

Programme & Abstracts, Monday 22nd

how design influences relationships and effectiveness. Case examples are used to explain the challenges and opportunities in organisational design

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MONDAY

4.00pm

How high and low performing staff seek to influence

Geertshuis S A, Professor of Lifelong Learning, University of Auckland

Cooper-Thomas, University of Auckland Morrison, R, Auckland University of Technology

High and low performing members of staff appear to use tactics differently. This paper presents the results of a survey of over 200 subordinates working in a range of roles in a variety of organisations. Respondents were asked to rate their own performance using a differentiated measure of performance that assessed task proficiency, proactivity and adaptivity and asked to assess the frequency with which they used rational argument, ingratiation and assertive tactics in an effort to influence. At a simplistic level it might be expected that as tactics, which are supposed to be used proactively to bring about change, should be associated more strongly with proactive performance levels than with either proficiency or adaptivity. This expectation was borne out for rational tactic use but not for ingratiation or assertiveness. The results are interpreted as reflecting that different tactics serve different purposes in subordinates' efforts to influence their superiors

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1.00pm Poster Presentations

Poster Board 4

Māori Children and Death: Views of Parents

Juanita Jacob, Māori & Psychology Research Unit

Linda Waimarie Nikora, Māori & Psychology Research Unit

Jane Ritchie, Māori & Psychology Research Unit

Research about Māori children's experiences and perceptions of death and tangi, Māori death rituals, is sparse. What is available tends to be generalised and stems from Western paradigms of knowledge. In contrast, this study explored Māori children's experience relating to death and tangi through the eyes of Māori parents. Through semi-structured interviews, five areas were explored: a) childhood experiences of Māori parents relating to death and tangi, b) parental conceptualisation pertaining to ideas of an afterlife, c) how and when Māori parents talk with children about topics relating to death, tangi and an afterlife, d) how Māori children understand and conceptualise these events,

and e) how these practices will continue on in the future. From this study we learn that death was not hidden from children, that parents talked with their children in very open and age relevant ways, and considered their children's participation in tangi as an important way to grieve and ensure continuity with kinship networks and support. This study suggests that the challenge now is to ensure that these practices continue to persist between parents and their children, and future generations.

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Poster Board 5

Parent and Teacher Knowledge of Head Injuries

Janet Leatham, Professor, School of Psychology, Massey University

Erin McKay, Massey University

This study examined parents and teachers knowledge of aspects of head injury (HI).

This study in two parts, examined the various sources of information and education parents and teachers have access to that could impact on their knowledge of HI. Part two surveyed 64 parents and 64 teachers of young children (<5 years) from the North Shore, Auckland to examine the extent of their personal knowledge of HI, and the sources of their knowledge (e.g. media). Participants were asked about the source of their knowledge of HI (i.e. various types of media, personal experiences etc), and whether they had qualifications that could impact on their knowledge (i.e. first aid training, teacher training qualification) and to complete a questionnaire about aspects of HI - general knowledge, memory, recovery.

Results indicated that there is a wealth of information in the public domain regarding HI. First aid courses provide information that can help immediately following a HI, but are not compulsory for teachers. Various other sources of information such as doctors, PlunketLine and the internet also provide information and advice for the public to access.

The survey revealed that parents and teachers have similar levels of knowledge regarding HI, although on average parents had slightly higher scores than teachers. Those who did not have a first aid certificate had higher average scores than those who did.

Doctors and PlunketLine were the most likely source of information for parents and teachers. The most popular media-specific sources were daily newspapers and television news.

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Poster Board 6

Generosity in Otago Secondary Schools

Jill Hayhurst, PhD student in Social Psychology, University of Otago