offer significant insider’s view on the perceived long-term effects of LQ program on children and the whole school community. The results can be useful in planning SEL interventions and measures to study the effects of these interventions.

Keywords: social and emotional learning, socio-emotional competencies, schools

Team work with members from different cultures and disciplines at university

BEHRENS, K. (Griffith University), EGEA, K. (The University of Queensland)
The aims of this research were to investigate first year webdesign students’ approach to team work, their team work preferences and their experience of team work, and to identify strengths and weaknesses of working in teams in the university environment. In particular the role of working in cross cultural and cross discipline teams was investigated with regard to communication, task management, relationships and culture. The cohort of first year webdesign students in the School of Information Technology and Electrical Engineering at Queensland University participated in the study in semester one 2009. As part of the course requirement students completed online questionnaires regarding their attitude to team work at the beginning, in the middle and at the end of the semester. In the questionnaires the students rated various team work attributes. At the end of the semester students were also asked to submit an individual reflection on their team work experience. The responses of 280 students were used in a quantitative and qualitative analysis. There were 126 female and 141 male students, while 25 did not indicate their gender. The webdesign course was undertaken by students from various disciplines, such as Information Technology, Communication, Multimedia, Arts and Journalism. The majority of students were aged under 20 years and indicated to be Australian. There was however a large number of international students in the course and most students were working in teams with members from other cultures and other disciplines. The ratings of students working in cross discipline teams were generally higher than those working in teams from a single discipline, indicating greater awareness of team work attributes. However the ratings of students in cross cultural teams did not differ from those working in all-Australian teams. It was concluded that students are capable of working well with members from other cultures and are effective in their teams. Students effectively address issues regarding communication, task management, relationship building and culture in cross cultural teams. However, to be successful in their team work when working with team members from other disciplines, students needed to address various team work issues, such as task plan clarification and team member responsibilities.

Keywords: university students, team-work, cross-cultural, cross-discipline

Terror management and implicit group identification: The effects of mortality salience on overlapping mental representations of self and ingroup

WATANABE, T. (The University of Tokyo), KARASAWA, K. (The University of Tokyo)

In this article, we test the prediction derived from terror management theory that mortality salience would increase self-ingroup overlap. The theory provides the notion that people support their cultural worldview when mortality is salient. Although previous research has established death-related thoughts led to positive evaluation (Greenberg, Pyszczynski, & Solomon, 1990) and explicit identification (Harmon-Jones, Greenberg, Solomon, & Simon, 1996) toward ingroup, it remains unclear how they implicitly identify their ingroup under the fear of death. The present research addresses this question about overlapping mental representations of self and ingroup. Specifically, our prediction is that mortality salience would result in enhanced implicit ingroup identification in minimal groups. Thirty-nine undergraduates participated in the experiment. They completed the computer-based tasks, which consisted of personality questionnaires and a response time task. Half of the participants were reminded of death-thoughts, and the other half answered questions about their eating habits. Later, they were categorised into two groups ostensibly based on art preference (Tajfel, Billig, Bundy, & Flament, 1971). Following this minimal group procedure, they rated 60 trait descriptions about self, ingroup and outgroup. Participants next completed the response time task on the same traits, indicating whether or not a presented trait was characteristic of ingroup and outgroup members, respectively. If judgments on the group are facilitated by matches with self-judgments and inhibited by mismatches, it is interpreted that mental representations of the two concepts are overlapping (Smith & Henry,
In this study, response time facilitation was calculated by subtracting responses for self-group matching traits from responses for mismatching traits based on questionnaire ratings. We then conducted a 2 (MS: mortality salient vs control) x 2 (target: ingroup vs outgroup) x 2 (valence: positive vs negative) analysis of variance with repeated measures on the last two factors. This analysis found a main effect for target ($F(1, 37)=3.24$, $p<.10$), and the predicted interaction for MS x target ($F(1, 37)=6.32$, $p<.05$). Pairwise comparisons revealed mortality salience increased self-other overlap only in the ingroup condition. Response time analysis showed ratings of self-ingroup matching traits were faster when mortality was salient. This result is in line with our hypothesis that mortality salience increases self-other overlap to defend their cultural worldview. The use of minimal group could be taken as evidence that people identify with even a new group in the presence of mortality salience. Since participants were given no information about their ingroup, self-ingroup overlap indicates that self conceptions are applied to ingroup conceptions (Cadinu & Rothbart, 1996). Future research needs to replicate these findings and further investigate self-other relationship under a group setting.

**Keywords:** terror management theory, group identification, mortality salience, ingroup, minimal group

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**The 1-2-3 Magic Program: Mid-term outcome of implementation in the home**

BAILEY, E. (Southern Cross University), VAN DER ZWAN, R. (Southern Cross University), PHELAN, T. (ParentMagic Inc.), BROOKS, A. (Southern Cross University)

The aim of this project was to establish the outcomes for both parent and child of implementation of the 1-2-3 Magic program (a brief parenting intervention; Phelan, 1984) in the home. Empirical evidence suggests a robust link between negative parenting techniques and attitudes and the development of child behaviour difficulties (Smith & Farrington, 2004). The 1-2-3 Magic program aims to provide parents with positive techniques that facilitate successful child rearing and prevent the development of behaviour difficulties. Whilst the program has been available in Australia for some time and efforts have been made to establish short-term outcomes associated with its implementation in the home (e.g. Bailey et al., 2009), longer-term outcomes remain largely undefined for Australian families. This paper reports the mid-term findings from a project designed to address that situation by conducting the first longitudinal evaluation of the 1-2-3 Magic program using an Australian sample. Families with a child aged 6-12 years participated in a controlled trial of the intervention program. Parents/caregivers of those families were randomly assigned to either an immediate treatment group, or a wait-listed control group. Parents/caregivers in the treatment group began immediately a practitioner-directed education course, consisting of two 3-hour group sessions. The control group commenced training subsequent to the first follow-up assessment, after an interlude of two months. We report here data pertaining to the 8-month, post-intervention follow up and discuss mid-term outcomes for both parent/caregiver and child following implementation of 1-2-3 Magic in the home. For parents/caregivers, trends in levels of parental stress, confidence in parenting ability and use of positive parenting techniques over time will be discussed. For children, medium-term trends in behaviour change will be presented. The present study provides further insight into the suitability of the 1-2-3 Magic program as an intervention for Australian families. The potential benefits of the intervention as an 'entry-level' parenting program are also discussed. Ongoing research is focused on establishing the long-term outcomes associated with the implementation of the 1-2-3 Magic program in the home.

**Keywords:** positive parenting, parenting intervention, child rearing

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**The antecedents and impact of organisational identification after a university merger**

TANG, N. (Shanghai Jiaotong University), WANG, Q. (Shanghai Jiaotong University)

Employee’s identification with the organisation has been recognised as an important and critical...
factor for understanding organisational behavior (Lee, 1971; Ashforth & Mael, 1989). Organisational identification will be even more important after a merger. University mergers have been a hot topic and phenomena in the last two decades in China, yet few empirical studies have studied the merger’s impact. In this paper, we look at the antecedents and impact of organisational identification after a university merger. This paper has two studies. In the first study, one university merger was used as the study focus and 119 employees and faculties were surveyed on their organisational identification with the former and new organisations, their organisational commitment, social accounts and satisfaction with the merger. Meanwhile, supervisors were asked to evaluate the performance of those employees and faculties. In study 2, an experimental method was used to see if there were priming effects of identifications with the former and new organisations. The first study showed that: (1) satisfaction with the merger and social accounts were antecedents of organisational identification with the new organisation; (2) the identification with the former organisation significantly influenced the after-merger job performance, while the impact of the identification with the new organisation on job performance was moderated by organisational commitment. The findings of the experiment revealed that the priming effect of the identification with the former organisation was not significant while the identification with the new organisation could be primed. This finding has some implication for how to foster identification with the new organisation after a merger. Social account and satisfaction with the merger are antecedents of post-merger organisational identification. Organisational identifications with the former and new organisation have different mechanisms on the post-merger job performance and the identification with the new organisation could be primed.

Keywords: organisational identification, university merger, post-merger performance, priming effects

The assessment of posttraumatic stress disorder in emergency service workers

Emergency service workers are routinely exposed to distressing events. As a result, the management of compensation claims related to the development of posttraumatic stress disorder (PTSD) is an important issue for emergency service organisations. The aim of this study was to review the quality of the diagnostic assessment reports prepared by clinicians who had assessed emergency service workers in connection to a PTSD related workers compensation claim. Access was granted to the files relating to a group of Australian emergency service workers who had made PTSD related compensation claims and the assessment reports were evaluated relative to the diagnostic criteria for PTSD in the DSM-IV-TR. Assessments were conducted by psychologists (80%) and psychiatrists (20%). In the majority of cases (81%), the assessor determined that the worker was suffering from PTSD but only one report met the minimum standard in that it showed evidence that all symptoms were (a) assessed (the assessor asked the claimant whether they had experienced the symptom); (b) justified (the report included examples provided by the claimant); and (c) endorsed (the claimant stated that they had experienced the particular symptom). Only one third of assessors’ reports addressed the possibility of malingering. This study suggests that the assessment reports fail to meet minimum assessment standards based the DSM-IV-TR. The implications of these findings are discussed in relation to both the welfare of the emergency service workers and their employers’ management of compensation claims.

Keywords: post-traumatic stress disorder, emergency workers, malingering, workers compensation, workers welfare

The challenges and successes of psychological service delivery to rural South West Queensland

MANN, W. (Centacare), DU PREEZ, J. (University of Southern Queensland)
General Practitioners and mental health clinicians recognise and acknowledge the expertise of psychologists in the diagnosis and management of the full range of mental health problems. This presentation highlights the challenges of recruiting and retaining sufficient numbers of psychologists by a particular service provider, while also outlining a particularly effective strategy implemented over the past decade. Continuing difficulties are identified with some options suggested as part solutions. Data is presented illustrating the scope of the challenges faced: nature and extent of mental health problems; scale of demand and geographic are covered; comparative research involving other service providers. The organisation has been recruiting and employing qualified and experienced psychologists for South West Queensland region for the past 13 years. The challenge to the organisation to offer effective and continuous services hinges on the difficulties of recruitment and retention of staff in these areas. The practice of sponsoring psychologists from abroad, who meet the standards of the Australian Psychological Society as well as the Queensland Board of Psychology, has proven to be an effective strategy. This has allowed for effective service delivery in this region as described by the community, GPs and consumers in a recent survey. Service delivery remains a challenge due to numerous reasons to be explored. Of particular note is the challenge of managing a situation in which overseas-trained psychologists with a particular cultural orientation are required to serve an ever changing multi-cultural population in the South West Queensland region. A future based exploration of ways to support these psychologists—personally and professionally—whilst delivering an effective service within this multicultural environment is outlined.

**Keywords:** diagnosis, general practitioners, overseas-trained psychologists, recruiting psychologists, psychological service providers

The aim of the present brief oral presentation is to quantitatively review prospective high risk longitudinal studies ascertaining the childhood neurodevelopmental precursors associated with schizophrenia. In addition, the current presentation aims to explore essential research questions such as whether the observed neurological, neuromotor, neurocognitive, social and behavioural deficits present prior or post diagnosis? Do they represent a continuous developmental decay? To what extent these neurodevelopmental deficits are sensitive and specific vulnerability markers for schizophrenia? This presentation evaluates the findings of 18 high risk studies and quantifies the factors that significantly differentiate between high risk and normal control children. Inclusion in the review was determined by several criteria. The results are presented under obstetric, neurological and neuromotor, cognitive, social and behavioural domains. In addition, the identified discriminating variables are presented in accordance with childhood developmental stages and relative to their effect sizes. The strengths and limitations of the studies and measurements are discussed. Additionally, recommendations for further studies are provided to strengthen the research methodology by using standardised neuropsychological measurements in order to acquire results that are true positive (specific to the development of schizophrenia), replicable and statistically significant. The accurate identification of predictive neurodevelopmental precursors of schizophrenia provides valuable insights regarding the developmental pathways of schizophrenia spectrum disorders. Indeed the identification of childhood neurodevelopmental variables may be markers of genetic liability to schizophrenia. In addition, the true positive identification of these endophenotypes is a major advancement in scientific knowledge guiding the development of effective early preventative intervention programs.

**Keywords:** childhood neurodevelopment, schizophrenia, interventions, development

The condition of Chinese adolescents’ parental monitoring and its effect on their social adjustment

**Keywords:** parental monitoring, social adjustment, Chinese adolescents.
WENJUAN, Z. (Beijing Normal University), HONG, Z. (Beijing Normal University), XIAOWEI, L. (Beijing Normal University)

This study aimed to extend the former construct of parental monitoring to three factors: parental knowledge, negative feedback and autonomy granting, as well as to explore the condition of Chinese adolescents’ parental monitoring, its effect on their social adjustment, and the moderating effect of Neuroticism. A total of 2340 students participated in this study. Parental Monitoring Questionnaires, Adolescents' Social Adjustment Assessment Questionnaires and NEO-R were used. The results showed that: (1) there were significant differences between grades and sex in adolescents' parental monitoring. That is, parental knowledge about girls was significantly higher than boys, the negative feedback of boys was significantly higher than girls; parental knowledge and autonomy granting of children from lower grades was significantly higher than those from higher grades, and negative feedback of Grade Eight was significantly higher than Grade Ten and Grade Eleven. (2) The adolescents' parental monitoring could be categorized by three styles, including democratic, controlling and Laissez-Faire, whose proportion were 38%, 30% and 32%, respectively. (3) The three styles differed significantly in all aspects of adolescents’ social adjustment. (4) Neuroticism served as a moderating factor in the relationship between parental monitoring and negative social adjustment. In general, results demonstrated that the condition of Chinese adolescents’ parental monitoring is balanced. The effect of parental monitoring is moderated by adolescents' neuroticism character.

Keywords: parental monitoring, parental knowledge, parental negative feedback, adolescents' neuroticism, adolescents' social adjustment

The construction of an off-line meta-cognitive regulation test and its application on personnel selection

LI, J. (Beijing Normal University), LI, Y. (The Chinese University of Hong Kong)

Higher level processes such as monitoring and controlling of cognitive behavior have been pervasively emphasized in recent years, and meta-cognitive regulation was regarded as one of the hot points of contemporary psychological studies. The significance of scientific research on meta-cognitive regulation is momentous both in theoretical and practical fields. According to the object, area and time of regulation, meta-cognitive regulation could be decomposed into two components: on-line regulation and off-line regulation. On-line regulation happens during a certain task, while off-line regulation takes place out of a certain task situation. The purpose of the present study was to explore the psychometric structure of off-line meta-cognitive regulation, and to construct an assessing instrument with high criterion-related validity. The data of this study were collected from a large-scale Information Technology company in China. In Study One, 260 employees participated in the preliminary test. By using a self-developed questionnaire, a three-factor structure of off-line meta-cognitive regulation was obtained, which included global-planning, insight and generalization. After a retest study with 115 participants, the structure of off-line meta-cognitive regulation was confirmed. In Study Two, in order to examine the criterion-related validity of the off-line regulation questionnaire, hierarchical linear regression and hierarchical logistic regression were conducted by the researcher. The following findings were obtained: The managers are different from the common staff in particular regulation factors. Managers have a higher generalizing level than others in sales departments, while managers in support departments have higher insight levels than others. On the other hand, for common staff, the level of off-line meta-cognitive regulation fails to predict employees' performance in the sales department. However, for staff in the support department, level of global-planning predicts the creative activities reversely. According to the results, we may suggest that the off-line meta-cognitive regulation questionnaire has good psychometric qualities, and the procedures of administrating and scoring are objective and standardized. It can be applied to practical use such as personnel selection and promotion.
The contextualised assessment tool for risk and protection management: Validation and evaluation of a scale for examining the strengths of youth at-risk

CARROLL, A. (The University of Queensland), BOWER, J. (The University of Queensland), ASHMAN, A. (The University of Queensland)

The Contextualised Assessment Tool for Risk and Protection Management (CAT-RPM) is a 95-item on-line tool that aims to identify risk and protection across six domains (self, family, school, peers and leisure, community, and significant life events) in at-risk youth. Items target information about the operating frameworks, relationship base, and leisure time activities of participants in these six domains, and a visual representation of the balance of risk and protective factors emphasises the young person’s strongest domain. Cultural relevance to Indigenous young people has also been taken into account. The present research investigated the reliability and validity of the CAT-RPM with Australian high school students aged 12 to 18 years. In total 387 participants (196 males and 169 females, mean age of 14.95 years) from nine high schools across three states in Australia participated in the trial of the CAT-RPM. Using the school’s Index of Relative Socio-Economic Disadvantage (IRSED) rating as a guide, participants who attended schools located in a range of socioeconomic areas were recruited. Participants completed the tool on-line during class times using the school computer facilities. Principal Components Analysis forcing two factors was conducted to determine the content validity of the instrument. Levels of risk and protection were measured according to a process of weighting the severity of items and establishing their multiplicity. Psychometric properties of the on-line tool were sound with adequate alpha levels for the various scales. To establish whether there were differences in risk and protection management among males and females, Indigenous and non-Indigenous, and junior and senior school students, t-tests were conducted. The final product is a strengths-based, culturally relevant assessment tool with strong psychometric properties, measuring the balance of risk and protective factors for at-risk youth. The CAT-RPM can assist both professionals and young people in identifying optimal support networks and most appropriate interventions to facilitate change. It is useful in a case management model of assisting young people at risk.

The dark side of leadership: Prevalence of potential leadership derailleurs in a management population

WEBSTER, V. (Griffith University), MYORS, B. (Griffith University)

Currently there is a paucity of research on the ‘dark side of leadership’. Potential derailleurs might achieve short term objectives but can, over time, lose the support of colleagues and subordinates and potentially lead to serious problems in the workplace. This study will analyse the prevalence of extreme preferences toward derailment behaviours and the relationship between personality and motivation drivers with the use of these quasi-leadership tactics. De-identified archival data on the leadership profiles of 301 executives, managers and line managers (193 males and 108 females), across a range of industries and occupations, were used. Two-hundred and eleven were from the private sector and 90 from public sector. The majority of participating managers were Australian, with a small proportion from New Zealand, United Kingdom, South Africa and Asia. The data were collected for the purposes of selection, promotion and/or leadership development. The Global Personality Inventory (GPI) (Schmit, Kihm & Robie, 2000), an on-line self report leadership profiling tool, was used, and responses were scored against the appropriate management norm, using proprietary software. The independent variables were: Achievement Drive, Affiliation, Socialised Power, Personalised Power and Self Management. The dependent variables were Prevalence of leadership derailleurs, e.g. ego-centred, intimidating, manipulating,
micromanaging and passive-aggressive. This data supported the hypothesis that there is a significant proportion of the management population who are likely to use quasi-leadership tactics to achieve their objectives. One-hundred and eighty six (62%) reported a strong to extreme preference (seventieth percentile or higher compared to the norm) for using at least one derailing behaviour. Eighty two reported a strong preference to use at least two derailers; 35 reported a strong preference to use at least three derailers; 12 reported a strong preference to use at least four derailers; and eight reported a strong preference to use all derailers. Using correlation analyses, significant relationships were found between all independent variables and the dependent variable, in the predicted direction. These results confirm there is a significant prevalence for using potential leadership derailers in this management population, supporting the need for further study into the variables leading to and the impacts of derailers on leadership style.

Keywords: leadership style, management, leadership derailers, Global Personality Inventory

The development and evaluation of crisis communication training for health professionals

KIKKAWA, T. (Keio University), KATO, F. (Keio University), NAKAMURA, M. (Ryutsu Keizai University), SUGIURA, J. (Aichi University of Education), NAGAOKA, T. (Sanno University)

The aim of this research was to examine the structure and outcome of a crisis communication training program for health professionals. Despite the attention paid to health crises in recent years (e.g. outbreaks of E-coli and swine flu), relatively little attention has been paid to communication skills in general, and the crisis communication skills in particular, of health professionals. Poor communication can lead to fiascos during crises. The author and colleagues have been developing and evaluating a training program in this area. Twenty-five officials of a Japanese ministry voluntarily participated in the training. The program consisted of five sessions, which occurred approximately monthly. Each session began at 18:30 in the meeting room of the ministry and ended at 19:30. Effectiveness was evaluated in terms of changes in cognitive complexity, changes in confidence in communication skills, and perceived need for training in communication skills. Independent evaluators (i.e. medical doctors and a journalist) also observed participants and evaluated their performances. No significant changes in cognitive complexity were found. However, confidence in communication skills increased slightly, and perceived need for communication skills increased. In addition, the independent observers noted the active engagement of participants in the training and commented favorably about the relaxed atmosphere during training. We expected that cognitive complexity would increase as the training proceeded. The absence of significant change in this regard is likely due to a self-selection bias. That is, the cognitive complexity demonstrated by participants at baseline was higher than expected, resulting in a ceiling effect. Relatively higher interest in crisis communication in this volunteer sample may have been associated with increased communication skills. Given the absence of similar training programs, these results underscore the relationship between training in communication skills and increased confidence in and perceived need to learn about communication skills. It is necessary to improve this training program so that the needs of health professionals and the public will be met in the event of health crises.

Keywords: cognitive complexity, communication skills, communication skills, crisis professionals, health professionals

The development and preliminary validation of a religiosity assessment instrument to be used in the Muslim population

PURWONO, U. (Universitas Padjadjaran, Bandung), FRENCH, D. (Purdue University)

There has been increasing interest in understanding the role of religion in the lives of children and adolescents. The effectiveness of this research is constrained by difficulties associated with measuring youth religious involvement, particularly in the Muslim population. This study reports on the
development and validation of an assessment instrument targeted to measure religiosity in the Muslim youth population. Based on focused group discussion and consultation with religious leaders, 22 self rating items was developed to assess the engagement of Indonesian adolescents in practices prescribed by the Islamic religion. Separate scales were developed for males and females because of some gender differences in their prescribed practices. The instrument was administered to 134 males and 167 females in public middle and high schools. In addition, adolescent spirituality was also assessed using both self and parent reports. Measures of social competence and other related data were also obtained from parents, teachers, and peers. The internal consistency coefficients of the instrument were 0.89 for the male’s measure and 0.87 for female’s measure. The Multi Group Confirmatory Factor Analysis (MGCFA) specifying invariant models for males and females fit the data well ($\chi^2 = 4.44, df = 11$). The correlation between adolescent ratings and those of their parents was 0.32 for religiosity and 0.26 for spirituality. Adolescent’s self reports of religiosity also correlated significantly with adolescent’s general self esteem ($r = .21; p = < .001$), and child’s sympathy and perspective taking ($r = .36; p < .001$), providing evidence of construct validity. A MGCFA model specifying that spirituality and religiosity are represented as one latent construct fitting the data well: $\chi^2 (17) = 21.61$, non-significant; Comparative Fit Index (CFI) = 0.97; Root Mean Square Error Approximation (RMSEA) = .04; Standardized Root Mean square Residual (SRMR) = 0.05. In contrast, the two factor model was rejected because of poor fit. The instrument can be used to effectively measure religiosity of Muslim adolescents and, therefore, can be used as a component of a multi-reporter and multi-instrument assessment of adolescent religious involvement. Furthermore, the results suggest that religiosity and spirituality overlap considerably in this sample. These findings are discussed in the perspective of future research related to youth religiosity.

Keywords: religiosity, youth religious involvement, spirituality, self-esteem, perspective taking

The development and validation of the Chinese Psychological Hardiness Inventory: An emic-etic approach

LAI, C. M. (The Chinese University of Hong Kong), YOU, J. (The Chinese University of Hong Kong), FU, K. (The Chinese University of Hong Kong), LEUNG, F. (The Chinese University of Hong Kong), CHEUNG, F. (The Chinese University of Hong Kong)

The present study aims to develop and validate the Chinese Psychological Hardiness Inventory (C PHI). Hardiness is a global psychological quality theoretically defined as consistent pattern of behaviors, motives, and feelings where individuals view potentially stressful situations as normal aspects of life and opportunities for growth rather than threats (challenges), they keep believing in their own capability to change the situation (sense of competence), and can be involved in a social relationship (social commitment). The indigenously developed CPHI comprises 32 items with dichotomous scales originally drawing from the 541-item pool of Chinese Personality Assessment Inventory-2 (Cheung, Leung, Song, & Zhang, 2001). The scale was administrated to about 100 Hong Kong college students, 1360 normative individuals and 730 psychiatric patients aged 18 to 45 from Mainland China and Hong Kong. All items in CPHI were checked and approved to be comprehensible by both mainland and Hong Kong Chinese. The CPHI showed high internal consistency, temporal reliability and valid factor analytic structure. Hierarchical regression analysis demonstrated the concurrent validity of the CPHI in predicting various aspects of life satisfaction after controlling for the effect of life stressors. Analysis of variance suggested the concurrent validity of CPHI, in which the hardiness level of the normative sample was substantially higher than that of the psychiatric sample. Logistic regression further established its incremental validity to predict suicidal tendency among depressive patients beyond the severity of depression. Norms of the CPHI was provided on the basis of over 1300 normative participants. The CPHI extends the foreign construct of hardiness (Kobasa, 1979) to collectivistic Chinese culture, and at the same time avoids the problems of translation and cultural irrelevance. It is a comprehensive, efficient, reliable and valid measure of hardiness.
that taps the psychosocial adjustment level of Chinese under stress from a combined emic-etic approach.

Keywords: Chinese Psychological Hardiness Inventory, hardiness, stressful situations, competence, depression

The development of inequity aversion in Japanese children

MORI, K. (Kwansei Gakuin University), YUKIHIRO, R. (Kyoto Gakuen University)

In this study, we investigated the developmental sequence of inequity aversion preference in Japanese children. Forty-nine Japanese elementary school children (aged 6 to 12) participated in the experiment. Each child was asked to allocate virtual tokens to himself/herself and to his/her partner (a graduate or undergraduate student). A pair of even and uneven token allocations was displayed on a touch-screen and the participants selected the pair of their choice. A total of eight pairs were displayed in a sequence; these pairs differed in terms of the absolute, relative, or joint amount of payoff. At the end of the experiment, tokens won by the participants through the series of choices were exchanged to stationery. A principal component analysis on the choices in the eight pairs extracted three principal components that accounted for 70% of the item variance. The three components consisted of the following types of pairs respectively: (1) The unequal allocations were advantageous and the payoffs obtained from them were more than those from the equal ones; (2) the unequal allocations were disadvantageous but the payoffs obtained from them were not less than obtained from the equal ones; and (3) the unequal allocations were disadvantageous and the payoffs obtained from them were less than those from the equal ones. A 3 (component) × 3 (grade group) × 2 (sex) ANOVA on the rate of equal choice revealed significant main effects of component and grade, and a component × grade interaction effect. In other words, participants in higher grades were averse to disadvantageous inequality regardless of their grade. No other significant effects were detected. Our results revealed that the aversion to disadvantageous inequality showed a strong development with age; on the other hand, aversion to advantageous inequality remained at low levels. In conjunction with recent findings, the results of this study suggest that advantageous inequality aversion may be evoked selectively (i.e. only within ingroup members) and is scarcely developed among people in general.

Keywords: inequity aversion preference, unequal allocations, inequality, ingroup members, payoffs

The development of the perception of "overt" and "covert" prosocial behavior in Japanese children

YAMAMURA, A. (Osaka university)

Although a large number of studies have investigated "overt" prosocial behaviour (e.g., helping, contribution), few have investigated "covert" prosocial behaviour (e.g., caring, waiting). Ninomiya (1993) suggests that teachers and nurses perceive covert behaviour as prosocial in Japan, however few studies have investigated covert behaviour in childhood. Therefore, the purpose of this study was to examine the development of perception of "overt" and "covert" prosocial behaviour and the correlation between the perception of each behaviour and empathy. Children aged 10 \( (n = 97) \) and 12 \( (n = 80) \) completed a 16-item empathy scale. They were asked about their "concern of empathy" and "perspective taking". Participants also responded to four prosocial episodes in which a friend was distressed. The characters in the stories were two helpers who are prosocial – one helped immediately (overt behaviour) and the other kept an eye on distress (covert behaviour). The questions about each of the characters concerned the degree of prosociability (8 items). An ANOVA showed that the 10 year-olds estimated the overt prosocial behaviours as being more prosocial than the covert prosocial behaviour and that the 12 year-olds estimated the covert prosocial behaviours as being more prosocial. In addition, for the 12 year-olds, the perception of covert prosocial
behaviours had significant plus correlation with “concern of empathy” and “perspective taking”. This effect showed few significant correlations. These data suggest that, in childhood, the perception of others’ covert prosocial behaviour is developmental. It appears that prosocial behaviours are variable in children. Yarrow et al. (1976) pointed out that prosociability appears not to be a unitary concept. Their report supports this study.

Keywords: prosocial behaviour, overt behaviour, covert behaviour, empathy

The differential impact of psychosocial and physiological factors on the self-management of type 1 diabetes in young people

SMITH, L. (University of Sydney), OVERLAND, J. (Royal Prince Alfred Hospital, Sydney), JOHNSTON, C. (The University of Western Sydney), HATHERLY, K. (The University of Sydney), WALLER, D. (The University of Western Sydney)

Attaining recommended levels of metabolic control can be a challenge for many people with Type 1 Diabetes (T1D). This is particularly so during adolescence due to the physiological and psychological changes taking place during this period. This study aimed to investigate the differential impact of psychosocial and physiological determinants of metabolic control. A sample of 158 Australians with T1D, aged 8 to 19 years, and their families, were recruited independent of their source of care as part of a longitudinal, cross sectional exploratory study. Data were gathered regarding demographic, physiological (self-monitoring of blood glucose, adherence to insulin regimen, rates of hospitalization) and psychosocial (negative affect, coping, self-efficacy and knowledge of diabetes) information. A capillary sample was taken for glycated hemoglobin (HbA1c) determination. Multiple regression procedures were performed, using backward elimination, to determine those factors contributing to metabolic control. Participants’ attitudes and beliefs about coping, negative affect and self-efficacy were significant predictors of metabolic control (ps < 0.05; adjusted $R^2 = .302$) and contributed more to the variance in the data than physiological measures such as self-monitoring of blood glucose and rates of hospitalization (ps > 0.05). Adherence to insulin regimen was the only physiological measure to remain in the final regression model ($p = 0.007$). Young people with T1D reporting high acceptance and low avoidance behaviours, confidence in their ability to manage the condition, who are not depressed and who are adherent to their treatment regimen, are more likely to achieve acceptable levels of metabolic control. Research models incorporating both psychosocial and physiological markers of self-management of Type 1 Diabetes can provide a clearer view of those factors which are most important to achieving optimal self-management of T1D. Healthcare focusing on physiological self-care behaviours may not adequately address those aspects of T1D self-management that can have long term effects on health and quality of life.

Keywords: type 1 diabetes, self-care, metabolic control, self-monitoring, self-efficacy

The dual social impact of university outreach programs on enrollment in higher education

ADDI-RACCAH, A. (Tel-Aviv University), ISRAELASHVILI, M. (Tel-Aviv University)

In order to increase the enrollment of low socioeconomic status (SES) students with higher levels of ability in higher education, many universities and colleges initiate outreach programs. In spite of their popularity, little is known concerning the programs’ contributions and long-term effects. Based on a follow-up study of adolescents who were enrolled in such a program twenty five years ago, the current study addressed two questions: 1) Did participation in the outreach program lead low-SES participants to enroll in higher education? 2) To what extent did the participants attribute their present personal achievements to their experiences within the outreach program? Using several methods for data collection we were able to approach 198 adults who had participated (72%) in an outreach program 25 years ago, or who served as a comparison group (28%). These ex-students studied in two large high schools located in low-SES neighborhoods of metropolitan Tel-Aviv–Jaffa. The participants
completed questionnaires on various aspects of their participation in the program in the past as well as various aspects of their current life and self-perceptions. The findings indicate that currently (ex)participants in the program have more advance academic degrees in comparison to non-participants. Moreover, interviews with a random sample of ex-participants show that those who have continued to higher education partially attribute their academic education to the outreach program in that it enhanced their confidence that higher education is attainable. However, those participants who have not been enrolled in higher education perceived it as their personal failure and lack of effort at school. No significant differences were found between these two groups in attitudes regarding the social and economic merits of higher education. Outreach programs might have dual social impact. On one hand they can significantly foster the enrollment in higher education of the low-SES population. On the other hand they might also operate as a social mechanism that preserves the prevailing social order, which favors the more advantageous groups in society. Namely, by attributing failure for not enrolling in higher education to personal capacities, the participants who did not continue to higher education legitimatize social inequality.

Keywords: low socioeconomic status, university outreach programs, higher education, social inequality, failure attributions

The effect of coloured overlays on reading Japanese characters for Japanese students with/without Scotopic Sensitivity Syndrome

IMAIZUMI, S. (Chiba University), KOYAMA, S. (Chiba University), HIBINO, H. (Chiba University), SINGU, Y. (Chiba University)

Scotopic Sensitivity Syndrome (SSS) is also known as Irlen Syndrome. People with SSS perceive abnormal brightness and visual distortions from text while reading. In the present study, we conducted a survey on the prevalence of SSS in Japanese students. Since coloured overlays were reported to ease reading of English text (Irlen 2005; Wilkins 2003), we also examined whether the overlays of various colours could ease reading of Japanese text. In the survey, 152 students (45 males and 107 females) completed a questionnaire, which contained the diagnostic criteria of SSS by Iren Institute. The questionnaire included 14 questions regarding their reading and lifestyle. In the experiment, 33 students (13 males and 20 females) who participated in the above survey read Japanese and English texts with or without coloured overlays. Six students met the diagnostic criteria for possible SSS. The stimuli were 11 sets of 144 Japanese characters (Hiragana) in a 12 x 12 characters grid. The students read ten sets with coloured overlays (Irlen Overlay), and read one set without the overlay. The colours of the overlays were purple, peach, rose, orange, yellow, green, light blue, blue, bluish gray, and gray. After reading all the Japanese texts, they were asked to evaluate how easy they were to read with each coloured overlay by using the normalized ranking method. In the same way, they read English texts with or without coloured overlays, and evaluated how easy they were to read. In the survey, 36 students (10 males and 26 females, 23.7% of the total) met the criteria for possible SSS. In the experiment, light blue, bluish gray, gray, and green were ranked significantly more highly than the other colours ($p < 0.01$) by the normal students. The results were very similar for English characters. Light blue and bluish gray were also ranked highly in the six students with possible SSS. Interestingly, some students with possible SSS ranked blue and purple highly, although those colours were ranked low in the normal students. Our study suggested that approximately 20% of students may have SSS in Japan. Overlays in some colours may ease their reading.

Keywords: scotopic sensitivity syndrome, visual distortions, reading ease, colour overlays on text

The effect of distraction on forced-choice symptom validity tests amongst individuals with mild-moderate traumatic brain injury

LEIGHTON, A. (University of Western Australia)

Measures designed to assess test-taking effort, called Symptom Validity Tests (SVTs), are critical for accurate neuropsychological assessment. It
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A has recently been suggested that some SVTs that purport to assess effort alone may actually require a degree of cognitive ability (Batt, Shores, & Chelachuk, 2008). Subsequently, these tests may misclassify truly impaired individuals as feigning or exaggerating, and thus may be unsuitable for use with impaired individuals. The present study compared the performance of Healthy Adults (HA; n = 74) to those with mild-moderate Traumatic Brain Injury (mmTBI; n = 47) on two well-validated SVTs: the Word Memory Test (WMT) and the Test of Memory Malingering (TOMM). These groups were further randomly allocated to one of three conditions: full effort (FE), full effort with distraction (FED) or simulated malingering (SM). SM groups were given instructions to feign impairment adapted from Tombaugh (1997). Conversely, the FE and FED groups were asked to optimize their efforts. In addition, the FED group completed an auditory distraction task during the learning phase of each SVT. Results indicated that participants in the FED condition had significantly lower scores on the WMT, but not the TOMM, when compared to those in the FE condition for both the HA and mmTBI groups. Participants in the SM condition scored significantly lower than both the FE and FED groups regardless of TBI history. With regard to classification accuracy, sensitivity was identical (88%) for the WMT and the TOMM in both the HA and mmTBI simulating groups. Only one (4%) of the participants across FE and FED groups was misclassified as giving sub-optimal effort on the TOMM (96 to 100% specificity). Conversely, false-positive rates for the WMT were unacceptable, with eight of 26 (30%) of HA in the distraction condition misclassified as giving inadequate effort, and 11 of 19 mmTBI (58%) in this condition similarly misclassified (42 to 70% specificity). The TOMM test results were consistent across FE and FED conditions, supporting it as a true test of effort, whilst the WMT produced unacceptable false positive rates under conditions of distraction and hence may not be suitable for use as a measure of effort for persons with significant cognitive impairment.

Keywords: cognitive impairment measures, neuropsychological assessment, cognitive ability, traumatic brain injury, symptom validity tests

The effect of intervening variables on strain for Japanese workers

NODA, T. (Tezukayama University Graduate School), NAKAGAWA, T. (University of Tezukayama Graduate School), MORISHITA, T. (University of Tezukayama)

Coping, social support and social skill are known as intervening variables between stressor and strain. The purpose of this study was to examine which of those variables reduces strain the most and how stressor and intervening variables effect strain on Japanese workers. The participants were 241 Japanese workers (184 males and 57 females) who completed five questionnaires to measure stressor, strain, coping, social skill and social support. Factor analysis was conducted on stressor, coping and social support. Multiple regression analysis was used to examine how well strain can be predicted from other variables and factors. Finally, an unpaired t-test was used to compare the difference between male and female workers. As a result of factor analysis on stressor, six factors (overwork, role ambiguity, role conflict, job aptitude, evaluation and workplace environment) were extracted. For coping three factors (self-subjective type, avoidance type, others-subjective type) were extracted and for social support two factors (positive support, moralistic support) were extracted. Multiple regression analysis indicated that stressor significantly enhances strain while social skill reduces strain, however coping and social support were not significant predictors of strain. With regard to two factors of social support, the result showed that the positive support from fellow workers reduces strain. In contrast, it showed that avoidance type coping increases strain regarding three factors of coping. An unpaired t-test showed that male workers were more likely to feel overworked and role conflict, while female workers were more likely to feel workplace environment as a stressor. The results also showed that males tended to use self-subjective type coping and females tended to use avoidance type coping, and that males had higher social skill than females. These results suggest that social skill reduces strain the most among three intervening variables and that the positive support from fellow workers also reduces strain. In contrast,
avoidance type coping seems to increase strain. Finally, there seem to be sex differences in stressor, social skill and coping, which may mean that we need different stress managements for each sex.

