

# Singapore Conference on Applied Psychology 2017

SCAP Programme and Abstract Book



Organized by

East Asia Research

Hong Kong Shue Yan University

Singapore University of Technology and Design



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# Programme Book

**29th June 2017**

**Venue: Holiday Inn Singapore Atrium Level 4 (Atrium Ballroom)**

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**REGISTRATION: 09:00 – 09:45**

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**SCAP 2017 WELCOME ADDRESS: 09:45 – 09:55**

Dr. Leung, Man-tak Mike

Department of Counselling and Psychology, Hong Kong Shue Yan University

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**SCAP 2017 PRIZE PRESENTATION: 09:55 – 10:00**

Best Paper, Best Student Paper & Best Poster Award

Presentation

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**KEYNOTE SESSION I: 10:00 – 10:45**

*‘Language and Cognition’*

Dr. Yow Wei Quin, Ph.D

Assistant Professor, Humanities, Arts and Social Sciences, Singapore University of  
Technology and Design (SUTD).

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**COFFEE BREAK: 10:45 – 11:15**

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**KEYNOTE SESSION II: 11:15 – 12:00**

*‘Connecting People to Practice: Social Design as Human Right’*

Dr. Denise Dillon, Ph.D

Head of Academic Group Psychology and Education, James Cook University (JCU)  
Singapore

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**LUNCH: 12:00 – 13:30**

**Buffet Lunch at Atrium Restaurant**

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**SESSION I: 13:30 – 15:10**

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**Room: Seletar 1**

**Session Chair: Ian Haezlewood, Charles Darwin University, Australia**

*Factors that influence the training transfer and maintenance of conflict resolution programs of Healthcare training units: a retrospective study*

Sonya Vandergoot, University of Adelaide, Australia; Aspa Sarris, University of Adelaide, Australia; Neil Kirby, University of Adelaide, Australia

*Navigator attributes impact driver performance and adaptability in a simulated driving task*

Simon Jackson, University of Sydney, Australia; Sabina Kleitman, University of Sydney, Australia; Eugene Aidman, DSTG, Australia

*360-Degree in the West Pacific Rim: Interpreting Self-Other Agreement through Cultural Lens*

Guangrong Dai, Korn Ferry International, USA; Janice Ho, Korn Ferry International, Singapore

*Interaction of Psychological Contract Violation and Emotional Labor: Recovery of Organizational Trust and Satisfaction*

Noriko Okabe, Yokohama National University, Japan

*Parental support to develop entrepreneurial characteristics in teenagers: Views on self and spouse*

Jenny Lukito Setiawan, Universitas Ciputra, Surabaya, Indonesia

**Room: Seletar 2**

**Session Chair: Man-Tak Leung, Hong Kong Shue Yan University, Hong Kong**

*Applying a Hierarchical Model of Personality to Predict Students' Initiation of Volunteering*

Thuy Anh Ngo, Nanyang Technological University, Singapore; Joyce Pang Shu Min, Nanyang Technological University, Singapore

*Social identity change in life transitions of international students*

Nikole Ng, The University of Queensland, Australia; Alex Haslam, The University of Queensland, Australia; Catherine Haslam, The University of Queensland, Australia; Tegan Cruwys, The University of Queensland, Australia

*School Adjustment: The correlation with parental Acceptance-Rejection, Achievement Emotion, Academic Achievement and Self-Esteem among Hong Kong Undergraduates*

Yuen-Man Cheung, Hong Kong Shue Yan University, Hong Kong; Man-Tak Leung, Hong Kong Shue Yan University, Hong Kong

*Ups and Downs as Indonesian College Students: Risk and Protective Factors for Psychological Distress*

Sugiarti Musabiq, Universitas Indonesia, Indonesia; Lavenda Geshica, Universitas Indonesia, Indonesia; Dito Prabowo, Universitas Indonesia, Indonesia; Ade Rachmawati, Universitas Indonesia, Indonesia; Anindita Alkarisya, Universitas Indonesia, Indonesia; Vira Mulyaningrum, Universitas Indonesia, Indonesia

*Cultural competence of Chinese teachers to work with Tongzhi students*

Diana K Kwok, The Education University of Hong Kong, Hong Kong

**Room: Seletar 3**

**Session Chair: Natalia Antonova, National Research University Higher School of Economics, Russia**

*Indian Counsellors Training, Comfort and Interventions with Issues of Sexuality*

Shivangi Gupta, Tata Institute of Social Sciences, India; Aparna Joshi, Tata Institute of Social Sciences, India

*An assessment of the sociocultural evolution among selected Filipino Stay At Home Fathers (SAHFs): Basis for psychosocial sustainable plan*

Jonathan Arante, Australian International School, Philippines

*Visual short-term memory, primary memory and secondary memory search as a memory background of fluid intelligence*

Maciej Taraday, Jagiellonian University, Poland

*“TWO MOMS IN A HOME”: Lived experiences of children with same-sex parents*

Lorita Mendoza, University of the Assumption, Philippines

*Gender Identity and Racial Identity on Moral Reasoning*

Kei Yan Janet Chan, Hong Kong Shue Yan University, Hong Kong; De-Hui Ruth Zhou, Hong Kong Shue Yan University, Hong Kong

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**COFFEE BREAK: 15:10 – 15:30**

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**SESSION II: 15:30 – 17:00**

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**Room: Seletar 1**

**Session Chair: Noriko Okabe, Yokohama National University, Japan**

*The diagnostic criteria of gambling disorder of DSM-5 in Chinese culture: By confirmatory factor analysis (CFA) and item response theory (IRT)*

Wing Yip Chui, The Education University of Hong Kong, Hong Kong; Shu Kam Lee, Hong Kong Shue Yan University, Hong Kong; Yuk Lan Mok, Christian New Hope Fellowship, Hong Kong; Chun Kei Tsang, Hong Kong Shue Yan University, Hong Kong

*Autonomy and self-talk on problem-solving*

Yuen Hung Lam, Hong Kong Shue Yan University, Hong Kong; Dehui Zhou, Hong Kong Shue Yan University, Hong Kong

*Implicit Theories of Interest: Examining the Mindset of Innovative Thinking*

Anandita Sabherwal, Yale-NUS College, India; Adlin Zainal, Yale-NUS College, Singapore; Paul A. O'Keefe, Yale-NUS College, USA

*Rejection and Family Harmony in Chinese Culture*

Sze Wing Chik, Hong Kong Shue Yan University, Hong Kong; Dehui Ruth Zhou, Hong Kong Shue Yan University, Hong Kong

**Room: Seletar 2**

**Session Chair: Eugene Aidman, DSTG, Australia**

*Developing an Intrapreneurship Career Motivation Scale to Enhance the EPL Career Framework*

Bianca Kang, Nanyang Technological University, Singapore; Oleksandr Chernyshenko, Nanyang Technological University, Singapore

*Theoretical components of workplace safety climate and their implications for practice*

Cassandra Heffernan, University of Adelaide, Australia; Julia Harries, University of Adelaide, Australia; Neil Kirby, University of Adelaide, Australia

*Translating into practice the recommendations of a safety climate theory based evaluation of services provided by Disability Support Workers*

Julia Harries, University of Adelaide, Australia; Jerry Ford, Flinders University, Australia; Neil Kirby, University of Adelaide, Australia

*Authentic Leadership as Predictor of Employee Engagement among Salespeople in an Insurance Company*

Merwin Masanque, De La Salle University, Philippines

**Room: Seletar 3**

**Session Chair: Janardhana Navaneetham, National Institute of Mental Health and Neuro Sciences, India**

*Appetite suppressant: Effects of container color.*

Hui-Yi Lo, National Chung Hsing University, Taiwan

*Reflections on the Therapeutic Journey: Uncovering the Layers*

Divya Prasad, Nur Manzil Psychiatric Centre, India; Anjali Gupta, Nur Manzil Psychiatric Centre, India; Shabari Dutta, Nur Manzil Psychiatric Centre, India

*Evaluation of Prevalence and Factors Associated with Psychological Distress and Emotional Burnout among Health Professionals in a Malaysian tertiary hospital*

Lenny Lee, Universiti Sains Malaysia, Malaysia; Balamurugan Tangiisuran, Universiti Sains Malaysia, Malaysia; Nirmala Jagan, Hospital Kuala Lumpur, Malaysia

*Culture and Productivity, The Implementation of Theory Z: Determining the Implications of Flexible Working Hours to Employee Productivity*

Ernest Bacani, De La Salle University, Philippines

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**30th June 2017**

**Venue: Holiday Inn Singapore Atrium Level 3 (Seletar Room)**

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**SESSION III (Poster): 09:30 – 10:30**

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**Room: Seletar 3**

*The Relationship of Mindfulness and Health among Females of College Students*

Chu-Mei Lan, Chang Jung Christian University, Taiwan

*Development of suicide risk scale for medical inpatients (SRSM)*

Sangwon Park, Korea University Guro Hospital, Korea; Moonsoo Lee, Korea University Guro Hospital, Korea; Eunkyong Lee, Korea University Guro Hospital, Korea; Jaejun Song, Korea University Guro Hospital, Korea; Soyoung Park, Korea University Guro Hospital, Korea

*The Influence of Collaborative relationship with School Psychologists on School Counselors Work Stress: Mediating Role of Professional Conflict*

Wan-chen Chen, National ChengChi University, Taiwan; Shouchun Chiang, National ChengChi University, Taiwan

*Dispositional self-control moderates the relationship between anxiety and locus of control*

Ludmila Dementiy, Omsk State University, Russia; Eugene Aidman, University of Sydney, Australia

*Do children inherit their intelligence from their mother? A review from Galton's perspective*

Sneh Laller, Amity University, Gurgaon, India; Hitashi Lomash, Amity University, Gurgaon, India

*Possibilities of art-therapy in increase of professional competences of psychology students.*

Natalia V. Grushko, Omsk State University, Russia

*Students' Interpersonal Relationships over the Course of University Career in Taiwan*

Yii-Nii Lin, National Tsing Hua University, Taiwan

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**COFFEE BREAK: 10:30 – 11:00**

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**SESSION IV (Poster): 11:00 – 12:00**

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**Room: Seletar 3**

*Relating Entrepreneurial, Professional and Leader Profiles to Work-Related Outcomes.*

Bianca Kang, Nanyang Technological University, Singapore; Moon-Ho Ringo Ho, Nanyang Technological University, Singapore

*Impact of Employee Engagement on Customer Experience and Performance*

Janice Ho, Korn Ferry International, Singapore; Shakifur Chowdhury, Korn Ferry International, Singapore; Guangrong Dai, Korn Ferry International, Singapore

*Forward-thinking, helpful workers: The role of boundaryless and protean career attitudes on work behaviours*

Terri Tan Su-May, Nanyang Technological University, Singapore; Ringo Ho Moon-Ho, Nanyang Technological University, Singapore

*Entrepreneurship-Professionalism-Leadership motivations, efficacy and the career preferences of STEM doctoral students and post-docs*

Kim Yin Chan, Nanyang Technological University, Singapore; Marilyn Uy, Nanyang Technological University, Singapore

*The mediating effect of trauma-related appraisals and internalized stigma on trauma severity and post-traumatic stress after an earthquake disaster in South Korea*

Dain Kim, Ewha Womans University, Korea; Hyesun Joo, Ewha Womans University, Korea; Jinsun Kim, Ewha Womans University, Korea; Hyunnie Ahn, Ewha Womans University, Korea

*A study on the relationship between dimension of disasters and psychological symptoms*

Jinsun Kim, Ewha Womans University, Korea; Hyesun Joo, Ewha Womans University, Korea; Dain Kim, Ewha Womans University, Korea; Hyunnie Ahn, Ewha Womans University, Korea

*Differences in managerial role preference and its impact on career progression: East versus West*

Shakifur Rahman Chowdhury, Korn Ferry International, Singapore; Guangrong Dai, Korn Ferry International, USA; Jirong Huang, Korn Ferry International, Singapore

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**LUNCH: 12:00 – 13:30**

**Buffet Lunch at Atrium Restaurant**

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**SESSION V: 13:30 – 15:10**

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**Room: Seletar 1**

**Session Chair: Jonathan Arante, Australian International School, Philippines**

*Music accompaniment as a factor of psychological effectiveness of advertising*

Natalia Antonova, National Research University Higher School of Economics, Russia; Vladislav Gorbov, National Research University Higher School of Economics, Russia

*Trauma Amongst TV News Crews: An exploration of role differences and crew solidarity*

Jasmine MacDonald, Charles Sturt University, Australia; Rachael Fox, Charles Sturt University, Australia

*How Conceptual Metaphors Make Political Iconography: A Focus Group Discussion on the Psychological Aspects*

Vishaka Venkat, National Institute of Technology, Tiruchirappalli, India; Vinod Balakrishnan, National Institute of Technology, Tiruchirappalli, India

*Semantic adaptation and psychometric evaluation of the Attitudes Towards Domestic Violence Scale*

Adriana Banozic, Institute for High Power Computing, Singapore

*Re-Evaluation of the Factor Structure of Motivations of Marathoners Scales (MOMS)*

Ian Heazlewood, Charles Darwin University, Australia; Joe Walsh, Charles Darwin University, Australia; Mike Climstein, The University of Sydney, Australia

