

HoWRU Newsletter

SUMMER 2023

Welcome to our eighth 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.

ANZAM Paper Development Workshop



The HoWRU and Griffith University WOW centre collaborated on a very successful paper development workshop at this year's ANZAM meeting. Leading senior researchers provided mentoring to our junior colleagues in a supportive and collegial environment.

BEST PAPER AWARD GOES TO...



Each year the HoWRU awards the best paper published by one of its members in the area of health and wellbeing at work. Congratulations to Lara Tolentino who was awarded the 2021/22 Best Paper Award!

EXCITING RESEARCH COLLABORATION!

Rebecca Mitchell and Lara Tolentino are taking part in an exciting international research initiative to change the narrative around menopause in the workplace as they endeavour to open a dialogue and fill in gaps in the research around menopause. Working with leading researchers in Monash and Griffith University as well as international experts from Scotland, the team has partnered with two active consumer groups. Read more about their research [here](#).



HoWRU POLICY IMPACT!

Miles Yang provides expert advice to NSW Centre for WHS (CWHS) on risk management for AI. NSW CWHS hopes to identify AI related risks in the workplace and develops risk mitigation strategies accordingly. In the interview, Miles discussed what the drivers for managing AI related risks are, what existing resources are available for managing WHS risk, and shared thoughts on how to mitigate risks identified in the use of AI in the workplace.





EXCITING INCLUSION INITIATIVE!

HoWRU members recently attended an industry engagement event with Accenture focusing on diversity and inclusion initiatives in the workplace. The event was presented by Marisa West, Diversity and Inclusion Recruitment Program Manager, and Laura Sprules, Diversity and Inclusion Lead, at Accenture. The focus of the discussion was on diversity and inclusion initiatives at Accenture including recruitment programs aimed at attracting, recruiting and retaining women and minority groups.



10 QUESTIONS WITH RAYMOND TRAU



HoWRU member, **Raymond Trau** has taken part in Macquarie University's weekly communication, **This Week**, in their **10 Questions** feature, a fun university initiative to help get to know our teaching staff better! Raymond is a Senior Lecturer in the Department of Management, and his research focuses on diversity and inclusion. He is particularly interested in the impact of psychological and contextual influences on the workplace experiences of women, minorities and stigmatised groups, and the extent to which these experiences shape their wellbeing, work attitudes, career development and job performance. Read Raymond's **10 Questions** answers [here](#).

CONGRATULATIONS LAUREN!

Congratulations to **Lauren Gellatly** for her PhD conferral. Under the stellar supervision of **Leanne**

Carter, Lauren looked at how organisations- specifically universities- use internal marketing to communicate with their employees to improve their motivation, persistence and performance (in this case, performance was measured in terms of research output, teaching ratings, and tendency to engage in service activities).

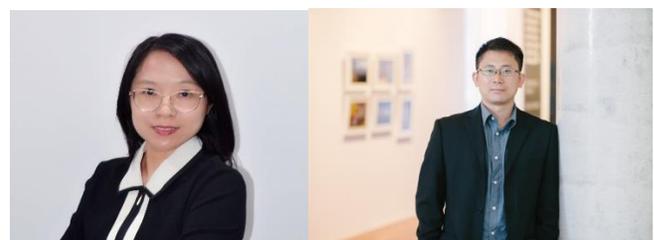
OUR NEW ASSOCIATE DEAN!



Congratulations to **Ralf Wilden** who has been appointed Associate Dean Research (Training & Performance) for the Macquarie Business School. Read more about his research [here](#).

Rebecca Mitchell has been appointed to the Care Workforce leadership team for the current Care Economy Cooperative Research Centre (CRC) bid. This is an exciting opportunity for HoWRU and MQBS to be playing a leadership role in an important national research initiative! She is also CI on an exciting new NHMRC-funded research project: Empowering adults with hearing loss by increasing informed choice, accessibility, and uptake of hearing healthcare. This national project will co-create a tailored online decision aid to explain the pros and cons of available hearing health options and increase uptake of hearing healthcare to improve the lives of many adults with hearing loss.