Keywords: stressors, strain, Japanese, coping, social skills

The effect of invulnerability and Theory of Planned Behavior (TPB) on drinking and driving among young Chinese drivers

WU, A. M. S. (University of Macau), CHAN, D. C. N. (University of Macau)

Though scarcely studied, a large proportion of traffic accidents are alcohol-related and thus driving after alcohol use poses risk on both personal and public health in Chinese societies. Young adults are more likely to engage in drinking and driving and thus are of particular concern. The aim of this study is to investigate both the direct and indirect influences of the three Theory of Planned Behaviour (TPB) components (attitude, norm, behavioral control) and invulnerability, on young Chinese drivers’ drinking and driving. This study is a self-administered online questionnaire survey. The Chinese questionnaire template was created by an online survey program (www.surveymonkey.com), and the survey hyperlink was posted at popular Chinese public forums for young people in Macao. One hundred and twenty-four licensed drivers (aged from 19 to 35 years) fully completed the questionnaire online with informed consent of participation given. Among the respondents, 39% had driven after taking alcohol in that period of time. The results of correlation analysis showed that intention to drive after drinking was positively correlated with attitude, subjective norms, perceived behavioral control, invulnerability, and prior driving behavior after drinking (p < .05). The result of path analysis revealed the significant indirect effect of invulnerability on intention, through promoting a favorable attitude and a greater perceived behavioral control of drinking after alcohol use. The present findings suggest that irrational beliefs of invulnerability to danger as well as the three TPB components are potential targets in safety campaigns for Chinese people.

Keywords: theory of planned behaviour, drink driving, risky driving behaviours, perceived control, alcohol use

The effect of job stress on medical scheme claims and member well-being

PIENAAR, J. (North-West University), MOSTERT, K. (Department of Industrial Psychology), ROTHMAN, I. (Afrifort Sy Pty Ltd.), ROTHMANN JR., I (Afrifort Sy Pty Ltd.), HAGEMAN, G. (Energi)

The aim of this research was to determine the impact of job stress on medical scheme claims and physical health risks. A measuring instrument embracing the job demands-job resources model was implemented in a closed medical scheme environment in the financial industry in South Africa. The member population of medical aid is 120 000. Participation was voluntary and a total of 3230 members completed the survey in a nine month period. Medical Scheme Insured Benefit claims data was available for the entire sample whilst objective physical health data was available for 1264 members. Physical health data included blood glucose and cholesterol levels, blood pressure, Body Mass Index, dietary index, exercise profile, and cardio-vascular disease risk. Firstly, structural equation modeling was used to fit the data to a conceptual model. Secondly, MANCOVA was used to determine differences in claims between risk factors while controlling for certain factors. Lastly, logistic regression was used to determine odds ratios for risk factors. Burnout, stress and associated distress states resulted from high job demands and low decision latitude and recognition. The relationships were moderated by perceived supervisory support at work. These work variables (demands and lack of resources) contributed to 62% of distress states, which in turn was responsible for 64% of stress-related ill health symptoms. Work variables (demands and lacking resources) were responsible for 40% of the stress-related ill health symptoms experienced by participants. Stress-related psychological ill health was the best predictor of medical aid claims. Members experiencing high levels of stress-related psychological ill health
symptoms claimed on average 3135.17 Rands (approximately 418.69 United States Dollars) more than members experiencing low levels of psychological ill health symptoms over a six month period. The odds of suffering from chronic medical conditions also increase substantially if high risks for burnout were evident. Members at higher risk of burnout also posed risks in terms of productivity, attendance levels, exercise, medicine usage, doctor visits, and being overweight. Strategically, ways to mitigate job stress (consisting of high job demands and a lack of job resources) in combating medical aid inflation should be facilitated. Employer groups are crucial and should act as strategic partners of the medical aid provider. This is mainly because job stress does not only affect medical expenses but also affect organizational effectiveness and competitiveness and the quality of life and health of members/employees.

Keywords: job stress, medical scheme claims, body mass index, organisational effectiveness, burnout

The effect of learning hydrocarbon covalent bond structural formulae by correct and incorrect combined worked-examples

QI, Z. (Liaoning Normal University), DEZHI, X. (Liaoning Normal University)

In previous studies, few researchers paid attention to the role of incorrect worked-example in worked-example learning. Furthermore, they drew different conclusions. We thought that the outcomes would be better when using the combination of correct and incorrect worked-examples compared with the correct worked-examples only in worked-example learning. This hypothesis was tested by three experiments in this research which used hydrocarbon structural formulas of organic chemistry as the materials. High school students from Grade One were recruited to participate in this research. Single-factor design was implemented in each experiment. All the hydrocarbon structural formulas were selected from a chemistry textbook of Senior Two level. A total of 293 subjects were assigned to the three experiments (79 participated in Experiment One, 116 participated in Experiment Two and 98 participated in Experiment Three). They all participated in the pre-test, worked-example learning, and the post-test in quiet classrooms. The results were the following: (1) Experiment One showed that the effect that combination of correct and incorrect worked-example learning was significantly better than single correct worked-example learning; (2) Experiment Two showed that the scores achieved from the combination group, which contained equal number of correct and incorrect worked-examples, were significantly better than the scores achieved from the combination group in which the number of correct worked-examples was larger than that of incorrect ones. At the same time, the scores achieved from the combination which contained equal number of correct and incorrect worked-examples were significantly better than the scores achieved from the combination group in which the number of correct worked-examples was smaller than that of incorrect ones (the proportion of correct and incorrect worked-examples was 2:6 or 6:2 in this study). In addition, the scores achieved from the combination group in which the number of correct worked-examples was larger than that of incorrect ones were higher than the scores achieved from the combination group in which the number of correct worked-examples was smaller than that of incorrect ones (but this was not a significant difference); (3) Experiment Three showed that the effect was most significant when correct and incorrect worked examples were matched; the effect obtained from the combination group in which correct worked examples were put before the incorrect ones was worse than the effect of the matched group; the effect obtained from the combination group in which correct worked examples were put after the incorrect ones was the worst. The conclusion derived from this study is that the learning outcomes could be promoted when using appropriate incorrect worked-example in worked-example learning.

Keywords: worked-example learning, correct worked-examples, incorrect worked-examples, learning outcomes, combinations of worked-examples

The effect of mindfulness training on performance in closed-skill sports: The power of mild acceptance
MEEÛS, M. (Technical University Lisbon), BOEN, F. (Catholic University Leuven), DE CUYPER, B. (Catholic University Leuven)

The purpose of this experiment was to examine the effect of mindfulness training on performance in closed-skill sports, during which athletes have much time to reflect in between their physical activities. One experimental group was composed by 27 participants, who followed an eight-week course in mindfulness. It was compared with a control group of 36 participants who did not follow any training in mindfulness. In the pretest (that is, just before the start of the mindfulness course) and in the posttest (that is, after the end of the course, eight weeks later), participants completed three motor tests: a darts test, a golf putting test, and a sinusoid test. Repeated measures ANOVAs showed that the experimental group improved significantly more on the golf putting test than the control group. A similar result was found for the number of errors made on the sinusoid test. The order in which the tests were performed (first golf putting test or darts test) also had an impact. The experimental group that performed first the darts test improved significantly more in the number of errors, compared to the other groups. No significant group effects were found in the darts test, neither in the extent of errors on the sinusoid test. It is concluded that mindfulness might have a positive effect on specific motor skills in closed-skill sports. Further research is needed to corroborate these preliminary findings.

Keywords: mindfulness training, motor skills, closed skill

The effect of neighborhood crime prevention on public perception of crime


This study examines the effects of neighborhood crime prevention on inhabitants’ perception of crime and public safety in a suburb of Tokyo. A questionnaire survey was conducted in November 2007 in Ichikawa city, Chiba. Data was obtained from a randomly-sampled of 1184 adults (aged 20 to 69). The questionnaire included the variables of seeing the patrol and crime map, as well as four outcome variables: perceived risk, fear of crime, evaluation of public order and residential satisfaction. Hierarchical multiple regression analysis revealed that civilian patrol is associated with higher perceived risk and lower residential satisfaction, whereas inspecting a crime map bulletin board was strongly associated with higher perceived public order and residential satisfaction. Fear was affected by neither the patrollers nor the crime map bulletin board. Civilian patrol seems to be successful in attracting public awareness of crime, whilst the intervention may undermine sense of community and residential satisfaction. Disseminating crime maps might help general public to adjust their perceived risk to objective crime rate.

Keywords: crime prevention, neighbourhood crime, fear or crime, community satisfaction, public order

The effect of providing information on increasing users of parking lots for bicycles: A single case study on a Japanese university campus

OKINAKA, T. (Kwansei Gakuin University), SHIMAZAKI, T. (Kwansei Gakuin University)

Illegal parking of bicycles near the station, store and on campus is at issue in Japan. They are obstacles to the mobility of pedestrians and wheel chairs. Also, they damage the landscape of a community. Though much effort had been devoted to decreasing illegal parking, few empirical studies are available. The aim of this study was to increase the number of users of a bicycle parking lot from the applied behavior analytic perspective. The number of bicycles in a parking lot on the campus was measured over 6 weeks. Information was provided that included the time required to travel between parking lot and lecture room, with a campus map and the merit of using parking lots (e.g., secured parking). This information was provided through placards set in a campus, handbills posted to illegally parked bicycles, and the university website. Single case experimental design (ABC
design) was used to evaluate the effects of these interventions. Furthermore, parking lot staff assessed the social validity of this intervention by completing a 7-point scale questionnaire and free description. Providing information in the way this study used did not increase the number of users of the parking lot for bicycles. And although staff of the parking lot assessed the goal of this study as highly important, the result and appropriateness of the study’s procedures were not satisfactory. Other subsidiary data was also obtained.

Keywords: information provision, bicycle parking, applied behavioral analysis

The effect of psychosocial factors on marital adjustment: An Indian perspective

SHRIVASTAVA, M. (Higher Education Department)

Marriage and family are not only optional, they are essential as they meet man’s deepest need for companionship, affection and sexual expression (Kumar and Rohtagi, 1987). Veenhoven (1983) equated marriage to an indispensable heaven. Marriage makes a person feel wanted, needed, approved of, secure and complete to a degree which cannot be thought of in any other human relationship (Coleman, 1964). Adjustment state, in which the needs of the individual and the claims of the environment are fully satisfied, is the process by which this harmonious relationship can be attained (Eysenck, et al., 1972). There are many psychological and social factors which can affect marital adjustment. Psychological factors including intelligence, self-disorder, interest, feelings, attraction etc., are the main features. Age, religion, income, education, etc. are considered social factors. The psychological factors selected for the study were self disorder and intelligence, and the social factors of age and income. Thus the aim of the study was to determine the relationship between psychosocial factors and marital adjustment and to investigate the relationship between psychosocial factors and marital adjustment. The sample consisted of 200 Indian couples from Bhopal and Jabalpur town in Madhya Pradesh, India. Randomly selected couples were divided into two categories on the basis of their age. The first group was called lower age group (25-35 years) and the second group was called the higher age group (36-50 years). To study the effect of psychological factors on marital adjustment three standardized tests were used—the Marital Adjustment Questionnaire (developed by Dr Pramod Kumar and Kanehan Rahetogi), the Self Disorder Inventory (developed by Veerendra Sinha), and the Raven Progress Matrices (developed by Raven). All three tests were administered on the 200 couples, who were asked to fill out their questionnaires independently and without discussing answers. There was no significant difference in the level of marital adjustment in the lower age group; however the higher age group showed nominal difference in the level of marital adjustment by gender. The difference was calculated in the level of self disorder of the lower age group. The self discloser was higher in wives compared to the husbands, whereas in the higher age group husbands disclosed themselves more than wives. The difference was found in both the groups for the psychological aspect of intelligence. Economic level plays an important role in marital adjustment. The psychological features play an important role in marital adjustment in all age groups in Indian culture.

Keywords: psychosocial factors, marriage, marital adjustment, Indian perspective

The effect of the gender composition of organisations on male and female perceptions of ‘glass cliff’ situations

HALLFORD, D. (Deakin University), WEBB, J. (Deakin University)

The glass cliff refers to the higher likelihood of women being placed in precarious leadership appointments during times of organisational crisis. The current study aimed to investigate male and female perceptions of the fairness, prevalence and problematic nature of glass cliff appointments and the extent to which these perceptions depend on the gender composition of an organisation. A 2 (gender: male and female) x 3 (gender composition of organisation: majority male, majority female or equal gender composition) between subjects design was used in this study. Two hundred and four participants,
comprising 139 women (mean age = 26.04, SD = 7.32) and 65 men (mean age = 28.66, SD = 7.32) each read a hypothetical glass cliff scenario depicting a female appointed to a leadership position in a time of declining organisational performance. Three scenario conditions were used which differed only in their description of the gender composition of the organisation, being either majority male, majority female or equal gender composition. Participants then responded to items measuring their perception of the general, distributive, procedural and interpersonal fairness of the appointment, and its prevalence and problematic nature. For exploratory purposes, a measure of modern sexism was also included. A MANOVA analysis conducted on the fairness measures revealed that although females found the glass cliff appointment more unfair than males on measures of distributive, procedural and interpersonal fairness, these differences were not found to depend on gender composition. Neither females nor males found the hypothetical appointment overall to be particularly unfair, prevalent, or problematic. Exploratory path analysis revealed that the obtained gender difference in fairness perceptions was mediated by levels of modern sexism. The present findings suggest that individuals do not find glass cliff situations to be unfair, prevalent or problematic, but that there are gender differences in the evaluation of the fairness of glass cliff situations, and these differences are related to modern sexist attitudes. However, there is currently little evidence that such differences depend on the gender composition of organisations. Furthermore, these findings suggest that neither females nor males may accurately perceive women’s overrepresentation in the context of poor prior organisational performance, nor the potentially deleterious consequences they hold for female leaders.

Keywords: glass cliff, leadership, fairness

The effect the experiences of volunteer HIV counsellors have on their own well-being: A case study

VAN DER MERWE, K. (North-West University), VAN ASWEGEN, L. (Midvaal Local Municipality)

The aim of this qualitative interpretive research was to explore the experiences of HIV counsellors and how these experiences influence their psychological well-being. A case study design was used. In depth interviews were conducted with nine Sotho speaking volunteer HIV counsellors working in primary health care clinics in the Sedibeng region of Gauteng, South Africa. Additional data was collected through observation. Transcribed interviews were analysed through a process of open coding and these data were integrated with data from observations and literature to construct a textured description of the experiences of the participants in which the focus was on the psychological well-being of the volunteer HIV counsellors. The data indicated that the participants were not overwhelmed by the many stressors of their challenging occupations. They succeeded in developing their own ways of stress relief especially through the practise of their spiritual beliefs and other means like participating in community activities and meaningful relationships with significant others. They experienced personal growth and empowerment in general, but especially in the field of health and sexuality. The female participants were increasingly able to negotiate safer sex. Participants’ lives were enriched through the regard they received from their communities, and being in a position to give information and advice they gained from their training and exposure to information. The participants experience feelings of self-worth in that they were able to contribute to their communities and this added meaning to their own existence. It became clear that their character strengths such as wisdom, courage, humanity, justice and transcendence enabled them to function and grow in their difficult situation.

Keywords: psychological well-being, HIV, occupational stress, volunteer counsellors, stress reduction

The effectiveness of systematic model interventions in decreasing schizophrenic patients’ re-hospitalizations in Razi Psychiatric Hospital, Iran

VAN DER MERWE, K. (North-West University), VAN ASWEGEN, L. (Midvaal Local Municipality)
RAHEB, G. (Welfare and Rehabilitation University), EGHLIMA, M. (Welfare and Rehabilitation University), FAHLIYANY, M. A. (Welfare and Rehabilitation University)

The aim of this research is to assess the effect of a systemic intervention model on reducing the frequency of re-hospitalizations in schizophrenic patients. This is applied research using a quasi-experimental method. The sample group includes schizophrenic patients in Razi psychiatry center and their families. The method of sampling is randomization. The intervention in the experimental group included: psychological training of families and psycho-social support services for patient after hospitalization. This research used Student’s t tests, Chi-Square tests and Mann-Whitney U tests for data analyzing. The results showed that the use of a systematic intervention model has reducing effects pm the rate of schizophrenia patient’s re-hospitalizations. The systematic intervention model effects schizophrenic patients, their families and their environments and improves the patient’s quality of life and reduces the frequency of re-hospitalization.

Keywords: systemic model intervention, schizophrenia, psychological training, psycho-social support, quality of life

The effectiveness of two treatments to enhance academic self-concept of low-achieving secondary school students in mainland China

LAN, Y. (The University of Hong Kong)

This study is designed to investigate the effectiveness of internally-focused performance feedback and attributional feedback in enhancing academic self-concept of low-achieving junior middle school students who continue their study in secondary vocational education (SVE) of China. Participants were year-one SVE students who were once low-achievers in junior middle school. Three classes of students participated in the 16-week intervention program: two classes were experimental and one was acted as a control. One experimental class received the internally-focused feedback approach only and the other received the internally-focused feedback approach and attributional feedback approach simultaneously. The control class received no treatment. The researcher-administered intervention significantly enhanced the targeted academic self-concept (English self-concept) and modestly enhanced Chinese self-concept, a related facet in the same domain. The intervention had no significant impact (either positive or negative) on the other academic domain (math self-concept) and general school concept. The results demonstrated that the combined approach enhanced participants’ academic self-concept better than a single enhancing approach. The research demonstrated the multidimensional nature of academic self-concept. Strong measurement (e., SDQ series) was adopted in designing intervention programs that effectively enhanced and addressed low-achieving participants’ self-concept. In addition, the combined treatment, internally-focused performance feedback and attributional feedback, worked better to enhance low-achieving students’ academic self-concept than merely using one of them. Further applications are discussed in detail.

Keywords: academic self-concept, internally-focused performance feedback, attributional feedback

The effects of a breath-training program on reducing the stress-symptoms of chronic heart disease patients

SRISAYEKTI, W. (Padjadjaran University), FARDIANI, F. (Padjadjaran University)

This study was intended to see whether the Indonesian traditional breath-training program 'Merpati Putih' had therapeutic aspects for patients with Coronary Heart Disease (CHD). The aim was find out whether the training had the effect of reducing stress symptoms of CHD patients in Bandung, Indonesia. This study was a continuation of the empirical findings reported by the members of the organization of the ‘Merpati Putih’. Twenty clinically stable CHD patients (determined by a doctor), including ten males and ten females, 40 to 60 years old (M = 50.1; SD = 4.8), participated in this study. They were diagnosed with CHD with Artery Coronary Stenosis greater than 75% in at least one coronary artery, recommended by cardiologists.
for regular medical treatment despite whether or not they had received Percutaneous Coronary Intervention and Coronary Artery Bypass Graft. The study consisted of 13 sessions, twice a week, two hours per session. Interrupted time-series with multiple replications design (Cook & Campbell, 1979) was applied. The stress symptoms were measured by an adapted questionnaire for stress symptoms (Severin, 2002), a sphygmomanometer for blood pressure, and manual measurement using a stop watch for the heart beat. Results showed that the breath-training program reduced stress symptoms (questionnaire $X = 225.878^{**}$, $\alpha = 0.05$; blood pressure $X = 154.224^{**}$, $\alpha = 0.05$; heart beat $X = 28.938$, $\alpha = 0.05$). The Indonesian traditional breath-training program ‘Merpati Putih’ had therapeutic aspects for patients with CHD. The social supports provided by other participants should be discussed. The results should be further investigated before the training is implemented and recommended for the CHD patients.

**Keywords:** breath training, stress symptoms, chronic disease, medical treatment, Indonesian traditional program

**The effects of anxiety on attentional control functions and its implications for driving performance**

WONG, I. (CARRS-Q, Queensland University of Technology), MAHAR, D. (Queensland University of Technology), TITCHENER, K. (Queensland University of Technology)

Attentional failure has been demonstrated to be a leading cause of traffic crashes. Recent crash statistics from the South Australia police department revealed inattention to be a major contributing factor in as many as 60% of fatal crashes in the year 2008 (South Australia Police, 2008). Further, experimental and naturalistic observation studies have also identified attentional failure to be a significant predictor in driving errors and lapses (Shahar, 2009; Wilson, Chattington, & Marple-Horvat, 2008). Emerging research has highlighted the important influence psychological factors, such as anxiety, have on attentional control in cognitive and motor performance. The purpose of this investigation was to explore the impact of anxiety on attentional control functions, and its potential implications for driving performance. Seventy-five Australian drivers completed the Parametric Go/No-Go and n-back tasks, as well as the State-Trait Anxiety Inventory and the Driver Behavior Questionnaire (DBQ). A series of ANOVAs revealed that highly-anxious individuals maintain accuracy at the expense of processing efficiency (i.e. response time) for the inhibition, set-shifting as well as updating function of the Central Executive. While hierarchical Multiple Regression has shown that the deficit in processing efficiency (response times) on the Central Executive functions partially mediated the anxiety – driving lapses relationship reported in previous literature, the current study provided evidence to support the potential of Attentional Control deficits in accounting for the influence of anxiety on driving performance. A new model of Attentional Control that incorporates the role of pre-attentive processes and dual-task coordination was proposed to provide a framework for future research to explore the effects of anxiety on task performance.

**Keywords:** traffic accidents, attentional failure, driving, processing efficiency whilst driving, central executive functions

**The effects of cognitive appraisal of being teased on self-esteem and loneliness**

HAYAMA, D. (University of Tsukuba), SAKURI, S. (University of Tsukuba)

Previous studies (Kowalski, 2000; Storch et al., 2003) have demonstrated that an experience of being teased damages the psychological functioning of the target (e.g., low self-esteem, high social anxiety, and high loneliness). Kowalski et al. (2001) suggested the effects of being teased are changed by how a target evaluates the experience and Lazarus’ model of cognitive appraisal toward stressors (Lazarus, 1966) is useful to assess evaluation of being teased. Cognitive appraisal includes primary appraisal and secondary appraisal. The purpose of this study is to examine the effects of cognitive appraisal of being teased on self-esteem and loneliness. One hundred and eighty two college students (76 male and 106 female) participated in this study. First, they completed a
questionnaire about their cognitive appraisal of being teased (5 point scale), such as evaluation of threat (e.g., “Being teased is very painful”, 4 items), importance (e.g., “it is important for me to react well to teasing”, 3 items), and effectiveness (e.g., “I’m good at reacting to teasing”, 3 items). They also completed a self-esteem scale (Rosenberg, 1965), and the UCLA loneliness scale (Russell et al., 1980). Cluster Analysis revealed participants were classified into three clusters based on cognitive appraisal of being teased. The first cluster (n=80) is called the “indifference cluster” and is characterised as low threat, low importance, and low effectiveness. The second cluster (n=49), called the “threatened cluster” is characterised as high threat, moderate importance, and low effectiveness. The third cluster (n=53) is called the “adaptive cluster” and is characterised as high threat, moderate importance, and high effectiveness. Concerning frequency of being teased, the indifference cluster scored significantly lower than the other two clusters. One-factor analysis of variance indicated participant in the threatened cluster (M=2.15) scored significantly higher on loneliness than participants from the adaptive cluster (M=1.88). Additionally, participants from the adaptive cluster (M=3.52) scored significantly higher on self-esteem than participants from the threatened cluster (M=3.12).The results of this study supported Kowalski’s idea that cognitive appraisal (Lazarus) is useful to examine the effects of being teased. The result that one third of participants viewed teasing as cruel is important because the effects of being teased are little known in Japan.

Keywords: teasing, cognitive appraisal, self-esteem, loneliness, Lazarus

The effects of emotional empathy on the sensitivity to facial feedback

JANG, S. L. (Chung-Ang University), LEE, J. H. (Chung-Ang University)

Emotional empathy (EE) is defined as an observer’s emotional response to another person’s emotional state and provides vicarious generation of emotional feelings in the receiver similar to those of the sender. Facial feedback (FF) and EE have an intimate relationship. Subjects not only mimic the different facial expressions, but also report experiencing corresponding emotions. In addition, people who self-rated themselves as high in EE, tended to react more distinctly with facial muscles to different facial expressions of emotion. The purpose of this study is to investigate the effects of EE on the sensitivity to FF. Participants will be screened and divided into high or low EE groups using the EE Tendency Scale (EETS). As a cover story, participants will be informed that the purpose of the study is to examine differences between healthy people and facial-muscle paralysis patients. Participants will be randomly assigned to a positive or negative expression condition, and will wear a corresponding transparent mask of a happy or disgust expression based on Facial Action Coding System action units. People will be asked to fit their faces to the mask while watching video clips. The order of happy and disgust films presented will be counter-balanced within each condition. The participants will then respond to a ten-point scale according to how happy or disgusting they thought the films were. After the last film, the participants will be interviewed to check whether they figured out the true purpose of the experiment, followed by a debriefing of the experiment. The study is currently in progress. We predict that people high, as compared to low, in EE will rate the happy film as more happy and rate the disgust film as less disgusting in the positive condition. We also predict that the people high as compared to low in EE will rate the disgust film as more disgusting and rate the happy film as less happy in the negative condition. This is an empirical study to examine the effects of EE on the sensitivity to FF. The expected findings will suggest that higher EE is essential in experiencing more positive interpersonal relationships.

Keywords: emotional empathy, facial feedback, facial action coding system, interpersonal relationships, emotional expression

The effects of participating in community activity on self and collective efficacies: An intervention in classwork of a junior high school in Sapporo

OHNUMA, S. (Hokkaido University), MORI, Y. (Hokkaido University)
This study examined the effects of participating in community activity on self and collective efficacies. Many schools in Japan encourage students to participate in community activities as class work. Usually, students’ participation is mandatory, but sometimes it is voluntary. Students of a junior high school answered the same questionnaire twice at two separate times. The first time (April, the beginning of the spring term) the base rate for self and collective efficacies was measured. During the term, there were mandatory and voluntary community activities. Students in the first grade had to participate in a community activity for planting flowers as class work in June. Students could then participate in the voluntary activity of cleaning the local park in early July, though few students chose to participate. Students answered the second questionnaire at the end of the spring term (end of July). Data from 411 students in the first sample and 412 in the second sample were obtained. Only 123 responses gave valid data that could be matched between the two sample sets due to anonymity reasons. Participants (n=20) and non-participants (n=103) of the volunteer activity were compared. A 2 (participation) x 2 (time) ANOVA with efficacies as dependent variables was conducted. Results showed that the main effect of participation was significant, implying that participants had higher self and collective efficacies than non-participants. The interaction effect was also significant: participants got higher efficacies throughout the term, while non-participants decreased in their efficacies. However, examining the effect of mandatory activity on non-participants of the voluntary activities, those who joined the mandatory activity did not decrease their efficacies throughout the term. This result indicated that mandatory activity had an effect to preserve non-participants from losing motivation to join the community activity. The results suggested that voluntary activity encourages those who have high motivation from the beginning. But only voluntary activity winnows out the motivation of the other people. Mandatory activity is also important for preserving people who do not have high motivation at the beginning from losing self and collective efficacies, otherwise they lose more motivation. The combination of voluntary and mandatory activities would be effective in environmental education programs in school in Japan.

**Keywords:** community, self-efficacy, collective-efficacy, Japan, junior high

The effects of perceived social support on minority stress in lesbians and gay men

CONDREN, M. (York University)

Lesbians and gay men are regularly faced with several stressors related to their minority status. Negative external events, stigma consciousness, internalised homophobia, and self-concealment are widely reported among sexual minorities, and are associated with negative mental health outcomes. Perceptions of stressors and the resources to deal with them are important in the coping process. In the present study it is hypothesised that social support from sexual minority and heterosexual sources will alleviate perceptions of stressors in gay men and lesbians. Self-identified gay and lesbian students at a large Canadian university participated in an internet study of perceived social support and stressors. Support from other sexual minorities as well as support from heterosexuals was examined. Because support from parents may be of particular importance to university and college students, it was assessed separately. Students also reported their experience of four minority stressors: negative external events, stigma consciousness, internalised homophobia, and self-concealment. Source and amount of perceived support were studied in relation to these four minority stressors. The effects of high perceived support from sexual minorities, high perceived support from heterosexuals, low perceived support from sexual minorities, and low perceived support from heterosexuals on the four minority stressors were examined. Theoretical and practical implications of the findings are discussed, including the importance of the perceptions of stressors and resources in the experience of minority stress. Particular attention is given to the role of social support from various sources in interventions to increase well-being among lesbians and gay men. The present study should contribute to theoretical
conceptions of stress, particularly the transactional theory of stress.

**Keywords:** lesbians and gay men, social support, stressors

The effects of the amount of information and the cognitive style on the sport decision making of badminton athletes in decision-making speed and accuracy

YE, H. (Beijing Sport University), CHI, L. (Beijing Sport University)

This article examines the effect of amount of information and cognitive style on badminton decision making. Badminton athletes of varying abilities were studied in the decision-making speed and accuracy. This study used a testing system of decision-making ability of badminton players which was designed independently and examined the effect of amount of information and cognitive style on speed and accuracy of intuitive decision-making. The results indicate that: (1) Between different decision-making tasks of varied amount of information, there is a significant difference in the correct response rate; (2) The average reaction time and the correct reaction time of the large amount information decision-making tasks are less than the small one; (3) The correct rate of the large amount information decision-making tasks is higher than the small one; (4) The correct response rate of high sports level athletes is significantly higher than the lower one, but there is no significant difference in reaction time. In conclusion, badminton players develop decision-making speed earlier than the decision-making accuracy and in the large amount of information task, the decision-making speed and accuracy of badminton players were lower than in the small amount of information task.

**Keywords:** cognitive style, badminton players, reaction time, decision-making speed, decision-making accuracy

The effects of video analysis of the nonverbal behaviour of handball coaches on the coach-athlete relationship

MEEÛS, M. (Technical University Lisbon), SERPA, S. (Technical University Lisbon), DE CUYPÆR, B. (Catholic University Leuven)

The purpose of this experiment was to study the impact of video feedback on the coaches’ nonverbal behaviour, and its relation with their athletes’ anxiety and perception of coaches’ behaviour and emotions. One experimental group was composed of 45 athletes and four coaches, and one control group by 58 athletes and five coaches. The measures included one adapted Coaching Behaviour Assessment System (CBAS), one adapted Coaching Behaviour Questionnaire (CBQ), and the Competitive State Anxiety Inventory-2 (CSAI-2). The participants responded to the questionnaires twice with seven weeks in between responses. The coaches’ behaviour in competitions during halftime breaks and timeouts was video recorded. Each coach received a frequency table with the answers of his team in the first series of responses, compared with his own answers. The coaches also saw a video of their behaviour during their interventions in competition. Repeated measures ANOVA’s showed that athletes of the experimental group became significantly less anxious and that they perceived their coaches significantly more positively than athletes of the control group. The self-perception of coaches of the experimental group improved significantly more, compared to the self-perception of coaches of the control group. One-way ANOVA’s showed that goalkeepers in both conditions were significantly more anxious in the pre-test. In both conditions, goalkeepers perceived their coaches less positively than the field athletes in both pre- and post-test. It is concluded that an intervention using video feedback might have positive effects on the anxiety level and coach perception among athletes, and on the self-perception of coaches. It is also concluded that goalkeepers perceived their coach less positively and were more anxious compared to field athletes. Further research is needed to corroborate these findings.

**Keywords:** non-verbal behaviours, anxiety, sports coach, athletes, video analysis
**The evidence of the procedure meanings of Chinese connectives Dan and Buguo**

ZHOU, L. (Capital Normal University), LIU, H. (Chinese People’s Public Security University)

The present study aims to find out evidence about constraints on Chinese adversative connective Dan and Buguo imposes on utterance interpretation by using event-related brain potentials (ERPs) technology. We perform two ERPs experiments in the Language Acquisition Lab of Captail Normal University in China. The 20 participants are university students and the stimuli, which are testing sentences, are presented randomly through the software called STIM 2. ERP data or the electro-encephalogram of the two experiments and are processed by the software called Scan 4. The results indicate that the response accuracy rates of the sentences with Dan / Buguo are apparently higher than those without Dan / Buguo under different conditions, and that the response times of sentences with Dan / Buguo are faster. The behavioral data and ERPs data support each other to explain the cognitive role of Dan / Buguo in language understanding, which helps the participants get to the appropriate interpretation of the utterance more quickly. Based on the theories of brain and neural science and cognitive pragmatics, we discuss the two kinds of data, the behavioral data and ERPs data in order to clarify and explain more scientifically the role of Dan / Buguo in language interpretation. We believe that Dan / Buguo encodes procedural meaning and the proposition introduced by them has the contextual effect of contradiction and elimination. We point out that Chinese connective Dan / Buguo plays a positive role in language interpretation.

**Keywords:** utterance interpretation, language interpretation, event-related brain potentials

**The experience of cross-racial adoption:**

**Transformations in parents’ racial identity**

CHEN, Y. L. (Social Science Research Council, National Science Council), LAMBORN, S. (University of Wisconsin), LU, H. (University of Wisconsin)

Recent research has shown that Euro-American adoptive parents have experienced social prejudice and discrimination when their adoptive children are from another race (e.g. Friedlander, Larney, Skau, Hotaling, Cutting, & Schwam, 2000). Due to these parents not being from ethnic minorities, they typically have not experienced these issues prior to adoption. The purpose of this research is to investigate how Euro-American parents re-explore their racial identity after facing social prejudice and challenges in developing their child’s racial and ethnic identity. Themes from the current study were compared with existing conceptualizations of Euro-American racial identity development (e.g. Hardiman, 1982; Helm & Cook, 1999; Ponterotto, 1988). Between 2004 and 2008, Americans adopted over 31,000 children from China, which currently is the highest number of adoptions to the United States from one country (United States Department, 2009). Over 90 percent of the adoptive parents were European Americans and most of them had goals for their children’s racial and cultural socialization (Rojewski, 2005). Therefore, this study focused on Euro-American parents’ experiences in raising children from China. Fourteen Euro-American parents were recruited through a Chinese language and cultural school for children adopted from China. At the time of the interviews, the children were between the ages of 6 and 11. The parents were well educated, economically stable, and lived in predominantly white, middle class, suburban communities. A phenomenological design was used to purposefully select a small sample of information-rich cases (Patton, 2002). Each parent completed a one to two hour intensive interview. Questions focused on the parent’s efforts at cultural socialization and how the parent’s own racial identity had been affected by adopting a child from China. Audiotapes were transcribed and then coded separately by three research team members to identify key passages. Our research team met several times to discuss and come to consensus on these passages. Next, team members individually identified essential features of the data at the next level of analysis. The team met over several sessions to discuss this step and come to a consensus. Key themes from the interview reflected a progression through the adoption process and how it ultimately affected personal
identity growth in the parents. Central topics included adoption memories, cultural socialization practices, challenges to the child’s cultural socialization, and personal racial identity growth of the parents. In particular, the parents indicated that they had been changed by adopting a child from China by being more sensitive to inequalities in American culture and by adhering more strongly to a universal, humanistic view of the world. This study provided essential features from in-depth interviews with Euro-American parents to show how their own racial/ethnic identity was transformed by the experience of including a child of Asian background in the family. The results confirmed many aspects of previous white racial development models, but also suggested that most participants have developed a strong interest in embracing multiculturalism and have cultivated a differentiated worldview about another country, China.

**Keywords:** social prejudice, racial discrimination, inter-racial adoption, ethnic identity, multiculturalism

### The grounding principles for the modern pedagogy: Ontopsychological approach

**DMITRIEVA, V.** (Saint-Petersburg State University), **VEREITINOVA, T.** (Saint-Petersburg State University)

The goal of this paper is to present the novelty of the achievements of the ontopsychological school in the area of pedagogy and educational psychology. The aim is to describe the methodology, goal and guiding principles of ontopsychological pedagogy, providing examination of the cases. A child is a project of nature, which is actuated in the individualized (distinct) place within defined historic processes. If the ambient environment wants him to be a great man, a great scientist, a good citizen, then it must provide him with instructions, that is must create the conditions for the child. The child, with his needs, absorbs the prevailing rules of the surrounding ambient environment in order for him to become and to formalize himself. However society gives only the general principles of how thinking must proceed and what is good and what is evil. It lays the groundwork for the future conscience development. However the question is whether the structures of this conscience in conformity are synchronous with the plan of nature, plan of life? Are they going along with the in-itself of Being? Are they consistent with the original life implanted in that particular child, that is the ontic In-itself? The ontopsychological method has discovered an objective criterion of the functionality of a human being and therefore proposes a new vision in the area of pedagogy. How can psychology be more efficient for the pedagogy of the future society – society of the new economy and information society? As our educational model seems to be too far removed from the every-day reality of our children and that is changing too rapidly. Through individualization and isolation of the impulses of the basic life project of any individual it is possible to discover how the project of nature of a life-child wants to actualize itself in existence, and using the instruments of ontopsychological school it is possible to offer to an individual victorious strategies that will be useful and functional at the individual as well as social levels. Today, thanks to the internet, every young person can share his views with the rest of the world. The great majority of young people in the world do not read the information disseminated by official institutions, by university, and by the in general. They read only about themselves, their problems and their anger. Nevertheless every young person claims the right, the fact, and the evidence that “I exist”. This is where psychology can be more active and more efficient and the way it might be will be demonstrated in terms of this paper.