**Room: Seletar 2**

**Session Chair: Divya Prasad, Nur Manzil Psychiatric Centre, India**

*Pathos of Grief: The Saga of a Broken Heart*

Jasmeet Singh, Keshav Mahavidyalaya, India; Daisy Sharma, Keshav Mahavidyalaya, India

*Locus of control and sense of happiness: a mediating role of self-esteem*

Ivanna Shubina, American University of the Middle East, Kuwait

*The role of familial encouragement and entrepreneurial climate on entrepreneurial outcomes in adolescents*

Terri Tan Su-May, Nanyang Technological University, Singapore; Ringo Ho Moon-Ho, Nanyang Technological University, Singapore

*Nonstandard work: Entrepreneurship-Professionalism-Leadership (EPL) as a motivational foundation*

Jun Sheng Keh, Nanyang Technological University, Singapore; Ringo Ho Moon-Ho, Nanyang Technological University, Singapore; Kang Yang Trevor Yu, Nanyang Technological University, Singapore

*Fear of Missing Out, Mobile Phone Dependency and Entrapment In Undergraduate Students*

Ananya Upreti, St. Francis College for Women, India; Priyanka Musalay, St. Francis College for Women, India

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**COFFEE BREAK: 15:10 – 15:30**

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**SESSION VI: 15:30 – 17:00**

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**Room: Seletar 1**

**Session Chair: Wing Yip Chui, The Education University of Hong Kong, Hong Kong**

*Psychological Health of Young Children with Cancer*

Uttara Chari, St. John's National Academy of Health Sciences, India; Uma Hirisave, National Institute of Mental Health and Neuro Sciences, India; L Appaji, Memorial Institute of Oncology, India

***SYMPOSIUM: Enable the Vulnerable Approaches for psychosocial care of children and adolescents in difficult circumstances***

Uttara Chari, St. John's National Academy of Health Sciences, India; Uma Hirisave, National Institute of Mental Health and Neuro Sciences, India; N Janardhana, National Institute of Mental Health and Neuro Sciences, India; Kalyani Vishwanatha, Sweden

**Room: Seletar 2**

**Session Chair: Ivanna Shubina, American University of the Middle East, Kuwait**

*A Meta-synthesis on Parenting a Child with Autism*

Khim Lynn Ooi, Monash University Malaysia, Malaysia; Yin Sin Ong, Monash University Malaysia, Malaysia; Sabrina Anne Jacob, Monash University Malaysia, Malaysia; Tahir Mehmood Khan, Monash University Malaysia

*Evaluation of the Dyslexia Association of Singapore's Literacy Programme*

Dr. Wah Pheow Tan, Temasek Polytechnic, Singapore; Lois Lim, Dyslexia Association of Singapore, Singapore; Winston Quek, Dyslexia Association of Singapore, Singapore; Yimei Liu, Dyslexia Association of Singapore, Singapore

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**End of Conference**

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# Abstract Book

**29th June 2017**

**Venue: Holiday Inn Singapore Atrium Level 4 (Atrium Ballroom)**

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**REGISTRATION: 09:00 – 09:45**

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**SCAP 2017 WELCOME ADDRESS: 09:45 – 09:55**

Dr. Leung, Man-tak Mike

Department of Counselling and Psychology, Hong Kong Shue Yan University

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**SCAP 2017 PRIZE PRESENTATION: 09:55 – 10:00**

Best Paper & Best Student Paper Award

Presentation

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**KEYNOTE SESSION I: 10:00 – 10:45**

**Language and Cognition**

**Dr. Yow Wei Quin, Ph.D**

Assistant Professor, Humanities, Arts and Social Sciences, Singapore University of  
Technology and Design (SUTD)

**Abstract**

Research evidence suggests that the ability to speak more than one language confers an advantage in cognition, in particular, executive control. Executive control refers to a set of top-down mental processes such as the ability to inhibit impulses, monitor and update working memory representations and task switching. Executive control skills are critical for many of the skills that are important for success in life, such as mental and physical health, school readiness and success, career achievement, and marital harmony. The evidence for the bilingual advantage in executive control appears to be robust and is seen across the lifespan from young children to the elderly across several executive control tasks. This talk will review the current debate of this bilingual advantage and discuss how cognitive interventions may be designed to tap into this advantage.

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**COFFEE BREAK: 10:45 – 11:15**

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**KEYNOTE SESSION II: 11:15 – 12:00**

**Connecting People to Practice: Social Design as Human Right**

**Dr. Denise Dillon, Ph.D**

Head of Academic Group Psychology and Education, James Cook University (JCU)  
Singapore

**Abstract**

Applied psychology is a science devoted to finding knowledge-based solutions to a range of human problems, with an ultimate goal of understanding the whole person. Scientist-practitioner approaches to training programs for applied psychologists draw largely on three assumptions: 1) that pairing research training with clinical training will enable effective services; 2) that a research database is a vital source from which practitioners can draw; and 3) that researcher engagement in clinical practice will generate socially relevant studies and findings to further develop the research database. The importance of the approach is unquestioned; however, it appears that, through the incorporation of social design practices, we have in front of us a rich opportunity to engage more fully with clients to enhance their experience of therapeutic strategies and some of their everyday living practices. To paraphrase environmental psychologist Robert Sommer, social design involves working with people rather than for them; involving people in the planning and management of their own therapeutic interventions; educating them; developing a sense of responsibility; and generating, compiling, and making available information to help people make fully informed decisions as self-enabling agents.

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**LUNCH: 12:00 – 13:30**

**Buffet Lunch at Atrium Restaurant**

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**SESSION I: 13:30 – 15:10**

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**Room: Seletar 1**

**Session Chair: Ian Haezlewood, Charles Darwin University, Australia**

**Factors that influence the training transfer and maintenance of conflict resolution programs of Healthcare training units: a retrospective study**

**Sonya Vandergoot**

University of Adelaide, Australia

**Aspa Sarris**

University of Adelaide, Australia

**Neil Kirby**

University of Adelaide, Australia

**Abstract**

**Introduction:** Conflict resolution skills are important for all healthcare professionals as conflict and miscommunication can have detrimental effects on decision-making; potentially impacting on patient's care, morbidity and mortality. Hence it is important to up-skill health professionals' conflict resolution skills. However research quotes only 10-15% of training knowledge and skills transfers to the workplace, making training a seemingly poor investment. Added to this is the lack of research into conflict resolution training that occurs in healthcare. The aim of this study was to examine individual, training and organisational factors that affect the transfer and maintenance of knowledge and skills of healthcare-based conflict resolution training to the workplace.

**Method:** Via a retrospective on-line survey, employing a mixed method design with structured and unstructured questions, this study examined factors associated with transfer and maintenance of learning conflict resolution skills of medical officers (N=18) and healthcare professionals (N=46) who undertook relevant training within past three years.

**Results:** Via multivariable linear regression analyses, results showed that 77% of the variance was predicted for training transfer by individual factors (study group, emotional intelligence (EI) and motivation); the factor time since training occurred; and two organisational transfer climate factors (support and goal-setting cues). Regarding transfer maintenance, 42% of the variance was predicted by individual factors (study group, EI and employment status) and two organisational transfer climate factors (social and goal-setting cues). Qualitative results confirmed that organisational factors are perceived as important for transfer and maintenance of learning.

Discussion: Both individual and organisational factors were found to be important in being able to transfer newly learnt conflict resolution skills to the workplace. This has implications for healthcare training and development units in regards to how they implement their training. Incorporating emotional intelligence training with conflict resolution training may assist participants with utilizing new skills in their workplace. Also, organisations must review the support, opportunities and social/goal-setting cues employees encounter on return to work when trying to practise and utilise new skills; which is especially difficult for part-time staff. This research has economic significance to organisations in terms of training and development resources; return-on-investment can be enhanced if organisations review their organisational transfer climate factors that support employees transfer and maintain their conflict resolution skills.

**Navigator attributes impact driver performance and adaptability in a simulated driving task**

**Simon Jackson**

University of Sydney, Australia

**Sabina Kleitman**

University of Sydney, Australia

**Eugene Aidman**

DSTG, Australia

**Abstract**

Introduction. Forming effective teams depends on an understanding of how individuals contribute to team output and influence each other's behaviour and ability to adapt. For example, gains in team performance have been observed when individuals possess similar cognitive characteristics such as task mental models (Lim & Klein, 2006), personality traits, intelligence, metacognitive and executive functions (Schuldt et al., 2015), or use similar language when expressing decisions and subjective certainty (Fusaroli et al., 2012).

Our experiment investigated whether the individual attributes of team members (measured outside of teamwork) can predict team performance and adaptability. We examined the performance of a driver-navigator team in a simulated emergency driving task, and to what extent the team members' individual cognitive attributes influence their collective performance.

Method. Team-based driving simulation task was presented to the participants as a training simulation designed for emergency vehicle operators to practice their skill in urban terrain

under challenging conditions (e.g., during a snow storm). Team members were located in separate rooms and had headsets for voice communication. The driver's task was to cover several laps of dense urban traffic following on-screen arrows for visual direction, while maximising speed and minimizing collisions. No speed limit was imposed. The navigator was to operate an Unmanned Aerial Vehicle (UAV) and to use its video-feeds to provide "forward observer" support to the driver and help them drive faster and safer, e.g., by communicating when it was safe to use an oncoming traffic lane. The scenario contained semi-random, probe events of a traffic-hazard type, such as reduced visibility (fog) or traction (black ice), stationary (a pooled-over car) or moving obstacles (animals on the road, falling lamp post). Analysis. Driving performance was captured by the simulation in the form of completion time, distance travelled, average speed, and collision frequency metrics. Process metrics such as accelerator, brake, and steering-wheel action, were also estimated. Personality, cognitive capacity and executive functioning of both team members were assessed before and after the driving task.

Results. Unexpectedly, the navigator's individual attributes showed consistently stronger associations with the driver's performance than driver's own. In particular, drivers teamed to high neuroticism-scoring navigators began with significantly greater number of collisions ( $r=.84$ ,  $p<.01$ ) but tended to reduce them faster than those teamed with lower neuroticism-scorers. The same dynamics was also related to navigators' working memory and switching capacity, as well as by their driving experience (in years since obtaining driving license). Drivers' initial steering variability related to their navigator' inhibitory control ( $r= -.84$ ;  $p<.01$ ), working memory ( $r=.91$ ,  $p<.01$ ) and metacognitive confidence ( $r=.85$ ,  $p<.01$ ). Driving speed, a proxy for teams' overall task performance, related to navigators' executing self-control: it correlated with incongruent errors on the flanker task ( $r=.84$ ,  $p<.01$ ) and switching cost in the letter-switching task ( $r=-.92$ ,  $p<.01$ ). Driver's own cognitive characteristics did not feature in these predictions.

More importantly, a broad pattern emerged of significant correlations between the navigator attributes and driver performance. Drivers tended to have lower levels of initial performance and more positive trends when they were teamed with navigators who had a stronger preference for accuracy over speed (indicated by slower reaction times on executive/attentional control measures and high scores on personality scales such as conscientiousness). Conversely, drivers tended to have higher levels of initial performance and less positive changes over time when they were teamed with navigators who had stronger

intellectual abilities and higher metacognitive confidence (indicated by performance on abstract reasoning tests, running letter tasks, and metacognitive confidence ratings).

Conclusions. The implication of these preliminary results is that one person's attributes can influence their team performance and adaptation over time. More importantly, these results point to how particular attributes of one individual influence behavioural changes of another. These specific associations, if replicated, can inform future applications optimising team performance. On the other hand, the assessment protocol embedded in our simulation task has produced estimates of individual difference in several important cognitive attributes that are likely to be generalizable. Validating these measures and examining the range of their applicability forms part of our ongoing research program.

### **360-Degree in the West Pacific Rim: Interpreting Self-Other Agreement through Cultural Lens**

**Guangrong Dai**

Korn Ferry International, USA

**Janice Ho**

Korn Ferry International, Singapore

#### **Abstract**

Initially established in western countries, the 360-degree feedback system has been gaining popularity in other international regions. Accompanying this global expansion, there is a greater need to conduct multisource research across and within different cultures. The 360-degree feedback intends to enhance managers' self-awareness. Self-other agreement thus plays a vital role in interpreting the results. The purpose of our research is to use the cultural lens to investigate the pattern of self-other agreement and how the 360-feedback ratings relate to job performance. Data from 662 participants in 10 East and Southeast Asian countries/regions was extracted from a large archival 360-degree competency rating system. We draw on the Hofstede's cultural dimensions to generate hypotheses and interpret the results. Our analyses supported the high power-distance hypotheses in that ratees in superior positions generally underrated, whereas people in subordinate positions tended to overrate the participants. Regarding the relationship between 360-degree and job performance, it was found that (1) subordinates' ratings of almost all the competencies significantly predicted job performance beyond bosses' competency ratings, (2) self-ratings in most cases did not predict job performance, (3) ratings from peers also contributed to the prediction of job performance, (4) some competencies were more predictive of job performance than others. During the

presentation, we will discuss the practical implications, such as what competencies are important for job performance in this region, how to incorporate the cultural nuance when providing feedback and coaching to individuals, and how to use the system in the context of global HR.