INTERNATIONAL RECOGNITION



Congratulations to Candy Lu and Miles Yang who have recently had their research accepted for publication in US journal Human Resource Management. Ranked as A* in Australia, this prestigious journal is also recognized as one of the top 50 business journals globally (Financial Times Top 50). Their innovative work focuses on the role of HRM in employee resilience and Candy and Miles were supported by HoWRU to present their work at the recent international Academy of Management meeting – what a success!

SUMMER SCHOOL IN SWITZERLAND

Calling all HDR students or postdocs! If your research is related to in the role of uncertainty at work, please consider attending this [summer school in Switzerland](#) during June 18-23, 2023. The focus of the conference is bringing together interdisciplinary perspectives on uncertainty,



from cognitive psychology through to strategic management. It will be building on recent work in a forthcoming “Handbook of Uncertainty Management in Work Organizations”, edited by Professors Gudela Grote and Mark Griffin. Please reach out to [Catherine Collins](#) if you would like to discuss or have any questions.

WELCOME TO NEW MEMBERS!

Full Members

Aeson Dela Cruz

[Hector Viveros Tapia](#)

[Nikola Balnave](#)

Amrita Gautam

[Fabiola Barba Ponce](#)

[Miles Yang](#)

Higher Degree Research (HDR) Members

Velina Serafimova

Farzana Ashraf

NEW PUBLICATIONS, PRESENTATIONS & MEDIA MENTIONS

MEDIA MENTIONS

Rebecca Mitchell presented a podcast with Campus Review ‘Improved menopause guidelines could keep senior academics on the job’. Listen [here](#).

Miles Yang was interviewed by SBS Radio Mandarin on Deliveroo’s departure from Australia & food delivery service market in Australia. Read more about Miles’ research [here](#).

Late last year, **Denise Jepsen** published two pieces in The Australian Ageing Agenda, on [the Fair Work Commission’s decision in its aged care work value case](#), and a piece about the release of the draft legislation of the long-awaited code of conduct for the aged care sector [the release of the draft legislation of the long-awaited code of conduct for the aged care sector](#) by the Department of Health and Aged Care and how it is now open for public review and consultation. Her media comment piece [on the advantages to pre-Christmas](#)

[redundancy](#) was also published in the Sydney Morning Herald in January.

PUBLICATIONS

D’Alessandro, S., Carter, L., & Webster, C. (2022). Binge drinking: A systematic review and research agenda. *Journal of Consumer Behaviour*, 22(1). doi:<https://doi.org/10.1002/cb.2102>

Jung, C., Mallon, M. R., & Wilden, R. (2023). Strategy by Doing and Product-Market Performance: A Contingency View. *Journal of Management*, 0(0). doi:<https://doi.org/10.1177/01492063221147298>

Maghzi, A., Lin, N., Pfarrer, M., Gudergan, S.P. & Wilden, R. (2023). Creating Opportunities: Heuristic Reasoning in Proactive Dynamic Capability Deployment. *Academy of Management Review*. doi:<https://doi.org/10.5465/amr.2018.0265>

RECENT CONFERENCE PRESENTATIONS

Ashraf, F., Jepsen, D., Trau, R. (2022). Influence of Work Social Support on Women’s Careers in Patriarchal Contexts. Presented in the *35th ANZAM Conference*. Surfers Paradise.

Bajic Smith, J., & Jepsen, D. (2022). Developing and testing a measure of aged care worker self-efficacy. Paper presented in the *55th AAG Conference*. Adelaide.

Bajic Smith, J., & Jepsen, D. (2022.) At Your Doorstep – Exploring Psychological Risks in Home Care. Paper presented in the *55th AAG Conference*. Adelaide.

Carter, L., Webster, C., & D’Alessandro, S. (2022). Why do you drink so much? Youth binge drinking behaviours: online insights. Paper presented in the *ANZMAC Australia and New Zealand Marketing Academy Conference*. Perth, WA.

Serafimova, V., Jepsen, D., & Tolentino, L. (2022). Work passion transmission: Literature review and future research. Presented in the *35th ANZAM Conference*. Surfers Paradise.

INTERESTED IN UNDERTAKING A PHD OR LEARNING MORE ABOUT THE HOWRU?

Please contact us at rebecca.mitchell@mq.edu.au – we would love to hear from you!