**Keywords:** ontopsychology, life project, young people

### The impact of conflict in teams affective outputs

**AKEL, N.** (Universidade de Brasilia), **PUENTE-PALACIOS, K.** (Universidade de Brasilia)

The main aim of this study was to develop and empirically test a predictive model of the role of conflict in the effectiveness of work teams. Effectiveness was measured through affective criteria, namely satisfaction and commitment to the team. Two studies were carried out. The first sought to construct and validate the Intrgroup
Conflict Scale. The second study investigated, in a first phase, the relationship between the interdependence of tasks, results, and conflicts. In a second phase, Study 2 analyzed the relationship between conflicts, satisfaction, and commitment. For the first study, the data were collected from a sample of 200 students and workers. The analysis of the data was done by factor analysis. For the second study, data were collected from 125 police officers belonging to 25 teams of the Federal Police of Brasilia. The analysis of the data was done by linear multiple regression. The results showed the theoretical adequation of Intragroup Conflict Scale and its statistic reliability, with a two-factor empirical structure (task conflict $\alpha = 0.85$; relationship conflict $\alpha = 0.91$), both accounting for 52.19% of the variance. Regarding the relationship between the variables of the model proposed in study 2, it was found that the interdependence of tasks and results contributed to explain both task conflict ($R^2 = 0.07$) and relationship conflict ($R^2 = 0.05$). In addition, it was found that task conflict was negatively related to satisfaction ($B = -0.61$) and commitment ($B = -0.46$), while relationship conflict had no significant impact on effectiveness indicators. The results showed the reliability of the Intragroup Conflict Scale, and therefore it can be considered a good tool for diagnosis of conflict in teams. The predictive model was observed, the level of task and results interdependence predicted the conflict level in work teams and also it was verified that conflict has a relevant participation in explaining the affective links between members and their team. Therefore, the diagnosis of conflict level provides relevant information for managers in organizations.

Keywords: intra-group conflict, work teams, team effectiveness, organisational management, intragroup conflict scale

The impact of intangibility on perceived risk of online games

Increasing evidence proves persons nowadays will likely spend their leisure time with online games. This study investigates the intangibility influence on perceived risks (including social risk, time risk, financial risk, physical risk, performance risk and psychology risk) among online gamers. The self-completed market survey questionnaire employs two measures: the Intangibility Scale and the Perceived Risk Scale. Data were gathered in the biggest-sized metropolitan area, Taipei, in north Taiwan, and interviews all took place either at Cyber Café People (with a total of 1018 participants) or via online questionnaire (totaling 400) with voluntary participants. Structural Equation Modelling analysis was used. Cronbach $\alpha$ was adapted to measure reliability and had acceptable reliability. The estimates of Composite Reliability and Average Variance Extracted demonstrated that the measurement model had acceptable internal consistency. Convergent validity is indicated when the path coefficients (loadings) between each latent-trait factor and its manifest indicators are statistically significant. All factor loadings in the Correlational Factor Analysis were significant, and moreover exceeded .5, supporting the convergent validity of the scale items. Regarding the fit statistics for the full model, the hypothesized model was estimated and all the other statistics were within the acceptable ranges, which indicate a good model fit. Results reveal significant positive relationships between Intangibility and all dimensions (social risk, time risk, financial risk, physical risk, performance risk and psychology risk of Perceived Risk among participators in online games). This work suggests possible result explanations and discusses finding implications.

Keywords: online game usage, intangibility influence, perceived risks, psychology risk, social risk

The impact of LMX on staff nurses’ organisation-based self-esteem: A mediating effect of perceived organisational support

KAO, Y.T. (I-Shou University), YUAN, S.-C. (Chung Shan Medical University), WANG, S. M. (Cheng Ching Hospital), LI, C.H. (Chung Shan Medical University)
University Hospital), HSU, F.BZ62C. (Kangshan Hospital of Kaohsiung County)

Due to the high turnover rate, it is important to understand the working conditions among staff nurses in the nursing profession. This longitudinal study aimed to examine factors related to nurses’ organisation-based self-esteem, especially focusing on the mediating effect of perceived supervisor support and the cross-level effect of the head nurses’ political skill. Around 1160 staff nurses from three hospitals participated in the study. Both the staff nurses and head nurses were asked to fill out the questionnaires. Each participant was assigned a unique code to ensure that data collected at the three stages could be matched. The number of valid responses for each stage were 813, 945, and 893 respectively. Among them, about 396 staff nurses completed the questionnaires at each stage. The valid data was analysed and the results of hierarchical regression analysis indicated that there was a full moderating effect of perceived supervisor support on the relationship between leader-member exchange and organisation-based self-esteem. Furthermore, the findings of hierarchical linear modeling revealed a significant main effect of head nurses’ political skill on staff nurses’ perceived supervisor support. According to these results, we concluded that both leader-member exchange and head nurses’ political skill contribute to staff nurses’ perceived supervisor support. In addition, the high quality of the leader-member relationship sends the message about the support from the supervisor that promotes the members’ self-worth and enhances their organisation-based self-esteem.

Keywords: leader-member exchange, LMX, nurses, organisation-based self-esteem, organisational support

The impact of meaningful work on disadvantaged youth

SCHIRO-GEIST, C. (University of Memphis), BROADBENT, E. (University of Memphis)

The aim of this research was to describe how a program of providing meaningful work at the University of Memphis has affected attitudes toward work and career thoughts. In the summer of 2009, as part of the Economic Stimulus Package in the United States of America (USA), 166 young workers were employed with federal funds at the University of Memphis. They were provided with meaningful work experiences, technology training, seminars on how to apply for jobs, and individual and group counseling around work behaviors. A number of career related instruments, such as the Career Thoughts Inventory, FACES and the Semantic Differential were administered pre and post the 10 week work period at the University. Significant results were obtained in the area of improved attitudes towards work and self as worker. Young, disadvantaged youth can benefit from a meaningful, even if brief, work experience. These youth not only made a salary, but through some significant work related interventions, improved their attitudes towards work and themselves as workers. The results of this model program will be replicated in the summer of 2010 and, hopefully, will be disseminated as a model program for improving career thoughts.

Keywords: career thoughts inventory, meaningful work for youth, youth attitudes towards work, youth work interventions, work behaviors

The impact of organisational climate on field placement experiences of university students

DHARMAPURI, S. (Deakin University), FULLERTYSZKIEWICZ, M. (Deakin University)

Although accumulated research findings highlight the importance of organisational climate for employee wellbeing and job satisfaction, the majority of these studies have looked at populations of full-time and/or experienced employees. The present study builds on prior research by evaluating the relative importance of key climate variables on postgraduate university students’ experience of field placement, a population characterised by relative inexperience and who tend to exhibit an inordinate amount of stress in relation to work. Eighty post-graduate psychology students from Australian universities completed an online questionnaire measuring organisational climate
variables (support, workload, role clarity, recognition and level of autonomy) and placement-related outcomes (job satisfaction and job stress). Dominance analysis (Azen & Budescu, 2003) was used to determine which of the climate measures was the most important (or dominant) predictor of two key outcome variables (placement satisfaction and placement-related stress). While standard multiple regression analyses revealed that the organisational climate variables accounted for 43% variance in job satisfaction and 26% variance in job stress, dominance analyses further revealed that recognition was the most dominant predictor of job satisfaction whereas workload was the most dominant predictor of placement-related work stress. Interestingly, level of autonomy was poorly related to self-reported satisfaction and stress, suggesting that it may not be an important climate variable in inexperienced work populations. Present findings of most relevant predictors of key employee outcomes are discussed in comparison with results for populations of full-time and experienced employees, and also in light of current practices with regards to organisational set-up for field placement of university students.

Keywords: postgraduate students, field placement, job satisfaction, job stress, organisational climate

The impact of protestant spirituality on the well-being of people in Hong Kong

NG, E. (Victoria University), FISHER, A. (Victoria University)

There is compelling evidence that religion is a potent force in society, shaping both individuals and the larger society. The most recent WHO Melbourne charter also regards spirituality as one important protective factor for mental health and well-being. Although literature demonstrates that the relationship between religion and well-being is generally positive, information about the mechanism of the religious influence on well-being is still far from clear. The primary objective of the present study is to examine how Protestant spirituality affects the well-being of people in the context of Hong Kong. 324 Chinese from four Protestant communities, representing four major kinds of Protestant spirituality, and one social center in Hong Kong were recruited to participate in a survey examining the association between various dimensions of religiosity and well-being variables. Path model analysis demonstrated the complex relationship between various spirituality dimensions (religious belief, practice and experience) and well-being variables, manifested in life satisfaction, mental health, social trust and sense of community. While some spirituality-related variables may directly predict sense of community and mental health, the relationship between spirituality-related variables and life satisfaction and social trust are mainly mediated through sense of community and mental health. Furthermore, well-being at the community level (feeling sense of community and social trust) affects well-being on the personal level (life satisfaction and mental health). These findings not only show that the influence of religion on people’s well-being can be richly diverse, but also match quite well with the emerging literature on the salutary effect of social capital on health and well-being. Thus, when studying the effect of religion, the multi-dimensions of religion and the religious context cannot be overlooked when drawing any conclusion regarding the cost and benefit of religion.

Keywords: spirituality, religiosity, well-being, sense of community, mental health

The impact of Theory of Mind intervention on school children’s peer experience

ZONGKUI, Z. (Hua Zhong Normal University), XIAOJUN, S. (Hua Zhong Normal University), HUASHAN, L. (Hua Zhong Normal University)

The relationship between children’s peer interaction and Theory of Mind (TOM) in childhood was examined in the current research with the guidance of the lifespan perspective. Whether a TOM intervention was effective was examined as well as whether the intervention could predict change in peer experience. Sociometric nomination, sociometric rating and questionnaire methods were applied in this study. Forty children in an elementary school from Grade three to Grade six completed the Friendship Quality Questionnaire, and Peer Nomination, Class Play, Situational Story, and
self-made Theory of Mind tasks. Longitudinal tracking and intervention research design were employed in the present study. The data were mostly analysed using t-tests and ANOVAs. The results of the study found that 1. The training of 20 children from Grade three to Grade six was effective in promoting Theory of Mind, 2. There was a significant positive correlation between the pretest and posttest on Peer Interaction and TOM. 3. The differences between friendship quality scores between the pretest and the posttest vary significantly in the experimental and the control group. The difference between the scores in the experimental group is significantly greater than that of the control group and the difference between the pretest and the posttest of fifth and sixth grade groups is significantly higher than that of third and fourth grade groups. 4. The difference between the pretest and the posttest of TOM can significantly predict the difference between the two tests of Friendship Quality. This study illustrated that the intervention of TOM is effective with the level of the TOM increasing after receiving the training. The difference between the pretest and the posttest of TOM can significantly predict the difference between the two tests of Friendship Quality.

Keywords: theory of mind, school children, peer experience, friendship, peer interaction

The impacts of objective and subjective caregiving stressors on caregiver mental health: A six-month prospective study of caregivers of older Chinese people with dementia

YAN, E. (The University of Hong Kong)

Guided by Pearlin’s (1999) stress process model, this six-month prospective study investigated the impacts of objective and subjective caregiving stressors (patient problem behaviors and caregiver burden) on caregiver mental health in a sample of caregivers of older Chinese with dementia residing in Hong Kong. A consecutive sample of 122 family caregivers of dementia patients was recruited from local non-government organizations. Caregivers provided information on their demographic characteristics, patient behavior problems as measured by the Cohen Mansfield Agitation Inventory, and caregiver burden as measured by the Zarit Burden Interview. At six months following the initial contact, 108 caregivers were successfully contacted and responded to the Short Form General Health Questionnaire (GHQ-12). Family caregivers reported poor mental health, 81.5% of the respondents reported a GHQ-12 score above the cut-off point (greater than two). A series of regression analyses was conducted to determine the relationship between patient problem behavior, caregiver burden, and caregiver mental health. In the first two regression models, patient problem behavior was associated with caregiver mental health ($B = .26, p < .05$) and caregiver burden ($B = .42, p < .01$) respectively. In the final regression model, a full mediation was observed where the addition of caregiver burden to the regression for caregiver mental health reduced the relation of patient behavior problem to caregiver mental health ($B = .03$). This study found evidence that subjective appraisal of stress mediated the relationship between stressor and mental health. Specifically, the relationship between patient behavior problems and caregiver mental health was mediated by caregiver burden. For intervention programs for dementia patients and their caregivers to be effective, service providers should provide assistance that can reduce objective stress as well as assistance to help caregivers modify their subjective perception of the stressful situation.

Keywords: stress process model, caregiver burden, patient problem behaviors, general health questionnaire, dementia

The importance of exploring the relationship between cultural values and job stress among Sri Lankan migrants in Australia

AIMAN, L. (Deakin University), THOMAS-RAJAPAKSA, R. (Deakin University)

This paper discusses the importance of understanding the relationship between cultural values and job stress among Sri Lankan migrant employees in Australia. It is important to study this group as the number of migrants entering Australia and consequently entering the Australian workforce, is increasing every year (Australian Bureau of Statistics, 2007). Despite
this remains a dearth of research regarding migrant groups, and specifically regarding the relationships between cultural values and job stress. As a result little is known about the general wellbeing of Sri Lankan migrants in the workplace. The current paper will present the rationale for the examination of factors influencing the wellbeing of Sri Lankan migrants in the workplace and present the aims of the proposed research. Further, the appropriate methodology to study migrants in the workplace will be presented. The implications of such a project include the better understanding of employment factors related to Sri Lankan migrants and policy suggestions for employers with a culturally diverse workforce.

Keywords: cultural values, job stress, migrants, workplace

The importance of gender identity disorders in Iran (Case study: Shahid Navab Safavi Center, Tehran)

GOLKARIAN, P. (University of Tehran), AREFNAZARY, M. (University of Tehran), AZHDEHFAR, L. (Azad University of Tehran)

Sexual disorder therapy involves a psychic-based recognition but the cure of sexual dissatisfaction doesn't include the change of Sexual Identity; however, identity is considered too important to adopt a recognized disorder to his/her distressed identity. According to the cultural and social situations of Iran, and in spite of removal of legal preventives, executive remedies, recognition, guidance and support for Gender Identity Disorder (GID) is still unknown amongst the public. The purpose of this research is to present a psychic profile of GID, their individual satisfactions in life, their social compatibility and finally some remedies which are proposed by experienced people in related departments and organizations (such as Behzisty Department, Naja, Country Ministry etc). In the first step we monitored 200 suffered people in Shahid Navab Safavi center via a directional open-response interview approach. We gathered valuable information about participants’ disorder reputation, their family, mental, social, economic and medical troubles and also their personal opinion on social and cultural adaptation. A parallel interview was conducted between experienced people in related departments and organizations to help us to present a set of remedies to make sense. As a result, all the information is categorized in seven specified groups: individual, family, social, economic, therapeutic, facilities and medical services, life improvement and their compatibility. Studies have shown that when the problem is recognized the first problem for those who suffered GID is individual and family troubles. Economic troubles and lack of facilities and services come after. The only organization that is responsible to support them is Behzisti with the cooperation of Legal Medical Department who check them and make some counseling sessions, then present them for operation. Studies have indicated that medical services do not have the good qualities which are needed and the injured people often have problems in immediate adaptation.

Keywords: gender identity disorder, sexual disorder therapy, sexual identity, social compatibility, social and cultural adaptation

The influence factors and mechanism of societal risk perception

ZHENG, R. (Chinese Academy of Sciences), LI, S. (Chinese Academy of Sciences), SHI, K. (Chinese Academy of Sciences)

The degree of risk that individuals assign to societal problems involving possible harm helps shape their attitudes toward public policy on such issues. So it is of great value in theory and practice to investigate societal risk perception of people especially in a Socio-economic transition period. A total of 2,485 people participated in the survey (43% males and 57% females). Their ages ranged from 18 to 83 (median = 36.3) and they were all come from Beijing. In general, the sample is in line with the region’s population characteristics. The major findings are listed: Firstly, a scale of societal risk perception was designed and two factors were identified (Dread Risk and Unknown Risk). Secondly, structural equation model was used to analyze the influence factors and mechanism of societal risk perception. Risk preference, government support and social justice could influence societal risk perception directly. Government support fully moderated
the relationship between government trust and societal risk perception. Societal risk perception influenced life satisfaction, public policy preferences and social development belief. From the result, we can conclude that: 1) Daily life hazards, instead of macroscopically problems, capture the preoccupation of current China; and 2) By describing the societal risk and examining the structured model, we can account for the influence factors and mechanism of societal risk. Recognition of both direct and indirect effects through the modeling of exogenous and endogenous relationships improves the ability to capture the myriad determinants of the citizenry’s perspective on hazard management.

Keywords: hazard management, risk perception, government trust, social justice, socio-economic transition

The influence of emotional state on coping with exam stress

BARGIEL-MATUSIEWICZ, K. (University of Warsaw), WILCZYNSKA-KWIATEK, A. (Silesian University)

The aim of this research was to describe the connection between emotions and strategies applied in an exam situation. The study was a randomized controlled trial using a convenience sample of 90 fully informed and consenting young people just before an important exam. The instruments comprised of the Emotional State Inventory and Ways of Coping Questionnaire, both of which are based on Lazarus’ (1984) theory. The results show that there is a connection between emotions and strategies applied in an exam situation. There is positive correlation between the emotion group called Challenge Emotions (excitement, satisfaction, willingness) and the following escape strategies: wishful thinking ($r = .32, p < .01$), and keeping distance ($r = -.22, p < .05$). There is a negative correlation between the emotion group called Threat Emotions and one escape strategy which is wishful thinking ($r = -.41, p < .01$). There is a positive correlation between the emotion group called Harm/loss Emotions (anger, disappointment, sadness) and the following escape strategies: wishful thinking ($r = .59, p < .01$) and keeping distance ($r = .31, p < .01$).

The conclusions from the study may be helpful for people who experience the situation of exam stress.

Keywords: emotions, coping strategies, exam stress, escape strategies, confrontation strategies

The influence of affective reactivity, sensation seeking and risk perceptions of risky driving behaviours

WONG, I. (CARRS-Q; Queensland University of Technology), TITCHENER, K. (Queensland University of Technology)

Reinforcement Sensitivity Theory (RST) proposed that the Behavioural Inhibition System (BIS) and Behavioural Approach System (BAS) are instrumental in understanding an individual’s
tendency to engage in risky behaviours. Previous studies have reported individual differences in BIS and BAS to be associated with challenging health behaviours such as substance use and gambling. Specifically, findings from previous research suggest that BAS sensitivity appeared to contribute to engagement in risky behaviours through the heightened tendency to seek out novel and potentially rewarding experiences. The current study aims to apply the predictions of RST to a range of risky driving-related behaviours, such as speeding, drink driving and drink riding. An additional focus of the present study is the effects of sensation seeking on the perception of risk for these risky behaviours. Approximately 300 participants from the State of Queensland, Australia, will be surveyed using an online questionnaire designed to assess participants’ levels of BIS, BAS sensitivity, sensation seeking, and risk perceptions of a range of risky driving related behaviours, such as drink driving and not using a seatbelt. Data generated from the sample will be analysed using regression techniques to assess the relationship between BIS/BAS sensitivity, sensation seeking, and risk perceptions of risky driving behaviours. Findings from the current study will contribute to the literature of Reinforcement Sensitivity Theory and report the application of the theory to the traffic psychology domain. Our findings will also contribute to the existing body of literature identifying personality traits that might make individuals more likely to engage in risky behaviours.

Keywords: risky driving behaviours, reinforcement sensitivity theory, behavioural inhibition system, behavioural approach system, risk perception

The influence of generation on the relationship between organisational climate and intention to leave

GERBER, T. (Victorian Department of Health), VON TREUER, K. (Deakin University), FULLARTON, C. (Deakin University), JOHANSEN, S. (Deakin University)

Recent literature has suggested that generational differences may account for some variance in findings between Organisational Climate (OC) and Intention to Leave (ITL). The current study examined the association between OC and ITL and explored whether generation is a mediator of this relationship. Participants consisted of 202 Allied Health Professionals from metropolitan and rural health agencies. The majority were female and came from a variety of age groups. Participants completed the Work Environment Scale (WES; Moos, 1994), two items as a measure of ITL as well as demographic information including gender, age group and generation. Multiple linear regression analyses revealed that OC factors as a whole contributed 36.1% of variance in ITL. Three factors, namely Supervisor Support, Job Involvement and Physical Environment were each found to contribute unique variance in ITL. Subsequent mediation analysis found that generation did not mediate the relationship between OC factors and ITL. The results provide evidence for OC as a significant contributor to employees’ ITL. Specifically, it was found that Supervisor Support, Job Involvement and Physical Environment contributed unique variance in ITL. These results imply that organisations should focus retention strategies around OC factors rather than customising strategies according to generational differences.

Keywords: organisational climate, intention to leave, supervisor support, job involvement, physical work environment

The influence of meditation on well-being: The mediating effect of psychological acceptance

CHU, L. C. (Chung Shan Medical University)

Past empirical evidence has demonstrated that meditation is not only beneficial to mental health (Carmody & Baer, 2008) and the regulation of cognitive and emotional functioning (Segal, Williams, & Teasdale, 2002), but is also effective in eliminating perceived stress and related symptoms (Carmody & Baer, 2008). Very few studies have attempted to understand mediating processes underlying the relationship between meditation and well-being. These benefits of meditation may be attributed to its acceptance nature. Psychological acceptance is people’s willingness to experience
thoughts, feelings, and physiological sensations, especially those that they evaluate negatively, such as fear, without having to avoid them or let them determine their actions. These characteristics can enable people to disengage effectively from automatic thoughts, habits, and unhealthy behavioral patterns, thus fostering informed and self-endorsed behavioral regulation, something which has long been associated with the enhancement of well-being. Past research has found that people with higher psychological acceptance tend to have better mental health (Bond & Bunce, 2003; Donaldson-Feilder & Bond, 2004). This study therefore expects that the longer people engage in meditation, the higher the level of their psychological acceptance should become. Psychological acceptance therefore appears to be an effective mediating variable in terms of the relationship between meditation and well-being. This study extends previous research by proposing and testing a model that examines the mediating effect of psychological acceptance on the relationship between meditation and well-being. We used a cross-sectional survey research design and convenience sampling to collect data. The study’s participants were full-time working adults employed by public and private enterprises in Taiwan. We distributed 350 questionnaires, directing 175 mostly towards students of the Zen Buddhist Association who had jobs. All participants were asked to evaluate their meditation experience, psychological acceptance and well-being. The sample returned 271 responses, 135 from males and 136 from females, with a mean age of 35.58 years, an effective questionnaire rate of 77%. These participants employed in industry sectors such as hi-tech, finance and insurance, business and professional services, traditional manufacturing, medical and government. From the regression analysis, it was discovered that psychological acceptance was positively associated with well-being as job satisfaction, mental health, and physical health ($\beta = .27, p < .01$; $\beta = .64, p < .01$; $\beta = .55, p < .01$). In addition, meditation experience was positively associated with psychological acceptance ($\beta = .36, p < .01$). Furthermore, this study confirmed that meditation experience was positively associated with well-being as job satisfaction, mental health, and physical health ($\beta = .24, p < .01$; $\beta = .46, p < .01$; $\beta = .47, p < .01$). Finally, this study showed that under meditation experience the predictor of well-being as job satisfaction, mental health, and physical health were partially achieved through the mediating effect of the psychological acceptance. The findings confirm that meditation not only generates a direct effect for balancing its practitioners’ well-being, but also has an indirect effect in terms of enhancing their well-being by storing up high psychological acceptance. The therapeutic efficacy of psychological acceptance has received increasing attention from every type of proposal for stress-management training. However, it is important to ask whether intervening to foster more psychological acceptance can help improve well-being in the future. Future studies should compare and evaluate the relative effectiveness of a variety of such stress interventions on psychological acceptance.

Keywords: meditation, perceived stress, well-being, psychological acceptance, job satisfaction

The influence of orthodontic treatment on self-esteem and perceived attractiveness

HOWE, E. (University of Sydney), CHIU, Y. (University of Sydney), KENTJUNG, R. (University of Sydney)

With the increasing popularity of orthodontic treatment for occlusal anomalies with aesthetic improvement but minimal benefits for oral function, dentists argue that such treatment is important for social and psychological wellbeing. Since elective orthodontic treatment may be recommended as a preventive measure for social or psychological problems, the aim of this study is to review current literature pertaining to the assertion that orthodontic treatment is of value in improving self-esteem and perceived attractiveness. Searches in Medline database (1950 to 2009), EBM reviews, and PsycINFO were performed using “malocclusion”, “orthodontics”, “self-concept”, and “body image” as sub-headings, with “psychosocial”, “self-esteem”, and “perceived attractiveness” as keywords. Included were studies investigating the association between orthodontic treatment and change in psychosocial measures, such as self-esteem, self-concept, body image, facial
appearance, perceived attractiveness and aesthetics. Articles with orthognathic surgery as the treatment modality were excluded. The search yielded 219 articles, of which 24 met the inclusion criteria. Many studies support the association between orthodontic treatment and improved dentofacial aesthetics; however, limited evidence exists for the influence of orthodontic treatment on self-perceived attractiveness. There is conflicting evidence concerning the influence of orthodontic treatment on self-esteem. This might be explained by the lack of rigorous definition of constructs, unreliable measurement strategies, lack of control of confounding variables, poor patient randomisation and a dearth of longitudinal studies. Rigorous research to explore the influence of orthodontic treatment on self-esteem and perceived attractiveness is required, employing a standardised approach, reliable measures, appropriate control of potential confounding variables and a longitudinal research design with pre- and post-treatment assessment.

**Keywords:** occlusal anomalies, orthodontic treatment, self-esteem, perceived attractiveness

### The influence of regulatory focus of supervisors and subordinates on LMX and the performance of the subordinates

WU, X. (Beihang University), WU, Z. (Tsinghua University), WU, Y. (Tsinghua University), LI, R. (Beihang University)

Regulatory focus theory proposes that people have two distinct self-regulatory foci: promotion focus and prevention focus. The major purpose of this study was to examine the effect of regulatory focus of supervisors and subordinates on leader-member exchange (LMX) quality perceived by the subordinates, and the task performance and contextual performance of the subordinates. This study investigated (1) the different effects of promotion focus and prevention focus on task performance and contextual performance, (2) the effect of difference and/or interaction of regulatory focus of supervisors and subordinates on LMX and performance, and (3) the mediating role of LMX between regulatory focus and performance. Participants of this study included 249 employees and their supervisors. Participants were recruited from multiple industry and company types in China. Subordinates rated their own regulatory focus and LMX, and supervisors rated their own regulatory focus and the task performance and contextual performance of their subordinates. Data were matched in pairs for statistical analysis. Some of the key findings included: (1) promotion focus of both the supervisors and the subordinates was positively related to the contextual performance of the subordinates, and prevention focus of both the supervisors and the subordinates was positively related to the task performance of the subordinates; (2) there was an interaction effect of the regulatory focus of the supervisors and the subordinates. When the regulatory focus scores for the supervisors and the subordinate were both higher, the outcome scores were higher; (3) The similarity of regulatory focus of the supervisors and the subordinates moderated the relationship between regulatory focus of the subordinates and certain dimension of LMX; and (4) LMX partially mediated the relationship between regulatory focus and the performance of the subordinates. In conclusion, regulatory focus is an important antecedent of employee performance, and both the level of regulatory focus of the supervisors and the subordinates and the interaction of regulatory focus of the supervisors and the subordinates play critical roles.

**Keywords:** regulatory focus, leader-member exchange, promotion focus, prevention focus, task performance

### The influence of resilience on the appraisal of academic stressors as threatening and challenging

KATTER, J.K.Q (York University)

Throughout their education students encounter many difficult situations that must be dealt with effectively in order to avoid negative psychological, physical, and academic consequences. According to the transactional model of stress and coping, when individuals are faced with an actual or anticipated stressor an evaluative thought process is triggered where the potential impact of the situation to their own well-being is appraised. Threat appraisals
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involve assessing the potential for harm or loss in the future, while challenge appraisals reflect the anticipation of gain or growth from the situation (Lazarus & Folkman, 1984). One factor that may influence the way in which an individual will appraise stressors and consequently cope with them is trait resilience, which refers to the personal qualities that allow a person to thrive in the face of adversity (Connor & Davidson, 2003). It is hypothesized that higher levels of trait resilience, compared to lower levels of resilience, will be associated with the appraisal of upcoming tests and exams as more challenging and less threatening. Three hundred and four university students completed an online study in the week prior to the end of the academic term. Participants completed a series of personality measures including trait resilience, and were then randomly assigned to either a resilience boosting writing exercise, or a control exercise. Participants then appraised their own upcoming tests and exams as threatening and as challenging. A MANCOVA was preformed to examine the association between the personality measures, writing exercise and appraisals. Results reveal the hypothesized association between trait resilience and appraisals, such that resilience was positively related to appraisals of challenge, and negatively associated with appraisals of threat. Further analyses to examine the mechanism through which resilience affects appraisals suggest that affect may play a role. The research findings suggest that resilient individuals are more likely to appraise upcoming stressful events as challenges, rather than as threats, due in part to the association of resilience to affect, such that resilient individuals appear to have more positive affect and less negative affect than non-resilient individuals. Theoretical and practical implications of the association between resilience and appraisal are discussed.

Keywords: trait resilience, appraisals, stress coping

The influence of the parent-adolescent relationship on adolescents’ emotional well-being

The general aim of the study was to investigate adolescent emotional well-being and the parent-adolescent relationship as a precursor to adolescent emotional well-being. The research was conducted at two secondary schools located in the Gauteng province in South Africa. A quantitative cross-sectional survey research design was followed. Convenience sampling was used. Participants included Grade 9 to 11 learners who fitted the selection criteria. Validated psychological measuring instruments were used to gather information at the schools. The results indicated that the parent-adolescent relationship was a predictor of the emotional well-being of this total group of adolescents and attachment-anger and family satisfaction-cohesion were the best predictors. Significant differences between genders on emotional intelligence and fortitude and between cultures on emotional intelligence, fortitude and positive affect were found. The emotional well-being of adolescents correlates with aspects of the parent-adolescent relationship and the parent-adolescent relationship could serve as a predictor of adolescent emotional well-being.

Keywords: adolescent emotional well-being, parent-adolescent relationship, attachment anger, family satisfaction, emotional intelligence

The influence of time pressure and number of attributes on information processing in purchasing decisions

This research employed the technology of information board, used a commodities purchasing decision as the experimental task, and explored the influence of time pressure (high time pressure, low time pressure and no time pressure) and the numbers of attributes on decision makers’ information processing. The study included two experiments. A preparatory experiment tested the time of decision making under different time pressures via simulated commodities purchasing tasks programmed with a computer. The formal experiment explored the influence of time pressure and the numbers of attribute on information processing, on the basis of preparatory experiment. The results showed that (1) on the depth of information search and

Keywords: decision making, time pressure, attributes, information processing

The influence of the parent-adolescent relationship on adolescents’ emotional well-being

WILLIAMS, H. (North-West University), VAN EEDE, C. (North-West University), KOEN, V. (North-West University)
average decision time, time pressure and the number of attributes had a significant main effect and interaction. (2) on the mode of information search, time pressure and number of attributes had a significant main effect, but no significant interaction. And decision makers usually applied a decision strategy according to alternatives under no and low time pressure. However they mostly applied a decision strategy according to attributes under high time pressure.

Keywords: Purchasing decisions, Time pressure, Decision making, Information processing

The influence of work behavior on meaningful performance

JATNIKA, R. (University of Padjadjaran)

This research is a causal study which is conducted to determine the effect of work behavior on meaningful performance. Meaningful performance is the performance generated by the fulfillment of serving a better work environment, which is conducted without the burden and caring, which is run by lasting to realize a better future (Jatnika, 2006). Meaningful performance will not only produce high performance but also the one that will make individuals have meaning in their work. These individuals will eventually be respected, be models for other parties, and be able to improve self-actualization. Therefore work is not only an activity to get some income, but also a part of the individual's definition of himself, so that individual can improve self-actualization. Conceptually meaningful performance is influenced by the work behavior (quality of interpersonal relationship, acceptability of leadership, quality of team-work development and quality of work atmosphere development).

The measurement in this research is done using questionnaires given to 327 top managers, middle managers and supervisors on service companies in Indonesia. The data obtained were analyzed using path analysis that will be exposed to the variables that significantly affect the meaningful performance. The results of data analysis show that meaningful performance is influenced by work behavior: quality of interpersonal relationship, acceptability of leadership, and quality of team-work development. The quality of work atmosphere development does not affect the meaningful performance significantly.

Keywords: work quality, work behaviors, meaningful performance, work environment, team-work

The interaction of job demands and job resources in a matrix organisation

O'DONNELL, M. (University of New South Wales), BROWN, M. (University of Melbourne), BENSON, J. (University of South Australia), GLENNIE, M. (University of New South Wales)

The paper makes use of the Job Demands - Resources model to explore the impact of the introduction of a matrix organizational structure in one large public research-focused organization in Australia. The findings represent the outcome of a qualitative research project exploring the interaction of job demands and job resources in a large scientific research organization. Exploratory semi structured interviews were held with research scientists across six divisions and at different levels of the organization. Staff members were interviewed for approximately one hour. The interviews were digitally recorded, transcribed and analysed using NVIVO software. A total of two focus groups comprised of six staff and 20 individual interviews were undertaken in 2009. The qualitative stage of the research allows for the identification of a range of organization specific job demands and resources. These will be explored further during the second quantitative stage of the project. The newly introduced matrix organizational structure had greatly increased the workloads of supervisors who were responsible for substantially larger numbers of research staff. The electronic system used to record the working time of scientists created considerable job dissatisfaction. The system did not permit scientists to record their actual hours worked. This resulted in an unwillingness to work above standard working time. Many junior scientists experienced reduced career guidance from supervisors who were often unable to comment on the quality of their science. Research scientists also experienced increased role conflict. Senior
management encouraged a focus on commercialization, and staff performance was also increasingly assessed against success in securing external funding. The criteria underpinning promotion decisions, however, continued to be dominated by research publications. Relationships with co-workers and team dynamics were often positive. Nevertheless, the organizations culture was widely viewed as competitive and many female interviewees highlighted difficulties with career advancement and with being accepted in a male-dominated environment. The paper found support for the argument that increasing job demands combined with reduced job resources results in withdrawal behaviours and declining levels of employee motivation and commitment.

Keywords: job demands-resources model, job resources, organization specific job demands, employee motivation, employee commitment

The investigation of forgiveness among original and nuclear families and its relationship with marital satisfaction

HOSSEINI, A. (Melbourne University)

This study investigated forgiveness in original and nuclear families as well as its relationship with marital satisfaction. The research has been conducted on 200 families (couples including 100 wives and 100 husbands) in Tehran, Iran. They were selected according to convenient sampling. It was a descriptive study and the tools used were: demographic questionnaires, family forgiveness scale (FFS) and questionnaire of marital satisfaction (ENRICH). The results of the study showed that there was a significant positive correlation ($r = 0.38$) in forgiveness between two generations and also between forgiveness and marital satisfaction ($r = 0.51$). In addition, there was a significant positive correlation between forgiveness and age, marital duration and education levels of couples. However, there was not a significant relationship between the number of children and forgiveness. According to the findings we can say that forgiveness may be effective in preserving family health.

Keywords: forgiveness, marital satisfaction, nuclear families, couples, family health

The measurement of workplace socialisation: An evaluation of the validity of the Thomas and Anderson Socialisation Questionnaire (TASQ)

WEINAND, C. (Deakin University), VON TREUER, K. (Deakin University), WINDLE, K. (Deakin University)

Researchers report positive relationships between newcomers' socialisation on important work outcomes such as job performance, job satisfaction, commitment, turnover, mental health, task mastery and intentions to stay. Consequently, the measurement of workplace socialisation is important. Few studies utilise consistent measures of socialisation and even less studies report upon the factor structure, other validity results and reliability. The aim of this study was to examine the proposed four factor structure (social, role knowledge, interpersonal support, and organisational knowledge) of the Thomas and Anderson Socialisation Questionnaire (TASQ) as originally reported by Thomas and Anderson (1998). Furthermore, generalisability of the factor structure will be tested in a different sample. Correlations between the TASQ and subscales with a similar established instrument may also support the validity of this instrument. This sample comprised of 215 employees from 17 different Australian-based organisations. The TASQ was used as the measure of socialisation and the Work Environment Scale (Moss, 1981) factors of job involvement, supervisor support and co-worker cohesion were measured. The factor analysis revealed four factors: social, role knowledge, interpersonal support, and organisational knowledge which was consistent with Thomas and Anderson’s (1998) findings. However, there were variations in the item loadings in the social subscale. The TASQ subscales were compared with the subscales of the Work Environment Scale and results revealed significant correlations between the subscales. Based on inspection of the items, it was suggested that the 'social' subscale can more accurately be relabelled as 'co-worker cohesion'. Cronbach's alphas were; social (0.87), interpersonal support (0.88), role knowledge (0.90), and organisational knowledge (0.87).
With some recommended changes the TASQ was found to be a reliable and valid measure of workplace socialisation that is generalisable to other groups.