### **Interaction of Psychological Contract Violation and Emotional Labor: Recovery of Organizational Trust and Satisfaction**

**Noriko Okabe**

Yokohama National University, Japan

#### **Abstract**

The purpose of this study is investigating the hypotheses that Asian flight attendants' emotional labor aspects mitigate the decreasing propensity of organizational trust and satisfaction in the circumstances where the psychological contract violation (PCV) is perceived. A questionnaire survey was administrated to 413 Asian flight attendants. A 5-point Likert-type scale was employed to assess the aspects of PCV and emotional labor. I randomly distributed approximately 500 questionnaires to uniformed flight attendants at an Asian airport, confidentiality of the data was explained, then asked to complete the questionnaire and return it to the researcher in person by post. As research findings, mean, S.D., Cronbach Alpha, and correlations for variables used in this study are shown. Then multiple hierarchical moderated regression is used to test the hypotheses. Finally, the result shows that some emotional aspects (emotional delivery and surface acting) significantly recover the decreasing propensity of organizational trust and satisfaction in the stressful circumstances where employees perceive PCV because of airline business competition and organizational restructuring.

### **Parental support to develop entrepreneurial characteristics in teenagers: Views on self and spouse**

**Jenny Lukito Setiawan**

Universitas Ciputra, Surabaya, Indonesia

#### **Abstract**

Parental support is very important in developing entrepreneurial characteristics in their children. Parental support is provided by both father and mother. The aim of this study is to investigate the differences on fathers and mothers on their views on self and spouse in supporting the development of entrepreneurial characteristics on their children. The study

was conducted among 40 fathers (34.2%) and 77 mothers (65.8%) with children in the age of junior and senior high school. They lived in Surabaya and surroundings. The average of respondents' marital age was 19.72 years old. The data collection tool was the scale on parental support in developing entrepreneurial characteristics. Results showed that there was a significant difference between views of self and spouse among mothers,  $t(76) = 4.080$ ,  $p < 0.05$ ). Mothers believed that they gave higher support than their spouse in developing entrepreneurial characteristics on their children. In the group of fathers, there was no significant difference between views of self and spouse  $t(39) = 0.477$ ,  $p > 0.05$ . These findings suggest that mothers and fathers have different views on self and spouse. Mothers tend to view herself as more supportive than her spouse. On the other hand, fathers do not see themselves as more supportive or less supportive than her spouse. Detailed findings and further discussions will be explored in the paper.

**Room: Seletar 2**

**Session Chair: Man-Tak Leung, Hong Kong Shue Yan University, Hong Kong**

**Applying a Hierarchical Model of Personality to Predict Students' Initiation of Volunteering**

**Thuy Anh Ngo**

Nanyang Technological University, Singapore

**Joyce Pang Shu Min**

Nanyang Technological University, Singapore

**Abstract**

There is a plethora of societal problems that are better solved by citizen participation than scientific and technological advances (e.g., Boyte, 1991). However, the problem of inaction exists whereby members of society fail to mobilize themselves to respond to pressing social issues. Therefore, research into the personality antecedents of volunteering and motivation to volunteer can offer insights into the active and voluntary participation in social services as well as the problem of inaction (Snyder, 1993). This study aims to establish a hierarchical model of personality that can be used to predict college students' initiation of volunteering. To establish this model, the present research first aims to explore the traits that contribute to predicting volunteer behaviors by reviewing the literature of volunteerism, and then establish their places in the hierarchical model of personality both theoretically and empirically. Secondly, by using an advanced statistical analysis technique called structural equation

modelling, this research will evaluate how well the model can predict the intention to volunteer and actual volunteering. Implications of this research for recruitment and deployment of student volunteers will be discussed.

### **Social identity change in life transitions of international students**

**Nikole Ng**

The University of Queensland, Australia

**Alex Haslam**

The University of Queensland, Australia

**Catherine Haslam**

The University of Queensland, Australia

**Tegan Cruwys**

The University of Queensland, Australia

#### **Abstract**

Life transitions affect us all and each is typically followed by a period of adjustment. They often impact on an individual's psychological well-being, even when the transition is a positive experience. According to social identity and self-categorisation theories, our self-concept is largely determined by the social groups to which we belong and derives from the knowledge of one's membership in social groups coupled with the value and emotional significance attached to those group memberships. To theorize the process of social identity change and group membership, my research draws on the social identity model of identity change (SIMIC) which provides a framework for understanding the role of social identities in life transitions and well-being. SIMIC suggests that belonging to multiple groups prior to experiencing the transition and maintaining those prior group memberships over the course of the transition will tend to be protective against the negative consequences of transitions. Furthermore, forming new group memberships after the transition should mitigate the negative effects of life transitions on well-being. My longitudinal study draws on SIMIC to investigate adjustment trajectories in international students adjusting to life in a new country, in particular, exploring the role group memberships make in this transition and the contribution of social processes to student performance, mental health and well-being outcomes. Participants were asked to complete an online survey at two time points, at the start of their University of Queensland Foundation Programme studies (N=237) and at the end of semester one (N=210). Findings show that maintaining social identities after experiencing life transition has positive impact on international students' academic

performance, mental health and well-being. As predicted, positive group memberships that are maintained act as psychological resources that mitigate against the negative effects of moving overseas to study.

**School Adjustment: The correlation with parental Acceptance-Rejection, Achievement Emotion, Academic Achievement and Self-Esteem among Hong Kong Undergraduates**

**Yuen-Man Cheung**

Hong Kong Shue Yan University, Hong Kong

**Man-Tak Leung**

Hong Kong Shue Yan University, Hong Kong

**Abstract**

The present research was conducted to investigate the correlation between school adjustments, parental acceptance-rejection, achievement emotion, academic achievement, and self-esteem of university students in Hong Kong. The sample of the study consisted of 216 students by convenient sampling from universities in Hong Kong, to participate in completing 6 questionnaires, consisting of the scale of maternal acceptance-rejection and paternal acceptance-rejection, the scale of school adjustment, the scale of achievement emotion, the scale of perceived competence, and the scale of self-esteem. Confirmatory factor analysis and Cronbach's alpha were used to test the validity and evaluate the reliability of the questionnaires respectively. Path analysis and structural equation modeling were used to analyze the data; whereas structural equation modeling was conducted to examine the relationship between school adjustment, achievement emotions, and perceived competence. There were two main findings in this study. First, maternal neglect and paternal rejection predicted significantly school adjustment. Second, school adjustment acted as a predictor on achievement emotion, which achievement emotions influence the perceived competence. This result may be the first study to explore the inter-relationship among these three variables. Therefore, it provides a new theoretical framework for future university students' research. Educators can know more about how the school adjustment in university affects the achievement emotion, and thus the students' perceived competence. This can help them to develop more programs or workshops for university students for the purpose of adjusting to the university.

## **Ups and Downs as Indonesian College Students: Risk and Protective Factors for Psychological Distress**

**Sugiarti Musabiq**

Universitas Indonesia, Indonesia

**Lavenda Geshica**

Universitas Indonesia, Indonesia

**Dito Prabowo**

Universitas Indonesia, Indonesia

**Ade Rachmawati**

Universitas Indonesia, Indonesia

**Anindita Alkarisya**

Universitas Indonesia, Indonesia

**Vira Mulyaningrum**

Universitas Indonesia, Indonesia

### **Abstract**

College students may be viewed as population characterized as vulnerable to psychological distress due pressures from self and society. In order to prevent psychological distress, understanding risk and protective factor for psychological distress is imperative. This study aimed to investigate potential risk and protective factors for psychological distress among Indonesian college students, with quantitative method and correlational design. 1024 students from various colleges in Indonesia completed online and offline self-report questionnaires assessing the variables of interest, such as psychological distress (Hopkins Symptom Checklist-25), family functioning (Family Assessment Device), personality traits (Big Five Inventory-44), optimism (Life Orientation Test-Revised), resilience (Connor-Davidson Resilience Scale), and perceived social support (Social Provisions Scale). The result indicated negative and significant relationship between family functioning (communication and affective involvement dimensions), personality traits (extraversion and conscientiousness), optimism, resilience, perceived social support, and psychological distress. It also indicated positive and significant relationship between neuroticism personality trait and psychological distress. These findings suggested that family functioning (communication and affective involvement dimensions), personality traits (extraversion and conscientiousness), optimism, resilience, and perceived social support can be protective factors for psychological distress, meanwhile neuroticism personality trait can be risk factor for psychological distress.

Implications for psychological distress prevention program in Indonesian college student population are discussed as well as suggestion for the future research.

### **Cultural competence of Chinese teachers to work with Tongzhi students**

**Diana K Kwok**

The Education University of Hong Kong, Hong Kong

#### **Abstract**

**Background:** Based on the concept of sexual prejudice and cultural competent model for training professionals, this study explored teachers' perspectives on their needs for sexual diversity training for Chinese Tongzhi students (Lesbian, gay, bisexual, transgender, questioning, queer, inter-sex, and asexual-LGBTQQIA) in Hong Kong.

**Methodology:** The study adopted phenomenological approach, from the qualitative constructivist paradigm. Semi-structure qualitative interviews were carried out with 25 sexual minority informants on their suggested themes on professional training for teachers, to enhance their cultural competence, including the sexual diversity competence. Data analysis was carried out through NVivo, and followed the procedures spelt out in the qualitative research literature. Inter-rater reliability was calculated. Trustworthiness of the study was addressed through various strategies.

**Results:** Preliminary themes emerged from transcript content analysis: 1) “Our experience of encountering teachers - without awareness and cultural competence”. informants suggested ways of sensitive training for teachers, through diverse and creative strategies; 2) “Our contacts with teachers revealed their narrow perspective on sexuality and sexual diversity”- informants suggested a holistic and comprehensive sexual diversity education for teachers, including contemporary studies on sexual and gender diversity, sexual prejudice, minority stress, with related research studies. Barriers in Hong Kong social cultural context to access sexual diversity knowledge. 3) “They should speak our language” - informants suggested engagement skills with affirmative and culturally sensitive lens; 4) “The training should be mandated and engaging” - informants suggested using diverse strategies to engage teachers to understand their community culture.

Implications for culturally competent training for teachers to address the needs of Tongzhi students were discussed.

*Acknowledgments The project was funded by the Hong Kong Research Grant Council (ECS-28401614), 2015-201*

**Room: Seletar 3**

**Session Chair: Natalia Antonova, National Research University Higher School of Economics,  
Russia**

**Indian Counsellors Training, Comfort and Interventions with Issues of Sexuality**

**Shivangi Gupta**

Tata Institute of Social Sciences, India

**Aparna Joshi**

Tata Institute of Social Sciences, India

**Abstract**

**Background**

Sexuality is a fundamental part of an individual's existence and silence surrounding it creates significant stress for individuals who are faced with mixed messages about it (TARSHI, 2008). This highlights the need for counselling services to be cognizant of sexuality concerns which may be brought in the therapeutic realm. Counsellors' comfort with issues of sexuality may determine their willingness to work on them (Graham & Smith, 1984) and their training on these issues may determine the efficacy of their interventions. The lack of past research necessitates the investigation of counsellors' training, comfort and interventions with issues of sexuality.

**Aims and Objectives**

The present study was undertaken to explore Indian counsellors' training, comfort and interventions with issues of sexuality.

**Methodology**

For the exploratory research study, data was collected by administering self-constructed questionnaire to 31 counsellors from Delhi, NCR with a post-graduate degree in psychology and at least 1 year experience as counsellors. Closed and Open-ended questions were used to understand their comfort and training on sexuality issues. Counsellors were asked to rate 10 case vignettes on diverse sexuality concerns in terms of their comfort using a 5-point likert scale and were asked to provide interventions they would undertake in each scenario.

**Results**

Some counsellors had not received any training throughout their formal education (35.48%) and some received no training even during their work-experience (12.90%). Counsellors demonstrated high levels of comfort with sexuality issues ( $M=41.806$ ,  $SD=6.006$ ). Some of the commonly used interventions ranged from rapport building, information sharing,

normalizing sexuality, affirming diversity, working with families, creating social support systems to suggesting legal strategies. The counsellors varied in their engagement with ethical and legal issues.

#### **Conclusion**

Counsellors may receive limited training, perceive themselves to be comfortable with issues of sexuality, undertake diverse interventions and encounter ethical and legal dilemmas. This study has implications for research, training, practice, and policy-making. It highlighted the need for availability of supervision for sexuality issues and formulation of ethical codes to govern counselling practice. It emphasized need for specialized training on sexuality in training programmes.

### **An assessment of the sociocultural evolution among selected Filipino Stay At Home Fathers (SAHFs): Basis for psychosocial sustainable plan**

**Jonathan Arante**

Australian International School, Philippines

#### **Abstract**

Stay-At-Home Fathers (SAHFs) represent a group taking on an extreme counter-role in society. They offer the opportunity to study cultural acceptance, psychological well-being and communication at important junctures. By understanding SAHFs better, we can also become more aware of issues affecting men's role expansion in general.

