

HoWRU Newsletter

SPRING 2022

Welcome to our seventh edition of the HoWRU Newsletter. In this edition, we shine a light on some of our achievements, research programs and leading researchers.

WHAT IS THE HoWRU?

We are a Macquarie Business School research collaborative that aims to foster and advance human health and wellbeing through innovative organizational and system design and management. We bring together researchers from marketing and management who join academics and researchers from across health, medicine and psychology.

STRENGTHENING PARTNERSHIPS

HoWRU welcomed Paula Brough, Ashlea Troth, and Carys Chan from [Griffith University's Centre for Work, Organisation, and Wellbeing \(WOW\)](#) to our first in-person planning meeting at Macquarie Business School in July. This was a wonderful way to for the HoWRU and WOW teams to explore ideas for some exciting new projects and to share research ideas and insights. Future plans include joint WOW & HoWRU workshops in December on the Gold Coast and a national symposium to be held in Sydney in September 2023.



HoWRU and DoM RESEARCH SEMINAR SERIES

Over the last several months, the Department of Management and HoWRU have presented a series of joint virtual research seminars with aim of fostering the professional development of both junior and senior scholars, as well as providing a vehicle to share ideas and nurture research relationships. These well-attended seminars have included:

- “Creating Engaged and Collaborative Research Partnerships to Advance Knowledge on Well-being & Performance at Work” (presented by Helena Nguyen and Anya Johnson from the University of Sydney’s Body, Heart, and Mind (BHM) Research Group in April).

- “Replication vs. Re-examination: Management science’s chance to get it right” (presented by Tine Köhler, from the University of Melbourne in April)
- “Writing Systematic Review Papers” (presented by Alexander Newman, Director of Centre for Refugee Employment, Advocacy, Training and Education (CREATE), Deakin University in July)



INTERNATIONAL RECOGNITION

HoWRU team has received international recognition from the Academy of Management as Management scholars’, Dr. Laramie Tolentino, Dr. Aeson Dela Cruz, Prof. Patrick Garcia, and Prof. Francesco Chirico, conference paper on psychosocial resources of copreneurs was judged as one of the best papers by the Academy of Management Entrepreneurship Division. The Academy of Management is a prestigious international conference and only about 10% of submissions are included in the Best Paper Proceedings.



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HoWRU was strongly represented at the recent prestigious meeting in Seattle as members shared their world-leading research with academic scholars from across the globe with over 10,000 attendees in person and virtual. Some of our conference papers, from academic leads and HDR students are included in the publication list below showcasing the wide-ranging and impactful research that is being led by HoWRU scholars.



EXCITING RESEARCH COLLABORATION!



Professor **Denise Jepsen** is working on a new research project for the NSW Government's Centre for Work Health and Safety, partnering with The Behavioural Insights Team and colleagues at the University of Sydney and the University of Melbourne. The

team is studying the health and safety risks and harms that in-home aged and disability care workers face on the job, and the potential prevention strategies. The goal of this critical research is to determine what influences those risks and harms, and the kinds of training and tools that will work best to reduce or eliminate them. You can read more about Denise's research [here](#).

WELL-DESERVED PROMOTION



Congratulations to our HoWRU team member Nidithida Lin who has recently been promoted to Professor. You can read more about Nidithida's research [here](#).

HoWRU SMALL GRANTS AWARDED

Congratulations to the recipients of the recent HoWRU small grant awards. Candy Lu, Jun Gu and Sophia Cao were successful in their applications for funding to support their proposed research projects, while Lara Tolentino and Candy Lu were awarded funding to attend the Academy of Management conference.

WELCOME TO NEW HOWRU MEMBERS!

It has been a busy few months for HoWRU, with an increased interest in our work and a significant growth in our membership. We would like to extend a very warm welcome to the following new members:

Rico Piehler is one of our newest full members and is a Senior Lecturer at the Department of Marketing. His research interests are in internal & employer branding, brand communication & social media marketing, city branding, brand competitiveness and the academic-practitioner gap. His research projects often deal with

employee-related outcomes, such as identification, commitment and citizenship behaviour, as well as managerial antecedents, such as internal and external communication, leadership and human resource management. Rico has experience in developing and managing collaborations with companies, government bodies, professional associations and management consulting firms. He has consulted companies from diverse industries on strategic branding issues (e.g., brand positioning, brand strategy, brand identity).

Lauren Gellatly has been working at Macquarie since 2010 in various roles including teaching in Marketing and Management, as well as having RA roles. Some of these have evolved into projects which she has been invited to work on as a co-author. Her thesis is somewhat cross-disciplinary as it looks at how communication affects employee motivation, persistence and performance.

Kompal Sinha is an Associate Professor with the Department of Economics at Macquarie University. Her areas of interest include Applied Econometrics, Machine Learning, Health Economics, and Development Economics.

Pardis Mohajerani is a Lecturer in Marketing-Consumer Health & Well-being, Acting Course Director of Master of Marketing and Acting Head of Marketing Specialisation in Master of Commerce. He is currently leading two health and well-being projects which are healthy lifestyle behaviours among Australian Gen Y and Gamifications and Mental well-being.