**Keywords:** workplace, socialisation, socialisation questionnaire, Thomas and Anderson, validity

**The mediating effects of emotional intelligence and coping strategies on problem behaviours in adolescents**

HANSEN, K., DOWNEY, L. (Swinburne University), BIRNEY, J. (Swinburne University), STOUGH, C. (Swinburne University)

Early adolescence is a time of transition during which the individual experiences not only profound physical, emotional and cognitive changes, but also changes in terms of societal expectations regarding appropriate behaviour patterns and preparation for taking on adult roles. This transition from childhood to adolescence can be a challenging time for many young people. While many adolescents navigate this period without experiencing major difficulties, some individuals may experience psychological and behavioural problems. As many as 14% of Australian children under the age of 15 have some form of mental or behavioural problem (Australian Bureau of Statistics, 1997), and such problems may have “flow-on” negative consequences into adulthood. In light of this, the establishment of methods to identify individuals who are at risk for developing problem behaviours and strategies for the amelioration of these behaviours is of critical importance. It has been proposed that the recently emerging concept of Emotional Intelligence (EI) may offer a measure that has predictive value for identifying those at greatest risk for problem behaviour. This study explored the mediating effect of Emotional Intelligence (EI) and coping strategies on problem behaviours in Australian adolescents. One hundred and forty-five adolescents (60 males and 85 females with a mean age of 12.02 years) completed self-report instruments of EI, stress coping strategies, and problem behaviours. The relationship between Emotional Management and Control and engagement in internalising behaviours was found to be mediated by the use of non-productive coping strategies. Mediation models of externalising, anxious/depressed, withdrawn/depressed, and aggressive behaviours illustrated significant overlap with adolescents’ abilities to manage and control strong emotions and engage in non-productive coping strategies. The results are discussed in regards to how coping strategies are utilised in adolescence may produce more or less adaptive patterns of coping during adulthood. The development of emotional abilities may be required to improve coping outcomes for adolescents, which in turn may produce better psychological outcomes for adolescents in the long-term.

**Keywords:** emotional intelligence, problem behaviour, coping strategies, adolescence

**The microcredit and its users: A comparative study between Argentina and Spain from a psychological perspective**

PRADO GASCO, V. J. (Universidad de Valencia), QUINTANILLA-PARDO, I. (University of Valencia), ALTAMIRANO, P. (University of Cordoba), DE MARIA, M. (University of Cordoba)

The aim of the study was to compare some of the main important dimensions of a microcredit between two countries and to analyze and compare the consumer profile of a microcredit. The sample comprised 100 subjects. Interviews, questionnaires and discussion groups were used to collect a range of information across the following dimensions: 1) consumer profile (age, genre, work situation, education level, marital status, job experience, experience in leadership, experience in creating organizations, market research, motivation of solicitude, country, among other dimensions); 2) characteristics of the microcredit (financial sources, interest rates, quantities, beneficiaries, financial institutions, grace period, commission among other dimensions); 3) process of solicitude and concession; and 4) situation of the microcredit (number of operations, quantities, refund rates, default rate, delay in the refund, among other dimensions). A descriptive analysis and meta data was produced using SPSS 16.0. Differences between both countries have been observed in most of the analyzed dimensions, nevertheless not in the sub-dimensions. There seem to be lots
of similarities in the demographic profile of microcredit's clients between both countries (considering age, education, marital status, experience). On balance, in the Spanish context, the microcredit characteristics have more likeness with the traditional credits, with a bigger presence of private financial institutions (banks), while Argentina's microcredits have a major relationship with the original approach of the Grammen Bank and their running is public. In Spain, this kind of financing has a relative short history when compared to Argentina, and nowadays it has been strongly affected by the economic crisis in the country. The solicitude process in Argentina's case has lower levels of bureaucracy and depends entirely on public institutions; however, this is completely different in the Spanish case. Finally higher rates of refund have been observed in the last years in the Argentina's case comparing with Spain.

Keywords: microcredits

The mobilization and root causes of mass incidents in China: Case studies

WANG, E. (Chinese Academy of Sciences), ZHANG, S. (Chinese Academy of Sciences), ZHOU, J. (Chinese Academy of Sciences), LIN, J. (Chinese Academy of Sciences)

Mass incidents in China refer to the conflicts between some collective groups and their administrative authorities. There are tens of thousands mass incidents that have occurred every year during past decades. A new characteristic was observed since 2004: While officials intervene in an ordinary civil or security conflict, the conflict soon turns to the authorities. It infers that discontent accumulates in people. This present study tried to explore why and what people feel discontent about and how a mass incident is mobilized. Four cases of mass incidents that occurred in 2008 and 2009 were chosen as the subjects of this study. We interviewed the local cadres and residents, asking the same questions, such as what public policies the local government made in recent years and how they thought the public policies worked. Comparing the responses of the cadres and residents, we tried to determine policy failures and improper administrations. Results indicated that: 1) residents complained that they were victims of some policies, while cadres considered their policies benefitted most people; 2) nonfeasance of authorities was considered as a most dissatisfactory administrative behavior by residents; 3) relative deprivation of some social groups and collective identification may be a mobilization of mass incidents, and rumors before and during the incidents play a catalyzing and magnifying role; 4) policy failures and improper administrations were the root causes of mass incidents. We also found that the conflict aims of mass incidents were restricted to official properties (vehicles and/or buildings) and collectives hardly injured official staff. They rarely destroyed private materials. Mass incident is a strategy of disadvantaged social groups to put pressure on authorities for declaring or protecting their interests. Policy failures and improper administrations are knowledge-based errors of policy makers and official staff, so officials are hardly self-aware their failures immediately. Social scientific scholars as the third party may be an intermediary between collectives and authorities, and be a detector to help governments find their policy failures and improper administrations.

Keywords: mass incidents, civil conflict, mass mobilization, disadvantaged social groups, collective behaviour

The moderating effect of an innovative climate on the relationship between work-related stress and job satisfaction

PIYASENA, N. (Deakin University), FULLERTYSZKIewicz, M. (Deakin University)

An innovative climate has been suggested to be a job resource by which organisations can assist experienced employees alleviate the negative effects of work demands on job satisfaction. However, considering the job environment of inexperienced employees may be quite different to experienced employees, the aim of the current study was to test the relevance and impact of an innovative climate on job satisfaction in inexperienced employees. In an attempt to better understand how an innovative climate impacts job satisfaction, a secondary aim was to explain how an innovative climate leads to job satisfaction using autonomy, support, job
clarity and organisation-based self-esteem (OBSE) as potential mediators. For the study, 80 university students currently enrolled in postgraduate studies in psychology and undertaking placement as part of their university degree were invited to complete an online questionnaire measuring organisational experiences and climate. In contrast to prior studies (which have sampled experienced/full-time employees), current results suggest that high levels of innovation may strengthen the negative relationship between work-related stress and job satisfaction. The results also revealed that the relationship between an innovative climate and job satisfaction is significantly mediated by OBSE and partially mediated by job clarity. It was concluded that low innovative climates as opposed to high innovative climates act as a buffer against the negative impact of work-related stress on job satisfaction for inexperienced employees while a high innovative climate exacerbates this effect. Therefore, the effect of an innovative climate on the relationship between work-stress and job satisfaction established in past research based on experienced employees cannot be generalised to inexperienced employees. The findings of the current study also reinforce the need to provide sufficient structure with clear policies and procedures for inexperienced employees in order to reduce work-related stress and enhance job satisfaction.

Keywords: innovative climate, work stress, job satisfaction, inexperienced employees, organisation based self-esteem

The moderating effect of parent gender on hazardous alcohol use among college students who are the Adult Child Of Alcoholics (ACOAs)

KELLEY, M. (Old Dominion University), PEARSON, M. (Old Dominion University), TRINH, S. (Old Dominion University), KLOSTERMAN, K. (Friends Research Institute), KRAKOWSKI, K. (Virginia Consortium Program in Clinical Psychology), KULNIS, A. (Old Dominion University)

Approximately 11% of all children in the United States (US) live with at least one parent who abuses or is dependent on alcohol or other substances (US Department of Health and Human Services, 2008). Among college students, approximately 25% meet the criteria for being an adult child of an alcoholic (ACOA; Grant et al., 2004). History of alcohol abuse in one’s family of origin is linked to offspring risk for alcohol abuse (King & Chassin, 2007; Warner, White, & Johnson, 2007; Zhou, King, & Chassin, 2006). Whether maternal or paternal alcoholism is linked to greater risk is not known. We examined whether the effect of ACOA status on hazardous drinking was moderated by which parent was suspected of alcoholism. Surveys were completed by 687 undergraduate students attending a large university in southeastern Virginia. Based on their Children of Alcoholic Screening Test (CAST; Jones, 1983) scores, 24% (162 of 687) were categorized as ACOAs (CAST score ≥ 6); 66% (451 of 687) were categorized as non-ACOAs (CAST score ≤ 1). The remaining 11% (74 of 687) were indeterminate (CAST score two to five); data from indeterminate respondents were not examined in the following analyses. Using the Alcohol Use Disorders Identification Test (AUDIT; Babor, Higgins-Biddle, Saunders, & Monteiro, 2001), 27.3% were classified as hazardous (medium to very high) drinkers. Using hierarchical regression analysis, we entered the main effects of ACOA status and suspecting mother and/or father of having a “drinking problem” in Step One, and entered the interaction between ACOA status and suspecting mother and/or father of having a “drinking problem” in Step Two. In Step One, only ACOA status (dummy-coded, 0 = non-ACOA, 1 = ACOA) significantly predicted hazardous drinking (β = .146). In Step Two, the effect of ACOA status on hazardous drinking was moderated by suspecting one’s mother (but not one’s father) of alcohol misuse (β = .155), which rendered the main effect non-significant. These results indicate that the effect of ACOA status has a stronger association when one’s mother is suspected of alcoholism. Future research should examine the potential mediating mechanisms through which maternal and paternal alcoholism may have differential effects on young adult children.

Keywords: paternal and maternal alcoholism, alcohol abuse, hazardous drinking, children of alcoholic screening test
The moderating role of leader-member exchange in the organizational justice to job satisfaction and turnover intention relationship

REN, R. (Peking University), WANG, L. (Peking University), KONG, H. (Luxottica Group), YU, Z. (Luxottica Group)

This research examines leader-member exchange (LMX) as a moderator of the relationships between organizational justice, job satisfaction and turnover intention. We hypothesized that group managers would influence the organizational justice feeling in their apartment. Five hundred and thirty-eight employees from the front line participated voluntarily. They were asked to finish the questionnaire independently and seriously, and to return the questionnaire the following day. Measurements included LMX, job satisfaction, organisational justice, and turnover intention. The results showed that the positive relationship between organisational justice and job satisfaction was weaker when the mean on LMX was low. In addition, the negative relationship between organisational justice and turnover intention was weaker for those high in LMX. The findings highlight the important role that leaders play in influencing the relationship between organisational justice to job satisfaction and turnover intention through the patterns of inclusion that they create in their units.

Keywords: leader-member exchange, organisational justice, job satisfaction, turnover intention

The motivations for and barriers to physical activity among overweight women with type 2 diabetes and depression

MOORE, M. (Victoria University), MORRIS, T. (Victoria University)

The aim was to use qualitative methods to explore the motivators, barriers, and mood influences on participation in physical activity (PA) of overweight women with type 2 diabetes and depression. Participants were 11 overweight women (median age of 61 years; IQR = 25) with type 2 diabetes and at least mild depressive symptoms. Following a standard consent process, each woman participated in a semi-structured interview (approximately 30 to 45 minutes in duration) focused on PA motivators, barriers, and mood influences. The interview process continued until theoretical saturation was reached. Inductive Content Analysis was used to analyse data. Nearly half the participants (n = 5) reported a sedentary level of PA. For those who reported some PA, the main modes were incidental/lifestyle (n = 7), and walking (n = 3). Main motivators to PA were socializing with others (9), health benefits (5), enjoyment (4), and doing something different from their daily routine (4). Major barriers to PA included health problems (n = 9), low motivation (n = 9), depression/low mood (n = 7), and weight (n = 5). All participants reported well-being benefits from PA (n = 11), however, the majority of participants (n = 8) indicated that having a low mood resulted in less PA behaviour. The main factors motivating PA participation for these mid-life women related to socializing with others and adding variety to daily routines. These are predictable motives, because isolation (e.g. loss of significant others), and monotonous daily routines (e.g. being retired) are concerns among older people. Given the high risk of health problems associated with being overweight, type 2 diabetes, and depression, it is not surprising that the major barriers to PA participation related to physical (e.g. associated pain, weight) and psychological (e.g. low mood) health, consistent with similar research. Although PA was perceived to have psychological well-being benefits, low mood was a main barrier for PA. Effective, individualized psychological interventions are needed to increase PA behaviour among this population, so that they can attain physical and psychological health benefits.

Keywords: depression, overweight, motivation, mood, type 2 diabetes

The narrative format model for second language learning in migrant pupils

PIRCHIO, S. (Sapienza University of Rome), TAESCHNER, T. (Sapienza University of Rome), MARCHIONE, C. (Sapienza University of Rome), ROTILI, C. (Sapienza University of Rome)
This presentation describes the results of an intervention for second language learning, using the Narrative Format Model, among first and second generation migrant children attending Italian primary school. The intervention lasted one school year (2008/2009) and involved first and second grade classes of a school in the province of Brescia, Northern Italy. It was implemented through narrative dramatic activities carried on in Italian, integrated in the general curriculum for migrant and non migrant pupils in an inclusive education setting. Italian language abilities were assessed in children participating in the language intervention and in a control group, in the same school. One hundred and one first and second grade pupils participated in the study, 56 were in the intervention group and 45 were in the control group. Receptive vocabulary, text comprehension and narrative production were assessed in both groups at the beginning (pre-test) and at the end of the language intervention (post-test) in order to assess the effectiveness of the narrative format activities for Italian language learning. As expected, results show a significant improvement of Italian language abilities among the experimental group with regard to complexity of sentence production. Moreover, both groups show improvement in receptive vocabulary and text comprehension. In conclusion, the effectiveness of the narrative format activities for teaching Italian to migrant children has been partially confirmed. It is important to note that the control group is not a “non-intervention” group: teachers in these classes carried on a traditional Italian language teaching activity with Italian and migrant children. This might explain why both groups showed improvements in observed abilities. Moreover, it is worth considering that the Narrative format activities have been positively evaluated by teachers, pupils and the school management, who decided to adopt this psycholinguistic model also in the current school year (2009/2010) in other classes.

Keywords: second language learning, language learning intervention, narrative format activities, psycholinguistic model, migrants

The normative practices of Australian mental health practitioners when assessing risk of violence in offenders

BARBER, D. (Edith Cowan University), DEAR, G. (Edith Cowan University)

This study aimed to: 1) explore the violence risk assessment practices of Australian psychologists and psychiatrists, 2) evaluate local violence risk assessment practices against international standards and, 3) explore the influence of various practitioner variables (e.g. training) and case characteristics (e.g. jurisdiction) on the local practices currently being employed. A combined exploratory-descriptive research design was employed to survey, identify, analyse and describe the violence risk evaluation practices of seventy-five Australian psychologists and psychiatrists with relevant experience. Participants completed an online survey about the type of assessment methods they employed in their most recent violence risk assessment for pre- or post-sentencing matters, the type of information they included in their report, and the way in which they communicated their risk evaluation to the decision-makers. Participants were also asked to provide qualitative explanations for their assessment practices and subsequent interviews with current participants will be undertaken to further explore the factors that influence local violence risk assessment practices. A follow-up study will also be undertaken with key stakeholders to elucidate the implications of the findings from the original study and investigate the needs of consumers of violence risk assessments. Conclusions drawn from the findings of this study and the empirical literature on violence risk assessments address a variety of practice-oriented research questions. The results are expected to contribute to the development of training programs and recognised professional standards and guidelines, which in turn, are anticipated to yield more empirically-based predictions of violence risk, satisfy legal standards and rules, and ultimately result in better risk-related decision-making. Efforts to enhance the provision of valid and reliable violence risk assessments is of particular importance following the introduction of Dangerous Offender legislation in numerous jurisdictions and the increasing reliance by courts and others legal decision-makers on psychological and psychiatric opinion regarding offenders’ risk of violence at the time of sentencing or release from custody.
**The Pain of Difference: The experience of shame and embarrassment amongst a sample of gay men living in Australia**

BECKER, A. (La Trobe University)

Internalised homophobia has been extensively researched and implicated in the wellbeing of gay men. It has been suggested that shame may be the principle pathogenic factor in internalised homophobia (Allen & Oleson, 1999). Over the last few decades, shame has not received nearly as much research interest as has internalised homophobia. There is clinical evidence to suggest that shame, specifically internalised shame or a shame based identity, is predictive of poorer biopsychosocial outcomes in gay men. Whilst we have seen the ‘depathologising’ of homosexuality and the development of gay-affirmative psychotherapies, there is further need to develop our understanding of the experience of shame, and its correlates, amongst gay men. Qualitative research is being conducted with nine Australian gay men exploring their experiences of shame and embarrassment and how they have been affected by and managed to cope with these feelings within and or without psychotherapy. Preliminary findings and potential implications of this study will be discussed.

**Keywords:** internalised homophobia, shame

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**The potential of empathy in building healthier organizations**

MORENO-VELÁZQUEZ, I. (Rio Piedras Campus, University of Puerto Rico), SÁNCHEZ-CARDONA, I. (University of Puerto Rico ), CUEVAS-TORRES, M. (University of Puerto Rico )

Empathy has been defined as understanding and sharing in another's emotional state or context (Eisenberg & Strayer, 1987). It originated in Germany as “Eisfühlung” and was initially used by Vischer (1873) in relation to the projection of self in an artistic object. It is believed that was introduced to psychology by Lipps at the beginning of the twentieth century and coined as empathy by Tichner in 1909 as a way of knowing the concience and understanding the other “in the muscle”. Its development was continued and revitalized by personality theorists in the 1930’s, Rogerian psychotherapists in the 1950’s and the theorists of conditioning in the 1960’s and more recently by social and evolutionary psychologists in explaining altruistic behaviors (Eisenberg & Strayer, 1987). Two traditions has been identified in the study of empathy, one stresses in its emotional components while the other equates it to the accurate perception of others, while a third one emerges from the work of Davis (1966) which suggests that is should be considered as a set of constructs. Empathy has been associated to important individual and organizational variables. The individual variables include: self-esteem, social skills, abilities, interpersonal effectiveness, and helping, customer service orientation and achievement, while the organizational variables include: organizational commitment, work performance and attendance to work, but not related to job involvement. Also empathy in supervisors has been related to higher employee satisfaction and lower levels of depression, anxiety and fatigue of their employees and higher productivity, but also with supervisor’s leniency. More recent research has explored how it can be experienced via the Internet (Preece, J. and Ghozati, K. (2001). We believe that employees have been under-used in different societal settings, but especially in work settings. In this presentation we will explore the relation between empathy and organizational attitudes that have been related in literature to pro-social organizational behavior. We will propose empathy as a variable that not only has the potential to explain positive outcomes in work organizations but the value to be developed so that it may strengthen human relations and develop healthier individual and work environments.

**Keywords:** empathy, organisational attitudes, human relations, work environment, employee satisfaction

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**The power of optimism: A road to success?**
HO, P. Y. (Chinese University of Hong Kong)

Previous researchers have investigated the benefits of optimism. Yet, most studies only use a comparative approach among control and experimental groups to support the idea that optimism enhances people’s well-being. The current research tries to redefine success as a subjective goal achievement and investigate how optimism has an effect on achieving a self-determined goal. Task performance was measured using Boggle word puzzle among 118 young adults (43 males, 75 females). As hypothesized, dispositional optimism (LOT-R) was positively correlated with successfulness. Variables including proactive attitude, self-efficacy and confidence level were also measured, but no correlation with successfulness was found. Results predicted that optimism has a unique role in determining the individuals’ successfulness. Further research is encouraged to investigate the mechanism for this result.

Keywords: dispositional optimism, well-being, goal achievement, success, self-efficacy

The power of positive action in therapy and leadership

KENNETT, K. (Life "Be in It' Education Pty Ltd)

The aim is to reinforce the importance of responses (actions) as the initiator of behaviour in therapy and leadership and the benefits of the power of positive action; to focus on the fundamental responsibility of psychologists providing therapy to acknowledge expertise in changing behaviour not merely treating symptoms and to re-discover that the order of experience is action followed by feeling and resulting in thinking. The application of the study of human behaviour is fundamentally seeking benefits to improve quality of life. For example, the positive behaviour of the therapist brings about effective improvements in the behaviour of the client and leaders can improve the overall lives of a community or nation. A review was done of leadership in terms of the concept, “Positive Actions elicit Passion and create Visions” © Kennett, 2009, involving application to life, leadership, and therapy and to advances in psychology. Leadership is essential in examining the fundamental differences between psychology and psychiatry as allied professions. The importance of responses (action) is the initiator of all behaviour including effective behavioral changes in clients. Changing behaviour is the prime responsibility of psychologists. A brief review was done of past eminent psychologists and application to psychological therapy and their leadership, embracing the power of positive action in therapy and leadership. Adler reported, “Trust only movement (action). Life happens at all levels of events, not word. Trust movement”. Skinner introduced the concept of operant conditioning. Both Adler and Skinner have been influential as leaders in focusing on competencies for effective behavioral changes resulting in many therapeutic approaches such as, for example, cognitive behavior therapy, rational emotive behavior therapy and holistic psychology. Applied psychologists and clinical psychologists continue to function in a “thinking-feeling-acting” way. “Action has always been the primary and initiating event followed by feelings and consolidated in thinking”. Behaviour (actions), emotion (feelings) and cognition (thinking) are inter-related but the behavior, as Adler and Skinner, has already been identified as the primary event. Applied psychologists need to act based on knowledge and the cumulative structure of past actions. The cycle begins with action that elicits feelings (feelings of the heart) and results in structural thinking (both convergent and divergent). Reference is made to Kouzes and Posner (2008) in Leadership Challenge, namely, concepts of “model the way (action), inspire (feeling) a shared vision (thinking), challenge the process, enable and encourage the heart”. In conclusion: “Grasping the structure of life and leadership involves ongoing responses (action) taken by self and others that support inter-relatedness among practice (action), emotion (feeling) and theory (thinking) in more meaningful ways”. This also applies to the process of therapy and the taking of action by both practitioner and client. “The fatal disconnection between practice (action) and theory (thinking) is still a challenge” Research relies on ‘either/or’ decisions, while life continues to exist in the world of ‘ands’. The structure of our thinking impacts on our actions. However positive thinking without action is
sterile. Constant reliance on incorrect ordering of how behaviour (responses patterns) occurs severely limits effectiveness as therapists and leaders. Therapists and leaders need to focus on the importance of “Positive Actions elicit Passion and create Visions”© Applied psychologists need to ensure research and critical thinking involves application - the need to recognize “time to take ACTION”. Effectiveness of knowledge relies on actions and implementation. Effective behavioral changes only occur through ACTION.

Keywords: positive action, leadership, quality of life, behaviour change

The power of written emotional expression on psycho-physiological health

GARGYA, S. (Delhi University), KHOSLA, M. (Delhi University)

The present research examined the effect of written emotional expression on participant’s psychological health—affect [Positive Affect (PA) and Negative Affect (NA)], and cognition [components of the Impact of Event Scale (IES) i.e. intrusions, hyper arousal and avoidance, narrative analysis] and physiological health [Heart-rate (HR), Blood-pressure (systolic SBP) and (diastolic DBP)], and physical health (symptoms, perceived and general health). Ten participants were randomly assigned to each of three conditions- Trauma Condition, Happy Condition and Neutral Condition (n = 30). Each participant wrote for three days consecutively, and a follow up was taken after two months. Pre and post measures of writing were taken on affect using the Positive and Negative Affect Schedule (PANAS), cognition via the Impact of Event Scale revised (IES), and narrative content. Physiological arousal was assessed by recording Heart Rate and Blood Pressure, while physical symptoms and health were assessed using the SMU- health Questionnaire. Findings revealed significant short term affect changes across all the three conditions. The happy condition induced a significant reduction in heart-rate, health problems and symptoms. The trauma condition induced an elevated heart rate, and reduced health problems. The neutral condition also showed significant improvements in health problems. Narratives in the trauma condition had greater usage of negative emotion words while narratives in the happy condition had more positive emotion words. These findings have been discussed in light of cognitive processing and confrontation – inhibition theory to understand the possible mechanism underlying health. All three conditions however showed significant improvements in long term symptoms and health problems. Hence, expressive writing does reap physical health benefits. Therefore it can be concluded that writing is an effective intervention to improve one’s health.

Keywords: psychological health, positive affect, negative affect, physiological health, physical health

The precedence of local features in Attention Deficit Disorder (ADD)

YONGNING, S. (Kyushu University), YUJI, H. (Kyushu University)

The purpose of this study was to examine the weak right hemisphere hypothesis in Attention Deficit Disorder (ADD) by comparing the performance of children with ADD to that of children without ADD on the processing of compound patterns. An ADD group (N = 13) and a paired normal group (N = 13) completed Navon (1977) tasks under three variations of attention procedure. The first was a divided attention procedure in which the target could appear at either the global or local level. The second was a shift attention procedure in which participants were required to shift their attention from a local-oriented task to a global-oriented task or from a local-oriented task to a global-oriented task. The third was a selective attention procedure in which the target always appeared at the global level or the local level. The local interference effect rather than global interference effect was observed in children with ADD regardless of the attention procedure, which was opposite to Navon’s finding of a global interference effect observed in normal individuals. The finding of a local interference effect rather than global interference effect was observed in children with ADD regardless of the attention procedure, which was opposite to Navon’s finding of a global interference effect observed in normal individuals. The finding of a local interference effect in children with ADD suggests that people with ADD process compound patterns quite different from typically developing children, and they process local instead of global information automatically in a very early stage of processing.
The local interference effect confirmed the weak right hemisphere hypothesis in ADD and presented evidence against the DSM-IV criterion’s (APA, 2000) deficit hypotheses of ADD that the inattention symptoms may manifest itself as a failing to give close attention to details. This study also suggests that the Global/Local information interference test may provide more information for diagnosis of ADD and, in regards to training, instead of solely paying attention to training of individual information cognition, the training of grasping global information should be stressed.

**Keywords:** attention deficit disorder, attention, weak right hemisphere hypothesis, inattention symptoms

The psychic states dynamic of a women’s fencing team during preparation for the main season competition

KOLOSOV, A. (State Scientific Research Institute of Sport), LOZKIN, G. (Institute of Psychology Academy of Pedagogical Science), KOLOSOV, A. (State Scientific Research Institute of Sport)

This research was carried out during preparation for the 2009 European championship, with the Ukrainian female fencing team participation. The methods used included theoretical generalization, the Luscher Colour Test and Friedman ANOVA. During the whole period of preparation, the individual differences of psychic state of sportswomen and the change trajectory of the whole team were analyzed. Such an approach was reasonable for research on organization of interpersonal space inside the team, its regulatory capabilities, and the state of formation of collective subject of activity. The analysis of the psychic state indexes testifies to the presence of increments in predominance of ergotropic balance in sportswomen’s vegetative processes characteristics ($\chi^2 = 10.19; v = 7; n = 4; p = 0.09$). It testifies to increment in activation potential of their psychic sphere. At the same time the current level of sportswomen’s psychic tension came down gradually ($\chi^2 = 6.52; v = 7; n = 4; p = 0.48$), the deviation scope from autogenic norm of psychic state normalized and testifies to increments in the comfort level of the team’s psychic state ($\chi^2 = 13.95; v = 7; n = 4; p = 0.04$), and the mental capacity steadied on the high level ($\chi^2 = 6.93; v = 7; n = 4; p = 0.43$). The frankest changes were registered concerning sportswoman’s psychic state indexes to autogenic norm, and also concerning the coefficient of the vegetative activation. That testifies to increments in the comfort level of psychic state and the psychic activity of the whole team. Positive changes in psychic tension lowering and increments in mental capacity level were specified. Therefore, the positive dynamics in whole of the psychic state of the woman’s fencing team during preparation for 2009 European championship can be specified. In conclusion, the control of a psychic state of sportsmen enables definition of the thresholds for the usual and extraordinary mental activity of the sportsman, his strategy and styles of self-control, their arsenal and efficiency, an opportunity to carry out correctional training actions on expansion and activation of regulatory resource of the athlete which can be constructed through the organization of energo-informational space and results in a sensation of psychological sufficiency of resources to achieve high sports result.

**Keywords:** sportswomen, psychic state, team change, self-control, psychological resources

The psychological mechanism of Chinese overseas students’ collective protests against Western Media

ZHANG, J. (Chinese Academy of Sciences), WANG, E. (Chinese Academy of Sciences), MANDL, H. (Ludwig-Maximilian University of Munich)

Contrary to the image of impassionate bystanders of political issues, in the year 2008 before the Beijing Olympic Games, a large amount of Chinese overseas students protested against some major western media in many western countries. Based on the dual pathway model of collective action (Van Zomeren, Spears, & Leach, 2004), the present study aimed to understand the effect of collective discrimination, political trust of the Chinese government, motivational inference and national identity on two core constructs: group-based anger and group efficacy. One hundred and thirty nine students were surveyed with questions about national identity, collective discrimination and political trust of the Chinese
government. They were then asked to recall a report made by any western media institution about China or Chinese people which impressed them when they were in Germany and to answer questions about their inferences about: the media’s motivation, attitudes of their peers (group emotional and action support), group-based anger and group efficacy, their former participation in these kinds of protests and behavioral intentions for future protests. Structural equation modeling (SEM) was performed using Amos 7.0 to investigate the possible relationships among all variables. The SEM results showed that group-based anger and group efficacy were the most immediate predictors of collective action. Further, group emotional support, collective discrimination and political trust contributed to group-based anger which was partially mediated by motivational inference of the media; on the other hand, political trust of the Chinese government, national identity and group action support contributed to collective efficacy. By confirming the dual pathway model of collective action, the present study further suggested that there would be different predictors of group-based anger and efficacy. Motivational inference could be a major mediator in the emotion-focused coping route, which could partly result from perception of past discrimination; political trust and national identity would provide a basis for legitimacy and external reward which could improve efficacy in the problem-focused coping route. The specific reason of this event and general themes about protest behavior in foreign countries was discussed.

Keywords: media protests, collective discrimination, political trust, motivational inference, national identity

The Queen Bee Syndrome in top positions in the Spanish Government: National and regional

PRIETO, J. M. (Complutense University), GARCÍA-VELASCO, O. (Complutense University)

The Queen Bee Syndrome was identified in 1973 and it entails that women in top positions in organizations appoint men as direct collaborators or team-mates. These women rarely appoint women in their near surroundings. This research verifies whether this exists also in Spain. The complete database of appointments made by the prime minister, ministers in the cabinet, presidents of regional governments and deputy directors appointed by them, has been analyzed first qualitatively and afterwards quantitatively. The total amount of appointments analyzed has been 266 at the national and regional level in the whole country. The prime minister appointed 50% to 50%, whereas the only female regional governor behaved as Queen Bee. Eighty nine percent of appointments made by female ministers favoured men, none were within the Quota 40% to 60%, and 11% of appointments were women. Forty-eight percent of appointments made by female deputy directors in regions were men, 27% kept the 40% to 60% quota, and 13% appointed women. This confirmed the existence of Queen Bee Syndrome effects in top positions of the national and regional governments in the country. A quota system has been enacted by law by the government and the parliament but when top female politicians make decisions they prefer males as top policy makers in their near surroundings. The existence of a Ministry of Equal Employment Opportunities is not enough to change this mentality.

Keywords: queen bee syndrome, equal opportunities, gender distribution in policy makers, gender quotas in organizations

The relation between prior experience and emotional creativity: The role of mindfulness

WENJUAN, Z. (Beijing Normal University), HONG, Z. (Beijing Normal University)

This study explored the relationship between prior experience, mindfulness and emotional creativity. We examined whether prior trauma (such as parents’ divorce or a serious accident) is associated with emotional creativity and the moderate effect of mindfulness. Both quantitative and qualitative data from Assessing Prior Trauma Events, the Mindful Attention Awareness Scale, and Emotional Creativity Triads, were gathered from 312 undergraduate students in Beijing. The results indicate that prior traumatic experience relates positively to emotional creativity. Multiple regression analysis
identified that mindfulness moderates the relationship between prior traumatic experience and emotional creativity after controlling for the effects of personality and emotional intelligence. Qualitative analyses were further made of 40 stories from subjects writing in response to the Emotional Creativity Triads Test. The result demonstrates that subjects with higher mindfulness scores are evaluating prior traumatic events more in a complex manner, and are less likely to reach premature conclusions; they can gain more benefits from overcoming hardships. Early trauma experience is positively associated with emotional creativity. Mindfulness can moderate their relations, and may facilitate subjects who are experiencing trauma events to explore more meaning regarding their prior experiences and appraise these events in a more complicated and mature manner.

Keywords: trauma, mindfulness, emotional creativity, maturity, mindfulness attention awareness scale

The relationship between daily goals and depressed mood

ASGARI, Y. (Deakin University), MILLER, R. J. (Deakin University)

Empirical evidence suggests that setting goals is inversely related to depression. The purpose of this longitudinal study was to examine the relationship between depressed mood changes and small daily goals. In this study, small daily goals have been classified as practical and emotional daily goals. Positive and negative cognition constructs were also examined in relation to the depressed mood. Data were collected from a community sample. A total of 178 adults of both genders (aged 18 to 70) participated in the first phase of this longitudinal study. After an eight week interval, 144 completed the questionnaires again. These questionnaire sets consisted of a demographic questionnaire, in addition to Explanatory Style, Optimism, Negative Thoughts, Hope, Mood and Daily Goals questionnaires. Findings showed that lower levels of emotional goals resulted in significant decrease in positive mood states and increase in depressed mood. This knowledge of individual daily goals is important for an understanding of depressed mood. Furthermore, the predictiveness of positive constructs by depressed mood will be discussed.

Keywords: depression, optimism, individual daily goals, mood

The relationship between interpretation of religion and understanding about gender roles in marriage and the family

ENDUT, N. (Universiti Sains Malaysia), MOHDHASHIM, I. (Universiti Sains Malaysia), AZMAN, A. (Universiti Sains Malaysia)

This study examines group differences (gender, religion and ethnicity) in young adults’ assessments of their level of religiosity and interpretations of related religious views about marital and family relationships and then their views about gender roles in these relationships. It further investigates the links between these sets of constructs. The respondents were 199 young adults who are compulsory participants of two camps of National Service training. They were selected to represent diverse socio-economic backgrounds. Respondents convened in a prepared venue and questionnaires were administered to them within scheduled time. For this study, they were required to answer three sections of questions: background information, a ten-item section on level of religiosity and interpretation of religious views about marriage and the family, and a 28-item section on views about gender roles in marriage and the family. Findings show that there is no difference in male and female respondents’ assessments of their level of religiosity. There are differences between their assessments of level of religiosity based on their religion and ethnic groupings. Malay and Muslim respondents reported higher levels of religiosity compared to other groups. People who reported as more religious also reported more traditional views about gender roles in marriage and the family. Respondents who reported higher religiosity reported higher interpretations of the sanctity of marriage and higher leanings towards a patriarchal interpretation of religion. The study indicates that religion may play a role in how young people interpret gender roles. Youths who describe themselves as religious appear to have more traditional views about gender roles.
Those who demonstrate a patriarchal outlook to interpreting religious teachings tend also to have more traditional views about gender roles. Youths of a particular ethnic group and religion show a higher degree of religiosity than others. These youths also have the tendency to give patriarchal interpretations to religious teachings and to view gender roles in more traditional ways. Taking these implications into account, it is important to further explore the relationship between religiosity and views about gender roles by investigating more elements in religion that may bring about such views.

Keywords: religiosity, marital relationships, gender roles, patriarchal interpretations, religion

The relationship between keen social connectedness and attachment to parents and adults in college students

GHOBARY BONAB, DR. (University of Tehran), MAJID, A. (Medical Sciences University)

The aim of the current study was to investigate the relation between keen social connectedness, attachment to parents, and adults in college students of the University of Tehran. To accomplish the stated goal 120 college students from the School of Psychology and Education were selected by means of random selection from different departments of the school, and the following scales were administered to them: Attachment to Parents Questionnaire (Hazan & Shaver, 1986), Adult Attachment Scale (Collins & Read, 1995) and Questionnaire of Keen Social Connectedness (Ghobary Bonab, 1999). Analysis of data with utilization of multiple regression analysis revealed that the magnitude of keen social connectedness can be predicted from attachment security (i.e. dependability on the partner) to adults. In addition, magnitude of the secure attachment was a significant predictor of keen social connectedness and having a good relationship with parents. In conclusion, the results indicated that quality of attachment is a significant predictor of keen social connectedness.

Keywords: quality of attachment, social connectedness, adult attachment scale, attachment

The relationship between personal and organizational values in an industrial company


Schwartz has determined ten types of personal values including conformity, tradition, benevolence, universalism, self-direction, stimulation, hedonism, achievement, power and security. Organizational values are indeed the supervisor’s ideas and beliefs of how to behave with a subordinate. As long as the organizational values match with employee’s values the employee will be more satisfied and committed to the organization. In addition, they work better and show little desire to leave the organization. The purpose of this research is to investigate the congruency between personal and organizational values. This research was of a correlational kind. Using this method, 269 people responded to two questionnaires: the Schwartz Values Survey (Schwartz, 1996) and Organizational values (a researcher-made questionnaire, 2009). Factor analysis of Organizational values questionnaire showed three factors: Attention to human resources, competition and globalization and Commitment to the organization. The results showed that, there is significant relationship between conformity, tradition, benevolence, universalism with attention to human resources and values, conformity, benevolence with competition and globalization; also the value of conformity, tradition, and power had a significant relationship with the commitment to the organization. According to the results, coordinating personal and organizational values to each other is important in terms of training programs and Strategic Organizational Management. Although, all the Schwartz values seems to be important, some of them are more important.