The study seeks to add to this area of research by investigating new aspects of the Stay at Home Fathers' experiences. As the title suggests, the researcher further aims to assess the socio-cultural evolution of selected Filipino Stay At Home Fathers (SAHFs) as a basis for psychosocial sustainable plan within the Barangay level. This study was conducted in Bgy. 50, 53, 54, 55 and 56 all comprising Zone 7 of the Sta. Clara District, Pasay City with a total combined 314 households. 40 head of the households were reported belonging to SAHFs registered in 2014 in their respective Zone Manager per Barangay. These 40 head of the households, who were identified as being a SAHF served as the main respondents for this study and answered the questionnaires along with undergoing the one-on-one interview with the researcher. The distributions of the participants are such: 8 SAHFs (Bgy.50), 10 SAHFs (Bgy.53), 8 SAHFs (Bgy.54), 7 SAHFs (Bgy.55), 7 SAHFs (Bgy.56).

The primary breadwinner for those 40 SAHFs is the wife, with whom 15 wives are reported as being factory workers for RC Cola in Pasay City, 10 wives are employed as Street

Sweepers, 10 wives are reported as being Sales Clerks in various food stalls in the local public market and 5 wives are employed as being Part-Time Household Helpers.

**Visual short-term memory, primary memory and secondary memory search as a memory background of fluid intelligence**

**Maciej Taraday**

Jagiellonian University, Poland

**Abstract**

An ability to spot complex relations between symbols and manipulate them is called fluid intelligence (Gf). It is suspected that the source of fluid intelligence is based on memory. Especially working memory (WM), which maintains for a short period in time and processes representations needed to solve problem, seems to be a good candidate for the role of memory background of intelligence. The relation between Gf and WM is the strongest of relations discovered to date within cognitive psychology. Measures of WM correlate strongly with GF. Both measures have common variance which is estimated between 50% (Kane & Hambrick, 2005) to 92% (Colom, Rebollo, Palacios, Juan-Espinosa, & Kyllonen, 2004). In two psychometrical studies (N = 198 and 318) the role of information maintenance in visual short term memory (VSTM) Bays, Catalao & Husain (2009), primary memory (PM) and secondary memory search (SM) for Gf was tested. First study revealed correlations between measures of PM and SM search with Gf, as expected based of bifactorial working memory model (Unsworth & Engle, 2006, 2007). Also, a correlation between precision of maintenance in VSTM and Gf was revealed. Second study confirmed relationship between Gf and precision of maintenance in VSTM. Those are the only known studies which shows importance of information maintenance in VSTM to date.

**“TWO MOMS IN A HOME”: Lived experiences of children with same-sex parents**

**Lorita Mendoza**

University of the Assumption, Philippines

**Abstract**

This qualitative study aimed to provide a comprehensive overview of the experiences of children whose parents are of the same sex. The interview conducted to five (5) children and five (5) family members yielded significant and interesting revelation as to children's lived experiences. The majority of the children view their family as happy family, family headed by responsible parents, and a typical family while the majority of the family members' responses were related to family headed by responsible parents, and non-traditional family categories. In terms of the primary participants' feelings about their current parents, two extreme feelings— positive and negative feelings, were revealed. More so, children believed that they have intimate relationship with both parents and appears that each family member understand one another and the family set-up in general. The majority of the challenges experienced by children for living with same-sex parents were both reported by the children and the family members. Children's major challenges are related to their social life, biological father and his relatives, and about the current parents and the family structure. There are a number of factors why children are satisfied and dissatisfied toward their parents. Factors namely having responsible parents, quality time for the family, and parents' unconditional love and care are related to children's satisfaction about their parents while parents' strict discipline, mother's partner behavior, limited knowledge about a child, and insensitive parents are the main factors why children are dissatisfied with their “two moms”. Two distinct advantages of having same-sex parents were reported by the family members and the children themselves: parent-child mutual understanding, and responsible parents. On the other hand, parents' inability to have children of their own, parents' strict discipline, and stigma from other people are the main disadvantages of living with same-sex parents. Children's learning and realizations are related to their values may it be personal or toward one's family, how they regard individuals like their parents, becoming assertive with one's rights, and not to imitate parents' relationship.

Practitioners in the counseling profession most especially guidance counselors are hoped to derive inputs from this study on identifying areas where same-sex parented families can be better supported particularly the children. Likewise, this could also serve as a benchmark in developing a guidance program intended for children raise by same-sex parents.

## **Gender Identity and Racial Identity on Moral Reasoning**

**Kei Yan Janet Chan**

Hong Kong Shue Yan University, Hong Kong

**De-Hui Ruth Zhou**

Hong Kong Shue Yan University, Hong Kong

### **Abstract**

This study examined how gender identity and racial identity of victims in an event influence moral character and moral reasoning orientations of observers. Hypotheses of this study were: (1) observers would help female victims more than male victims; (2) observers would use care-oriented and justice-oriented moral reasoning in helping female victims; (3) observers helped victims in congruent racial identity more than people with another racial identity; (4) observers would use care-oriented moral reasoning in helping victims with congruent racial identity. A virtual scenario was designed in three between-subject experiments to test these four hypotheses. In total, 96 Hong Kong young adults participated this study. In the virtual scenario, victims portrayed as a male vs a female or a Chinese vs a Pilipino were asked with both care-oriented and justice-oriented questions in a moral dilemma. The gender and the racial of the victim in this scenario were programmed with a software that creates face variation of color and hair styles based on an identical face configuration. The study showed that the gender identity did play a role in moral reasoning. It is statistically significant that observer participants would choose to help female victims. However, the racial identity of the victims did not show an effect on the preference of the moral decision of the observers. In addition, male observers were readier to provide care-oriented help to victims in the virtual scenarios.

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**COFFEE BREAK: 15:10 – 15:30**

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**SESSION II: 15:30 – 17:00**

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**Room: Seletar 1**

**Session Chair: Noriko Okabe, Yokohama National University, Japan**

**The diagnostic criteria of gambling disorder of DSM-5 in Chinese culture: By confirmatory factor analysis (CFA) and item response theory (IRT)**

**Wing Yip Chui**

The Education University of Hong Kong, Hong Kong

**Shu Kam Lee**

Hong Kong Shue Yan University, Hong Kong

**Yuk Lan Mok**

Christian New Hope Fellowship, Hong Kong

**Chun Kei Tsang**

Hong Kong Shue Yan University, Hong Kong

**Abstract**

Problem and pathological gambling are currently known as gambling disorder as listed in the fifth edition of the Diagnostic and Statistical Manual of Mental Disorder. Nevertheless, in China, the development of gambling disorder treatment and research is still at an infant stage. This article will discuss the diagnostic criteria gambling disorder listed in DSM-5 in Chinese context. With confirmatory factor analysis (CFA) and item response theory (IRT), the diagnostic criteria of gambling disorder listed in DSM-5 were found to be a reliable and valid assessment. With differential item function (DIF) analysis, it was found that the diagnostic criteria of gambling disorder listed in DSM-5 could discriminate those who demonstrate gambling disorder. Hence, the criteria could serve as a screening tool differentiating those who have or do not have gambling disorder. The IRT results suggested a procedure of interviewing potential clients with the diagnostic criteria of gambling disorder for screening purpose.

### **Autonomy and self-talk on problem-solving**

**Yuen Hung Lam**

Hong Kong Shue Yan University, Hong Kong

**Dehui Zhou**

Hong Kong Shue Yan University, Hong Kong

#### **Abstract**

This study to investigate how autonomy and different pronominal person self-talk may affect people's performance of well-structured problems.

A total of 111(69 female and 42 male) young adults were randomly assigned to different groups of the 2 (autonomy-supportive vs. Non-autonomy) x3 (I-self talk, You-self talk, Control group) experiment. In this study, we recorded the task accuracy, subjective interest and intention (9 point Likert scale) toward the task switching paradigm.

Statistical results showed that participants turn to be more accurate in the you-self talk group than in the I self-talk group and control group. Inconsistent with previous findings, we also found that non-autonomy group showed statistically significant more interests in doing the task than the autonomy-supportive group. Related updated studies and Chinese culture were used to explore the interesting findings and discuss the implications. The sensitivity to the power and hierarchical order play an important role in explaining the research results.

### **Implicit Theories of Interest: Examining the Mindset of Innovative Thinking**

**Anandita Sabherwal**

Yale-NUS College, India

**Adlin Zainal**

Yale-NUS College, Singapore

**Paul A. O'Keefe**

Yale-NUS College, USA

#### **Abstract**

Students' success in the contemporary educational landscape is often contingent on their ability to effectively integrate information from diverse disciplines. This study explored the relation between people's beliefs about whether their interests are inherent and relatively unchangeable (fixed theory) or developed (growth theory), and their ability to effectively integrate interdisciplinary information. Participants were undergraduates from a Singaporean university (N = 114) whose implicit theory of interest was assessed at an earlier date. In a laboratory setting, they were asked to create new majors by integrating two or more academic

programs from their university. Their open-ended responses were independently coded and inter-rater reliability was high. Results showed that a stronger growth theory was associated with the creation of more effective interdisciplinary majors, and greater elaboration on the details of how the programs were integrated. Our findings have important implications for educational institutions such that a growth theory is related to innovative thinking. By fostering a growth theory of interest, educators and parents alike can help students engage more effectively with diverse information, and see connections among seemingly disparate fields.

### **Rejection and Family Harmony in Chinese Culture**

**Sze Wing Chik**

Hong Kong Shue Yan University, Hong Kong

**Dehui Ruth Zhou**

Hong Kong Shue Yan University, Hong Kong

#### **Abstract**

Studies showed that rejection is a learnt process in daily social communication. It is believed that rejection may bring negative influence in interpersonal relationship. However, Chinese people may sometime use rejection in a functional way to show politeness and respect. The terminology functional rejection is coined to describe this phenomenon. It is interesting to examine how the Chinese pattern of rejection behavior (functional rejection) on relationship. In this study, both the influence of Chinese factual rejection behaviors and functional rejection behaviors were studied in a context family relationship. Altogether 100 young Hong Kong adult participants have participated this study and complete a questionnaire with rejection behavior questionnaire and the Brief Family Relationship Scale (BFRS). The statistical results show that the factual rejection behaviors undermine the family harmony but the functional rejection behaviours has a statistically positive relationship with good family relationship. The regression analysis further showed that functional rejection behaviors that are consistent with the traditional Chinese value filial piety can positively predict cohesion and expressiveness in family harmony.

**Room: Seletar 2**

**Session Chair: Eugene Aidman, DSTG, Australia**

**Developing an Intrapreneurship Career Motivation Scale to Enhance the EPL Career Framework**

**Bianca Kang**

Nanyang Technological University, Singapore

**Oleksandr Chernyshenko**

Nanyang Technological University, Singapore

**Abstract**

Chan et al. (2012) developed measures of Entrepreneurial, Professional and Leadership (EPL) motivations as part of a new framework for conceptualising boundaryless careers. Their EPL measures and research focused on university students who are entering the workforce. The Entrepreneurship Motivation scale was appropriate for the university student population to describe those interested in exploiting business opportunities. However, entrepreneurship – which is usually associated with self-employment – is not necessarily applicable to working adults, especially for those working within traditional organisations or professional bureaucracies. This paper aims to extend the suite of EPL measures by adding an Intrapreneurship Motivation (IMOT) scale, which may be more relevant to these working adults. Using extant literature, we generated nine IMOT items, which were administered to 425 working adults in Singapore. Confirmatory factor analyses and structural equation models demonstrated the distinctiveness of the IMOT scale from the EPL dimensions, and showed its validity in predicting intrapreneurship intent.

## **Theoretical components of workplace safety climate and their implications for practice**

**Cassandra Heffernan**

University of Adelaide, Australia

**Julia Harries**

University of Adelaide, Australia

**Neil Kirby**

University of Adelaide, Australia

### **Abstract**

Workplace safety climate is considered to be the collective view of workplace safety that is influenced by recent safety events. Associations between safety climate and safety performance and accidents have led to various safety climate measures being developed. Management commitment to safety has been widely considered an important theoretical factor in safety climate measurement and research. Less widely researched, and a focus of this study, is whether the influence of co-workers should also be considered as an important theoretical factor in determining safety climate. This study investigated safety climate in terms of its key components affecting work-related safety in two human service organisations. In particular, the research investigated whether employee assessments of co-worker attitudes and behaviours contributed additional explanatory variance to the association with key work-related stress indicators or whether their assessments of management attitudes and behaviours either wholly or primarily determine this association. A sample of 111 employees working in a large entertainment and hospitality organisation completed normed measures of safety climate, psychosocial safety climate (PSC), and burnout. Results were compared to the same measures completed by 228 Disability Support Workers (DSWs) who provide residential care for people with disabilities in community-based houses. Results showed that for both groups safety climate and PSC were significantly correlated to worker burnout. However, multiple regressions showed worker safety attitudes added predictive capacity for burnout above that of management in the disability organisation but not in the large entertainment and hospitality organisation. Findings suggest that both worker and manager safety-related attitudes are important theoretical components of work safety climate but when measured for practical purposes, their relative influence may depend on the structure of the organisation.

