

HoWRU Newsletter

WINTER 2021

Welcome to our fifth 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.

INDUSTRY COLLABORATION

RESILIENCE & MENTAL HEALTH AT WORK

The HoWRU team is currently undertaking a major two-phase study investigating the work-related factors contributing to the resilience of coal mining employees. It is hoped that the findings will contribute to understanding of the organisational factors, practices, and strategies, that will promote resilience, and in turn reduce the psychological distress associated with workplace stressors. Congratulations to our research and industry team on this ground-breaking collaboration – putting people’s wellbeing first!



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!

EXCITING RESEARCH COLLABORATION!

HoWRU have embarked on an exciting new research project in collaboration with Professor **Bamini Gopinath** from Macquarie University’s Centre for Ageing, Cognition, and Wellbeing. The Hearing impairment in Adults: a Longitudinal Outcomes Study (HALOS) is a mixed-methods study of adults aged 40+ years who use cochlear implants and/or hearing aids, that aims to assess the cross-sectional and longitudinal impacts of treating hearing loss on health (quality of life, cognition, depression/mood, functional status etc.), relationships, education, and work. Among the many



outcomes that the study will examine, current workplace functioning (e.g. assessing work performance) and job adversity measure based on work-related psychosocial stress; and job strain, insecurity and marketability will also be assessed.

Rebecca Mitchell will be HoWRU’s lead on this project.

NEW EMPLOYMENT PROGRAM FOR YOUNG ABORIGINAL PEOPLE WITH A DISABILITY

Rebecca Mitchell and **Brendan Boyle** (HoWRU affiliate – University of Newcastle) are part of a team that has been successful in securing funding from the Department of Social Services to implement a peer-led, self-employment program for young Aboriginal people with disability.

The Start Up Project involves a partnership between Challenge Community Services and 3 local Aboriginal organisations. The project aims to increase job readiness, employability, self-determination, skill identification, empowerment, networks, and self-efficacy. Start Up Wollotuka will also focus on changing employer attitudes about people with disability in the workplace and encourage local employers to employ young Aboriginal people with disability.

HoWRU MAKES AN IMPACT!

DIVERSITY & INCLUSION

Renowned Researcher Raymond Trau has been busy drawing attention to key issues relating to diversity and inclusion in the workplace in a number of forums over the last few months:



Raymond is our global leader in inclusion and diversity. He recently presented at the Diversity and Inclusion Conference organised by Australia Institute of Human Resource (AHRI). In a panel of four global experts Raymond spoke on the impact of the

COVID-19 crisis on the wellbeing and career trajectory of diverse employees. He continues to lead research and inspire others internationally through his work on wellbeing and workplace experiences of LGBTIQ workers.

STRongerTogether WORKSHOP



HoWRU Research Leader Ralf Wilden supports emerging researchers by sharing his experience and expertise!. He recently appeared as a panellist on a virtual paper development workshop for the prestigious Strategic Management Division of the Academy of Management in late March. His work supports the development of scholars through networking, workshops and research leadership!

CALLING OUR COLLEAGUES IN THE MARKETING DISCIPLINE!

THE 11TH ANNUAL HCF FOUNDATION CALL FOR PROJECTS IS LOOKING FOR RESEARCH INTO APPROACHES THAT EFFECTIVELY AND MEASURABLY ACTIVATE PATIENTS' ENGAGEMENT IN THEIR CHRONIC DISEASE AND ASSOCIATED HEALTH SEEKING BEHAVIOUR.

THE HCF RESEARCH FOUNDATION



When support is unwanted. A world-leading new study by HoWRU professor, **Patrick Garcia**, challenges the view that we all want to work in an organisation that offers us high levels of support. While this may be true for some of us, older works (particularly those past the threshold for retirement) may feel that organisational support imposes undesirable, excessive obligation! These older workers, often of high value to the organisation, may prefer a transactional model that defines and limits obligation. Read more [here](#).

What motivates consumers to engage with health messages on social media?

HoWRU social marketing researcher, **Cynthia Webster** explores the role of social media saving lives and living well. Her most recent study looks at health campaigns relating to alcohol and smoking. Emotional appeal works for everyone but there are differences between women and men in altruistic and monetary incentives. Cynthia's work is international relevant and informs social media campaigns in public health and health promotion! Read more [here](#).



Radical creativity needs a free rein!

Leading HoWRU researcher, **Jun Gu**, has just completed a groundbreaking study looking at how leaders can help employees to develop new and revolutionary ideas that are completely transformational. The upshot is that leaders who want to support radical creativity need to give their employees autonomy, especially employees that are willing to take risks – giving these employees autonomy to make decisions substantially increased their creativity! Read more [here](#).

Why do employees respond differently to negative feedback?

Denise Jepsen's recent research found that has important lessons on how to deliver negative feedback. Supervisors' intentions are critical and so is employee self-worth. Overall, the findings of the study will help guide supervisors and



organisations in how to better deliver negative feedback and avoid its potential adverse effects. [Read More HERE](#).