

## **CURRICULUM VITAE**

### **ARC LAUREATE FELLOW SHARON K PARKER**

#### **CONTACT DETAILS**

Centre for Transformative Work Design  
Curtin Graduate School of Business,  
78 Murray Street, Perth WA 6000, Australia  
E: [s.parker@curtin.edu.au](mailto:s.parker@curtin.edu.au)

#### **EDUCATION**

- PhD., Occupational Psychology, MRC/ESRC Social & Applied Psychology Unit, University of Sheffield, United Kingdom (1994).
- BSc with First Class Honours in Psychology, University of Western Australia (1988).

#### **ACADEMIC APPOINTMENTS**

2018 – Ongoing	Professor of Organizational Psychology; Director, Centre for Transformative Work Design, Curtin Graduate School of Business, Curtin University, Australia.
2018 – Ongoing	Honorary Professor, University of Western Australia, Australia.
2016 – Ongoing	Kathleen Fitzpatrick Australian Laureate Fellow
2010 – Ongoing	Honorary Professor, University of Sheffield, UK.
2011 – 2015	Australian Research Council Future Fellow
2010 – 2018	Winthrop Professor, Business School, University of Western Australia, Australia.
2006 – 2009	Director, Institute of Work Psychology, University of Sheffield; Professor of Work Psychology, University of Sheffield.
2005 – 2006	Associate Dean (Research), AGSM, The University of New South Wales, Australia.
2004-2006	Professor, AGSM, The University of New South Wales, Australia.
2000 - 2004	Associate Professor, AGSM, The University of New South Wales, Australia.

1999 – 2000	Senior Lecturer, AGSM, The University of New South Wales, Australia.
1994 – 1999	Senior Research Fellow, Institute of Work Psychology, University of Sheffield, UK.
1993 – 1994	Research Scientist, MRC/ESRC Social and Applied Psychology Unit, University of Sheffield, UK.
1989-1991	Research Associate, School of Management/Department of Psychology, Curtin University, Western Australia, Australia.

## RESEARCH FUNDING

2020	<b>\$94,000</b> Parker, S. K., Gilbert, J., & Butcher, S. <u>FIFO Worker Mental Health and Wellbeing Research</u> . Industry grant.
2019	<b>\$1,404,352</b> Jorritsma, K., Griffin, M., Parker, S. K., Wilson, M., Boeing, A., Hosszu, K., Cham, B. <u>Optimising crew endurance and performance: Mitigating transitional work systems design risks for a future maritime platform</u> . The Defence Science and Technology Group of the Department of Defence.  <b>\$11,580</b> Orchard, M., Finnerty, D., Jorritsma, K., Parker, K., & Adams, K. (2019). <u>Thrive at Work Industry Engagement: Assessment findings and recommendations</u> . Perth, Western Australia.
2018	<b>\$18,118</b> Parker, S. K. <u>Evaluation of transition experiences of young people involved in the Fiona Stanley Hospital Transitioning Care Coordination Project</u> . Principal investigator, Department of Health, WA.  <b>\$251,467</b> Parker, S. K. <u>Research and Evaluation Services for the Fly In Fly Out (FIFO) Work Arrangements On Mental Health In The Resources Industry</u> . Principal investigator, Mental Health Commission.  <b>\$22,160</b> Parker, S. K. <u>ACT Government Transition to Activity Based Work</u> . Principal investigator, Public sector workers compensation fund, ACT.
2017-2018	<b>\$HK 636,500</b> Lam, W., Chen, Z., Lee, C., Parker, S. K., Song, L. <u>Triple Pathways Linking Proactive Personality Diversity to Team Effectiveness</u> . Hong Kong Polytechnic University General Research Fund.