**Translating into practice the recommendations of a safety climate theory based evaluation of services provided by Disability Support Workers**

**Julia Harries**

University of Adelaide, Australia

**Jerry Ford**

Flinders University, Australia

**Neil Kirby**

University of Adelaide, Australia

**Abstract**

The psychosocial work safety of Disability Support Workers (DSWs) was evaluated using a measure of work safety climate that measured perceptions of both management and co-worker safety behaviours and attitudes as its two major theoretical components. Based on findings, recommendations were identified to improve the psychosocial work safety for DSWs that focused on primary -- or preventative -- level controls (e.g., transfer of safety information between workers at handover) and secondary -- or damage limitation -- level controls (e.g., provision of wellbeing checks from managers following incidents). This research aimed to translate seven safety recommendations from the initial investigation into practice to improve work safety outcomes. Intervention outcomes varied from organisation-wide implementation to implementation restricted to limited work-sites. Successful implementation was facilitated by wide consensus regarding the safety benefits of each intervention, strong overt management support and the use of designated ‘champions of change’ to guide implemented changes. A two year post-intervention evaluation using the work safety climate measure with 129 DSWs and 20 interviews showed DSWs were significantly less concerned about targeted psychosocial safety hazards, with no differences evident with regard to concerns about physical safety hazards. Although not significant, DSWs also tended to view management safety attitudes and behaviours more favourably. Repeated measures of health and wellbeing showed fewer DSWs experiencing high levels of burnout, more DSWs with physical and mental health scores at or above the norms and fewer at risk of experiencing depression. The post-intervention findings suggest that a measure of work safety climate that includes both manager and worker attitudes as theoretical components can be used with associated management efforts to address workers’ safety concerns and positively impact their safety perceptions and wellbeing.

**Authentic Leadership as Predictor of Employee Engagement among Salespeople in an Insurance Company**

**Merwin Masanque**

De La Salle University, Philippines

**Abstract**

The purpose of the study was to find out if authentic leadership predicts employee engagement. The participants were Financial Specialists, the employed salesforce of a life insurance company. A cross-sectional design was implemented. Questionnaires were given to the participants, namely, the Authentic Leadership Inventory (ALI), and Utrecht Work Engagement Scale (UWES). Linear regression was used to analyze the data. The statistical analysis revealed that authentic leadership predicts employee engagement. This shows that for every increase in the level of authentic leadership, the level of engagement of salespeople towards work also increases. Following the social exchange theory, when leaders show authenticity, employees will reciprocate engagement behaviors to value their relationship. Thus, the research recommends that organizations adopt an authentic leadership approach. The research also suggests to look at other leadership styles to find out which best predicts employee engagement.

**Room: Seletar 3**

**Session Chair: Janardhana Navaneetham, National Institute of Mental Health and Neuro Sciences, India**

**Appetite suppressant: Effects of container color**

**Hui-Yi Lo**

National Chung Hsing University, Taiwan

**Abstract**

The characteristics of ALL YOU CAN EAT restaurants are that customers pay a unit price and they can eat as much of all the available types of food as they can within a certain time. However, customers might take more food than they can actually consume, contributing to food waste.

Objectives: The purposes of this study were to understand: 1) whether container color can restrain an individual's appetite and 2) whether color perception can enhance or weaken an individual's appetite through music tempo.

**Method:** Two lab experiments were used and three different colored containers (i.e., white, red, and blue) were examined. Three hundred and thirty participants were recruited (i.e., 120 in Experiment 1 and 210 in Experiment 2).

**Results:** Participants ate less food when they used a blue plate than when they used a red one. When participants ate a meal under a fast tempo music environment, using a blue plate affected participants' appetites.

**Conclusions:** Our findings suggest that an individual's appetite can be affected by controlling a container's color and the surrounding music tempo. Besides consumption time-control, this study provides those types of restaurants with an alternative solution for reducing waste.

### **Reflections on the Therapeutic Journey: Uncovering the Layers**

**Divya Prasad**

Nur Manzil Psychiatric Centre, India

**Anjali Gupta**

Nur Manzil Psychiatric Centre, India

**Shabari Dutta**

Nur Manzil Psychiatric Centre, India

#### **Abstract**

Personality disorders are present in approximately 9% to 14% of the general population. These behaviors are pervasive and emit distress and agony in a wide variety of life's areas thus taking a call for a well-formulated therapeutic paradigm. Life carrying shades of interpersonal conflicts, impulsivity, heightened emotionality with underlying maladaptive perceptions often act as a medium of distress for not only themselves but significant others as well. This in turn influences the therapeutic sessions with them. The present paper describes in detail the therapists' journey with the patients with personality disorders; as to how their unrealistic demands, expectations, cognitive errors often color the therapeutic relationship. The paper further moves to describe the barrier especially to mention the personality characteristics viz stubbornness, unwillingness to change, unrealistic expectation of instant improvement and difficulty to openness thereby acting as a hindrance further shifting the therapeutic goals. Thus putting an abrupt end to the therapeutic journey. Issues of counter-transference including difficulty in handling manipulative behavior, therapists' own emotional burn-out and inability to handle the covert threats have also been mentioned. Thus taking a cue from the barriers, urgent need is required to formulate practical evidence based therapeutic interventions for such patients keeping in view the cultural settings.

## **Evaluation of Prevalence and Factors Associated with Psychological Distress and Emotional Burnout among Health Professionals in a Malaysian tertiary hospital**

**Lenny Lee**

Universiti Sains Malaysia, Malaysia

**Balamurugan Tangiisuran**

Universiti Sains Malaysia, Malaysia

**Nirmala Jagan**

Hospital Kuala Lumpur, Malaysia

### **Abstract**

**Background:** Healthcare professionals are at high risk for psychological distress and burnout due to extensive workload, extended duty hours, intraprofessional relations and patient conflict. Although there is vast evidence on this issue worldwide, little is known from a local perspective.

**Objective:** To evaluate the prevalence and factors associated with psychological distress and burnout among doctors and pharmacists working in General Hospital of Kuala Lumpur.

**Method:** A cross-sectional survey was conducted among healthcare professionals. Self-administered questionnaire was used to elicit information about socio-demographic and interpersonal work-related characteristic. The psychological distress and emotional burnout were assessed using the validated Malay version of Beck Depression Inventory (BDI), Beck Anxiety Inventory (BAI), Maslach Burnout Inventory Human Service Survey (MBI-HSS), respectively.

**Result:** Of the 369 healthcare professionals approached, only 81.6% agreed to participate and 277 questionnaires were eligible for analysis. The mean age of participants was  $29.7 \pm 3.5$ . The prevalence of probable depression and anxiety were 14.4% (95% CI: 10.0-19.0) and 6.1% (95%CI: 3.0, 9.0) respectively. The prevalence of emotional burnout among the healthcare professionals were 33.6%. Strong association were observed between household income and both depression and emotional burnout ( $p < 0.01$ ). Emotional burnout was higher among those being single [OR=1.87 (95% CI: 1.11-3.13)] ( $p=0.018$ ), lack of physical exercise [OR:2.68 (95% CI:1.26-5.70)] ( $p=0.01$ ) and working long hours [3.61(1.69-7.71)] ( $p < 0.01$ ). About 1 in 4 of the respondents was unsatisfied with patients' behaviour and 57.4% encountered emotional abuse from patients.

Conclusion: Healthcare professionals are presented with psychological distress and emotional burnout due to several modifiable factors. Intervention to reduce the burden is essential to improve professional performance and to provide better patient care.

**Culture and Productivity, The Implementation of Theory Z: Determining the Implications of Flexible Working Hours to Employee Productivity**

**Ernest Bacani**

De La Salle University, Philippines

**Abstract**

The research aims to determine the implications of flexible working hours to employee productivity in relation to the style of Theory Z management. This research used the qualitative method, particularly the participant observation and gathering data through open-ended survey questionnaire. The population determined was Birches Group as the sampling method used was purposive sampling since the research is context specific. Results show that flexible working hours promote employee productivity as well as higher profit for the company. Implementation of Theory Z style of management proves that culture affects very much an organization's productivity.

**30th June 2017**

**Venue: Holiday Inn Singapore Atrium Level 3 (Seletar Room)**

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**SESSION III (Poster): 09:30 – 10:30**

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**Room: Seletar 3**

**The Relationship of Mindfulness and Health among Females of College Students**

**Chu-Mei Lan**

Chang Jung Christian University, Taiwan

**Abstract**

The purpose of this study is to explore the relationship of mindfulness and health among females of college students. By cross-sectional questionnaire survey, data were collected in 2016 from one university in Taiwan. Participants were 184 females, who were invited to complete structural questionnaires. The stepwise regression analysis and structural equation modelling were conducted to examine the relationship of mindfulness and health. The results indicated that mindfulness and health had significant relationship ( $r = .374$ ,  $p < .001$ ), the predictors of health were “act with awareness” and “observe”, and the proportion of variance explanation was 19.9%. The result offered the references of counseling and guidance in college guidance teachers.

## **Development of suicide risk scale for medical inpatients (SRSM)**

**Sangwon Park**

Korea University Guro Hospital, Korea

**Moonsoo Lee**

Korea University Guro Hospital, Korea

**Eunkyoung Lee**

Korea University Guro Hospital, Korea

**Jaejun Song**

Korea University Guro Hospital, Korea

**Soyoung Park**

Korea University Guro Hospital, Korea

### **Abstract**

**Aims :** Inpatient suicide is one of the major issues related with patient safety. Although there are many studies which addressed suicide in psychiatric unit, little is known about suicide in medical setting. This study included the development and validation of the screening tool for assessment of suicide risk which is specialized for medical inpatients.

**Methods :** Preliminary questionnaire of the screening tool were based on the reviews of previous suicide ideation scales, mood scales, and clinical experiences of the psychiatrists and clinical psychologists in Korea. Initially, preliminary questionnaire was consisted of 12 questions. 100 adult inpatients in medical setting were asked to perform the preliminary questionnaire. Explorative factor analysis was used to examine construct validity. Concurrent validity was evaluated by comparison with the Korean version of Beck scale for suicide ideation (BSI), Beck Hopelessness Scale (BHS), and Hospital Anxiety and Depression Scale (HADS).

**Results:** Three questions were removed from the Preliminary questionnaire from the explorative factor analysis and 9 questions were remained to constitute suicide risk scale for medical inpatients (SRSM). An explorative factor analysis showed that the SRSM had 3 factors (emotional status, impulsiveness and perception of illness factor). SRSM was highly reliable in terms of internal consistency (Cronbach's alpha 0.91). Concurrent validity with the BSI, BHS, HADS was statistically significant. Cut-off score of the SRIM was proposed as 12. **Conclusions :** The SRSM was proved to be valid and reliable measure for screening of suicide risk in the medical inpatients.

## **The Influence of Collaborative relationship with School Psychologists on School Counselors Work Stress: Mediating Role of Professional Conflict**

**Wan-chen Chen**

National ChengChi University, Taiwan

**Shouchun Chiang**

National ChengChi University, Taiwan

### **Abstract**

This study explored the association between collaborative relationship and work stress from the perspective of the school counselors who worked with school psychologists in Taiwan, and to examine the mediating role of professional conflict in the association. Participants were 241 school counselors currently working in junior high schools, and had the experiences working with school psychologists. The self-reported measures of collaborative relationship, professional conflict work stress were used in the paper. The results were: (1) Collaborative relationship was negatively influenced professional conflict and work stress. (2) Professional conflict was positively influenced work stress. (3) The relationship between collaborative relationship and work stress was fully mediated by professional conflict, which indicated the professional conflict was the key factor in order to reduce the school counselors' work stress while they were working with school psychologists. Based on these findings, the authors recommend the collaboration should enhance the understanding and communication between school counselors and school psychologists, and also adjust the division of work on school guidance system.

## **Dispositional self-control moderates the relationship between anxiety and locus of control**

**Ludmila Dementiy**

Omsk State University, Russia

**Eugene Aidman**

University of Sydney, Australia

### **Abstract**

The relationship between anxiety and causal attribution style (locus of control) has drawn research attention for its potential to inform the treatment of anxiety-related conditions by targeting the individual's levels of internality – externality. What is less known is how robust this relationship is and what moderating factors can potentially reduce its magnitude. Our study examined the moderating effect of trait self-control on the strength of the anxiety-

internality link. Sixty-five undergraduates from a Russian regional university responded to the culturally appropriate versions of Spielberger's State-Trait Anxiety Inventory, Locus of Control Questionnaire and the Self-Regulation Trait Inventory, measuring persistence and self-mastery. Both internality ( $\beta = .22$ ) and self-control ( $\beta = .18$ ) uniquely predicted anxiety scores, while their interaction term significantly improved the regression model (final  $R^2 = .51$ ) thus confirming the moderation hypothesis. The moderation effect was manifested as a negative relationship between internal locus of control and state anxiety among those with relatively poor self-control, with the same relationship weakening among those with higher levels of self-control.

### **Do children inherit their intelligence from their mother? A review from Galton's perspective**

**Sneh Laller**

Amity University, Gurgaon, India

**Hitashi Lomash**

Amity University, Gurgaon, India

#### **Abstract**

The objective of the study is to inquire research claim that the child inherit intelligence from their mother. Researchers reiterate "mothers genetics determines how clever her children are." Intelligence is the conditioned genes which comes under 'category genes' from mother. According to Robert Lehkre (1997), intelligence of a children depends on the X chromosomes and these chromosomes are twice inherit the intelligence characteristics. Researchers claim that inheritance of intelligence from their mother is up to 40-60% also depending upon the environment, stimulation and personal characteristics. To inquire if the experimental research is supported or questioned by theoretical framework, an endeavour is made to review this research on intelligence which is considered to be one of the primary and the most elaborate research done on families (1,000 eminent men and 415 are illustrious). Great men have prodigious mothers depending upon the natural abilities that their mother have. Illustrious men have gifted abilities which help them to succeed in their life as compared to eminent men who have average abilities are reputed in a particular sphere. Galton's perspective on men inherit training to the blood of their mother would be reviewed so as to understand the importance and implication of this research finding in the field of intelligence.

