

wellbeing and reducing parent perceptions of child behavioural difficulties.

Keywords: *risk taking, parenting practices, ABCD Parenting Young Adolescent Program, behavioral family intervention, behaviour problems*

A socially-oriented perspective on emotional processing: building on Greenberg's formulation of therapeutic weeping

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Emotional release during the enactment of a corrective interpersonal experience in psychodrama group therapy has been identified as therapeutically helpful for healing painful emotional experience. Greenberg argues that therapeutic weeping is an indicator of allowing emotional pain, and is a transformative process which has general application across therapeutic modalities. This current research investigates the fit between protagonists' experiences in psychodrama and the *allowing and accepting painful emotional experience* model, as operationalised by Foerster and Greenberg (1996). The verification phase of task-analysis method was applied to the psychodrama enactments of nine protagonists (7 female & 2 male, aged 35–60 years). In-session performances were coded using Foerster and Greenberg's (1996) measurement criteria for the four components of their model: articulating maladaptive beliefs, acknowledging secondary bad feeling, allowing emotional pain and accessing needs. In-session performances were charted and these actual performances were compared to Foerster and Greenberg's (1996) hypothesised performance. Resolved (6) and not-resolved (3) cases were compared, using Fisher's exact test (1954). Resolved cases met all Foerster and Greenberg's (1996) criteria and, consistent with their model, only resolved cases met the criteria for therapeutic weeping. However, the sequence of protagonists' actual performances differed from that proposed by Foerster and Greenberg. Furthermore, the emotional release which occurred during the enactment of a corrective interpersonal relationship, which had previously been identified by participants as therapeutically

significant, did not typically meet Foerster and Greenberg's (1996) criteria for therapeutic weeping. These findings offer qualified support for Greenberg's model. However, the variation in the sequence of protagonists' in-session processes suggests that there is an intervening dynamic not described in their model, which facilitates the transition from awareness of secondary bad feelings and maladaptive beliefs, to the process of releasing emotional pain. Possible intervening factors are considered. The findings also support the proposition that the therapeutic agency of emotional release during psychodrama is primarily as a catharsis of integration linked with the experience of a corrective interpersonal relationship, rather than being primarily an indication of allowing emotional pain.

Keywords: *emotional processing, psychodrama group therapy, corrective interpersonal relationship*

A structural model linking commitment to organizational change and change success

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This research examines the linkages between employees' commitment to organizational change and their perceptions of change success and job satisfaction whilst controlling for their tenure in the organization. The organization involved had undergone significant structural reform over a number of consecutive years involving thousands of staff. The nature of the change involved a large number of employees moving into new roles so we expected that job tenure may also influence their perceptions of change success. Using the three-component model of commitment to organizational change, we analyzed the ability of the three commitment to change variables (affective, continuance, and normative) to directly and indirectly explain perceptions of change success in three successive organizational surveys. The data were obtained from a large public sector organization that established as a result of a restructuring and amalgamation of corporate services within a State Government. The number of respondents

varied each year from 2549 in the first year, to 2737 in the second year and 2595 in the third year. A structural model was specified using Amos with three models estimated simultaneously in which all parameters were allowed to vary. The strongest predictor of change success across all three years was job satisfaction followed by affective commitment to change. Continuance commitment to change and normative commitment to change were only very weakly related or not related to change success. Tenure was negatively related to change success at all three times. Job satisfaction partially mediated the link between affective commitment to change and change success. The structural model was reasonably stable across the three years and highlights the important role that job satisfaction plays in the process of implementing large-scale organizational change. Other issues to be considered include the potential moderating role of tenure, job level and gender as these have been proposed as moderators of the way employees respond to and cope with organizational change.

Keywords: *organisational change, commitment, job satisfaction, change success*

A survey of Chinese college students' career planning

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This study tries to reveal characteristics of Chinese college students' career planning, and to find factors affecting their career exploring behaviors. 336 college students attended the survey (male = 130, female = 206; mean age = 20.56), and they were from four grades. College Students' Career Development Inventory was utilized, consisting of four subscales: career action, career exploring, career decision making, career estimation and regulation. Multivariate analysis showed that main effect of grade is significant. Scores of fourth grade on estimation and decision making are higher than that of second and third grade. On career behavior, scores of first grade was higher than other grades. Scores of fourth grade on career exploring is higher than other grades. Students

majored in liberal arts had high scores in career estimation and regulation than majored in natural science. The students who have been trained in career planning had high scores in career behavior. The students who came from rural areas had high scores in career behavior than those from urban area. Those who had working experiences had high scores in career exploring than those having no experiences. It was concluded that: differences of career planning are significant between grades; significant differences of career planning also existed among students who are different in majors, working experiences, and career trained experiences.

Keywords: *college students, career planning, China, career exploration*

A systems approach to analysis of sheep farming accidents

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Farm accidents have major human and financial costs. While much research worldwide has identified numerous risk factors contributing to these accidents, farming work and contexts vary widely. According to systems theory, different combinations of factors are likely to predict different accidental injury outcomes. Thus more detailed understanding of the links between accidents and their specific task and associated system factors would enable development of interventions targeted directly at the relevant risk factors and so less wasteful of resources and more meaningful to farmers, increasing likelihood of safety compliance. This study aimed to identify the specific risk factors for accidents in North Canterbury sheep farming by providing a systematic description of the work, identifying the nature and incidence of accidental injuries, linking these accidents with specific tasks and identifying contributing system factors according to Sanders and Shaw's (1988) Contributing Factors to Accident Causation (CFAC) model. Interviews with experienced farmers informed a hierarchical task analysis of the work. Further interviews with 26 owner-operator sheep farmers then sought information about