Keywords: personal values, organizational values, employee values, training programs, organisational management
**The relationship between personality and blogging**

BAKER, J. (Swinburne University of Technology)

Previous research examining the Big Five personality traits found that openness and neuroticism predicted blogging behavior, with female gender moderating the relationship between neuroticism and blogging (Guadagno, Okdie & Eno, 2008). However, the effect of neuroticism was only significant in the second of two trials, and the authors posited that openness may become less related to blog behavior as blogging becomes more mainstream. As blogging has increased significantly from the time of original data collection, and as the effect of neuroticism was intermittent, the present study aimed to replicate this study with a larger sample population. A sample of 583 internet users was recruited from Facebook.com to replicate the initial study by Guadagno et al. The sample was composed of 219 bloggers and 364 non-bloggers, with a mean age of 29.88 years old (SD = 11.30 years), and 60.7% of the participants were female. Personality factors were measured using Saucier’s (1994) Mini Markers. In partial contrast to Guadagno et al.’s study, openness, but not neuroticism, significantly predicted blogging. Also, no gender difference was detected for neuroticism on blogging. No differences in neuroticism were found between bloggers and non-bloggers in this study with an increased sample size, suggesting that the main personality difference lies in openness.

**Keywords:** cyberpsychology, internet usage, big five model of personality, social compensation hypothesis, social connections

**The relationship between scientific evidence and professional practice in applied psychology: Questioning the APA’s account of evidence-based practice**

LYND-STEVENSON, R. (Flinders University)

The primary aim of the current proposal is to question the American Psychological Association’s (APA’s) account of evidence-based practice. The APA argues that efficacy research (i.e. experimental research in controlled settings) but not effectiveness research (i.e. non-experimental research in natural settings) is suitable to evaluate causal hypotheses about the relationship between professional interventions and applied outcomes. An analysis was conducted to demonstrate that the traditional paradigm for causal research permeates recent announcements by the APA about the concept of evidence-based practice. The traditional paradigm must be rejected. The unified paradigm for causal research is detailed and indicates that the APA’s account of evidence-based practice must be amended on two accounts. First, the causal conclusions reported in efficacy research are not superior to the causal conclusions reported in effectiveness research. Second, both efficacy and effectiveness research are necessary to evaluate the causal impact of professional interventions. The APA’s account of evidence-based practice must be revised. In particular, the contribution of effectiveness research to evaluate the causal impact of professional interventions is more important than currently acknowledged.

**Keywords:** professional practice, efficacy, effectiveness research, evidence-based practice, experimental versus non-experimental research

**The relationship between stressful life events and social adaption of Chinese teenage students: The role of social problem solving ability as a moderator**

YANG, Y. (Beijing Normal University), ZOU, H. (Beijing Normal University), CHENG, Y. (Beijing Normal University)

This paper proposed a methodology to illuminate the role of social problem solving ability as a moderator when examining the relationship between stressful life events and social adaption of Chinese teenage students. The hierarchical sampling approach was applied in this study based on the responses from 2,157 Chinese teenage students in junior or senior high school, from Beijing, Shanghai, Harbin, Xi’an, Wuhan, Guangzhou, and Kunming. Questionnaires and surveys were used to collect the data from the sample. Three interesting findings were deduced from the analysis. Firstly, the stressful life events of Chinese teenage
students are embodied by their academic achievements and relationship with their peers, as well as the interrelationship and health condition of their family members. Secondly, the stressful life events of Chinese teenage students are considered as a prediction indicator for their social adaption condition. Surveys show that those students with more experience of stressful life events possess lower abilities in social adaption, which can be reflected by loss of confidence, unsuccessful handling of interpersonal relationships, and low efficiency at work, etc. Last, but not the least, the relationship between stressful life events and social adaption is moderated by social problem solving ability. Individuals with stronger social problem solving ability have lower possibility of pessimistic social adaption when they are suffering various stressful life events. It was concluded that social problem solving ability plays a vital role in addressing the relationship between stressful life events and the social adaption of Chinese teenage students.

Keywords: stressful life events, social adaptation, problem-solving, moderator, Chinese students

The relationship between the behavior model of Marston and task quotient with employee turnover


The current research is based upon the model of Marston or DISC (consisting of four basic components) and aligning an employee task mixture named Task Quotient (TQ) with Employee Turnover. There are many personality models, and each model uses various interesting personality dimensions to define a person's personality. Marston (1928) developed a personality model referred to as DISC that intended to explain people's emotional response and that measures four dimensions of human personality: Dominance, Influence, Steadiness and Compliance. TQ in this study is defined as the total combination of three tasks, routine (respective), trouble shooting (problem solving) and project (planning). The statistical population was 6400 personnel of a public company and 270 personnel among them were selected randomly. Research instruments were DISC Personality Inventory (Marston, 1928), the TQ questionnaire (Gazzara, 2002) and Turnover opinions (Smitt, Crample & Porter, 1976). Multiple regression analysis was applied to the data. Results show that there are significant relationships between components of Compliance and Steadiness of DISC and Project planning of TQ and also between these two variables and turnover. Thus turnover and displacement are disadvantageous for organizations. Considering influential personality variables in turnover can help human resource managers to identify and select appropriate personnel that fit to work environment.

Keywords: employee task, personality models, emotional response, personnel selection, project planning

The relationship between trait anxiety, trait competitive anxiety, riding experience, accident/injury status, and state competitive anxiety for equestrian athletes

HOGG, R. (Charles Sturt University), HODGINS, G. (Charles Sturt University)

This study aimed to develop a deeper understanding of the mechanisms underlying equestrian athletes' state competitive anxiety levels. It also aimed to explore the relationship between state competitive anxiety and trait anxiety, riding experience, and accident/injury status for equestrian athletes, as these constructs have been linked to state competitive anxiety in broader sport psychology research. One-hundred and fifty-five equestrian athletes who ride competitively completed a questionnaire set distributed locally and online using equine-related businesses and associations. Demographic and information on participants’ riding status was collected, and trait anxiety, trait competitive anxiety, and state competitive anxiety levels were measured. Trait anxiety was found to be significantly related to state competitive somatic ($r = .43, N = 130$, $p<.01$), and cognitive anxiety ($r = .50, N = 130$, $p<.01$). Trait competitive anxiety also
demonstrated statistically significant positive relationships with state competitive cognitive ($r = .80$, $N = 130$, $p<.01$) and somatic anxiety ($r = .83$, $N = 130$, $p<.01$). Trait anxiety and trait competitive anxiety predicted state competitive cognitive anxiety at a statistically significant level $F (5, 124) = 65.23$, $p<.0005$), and also predicted state competitive somatic anxiety at a statistically significant level $F (5, 124) = 86.20$, $p<.0005$). Subjective perceptions of accident/injury severity were found to be statistically significantly related to state competitive cognitive ($r = .37$, $N = 110$, $p<.01$) and somatic ($r = .33$, $N = 110$, $p<.01$) anxiety and to predict state competitive cognitive $F (1, 108) = 17.34$, $p<.0005$) and somatic anxiety $F (1, 108) = 13.18$, $p<.0005$) at a statistically significant level. The findings of this study suggest that because of the added dynamic of the horse, as well as other dynamics of equestrian sports, such as the high risk involved, the anxiety experience of equestrian athletes may be unique from that of other sporting populations. In other aspects, however, the results of this study indicate that equestrian athletes are similar to other athletic populations in their state competitive anxiety responses.

Keywords: competitive anxiety, trait anxiety, state anxiety, equestrian sports

The relationship of gender role with mental health and its components in employed women

ALIAKBARI DEHKORDI, M. (Payame Noor university)

In the present study, the relationship of gender role (masculinity and femininity) and mental health was investigated in employed women. For this purpose, a sample consisting of 500 employed women in administrations, organizations and administrative companies of Tehran city were selected randomly. All subjects answered all items of Goldberg’s (1972) General Health Questionnaire (GHO) and Bem’s (1981) Sex Role Inventory (Short Form). To analyze data statistically, Pearson’s correlation coefficient and multivariate regression were used. The results of the research indicated that femininity and masculinity are positively correlated with each other. Femininity also has negative correlations with mental health, anxiety, dysfunction and depression; but has no correlation with somatic signs. Masculinity has negative correlations with mental health and dysfunction; but has no correlations with somatic signs, anxiety and depression. In addition, the results of regression analysis showed that masculinity does not have a significant role in explaining mental health and its components. The results of this research showed that employed women are high in gender role (masculinity-femininity). Also, more study and research must be done about gender role in Iran.

Keywords: gender roles, employed women, general health questionnaire, sex role inventory, femininity and masculinity

The relationship of organizational commitment with effective variables on it


Organizational commitment is a multinational construct that has a specific effect on job and work issues. The current research attempts to examine the relationship of organizational commitment with its 14 predictor variables such as participation in decision making, organizational citizenship behavior, job scope, confidence to supervisor, organizational confidence, job involvement, promotion opportunity, internal motivation, supervisory quality, job alternatives etcetera. Two hundred and seventy two males and females of 4700 employees of a public organization were selected by a random sampling method. Data were analyzed through path analyses and stepwise regression analyses. Stepwise regression results showed that promotion opportunity, job involvement, participation in decision making, pay satisfaction, confidence to supervisor, satisfaction with supervisor and
organizational confidence were most robust predictors of organizational commitment. Results indicate that some subtle variables have great impacts on organizations and their productivity. Thus managers must recognize these variables and their effects on organization. In this trend they can induce or change considerable variables and their effects, variables such as organizational commitment and its predicators that have very important affects on organizational success.

Keywords: organisational commitment, organizational success, organisational management, productivity

The relationship of risk taking propensity, emotional intelligence and entrepreneurial intentions

MANGUNDJAYA, W. (University of Indonesia), DAHLAN, W. (University of Indonesia)

Entrepreneurship is becoming a very relevant instrument in promoting economic growth and development in a country. However, in Indonesia only 0.18 percent from approximately 200 million people are entrepreneurs. It is important for Indonesia that women enter business as well as men, particularly those who are ‘stay-at-home’ wives and mothers who are not officially ‘employed’ who may have more time compared to those who work full-time. This study examined the degree of entrepreneurial intention and the factors that influence it in these women. The objective of the study was to identify the relationship between risk-taking propensity, emotional intelligence and entrepreneurial intentions. The research used a quantitative ex post field study design and correlational methods. To collect the data, this study used the modified Entrepreneurial Intention Questionnaire (EIQ), the Emotional Quotient (EQ) Questionnaire and Risk Taking Propensity Questionnaire which has been recently modified and validated. This research was conducted with stay-at-home wives and mothers (N=128) in Jabodetabek (Jakarta, Bogor, Depok, Tanggerang and Bekasi area). Findings indicated that there was a positive and significant correlation between Risk Taking Propensity and Entrepreneurial Intention (r = 0.598, p < .05), as well as the positive and significant correlation between EQ and Entrepreneurial Intention (r = 0.540, p < .05) among stay-at-home wives and mothers. Based on the results, it was concluded that higher risk-taking propensity and Emotional Intelligence is related to higher entrepreneurial intentions of the individual. It was also found that stay-at-home wives and mothers had a medium level of Entrepreneurial Intention. Based on these results, it was concluded that higher risk taking propensity and Emotional Intelligence is related to higher entrepreneurial intentions of the individual. As a result, care and action should be taken to develop the EQ and Risk Taking Propensity of stay-at-home wives and mothers, in order to increase their Entrepreneurial Intention.

Keywords: risk taking, emotional intelligence, entrepreneurship, stay-at-home mothers

The relationships among adult attachment styles, relationship-histories and marital attitudes among Filipino young adults

PARCON, A.M. (University of the Philippines Diliman)

The relationships between adult attachment styles, individuals’ relationship histories and marital attitudes were studied. A survey was distributed among 179 single, Filipino, young adult professionals aged 21-31 years. To measure the Attachment Orientations of the participants, the study used the Experience in Close Relationships-Revised (ECR-R) Adult Attachment Questionnaire by Fraley, Waller and Brennan (2000). Scores were correlated with the participants’ present relationship status, past relationship experience and number of romantic relationships. The researcher also correlated the ECR-R scores with the participants’ perceived marital attitudes. Result showed that the Attachment-Related Anxiety and Avoidance scores were significantly correlated with one’s present relationship status obtaining r = -.267 and r = -.452, p<.01 respectively. Anxiety and Avoidance scores were again significantly correlated with past relationships experience, however, Anxiety and past-relationships experience obtained r =-.192, p<.05 while Avoidance and past-relationship experiences
obtained $r = -.342$, $p < .01$. Further, when correlated with participants’ number of romantic relationships, only Avoidance scores was significantly correlated with $r = -.207$, $p < .01$. In terms of perception of marriage, only Avoidance was positively correlated with their perceived age of marriage entry obtaining $r = .169$, $p < .01$ which shows the probability that the more avoidant a person is, the more they will delay their marriage entry. Moreover, a negative correlation was found between perceived satisfaction in marriage and Avoidance with $r = -.182$, $p < .01$. Nevertheless, both Anxiety and Avoidance negatively correlated with the Marital Attitudes Scale with $r = -.517$ and $r = -.492$ at $p < .01$ respectively. Furthermore, both Anxiety and Avoidance scores were negatively correlated with their perception of happiness, agreeableness and confidence in marriage. The findings further validated the ambivalence and fear in entering relationships of highly anxious and avoidant individuals, although it was more salient among avoidant participants as they were less likely to venture into romantic relationships. Moreover, highly anxious and avoidant individuals had negative attitudes towards marriage, although only those who were highly avoidant perceived more dissatisfaction in marriage and would more likely delay their marriage entry. The findings of this research are helpful in terms of relationship, premarital and family counseling.

**Keywords:** adult attachment, attachment style, relationships, marital attitudes, Filipino

The relationships between gambling severity and implicit attitudes towards gambling

KIM, D. Y. (Chung-Ang University), LEE, J. H. (Chung-Ang University)

The characteristic problems of pathological gamblers are their attitudes towards gambling and their irrational cognitive expectations. Most pathological gamblers believe that gambling will ultimately bring them profit. This kind of positive attitude towards gambling is an important factor which facilitates gambling addiction behaviors to continue or relapse. Irrational beliefs and attitudes for gambling can be explicitly evaluated using self-report scales. However, explicit attitudes which are assessed through self-reports can be manipulated in conscious awareness. Implicit attitudes, on the other hand, are activated automatically and can influence behavior outside the boundaries of consciousness. Thus the aim of this study is to investigate the relationship between problem gambling severity and implicit attitudes towards gambling using the Gambling-Implicit Association Test (G-IAT). Participants will consist of 40 undergraduate students who have gone gambling at least once. Prior to the task, they will be asked to take the Korean Form of the South Oak Gambling Screening (K-SOGS) questionnaire to evaluate gambling severity, and the Gambling Attitudes and Beliefs Scale (GABS) to assess explicit attitudes towards gambling. Participants’ implicit attitudes towards gambling will then be evaluated using the G-IAT. The study is currently in progress. We predict that the K-SOGS will correlate higher levels of implicit attitude for gambling (G-IAT) than levels of explicit attitude for gambling (GABS). For participants with low K-SOGS scores, both implicit and explicit attitudes will predict gambling severity, but for participants with higher K-SOGS scores, implicit attitude will be more predictive of gambling severity than will explicit attitude. The expected results of the present study will suggest that positive implicit attitudes towards gambling are related to gambling severity. As high gambling severity individuals may show differences between implicit and explicit attitudes, we suggest that it may be necessary to assess them both in clinical situations which may in turn increase the predicting effectiveness for gambling severity.

**Keywords:** gambling attitudes and beliefs scale, implicit association test, pathological gambling, irrational beliefs, implicit attitudes

The road well travelled: The role of past experience in taking another’s perspective

GERACE, A. (Flinders University of South Australia), DAY, A. (Deakin University), C, S. (University of South Australia), MOHR, P. (University of South Australia)

The influence of past experience on empathy has rarely been investigated in the psychological
The role of aggression and evaluation of emotion regulation on adolescents’ aggressive behavior

MEILIN, G. (Capital Institute of Physical Education), HUI, C. (Chinese Academy of Sciences), JIANXIN, Z. (Chinese Academy of Sciences)

The incidents of juvenile delinquency, especially those involving aggression have risen in recent years. Compared to non-delinquent adolescents, do these aggressive juvenile delinquents demonstrate behavioral and emotional differences? This study investigates the role of implicit aggression and implicit evaluation of emotion regulation in discriminating aggressive juvenile delinquents and test if the roles are gender-specific. Ninety-three aggressive juvenile violent delinquents and 130 age-matched high school students took the Aggression Questionnaire (AQ; Buss, 1992), Emotion Regulation Questionnaire (ERQ; Gross & John, 2003), Implicit Aggression Association Test (self-edited) and Implicit Evaluation of Emotion Regulation Test (Iris, 2006). Logistic hierarchical regressions were conducted on aggressive and non-aggressive behaviors. It was found that implicit aggression has a significant predictive effect. That is to say, the stronger the implicit aggression is, the more likely adolescents are to commit violent crimes. Another interesting finding is that gender regulates the predictive effect of the implicit evaluation of emotion regulation on juvenile delinquency. For females, those who are more controlled in implicit evaluation of emotion regulation tend to be more aggressive than otherwise. However in males, implicit evaluation of emotion regulation could not predict adolescents’ aggressive behaviors even after controlling explicit aggression and explicit evaluation of emotion regulation. This study revealed the predictive effect of implicit aggression and implicit evaluation of emotional regulation on adolescents’ violent crimes and the regulative effect of gender on implicit evaluation of emotional regulation. The possible mechanism behind the finding and the influence this finding has on adolescents’ education are discussed. In conclusion, both implicit and explicit aggression can significantly predict violent crimes. Under the explicit conditions, explicit aggression has a strong predictive effect, yet its predictive power is regulated by explicit evaluation of emotion regulation, that is to say the predictive power is not significant on those who tend to express an explicit evaluation of emotion regulation. When
explicit aggression and explicit evaluation of emotion regulation are controlled, the implicit variables are tested. The research finds the predictive effect of implicit aggression is still significant and the predictive effect of the implicit evaluation of emotion regulation is edge significant, which is regulated by gender.

Keywords: emotion regulation, delinquents, implicit aggression, evaluation

The role of child rearing training skills in reducing mothers’ stress and children’s behavioral problems

FARZADFAR, Z. (Shahid Beheshti University)

The present research examined the efficacy of parenting skills training in preventing stress in a non-clinical sample of mothers, and in reducing behavioral problems among their children. The Parenting Stress Index (PSI; Abidin, 1990) was administered to an original sample of 198 mothers. Fifty-one mothers who scored highest on the PSI were chosen and randomly assigned to two experimental (N = 26) and control (N = 25) groups, and completed the Child Behavioral Checklist (Achenbach, 2001). Quantitative data were analyzed using pre-post test (t test), correlation coefficient, and multiple covariance analyses. Findings showed that after intervention: a) mothers in the experimental group showed lower levels of stress, as compared to mothers in control group, b) children of mothers in the experimental group showed less behavioral problems than children of mothers in the control group. In conclusion, parenting skills training reduces maternal stress and children’s behavioral problems. This procedure may occur because parenting skills directly affect maternal stress reduction and subsequently their children behavioral problems decline. On the other hand parenting skills may empower mothers to manage difficult behaviors, and as a result, maternal stress decreased.

Keywords: parenting skills training, mothers’ stress, children’s behavioral problems, child behavioral checklist

The role of coping in the intergenerational transmission of problem gambling

DOWLING, N. (University of Melbourne), JACKSON, A. (University of Melbourne), GERAGHTY, J. (University of Melbourne), THOMAS, S. (Monash University), FRYDENBERG, E. (University of Melbourne)

There is now substantial evidence that children of problem gamblers are more likely to develop gambling problems themselves than the children of non-problem gamblers. However, little is known about the risk and protective mechanisms associated with the transmission of gambling problems from parents to their offspring. The current study aims to evaluate the role of coping in the intergenerational transmission of problem gambling in a sample of adolescents. The sample consisted of 612 students aged between 12 and 18 years from secondary schools in Victoria. Participants completed self-report measures evaluating parental (paternal, maternal) problem gambling, adolescent problem gambling, and coping (productive coping, non-productive coping, and reference to others). The findings revealed that there was a weak but significant relationship between paternal and adolescent problem gambling but that there was no significant relationship between maternal and adolescent gambling problems. The findings revealed that non-productive coping (avoidance strategies generally associated with an inability to cope) was a mediating mechanism underlying the relationship between paternal and adolescent problem gambling and that productive coping (attempting to solve the problem whilst remaining physically fit and socially connected) served to mitigate the transmission of paternal gambling problems to adolescents. The identification of the role of coping in the intergenerational transmission of gambling problems is important in informing the design of targeted prevention and intervention programs necessary to reduce the transmission of problem gambling from one generation to the next.

Keywords: coping, problem gambling, intergenerational transmission, avoidance, adolescents
The role of dissociation in conceptual and perceptual processing in chronic Posttraumatic Stress Disorder

DORAHY, M. (University of Canterbury), LYTTLE, N. (The Belfast Health and Social Care Trust), HUNTJENS, R. (University of Groningen)

This study explored the role of dissociation in perceptual and conceptual processing of trauma-related material in chronic Post Traumatic Stress Disorder (PTSD). In clinical participants with and without chronic PTSD (N = 50) matched on age and gender and geographic location, a computer presented experimental study investigated perceptual and conceptual priming for trauma-related, general threat, and neutral words in "Troubles"-related trauma survivors in Northern Ireland. Measures of state and trait dissociation, state anxiety and general psychiatric symptoms were also assessed. Evidence of enhanced perceptual priming in PTSD for trauma stimuli was found along with a lack of conceptual priming for such stimuli. State dissociation made a significant contribution to predicting priming for trauma words. The findings show the importance of state dissociation in trauma-related processing and posttraumatic symptoms. Because of its association with perceptual processing, dissociation may be particularly important in the development of intrusive PTSD symptoms, like flashbacks and nightmares.

Keywords: post-traumatic stress disorder, dissociation, perceptual processing, conceptual processing, trauma

The role of emotional intelligence and empathy in adolescent bullying behaviours and peer victimization

STOUGH, C. (Swinburne University), LOMAS, J. (Swinburne University), HANSEN, K. (Swinburne University)

The aim of this study was to examine the role of Emotional Intelligence (EI) and empathy in adolescent bullying behaviours and peer victimisation. The sample consisted of 68 adolescents and eight teachers from a secondary college in southeast Melbourne. Student participants completed a self-report questionnaire which assessed their EI, empathy, social desirability and how frequently they engaged in bullying behaviours and were the target of peer victimisation. Teachers were asked to rate the peer relations of students. Results of the study indicated that EI particularly the dimensions of emotional decision making and emotional management and control, significantly predicted the propensity of adolescents to be subjected to peer victimisation. EI and empathy were also associated with adolescent bullying behaviours. It was concluded that anti-bullying programs in schools could be improved by addressing deficits in EI in adolescents who are at a greater risk of being subjected to peer victimisation.

Keywords: Emotional intelligence, bullying, victimization, adolescence

The role of extracurricular activities in developing students’ self concept

DEWAJANI, S. (Gadjah Mada University)

The study investigated the relationship between extracurricular activities to improve elementary school students’ self concept; types of extracurricular activities which can improve elementary school students’ self concept; and the duration of effective extracurricular activities to improve elementary school students’ self concept. The study used a correlational design to confirm the relationship between extracurricular activities and elementary school students’ self concept, using a sample of 296 students of Jogyakarta province elementary schools. Students’ self concept was measured using the SDQ 1 (adapted from Marsh (1985)), and extracurricular activities were collect by the Student Extracurricular Activities Questionnaire (SEAQ). The result of the study showed that there was a significantly correlation between students’ self concept with their numbers of extracurricular activities involved (r = 10.121; p = 0.01), and that there was no significant correlation between students’ self concept with their duration of performing extracurricular activities in a week (r = 0.889; p = 0.101). Additionally, there were no significant differences between students’ self concept with Arts (F = 0.712; p = 1.09) and Sports.
extracurricular activities ($F = 0.952; \ p = 0.299$). However, there were significant differences between students’ self concept with boyscout (Scout) ($F = 9.297; \ p = 0.03$); Science ($F = 8.228; \ p = 0.04$) and religious ($F = 8.344; \ p = 0.04$) extracurricular activities. In order to improve students’ self concept, as one of the important aspect of children personality development, it is recommended that schools should arrange extracurricular activities for students to train and develop their self concept. This extracurricular activities is the place for students to determine and evaluate themselves. Additionally, schools could arrange extracurricular activities that encourage strong relationships between students and their tutors, such as boy/girl Scout; religious activities and Science activities. Overall, the research found that the duration of each extracurricular activity does not have any impact on the students’ self concept, and therefore it is not to say that the longer the activities the better. The more important aspect is the quality of tutor relationships.

**Keywords:** self-concept, students, extra-curricula activities, student extra-curricula activities, questionnaire

### The role of international accessibility law on the psychological outlook and physical functioning of people with disabilities

KUEMMEL, A. (James A Haley VAMC), KUEMMEL, R. (Cincinnati Children’s Hospital)

This presentation examines the role that international accessibility laws play in the psychological and physical functioning of People with Disabilities. Given that the wheelchair accessibility of a disabled individual’s environment plays a large role in how People with Disabilities function in different societies, this theory was examined through a literature review and legal research on international accessibility law, then integrated with qualitative data of the presenters’ (one of whom has a physical disability) personal experience of travel to different countries. Analysis of literature and disability legislation revealed that various disability rights laws enacted throughout the world differ not only in their structure and coverage, but also in the way they are enforced and how they impact various societies. As disability is influenced by the societal values and the environment, different societies will have different concepts of disability and how it is protected by law. This will affect the level of access an individual has to accommodation, housing, and opportunities in different societies. In addition to physical functioning, the level of access the law provides impacts psychological variables such as self efficacy, self-esteem, and attitude towards disability. Success of disability laws depends mainly on the actions and attitudes of individuals in society who must enforce it by removing architectural and communication barriers and providing accommodations. Understanding the role that law plays in the psychological and physical functioning of people with disabilities is crucial for psychologists and other rehabilitation professionals aiming to utilize interventions to help patients with disabilities lead more independent and fulfilling lives. This research offers valuable insight into how people in different countries perceive disability and the need for global communication on the topic.

**Keywords:** disability perception, disability, accessibility laws, rehabilitation

### The role of narcissism in social anxiety

WILLIAMS, J. (Swinburne University of Technology), BATES, G. (Swinburne University of Technology)

Recent ethological theories of social anxiety have emphasized that social anxiety is related to perceptions of social rank. While a submissive type of social anxiety (cf. DSM-IV-TR) has been extensively studied, recent cluster analytic studies have identified a variation associated with dominant/aggressive, impulsive and disinhibited behaviours. Viewed through the lens of Personality Psychology, this type shares similarities with narcissistic personality. Therefore, the current study sought to explore the role of narcissism in social anxiety. In response to notices on social anxiety websites, 349 people completed a questionnaire. The questionnaire measured social anxiety (Social Interaction Anxiety Scale), narcissism (Narcissistic Personality Inventory), covert narcissism (Hypersensitive narcissism scale),
narcissistic pathology (Narcissistic Personality Disorder scale), anger (Dimensions of Anger Reactions), Shame (Experience of Shame Scale) and Depression (Depression, Anxiety, Stress Scale). The sample was heterogeneous with 150 participants in North America, 141 in Europe, 40 in Australia/New Zealand, 10 in Asia, and seven in other regions. Ages ranged from 18 to 74. Cluster analysis of the data revealed the presence of five distinct social anxiety clusters. Subsequent multivariate analysis indicated that the groups significantly differed on social anxiety, narcissism and anger. On the basis of group differences in these variables, the groups were labelled: narcissistic social anxiety group (NSA), covert narcissistic social anxiety group (CNSA), angry covert narcissistic social anxiety group (AnCNSA), general social anxiety group (GSA) and low social anxiety group (LSA). In terms of social anxiety, the covert narcissistic groups were more impaired than the other groups. Additionally, all three social anxiety groups with narcissistic characteristics evinced higher scores on measures of depression and shame than the non-narcissistic social anxiety groups. The current results are consistent with Paul Gilbert’s ethological model of social anxiety. Viewed from this perspective, the narcissistic social anxiety groups can be characterised as individuals who have a perception of low social rank (high social anxiety) coupled with a desire for power, control and grandiosity (high narcissism) but feel unable to “challenge” those perceived to be dominant for fear of the interpersonal consequences of such a challenge. More broadly, the current results suggest that social anxiety is a broad and heterogeneous phenomenon, and that re-analysis of social anxiety using alternative theoretical paradigms (such as ethology) yields meaningful distinct variations of the disorder.

Keywords: social anxiety, narcissism, ethology, shame, personality psychology

The role of personality, intelligence, attitudes to education and use of study strategies in academic success in final year secondary and first year tertiary students

WALL, G. (University of Canterbury)

The aim of the current study was to explore the effect of personality, intelligence, perceived value of education, perceived view of school, view of intelligence and use of study strategies on student academic achievement in final year-secondary and first year-tertiary students. Participants were 655 final year tertiary students who completed a questionnaire containing scales measuring the above variables. Study strategies included short and long-term time management, critical thinking, elaboration, rehearsal and peer learning. Participants gave the researcher consent to access their 2008 examination results. In 2009, those students who went on to tertiary study at the University of Canterbury were contacted and asked to complete a similar questionnaire to the one they completed in 2008. Sixty-two students completed the questionnaire and gave consent for the researcher to access their 2009 university results. Multiple regression analyses found that a number of variables significantly predicted academic achievement in final year secondary school, including sex, intelligence, personality (conscientiousness, openness to experience), and use of critical thinking skills. Data analysis of university results is currently being conducted. Correlations will be generated to determine the variation in responses between 2008 and 2009. Multiple regression analysis will be used to determine the relative influence of the variables measured on academic outcomes at a tertiary level. If there are differences in the factors that influence academic success in secondary school compared with a tertiary setting, this has implications for the education and guidance services that should be offered in these settings. Secondary schools may need to consider the support that students require to make a successful transition to tertiary study depending on the relative usefulness of different strategies in the two settings.

Keywords: academic success, secondary students, tertiary students, intelligence, attitudes

The role of regulatory anticipation, regulatory reference, and regulatory focus on health behavior

LUBIS, D. U. (University of Indonesia), TAKWIN, B. (University of Indonesia)
This study examined self-regulation in relation to health related behavior (health behavior), in people of DKI Jakarta. The aim of this study is to understand how people living in DKI Jakarta regulate their self in order to maintain their health behaviors, including the self-regulation principles they use. Using three principles of self-regulation; regulatory anticipation, regulatory reference, and regulatory focus (Higgins, Grant, & Shah, 1999) this study examined the role of those principles on health behavior of people living in DKI Jakarta. Anticipation varied into two types, namely (1) anticipation of pleasure or success in the future, and (2) anticipation of failure or pain in the future. The memory of past experience divided into two, namely (1) recollection of success or pleasure, and (2) memory of failure or pain. Self-regulation strategies varied into (1) regulatory focus promotion and (2) regulatory focus prevention. Health behaviors are divided into health promotion behaviors and health prevention behaviors. A total of 385 citizens of DKI Jakarta (200 males and 185 females) participated in this study as respondents of survey and questionnaire. Each participant responded to questionnaires which measure their regulatory anticipation, regulatory reference, regulatory focus, and health behavior. Data analysis using multiple correlations and multiple regression techniques indicated the role of self-regulation principles on health behavior and preventive regulatory focus and preventive behavior. However no significant relation with regulatory anticipation of pain and preventive behavior was found. This study concludes that self-regulation in order to achieve health is influenced anticipation, memory of past experiences, and self-regulation strategies used.

Keywords: health related behaviours, self-regulation, regulatory anticipation, regulatory reference, regulatory focus

The role of self efficacy and resiliency as moderating effects between job demand variables and boredom stress

PURBA, D. E. (Universitas Indonesia), MANSOER, W. D. (University of Indonesia), WIDIARTO, P. (Indonesian Ministry of Finance)

Boredom stress as a negative effect of a new public management policy has not been extensively researched in Indonesia, although the impact of this psychological state is pervasive on individual performance in workplaces. Research in the field has shown that job demand variables (quantitative workload and job characteristics) are significant predictors of boredom stress. We assumed that the effect of job demand variables on boredom stress would be moderated positively and negatively by personal resources variables (self efficacy and resiliency) in the changing work environment, due to a new public management policy in Indonesia. This study employs 213 employees from the regular units of Directorate of General Treasury – Indonesian Ministry of Finance as participants. Data were analyzed using univariance statistics methods (moderated hierarchical multiple regression). The result shows that workload quantity and task characteristics negatively affect boredom stress. Thus, both variables are significant predictors of boredom stress. Self efficacy failed to positively moderate the effect of job demands variables on employees’ boredom stress. On the other hand, resiliency shows a negative and significant effect as a moderator variable of the relationship between job demands and boredom stress. Resiliency is more useful and necessary than self-efficacy in dealing with underload conditions at work, to reduce the potential emergence of boredom stress as one of the negative consequences of change in units having the same work characteristics.

Keywords: boredom stress, public management policy, job demands, personal resources, workload

The role of self-efficacy and non productive coping strategies as mediating the relationships between insecure attachment and NSSI (Non-Suicidal Self-Injury)

GIDEONI-COHEN, S. (Monash University), HASKING, P. (Monash University), SABURA ALLEN, J. (Monash University)

Non-suicidal self-injury (NSSI) is a phenomenon on a rise which peaks during adolescence. This study examines the risk factors such as insecure attachment with mother, father and peers, low
self-efficacy and non-productive coping strategies; and their relationship with NSSI in a community sample of young people. The sample included 275 young people (aged 13 – 26), who completed a self-report questionnaire assessing the constructs of interest. Insecure attachment with the mother, insecure attachment with father and peers were found to be related to NSSI. Nevertheless, these relationships were mediated by low self-efficacy and non-productive coping strategies. It may be that low self-efficacy is at least partly a product of the negative internal working models which were established as a result of insecure attachment relationships. Also, it was found that NSSI peaks in early adolescence until mid adolescence. In regard to the peak age and to low self-efficacy which was found to be central as this is the cognitive process which comes previous to the selection of coping strategy, the implications consider the possibility of prevention program to improve self-efficacy perception at the departure from childhood to adolescence.

Keywords: self-injury, self-harm, attachment, self-efficacy, coping strategies

The role of self-perception and third-person-perception concerning intergenerational knowledge transfer

MITTERHOFER, H. (Institute for Communication in the Professional Field and Psychotherapy), STIPPLER, M. (University of Innsbruck), GROPPE, S. (University of Innsbruck)

The demographic change in industrial countries like Austria entails ageing societies (Klein, Lher & Wilbers 2008) and ageing workforces (Frerichs, 1998, Becker/Naegele 1993). Regarding this change, the project “Diversity and Knowledge Management” funded by the Austrian National Bank aims to analyze how intra-company self-perceptions and third-person-perceptions of different generations influence knowledge transfer. Elder workers provide important sources of organizational knowledge (Krenn, 2001). At the same time, they can be seen as rigid (Argyris 2006, Nelson & Winter, 1982). Young workers lack the specific experiences linked to the company’s history (Lave & Wenger, 1993). This may – combined with the different age-related upbringing and imprinting – lead to a more flexible behavior (Sennett, 2008). Conflicts arising from these different working styles manifest in speech by using certain metaphors (Lakoff & Johnson 2007). To analyze the metaphors-in-use by company members concerning self-perception and third-person-perception, interviews with members of all hierarchical levels have been conducted in small and medium enterprises across different sectors. The data was analyzed using atlas.ti. The method included a triangulation of Grounded Theory (Strauss & Corbin 1996) and Qualitative Content Analysis (Mayring 2007), focusing on metaphor-in-use. The analysis of metaphors-in-use shows and explains differences between elder and younger employees in the organizational context. The results help to get an understanding of the organizational culture and, as a consequence, an understanding of enhancing and the constraining factors of knowledge transfer on a linguistic level.

Keywords: ageing workforce, intra-company self-perceptions, organisational culture, intergenerational knowledge transfer, metaphors-in-use

The role of social psychology in alleviating poverty and increasing well-being through women’s empowerment

TAKWIN, B. (University of Indonesia), MARKUM, M. E. (University of Indonesia), PRIMALDHI, A. (University of Indonesia)

The purpose of this study is to construct a model of for alleviating poverty through women’s empowerment by facilitating them to start a small business. Thus empowerment is achieved by successfully increasing family income through small business ventures. This research was conducted over a six-month period using a quasi experimental research design. A total of 100 housewives (age range from 21 to 55 years old) from two poor communities, Depok City and DKI Jakarta, participated in this study. Attrition rate was quite high; only 59 participants completed the whole program (23 people in Depok, 36 people in DKI Jakarta). In order to facilitate the development of individual and group empowerment, participants were first trained to develop individual traits through a series of activities during the intervention program.
Participants participated in activities to increase self-efficacy, self-esteem, trust, cooperation, and need for achievement. These traits were deemed necessary in order for the participants to develop a small scale business venture. Participants were divided into groups where they brainstormed potential business ventures utilizing the resources they had, then designed the product/service which they would provide, and then implemented their business plan. The measure used in this study was a behavioral check-list to record behavioral observation data related to the research variables. Two groups from Depok managed to increase each member’s income by 40% at the end of the program. Almost all indicators of social aspects showed an increase. One indicator which did not show sign of increase was the measure for subjective well-being; participants did not show an increase in general satisfaction with their life, and it was assumed that participants were striving for a better overall condition of their life. Overall, the model shows early indications of successfully facilitating the development of business among women in poor communities. Further refinement of the model is required in future studies.