## **Possibilities of art-therapy in increase of professional competences of psychology students**

**Natalia V. Grushko**

Omsk State University, Russia

### **Abstract**

Necessity of use the modern technologies is connected with change of a paradigm of education, in particular, with emergence of the phenomenon of "clip thinking" at modern generation of youth (generation of Y). «Clip» - (engl.) - film clip. "Clip thinking" - a social and psychological phenomenon, when the person perceives the world not completely and as a number of almost parts which are not connected among themselves, the facts, events.

The art-therapy methods are means of free self-expression and self-knowledge develop creativity, enables the psychologist to develop a more active professional position. The course "Art therapy" for psychologist students of Dostoevsky Omsk State University includes a set of techniques for the work with children and adults. The core part of the course is «Therapy by Creative Self-expression» (M.E.Burno). We consider theoretical and practical aspects of the clinical psychological approach to the therapy by creative use of music, literature, drawing, photograph, etc. Students receive abilities in work with particular methods: therapy by creation of prose and poetry, drawing on petals of roses and others.

In 2011-2016 years the following areas of work were realized: research of dynamics of the intra personal conflict in the therapy by creativity program (64 participants); emotional sphere of the person: possibilities of psycho correction by means of art therapy (30 participants); trainings of development of creative potential of the identity of students (49 participants); etc. Here are more details about the first study: the object of research is the adolescent personality. The subject of the study is the dynamics of intrapersonal conflict, self-esteem and self-confidence in the group of therapy by creativity. The aim of the study is to study the dynamics of parameters of intrapersonal conflict, self-esteem and self-confidence in the process of group therapy by creativity.

The hypothesis: the participation of students in a program built on methods of therapy by art leads to the decrease in the overall parameters of internal conflict and the increase in such parameters as: self-esteem, self-confidence, creativity, self-actualization. Research method: Fantalova E. B. technique. "Diagnostics of the internal conflict"; technique of the personal differential (PD), test of self-confidence of Romek V. G.; technique of diagnostics of self-updating of the identity of A. V. Lazukin in adaptation N.F.Kalin. Participants: the

experimental group- 32 students of the Omsk State Institute of Service, the control group including 32 students of Dostoevsky Omsk State University. Age: from 17 to 24 y.o.

Conclusion. As a result of using the techniques of therapy by creative self-expression, the participants of the group have reduced emotional and internal discomfort which leads to the state of greater harmony, peace of mind. Correlation of results of the experimental and control group revealed significant distinctions at the second stage of diagnostics (distinctions are significant,  $U=387$ ,  $p < 0.05$ ), that in turn confirms positive effect of the art therapy program. In general by results of work within a course the following conclusions were made: the therapy by creativity program promotes decrease in internal tension of participants, leads to decrease of the general parameters of personal disintegration. The use of creative self-expression therapy encourages the development of thinking ability of psychological students and extends the variety of techniques.

### **Students' Interpersonal Relationships over the Course of University Career in Taiwan**

**Yii-Nii Lin**

National Tsing Hua University, Taiwan

#### **Abstract**

The goals of this study are four-folded: (1) to describe essence and types of students' interpersonal relationships; (2) to capture the interactions, processes, outcomes, changes, transformations, and dynamics of students' interpersonal relationships; (3) to reveal the influences of the sociocultural/environmental factors on students' interpersonal relationships; and (4) to grasp the impact of students' interpersonal relationships on their life and development.

Fifty students (20 males and 30 females; aged 20 and 25) from 10 universities were recruited. In-depth interview and phenomenological approach to qualitative research were employed to collect and analyze data. This study revealed student's interpersonal relationships or interactions in a comprehensive, holistic, multi-dimensional, and in-depth manner. Eight themes were emerged from data analysis: (1) importance of interpersonal relationships, (2) connection and extension of small core groups, (3) interaction of real and virtual relationships, (4) gender-related issues of interpersonal relationships, (5) processes and mechanisms of changes in interpersonal relationships, (6) influences of university campus and the community on interpersonal relationships, (7) sociocultural impact on interpersonal relationships, and (8) inspirations of interpersonal relationships.

The results of this study serve as a framework for counseling, education, and student affairs professionals to focus on university students' relationship building, connection, networking, changes and transformations. Freshmen, especially in their first semester of their university career, should work hard to establish new interpersonal relationships and developing small core group(s).

Counseling professionals could conduct surveys with freshmen at the end of their first semester to seek out those who are not able to build interpersonal relationships with peers and help them to fit in at least one small core group. These students need further assistance to enhance interpersonal competence by focusing on their concepts, attitudes and skills in communication, enhance their self-awareness, self-concept, empathy and interpersonal sensitivity. In addition, some students who have long-term barriers and difficulties in developing interpersonal relationships will need individual and/or group counseling interventions to help them cope with interpersonal problems, sharpen communication skills, and develop genuine, trusting and intimate relationships.

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**COFFEE BREAK: 10:30 – 11:00**

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**SESSION IV (Poster): 11:00 – 12:00**

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**Room: Seletar 3**

**Relating Entrepreneurial, Professional and Leader Profiles to Work-Related Outcomes**

**Bianca Kang**

Nanyang Technological University, Singapore

**Moon-Ho Ringo Ho**

Nanyang Technological University, Singapore

**Abstract**

This poster focuses on the relationship between Chan, Ho, Chernyshenko, Bedford, Uy & Gomulya, et al.'s (2012) Entrepreneurship, Professional and Leadership (EPL) framework and workplace cognitions and behaviours. Data was collected from an online survey of 425 working adults in Singapore. An EPL motivation profile was created for each participant based on sample means and standard deviations. The profiles were then analysed in relation

to career satisfaction, idiosyncratic deals, organisational citizenship behaviour, motivation to develop and intrapreneurship motivation. Respondents who had profiles which were more multi-track appeared to be more satisfied with their career, performed more organisational citizenship behaviours, had greater intrapreneurship motivation, expected more developmental opportunities and flexibility from their workplaces, and were more motivated to develop their skills. The implications of these findings will be discussed.

### **Impact of Employee Engagement on Customer Experience and Performance**

**Janice Ho**

Korn Ferry International, Singapore

**Shakifur Chowdhury**

Korn Ferry International, Singapore

**Guangrong Dai**

Korn Ferry International, Singapore

#### **Abstract**

Many organizations today are focused on enhancing levels of employee engagement. In a knowledge-based economy where people are the primary determinant of organizational success, discretionary effort of engaged employees is a vital asset. Thus, this study seeks to examine the drivers of customer experience. Is it true that as long as the organization keeps their employees engaged and enabled, organizations will benefit from customer loyalty, thus leading to higher sales and profit? This applied research, with strong theoretical underpinning, uncovers some of these relationships – the intimate relationship between the management, the employees and their customers.

Proprietary employee engagement data was collected from over 90,000 individuals in a global telecommunications company. A second set of data was collected through a pulse survey, representing customer experience were Brand Consideration and Customer Net Promoter Score. To control for interference of other factors, the customer experience data was collected immediately after the conduct of the employee engagement survey.

Findings from this study unveiled that while employee engagement is necessary, it is not sufficient in creating a positive customer experience. Rather, employee engagement contributes to a positive climate that in turn leads positive customer experience. Employee engagement is found to mediate the relationship between managers and the climate created. Together with other job resources, such as managerial and operational resources, and good development opportunities, employees tend to become more customer centric. This translates

into greater financial performance. The key implication of this study is how organizational processes can directly or indirectly affect customer experience.

**Forward-thinking, helpful workers: The role of boundaryless and protean career attitudes on work behaviours**

**Terri Tan Su-May**

Nanyang Technological University, Singapore

**Ringo Ho Moon-Ho**

Nanyang Technological University, Singapore

**Abstract**

The importance of proactive employees in the workplace has progressively increased in recent decades, with extant research highlighting the numerous benefits of employees engaging in self-initiated behaviours that confer job-related benefits at individual, team, and organizational levels. Accordingly, these behaviours have been found to positively impact areas including job performance and satisfaction, and organizational commitment. At the same time, greater interest has been devoted to the study of boundaryless and protean career attitudes and their impact on areas such as career success, organizational commitment, and proactive personality. This research explored the relationship between boundaryless and protean career attitudes on two self-reported behavioural measures, one benefiting the individual worker (proactive career behaviour) and the other benefiting the individual's co-workers (organizational citizenship behaviour). Results from 425 working adults indicated that a self-directed protean attitude and boundaryless mindset significantly predicted proactive career behaviour. Additionally, a self-directed protean attitude and boundaryless mindset significantly predicted organizational citizenship behaviour in a second sample of 241 working adults, after controlling for gender and work experience. Implications for the local organizational landscape are discussed.

**Entrepreneurship-Professionalism-Leadership motivations, efficacy and the career preferences of STEM doctoral students and post-docs**

**Kim Yin Chan**

Nanyang Technological University, Singapore

**Marilyn Uy**

Nanyang Technological University, Singapore

**Abstract**

Singapore's focus on Innovation will require better understanding of the career preferences and career development for Science, Technology, Engineering and Mathematics (STEM) doctoral-level graduates. We report a survey of the preferences of 310 STEM doctoral students and postdocs for academic teaching versus R&D careers in various settings including university, government, industry and start-up contexts. We observe interesting patterns in how their self-report career preferences may have changed since the start of their doctoral education. Faculty culture also seems related to the student/post-doc's career preferences. Meaningful and interesting relationships are also observed between entrepreneurial, professional and leadership efficacy and motivations with the PhD student/post-doc's career preferences. The findings from this study are discussed in relation to enhancing the career development aspect of STEM doctoral education as part of broader innovation workforce development.

**The mediating effect of trauma-related appraisals and internalized stigma on trauma severity and post-traumatic stress after an earthquake disaster in South Korea**

**Dain Kim**

Ewha Womans University, Korea

**Hyesun Joo**

Ewha Womans University, Korea

**Jinsun Kim**

Ewha Womans University, Korea

**Hyunnie Ahn**

Ewha Womans University, Korea

**Abstract**

**Introduction**

The 2016 Gyeongju earthquake that struck South Korea on September 12 was the strongest earthquake since 1978. Few people were injured but there were no reports of major damage

involving serious physical injury and death. Korea has been considered safe from earthquakes, so the earthquake and aftershocks affected individuals, communities, and government organizations. According to recent studies, trauma severity is related to the PTSD symptoms. To better understand the psychological mechanism about the relation between trauma severity and posttraumatic stress, this study focused on the cognitive model of posttraumatic stress disorder(Ehlers & Clark, 2000) and the stigma theory(Goffman, 1963). Therefore, this study investigated the mediating effect of trauma-related appraisals and internalized stigma as a potential mediating factors on the relation between trauma severity and PTSD in the earthquake disaster's survivors.

#### Methods & Data Analyses

The data from 204 Koreans who had reported experience of the 2016 Gyeongju earthquake was collected using online survey. The participants reported items of their disaster experiences, the adapted internalized Stigma Scale(Ritsher, Otilingam, & Grajales, 2003), Post-traumatic Diagnostic Scale(PDS; Foa, Cashman, & Jacox, 1997), and Post-traumatic Risk Checklist(PRC; Joo & Ahn, 2008). The research model was as a multiple-step multiple mediation model that estimated direct effect of trauma severity on PTSD and indirect effects through appraisals and internalized stigma. To examine the research model, structural equation modeling(SEM) was tested using AMOS 18.0. And mediating effects were conducted using bootstrap procedures .

#### Results & Discussions

The results of the model fit indices showed that the fit indices for the research model were acceptable. Also, mediation effects were significant. Results indicated that it is necessary to consider internalized stigma additionally on trauma-related appraisals. The clinical implications of these findings were that psycho-education is important to disaster survivors should be encouraged to take up psycho-education about posttraumatic symptoms with internalized stigma. Finally, limitations and recommendations for future research were discussed.

## **A study on the relationship between dimension of disasters and psychological symptoms**

**Jinsun Kim**

Ewha Womans University, Korea

**Hyesun Joo**

Ewha Womans University, Korea

**Dain Kim**

Ewha Womans University, Korea

**Hyunnie Ahn**

Ewha Womans University, Korea

### **Abstract**

People who experienced disasters or catastrophic events suffer from various symptoms such as post-traumatic stress, alcohol dependence, depression, anxiety, social maladjustment and etc.,. The purpose of this study was to examine the relationship between dimensions of disasters and psychological symptoms. The types of disaster can affect victim's schema and emotional responses differently. It was investigated whether there were differences between groups which was split into three groups based on dimensions of disasters -natural disasters, man-made disasters and trans-system social ruptures- in PTS, alcohol problems, and general mental health. Also, it was examined whether there were any differences between groups in victim's assumptive world and negative emotional responses.

