

8th Industrial and Organisational Psychology Conference (IOP)

*Meeting the Future:
Promoting Sustainable Organisational Growth*



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Edited by: Peter H. Langford, Nicholas J. Reynolds and James E. Kehoe

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Conference Proceedings of the 8th Industrial and Organisational Psychology Conference

Editors

Dr Peter H. Langford
Dr Nicholas J. Reynolds
Prof. James E. Kehoe

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Letter From The Editors

On behalf of the editors and conference committee I would like to sincerely thank all who were involved in compiling the Proceedings for the 8th Industrial and Organisational Psychology Conference 2009.

This year's conference program was one of the strongest in what is now a long history of high quality conferences organised by the College of Organisational Psychology and the Australian Psychological Society. We received a very large number of submissions for presentations and were only able to offer presentations to less than a third of all submitting authors. The inclusion of papers in the Proceedings was similarly selective, albeit with the luxury of being able to accept a higher proportion of submissions - of the 39 submissions of full papers, 27 have been published in the Proceedings (see the following page for details of the reviewing process).

I would like to formally and publicly thank the following reviewers who played a critical role in evaluating the submitted papers, ensuring the quality and diversity of the papers contained in the Proceedings, and for providing unsuccessful authors with valuable feedback that will hopefully facilitate publication elsewhere.

Joanne Abbey
Elizabeth Allworth
Allan Bull
Judith Chapman
Jo Earl
Barbara Griffin
Beryl Hesketh
Rosalie Holian

Anya Johnson
Dianne Lissner
Louise Parkes
Marian Power
Patricia Quealey
Ben Searle
Mark Wiggins

In addition to the above reviewers, my fellow editors Nick Reynolds and Jim Kehoe were heavily involved in reviewing papers. Nick also played a substantial role in coordinating the reviewing process, and Jim provided consistent direction and support for not only the production of the Proceedings but also for the entire conference in his role as Conference Chair. Thanks also to Melissa Peretz for her help in proofreading these Proceedings.

Thanks for your interest in the Proceedings. I'm certain you'll find value in the papers, and I encourage you to pursue collaborative conversations with the authors.

Yours sincerely,



Dr Peter Langford
Voice Project, Department of Business, Macquarie University

Reviewing Process

The reviewing process followed recommendations by the Australian Psychological Society (APS) that have been applied in previous APS conferences. The review process involved peer review and these Proceedings meet the criteria to attract DEEWR research points.

All conference presenters were invited to submit a full paper for possible inclusion in the Proceedings. Each paper was reviewed by two peers against the following criteria: importance of topic, originality, soundness of scholarship, contribution, clarity, strength of argument, writing style, as well as an overall evaluation. Reviewers for each paper were selected to ensure they did not work for the same organisation as the paper's authors and did not in any other manner create a conflict of interest in reviewing each paper. In addition to providing ratings, reviewers also provided written feedback for all papers. See the reviewing template at the end of these Proceedings.

Reviewers overall ratings showed good consistency, with only four papers having differences in overall ratings of greater than 1 on the 5-point rating scale. Each of the four papers with a discrepancy in scores greater than 1 was reviewed again by one of the editors. All papers receiving an average overall score of 3.5 or higher on the 5-point rating scale were provisionally accepted. All submitting authors, successful and unsuccessful, were sent the reviewers' ratings and written comments, and many were given additional comments by one or more of the editors. Authors of provisionally accepted papers were requested to make modifications in line with the reviewers' and editors' ratings and comments, and then resubmit. The resubmitted papers were reviewed by either Nick Reynolds or Peter Langford to ensure the modifications were appropriate.

All authors of successful papers were required to sign a Copyright Transfer Form granting copyright to the Australian Psychological Society, and giving authors rights regarding subsequent distribution of the article. For details of the copyright, see the Copyright Transfer Form at the end of the Proceedings.

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