- 2017-2018 **\$498,841** Research and Evaluation for the Fly In Fly Out (FIFO) Work Arrangements on Mental Health in the resources industry. Principal investigator, Mental Health Commission.
- 2017-2022 **\$500,000** NHMRC Partnership Centre For Health System Sustainability. The Australian Institute of Health Innovation. With the Department of Health, and others
- 2017-2019 **\$550,000** Thrive @Work Strategy. Government of Western Australia, Mental Health Commission. With K. Jorritsma, and others.
- 2017-2021 **\$416,949** A dynamic and temporal perspective to optimise to team resilience. Defence, Science, and Technology Group, Human Performance Research Network (HPRnet). CIs: Gucciardi, D., Ntoumanis, N., Crane, M., Ducker, K., Peeling, P., **Parker**, S.K, Thøgersen-Ntoumani, C., & Quested, W.
- 2017-2021 **\$1,061,551** Future submariner performance and endurance implications for a crewing concept. Defence Science and Technology Group. CIs: K. Jorritsma, Griffin, M.A., & Parker, S. K.
- 2017-2024 **\$27,250,000** ARC Centre of Excellence in Population Ageing Research (CE170100005). CIs: Piggott (Director); McDonald; Anstey; Keane; **Parker**; Sherris; Baird; Bateman; Clarke; Cumming; McKibbin; Woodland; Fang; Mitchell; Nazroo.
- 2016-2021 **\$5,870,256** Transformative work design for health, skills and agility. ARC Laureate Award (\$2,917,224, ARC, FL160100033) plus matched funding from UWA/ Curtin.
- 2016-2019 **\$ 2,124,065** Advancing knowledge on silence and its impact on errors and safety. ARC Linkage Grant (LP160100505 ) CIs: Nguyen, Johnson, **Parker**, Williamson, Groth & Molesworth. In partnership with Prince of Wales Hospital; Australian Commission on Safety and Quality; and South Eastern Sydney Local Health District.
- 2016-2021 **\$200,000** Kathleen Fitzpatrick Award. \$100,000 from ARC; \$100,000 from UWA.
- 2016-2017 **\$268,240** Success In the Operating Theatre: Multidisciplinary Pre-Operative Briefings For Efficiency, Patient Safety, and Staff Engagement. WA Department of Health, State Health Research Advisory Council (SHRAC), CI's **Parker**, S.K., Rammohan, A., Hamdorf, J., Flemming, A.F.S., Leung, Y., Griffin, M.
- 2015- 2019 **\$334,100** Work design matters: The dynamic interplay of work and person factors. Australian Research Council Discovery Grant,

- DP150103312, CI's **Parker, S.K.**, Dunlop, P.D., Parkes, K.R., Straker, L.M.
- 2014- 2017 **\$340,000** Not-for-profit work sector learning. Australian Research Council Linkage Grant, LP140100245. CI's Flatau, P. R., **Parker, S. K.**, Wenzel, R., Sanders, K., Bednall, T. C., Hems, L. C., Lyden, A.
- 2014-2015 **\$2,500** UWA Vice-Chancellor's Senior Research Awards
- 2013- 2014 **\$97, 0000** "Thanks, but no thanks": Mitigating leaders' negative responses to challenging proactivity. Australian Centre for Leadership. CIs: Liao, J. and **Parker, S. K.**
- 2014 **\$25,300** "Impact of IM4DC activities for university providers", IM4DC Action Research Grant. Griffin, M., **Parker, S.K.**, Wang, Y.L., Andrei, A., Jorritsma, K.
- 2014 **\$51,750** "Evaluation of Impact - A proposal to support the review of IM4DC educational programs". IM4DC Action Research Grant. Griffin, M., **Parker, S.K.**, Wang, Y.L., Andrei, D., Jorritsma, K.
- 2014 **\$51,750** "Tracer Studies: Evaluating longer term impact of IM4DC programs". IM4DC Action Research Grant. Griffin, M., **Parker, S.K.**, Wang, Y.L., Andrei, D. Jorritsma, K.
- 2012-2014 **\$1,000,000** Various externals research funds and applied consulting fees as part of the UWA Accelerated Learning Laboratory (e.g. from BHP Billiton; Wesfarmers; BGC; IM4DC).
- 2013 **\$51,750** "Evaluation of Impact - A proposal to support the review of IM4DC educational programs". IM4DC Action Research Grant. Griffin, M., **Parker, S.K.**, Wang, Y.L., Jorritsma, K. Andrei, D
- 2013-2016 **\$290,000** Wise proactivity: Making the right things happen in the right way. Australian Research Council Discovery Grant. DP130104814. Role: Sole Chief Investigator.
- 2012 **\$29, 568** "Facilitating Accelerated Developing During IM4DC Short Courses". IM4DC Action Research Grant. **Parker, S.K.** & Wang, Y.L.
- 2011-2014 **\$600,000** Establishment of the Australian data archive: an integrated research facility for the social sciences and humanities. Australian Research Council Linkage Infrastructure, Equipment and Facilities (LE110100049). Prof Deborah A Mitchell (CI) & other academics from UWA, ANU, University of Melbourne, UQ, UTS. Role: Co-Investigator.
- 2011-2014 **\$870,032** Building individual and collective proactivity in performance-critical work contexts. Australian Research Council Future Fellowship.
- 2010 **\$240,000** Evaluation of Community Investment Strategy in the Pilbara for major resource company in conjunction with the Centre for Social Impact. Role: Chief Investigator.