Keywords: well-being, poverty, women’s' careers, self-efficacy, need for achievement

The role of subtitles in the children’s incidental learning

WANG, A. (Beijing Normal University), SHU, H. (Beijing Normal University)

The present study examined the role of subtitles in first and third grade pupils’ incidental learning on a reading alone condition. Participants were 40 first grade and 40 third grade pupils (20 low reading level and 20 high reading level children in each grade according to their Chinese test scores and their Chinese teachers’ evaluating to their reading level). In the experimental design, three factors were participants’ reading level (high and low reading levels), subtitle forms (with pinyin and no-pinyin), and new dense words (high and low dense). The experimental materials were 4 videos, where each grade used 2 of them which included high and low new dense words. Each child watched 2 videos with high and low dense words and pinyin (no-pinyin) subtitles alone. The results showed (1) the first and third grade pupils acquired new words with incidental learning, and acquired more new words in condition of the high new dense words than low new dense words in the task of watching video program with subtitles; (2) first-grade children with the low reading level acquired the same quantity of new words as first-grade children with high reading level in the condition of subtitles with pinyin, but their quantity of new words were significantly lower than the high reading level students in the condition of no-pinyin subtitle; (3) third-grade pupils with high reading level learnt more new words than pupils with a low reading level, but the quantity of new words that third-grade children acquired in the conditions of pinyin subtitle were not different from the condition of no-pinyin subtitles. The findings of the research indicated that incidental learning that made use of subtitles is a favorable method of enlarging children’s vocabulary, specially, for first-year children.

Keywords: incidental learning, reading level, subtitles, dense words, children’s vocabulary

The role of the internet for same-sex attracted youth

OVERTON, N. (RMIT University)

Australian studies have shown that same-sex attracted youth (SSAY) experience higher levels of bullying and victimisation in school settings, and are at a higher risk of substance abuse, mental health issues, self-harm, and suicide. Fear of harassment or rejection from peers and family are one reason many SSAY chose not to disclose their sexual feelings or identity. This can result in feelings of isolation and loneliness, and a lack of visible supports. The internet has unique qualities such as high levels of anonymity and lack of geographical distance that increase opportunities for users to make connections with similar others. The aim of this research is to examine how SSAY across Australia use the internet as a means of finding information, forming and expressing their sexual identity, and forming friendships and a sense of community. What are the characteristics of SSAY who do, and alternatively do not, use the internet to
explore their sexual identity? Quantitative analysis will be employed to explore variables such as age, gender, rural/urban setting, cultural background and sexual identity. Additionally, who discloses their sexual identity, or “comes out” online? Qualitative analysis will then be used to ascertain themes around the function that internet use serves for SSAY. These questions form part of a larger national study and it is expected that approximately 2,000 SSAY people will participate in this study. Data collection is currently being undertaken, and will continue until April 2010.

Keywords: same-sex attracted youth, internet usage

The significance of family support programs for mothers of very-low-birth-weight children: A case study of a mother who had worries about the development of her child

NOI, M. (Seinan Jo Gakuin University)

This case study tried to discuss the significance of family support programs for mothers of very-low-birth-weight children, through a case of a mother who had had serious worries about the development of her child. The case involved a mother who had joined the group of family support programs for children with very-low-birth-weight and their families. She had serious worries about her child’s development and wanted to know the developmental characteristics of very-low-birth-weight children. Family Support Programs: Mother-Child Play Activities and Mother Meetings, were done for two months (13 sessions). Children with very-low-birth-weight at the age of 2 to 3 and their families had joined voluntarily. At the beginning, she saw her child as “my child born with very-low-birth-weight”, and could not approve of child’s characteristics. However, through the intervention with her to recognize the “child’s own developmental characteristics” and the “reasons of the child’s behaviors”, her outlook on “my child” changed to “my child has difficulties to get into the group”, and finally, “my child is developing in her own way”. She also had started to talk more about her child’s behaviors at home. The intervention for her was aimed at noticing the child’s own characteristics, and to understand reasons of child’s behaviors, and mother’s outlook on “my child” has changed. Other mothers’ support was also effective for this case.

Keywords: family support programs, mothers, low birth-weight children, mother-child play activities

The spirit is willing, but the flesh is weak, or rather: The flesh is willing, but the spirit is weak? When automatic associations prevent physical exercise

BLUEMKE, M. (University of Heidelberg), BRAND, R. (University of Potsdam), SCHWEIZER, G. (University of Potsdam), KAHNERT, D. (University of Potsdam), GEBHARDT, J. (University of Potsdam)

Models employed in exercise psychology highlight the role of reflective processes for explaining behavior and behavior change. However, as discussed in the social cognition literature, information-processing models (dual-process models) also consider automatic determinants of behavior. We examined the relevance of automatic processes for predicting physical exercise. Applying a priming task in a quasi-experimental design, we assessed the automatic evaluations of exercise stimuli in physically active sport and exercise majors, physically active non-sport majors, and inactive students (N = 94). Two different affective priming tasks were used: one task applying sport-specific (experiential) positive and negative target words and the other task using target words of generic valence. A second study was run as a conceptual replication (N = 74), using only the sport-specific priming task, but involving a student sample across the complete spectrum of activity and exercise intentions. Results of both studies showed that physically active students responded faster to positive words after exercise primes, while inactive students responded more rapidly to negative words. As a cautious note, findings were obtained only with sport-specific experiential items reflecting negative and positive consequences of exercise. Reaction times of the sport-specific priming task, however, successfully predicted the reported amounts of exercise in regression models. The results illustrate the significance of dual-process models in sports psychology. Specifically, affective states
at the automatic level such as automatic evaluations are an important ingredient in exercise behavior, which need to be taken into account when targeting at behavioral changes.

**Keywords:** automatic associations, physical activity

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**The state of psychology in Alaska**

RICH, G. (University of Alaska Southeast)

This presentation focuses upon psychology in Alaska, which became the 49th of the 50 United States in 1959. With the exception of its largest city, Anchorage - home to about half of the state’s approximately ½ million people - Alaska is largely rural. For instance, there would be sixteen people in New York City if it had the same population density. Alaska is plagued by social problems. Compared against the national average for sex crimes, Alaska ranked 43rd among all states. Since 1976, Alaska has ranked in the worst five states for its rate of reported rape. Substance and alcohol abuse also plague the state. Some polls listed the state as fifth worst in the nation for its assault rate. Alaska ranks among the worst five states for its domestic violence rate, with Alaskan women being killed by a partner at 1.5 times the national average. Alaska’s school dropout rate (8 percent) was double the national average in 2005-2006. Thirty-eight percent of ninth-graders will have no high school diploma in 10 years, according to an Alaskan Commission, which found that Alaska ranks 50th (last), in the number of ninth-graders who will likely have a bachelor’s degree in ten years. Alaska’s suicide rate is consistently one of the highest in the nation. In 2002, Alaska had almost twice the national average of suicides at 10.6 for every 100,000. Other health problems impact the state. For instance, from 2000 to 2007, Alaska had the first- or second-highest nationwide Chlamydia infection rate. There also are severe financial challenges. A poll of the ten most expensive cities in the U.S.A listed three Alaskan cities: Anchorage, Fairbanks, and Juneau. Alaska leads all states with the highest median credit card debt, based on 2006 information. Finally, the climate greatly impacts the state. In addition to the snow and extreme temperatures, Alaska ranks number one in the U.S.A. for earthquakes.

Against such a backdrop, what is the role and status of psychology in Alaska? This presentation will survey best practices from a positive psychology point of view, including a description of services provided by other helping professionals.

**Keywords:** Alaska, rural, crime, substance abuse, positive psychology

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**The structure of attachment mental model in middle childhood**

MURAKAMI, T. (University of Tsukuba), SAKURAI, S. (University of Tsukuba)

Given recent evidence for multiple attachment models, we examined the structure of attachment mental models in middle childhood. We aimed to compare three models, that is, the Hierarchy model, Integration model, and Independence model. In examining the structure of mental models, we considered coincidence of mental models for each multiple attachment figure. In the Hierarchy model, the mental model for the first attachment person should strongly influence the mental model for other attachment persons. In the Integration model, mental models for specific persons should be integrated by a general model. In the Independence model, mental models for specific persons should be separated, and independent. Respondents were 541 elementary school students (253 boys and 288 girls). First, we identified attachment figures of the children. Attachment figures were assessed by nomination of three important persons in proximity-seeking function, secure haven function, separation protest function, and secure base function, drawn from Hazan and Zeifman (1994). Second, we measured children’s attachment mental models for each of these attachment figures. Mental models were assessed in two dimensions. One dimension is avoidance of intimacy/other-model and the other dimension is anxiety of abandonment/self model based on Bartholomew and Horowitz (1991). Correlation analysis revealed that the mental models of three persons are modestly related ($r = .46$~$.37$ in avoidance dimension, $r = .65$~$.61$ in anxiety dimension). The Independence model was not supported. Subsequently, SEM analysis was conducted in
Abstracts of the 27th International Congress of Applied Psychology

1351

Brief Oral Presentations

the other two models. The Integrated model’s fit indices were GFI = .961, AGFI = .940, CFI = .986, RMSEA = .037, BIC = 548.66, chi-square \(= 180.52, \text{df} = 111, p < .01\). The Hierarchy model’s fit indices were GFI = .943, AGFI = .916, CFI = .970, RMSEA = .052, BIC = 603.22, chi-square \(= 259.63, \text{df} = 115, p < .01\). The Integrated model’s fit index indicated better than the Hierarchy model’s one. Therefore, we concluded that the Integration model provides the best explanation for the structure of attachment mental models in middle childhood.

Keywords: attachment, mental models, middle childhood, attachment model structures

The student behaviour survey: Psychometric properties in an Australian sample

HAMMOND, S. (Australian Catholic University), MURPHY, T. (Australian Catholic University), COVENTRY, N. (Austin Health), NURSEY, J. (Austin Health)

This study examined the psychometric properties of the Student Behaviour Survey (SBS; Lachar, Wingenfeld, Kline & Gruber, 2002), a 102-item teacher report measure of behavioural and emotional problems in children and adolescents. Participants were teachers of primary school children (ages 5 to 11 years) from a regular education \((n = 76)\) and Child Adolescent Mental Health Service (CAMHS) \((n = 436)\) setting. For the regular education group, teachers completed the SBS as part of risk study. For the clinically referred group, teachers completed the SBS at referral to the CAMHS service. The SBS was found to have good internal consistency for both the regular education and the clinical groups. Principal components analysis at the item and scale level yielded 3 components: Externalising difficulties, internalising difficulties and academic resources. Intercorrelations among subscales indicated adequate convergent and discriminant validity. For the regular education group, meaningful significant correlations were obtained between the SBS and the Strengths and Difficulties Scale (SDQ) teacher version demonstrating sound concurrent validity. The clinically referred group differed significantly from the regular education group on all SBS scales, with academic achievement, learning habits, emotional and behavioural problems above the clinical cut-off. The results indicate that the SBS is a reliable and valid scale in the Australian context and is a useful tool for the identification of learning, emotional and behavioural problems among children.

Keywords: student behaviour, behaviour problems, children, adolescence

The study of leadership and new direction for developing entrepreneurs in Thai small and medium sized enterprises

CHONGVISAL, R. (Kasetsart University)

This research comprised of 2 phases. The first phase was designed to study the leadership of Thai small and medium-sized enterprises (SMEs) entrepreneurs and the second phase was to develop new leadership through training course. For the first phase, there were three sample sets. In the first sample set, the data were collected from 30 successful SMEs entrepreneurs by in-depth interview and critical incident technique (CIT). The data were analyzed to generate items of leadership scale for Thai SMEs entrepreneurs. The pilot 120-item leadership scale was tried out on the second sample set consisting of 544 SMEs entrepreneurs. Exploratory factor analysis (EFA) was used to explore the dimensions underlying the leadership scale. Confirmatory factor analysis (CFA) was used as a follow-up to determine the definite number of factors. Six factors resulting from CFA were 1) encouragement of subordinates’ inspirational motivation, 2) consideration and well wishing toward others, 3) morality in business, 4) capability of strategic thinking, 5) encourage social consciousness, and 6) openness. The final 30-item leadership scale was validated with the third sample set composing of 1,064 SMEs entrepreneurs. Exploratory factor analysis (EFA) was used to explore the dimensions underlying the leadership scale. Confirmatory factor analysis (CFA) was used as a follow-up to determine the definite number of factors. Six factors resulting from CFA were 1) encouragement of subordinates’ inspirational motivation, 2) consideration and well wishing toward others, 3) morality in business, 4) capability of strategic thinking, 5) encourage social consciousness, and 6) openness. The final 30-item leadership scale was validated with the third sample set composing of 1,064 SMEs entrepreneurs. The known-group technique was used to test the construct validity using the success of the entrepreneurs as the criterion. The results indicated that the leadership scores of all six factors from the highly successful SMEs entrepreneurs were statistically higher than the scores from the low successful SMEs
entrepreneurs. In the second phase, new direction for developing leadership of Thai SMEs entrepreneurs was proposed through the training course developed from Phase One. The Training Workshop for Developing SME Entrepreneurs’ Leadership was developed and its quality assessed by the experts. There were three stages in the training course; assessment before training, leadership development by training, and evaluation after training. The course was organized into nine modules. After the training, two meetings were held to monitor and evaluate the progress of leadership development plan, to let them share their experiences with each other, to advise them on how to solve the problems during implementing, and to adapt their plan accordingly.

Keywords: entrepreneurship, critical incident technique, leadership development, leadership training, strategic thinking

The study of psycho-social problems of abused children in Iran, applied psychology preservative processors and some obstacles for prevention

RAHEB, G. (Welfare and Rehabilitation University), EGHLIMA, M. (Welfare and Rehabilitation University)

Child abuse is caused by various factors that create psycho-social problems for children and youth. Children are more vulnerable than others. Everything and every action that jeopardizes a child's psycho-physical health is child abuse. Any neglect or any action that puts them at risk physically and psychologically is called child abuse. In this study we would like to investigate psycho-social problems of abused children in the family and to recognize the role of psychologists in preventing this phenomenon and also in recognizing some obstacles, such as legislation, which they are facing in Iran. The method of study being used is case studies about children and youth that have been hurt by their parents. The sample is chosen from children being kept in rehabilitation centers or who have visited a clinic. The sample consists of 65 children and the measures are the MMPI, Raven’s Progressive Matrices and Weschler’s test, inquiries of the family’s statues and psycho-statues. The results indicate that children are more vulnerable than youth. The rate of physical, emotional, and sexual damages are higher. They live in a hard social, economic and familial situation. They suffer from emotional, behavioral, learning, social and personal problems. Psychologist activities with a social approach play a drastic role in preventing child abuse to occur in Iran. However, with this route, there are some challenges concerning cultural, legal and protective problems.

Keywords: childhood abuse, children’s vulnerabilities, familial abuse, child psychology

The study on the behaviors of leaders which influence the trust of employees in the Chinese state-owned telecommunications enterprises

WANG, L. (Beijing Normal University), ZHANG, J. (China Telecom Company), CHEN, M. (Beijing Normal University), CHE, H. (Beijing Normal University)

This paper aims to explore which leader behaviors can influence the trust between a leader and subordinates as perceived by employees in the Chinese State-owned Telecommunications enterprises and to explore any differences by gender and job age. Five leaders and 12 subordinates by Behavioral Event Interview (BEI) method were interviewed. From the interview materials and the literature, a 65-item questionnaire was developed to measure the trust between a leader and subordinates. The questionnaire was tested on 221 participants, including 164 subordinates and 57 leaders. The questionnaire was revised to 50 items based on the data of the first test. After the second test with 220 participants, including 164 subordinates and 56 leaders, the questionnaire showed good reliability and validity. This study showed that the behaviors of leaders, which influence the trust in leadership, were accounted for in a six-factor model, arranged in descending order of importance as follows: ability, integrity and responsibility, job involvement, support and development, acceptance and cooperation, and openness and authority. There was no significant difference between male and female subordinates in the six factors. However, when the leader shows more job involvement, support and
development, acceptance and cooperation, and openness and authority, they can win greater trust of new employees than old ones. In conclusion, the study showed that 1) the behaviors of the leaders that can influence the trust between a leader and subordinates is a six-factor model; 2) the six factors have the same influence on the trust in the gender variable; and 3) there was a significant difference between different job ages in job involvement, support and development, acceptance and cooperation, and openness and authority, therefore we should take different measures to employees of different job ages.

Keywords: leadership, trust

The three “r”s: Psychologists delivering services to regional, rural and remote areas in Australia

DE GRUCHY, D. (Centacare Family Services)

The aim of the study was to showcase what psychologists working in isolated geographic areas within Australia are doing to provide excellent psychological services within the constraints imposed by distance, isolation, multiple relationships, restriction of access to professional development and supervision, working with culturally and linguistically diverse groups, burn out and safety. Work in this area is influenced by costs – time, resources and money – and the lack of suitably qualified staff. Local Australian Psychological Society members wrote of their experiences of the above with a view to outlining the particular challenges and rewards of working within this area as well as the coping strategies they developed to tackle these difficulties. Recommendations are made as to what departments and organisations who service these areas can provide such isolated psychologists to enable them to cope effectively. Evaluation has been undertaken of the various strategies used. This is a constant work-in-progress as the turnover of staff hampers continuity of learning. Some of the strategies used to enable psychologist to work in this isolated region are: collaborative partnerships with other professional bodies, webstreaming, professional development sessions offered in video/DVD format followed by a teleconference, meetings via teleconference, sharing resources and personnel, and sharing the costs of staff, travel, professional development, and resources. Given the unique challenges and rewards of working within this region and the subsequent understandings and coping strategies developed, many psychologists continue to provide excellent psychological services and are willing to share the knowledge gained, and to support other such isolated psychologists to cope effectively.

Keywords: working in rural and remote regions, psychological services

The threat of negative stereotypes in interactions

SHAPIRO, J. (University of California, Los Angeles (UCLA))

The aim of this research was to understand the manifestation of overt and covert forms of discrimination in customer service interactions. Using a customer service paradigm, we measured overt/blatant and covert/interpersonal forms of discrimination expressed by actual customer service agents toward (1) confederate shoppers as their natural average weight size or wearing obesity prostheses and (2) actual shoppers who varied in weight. Overall, the results revealed that when justifications for stereotypes were present in the interactions, actual obese shoppers and confederate obese shoppers faced more interpersonal discrimination than average-weight shoppers. Furthermore, there were negative bottom-line consequences of interpersonal discrimination for organizations (e.g. customer loyalty, purchasing behavior). Overall, this research shows the importance of examining subtle discrimination and offers a mechanism for theory-driven strategies for the reduction of covert forms of discrimination.

Keywords: overt and covert interpersonal discrimination, customer service, discrimination, stereotypes, customer loyalty
The undoing effect of positive emotions on negative emotions in the situation of emotional labor

CAO, Z. L. (Zhejiang University), ZHONG, J. A. (Zhejiang University), DUAN, J. Y. (Suzhou University)

The Broaden-and-Build theory of positive emotions deduces that positive emotions have an undoing effect on negative emotions, i.e. undoing the unusual physiological states invoked by negative emotions. Previous studies focused on the naturally felt positive emotions. While in the service industry, emotional labour requires the employee to display positive emotions to the customers or clients, no matter whether the employee is experiencing negative emotions. The positive emotions displayed are not naturally felt, but demanded by the organization. By exploring the undoing effect of positive emotions in such situation, the present study aims at further understanding of the emotion theory and the health-promoting functions of positive emotions in emotional labour. The 45 college students who participated in the laboratory experiment were randomly assigned to four groups. Group 1, 2, 3 were shown a film clip with sadness content, and then respectively asked to apply surface acting, deep acting, or trying no emotional efforts, to perform emotional labour, i.e. to show positive emotion by smiling. Group 4 was showed a film clip with neutral emotion content, and asked to try no emotional efforts. Two cardiovascular indicators, R-R interval and finger pulse amplitude (FPA), were recorded by polygraph throughout the experiment. The participant’s emotional state was measured before and after the experiment. Results of the emotional state scales showed that the sad film invoked sadness, while the neutral film did not change the emotional state. For Group 3 and 4, the cardiovascular indicators showed that negative emotion actually invoked cardiovascular sequelae, while neutral film did not. For Group 1 and 2, cardiovascular sequelae were also elicited. The recovery of the cardiovascular activity from the abnormal states to the baseline in both two groups was faster than that in Group 3. No significant difference of the recovery time was found between Group 1 and 2. In the situation of emotional labour, those who feel or show positive emotions recover from the cardiovascular sequelae faster than those who do not. The findings support the proposal that the Broaden-and-Build theory serves not only the naturally felt positive emotions, but also the intentionally felt and displayed positive emotions.

Keywords: positive emotion, negative emotion, emotional labour, invoked sadness, cardiovascular sequelae

The validation of the Gallup workplace audit in a South African petrochemical company

BARKHUIZEN, N. (University of Pretoria), BRAND, C. (University of Johannesburg), HAVENGA, W. (University of Johannesburg), STANZ, K. (University of Pretoria)

Around 2002, the term “employee engagement” was used to describe a state of not only being satisfied with the job and workplace, but also giving one’s best effort on a daily basis, and intending to stay (Branham, 2006). Using this definition, consulting firms such as Gallup, Hewitt and others developed employee engagement surveys to help companies measure what percentage of their workforces was truly enthusiastic, dedicated and committed – in other words, engaged. The aim of this research was to determine the validity and reliability of the Gallup Workplace Audit (GWA), as a measurement of work engagement in a South African petrochemical company. A cross-sectional survey research design was used. The Gallup Workplace Audit was administered among a convenience sample (N = 2588) of employees in a South African petrochemical company. Exploratory factor analysis resulted in four factors for the Gallup Workplace Audit. The factors were labeled clarity on required contribution, development opportunities, personal recognition and quality of relationships. All factors showed acceptable internal consistency. In conclusion, the GWA proved to be a valid and reliable measuring instrument of employee engagement. This confirms that an international survey can be utilised effectively to predict work engagement within in the South African work context.
**The validity of structured behavioral interviews for administrative jobs in China**

LI, Y. (Tsinghua University), YU, Y. (Tsinghua University)

This study was conducted to determine the validity of structured behavioral interviews for making predictions of rating of job performance and potential. The validation sample consisted of 122 candidates. The correlations of potential and performance with structured behavioral interview scores were statistically significant and both predictor and criterion measures showed acceptable levels of reliability. The study also provides new evidence on the validity of structured behavioral interviews in administrative jobs in a large China public service organization. The discussion questions the extent to which structured behavioral interviews provide unique or overlapping predictive validity when compared with mental ability tests.

**Keywords:** structured behavioral interviews, job performance, job potential, predictive ability, mental ability tests

**Three, four or five factors? The Occupational Stress Inventory-Revised, reviewed**

HICKS, R. (Bond University)

The Occupational Stress Inventory-Revised is in common and growing use in occupational assessment. However, the inventory’s most effective factor structure theoretically, and for practice, is unclear. This paper reports several studies indicating that four or five factors underlie the inventory, rather than three as indicated in the OSI manual. The OSI-R was administered to several groups of Australian employees and students over six different studies. More than 800 respondents in total were involved. Confirmatory factor analyses were conducted over three main groups (examining whether the originally proposed three factor basis or instead, four or five factors, best explained the structure. Analyses to date have shown that a four-factor solution best fits the data, including the data given in the OSI-R manual. This current paper will report further confirmatory factor analyses on three new studies using more extensive samples of employees and students, to examine whether the three-, four- or a five-factor solution can be established. The results will help academics and professionals understand the nature of the OSI-R and its continuing value as a questionnaire linking occupational role stressors, psychological strain and available resources and skills of participants.

**Keywords:** occupational stress, occupational assessment, confirmatory factor solution

**To think or not to think?: Effectiveness of reducing rumination in a Mindfulness Based Cognitive Therapy Group**

HUSSAIN, Q. (Psylegal)

The principal aim of this study was to evaluate the effectiveness of a mindfulness based cognitive therapy group in reducing rumination, and the severity of symptoms of stress, anxiety and depression within a clinical population in a private practice setting. The method of evaluation involved pre and post testing of participants who had completed a structured six week group therapy course. The measures utilized were the Depression, Anxiety and Stress Scale (Lovibond & Lovibond, 1995) and the Ruminative Responses Scale (Nolen-Hoeksema, 1991). The results indicated that measures of rumination, stress, depression and anxiety reduced upon conclusion of the six week group therapy course. The conclusion was that mindfulness techniques applied and taught within a structured group context has reasonable effectiveness in reducing rumination and symptoms of depression, anxiety and stress. The implications for running these types of groups in private practice will be discussed.

**Keywords:** rumination, mindfulness based cognitive therapy, group therapy, depression, anxiety and stress scale, group therapy
Toward a conceptual and operational model of mindfulness in sport: A preliminary qualitative investigation

THIENOT, E. (University of Western Australia /Western Australian Institute of Sport)

In recent years, several conceptualisations of mindfulness have been formulated and tested in mainstream psychology. In the context of sport, mindfulness has also become a focus of interest in terms of promoting performance enhancement, but thus far it has not been conceptually validated. This investigation sought to identify the various perceptions that athletes were aware of during a competition. The study also examined cognitive reactions toward these perceptions to further explore mindfulness in sport. In stage 1, an open-ended questionnaire was completed by 95 athletes from two individual (i.e., swimming, cycling) and two team (i.e., soccer, water polo) sports. Immediately post-competition, participants were asked to report all the thoughts, feelings, and bodily sensations they were aware of (a) immediately before, (b) during, and (c) upon completion of performance. In stage 2, elite athletes from the same four sports were recruited to take part in an in-depth interview, during which they watched a video recording of themselves performing at a high-level competition (e.g., Olympic Games). Using principles associated with self-confrontation interviewing (von Cranach & Harré, 1982), participants were asked to (a) recall all the thoughts, feelings and bodily sensations they were aware of during the event, as well as (b) describe their responses to these perceptions. All data were analysed using inductive content analytic procedures to organize the raw data into interpretable and meaningful themes. Overall, results revealed two levels of analysis. The first level represents what the athletes were aware of. This level is linked to the nature (i.e., cognitions, emotional state, physical sensations) and the content (e.g., task-related, environment-related, self-related) of these perceptions, which are determined by the specificity of the sport-context. The second level represents how the athletes reacted to these internal events from a cognitive point of view and a time-course perspective. This level is illustrated by different cognitive processes that occur in response to the initial perceptions, including processes of mindfulness and attention self-regulation (e.g., present-moment focus, awareness, non-elaborative thinking and acceptance towards internal perceptions, specific focus-strategy). These results can be used to develop an appropriate measurement tool of mindfulness in sport.

Keywords: mindfulness, sport, performance, bodily sensations, focus strategy

Training effectiveness and the use of the training group: An explorative study to investigate this bond

FRASCAROLI, D. (Catholic University, Milan), GOZZOLI, C. (Catholic University of Milan), SCARATTI, G. (Catholic University of Milan)

The social-productive background is changing (Hatch, 1997; Bauman, 2002) and training and training evaluation are changing as well (Lipari, 2002); they have to deal with even more complex issues and consequently there was a significant evolution in training approach during last few decades. This study arises from an interest to investigate the bond between training effectiveness (Tannenbaum & Yukl; Alvarez et al. 2004) and the use of the training group, proposed with a specific approach (Kaneklin, 1993). Differently from classic literature about training effectiveness, we have adopted this construct to explore a training-path conducted with a psychosociological approach, based on 1) Participative learning (Levy, 2005); 2) Learning focusing on problems and sharing experiences, doing research together on specific objects to support a developing professional identity (Kaneklin & Olivetti Manoukian, 1990; Bion, 1975). This paper presents a training-research program planned by Catholic University (Milan) to approach and support the coaches’ professional identity. Forty youth sector coaches were involved in this year-long educational program. The formative aims were about reflecting together about coaches’ role, experience, efforts and, capabilities. During the program we have proposed different kinds of groups: steady groups (composed of 12 coaches; conducted by an expert trainer and a tutor), small group and plenary moments; they were integrated with individual/groups activities (for example role-playing and theoretical lessons).
The study aims to explore if and how the steady group evolves and how it can support the generation of training outcomes. A qualitative method was used. The content analysis was conducted on specific training moments (five sessions; transcription of 14 hours of training), both on the group dimension and in the trainer function and intervention. The content analysis was conducted with the support of the software ATLAS.ti. The data analysis allowed elaboration of useful indicators (both for group and trainer) to understand the evolution process of the training groups. This study provides an interesting contribution to the understanding of training effectiveness in this training approach and causes new interesting research questions to arise.

Keywords: training evaluation, professional identity, trainer function, trainer intervention

Training empathy: A review and meta-analysis of empirical studies

OBERLECHNER, T. (Webster University), BERGHOFER, G. (Webster University; PSD Wien), GONJA, (University of Vienna)

In counselling and psychotherapy, the concept of empathy is widely regarded as one of not the most important qualities of effective therapists. However, the possibility to develop empathic abilities in training programs is also highly relevant outside therapy and has led to a substantial number of studies measuring the effectiveness of empathy training. This meta-analytic study aims at evaluating how effective training in empathy is. Based on a comprehensive literature review and relevant literature databases (PsycArticles, PsycInfo, Socindex, ERIC, Medline, CINAHL), this contribution presents results of a meta-analysis of over 100 controlled studies on the effectiveness of empathy training programs. Only studies fulfilling high scientific criteria were included and comprehensively coded. Studies on empathy training were conducted with such diverse groups as students, health professionals, school and preschool children, couples, parents, older persons, and persons in the forensic field. The meta-analysis shows that empathy training has a stable and medium-size effect on increasing empathy of participants. We analyze and discuss possible influences on the effectiveness of empathy trainings. Limitations of these trainings are discussed which future practitioners and researchers of empathy trainings should consider.

Keywords: empathy, counselling skills, counselling practitioners, counselling training

Training of future orientation in educational field at late adolescence

JUWITA, V. (University of Jenderal Achmad Yani)

The aim of this research was to look at the effect of training on the condition of future orientation in educational field on adolescents who were in the third grade of senior high school. This research is categorized as field experimental; the research occurred in a real condition (reality) by manipulating one or more independent variables in as highly controlled condition as possible for the situation (Kerlinger, 1986). The design that was used in this research is a true experimental design which executed a pretest-posttest control group design (Campbell & Stanley, 1966). There are two statistic tests that were used in this research, the U Mann-Whitney test and Wilcoxon test. In this research, Purposive Sampling test was used to attain the research’s subjects. Results of the research show that there is no difference in improvement of condition of future orientation between participants and non-participants of the training, whereas statistic tests from each sub-dimensions show that there is a difference of conditions between participants and non-participants of the training. Those sub-dimensions are plan, internality, probability, and emotion. The results from questionnaire show that there are changes that happened to the participants and those were in cognitive and affective aspects. Training of future orientation has an effect in qualities of the participant’s future orientation. In cognitive aspect, learning level from participants was at least achieved to the application level, where they understood and implemented that understanding into a concrete problem. In the affective aspect, the participants achieved at least a responding learning level or even organization level; they started to show new behaviours as a result from experiential learning,
and simultaneously integrate those new values into their own values.

Keywords: future orientation, experiential learning, training

Training with attitude: The effect of affect

GEERTSHUIS, S. (University of Auckland), ARASANMI, N. (University of Auckland), COOPER-THOMAS, H. (University of Auckland)

In our preoccupation with training design and the conditions necessary for effective transfer of training the role of trainees’ attitudes and emotions may have been somewhat overlooked. Recent reviews of research on training and transfer call for a greater understanding of the role of affect in training effectiveness. This study aims to assess the relationship between training outcomes and affect and attitudes. All trainees participating in the study were administrators attending courses designed to build skills that personal assistants and executive assistants require. The training concerns communication, problem solving and relationship building and attempts to shift attitudes towards a more accountable and proactive approach to work. Measures were taken one week prior to training and three weeks after training of trainees RBSE and self reported performance. Trainees completed assessments of their proactivity, control appraisal and change orientation, LMX and engagement, prior to and following training. They also completed open ended questions on the changes achieved through training. Regression analyses and thematic analysis indicate that training serves to modify affect and attitudes and that affect moderates the impact of training on self reported performance. This is the first in a series of studies proposed by the authors and the opportunity will be taken to discuss the next steps in the programme of work.

Keywords: training, training, training, attitudes, self reported performance

Trait anxiety and risk decision-making: What are influencing factors?

JIANG, Y. (Beijing Sport University), ZHAO, H. (Capital Normal University), XIE, J. (Capital Normal University)

This study intends to explore the relationship between anxiety and risk decision-making, in order to provide clinical therapy guidance for anxiety and offer some practical advice for risk decision. Questionnaires and experiments are used to investigate 458 undergraduates (296 for revising a questionnaire, 162 for the revised questionnaire study). The Revised Anxiety Control Questionnaire and Optimism Scale have good psychometric attributes. Controlling depressed mood, we have observed a negative relationship between trait anxiety and risk decision-making. Some factors, such as gender and major field of study, have a significant interaction with trait anxiety on risk decision. Perceived control of anxiety and generalized self-efficacy may mediate the relationship between trait anxiety and risk decision. This study shows the relationship between trait anxiety and risk decision-making is negative. Some factors such as gender, major, perceived control of anxiety and generalized self-efficacy influence the relationship.

Keywords: anxiety, risk decision-making, revised anxiety control questionnaire, optimism, self-efficacy

Transformational dance: The dark side of transformational leadership in professional dance companies

PYPER, P. (University of Ottawa), LOUGHLIN, C. (Saint Mary's University)

The purpose of this study is to investigate the relationship between leadership characteristics and injuries in professional dance companies. This paper proposes that transformational leadership characteristics of the choreographer would impact the level of affect-based trust, and the number and severity of injuries. It is also hypothesized that an increase in the presence of affect-based trust would increase the number and severity of injuries. Professional dance companies in Montreal were contacted for participation. Sixteen dancers from four companies completed questionnaires that incorporate the Multifactor Leadership
Questionnaire (MLQ), affective and cognitive trust, and questions regarding the number and severity of the injuries they have sustained. In addition to the quantitative analysis, interviews were sought with two dancers from each dance company to get a more in-depth look at the potential causes of injuries and the impact that the injuries have on the dancers’ careers and perspectives towards the dance company and the choreographer. The results demonstrate that the presence of transformational leadership characteristics in choreographers correlates to the development of affect-based trust and the number of new injuries sustained. Idealized Influence (0.825, \( p = 0.000 \)) and Individual Consideration (0.841, \( p = 0.000 \)) were most strongly connected to affect-based trust with Inspirational Motivation (0.586, \( p = 0.022 \)) and Idealized Influence (0.576, \( p = 0.025 \)) most strongly correlated to new injuries. Affect-based trust, in turn, showed significant correlations to new injuries (0.554, \( p = 0.032 \)), in particular for injuries that are mild in severity. Dancers work in pain, on average, over a third of the time (\( M = 35\% \)). This does not seem to be affected by the leadership qualities of the choreographers or by the levels of trust developed between individuals. As brought out in the interviews, this is simply the way it is. However, this does not mean that the leadership qualities of the choreographers do not impact the health of the dancers. This study demonstrates, contrary to the results found in other industries, that when leaders are more transformational, higher levels of affect-based trust are developed and new injuries increase. Awareness of this relationship between leadership, trust and injuries could provide opportunities to reduce new injuries in high performance athletes such as professional dancers.

Keywords: dance, transformational leadership, affect-based trust, injury, leadership

Transiting to university: Development and validation of a questionnaire on the types of the student experience

GILLES, P. (Centre PsyCLE), NICOLAS, C. R. (Université de Provence), MANGARD, C. (Université de Provence), HADDAB, H. (Université de Provence)

The issue of adaptation to university entrance is the subject of a considerable number of works in the humanities, including psychology. One issue concerns the number and nature of disruptive or facilitative dimensions of this adjustment (see...
the questionnaires of Syrik & Baker, 1999 and of Wintre and his colleagues, 2008, 2009). The purpose of this communication is to present a questionnaire whose originality is to translate into psychological concepts the proposal of the sociologist Dubet (1994) that three dimensions are fundamental to predict academic success: the project, integration, and vocation (1994). Participants were 867 high school students who responded to the questionnaire during a visit to the university (576 girls and 288 boys, mean age 17 years). The proposed questionnaire includes 43 items based on models and tools within each field: 15 on project (e.g., “I have a clear idea of the job I want to do”), 17 to integration (e.g., “I get easily make friends”) and 11 for the vocation (e.g., “My studies helped me to better understand the world in which I live”). Each dimension is divided into sub-dimensions (e.g., the project is divided into decision-indecision, need achievement, locus of control, and time perspective). Sensitivity of each item was tested, leading to the deletion of half of them (social desirability bias). Factor analysis (principal components, varimax rotation) of the 22 remaining items reveals three factors explaining about 30 per cent of the variance: school effectiveness, professional project, and perceived competence and self-confidence. The reliabilities (Cronbach’s alpha) are good. These three factors are correlated with values between .13 and .37. The dimensions found are consistent with Dubet’s model (1994), with the model of Syrik and Baker (1999) and with the broader model of Wintre and Bowers (2007). The prolongation of this research is to test predictive validity of our tool, and we’ll present preliminary results obtained from 274 students interviewed at entry into first year university whose results for final examinations session are known.

Keywords: adaptation, factor analysis, university

Trialing a medium-term group for men who have sex with men (MSM) at risk of HIV transmission: What content and process factors facilitate engagement, development and change?