HoWRU also wants to extend a big welcome to its new Higher Degree Research (HDR) Members!

Sophia Cai is interested in status as it pertains to social influence and leadership. Her dissertation focuses on how helping behavior – previously viewed as a status-enhancing behavior due to its prosocial nature – can lower a person's status within groups and organizations.

Liming Zhao is interested in corporate social responsibility (e.g., environmental responsibility, employee wellbeing), top management team, and corporate innovation.

Jayaranjani Sutha is interested in the role of perceived equity sensitivity on employees' engagement in non-mandatory training: the role of psychological egoism.

Sadhana Singh is researching the role of family dynamics and person factors in shaping next-generation engagement in family firms: A social cognitive career theory approach.

Teng Li is researching the Formation of Leadership Empowerment Behavior and its Double-edged Effect as Job Demand and Resource and the impact on the mental health and well-being of employees.

NEW PUBLICATIONS, PRESENTATIONS & MEDIA MENTIONS

AWARDS

2022 MQBS Impact story prize winner

Rebecca Mitchell, Jun Gu, Patrick Garcia, Cynthia Webster, Leanne Carter, Laramie Tolentino, Ralf Wilden, Nidhida Lin, Denise Jepsen, Louise Thornthwaite, Karen McNeil, Candy Lu, Raymond Trau and Sara Bankins. *Resilience and Mental Health in Mining*.

MEDIA MENTIONS

Demonstrating her national reputation and world-leading expertise, **Professor Louise Thornthwaite** was called as an Expert Witness for a recent industrial award hearing in the NSW Industrial Commission. Her expert witness report and cross-examination in the Commission was on the topic of workers' compensation, income benefit step-downs and the return to work of injured workers. Louise's academic success is matched by her industry impact!

In April, **Denise Jepsen** published an opinion article for [Australian Ageing Agenda](#), providing advice to the aged care industry on attraction, recruitment and selection issues following the Fair Work Commission's aged care industry work value case.

In another article, she also drew attention to the [importance of sick leave for casual workers in the residential aged care sector](#).

Leanne Carter and **Cynthia Webster**, were recently featured in [The Lighthouse](#) for their innovative 5-year research initiative to improve the drinking culture among Australian youth, identifying education as the key to reversing binge-drinking culture. There are plans to extend the pilot program to regional areas of NSW and eventually integrate the initiative into school PDHPE programs. You can read more about this valuable research program [here](#).

Laramie Tolentino was quoted in [Hays Australia's career development article](#) on quiet quitting, highlighting informal support from leaders is critical, particularly in times of crisis.

RECENT PUBLICATIONS

Jepsen, D.M. and **Rousseau, D.M.** (2022). Perceived evidence use: Measurement and construct validation of managerial evidence use as perceived by subordinates. *PLOS ONE*, 17(4). doi: <https://doi.org/10.1371/journal.pone.0266894>

Jepsen, D. M., & **Barker, R. T.** (2022). Single-site employment (multiple jobholding) in residential aged care: A response to COVID-19 with wider workforce lessons. *Australasian Journal on Ageing*, 41(3), e298-e304. doi: <https://doi.org/10.1111/ajag.13072>

Tolentino, L., **Lajom, J.A.L.**, **Sibunruang, H.**, & **Garcia, P.R.J.M.** (2022). The bright side of loving your work: Optimism as a mediating mechanism between work passion and employee outcomes. *Personality and Individual Differences*. 193, 1-6. ABDC A. doi: <https://doi.org/10.1016/j.paid.2022.111664>

Randhawa, K., **Wilden, R.**, **Akaka, M.A.** (2022). Innovation intermediaries as collaborators in shaping service ecosystems: The importance of dynamic capabilities. *The International Journal of Marketing for Industrial and High-Tech Firms*. 103, 183-197. doi: <https://doi.org/10.1016/j.indmarman.2022.03.016>

Hoberger, J. and **Wilden, R.** (2022). Geographic diversity of knowledge inputs: The importance of aligning locations of knowledge inputs and inventors. *Journal of Business Research ABDC A*. 145, 705-719. doi: <https://doi.org/10.1016/j.jbusres.2022.03.016>

RECENT CONFERENCE PRESENTATIONS

Tolentino, L.R., **Dela Cruz, A.**, **Garcia, P.R.J.M.**, & **Chirico, F.** (2022) The crossover of psychosocial resources among copreneurs: An actor-partner interdependence model. Paper presented in the Entrepreneurship Division, *82nd Annual Meeting of the Academy of Management*. Seattle, Washington, USA.

Lajom, J.A.L., **Tolentino, L.R.**, **Sibunruang, H.**, **Garcia, P.R.J.M.** (2022). Organizational antecedents of work passion and its role on employee outcomes. Paper presented in the Careers Division, *82nd Annual Meeting of the Academy of Management*. Seattle, Washington, USA.

FIND OUT MORE

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