

Work and Organisational Studies Research Publications 2024

- Yu, K., Wright, C. (2024). Mainstream Parties' Construction of Populist Discourse in Australia's Temporary Migration Policy. *Organization*, Published online: 25 November 2023. [\[More Information\]](#)
- Liu, H., Yu, K., Wright, C. (2024). Precarious Multiculturalism: The Racialized Experience of Asian In/Exclusion in Australia. *American Behavioral Scientist*, Published online: 12 February 2024. [\[More Information\]](#)
- Wright, C., McLaughlin, C. (2024). Short-term fix or remedy for market failure? Immigration policy as a distinct source of skills. *Industrial Relations Journal*, 55(1), 3-19. [\[More Information\]](#)
- Zettna, N., Yam, C., Kunzelmann, A., Forner, V., Dey, S., Askovic, M., Johnson, A., Nguyen, H., Jolly, A., Parker, S. (2024). Crystal clear: How leaders and coworkers together shape role clarity and well-being for employees in social care. *Human Resource Management*, Published online: 22 July 2024. [\[More Information\]](#)
- Gelaw, A., Parker, S., Johnson, A., Nguyen, H., Jolly, A., Forner, V., Deng, C., Collie, A. (2024). Determinants of psychological injury among health and social care workers in community settings: A systematic review. *Work*, 78(1), 3-27. [\[More Information\]](#)
- Nguyen, H., Groth, M., Johnson, A. (2024). How Display Rules Influence Turnover in Healthcare Teams and the Moderating Role of Team Negative Affective Tone. *Journal of Service Research*, Published online: 25 May 2023. [\[More Information\]](#)
- Zettna, N., Nguyen, H., Restubog, S., Schilpzand, P., Johnson, A. (2024). How teams can overcome silence: The roles of humble leadership and team commitment. *Personnel Psychology*, Published online: 25 June 2024. [\[More Information\]](#)
- Forner, V., Holtrop, D., Boezeman, E., Slemp, G., Kotek, M., Kragt, D., Askovic, M., Johnson, A. (2024). Predictors of turnover amongst volunteers: A systematic review and meta-analysis. *Journal of Organizational Behavior*, 45(3), 434-458. [\[More Information\]](#)
- Kunst, H., Nguyen, H., Johnson, A., Mo, S., MacCann, C. (2024). Who cares for those who care? The role of healthcare leaders' regulation of followers' emotions on follower job satisfaction. *Australian Journal of Management*, Published online: 28 November 2023. [\[More Information\]](#)
- Veen, A., Barratt, T., Goods, C., Baird, M. (2024). Accidental flexicurity or workfare? Navigating ride-share work and Australia's welfare system. *Economic and Industrial Democracy*, Published online: 16 September 2023. [\[More Information\]](#)
- Loh, V., Hamilton, M., Baird, M., Zettna, N., Constantin, A., Andrei, D., Petery, G., Parker, S. (2024). Money matters, but what else? Mature worker motives and the importance of gender, age, socioeconomic status and age-inclusive HR practices. *Australian Journal of Management*, Published online: 5 June 2023. [\[More Information\]](#)

- Goods, C., Ellem, B. (2024). An improbable driver of “just transitions”? Union power in the coal heartland of Western Australia’s energy shift. *Energy Research & Social Science*, 117, 103721. [\[More Information\]](#)
- Ellem, B. (2024). Explaining Union Decline: Remaking Power Relations in the Pilbara Iron Ore Industry. *Labour History*, Published online: 22 July 2024. [\[More Information\]](#)
- Ellem, B. (2024). Industrial relations as power, place and time: the case of Queensland coal mining. *Labour and Industry*, Published online: 27 May 2024. [\[More Information\]](#)
- Barratt, T., Sandstrom, J., Ellem, B. (2024). Remaking the socio-spatial fix: Actors, time and crisis in two iron ore towns. *Environment and Planning A: Economy and Space*, Published online: 18 April 2024. [\[More Information\]](#)
- Rudman, A., Ellem, B. (2024). Union purpose and power: Regulating the fissured workplace. *Economic and Industrial Democracy*, Published online: 15 December 2022. [\[More Information\]](#)
- Knox, A., Bohle, P. (2024). Redressing sexual harassment at work: Using pressure, disorganisation and regulatory failure to advance theoretical understanding. *Journal of Industrial Relations*, Published online: 26 April 2024. [\[More Information\]](#)
- Williams, E., McCombs, K., Pillai, R., Lowe, K. (2024). CEO dark triad traits and organization COVID-19 response: the mediating effect of COVID-19 anxiety and moderating effect of follower self-leadership. *Journal of Managerial Psychology*, 39(2), 215-228. [\[More Information\]](#)
- Vega, C., Billsberry, J., Molineux, J., Lowe, K. (2024). The Development of Implicit Leadership Theories During Childhood: A Reconceptualization Through the Lens of Overlapping Waves Theory. *Psychological Review*, Published online: 9 May 2024. [\[More Information\]](#)
- Zhao, J., Hu, K., Tang, J., Tang, L., Wang, C., Shields, J. (2024). Does Playing Video Games Improve Psychological Resilience? The Mediating Roles of In-Game Positive and Negative Affect, Sense of Competence, and Social Connection. *Psychology of Popular Media*, Published online: 24 April 2023. [\[More Information\]](#)
- Wang, C., Shen, L., Shields, J., Huang, Q., Wu, Y., Yin, J., Zhao, J. (2024). The Efficacy of an SFBT-Based Positive Psychology Intervention in Promoting University Students’ Post-Traumatic Growth and Psychological Resilience After the COVID-19 Pandemic: A Quasi-Experiment. *Research on Social Work Practice*. [\[More Information\]](#)
- Pryde, S., Nolan, J., Marshall, S., Kach, A., Boersma, M., McGaughey, F., Bhakoo, V. (2024). Understanding Remedy Under the Australian Modern Slavery Act: From Conceptualisation to Provision of Remedy. *Journal of Modern Slavery*, 9(1), 70-95. [\[More Information\]](#)
- Groutsis, D., Collins, J., Reid, C. (2024). "I’m Not a Refugee Girl, Call Me Bella": Professional Refugee Women, Agency, Recognition, and Emancipation. *Business & Society*, 63(1), 213-241. [\[More Information\]](#)
- Vassilopoulou, J., Kyriakidou, O., Ozbilgin, M., Groutsis, D. (2024). Scientism as illutio in HR algorithms: Towards a framework for algorithmic hygiene for bias

