Welcome to our second 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.

**WORLD-LEADING PSYCHOLOGICAL CONTRACT RESEARCH!**

Sarah Bankins is a HoWRU research leader who explores the role of the psychological contract in organisations, particularly for their employees. Psychological contracts are the informal, unwritten obligations that develop between an organisational employer and employee. When an organisation doesn’t meet these obligations by, for example, increasing workload, employees perceive a contract breach. Sarah is passionate about understanding the consequences of these breaches for employees, particularly how they influence employee health and wellbeing. She also helps organizations deal with change in a way that avoids these destructive consequences. Sarah writes with the world-leading psychological contracts researcher, Professor Yannick Griep – who we recently welcomed as a visiting scholar!

**INNOVATIVE PARTNERSHIP**

The HoWRU has just launched an innovative partnership with the Australian Institute of Mining and Metallurgy. This exciting industry-university partnership will see AusIMM work with an interdisciplinary team of HoWRU researchers on a range of projects focused on health and wellbeing in mining. Our initial explorations into mine worker resilience aims to explore the role of mining organizations in mental health and wellbeing by identifying best practices around Australia. These pockets of excellence will help inform policy and practice guidelines. This important partnership will also deliver educational benefits to AusIMM members as we collaborate on the development of online learning opportunities in leadership and transition management.

Are you interested in undertaking a PhD? HoWRU researchers are working on a range of interesting projects. If you would like to learn more, just contact Rebecca.Mitchell@mq.edu.au – we would love to hear from you!
INTERNATIONAL AWARD!

HoWRU research leader, Patrick Garcia, has been awarded Best Paper at this year’s Academy of Management Meeting! AOM is the leading international society for management scholars and Patrick’s award acknowledges his world-leading research. Patrick pioneering research focuses on the dark side of organizations, including abusive supervision - his insights have been recognised as critically important for wellbeing at work. Patrick will fly to Boston in August to accept this prestigious award – Congratulations Patrick!

TECHNOLOGY, PATIENTS AND CLINICIANS

HoWRU researcher, Vida Siahtiri’s research focuses the nature of technology-mediated encounters. She is exploring exciting possibilities for this research in healthcare, focusing on the primary interface patients and clinicians. Technology is omnipresent in healthcare and yet its impact on the patient-clinician interactions is under-explored. Vida’s important work hopes to reveal how collaborative approaches are most useful in managing the complexity of technology-mediated interactions.

Wellbeing in Hospitality

Rebecca Mitchell, a HoWRU researcher in organisational psychology, wants to draw attention to the pressures that are faced by people working in the hospitality industry. She describes hospitality as the perfect storm – “You have unsociable hours leading to work-family conflict; aggression and bullying; a competitive, perfectionist, fast-paced environment, and access and norms to allow alcohol and drug use,” Professor Mitchell said on ABC’s 7.30 program. We are working to understand what supports are effective in safeguarding mental health and wellbeing in this environment – stay tuned for updates on this important research!

Conflict at work – what do we know?

Leading human resource management researcher, Jane Maley has recently published a fascinating look at conflict at work – what we know and what remains unexplored. Synthesising conflict research over a ten year period, Jane’s insights shine a light on how our understanding of conflict at work has evolved and fruitful avenues for future research. A very interesting read!

Call for Papers: Despite a growing body of work on resilience, there is a notable absence of management research that seeks to advance understanding of the relationships between gender and resilience, and of the role of gender in creating and sustaining resilient individuals and resilient organizations. A special section of Gender, Work and Organization will delve into this fascinating research area. For special section enquiries please contact Layla Branicki (Layla.branicki@mq.edu.au).

Interested in learning more about, or joining, the HoWRU? Please contact Rebecca.Mitchell@mq.edu.au for more information or to join our mailing list.