EARLE, M. (The Alfred), RYLATT, D. (The Alfred)

During the past ten to fifteen years, meta-analyses have reported the effectiveness of group interventions for MSM engaging in HIV-risk behaviour (unprotected anal intercourse with multiple partners). However, most studies have not reported intervention detail and the theoretical or evidence base for them, or reported process data. This study aimed to trial a medium-term group informed by Dialectical Behaviour Therapy (DBT, Linehan, 1994) and psychodynamic group process theory, for which outcome and process data were collected. Participants were MSM attending a specialist, sexual risk-reduction clinic because of their sexual risk behaviour. A medium-term group was delivered incorporating skills-training (Mindfulness, Distress Tolerance, Emotion Regulation, Interpersonal Effectiveness) and reflective components, led by male and female Clinical Psychologists. Participants completed a demographic/sexual health/sexual behaviour questionnaire, the Personality Assessment Inventory (PAI, Morey, 2007), the Sexual Compulsivity Scale (SCS, Kalichman & Rompa, 1995) and the Sexual Sensation Seeking Scale (SSSS, Kalichman & Rompa, 1995) at Intake, conclusion and three months. Process data was also collected from participants and facilitators. Outcome data from the group were compared with data from MSM participating in individual therapy. Preliminary data suggested the group intervention was associated with either a decrease or no increase in sexual risk behaviour, general psychopathology and psychosexual symptoms. Process data indicated that participants found both the skills-training and reflective components valuable, with each contributing differently to therapeutic outcomes. Consistent with international data, this group intervention was associated with a decrease or no increase in sexual risk behaviour and associated psychological difficulties among local MSM. Different benefits emerged from the skills-training compared with the reflective group components, suggesting that in this population, maximum therapeutic benefits may derive when attention is paid to both. Some Clinical and Applied Research implications of this work will be discussed.

Keywords: sexual risk behaviour, HIV, dialectical behaviour therapy, sexual sensation seeking scale, group intervention
Tripartite model of depression and anxiety and it's association with temperament and character

ZAREAN, M. (University of Social Welfare and Rehabilitation Sciences), MOHAMADKHANI, P. (University of Social Welfare and Rehabilitation Sciences), POURSHAHBAZ, A. (University of Social Welfare and Rehabilitation Sciences)

In recent decades, the Temperament and Character conceptualisation of personality by Cloninger (Svrakic & Cloninger, 2005) has been important role in the explanation of many aspects of individual differences. The present study was carried out to investigate the association of personality factors with basic components of a tripartite model of depression and anxiety including Negative Affect (NA), Positive Affect (PA), and Physiological Hyper Arousal (PHA). In this cross-sectional, descriptive, and correlational study, a sample of 295 undergraduate students (219 girls and 76 boys) from the University of Social Welfare and Rehabilitation Sciences were asked to complete the Temperament and Characteristic Inventory (TCI-125), Positive and Negative Affect Scales (PANAS), Physiological Hyper Arousal from the Inventory of Depression Anxiety Symptoms (IDAS), the Beck Depression Inventory (BDI-II), and the Beck Anxiety Inventory (BAI). Data were analysed using Pearson's correlation, and multiple regression statistical methods. Findings showed moderate and positive correlations between Temperament (Novelty Seeking, Harm Avoidance) and Negative Affect ($p<.01$), but slightly high and negative correlations between Character (Self-directedness, Cooperativeness) and Negative Affect ($p<.01$). Also, Temperament and Character can predict a meaningful amount of tripartite model components (NA= 43%, PA= 32, & PHA= 20%). These primary findings confirm that Temperament and Character are relevant personality factors that should be enrolled in the dimensional modeling of emotional disorders.

Keywords: depression, anxiety, temperament, character, tripartite model

Truckies as designers: How truck drivers complete design in use

FIDOCK, J. (Defence Science and Technology Organisation), CARROLL, J. (RMIT University)

The aim of this paper is to improve the design of vehicles by taking account of the process through which truck drivers engage in adaptation. A longitudinal comparative evaluation of trucks was undertaken to support an acquisition decision. Fourteen drivers travelled more than 5000 kilometres in each of six different models of trucks. They performed a variety of structured driving tasks on bitumen, dirt and off road. Over a period of 11 weeks the drivers provided their views on the different trucks via surveys, interviews and group discussions, including comparisons with trucks currently in service. Drivers were asked about their views on vehicle ergonomics and performance, as well as any adaptations they had made to vehicles currently in service. Drivers evaluated vehicles poorly when they failed to meet there needs with respect to comfort, usability, and functionality. When given the opportunity, they also made choices to adapt the vehicles to more closely meet there needs. Drivers reported a range of adaptations that can be classified into three types: personalisations, customisations and aberrations. Personalisations involve adjustments to the vehicle related to aesthetics or presentation, such as bumper stickers. Customisations involve the incorporation of additional functionality, such as a Global Positioning System, curtains, and fridges. Aberrations entail employing the vehicle in ways that diverge from the designers’ intentions, such as changing gears without using the clutch. Customisations and aberrations have substantial implications for future design. For example, one of the vehicles had recently incorporated a power supply. However, drivers of an earlier version without a cabin power supply drew power directly from the battery to run music players. The power supply was incorporated to specifically prevent such practices. The role of technology users in completing design has frequently been overlooked. This paper draws out the implications of understanding such adaptations for improving the design of vehicles.

Keywords: vehicle design, truck driver adaptation, vehicle, customisation of a vehicle, technology use
Two case studies of accidents in a large Japanese manufacturing company

FUKUO, H. (Asahi Glass Company Limited)

The purpose of this study is to investigate latent conditions which could cause accidents. According to Reason’s the ‘Swiss Cheese’ Model (1997), organizations include many defensive layers to ensure that accidents do not occur, but each layer often has flaws, or ‘holes’. Usually the ‘holes’ in each layer cancel one another out, but there are some situations in which the holes may line up and a danger is allowed to become an accident by passing through corresponding holes in the layers of defense, barriers and safeguards. The holes can be created by active failure and latent conditions. The former includes errors and violations committed in the front line; for example control room operators, maintenance personnel and the like. Such unsafe acts are likely to have a direct impact on the safety of the system (Reason, 1997). The latter, on the other hand, are spawned in the upper echelons of the organization and within related manufacturing, contracting, regulatory and governmental agencies (Reason, 1997). Active failures usually have immediate effects, whereas latent conditions often defeat the system’s defenses over a long period of time. In this paper, I especially focused on the latent conditions created by the ‘holes’ which could cause accidents and researched those conditions by dealing with two case studies of accidents caused in a large Japanese manufacturing company. Case study 1: Glass tubes for TV’s were being manufactured on an assembly line. When a blockage occurs, workers have to remove the glass tubes from the line using a long tool. However, one worker removed them by hand, because the tool was not in its proper place. It was a clear violation of the rules. When the person had just removed the tubes, a coworker came over to help him and had an accident in which his hand was cut by a passing tube on the line. Case study 2: A worker was assigned to clean up glass shards with a shovel and place them in a box. A nearby hole had been left uncovered, so a line leader roped off the dangerous area to keep others out. However, the shovel had been left within the roped-off area. The worker ignored the safety rope in order to get his shovel but tripped on a cord near the rope and fell over. This worker suffered a broken hand. The accident could have been far more serious if the worker had tripped and fallen into the uncovered hole, which has a drop of six meters. Semi-structured interviews were conducted between August and September 2009. The interviews were held in a meeting room in the company and consisted of two people: the author and the interviewee. The interview time was approximately 80 minutes for both case study 1 and case study 2. The interviews were recorded. Case study 1 was conducted on the basis of interviews with ten people: the victim, a coworker, a maintenance worker, the line leader, a manager, the section chief, a safety officer and three executives. Case study 2 was conducted on the basis of interviews with twelve people: the victim, the victim’s supervisor, a coworker, two line leaders, two managers, the section chief, a safety officer and three executives. Interview questions included Question 1, “Tell me exactly how the accident occurred.” and Question 2, “Why do you think the accident occurred?” Interview data was transcribed and divided into categories using KJ method which was developed by a Japanese ethnologist, Jiro Kawakita. The answers to both question 1 and question 2 were very similar, therefore they were analyzed together. The analysis was conducted by the author and three post graduate students. Case study 1: First I identified four categories for reasons of violation as active failures caused the accident: category 1) “Workers wanted to go home early by finishing their work as soon as possible”; category 2) “Workers found it troublesome to work by the rules”; category 3) “Workers believed a loss of time is incurred when working by the rules”; and category 4) “There have been situations in which the majority of workers have ignored the rules”. Secondly, I found latent conditions which are connected to each of the aforementioned categories: for example “The leader and the manager didn’t consider the psychological impact of working on a holiday; employees who had completed their duties gradually left work early”; “The safety at the plant depends too much on individuals being careful to avoid accidents”; “Managers, supervisors and maintenance staff didn’t provide sufficient explanations and training about rules with plant workers”; “Managers did not go to the factory, therefore they could not
comprehend the problem and take appropriate measures”; and “Even though workers try to follow safety procedures and tackle safety matters, it is not reflected in their evaluations. Therefore they tend to prioritize productivity over safety”. Case study 2: First I identified nine categories as latent conditions and then those categories were grouped into four larger categories: category 1) “The line leader didn’t manage the situation effectively”; category 2) “The rope was not appropriate as a safety measure for the uncovered hole”; category 3) “Safety measures had yet to be devised for the uncovered hole which people had realized as dangerous”; and category 4) “In the process of building the factory and facilities, insufficient care was taken with regards to safety”. The results support the view that managers and leaders should seek the opinion of the front line and that they should explain rules and regulations sufficiently to their employees. They need to have better communication with the workers.

Keywords: work accidents, accident safeguards, unsafe acts, organisational safety, front-line workers

Typical human errors in traffic accidents involving powered two-wheelers

VAN ELSLANDE, P. (Inrets), JAFFARD, M. (Inrets)

Powered two-wheelers (PTW) constitute an increasingly popular form of travel, corresponding to the actual needs and problems of mobility. At the same time, the risk of being killed on a PTW is around 20 times higher per kilometre than in a car, and none of the measures adopted in recent years have managed to bring these rates down significantly. This suggests a more in-depth understanding of the mechanisms behind these accidents and the variables acting on their production is needed. The present study is based on detailed analysis of 384 traffic accidents involving a PTW, which are compared to 1174 other accident configurations. The data were collected on the scene by multidisciplinary teams and covered three components of the road system: drivers, vehicles and infrastructure. Each accident surveyed gave rise to an analytical case analysis, including a reconstruction in time and space of the events leading up to it, designed to corroborate the information gathered. They also gave rise to a cognitive analysis of the "human errors" to which PTW riders and other road users were subject to. Human functional failures of PTW riders differ from those of other road users, demonstrating that certain difficulties are particular to them. Thus, riders tend to commit more errors in prognosis (26.1 % versus 17.1 %), i.e. they are more frequently confronted with situations in which their foresight fails them given the way the situation they encounter actually develops. They also commit more errors in making decisions to undertake certain manoeuvres (11.2% versus 7.3%), notably overtaking, at a time and under conditions where these manoeuvres cannot be undertaken without a certain amount of risk-taking. Lastly, they encounter more failures related to vehicle control (16.3 % versus 12.3 %), notably when they are confronted with difficulties related to the layout of the road or to various external disturbances. The principal explanatory elements for all of these failures are, for endogenous variables, a lack of experience, the choice of an excessive speed and adopting a risky driving style. For exogenous variables, they are most often an atypical, unexpected manoeuvre by another user and infrastructure difficulties. Another important result shows that car drivers involved in an accident with a PTW are not subject to the same patterns of errors as car drivers involved in other types of accidents. They notably have dramatically more perceptive failures (59.9% versus 45.0%) than others. Such a result demonstrates the radical nature of the problem of PTW conspicuity. An accident is a complex process that cannot be summed up by the intervention of a single factor. To achieve operational results, their analysis should not be limited to identifying those "responsible", but rather should take into account the participation of all actors, which would help in finding solutions for each of them. The results provided are in keeping with the accident research that has marked the major steps in our understanding of motorised two-wheeler insecurity (Hurt et al., 1981; MAIDS, 2004) and, in some ways, constitutes an update by going further into the understanding of the cognitive aspects involved.
Keywords: traffic psychology, accident reconstruction, powered two-wheelers, risky driving, human driving errors

Ultimatum game – economic or prosocial behaviour among young people from a developmental perspective

ZALEWSKA, A. (Warsaw School of Social Sciences and Humanities), KRZYWOSZ-RYNKIEWICZ, B. (University of Warmia and Mazury)

The study (supported by Special Grant No. ESF/84/2006) focused on decision-making in the Ultimatum Game. Assuming that these actions can have different underlying mechanisms (economic competition, empathy, reciprocal or inherited altruism, unconditional fairness) the game was carried out in three conditions – “face to face”, in a distance with similar or less similar partner (from the same or other country) – and in three age groups (11, 14, 17). The aim was to examine: (1) if frequency of individualistic, equal and altruistic offers depends on game conditions and age; and (2) whether cooperative behaviour depends on partner’s offer, game conditions and age. Participants were 2046 students at age 11 (682), 14 (708) and 17 (656) from Poland, Spain and the UK. The offered proportion of money was the index of types of offers: 50 percent – equal, above 50 percent – altruistic, and below 50 percent – individualistic. A decision on a given proposal was the index of cooperative behaviour. In all groups equal offers occurred the most often. However, frequency of specific offers depended on game conditions generally and in each age group. In all groups altruistic offers were manifested less often in the “face to face” than distance conditions. Students aged 11 manifested individualistic offers more often, but students aged 14 and 17 manifested equal offers more often in the “face to face” than in distance conditions, and individualistic offers most often towards a distant similar partner. Age influenced frequency of specific offers in each condition and the older students presented the following offers more often; equal offers in the “face to face” condition, individualistic offers towards a distant similar partner, and altruistic offers towards a less similar partner. As regards cooperative behavior, important factors were partner’s offers (equal facilitated it), game conditions (“face to face” enhanced it), and interaction between them. In general, cooperative behaviour and frequency of specific offers did not depend on age of students. Cooperative behaviour was limited by individualistic offers of similar partner or altruistic offers of less similar partner. Age enhanced manifesting specific offers dependent on context - crucial transition occurred between 11-year –old and 14-year-old students, when abstract thinking is developed intensely.

Keywords: decision making, altruism, individualistic, prosocial behaviour, development

Uncontrollability and danger: Toward a common metacognitive component within the emotional disorders

ZAREAN, M. (University of Social Welfare and Rehabilitation Sciences), MOHAMADKHANI, P. (University of Social Welfare and Rehabilitation ), POURSHAHBAZ, A. (University of Social Welfare and Rehabilitation ), BAKHSHIP, A. (Tabriz University)

Most of the emotional disorders had been correlated with metacognitive beliefs (e.g. see Spada, Mohiyeddini, & Wells, 2008) and it seems that some aspects of metacognition at least have a nonspecific role in emotional disorders. In the present study, we aimed to determine the role of metacognitive factors within the symptomatology of depression and anxiety. A sample of 295 undergraduate students (219 girls and 76 boys) from the University of Social Welfare and Rehabilitation Sciences were asked to complete the Metacognitions Questionnaire (MCQ-30), Positive and Negative Affect Scales (PANAS), Physiological Hyper Arousality from the Inventory of Depression Anxiety Symptoms (IDAS), Beck Depression Inventory (BDI-II), and Beck Anxiety Inventory (BAI). Data were analysed using Pearson’s correlation, and multiple regression statistical methods. Results showed that four metacognitive factors (positive beliefs, uncontrollability and danger, cognitive confidence, and need to control thoughts) were positively associated with negative affect, Physiological hyper arousal, anxiety and depression (p<.01); however the fifth factor of metacognition (cognitive self-consciousness) was positively correlated with positive affect (p<.01). Surprisingly, the second factor of metacognition ( uncontrollability and danger)
predicted noteworthy amount of other variable’s variance, alone (from 24 to 37%). These findings can be primary evidence for the role of metacognitive factors in the recent dimensional modeling of depression and anxiety beyond the influence of affective conceptualisations.

**Keywords:** uncontrollability, anger, emotional disorders, meta-cognition

**Understanding environmental conscience: The benefits of conducting preliminary research by consulting an expert panel and industry liaisons**

WILSON, L. (Queensland University of Technology), STRODL, E. (Queensland University of Technology)

In order to achieve meaningful reductions in our ecological footprints, individual citizens will need to dramatically alter their energy consumption and day-to-day habits. Any interventions will need to be evidence based and there will need to be a rapid transfer or communication of information from the point of research, into practice. This research utilises and builds upon the theory of planned behaviour to explore the predictors of environmentally friendly behaviour. In order to ensure that the purpose of the research and the constructs measured would be as theoretically driven and practice relevant as possible, an expert panel and a number of industry and council liaisons were consulted. This is a cross-discipline project, using methods from psychology and public health. Following a qualitative pilot study, we constructed a self-administered mail survey which was distributed to a random sample of 3000 residents of Brisbane and Moreton Bay during October 2009, with follow up continuing until January 2010. An important aspect of the design involved seeking feedback from an expert panel, in relation to the application of theory and real-world relevance of the constructs under investigation. Further, a number of industry and government experts were consulted in order to ensure the relevance of the topics under investigation and to forge pathways for future real world applications. Thus far we have achieved a response rate of 40 per cent (N = 1175) for the initial survey. As a result of the contact with industry and academic experts, we were able to gain additional funding for the research and forge alliances with a number of state and local government representatives who are keen to apply the findings of this research in real world applications. Taking a multi-disciplinary approach to research can have multiple benefits: improving the quality of research, lending credibility to research methods, disseminating knowledge, identifying industry partners and identifying pathways through which research can be translated into practice. It is anticipated that, as a result of this study, a number of important predictors of environmentally friendly behaviour will be identified, including underlying beliefs that can be targeted in interventions. At least three local councils have expressed an interest in making use of the results of this study as part of their community engagement programs.

**Keywords:** theory of planned behaviour, environmentally friendly behaviour, ecological footprints

**Understanding mental toughness in Australian tennis**

YOUNG, J. (Victoria University)

As the first known study of mental toughness in tennis, this study’s aims were to gain a fuller understanding of mental toughness and, specifically, what mental toughness means to tennis players and how it can be developed, maintained, lost and taught. Eighteen (ten female and eight male) recently retired top world-ranked Australian professional tennis players responded to a questionnaire that was developed to address future directions of mental toughness research proposed by Jones, Hanton and Connaughton (2007). A series of inductive content analyses was conducted to analyse the qualitative data obtained from participants’ responses. These analyses revealed that mental toughness is a most sought-after dynamic attribute that encompasses a range of abilities (e.g. focus, work ethic) to consistently perform well under pressure. Further, mental toughness is thought to be ‘taught’ and/or ‘acquired’ over many years and can be influenced by factors that include injury, changes in a player’s technique, and match results. Examples of mentally tough players were cited (e.g. Monica Seles, Maria Sharipova) and reasons given as to
their selection as outstanding mentally tough competitors. Sport psychologists were identified as significant members of a support team (that also frequently includes a coach, mentor and/or fitness trainer) to guide and equip players to be mentally tough competitors. Indeed, sport psychologists were deemed as vital sources for instilling key values such as perseverance, passion, fun, fair play, giving one’s best and tenacity. In conclusion, this study’s value to the tennis community includes both theoretical and practical benefits from gaining a fuller understanding of what is arguably one of the most important psychological skills in achieving excellence and enjoyment in tennis - mental toughness.

Keywords: mental toughness, professional tennis players, sports psychology, working well under pressure, support

Understanding the outcomes of HRM hybridity in a developing country context: The case of Turkey

YAVUZ, S. (Bahcesehir University)

The present study exploratorily investigated the local employees’ perceptions of appropriate and effective HRM practices at the cross cultural interfaces. The transferability of HRM practices evolved in the industrialized Western cultural context to the developing countries has been questioned very recently (e.g. Aycan et al., 2000). Furthermore, for HRM managers in MNCs operating in these countries, the challenging task of balancing the incompatible demands of being locally responsive (localization) while preserving global integration (globalization) (Horwitz et al., 2002) eventually leads to adoption of hybrid models. Not only the hybridization of HRM but also its outcomes, in terms of their perceived appropriateness and effectiveness, are missing in the literature. Data were collected via self-administered questionnaire from employees working in MNCs in Turkey (n=150). While the appropriateness is conceptualized as the perceived ethicality of that practice, effectiveness is conceptualized in terms of employees’ satisfaction with HRM as well as perceived effectiveness. Questionnaires also included the measures of socio-cultural value dimensions, preferred and actual HRM practices, hybridity of HRM, organizational commitment, turnover intention, and demographics. Data analyses involved scale validation and model testing via structural equation modeling (SEM). Results revealed that employees who are high on fatalism and power distant values preferred more hierarchy-oriented; those who are high on collectivism preferred more group-oriented and those who are high on performance orientation, fatalism and power distant values preferred more formal HRM practices. Furthermore, as an HRM practice was perceived to be more hybrid, it was also perceived as more appropriate (i.e. ethical) and effective. In addition, an exploratory model asserting the mediated relationship between HRM and employee attitudes was tested through SEM. Results revealed that as the discrepancy between preferred and actual HRM decreases, it was perceived more appropriate and effective, which, in turn, lead to higher organizational commitment and lower turnover intention. This study is expected to contribute to the literature by examining perceived outcomes of so-called ‘Western’ cultural influences in the context of HRM in developing countries. It is also expected to contribute practice by providing feedback to HRM practitioners, especially in MNCs, about how to implement HRM in particular cultural contexts to increase their appropriateness and effectiveness. Theoretical and practical contributions of the present study will further be presented.

Keywords: human resources, turkey, employee attitudes, cultural factors

Understanding the processes of intergroup contact and the intercultural sensitivity of university students living in culturally diverse residences

EVERS, U. (University of Wollongong), OADES, L. (University of Wollongong)

Increasing trends in student participation in international courses and study abroad programs have enabled culturally diverse groups of young people to meet and interact. These interactions demonstrate an increasing need to examine the dynamics of student intercultural contact within a multicultural environment. While empirical research has examined the
required conditions for optimal contact between different cultural groups, there is little evidence identifying the underlying processes that determine the outcomes of intercultural contact. The naturalistic observation compared two residential colleges of differing levels of cultural diversity and intercultural contact; a highly cultural diverse residence encouraging intergroup contact and intercultural learning, with a comparatively lower diversity residence emphasising Australian values. The aim was to observe differences in intercultural sensitivity and to gain an insight into the experiences of Australian and international students living in a multicultural environment. Employing a mixed-methods design, 241 university student residents completed questionnaires and 16 participated in interviews. The residents completed the Intercultural Sensitivity Scale, an adapted version of the Developmental Model of Intercultural Sensitivity, and were asked about the frequency of their intercultural contact. Students living in the high diversity residence reported more intercultural contact than those at the low diversity residence; the Australian students at the high diversity residence scored higher than Australian students at the low diversity residence on measures of intercultural sensitivity. International students reported more frequent intercultural interaction than Australian students. Females scored higher than males on intercultural sensitivity factors including respect for cultural differences and interaction attentiveness. An unanticipated finding revealed that students living in the lower diversity residence for less than 12 months had higher intercultural sensitivity than those that had lived there for 12 months or longer. Qualitative data revealed five main issues pertaining to the underlying processes of student intercultural interactions. These were an initial reluctance toward intercultural contact, opportunity for intercultural interaction, learning about other cultures, stereotypes, and perspective-taking. Quantitative results demonstrate that increased frequency and intensity of intercultural contact lead to higher levels of intercultural sensitivity. In addition, the themes derived from the qualitative analyses form the basis for understanding student experiences within multicultural residences.

Keywords: intercultural contact, intercultural sensitivity, cultural diversity

Unequal perceptions of large-scale organizational change

MAURO, T. (Universidade de Brasilia), NEIVA, E. (Universidade de Brasilia)

The aim of this paper is to present some characteristics associated with the way individuals perceive organizational changes. It is assumed that some individuals have a greater ability to articulate the causes and consequences of events that take place in an organization, even if they don’t directly affect their departments and activities. However, other individuals have a narrower view of macro-organizational aspects and events and only perceive change when it directly affects their work routine. It is proposed that education level, nature of the position and rank are aspects associated with the unequal perceptions of organizational change. Data were collected from 564 employees of three organizations facing strong institutional and market pressures and undergoing large-scale changes. A five point Likert scale (52 items) was developed and validated to collect data. Analysis of variance and the relationship between Mahalanobis distance and frequency distribution were used to analyze data. The results show that respondents with lower levels of education tend to be identified as outliers by the Mahalanobis distance technique. To the extent that the education level increases, respondents show a response pattern more congruent with the reality experienced by the companies. This trend remains constant regardless of the significance level (p < 0.05; p < 0.01 and p < 0.001). This result was confirmed by the analysis of variance F(29,4), p < 0.000. The analysis of variance also showed that employees that perform operational activities with no leading position tend to respond according to the built pattern F(14,0), p < 0.000. The organizational change process evaluation methods and program appraisal techniques must consider that individuals perceive large-scale organizational change in a different manner, so as to produce valid data and results.
It is also assumed that to access the prevailing conceptions of what the organization is supposed to do, how it is supposed to do and how it should be judged, it is important the precise identification of the contributions of organizational groups in sharing different ideas, beliefs and values.

**Keywords:** organisational change, organizational rank, change perception, program evaluation

**University place-identity, satisfaction with perceived social support and homesickness: A mediated model of homesickness in first year university students from rural backgrounds**

ELLIS, N. (Curtin University of Technology)

The aim of the present study was to investigate university place-identity as a mediator of the relationship between satisfaction with perceived social support and homesickness in first-year university students engaged in a rural-to-urban relocation. One hundred and sixty five first year university students who had relocated from rural backgrounds and currently undertaking second semester at Curtin University of Technology in Western Australia completed an online survey comprising the homesickness subscale of the Dundee Relocation Inventory (DRI; Fisher, 1989), Furukawa, Harai, Hirai, Kitamura, and Takahashi's (1999) amended version of the Social Support Questionnaire (SSQ-6; Sarason, Sarason, Shearin, & Pierce, 1987), and four place-identity items from Hernandez, Hidalgo, Esther Salazar-Laplace and Hess's (2007) neighbourhood, city and island place-attachment and place-identity measure. Structured equation modeling (SEM) indicated university place-identity fully mediated the relationship between satisfaction with perceived social support and homesickness. Specifically, a one standard deviation increase in satisfaction with social support accounted for a .09 standard deviation increase in homesickness through university place-identity. This result suggests satisfaction with perceived social support reduces homesickness indirectly through place-identity processes. University-based initiatives for the reduction of homesickness in first year students from rural backgrounds are discussed.

**Keywords:** students, place-identity, satisfaction with social support, homesickness, rural-to-urban relocation

**University teachers’ effectiveness in relation to their certain background factors: A study**

YADAV, R. S. (Kurukshetra University, Kurukshetra), YADAV, B. S. (University College of Education), DEVI, M. (Kurukshetra University)

The aim of this research was to study university teachers’ effectiveness in relation to their sex, age group, caste and family, marital status, educational qualification, teaching experience, parental level of education, parental occupation, place of residence and faculty. A Descriptive Survey Method was used. The sample consisted of 168 teachers of different Teaching Department of Kurukshetra University, Kurukshetra (India), selected randomly. The Teachers Effectiveness Scale (Kumar & Mutha, 1982), having sixty nine items, was used and each item consisted of graded series of five self evaluated statements. Teachers had to rate themselves on a five point scale. A t-test was used for data analysis. The study indicated no significant difference in teachers’ effectiveness in relation their sex. Teachers having greater or moderate levels of teaching experience were found to be more effective than those having less teaching experience; teachers having greater and moderate levels of teaching experience did not differ significantly. Parental educational level had no effect on teachers’ effectiveness. Teachers with a parental occupational background of agriculture or job were more effective than teachers having a parental occupation background of business. No significant difference was found in effectiveness of teachers with parental occupational background of agriculture and those with job. No significant difference in teachers’ effectiveness was found in relation to their place of residence. Older and middle aged teachers were more effective than those in the younger age group but there was no significant difference in teachers’ effectiveness of old and middle aged. Teachers with a PhD and Master of Philosophy degree were more effective than postgraduate degree holders. No significant difference was found in teachers’ effectiveness.
on the basis of their caste and the faculties they belonged to. The present study had revealed that teaching experience and educational qualification of university teachers have a bearing on teachers’ effectiveness and therefore, age of retirement of teachers should be increased and teachers should be given facilities / opportunities for further studies for their professional development.

Keywords: university staff, descriptive survey method, teacher qualifications, teaching, teachers effectiveness scale

Unraveling the complexity of host majority acculturation theories: An investigation into Greek nationals’ beliefs about the role of the state vs. that of the immigrant groups in dealing with the ethno-cultural diversity within the national polity

CHRYSANTHAKI, T. (Imperial College Business School), CHRYSANTHAKI, T. (Imperial College Business School), LYONS, E. (Queen’s University Belfast)

This paper aims to enrich our understanding of the factors influencing the majority’s conceptions of issues related to the perceived socio-cultural place of immigrant and minority groups within diverse societies. The authors propose that in order to understand better the host nationals’ diverse views on acculturation issues, acculturation attitudes should be theorized and measured as target and context-sensitive responses and also that a distinction should be made based on majority’s beliefs about: 1) what the target groups should do in order to be accepted in the host society (expectations of the immigrants and minorities), and 2) how the state should deal with immigration/minority issues and the level of its interference in domains of private and public values (expectations of the state). Using a sample of 316 Greek nationals, the present cross sectional design survey explores variations in levels of endorsement of host majority’s acculturation attitudes based on target, domain and expectations of immigrant/minority versus the state. As predicted, participants held different acculturative attitudes depending mainly on the life domains and the two sources of expectations. The Greek respondents expected their state to appear more egalitarian and respect the individuality of the ethno-cultural groups whilst promoting policies to ensure that these groups would adopt to some extent the public values. On the contrary, they expected the immigrant groups to marginalise themselves from society by endorsing stronger exclusionist and segregationist attitudes. The current findings support the context specificity argument of host majority acculturation attitudes and highlight the importance of studying the representations that an individual holds about multiculturalism and of its material and symbolic realities referring to the state and its ideologies.

Keywords: acculturation attitudes, ethno-cultural diversity, immigrants

Unwrapping teacher socialization process: An interactionist approach

MA, H. W. (Tianjin Normal University), YUE, G. A. (Nankai University), YAO, Q. (Nankai University)

Although previous research on teacher socialization vividly described what teacher socialization meant, it did not pay enough attention to how teachers could attain adaptation. Using an interactionism approach and integrating three analytical levels (task, group and organization), this research demonstrated the process of teacher socialization by exploring the relations between antecedents, proximal outcomes (contents of socialization) and distal outcomes (job satisfaction, job performance, and organizational commitment). Three hundred and forty-five teachers, from six middle schools in northwest of China, participated in our survey. Antecedents of socialization (including both contextual and personal factors) and proximal outcomes were measured using the Socialization Tactics Questionnaire for Teachers and Socialization Content Questionnaire for Teachers, respectively. Distal outcomes were either obtained from school (job performance) or reported by teachers. Data were analyzed by Structural Equation Model. The results showed that: 1. Organizational tactics have positive influences on distal organizational outcomes not only directly but indirectly through school
understanding, task mastery and school politics; 2. the effects of teachers’ proactive tactics on distal organizational outcomes were fully mediated by proximal organizational outcomes; 3. school understanding partially mediated the relations between support from coworkers and distal organizational outcomes; 4. cooperation from students’ parents had direct positive effect on work performance, and role clarity mediated the relationships between cooperation from students’ parents and distal organizational outcomes. The process of teacher socializations can be explained by learning and the content of teacher socializations serves as an important mediator.

**Keywords:** teacher socialization, socialization tactics questionnaire, job satisfaction, job performance, organisational commitment

**Usability for display of register: The unconscious effect of colors**

OHASHI, T. (Miyagi Gakuin Women’s University), SASAKI, H. (Niigata Chuoh Junior College)

The present study investigated whether the typical color of commodity improves the visibility of the touch-panel display or not. Fifty students participated in the experiment. The experiment was controlled by a computer; we devised a search task using a touch-panel display. Twenty-four buttons (6 lines x 4 columns) were presented on the touch-panel display. Each button was colored (red, brown, white, orange, yellow, or green) and labeled with the name of a vegetable. Twenty-four vegetables and their typical/atypical colors were selected from the preliminary investigation. There were two independent variables in the experiment, both of which were varied within participants. The first variable was type of color of the buttons - achromatic, typical or atypical for the vegetables. The second was type of presentation - either color-grouping or random. With color-grouping presentation, the buttons were grouped according to the color. Before the stimulus presentation, the name of the vegetable (target) was presented at the center of the display. The participants were asked to respond to the target position as quickly and accurately as possible by touching the button on the touch-panel display. The main effects of color and presentation and the interaction between color and presentation were significant, indicating that the participants responded more accurately both when the buttons were grouped according to the color and when the buttons had achromatic/atypical color of the vegetable. The main effects of color and presentation were significant and the interaction between color and presentation was significant, indicating that the participants responded faster both when the buttons were grouped according to the color and when the buttons had typical color of the vegetable. The results suggested that the cognitive load was increased by the atypical color presentation and was reduced by that color-grouping presentation.

**Keywords:** visibility, touch-panel display, cognitive load, color-grouping presentation

**Use of the human figure drawing in rain in children’s clinical assessment**

SILVA, R. (Santa Cruz do Sul University), SILVA, M. (Santa Cruz do Sul University)

The psychological evaluation with the use of projective instruments allows investigating unconscious aspects. Through the drawings it is feasible to understand the inner world and the mental functioning of the child. The request of the Human Figure Drawing in the Rain (DHF), proposed by Machover (1967), has been frequently used by psychologists in the assessment of personality. This study aims to identify the main performance of children facing the technique of DHF in the rain. Moreover, it is also intended to associate age, sex and school type attended by the children with the form and structure of the figure. This research evaluated quantitatively applying the DHF in rain and the DHF to identify cognitive potential (Weschler, 2003). The sample was composed of 150 children from public and private schools, aged between 5 and 12 years (57% males and 43% females). Information was imputed into a database on SPSS version 11.5 for Windows and analyzed by scanning frequencies of the variables and by the association of measures using the chi-square test. There were significant associations between age, sex and school type which the children attending related with the
figure’s characteristics. Age and sex influence the presence of details in the figure ($p < 0.005$). The children’s sex and the way they structure their body image and the presence of stereotyped figures also were significantly associated ($p < 0.005$). Through this study it is found that the association of some variables with the way the child draws. The rain element represents the external pressures experienced by the child. Male children of school age seem to be experiencing more of such pressures. This was an initial study with which the samples will be enlarged to identify other possible outcomes and associations.

**Keywords:** human figure drawing, children, personality, pressure, mental functioning

**Using a notational system for comparing different theoretical approaches in behavioral medicine**

HERNANDEZ-POZO, R. (UNAM, National Autonomous University of Mexico)

According to Dekker (2008) the field of Behavioral Medicine is witnessing a more elaborated use of theories to further comprehension of empirical findings. However, most of the times the differences among these models are elusive, especially in terms of the methodological consequences for acceptable research to elucidate central assumptions of such models. In this paper, the notational contingency analysis of behavior system proposed by Mechner (2008) is proposed as a methodological tool to compare such models, by means of translating representative exemplars of five theoretical approaches. The notational system consists of six components: actions, agents, two verbs, a modifier and a tag. An exercise of comparing five different theoretical approaches in Behavioral Medicine is presented in detail, in order to unravel subtle assumptions, similarities, levels of complexity and to highlight unclear aspects of these approaches. This paper presents diagrams of the stress and emotional regulation theory (Brown, Katzel, Neumann, Maier & Waldstein, 2007), the theory on health behavior, health and disease (Veenhof et al., 2007), the theory on contextual determinants of health behavior (Siegrist, 1996), the social cognitive theory of health behavior (Renner, et al., 2008) and the theory of personality and health (Denollet, et al., 2006). The analysis based on the notational system proposed by Mechner, does not show important differences among three of the selected theoretical approaches. Diagrams brought about by the translation to the symbolic notation are rated from lesser to more elaborated systems. Resulting methodological consequences in their adoption for research in the field are discussed.

**Keywords:** notational system, behavioral medicine, health behaviours, social cognition, personality

**Using a psychometric instrument for driver coaching**

DORN, L. (Cranfield University)

The Driver Risk Index (DRI) is an online self report measure based on the Driver Stress Inventory (DSI) and Driver Coping Questionnaire (DCQ) incorporating additional items and measures specifically aimed at assessing behavioural risks of driving for work. This paper reports on the usefulness of the DRI profile to provide a way of beginning a coaching conversation to build self awareness of driving behaviours, emotions and perceptions that might increase the risk of being involved in a crash at work. Twenty highly trained driving instructors (coaches) attended a three day course at Cranfield University. Expert instruction on driver coaching and how to give DRI feedback was provided. Each of the coaches then approached at least one participant to take part in the study. Forty-five at work drivers completed an online DRI and their feedback profile was sent directly to their coach. Each coaching conversation using the DRI profile as a base from which to explore at work driving behaviour lasted for about 60 minutes and was either taped or written up immediately afterwards. The results showed that virtually all participants agreed with the results of the DRI profile, corroborating the profile feedback and validating its application in this context. A qualitative analysis of the coaching conversations showed that the DRI brought to awareness a whole range of different driver behaviours that were being performed with little conscious awareness of the risk these
behaviours posed. Coaching goals were constructed based on specific ways that each participant could manage their at work road risk to strengthen motivation to address driver behaviour at work. The DRI would seem to be a useful and promising tool in providing feedback in a coaching environment, enabling drivers to better understand how to direct behaviour towards driving in ways that are less stressful and safer. Further research needs to be undertaken to follow-up on the effectiveness of the DRI coaching conversations to manage at work road risk.