For this study, 1106 adults were divided into three groups based on sorts of disasters; 1) Natural disasters; 2)Man-made disasters, and 3)trans-system social ruptures. Then differences between groups were searched on PDS scales, CAGE scales and KGHQ-20 scales using ANOVA. There were differences between groups on PTS and alcohol dependence but no differences on general mental health. Group 2 was higher than group 1 in PTS and alcohol dependence using Scheffé's test. To investigate differences on their assumptive world and negative emotional responses, MANOVA was conducted with PRC subscales. It was confirmed that there were differences between groups on assumptive world and negative emotional responses. Participants of group 2 and 3 showed higher mistrust of people than group 1. Group 2 was higher than group 1 and 3 on disbelief of themselves and the world using Dunnett T3 test. Group 2 was highest one, Group 3 was second one, and Group 1 was lowest one in negative emotional responses.

The result of this research would offer intervention strategies for the care who are affected by disasters. It would be helpful to anticipate and prevent symptoms through checking the type of the disasters. People who suffered from Man-made disasters may have more potential to

have PTS or Alcohol dependence than people who experienced natural disasters. Additionally, it would be essential to know that there are differences on their assumptive world and negative emotional responses by dimensions of disasters.

**Differences in managerial role preference and its impact on career progression: East versus West**

**Shakifur Rahman Chowdhury**

Korn Ferry International, Singapore

**Guangrong Dai**

Korn Ferry International, USA

**Jirong Huang**

Korn Ferry International, Singapore

**Abstract**

Prior studies on western organization illustrates that as individuals move up the management ladder and their job size increases, there is a need for them to shift from a more “doer” role to a more supervisory role. This need requires incumbents in a senior managerial position to show preference towards a more generalist role over a specialist role. However, to test if this assumption is universally applicable empirical research is required. The purpose of our research is to use the culture lens to investigate how role preference varies between Asia and the West and its implications on career progression.

Role preference data was extracted from a leadership assessment instrument called Korn Ferry Assessment of Leadership Potential, and is measured using 12 paired items on a 6-point scale, with each end of the scale representing specialist or generalist roles. A sample size of 2,428 respondents from 10 Asian countries (61% junior-manager, 39% senior-manager), and 6,584 respondents from 7 Western countries (40% junior-manager, 60% senior-manager) was used.

Conducting factor analysis on our data revealed role preference data loaded cleanly into three factors, namely: Pragmatism/Perfectionism, Polychronicity/Monochronicity, Single-career/Multi-career propensity. Our analysis highlighted several key findings (1) there was a clear penchant for generalist roles in the West compared to Asia among senior managers, (2) results were inconclusive for junior-managers in both Asia and the West, (3) West also showed a significant shift from specialist roles to generalist roles as management level increased, (4) role preference for increasing management level was inconclusive in Asia.

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**LUNCH: 12:00 – 13:30**

**Buffet Lunch at Atrium Restaurant**

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**SESSION V: 13:30 – 15:10**

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**Room: Seletar 1**

**Session Chair: Jonathan Arante, Australian International School, Philippines**

**Music accompaniment as a factor of psychological effectiveness of advertising**

**Natalia Antonova**

National Research University Higher School of Economics, Russia

**Vladislav Gorbov**

National Research University Higher School of Economics, Russia

**Abstract**

The purpose is to investigate the influence of three components of the musical accompaniment of advertising (dynamic range (DR), loudness, tempo) on its psychological effectiveness. The psychological effectiveness of advertising is understood according to the AIDA model: the effectiveness of attracting attention, the interest caused by advertising, the memorability of both the clip itself and the advertised product, the power of emotions after viewing, and the willingness to purchase the advertised product.

Hypotheses:

- 1) Advertising with musical accompaniment having high dynamic range, is more effective in all components than advertising, which uses music with a low dynamic range.
- 2) The higher the volume of the musical composition is, the higher is the effectiveness of the advertising impact in terms of "attracting attention" and "emotions".
- 3) The higher the tempo of the musical composition is, the higher is the effectiveness of the advertising impact on the indicators "attracting attention", "interest", "emotions."
- 4) Additional hypotheses: the side variables, such as preliminary acquaintance with the musical composition or with the advertising, increase the psychological effectiveness of the advertising.

**Methods:** an inter-group experimental study was conducted. Respondents were shown the advertising, in which the parameters of musical accompaniment were varied: dynamic range, volume level and tempo. To measure the level of the psychological effectiveness of advertising, a questionnaire was elaborated.

**Data analysis:** ANCOVA covariance analysis, Mann-Whitney U test.

**Sample:**

The study involved 296 people aged 17 to 40 years (mean age 19.7 years, standard deviation = 2.9) All subjects were randomly assigned into 12 experimental groups. The number of people in each group varied from 17 to 30 people.

**Results**

1. The hypothesis of the positive impact of the dynamic range of music on the psychological effectiveness of the advertising and its three indicators were partially confirmed: there is an influence of DR on the overall effectiveness of advertising, attention and interest, as well as the desire to purchase advertised goods. The influence of DR on emotions caused by advertising has not been revealed.
  2. The hypothesis of the influence of music's loudness on the effectiveness of advertising was also partially confirmed: there were no influence on attention, but the effect of loudness on the emotions was observed, as well as the combined effect of loudness and dynamic range.
  3. The hypothesis about the influence of the music tempo on the effectiveness of the advertising effect was partially confirmed: the rate only exerts its influence together with other factors (tempo and DR affect the memorability of the goods; all three factors together also affect the memorability of the goods; tempo and loudness affect emotions).
  4. The assumed influence of the side variables (familiar musical composition and familiar advertising) on the indicators of the effectiveness of advertising turned out to be significant.
- Results can be used in the development of promotional products.

## **Trauma Amongst TV News Crews: An exploration of role differences and crew solidarity**

**Jasmine MacDonald**

Charles Sturt University, Australia

**Rachael Fox**

Charles Sturt University, Australia

### **Abstract**

Background: Past research indicates that TV news journalists' ongoing exposure to trauma can result in psychopathology. However, currently we know little about potential differences in trauma exposure between journalistic roles, such as camera-operator and reporter. Similarly, previous research has not considered whether trauma exposure and reactions differ depending on whether news workers are working individually or within a crew. Such knowledge would elucidate what resources and support are necessary, as well as how to best implement these to meet the needs of specific news crewmembers. Aims: The aims of the research were to: 1) explore role differences in trauma exposure amongst camera-operators and reporters, and 2) consider the importance and functional role of relationships amongst crewmembers. Method: In-depth semi-structured interviews were conducted with 21 TV news camera-operators and reporters. Data analysis was conducted according to a systematic and transparent thematic analysis. Results: There are considerable differences in the experiences of trauma exposure between camera-operators and reporters. There is also a range of organisational differences experienced based on one's journalistic role, which serve as potential points of conflict within the crew. However, both camera-operators and reporters emphasise the importance of the relationship amongst crewmembers in times of trauma exposure, as opposed to their own individual experiences. The capacity to work with other crew simultaneously reduces physical and psychological risks and improves the quality of the journalistic product. Conclusions: Crew solidarity functions as a protective factor for news crewmembers exposed to trauma and other work-related stressors, despite potential interpersonal conflicts based on role differences. Through realising the benefits of crew relationships and employing readily available social capital, the workplace can be part of the resilience building process. The findings are used to suggest means by which news organisations can foster crew relationships that are healthy, productive, and that enhance recovery.

## **How Conceptual Metaphors Make Political Iconography: A Focus Group Discussion on the Psychological Aspects**

**Vishaka Venkat**

National Institute of Technology, Tiruchirappalli, India

**Vinod Balakrishnan**

National Institute of Technology, Tiruchirappalli, India

### **Abstract**

Political Cartoons constitute a critical interface of socio-political communication. The cartoonist, who is a principal player in building socio-political iconography, registers a historical moment by constructing a memory of the political system. The cartoon being a mass medium, addresses the public directly, in a recognizably metaphorical language; whereby, iconography merges with social reception. A psychological study of metaphors will enhance an understanding of iconography. A psychological analysis of visual metaphors would enlighten one about the process by which social perception develops and public opinion gets configured. Gustave Le Bon's, 'study of popular mind' holds that in order to influence the imagination of the crowd, one should also be aware of what governs the crowd. A cartoonist who is in the role of a responsible and creative representative of the mass has to communicate through images that influence public opinion when abstract ideas take concrete metaphorical shapes. Metaphors are capable of configuring the quotidian and they also add a new reference to the event. The metaphor as a 'cartoonist's armoury' [Martin Forker's phrase] presents behavioural templates; on the one hand the gestures of the politicians are provided while, on the other, a cycle of thought and action is initiated within the readers; thus an icon is built as well as an opinion is shaped. The conceptual metaphor theory by George Lakoff and Mark Johnson in *Metaphors We Live By* (1980) would supply a frame work to understand how a cartoonist utilizes the metaphors in building iconography and influence the thoughts of the public? How are these metaphors directed? The authors employ focus group discussion (FGD) for a pilot study to analyse the group perception and to study how iconography is affected.

A collection of 20 cartoons on the linguistic issue and state organisation, faced by Mr. Jawahar Lal Nehru as portrayed by Shankar in "Don't Spare Me Shankar" has been chosen for the study. How has Shankar portrayed the dilemma of Nehru? What are the metaphors employed by the cartoonist for the pictorial representation? How are these metaphors received by the group? The psychological investigation through metaphors will initiate a probe into the way a cartoonist thinks and how he affects the group perception and the

process of building iconography. On the whole, the paper will analyse the interaction between the cartoonist and the public through metaphors.

### **Semantic adaptation and psychometric evaluation of the Attitudes Towards Domestic Violence Scale**

**Adriana Banozic**

Institute for High Power Computing, Singapore

#### **Abstract**

Violence against women is increasingly recognized as an important public health problem. It is present in every culture around the globe but its local manifestations are highly dependent on social and cultural norms of the society which permeates it. Therefore, to provide a more robust assessment of the effectiveness of a domestic violence prevention programmes promoted by United Nations Women Committee, Singapore in this specific cultural context, semantic and psychometric validation of Attitudes towards domestic violence (ADV) scale which was conducted as part of the broader prevention programme. As the questionnaire was tested in Singapore with English as an official language, translation and back translation steps were omitted, in the subsequent steps 20 multidisciplinary team members provided their feedback on semantic structure of the items to produce the final version. Acceptable validity of the Singaporean version of ADV was indicated by the high correlations (.81 to .98) of scores on the five subscales and satisfactory internal consistency (Cronbach's coefficient alphas .70 to .85). The ADV Questionnaire proved to be a promising instrument for estimating the effectiveness of domestic abuse prevention programmes.

### **Re-Evaluation of the Factor Structure of Motivations of Marathoners Scales (MOMS)**

**Ian Heazlewood**

Charles Darwin University, Australia

**Joe Walsh**

Charles Darwin University, Australia

**Mike Climstein**

The University of Sydney, Australia

#### **Abstract**

The Motivations of Marathoners Scales (MOMS) was developed by Masters et al., (1993) to assess participant motivation in marathon runners. It contained 56 stem generic items or questions using a 7-point Likert response scale which represented nine first order factors or

motives to participate in marathons using male and female pooled data. The nine first order factors represented four second order factors as follows; general health orientation, weight concern (second order factor physical health motives), affiliation, recognition (second order factor social motives), competition, personal goal achievement (second order factor achievement motives), psychological coping, self-esteem, life meaning (second order factor psychological motives). The psychometric instrument displayed internal consistency, test-retest reliability and factorial validity of scales. The instrument has been applied at international multisport events to evaluate differences in participant motivation in different genders, ages, and different sports. The research aim was to re-evaluate the first and second order factor structure of the MOMS instrument with a different sport cohort of male and female athletes competing at the 2009 World Masters Games (WMG). The study was approved by a university human research ethics committee. Male and female athletes competing at the 2009 World Masters Games volunteered to participate in the research project (male  $n=2522$ ; female  $n=2428$ ). Athletes completed an online survey using the Limesurveytm interactive survey system. Factor analysis was completed via SPSS version 23 using principal component analysis, orthogonal and oblimin rotations. The results using non-constrained first order factor analysis produced eight factors with majority of items loading significantly on factor one. The constrained ( $n=9$ ) first order factor analysis produced a similar result with most items loading on factor 1. Varimax rotations resulted in loadings on other factors but not consistent with the original instrument. Second order factor analysis following a similar approach produced only one significant factor instead of the expected four using the non-constrained approach. When the solution was constrained to four factors, once again, the majority of nine first order factors loaded on factor 1. In conclusion the factor structure identified in the original MOMS instrument was not reproduced with the WMG male and female cohort. Initial solutions for first order factors (explained variance 38%) and second order factors (explained variance 57.8%) the majority of items loaded on a significant factor 1, which explained most of the variance in the correlation matrix. Constraining models to the original nine first order factors and four second order factors slightly improved the solution when mapped with the original instrument factor structure. However based on these results with the WMG cohort suggests one significant underpinning factor that of participant motivation for competition at this level.

