

factor for understanding organisational behavior (Lee, 1971; Ashforth & Mael, 1989). Organisational identification will be even more important after a merger. University mergers have been a hot topic and phenomena in the last two decades in China, yet few empirical studies have studied the merger's impact. In this paper, we look at the antecedents and impact of organisational identification after a university merger. This paper has two studies. In the first study, one university merger was used as the study focus and 119 employees and faculties were surveyed on their organisational identification with the former and new organisations, their organisational commitment, social accounts and satisfaction with the merger. Meanwhile, supervisors were asked to evaluate the performance of those employees and faculties. In study 2, an experimental method was used to see if there were priming effects of identifications with the former and new organisations. The first study showed that: (1) satisfaction with the merger and social accounts were antecedents of organisational identification with the new organisation; (2) the identification with the former organisation significantly influenced the after-merger job performance, while the impact of the identification with the new organisation on job performance was moderated by organisational commitment. The findings of the experiment revealed that the priming effect of the identification with the former organisation was not significant while the identification with the new organisation could be primed. This finding has some implication for how to foster identification with the new organisation after a merger. Social account and satisfaction with the merger are antecedents of post-merger organisational identification. Organisational identifications with the former and new organisation have different mechanisms on the post-merger job performance and the identification with the new organisation could be primed.

Keywords: organisational identification, university merger, post-merger performance, priming effects

The assessment of posttraumatic stress disorder in emergency service workers

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Emergency service workers are routinely exposed to distressing events. As a result, the management of compensation claims related to the development of posttraumatic stress disorder (PTSD) is an important issue for emergency service organisations. The aim of this study was to review the quality of the diagnostic assessment reports prepared by clinicians who had assessed emergency service workers in connection to a PTSD related workers compensation claim. Access was granted to the files relating to a group of Australian emergency service workers who had made PTSD related compensation claims and the assessment reports were evaluated relative to the diagnostic criteria for PTSD in the DSM-IV-TR. Assessments were conducted by psychologists (80%) and psychiatrists (20%). In the majority of cases (81%), the assessor determined that the worker was suffering from PTSD but only one report met the minimum standard in that it showed evidence that all symptoms were (a) assessed (the assessor asked the claimant whether they had experienced the symptom); (b) justified (the report included examples provided by the claimant); and (c) endorsed (the claimant stated that they had experienced the particular symptom). Only one third of assessors' reports addressed the possibility of malingering. This study suggests that the assessment reports fail to meet minimum assessment standards based the DSM-IV-TR. The implications of these findings are discussed in relation to both the welfare of the emergency service workers and their employers' management of compensation claims.

Keywords: post-traumatic stress disorder, emergency workers, malingering, workers compensation, workers welfare

The challenges and successes of psychological service delivery to rural South West Queensland

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General Practitioners and mental health clinicians recognise and acknowledge the expertise of psychologists in the diagnosis and management of the full range of mental health problems. This presentation highlights the challenges of recruiting and retaining sufficient numbers of psychologists by a particular service provider, while also outlining a particularly effective strategy implemented over the past decade. Continuing difficulties are identified with some options suggested as part solutions. Data is presented illustrating the scope of the challenges faced: nature and extent of mental health problems; scale of demand and geographic are covered; comparative research involving other service providers. The organisation has been recruiting and employing qualified and experienced psychologists for South West Queensland region for the past 13 years. The challenge to the organisation to offer effective and continuous services hinges on the difficulties of recruitment and retention of staff in these areas. The practice of sponsoring psychologists from abroad, who meet the standards of the Australian Psychological Society as well as the Queensland Board of Psychology, has proven to be an effective strategy. This has allowed for effective service delivery in this region as described by the community, GPs and consumers in a recent survey. Service delivery remains a challenge due to numerous reasons to be explored. Of particular note is the challenge of managing a situation in which overseas-trained psychologists with a particular cultural orientation are required to serve an ever changing multi-cultural population in the South West Queensland region. A future based exploration of ways to support these psychologists—personally and professionally—whilst delivering an effective service within this multicultural environment is outlined.

Keywords: diagnosis, general practitioners, overseas-trained psychologists, recruiting psychologists, psychological service providers

The childhood neurodevelopmental precursors of schizophrenia: A review of longitudinal high risk studies

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The aim of the present brief oral presentation is to quantitatively review prospective high risk longitudinal studies ascertaining the childhood neurodevelopmental precursors associated with schizophrenia. In addition, the current presentation aims to explore essential research questions such as whether the observed neurological, neuromotor, neurocognitive, social and behavioural deficits present prior or post diagnosis? Do they represent a continuous developmental decay? To what extent these neurodevelopmental deficits are sensitive and specific vulnerability markers for schizophrenia? This presentation evaluates the findings of 18 high risk studies and quantifies the factors that significantly differentiate between high risk and normal control children. Inclusion in the review was determined by several criteria. The results are presented under obstetric, neurological and neuromotor, cognitive, social and behavioural domains. In addition, the identified discriminating variables are presented in accordance with childhood developmental stages and relative to their effect sizes. The strengths and limitations of the studies and measurements are discussed. Additionally, recommendations for further studies are provided to strengthen the research methodology by using standardised neuropsychological measurements in order to acquire results that are true positive (specific to the development of schizophrenia), replicable and statistically significant. The accurate identification of predictive neurodevelopmental precursors of schizophrenia provides valuable insights regarding the developmental pathways of schizophrenia spectrum disorders. Indeed the identification of childhood neurodevelopmental variables may be markers of genetic liability to schizophrenia. In addition, the true positive identification of these endophenotypes is a major advancement in scientific knowledge guiding the development of effective early preventative intervention programs.

Keywords: childhood neurodevelopment, schizophrenia, interventions, development

The condition of Chinese adolescents' parental monitoring and its effect on their social adjustment