proofing. *Human Resource Management Journal*, Published online: 4 January 2022. [\[More Information\]](#)

- Meliou, E., Lopes, A., Vincent, S., Ozbilgin, M., Groutsis, D., Mahalingam, R., Rouleau, L. (2024). Social Diversity and Precarious Organizations: An Intersectional Feminist Perspective. *Organization Studies*, 45(7), 923-937. [\[More Information\]](#)
- Groutsis, D., Kaabel, A., Wright, C. (2024). Temporary Migrants as Dehumanised 'Other' in the Time of COVID-19: We're All in This Together? *Work, Employment and Society*, Published online: 19 January 2023. [\[More Information\]](#)
- Groutsis, D. (2024). The state of play of ethno-racial representation on boards: A comparative analysis. *European Management Journal*, Published online: 2 September 2023. [\[More Information\]](#)
- Duan, J., Kim, S., Su, Z. (2024). Gender and cross-boundary mobility preferences: the moderating effects of organisational and occupational contexts. *Asia Pacific Journal of Human Resources*, 62(1), e12397. [\[More Information\]](#)
- Lee, J., Kim, S., Noh, S., Jang, S., Lee, S. (2024). Paradoxical organizational culture, authoritarian leadership, and international firm performance: evidence from international firms in China. *Journal of International Management*, 30(1), 101117. [\[More Information\]](#)
- Donald, J., Ciarrochi, J., Guo, J. (2024). Connected or Cutoff? A 4-Year Longitudinal Study of the Links Between Adolescents' Compulsive Internet Use and Social Support. *Personality and Social Psychology Bulletin*, Published online: 9 November 2022. [\[More Information\]](#)
- Chang, D., Donald, J., Whitney, J., Miao, I., Sahdra, B. (2024). Does Mindfulness Improve Intergroup Bias, Internalized Bias, and Anti-Bias Outcomes?: A Meta-Analysis of the Evidence and Agenda for Future Research. *Personality and Social Psychology Bulletin*, Published online: 29 June 2023. [\[More Information\]](#)
- Guo, J., Basarkod, G., Perales, F., Parker, P., Marsh, H., Donald, J., Dicke, T., Sahdra, B., Ciarrochi, J., Hu, X., et al (2024). The Equality Paradox: Gender Equality Intensifies Male Advantages in Adolescent Subjective Well-Being. *Personality and Social Psychology Bulletin*, 50(1), 147-164. [\[More Information\]](#)
- Sullivan, R., Veen, A., Riemer, K. (2024). Furthering engaged algorithmic management research: Surfacing foundational positions through a hermeneutic literature analysis. *Information and Organization*, 34(4), 100528. [\[More Information\]](#)
- Goods, C., Veen, A., Barratt, T., Smith, B. (2024). Power resources for disempowered workers? Re-conceptualizing the power and potential of consumers in app-based food delivery. *Industrial Relations*, Published online: 17 July 2023. [\[More Information\]](#)
- Double, K., MacCann, C., Kunst, H., Pinkus, R. (2024). Regulating others' emotions: An exploratory study of everyday extrinsic emotion regulation in university students. *Personality and Individual Differences*, 226, 112687. [\[More Information\]](#)
- Orsatti, J., Dinale, D. (2024). Livelihoods, work, women and climate change: women's voice in just transition. *Labour and Industry*, 34(1), 27-49. [\[More Information\]](#)

- Zhan, S., Zhang, L., Li, X., Wu, Y. (2024). There's no going back? The influence of prior entrepreneurial experience timing on voluntary turnover in post-entrepreneurship wage employment. *Personnel Psychology*, 77(1), 131-164. [\[More Information\]](#)