**Room: Seletar 2**

**Session Chair: Divya Prasad, Nur Manzil Psychiatric Centre, India**

**Pathos of Grief: The Saga of a Broken Heart**

**Jasmeet Singh**

Keshav Mahavidyalaya, India

**Daisy Sharma**

Keshav Mahavidyalaya, India

**Abstract**

Individuals achieve professional success through various ways, for some it is their hard work and determination that provides them with professional success while for some it is their innate talent which leads them to great heights. But, there are also some who achieve success in their career by simply not working hard for it because for them their work is not a means of earning rewards instead it is simply an outlet for expressing their emotions. The aim of this paper was to study what it is like to experience overt professional success after the dissolution of unmarried romantic relationships. For studying this phenomenon, semi-structured interviews were conducted with two participants selected using purposive sampling. The interviews were analyzed using interpretative phenomenological analysis (IPA) (Smith, 1997). The three superordinate themes which emerged in both the interviews were high need for love and belongingness, voyage of sublimation and perception of success obtained post dissolution. This shows that the achievement in career (after the dissolution of a romantic relationship) as perceived by other is actually reflective of saga of pain a person undergoes.

**Locus of control and sense of happiness: a mediating role of self-esteem**

**Ivanna Shubina**

American University of the Middle East, Kuwait

**Abstract**

Recent interest in positive psychology is reflected in a plenty of studies conducted on its basic constructs (e.g. self-esteem and happiness) in interrelation with personality features, social rules, business and technology development. The purpose of this study is to investigate the mediating role of self-esteem, exploring the relationships between self-esteem and happiness, self-esteem and locus of control (LOC). It hypothesizes that self-esteem may be

interpreted as a predictor of happiness and mediator in locus of control establishment. A plenty of various empirical studies results have been analysed in order to collect data for this theoretical study and some of the analysed results can be considered as arguable or incoherent. However, the majority of results indicate a strong relationship between three considered concepts: self-esteem, happiness, locus of control.

It is recognized that the relationship between self-esteem, happiness, locus of control is complex: internal LOC is contributing to happiness, but it is not directly related to it; self-esteem is a powerful and important psychological factor in mental health and well-being; the feelings of being worthy and empowered are associated with significant achievements and high self-esteem; strong and appropriate self-esteem (when the discrepancy between “ideal” and “real” self is balanced) is correlated with more internal LOC (when the individual tends to believe that personal achievements depend on possessed features, vigor and persistence). Despite the special attention paid to happiness, locus of control and self-esteem, independently, theoretical and empirical equivocations within each literature foreclose many obvious predictions about the nature of their empirical distinction. In terms of theoretical framework, no model has achieved consensus as an ultimate theoretical background for any of the mentioned constructs.

To be able to clarify the relationship between self-esteem, happiness, and locus of control more interdisciplinary studies have to take place in order to get data on heterogeneous samples, provided from various countries, cultures, and social groups.

### **The role of familial encouragement and entrepreneurial climate on entrepreneurial outcomes in adolescents**

**Terri Tan Su-May**

Nanyang Technological University, Singapore

**Ringo Ho Moon-Ho**

Nanyang Technological University, Singapore

#### **Abstract**

Social influence is an important impetus through which individuals derive motivation. In particular, affirmation from family members has been found to be instrumental in propelling one to realize their potential, or take action to achieve various life goals. Drawing on this understanding, the present research examined if familial encouragement and other external influences such as school entrepreneurial climate would predict entrepreneurial outcomes in adolescents. Data from 291 students who responded to an online survey over two time points

indicated that both encouragement from family members and school entrepreneurial climate (e.g. being able to start a business in school) in Time 1 significantly predicted students' entrepreneurial intent and entrepreneurial effort in Time 2. Additionally, familial encouragement was found to significantly predict students' entrepreneurial alertness. Results yielded reinforce the pivotal role of the family in propagating entrepreneurial inclinations among adolescents, and also highlight a potential need for educational institutions to continue providing avenues for entrepreneurial growth.

**Nonstandard work: Entrepreneurship-Professionalism-Leadership (EPL) as a motivational foundation**

**Jun Sheng Keh**

Nanyang Technological University, Singapore

**Ringo Ho Moon-Ho**

Nanyang Technological University, Singapore

**Kang Yang Trevor Yu**

Nanyang Technological University, Singapore

**Abstract**

In this presentation, we explore and develop a new construct: Preferences for nonstandard work (PNSW). Traditional notions of long-term employment with fixed working hours have evolved into various forms of nonstandard work in today's digital age. This construct captures the innate preferences that individual job seekers hold toward these different forms of work. We specifically explore the motivational basis of this construct, first investigating its relationships with job search behavior and choice. We develop a new psychometric measure of this PNSW and validate its properties in an undergraduate job seeker sample.

## **Fear of Missing Out, Mobile Phone Dependency and Entrapment In Undergraduate Students**

**Ananya Upreti,**

St. Francis College for Women, India

**Priyanka Musalay**

St. Francis College for Women, India

### **Abstract**

The phenomenon, known as the fear of missing out (FOMO) is a growing anxiety that others might be having more satisfying and rewarding experiences, from which one is otherwise absent. Experiencing fear of missing out in today's world can often lead to overuse of mobile phones which is possible due to the ease of access of mobile social media applications. This also connects to the intense reliance on mobile phones to coordinate, share, inform, and spend time with friends online, establishing strong obligations to be responsive (Baron, 2008) which may give rise to a feeling of entrapment or a strong compulsion to 'stay-in-touch'. The objective of this study is to observe whether there is a relationship between fear of missing out, mobile phone dependency and entrapment in girls and boys from government and private colleges located in Hyderabad. Purposive sampling technique was used to select a sample of 300 undergraduate students, in the age group of 17-22 years. The present study used the Fear of Missing Out Scale (Przybylski, et al., 2013), the Mobile Phone Dependence Questionnaire (Toda et al., 2004), and the Entrapment Scale (Hall & Baym, 2012). Correlational analysis showed that there are some significant relationships between fear of missing out, mobile phone dependency and entrapment amongst undergraduate students from government and private colleges. Also, the results of the ANOVA found significant differences in mobile phone dependency and entrapment amongst students from government and private colleges. There were also significant differences found in mobile phone dependency with respect to gender. The implications and limitations are discussed.

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**COFFEE BREAK: 15:10 – 15:30**

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**SESSION VI: 15:30 – 17:00**

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**Room: Seletar 1**

**Session Chair: Wing Yip Chui, The Education University of Hong Kong, Hong Kong**

**Psychological Health of Young Children with Cancer**

**Uttara Chari**

St. John's National Academy of Health Sciences, India

**Uma Hirisave**

National Institute of Mental Health and Neuro Sciences, India

**L Appaji**

Memorial Institute of Oncology, India

**Abstract**

The experience of having a medical illness such as cancer can be extremely destabilizing for young children. Apart from having to experience the effects of the illness, children are mandated to undergo abnormal life experiences such a protracted period of hospitalization, painful treatments, and significant physical discomfort. Research on psychological consequences of these experiences is non-committal with variations in findings. This is especially true for young children, where studies are scant.

The current study explored the impact of having cancer on the psychological health of young children. As a case-control study, the sample comprised of 40 children between the ages of 4 through 8 years. The clinic/case group comprised of 20 children diagnosed for the first time with Acute Lymphoblastic Leukemia, and under inpatient treatment for the same. The control group comprised 20 physically and mentally healthy children. The groups were frequency matched on age and gender. Mothers of respective children in both groups were also recruited into the sample. Children were screened for adequate intellectual functioning. Tools used to assess psychological health comprised of self and maternal reports, semi-projective tests, and observations of play behaviors.

Findings revealed clinic group children experienced greater negative affect. Comparison of maternal report across the groups suggested that children with cancer had greater behavioral difficulties. In play, clinic group children were noted to take less initiative, to be withdrawn, and demonstrate traumatic play. Play themes of body damage, destruction, and reconstruction

were exclusive only to the clinic group. There were more conflicted and rigid defenses demonstrated in play of children with cancer. Cognitive aspects of play was comparable across groups.

Cancer appears to impact prominently the emotional realm of children. Cognitive domains comprising thinking patterns appear intact. Findings implicate possible benefits of supportive-expressive interventions in enhancing adjustment for children diagnosed with cancer.

**SYMPOSIUM: Enable the Vulnerable Approaches for psychosocial care of children and adolescents in difficult circumstances**

**Uttara Chari**

St. John's National Academy of Health Sciences, India

**Uma Hirisave**

National Institute of Mental Health and Neuro Sciences, India

**N Janardhana**

National Institute of Mental Health and Neuro Sciences, India

**Kalyani Vishwanatha**

Sweden

**Abstract**

Normative development may itself pose challenges for children and adolescents. Incessant changes in physical, social, and personal domains through childhood and adolescence challenges capacities to cope and adapt successfully. In this background, difficult life circumstances can be derailing, making children and adolescents vulnerable to multitude of mental health problems.

Difficult circumstances are often challenging to professional care givers. The reality of the circumstance precludes the provision of standard and ideal professional assistance. There is a necessity for professionals to also adapt their approaches; while continuing to be theoretically driven to provide the best care in the given circumstance.

This symposium will focus on three difficult circumstances; namely medical illness, economic insufficiency, and institutional care. There is also a developmental progression addressed in this symposium, ranging from pre-school aged children to late adolescence. The experience of having and undergoing treatment for cancer may have immediate and long-term effects on psychological health, especially since improving survival rates make cancer a chronic life-threatening illness. The first speaker presents an account of a play based

psychological intervention among pre-school aged children undergoing inpatient treatment for Acute Lymphoblastic Leukemia. Having been carried out as research endeavor, the symposium covers feasibility and benefits of this intervention in routine practice; combining both researcher experiences and study findings. The second speaker presents findings from a study that examined the efficacy of narrative therapy approach in managing problems faced by pre-adolescent aged children from impoverished socioeconomic backgrounds. Aspects related to translation of the narrative approach into relevant practice, the therapeutic effects and generalization of this intervention into daily lives for these children are discussed. The final speaker presents a psychosocial intervention model for adolescents in state welfare homes. Conflicts with parents over romantic partners and relationships resulted in these adolescents running away from their homes. The speaker presents a holistic approach emphasizing adolescent and parent needs, incorporating community and legal resources, towards facilitating better life outcomes for adolescents and in their relationship with parents.

**Room: Seletar 2**

**Session Chair: Ivanna Shubina, American University of the Middle East, Kuwait**

**A Meta-synthesis on Parenting a Child with Autism**

**Khim Lynn Ooi**

Monash University Malaysia, Malaysia

**Yin Sin Ong**

Monash University Malaysia, Malaysia

**Sabrina Anne Jacob**

Monash University Malaysia, Malaysia

**Tahir Mehmood Khan**

Monash University Malaysia

**Abstract**

**Background:** The lifelong nature of autism in a child has deep implications on parents as they are faced with a range of challenges and emotional consequences in raising the child. The aim of this meta-synthesis was to explore the perspectives of parents in raising a child with autism in the childhood period to gain an insight of the adaptations and beliefs of parents toward autism, their family and social experiences, as well as their perceptions toward health and educational services.

**Methods:** A systematic search of six databases (PubMed, EMBASE, PsychInfo, Cochrane Central Register of Controlled Trials, Cochrane Database of Systematic Reviews, and Database of Abstracts of Reviews of Effects [DARE]) was conducted from inception up to September 30, 2014. Full-text English articles of qualitative studies describing parents' perceptions relating to the care of children younger than 12 years of age and diagnosed with a sole disorder of autism were included.

**Results:** A total of 50 eligible articles were appraised and analyzed, identifying four core themes encompassing all thoughts, emotions, and experiences commonly expressed by parents: 1) The Parent, 2) Impact on the Family, 3) Social Impact, and 4) Health and Educational Services. Findings revealed that parents who have a child with autism experienced multiple challenges in different aspects of care, impacting on parents' stress and adaptation.

Conclusion: Health care provision should be family centered, addressing and supporting the needs of the whole family and not just the affected child, to ensure the family's well-being and quality of life in the face of a diagnosis of autism.

### **Evaluation of the Dyslexia Association of Singapore's Literacy Programme**

**Dr. Wah Pheow Tan**

Temasek Polytechnic, Singapore

**Lois Lim**

Dyslexia Association of Singapore, Singapore

**Winston Quek**

Dyslexia Association of Singapore, Singapore

**Yimei Liu**

Dyslexia Association of Singapore, Singapore

#### **Abstract**

The Dyslexia Association of Singapore (DAS) offers an integrated MOE-Aided DAS literacy programme (abbreviated as MAP) for children with dyslexia. This study was conducted jointly with Temasek Polytechnic to evaluate the efficacy of MAP using a repertoire of literacy tasks that tracked 39 participants, aged 7 to 9 years old, for a year after they enrolled in MAP. The tasks comprised reading, spelling, and writing components. Words for the first 2 components were selected based on a prior pilot study conducted in a primary school, and ranged in difficulty according to the MAP's scope and sequence. Preliminary results indicated that reading scores across ages increased significantly over time, whereas the scores for spelling and writing showed an upward trend that did not reach significance. These findings suggested that MAP was effective in improving reading skills but more time may be required for there to be a noticeable impact on spelling and writing skills. Further analyses on reading scores were made to address the possible effects of developmental change (i.e. improvement due to increasing age). Score increases were significant in the youngest group of participants but not for the other age groups. These indicated that gains in reading, with developmental changes accounted for, were more robust in younger children, which concurred with the notion that early intervention provided better outcomes.

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**End of Conference**

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