Keywords: driver risk index, driver stress, driver coping, driving instructors, road safety

Using acceptance commitment therapy principles with injured athletes

MAHONEY, J. (The University of Queensland), HANRAHAN, S. (The University of Queensland)

The purpose of the current study was to investigate the anxieties commonly associated with athletic injury and to evaluate the effectiveness of a specific intervention (Acceptance Commitment Therapy; ACT) in managing such anxieties. Ten anterior cruciate ligament (ACL) injured athletes were allocated to one of two conditions (ACT or imagery) following reconstructive surgery. All participants attended four-weekly one-on-one sessions with a therapist and prior to and following the intervention, completed semi-structured interviews, two questionnaires measuring components of ACT (Acceptance and Action Questionnaire-II; Mindfulness Attention Awareness Scale), and a questionnaire regarding sport injury anxieties (Sport Injury Appraisal Scale). No statistical differences were reported between either of the groups on measures of ACT or anxiety from their pre-test measures. However, injured athletes did report trends indicative of decreased anxiety and qualitative findings suggested individuals felt more capable of managing the hardships of injury recovery and return to sport. It was concluded that ACT is an effect method for supporting injured athletes throughout their recoveries and when returning to sport, but that further considerations have to be made in providing psychological services to this group.

Keywords: sports injury anxieties, acceptance and commitment therapy, mindfulness attention awareness scale, sport injury appraisal scale, sport psychology

Using the Sherman & Funder (2009) method to validate a medical school selection model

MUNRO, D. (University of Newcastle), BORE, M. (University of Newcastle), POWIS, D. (University of Newcastle)

We aimed to validate a battery of personality and ability tests used for medical school selection against a variety of academic, clinical and behavioural measures collected over two years at a collaborating medical school. The pattern of relationships (significant correlations) provided suggestive evidence of validity, but the large number of relationships made clear interpretation difficult using traditional statistical approaches. The paper presents a reinterpretation of the results using the technique proposed by Sherman & Funder (2009), in which the probabilities of obtaining the observed number of statistically significant correlations (or the average size of these correlations) are computed using randomisation tests. Using the routines in the statistical package R, we found patterns of results indicating a partial confirmation of the validity of some predictors.

Keywords: medical school selection, personality and ability tests, validation

Using the theory of planned behaviour and a counterfactual thinking strategy to predict and facilitate upward family communication about mammography

BROWNE, J. (University of Wollongong), CHAN, A. (University of Wollongong)

BreastScreen Australia offers free mammograms to women over the age of 40, and actively recruits women aged 50 to 69 (target women) to attend for screening. However, just 57% of target women in Australia utilise this service, which is substantially lower than the goal participation rate of 70%. This study explored
the viability of using daughter-initiated ("upward") communication within families as a vehicle for the delivery of mammography promotion messages to the mother. Upward communication about mammography was predicted using the Theory of Planned Behaviour (TPB), and a counterfactual thinking (CFT) intervention was piloted that aimed to increase motivation and consequently facilitate upward family communication about mammography. Daughters aged 18 to 39 years (N = 131) participated in this two-stage study, and were randomly assigned to either the control or experimental condition. Each participant completed a questionnaire that measured TPB variables in relation to initiating a conversation about mammography with her mother at Stage One. Experimental participants were also exposed to a negative-outcome vignette about a young woman failing to discuss mammography with her mother, and were instructed to record upward counterfactual thoughts in response using the stem “If only...”. Participants reported whether or not they had been successful in initiating a conversation about mammography with their mothers at Stage Two. The TPB model effectively predicted both a participant’s intention to discuss mammography with her mother, and actual performance of this behaviour. The CFT intervention did not increase intention to perform the behaviour, nor did it facilitate behavioural performance. However, many participants (54%) across experimental conditions initiated a conversation about mammography with their mothers at Stage Two. The TPB model is an effective framework for predicting upward family communication about mammography, although strategies other than CFT that may be used to supplement the TPB should be explored. Future research should also include behavioural follow-up with mothers.

Keywords: mammography promotion messages, counterfactual theory intervention, family communication, theory of planned behaviour

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### Validating the 'Franchise E-Factor' model of franchisee satisfaction

NATHAN, G. (Franchise Relationships Institute), LACHEZER, P. (Franchise Relationships Institute)

Franchising is a 130 billion dollar industry in Australia and there are currently 63,000 franchisees who conduct business under a franchise relationship with 1,100 franchisors. This study sought to validate a franchise relationships model known as the “Franchise E-Factor”, which explains how the relationship between a franchisee and franchisor changes over time. The Franchise E-Factor proposes six distinct stages of the relationship starting with “Glee”, characterized by high levels of optimism and hope, to a low point known as the “Free” stage where the franchisee wants to break free of the confines of the relationship, and ending with the “We” stage which is characterized by an acceptance of the imperfections and interdependencies in the relationship. Using a 58-item franchisee satisfaction questionnaire, the author investigated the attitudes of 5,600 franchisees, rating their overall satisfaction with the franchise relationship over time. These satisfaction ratings were mapped using a locally weighted polynomial regression. The resulting chart validates the Franchisee E-Factor model, showing a significant drop in franchisee satisfaction over the first three years to a low point and then a steady rise, with a leveling out of satisfaction at around half of the original “glee” level. The franchise relationship follows a similar path to many interdependent relationships, including marriage, where unrealistic perceptions of the relationship are moderated by the realities of tolerating an imperfect partner and the need to realign expectations. Implications for managing interdependent business relationships are discussed.

Keywords: franchising relationships, relationship stages, franchisee satisfaction, interdependent relationships, business management

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### Variance in reading achievement accounted for by sociocultural and linguistic variables in Mexican American children

Variance in reading achievement accounted for by sociocultural and linguistic variables in Mexican American children
CARLSON, R. (The University of Texas Pan American), MEDRANO, H. (The University of Texas Pan American), RODRIGUEZ-ESCOBAR, O. (The University of Texas Pan American), CARLSON, R. (The University of Texas Pan American)

Reading and linguistic theories indicate that individuals read with linguistic expectancy. This would suggest that a portion of reading achievement is accounted for by an individual’s level of oral acquisition of syntactic structures in a language. Empirical studies indicate that socio-cultural variables account for or explain a large portion of academic achievement. There are no studies, however, addressing variance in reading achievement accounted for by socio-cultural and linguistic variables combined or in linear combination in Mexican American children. Three hundred and eighty-four (N = 384) bilingual (Spanish/English) children of Mexican American cultural heritage ranging from six through nine years of age were involved in the study. Four sample cohorts consisting of half males and half females within two months of their midyear (6-4 to 6-8, N = 88; 7-4 to 7-8, N = 100; 8-4 to 8-8, N = 100; 9-4 to 9-8, N = 96) were randomly obtained. The dependent variable was the Comprehensive Test of Basic Skills Reading Achievement subtest in English and the independent variables were family size, family structure, socioeconomic status (SES), acculturation, and oral acquisition of syntactic structures in English. The method of statistical/data analysis was multiple linear regression. Multiple regression coefficients between reading achievement, and socio-cultural and linguistic variables were .76, .72, .63, and .60 for 6, 7, 8, and 9 year old children, respectively. Thus, 36% to 58% of variance in reading is accounted for by socio-cultural and linguistic variables. The standardized regression coefficients, indicating which independent variable and in what amount, however, indicate that at six and seven years of age the preponderance of reading variance is accounted for by oral acquisition of syntax structures and at eight and nine years of age it was socio-economic status (SES), and acculturation and family size and family structure did not explain any significant portion of variance in reading achievement. These results would suggest that at 6 and 7 years of age linguistic considerations be given to instructional materials, method of teaching, curriculum, and professional development and at 8 and 9 years of age the child’s SES and acculturation should be given consideration.

Keywords: oral acquisition, linguistic variables, school curriculum, socio-economic status

Viparita-Karani Mudra (Yoga Mudra) in the management of stress of irritable bowel syndrome patients

SHUKLA, P. R. (Kayachikitsa, I.M.S.,B.H.U.)

Irritable bowel syndrome (IBS) is a gastrointestinal disorder in which most patients report symptoms like cramping, abdominal pain, bloating, constipation, and diarrhea. IBS causes a great deal of discomfort and distress. In the present investigation, the effect of Viparita-Karani Mudra (a Yoga mudra) is seen in the management of stress of irritable bowel syndrome patients. For this, 60 male patients in the age range of 22 to 35 were taken from the Out Patient Department of Kayachikitsa, S.S. Hospital, Banaras Hindu University, Varanasi, India. First, they were rated on stress scale. Then the patients were randomly divided into two groups. In one group, 30 patients were given placebo (Glucose powder in capsule) with regular training of Viparita-Karani Mudra and in the other group, 30 patients received only placebo. After one month, the patients were again rated on the same stress scale. The results indicated that those patients who received the training of Viparita-Karani Mudra showed the significant decrease in the symptoms of stress than those who had not received the training of Viparita-Karani Mudra. On the basis of the present study it is concluded that Viparita-Karani Mudra relieves stress and improves digestion.

Keywords: irritable bowel syndrome, yoga, stress, digestion, distress

Waste governance and behavioral attributes toward recycling implementation

TETE-ENI, I. E. (University Kebangsaan ), AIYUB, K. (University Kebangasaan ), ENI, D. D. (University of Calabar)
The significance of waste recycling is becoming increasingly important owing to global population increase and technological progress. Implementing a strategy to promote resources recycling under resource shortages is a viable approach to fast industrialization and urbanization. To support policy transformation, reforming the current recyclable resources recycling system is essential. The status of solid waste management in a city is often considered an index for assessing governance. In cities of the developing world, the informal sector plays an important role in recycling and management of solid waste. This paper examines the position of recycling as a tool for planning and reform of solid waste management in developing countries. Our report is from field observations and reviews of relevant legislation, policy documents and reports on solid waste recycling and governance. Recent efforts to visibly improve governance through reform of solid waste recycling are also highlighted. The significant roles of informal recycling were integrated into the framework of reforms in waste recycling and governance. The development in technological trends armed at poverty alleviation, improvement of the quality of life as well as environmental sustainability will be considered. This paper reveals the lapses in recycling strategies and calls for recognition and support of recycling activity and empowerment of people involved within its context.

Keywords: waste recycling strategies, waste management, environmental sustainability, quality of life, global population increase

Wellbeing in volunteer health care workers: A perspective of the motivational pathway of the Job Demands-Resources Model

HUYNH, Y. (University of South Australia), METZER, J. (University of South Australia)

Using the motivational pathway of the Job Demands-Resources (JD-R) model, the aim of this study was to examine the antecedents of engagement and connectedness in a sample of Australian volunteer health care workers. Survey data were collected from 471 volunteer participants and analysed using structural equation modelling (SEM) methods. Three job resources (social support, performance feedback and training) were used to test whether job resources would increase health, volunteer satisfaction and intent to continue through work engagement and connectedness. Results supported the motivational pathway of the JD-R model in volunteer health care workers. Specifically, job resources were positively related to engagement and connectedness. However, only connectedness turned out to be important for explaining the relationship between job resources and the three positive work outcomes. This study offers insight into ways in which the JD-R model (originally developed in the context of paid workers) can be used to understand and improve workplace health and productivity in nonprofit organisations. As the study suggests, the relatively new construct of connectedness, as measured by the revised connectedness scale, may be potentially useful in furthering this understanding.

Keywords: job demands-resources model, volunteer health care workers, work engagement, work connectedness, job resources

What are you drinking? Young people's knowledge of alcohol "units"

DE VISSER, R. (University of Sussex)

Guidelines for safe alcohol consumption in the United Kingdom and many other countries are commonly presented in terms of “units” of alcohol or “standard drinks”. The aim of this study was to examine the accuracy of young people’s knowledge of units and standard drinks, and their use of this information when pouring their own alcoholic drinks. In Study One, a computer-administered questionnaire was completed by 402 secondary students aged 16 to18. This questionnaire assessed knowledge of definitions of alcohol units and guidelines for safe alcohol consumption and accuracy of estimates of the alcohol content of different alcoholic drinks. In Study Two, 122 university students completed the same computer-administered questionnaire and a task which included pouring their “usual” alcohol drinks and what they believed to be “units” of different alcoholic drinks. Very few participants in either
sample had accurate knowledge of alcohol units. Knowledge of definitions and guidelines was not related to practical knowledge in terms of knowing the alcohol content of different alcoholic drinks or accuracy of pouring alcohol units. Most respondents rated their understanding of alcohol units and guidelines as poor and most wanted more information. The pouring exercise revealed that participants’ “usual” drinks were significantly larger than one “unit” or “standard drink”, and that they overestimated the volume of a “unit” of alcohol. People who poured larger drinks for themselves reported greater alcohol consumption and were higher in sensation seeking and impulsivity. There is a need to improve young people's knowledge of the alcohol content of various drinks so that they can make better informed choices about their own alcohol consumption. There is some evidence that the drink pouring activity used in this study could be a useful method for increasing knowledge of alcohol units. Inaccurate knowledge of alcohol units also has implications for psychological research which relies on self-reported alcohol consumption. Poor understanding of alcohol units and guidelines also means that young people may be exposed to greater alcohol-related risk than they are aware of.

Keywords: alcohol use, impulsivity, sensation seeking, alcohol outcome expectancies, guidelines for young people

What is the void made of? Australian immigrants draw their experience

LAZAROVA, L.

The aim of this field work study concerns the existing relations between the experience of significant real-life change (immigration, permanent or temporary changed residence) and its reflection in individual psychological realms. It gathers and interprets valuable data, making explicit some of the complex intrapsychic phenomena that mediate the process of transition and acculturation. This qualitative study was repeated biannually. The method included a Questionnaire with instructions and three open questions. The answers were analysed for their content and grouped by frequency; Thematic Content Analysis of the artefacts (directed drawings) was used and Semi-structured interviewing for clarification of pattern overlapping and manifested versus latent content, was used. The participants are from two highly heterogeneous, real-life groups of immigrants (mostly students and overseas qualified professionals). The content analysis shows that although at the deepest psychological level all are in possession of similar emotional drives, the significant individual difference in the narratives and their conceptualisation lies in between. Almost everybody is deeply affected by missing family members and most often this is the Father’s figure. It is a surprise that unexpectedly the Native Food category showed the same range of frequency among the missed elements in the recent life of the studied immigrants. The Mother’s figure syncretises almost inseparably with the themes of food, childhood and other siblings. While at its bottom-line categories’ received results are very similar, further the process goes through ramification and less frequency answers (friends, possessions, natural environment) and unfolds into a vast diversity of highly individualized structures. These data from less-studied psychological issues experienced by immigrants highlight the variability of psychological passages and possible facilitations. The methods used and the related efforts applied from the participating persons contained inbuilt certain integrative ‘healing factors’ which are supposed to elevate their self awareness and unfold their creativity, resilience and imagination.

Keywords: real-life change, creativity, resilience, imagination

What’s going on here? Drug and alcohol abuse, memory loss, and trauma: An individual case study

BUCKBY, B. (James Cook University)

To aim of this session is to further define the efficacy of individual therapy with Indigenous clients; creative therapy responses to the ways in which inherent strengths and resiliencies inform, transform, and are also distorted by distress and dysfunction; intergenerational transmission of trauma; and valid outcome
evaluation. In 2007 an Indigenous woman (R) aged 48 was referred for a cognitive assessment due to short term memory difficulties at work. She had a 20 year history of poly drug and alcohol misuse up to age 36. The assessment showed she was of high average intelligence and had age appropriate memory skills. R also had a lengthy history of traumatic events which included violence, and threats to kill R and her two children, being crushed by a truck with resultant chronic pain (25 years), and fear due to ex-partner’s stalking (20+ years). After assessment she was referred to a specialty service working with similar women. A year later R was re-referred with a diagnosis of PTSD and a lengthy process of trauma therapy began in 2008. R chose individual therapy with a non-Indigenous psychologist to protect her story and confidentiality. Standard evidence based treatment for PTSD was negotiated collaboratively; however, imaginal exposure was too distressing. Principal treatment adaptations included mindfulness exercises particularly those invoking imagery of country, and a systematic reappraisal of R’s life and trauma events. The reappraisal or restorying of R’s life drew on her historically evident strengths and resiliencies. The process also requires greater psychologist self-disclosure to sustain the collaborative therapeutic alliance, and learning from R by asking for help to understand culturally specific meanings. Results included reduced dissociation, improved recognition of onset, and improved self-coping; improved quantity and quality of sleep, and insignificant reduction in depression, anxiety and stress symptoms. Retraumatisation through re-experiencing past events was triggered by frequently removing her grandchildren from family violence. Historical events serve as powerful maintaining risk factors for emotional distress in the present due to intergenerational “transmission” of distress and dysfunction. In this case R’s mother was stolen generation, R’s foster care and other life events, R’s daughter and grandchildren involved in drug and alcohol related family violence. Practice based evidence could potentially provide a foundation for psychological interventions with Indigenous clients.

Keywords: Indigenous clients, trauma, post-traumatic stress disorder, intergenerational transmission, practice based evidence

**When Asperger Syndrome runs in the family**

LAU, W. Y. P. (University of Queensland), PETERSON, C. (University of Queensland)

This study is based on two theoretical rationales. Firstly, family adaptability and cohesion has been found to be a significant unique variance in explaining psychological well-being of its members. There is a growing body of evidence suggesting that having a child with a disability negatively impacts on family’s adaptability and cohesion. However, to our knowledge, only one study has focussed on families with children with autism spectrum disorders (ASD) and none specifically on the Asperger Syndrome (AS) population. Secondly, although the phenomenon of broader autism phenotype in parents has long been broached, research is still emerging on the implication of parental diagnosis of AS on families of children with AS. Based on these rationales, the purpose of this study is two-fold: 1) to examine the impact of having a child with AS on the family’s adaptability and cohesion; 2) to explore if having a parent also diagnosed with AS will further impact on the family’s adaptability and cohesion. Participants (N = 150) completed a questionnaire which consisted of diagnostic information, and the Family Adaptability and Cohesion Scale (Olson, Bell and Portner, 1982). Subjects were divided into three groups according to diagnosis of AS in the family: one parent plus one child have AS (Group One; N = 40); only child but no parent has AS (Group Two, N = 55); and no child or parent has AS (control, N = 55). Results indicated statistically significant differences (p >.05) between the three groups in family adaptability [F(2, 150) = 11.59, p < .001] and family cohesion [F(2, 150) = 21.57, p < .001]. Post-hoc comparisons found Group One reported significantly lower scores than Group Two in family cohesion (p < .001) but not in family adaptability (p = .842). In comparison to the control group, Group One and Group Two reported significantly lower scores in both family adaptability and family cohesion. These results suggest that 1) having a child with AS significantly impacts on the family’s adaptability and cohesion; 2) parental diagnosis will further decrease family cohesion but not adaptability. These findings give voice to families of children with AS, particularly those having a
parent also diagnosed with AS. Implications for therapeutic intervention for families living with AS in either child and/or parent generations will be drawn. The appropriateness of an ecological approach when working with these families will also be highlighted.

**Keywords:** family adaptability, family cohesion, children with disabilities, asperger’s syndrome, parental diagnosis

**When is abusive supervision not related to employee psychological health? The moderating effect of individual power distance orientation**

LIN, W. (Peking University), WANG, L. (Peking University), CHEN, S. (Peking University), YANG, Q. (Peking University), KONG, H. (Luxottica Group), YU, Z. (Luxottica Group)

People generally believe that abusive supervision leads to employees’ poor psychological health. However, this relationship is not always true. The fundamental values of power held by employees will have an impact on this relationship. This study examined how individual power distance orientation (defined as the extent to which an individual accepts the unequal distribution of power in institutions and organizations) affects the relationship between abusive supervision and employees’ psychological health. In one sample 825 employees from a manufacturing company located in southeastern China rated their power distance orientation, psychological health, and their perceptions of abusive supervision. Results showed that abusive supervision was negatively associated with followers’ psychological health ($r = -0.199$, $p < .01$). The relationship between abusive supervision and employees’ mental health was moderated by individuals’ power distance orientation ($\Delta R^2 = .011$, $\beta = .107$, $p < .05$), such that this relationship is statistically significant for followers who were lower in individual power distance orientation ($\beta = -.259$, $p < .01$), but not statistically significant for followers who were higher in individual power distance orientation ($\beta = .085$, $p = .481$). Abusive supervision has been seen as a significant social problem which would ruin followers’ mental health. This study extends previous research by showing that interactive effects of abusive supervision and followers’ power distance orientation help explain psychological health among followers. The findings suggest that focusing on fundamental values held by employees contributed to a better understanding of the impact of leader’s deviant behaviors. In addition, the interaction of leadership and values followers held in relation to mental condition and employee reactions provide an interesting area that needs further exploration in order to enhance our understanding of when and how leaders affect those they lead.

**Keywords:** abusive supervision, individual power distance orientation, psychological health, employees

**When latent inhibition influences creative performance: The moderating effect of epistemic motives on cognitive style**

LIOU, S. (National Cheng Kung University), YING FUN, J. (University of Lausanne)

This study examines how epistemic motives moderate the effect of Latent Inhibition (LI) on creative behaviors. Reductions in LI, the capacity to screen from conscious awareness stimuli previously experienced as irrelevant, have been generally associated with the tendency towards creativity. A number of studies suggest the individual differences in LI. This study proposes that the effect of cognitive styles (LI) on creative performance is moderated by need for cognitive closure (NFC). Individuals scoring high on NFC are likely to quickly grasp closure by relying on early cues and the first answer they come across. The need for closure is also said to lead to a very narrow information search and a higher tendency to use cognitive heuristics when it comes to finding a solution to a question. Hence, we hypothesise that higher NFC will enhance the tendency to adopt default cognitive heuristic, thus expanding the difference in creative performance between high and low LI. Two experiments were conducted: one in the laboratory and the other in the field. We used the latent inhibition paradigm (LI; Lubow, 1989) to divide participants into high and low LI group, and manipulate NFC both by situation (time pressure) and by disposition measure (Webster...
& Kruglanski, 1994). Creativity was measured by lifetime creative achievements and the Runco Ideational Behavior Scale (RIBS). Results show that low LI individuals are more creative than high LI both in creative achievements and RIBS, and the difference in creative performance between high and low LI is expanded when with higher NFC. This finding supports the proposed moderating function of epistemic motives (NFC) on the tendency to adopt preferred cognitive heuristics (high/low LI) and be more cognitively inflexible. We are also investigating other possible moderating factors (working memory capacity and cultural effect) that may have an impact on the LI-creativity relationship. Implications for potential utility in application of this motivated social cognition research to human factors and design are discussed.

Keywords: latent inhibition, creative performance, epistemic motives, cognitive style, heuristics

Why am I lowering my carbon footprint? Autonomous motivation and sustainable lifestyle change

COOKE, A. (University of Queensland), FIELDING, K. (University of Queensland)

As a first world nation, the Australian community contributes to the dangerous level of greenhouse gas emissions in the atmosphere by using resources at a much higher level than is environmentally sustainable. To be effective at lowering household carbon footprints from some of the worst in the world towards sustainable levels, it will be essential that the pro-environmental behaviours (PEBs) adopted are generalised across multiple target behaviours, have a large environmental impact, and are maintained. The current research will test a model of motivation for effective PEB developed primarily out of Self-Determination Theory. Through an online questionnaire, the research will explore the relationship between the type of motivation people have for pro-environmental behaviour (i.e. their reasons for adopting PEBs and changing unsustainable habits) and proposed antecedents and consequences of motivation; aspects of the social environment which impact on that motivation, and the level and types of PEB people engage in. Results are pending. However, it is hypothesised that self-determined (autonomous) motivation for pro-environmental behaviour will be related to a wider range (generalisation) and maintenance of pro-environmental behaviour than externally regulated motivation, or amotivation towards environmental problems. Perceived autonomy, competence and relatedness in relation to environmental problems and action are expected to impact on motivation for PEB. The ideal social environment for autonomous motivation is hypothesised to be, and be perceived as, supportive but not controlling, interesting but not over-challenging, and accepting as opposed to rejecting. Results, implications, and plans for further experimental and longitudinal research to test causality of relationships and to identify optimal ways of supporting autonomous PEB adoption will be discussed. It is proposed that a general move towards a positive, holistic approach to environmentalism is necessary, one aspect of which is to make environmental action more satisfying, interesting, and fun, through linking pro-environmental behaviour with the meeting of psychological needs for competence and relatedness, as well as autonomy.

Keywords: pro-environmental behaviour, carbon footprint, self-determined motivation, externally regulated motivation, environmental issues

Why people take more survival actions than damage mitigation actions for hazards: Is cost the key factor?

MCCLURE, J. (Victoria University of Wellington), FISSCHER, R. (Victoria University of Wellington), SPITTAL, M. (University of Melbourne), CHARLESON, A. (Victoria University of Wellington)

The aim of this research was to show if there is a relation between businesses’ and households’ performance of survival actions and mitigation actions to prepare for earthquakes and their estimate of the cost of those actions. Two studies examined businesses’ and households’ completion of a sample of twelve mitigation and survival actions, their estimate of the costs of those actions in their own case, and their attributions for why they have not carried out the actions. Damage mitigation actions were divided into actions mitigating damage to the
building and actions mitigating damage to contents. Households completed fewer mitigation actions than survival actions, and businesses completed fewer structural mitigation actions than contents damage mitigation actions and survival actions. A logistic regression showed that with households there is a significant relationship between the perceived cost of four of the twelve actions and the probability of carrying out the actions. With companies there is no such relationship. On the measure of attributions for not performing the actions, for both households and businesses, the perceived cost of the actions was only the 4th, 5th or 7th most common attribution. Attributions cited more frequently than costs were: 1. I haven’t thought about it; 2. It’s not a priority, and 3. It would make no difference. There is a relation between performing preparation actions and cost, but it appears that the cost factor is secondary to other factors in explaining what actions people do and do not take to prepare for hazards.

Keywords: hazard preparation, survival actions, damage mitigation, earthquake, cost factors

Work Engagement and the role of psychological climate, value congruence, and social identification

VALENCIA, M. (De La Salle University)

The research tested two models that looked separately at how work engagement is influenced by value congruence and social identification (organisational and work group levels), and psychological climate. Drawing from the Social Categorisation Theory (Turner et al., 1987) and predictions from a Person-Organization (P-O) fit perspective, both models premised that psychological climate mediates the relationship of work engagement with value congruence and social identification. Survey data from 431 employees of various service organisations in the Philippines was analysed using structural equation modeling. Findings supported the mediating role of psychological climate in both models (organisational and workgroup levels). Furthermore, a strong positive relationship was observed for organisational level identification and value congruence. Workgroup level correlation on the other hand was weak. It was also observed that identification had stronger direct effects with psychological climate compared with value congruence. Organisational value congruence also had direct effects on work engagement. It was concluded that organisational level dynamics (compared with the workgroup level) of identification and value congruence are more pivotal in their predictive roles in creating a psychological climate of work engagement. Value congruence serves as a basis for an individual to assess the extent of fit with the organisation but it is not sufficient to drive an employee in ‘going the extra mile’ on behalf of the organisation. Organisational identification is further needed to provide a kind of social ‘glue’ that would bind the perceived aspects of fit between the self and the organisation. The findings were also contextualised in terms of how organisational culture is suggested to be linked to work engagement.

Keywords: work engagement, psychological climate, value congruence, social identification, organisational dynamics

Work engagement on nurses in Surabaya. How nurses manage their emotion at work

CHRISTIAN, F. (University of Surabaya), BATUADJI, K. (University of Surabaya), SUPRIYANTO, A. (Jogjakarta State University)

Nursing is one of three professions that is particularly susceptible to feeling decreased work engagement. The indicators of low work engagement are low levels of energy and mental resilience, and lack of a sense of significance, enthusiasm, inspiration, pride and challenge while working. This paper aimed to test the relationship between emotional labour and work engagement in nurses in three hospitals in Surabaya. The results indicate that there was a positive correlation between ‘surface acting’ and work engagement ($r = 0.518, p = 0.001$) and there was also a positive correlation between ‘deep acting’ and work engagement ($r = 0.593, p = 0.000$). The implications of these findings for health-care workers are discussed.
Keywords: Emotional labour, Surface acting, Deep acting, Work engagement, Nurses

**Work engagement, personal initiative and performance in a sample of Mexican police officers from Preventive Police**

LISBONA, A. (Spanish National University for Distance Education ), TREVINO, M. (University of Nuevo León), PALACI, F. J. (Spanish National University for Distance Education )

The main objective will be to discuss the relationships between the concept of self-efficacy and work engagement, personal initiative and performance. Therefore, by reviewing the theoretical models and empirical results that have found relationships between these concepts, we will suggest a model. Research shows that work engagement has a positive relationship with job behavior such as performance and proactive behavior, and that self efficacy is related to personal initiative. Personal initiative, like work engagement, is related to performance too. The sample is composed of 243 police officers from Public Security, also known as Preventive Police, from two police agencies in the metropolitan area of Monterrey, Nuevo Leon, Mexico. The variables analyzed by self-reported questionnaire are self-efficacy, work engagement, personal initiative and subjective individual performance. Maximum likelihood estimation methods of structural equation modeling (SEM) were used to test the five competing models. The fit of two of the five models are appropriated (Model 1: $\chi^2 = 249.668; df = 132; GFI = .897; RMSEA = .061; CFI = .896$ and Model 3: $\chi^2 = 232.424; df = 132; GFI = .903; RMSEA = .056; CFI = .911$). In one model the path between self-efficacy and engagement is not significant ($t = 1.560$), and in the other model the path between personal initiative and performance is not significant ($t = 1.086$). The two models with appropriate fits have all path coefficients being significant ($t > 1.96$). Results confirm that both personal initiative and work engagement can be related to performance. In both models self efficacy predicts personal initiative. Theoretical and practical implications of these results are discussed as well.

Keywords: self-efficacy, work engagement, personal initiative, work performance

**Work stress and work-family conflict: Implications for employee satisfaction and health**

FIKSENBAUM, L. (York University), GREENGLASS, E. (York University)

Work stress continues to be a problem in most sectors of the workforce, and has many negative consequences for both employees and organizations. Given the current economic climate, examining factors that affect employees’ perceived levels of stress is an important research topic among occupational health researchers. The present study tests a model that examines antecedents of work stress and their effects on various outcomes. These included an outcome at the individual level (i.e., emotional exhaustion, which is often referred to as the prototype of stress), an organizational-level outcome (i.e., job satisfaction), and an overall outcome (i.e., life satisfaction). Data were collected from 214 employees, using a confidential and anonymous questionnaire. Three separate hierarchical regressions were conducted, each incorporating the same set of predictors. The first block included demographic variables (i.e., age, gender, marital status, education) as well as work situation characteristics (i.e., salary, tenure, and number of hours worked per week). Work demands were entered in the second block, and family demands were entered in the third block. The fourth block included work-family conflict, including conflict due to work interfering with family (WIF) and conflict due to family interfering with work (FIW). Perceived organizational support and family and friend support were entered in the final block. With emotional exhaustion, job satisfaction, and life satisfaction as outcomes, the model accounted for 59%, 68%, and 42% of the variance, respectively. Across all models, consistent predictors included perceived organizational support and family and friend support were entered in the final block. With emotional exhaustion, job satisfaction, and life satisfaction as outcomes, the model accounted for 59%, 68%, and 42% of the variance, respectively. Across all models, consistent predictors included perceived organizational support and work-interfering-with-family conflict. That is, employees who indicated higher levels of perceived organizational support were more likely to report greater life and job satisfaction, and were less likely to experience emotional exhaustion. In contrast, employees
who reported higher levels of work-interfering-with-family conflict were less likely to report being satisfied with life or with work. Further results indicated that both work and family demands contributed to the work-related outcomes of emotional exhaustion and job satisfaction. Demographics differentially predicted to emotional exhaustion and life satisfaction. Family support contributed to overall life satisfaction. Theoretical and empirical implications of the results are discussed.

Keywords: work stress, employee stress, work-family conflict

Work-family conflict and enrichment predicting mental health: Direct, indirect and crossover effects

HAAR, J. (University of Waikato), BROUGHAM, D. (University of Waikato)

The aim of this research was to test direct and crossover effects of work-family conflict (WFC), family-work conflict (FWC), work-family enrichment (WFE) and family-work enrichment (FEW) towards anxiety and depression and the potential moderating effects of enrichment on conflict (direct and crossover). Structural equation modeling confirmed the unique properties of the dimensions tested with a sample of 266 dual-career couples. Regression analysis was conducted with separate models for male and female outcomes. Predictor blocks of male and female work-family dimensions and interactions were included in all models to also test crossover effects. For males, WFC was positively related to depression, and FWC positively related to both anxiety and depression, while WFE was negatively related to both outcomes. For females, WFC was positively related to anxiety and depression, and FWC positively related to depression, while WFE was negatively related to both outcomes and FWE negatively related to depression. Direct crossover effects were found with female FWC positively influencing male depression, while female WFE negatively influenced male anxiety. Furthermore, male WFE was negatively associated with female anxiety, while male WFC was negatively associated with female anxiety and depression, and male FWC positively associated with female anxiety and depression.

For male outcomes, anxiety was significantly affected by male WFE buffering FWC. For female outcomes, anxiety and depression were significantly affected with female WFE buffering FWC. Furthermore, female WFE and FWE buffered the effects of WFC and FWC respectively. Furthermore, some significant interaction effects were found to crossover to the partner. For male depression, females with high FWE were found to buffer the effects of FWC, leading to lower partner depression but only at low levels of FWC. For female depression, the effects were similar for both significant interaction crossover effects. Male FWE buffered both male WFC and FWC, leading to lower partner depression at low levels of conflict but higher levels of depression at higher levels of conflict. This study supports work-family conflict and enrichment dimensions influencing employees and their partners, and the buffering effect of enrichment on conflict’s influences on mental health. Overall, conflict effects dominated and enrichment had minor direct and crossover effects but strong buffering effects.

Keywords: work-family conflict, work-family enrichment, anxiety, depression, dual-career couples

Working with barriers: A comparison of job seekers with mental health problems with and without additional drug and alcohol problems

HARRIS, L. (University of Sydney)

Workforce participation for Australians with mental illness remains low, although improved work status reduces symptoms, improves self-efficacy, and improves life satisfaction. Almost half of those with mental illness also have difficulties with substance use, and for these people workforce participation rates are very low (Crompton et al., 2005). The study aimed to understand the additional barriers to employment resulting from drug and alcohol use among people with mental illness. Participants were clients of an employment service provider who had psychiatric disabilities with and without significant drug and alcohol problems identified using the AUDIT and DAST-10. Participants were compared on measures of current psychosocial and cognitive function, symptomatology,
educational history and employment history. There were no significant differences in function or history between the two groups. However, a number of areas of greater unmet needs were identified among the drug and alcohol group using the CANSAS. Since the results do not show any significant differences in function or history between the two groups, there may not be any justification of designing separate interventions for the groups. However, the drug and alcohol user group would need additional emphasis to improve their quality of life by fulfilling their needs related to food, accommodation, mental and physical health and other aspects of everyday life, as higher unmet needs are evident among this group in CANSAS data. As these needs entail a wide range of aspects of life, effective communication and integration among different service sectors are needed to ensure the employment participation of people with co-existing mental illness and drug and alcohol issues as well as their quality of life.

Keywords: workforce participation, mental illness, substance use, self-efficacy, life satisfaction

Workplace ostracism in China: Gender difference on psychological health and job satisfaction

JIANG, J. (Beijing Normal University), XU, Y. (Beijing Normal University)

Accumulating evidence supports the notion that workplace ostracism is a universal experience, but less is known about gender differences in terms of workplace exclusionary behavior. The current study explored the moderating effect of gender on the relation between workplace ostracism and psychological health and job satisfaction. This research tested the applicability of Workplace Ostracism Scale (WOS; Lance et al., 2008) in China and examined the different effects of workplace ostracism on psychological health and job satisfaction in men and women. A Chinese version of the WOS was developed on a sample of 137 persons (57 men and 80 women) and cross validated on a second sample of 300 employees (160 men, 136 women and 4 unknown) from various companies. Internal consistency and confirmatory factor analysis were used to confirm the reliability and construct validity of the WOS. The WOS proved a reliable and valid measure in Chinese workplaces. A moderated hierarchical regression analysis on psychological health and job satisfaction yielded an interaction between ostracism and gender with a significant change in R2. The present study provided a useful measure for Chinese workplace ostracism literature. We also demonstrated that, the effects of ostracism are moderated by gender. At lower levels of perceived ostracism women indicated higher satisfaction and psychological health than men whereas at higher levels women indicated lower satisfaction and psychological health compared to men.

Keywords: ostracism, gender differences, occupational stress, job satisfaction, work ostracism scale

Yoga for children with intellectual disability

NITHYANANDAM, L. (Department of Ageing, Disability and Home Care)

Many studies have highlighted the efficacy of Yoga as a potent tool in bringing out positive changes in the physical and psychological wellbeing of a person. Its application for people with Intellectual Disability (ID) has not been explored enough scientifically. This study is an attempt to answer two questions. First, can Yoga be taught to children with ID and if so how can it be done? The second question is whether Yoga is beneficial for people with ID. Twenty-five special educators were trained in yoga and also in the methodology of how to teach the same to people with intellectual disability. They in turn taught Yoga to 50 children with ID. A before and after evaluation was conducted on measures like number of days the child attended school and changes in his/her Individualized Programme Plan comprising of domains such as motor, self help, language etc., and also changes in individual symptoms that some of the children had as associated conditions. The design was a pre and post quasi experimental design and the experimental group was compared to a control group. The results showed Yoga can be taught to children with ID if a person is trained in Yoga and also in the method of teaching yoga to people with ID. The results also showed significant changes in the health status of the children by
way of improvements in their attendance to school. There were also significant changes in some of the areas in their Individualized Programme Plans (IPP). The study also showed unpredicted results namely changes in many of the associated symptoms that many of the children had. Another set of spurious results were changes in the health status of the special educators as they had to practice Yoga themselves in order to teach the children. Yoga can be taught to children with ID if the educator is trained in the methodology of teaching Yoga to children with ID. Yoga is effective in making positive changes in children with ID.

Keywords: yoga, Intellectual disability, well-being, child health, health status of special educators