

## 03E REFEREED PAPER SUCCESS

### The impact of a Student vs Worker identity on work-study conflict and facilitation in university students

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*Students enrolled at two Australian universities were surveyed about their work and study demands, their control over their job and work schedule, and their levels of work-study conflict and work-study facilitation. While they were completing both university studies and paid employment, their primary identity was either as a student (n = 908) or as a worker (n = 486). Average scores on all measures were significantly different between those whose primary identity was as a student (who works) or a worker (who studies). The demographic variables also showed that those with the student identity worked fewer hours and were considerably younger than those with the worker identity. The four predictor variable significantly predicted work-study conflict and work-study facilitation for both identities. Implications are discussed in terms of the development of their identity.*

#### Biography

Tony Machin is a Professor of Psychology in the School of Psychology and Counselling at USQ and a Fellow of the APS. Tony has 55 refereed publications in occupational health psychology with a focus on the impact of work-related and other factors on individuals' subjective well-being, health, and safety.

Professor Peter Creed's research focuses on the application of goal setting/self-regulation theories to understand how individuals set, adjust, and progress goals, and how they manage goal disruption and implement behaviour change to improve performance and reduce stress. He is particularly interested in career development, both in young people and adults.

Associate Professor Michelle Hood is Deputy Head of the School of Applied Psychology, Griffith University. She has 70 scholarly outputs in the areas of career development, higher education, and early literacy development. She was awarded a 2018 ARC Discovery grant to investigate how students juggle work and study.

Paula Brough is a Professor of Organisational Psychology in the School of Applied Psychology at Griffith University, and Leader of the Occupational Health Psychology Research Lab. Paula's primary research is occupational stress and coping, employee mental health and wellbeing, work engagement, work-life balance, workplace conflict, and the psychosocial work environment.

Professor Andrea Bialocerkowski leads learning and teaching initiatives across the Health Faculty at Griffith University. She has over 100 scholarly outputs in the areas of higher education, allied health, and rehabilitation. She was awarded a 2018 ARC Discovery grant to investigate how students juggle

work and study.

Ms Sonya Winterbotham is a Research Assistant for the Institute of Resilient Regions, University of Southern Queensland, and current PhD candidate in the School of Psychology and Counselling at the University of Southern Queensland.

Lindsay Eastgate is a PhD candidate in the School of Applied Psychology, Griffith University. She has worked on a number of different research projects, employing both quantitative and qualitative research methods. She has scholarly outputs in the areas of employee turnover, work-life balance, and the future of work.