- \$480,000** Accelerated Learning Laboratory funding from the University of Western Australia Vice Chancellor's Fund (\$240,000; the UWA Psychology Department (\$120,000), and the UWA Business School Future Fund (\$120,000). Role: Co-Chief Investigator.
- 2008 **£45,000** Partner investigator in project led by Dr Carol Borrill on Work Stress in Sheffield Teaching Hospitals. Role: Co-Investigator.
- £10,500** from E.ON Retail for project on proactive work behaviour. Role: lead consultant.
- £10,000** from Creative Sheffield for recruitment project: Role: lead consultant.
- 2007- 2011 **AUS\$212,000** Partner- investigator on ARC Linkage Grant with Dr Markus Groth (Chief Investigator), Dr S. McCarthy, and Ms A. Thornton. Promoting well-being and performance of health-care professionals. Industry Partner: Prince of Wales Hospital.
- 2003-2006 **AUS\$240,000** Co- investigator with Prof MA Griffin (CI), Dr A Rafferty, Prof John Cordery, and Prof Phyllis Tharenou on project funded by the Office of Employment Advocate. Individual work place agreements. (DP0346405).
- 2003-2006 **AUS\$214,000.00** Chief and sole investigator on Discovery Project Grant. Motivating employee proactivity by redesigning the work context (DP0346405).
- 2003-2006 **AUS\$255,000.00** Chief Investigator on Linkage Grant with Dr MA Griffin, Dr CM Mason and Dr J Barling. Unraveling Leadership Development: Evaluating outcomes, contrasting interventions, and exploring processes (LP0347788) Industry Partner(s): Queensland Health Pathology and Scientific Services; Department of Industrial Relations
- 1999-2002 **AUS\$150,000.00** Associate investigator on SPIRIT project with Dr MA Griffin & NL Jimmieson (Chief Investigators, Qld Univ. of Technology) and Dr PM Hart and Dr A Neal. Understanding organisational health: Aligning employee well-being and work group effectiveness (C10024003). Industry Partner: Main Roads, Qld Office of Public Service
- 1998-2001 **£90,000** Self-management teams and employee safety: Joint funding from UK Health & Safety Executive Offshore Division and BP Oil, Scotland. Chief Investigator.
- 1999-2001 **£63,000** Minimising the psychosocial risks of team working and new ways of working: UK Health and Safety Executive. Chief Investigator
- 1998-2000 **£48,000** Interventions to reduce stress at work: Conversion of research studies into practitioner case studies. UK Health and Safety Executive. Chief Investigator.

1994-2001	<b>£100,000</b> Co-funding (direct) from industrial partners.
1994-1997	<b>£240,000</b> <u>Organizational interventions to reduce the impact of poor work design</u> . 3 year project. Health and Safety Executive. Chief Investigator.

## AWARDS

- John Curtin Distinguished Professor 2020. Awarded for exceptional research skills and scholarly achievements, recognizing a prior significant record of public service, as well as national and international renown. The title of John Curtin Distinguished Professor (JCDP) is the highest honour Curtin awards its academic staff. It recognises the sustained contributions of researchers to Curtin and to the wider community.
- Web of Science Highly Cited Researcher 2019 (top 0.1% in the world in field)
- Finalist, 2019 Australian Access Awards. Nominated for the educational website of the year (Thrive at Work website).
- CurtinInnovation Award 2019 (winner in category Business and Law). Awarded to the Thrive At Work Initiative (with M. Carr, D. Finnerty, M. Griffin, L. Iles, K. Jorritsma, M. Orchard, K. Parker and J. Warr).
- EAWOP best scientific poster award 2019 for Bharadwaj, A., Dunlop, P., Parker, S. K., Straker, L., (2019). *An investigation of work-design and individual differences as antecedents of employee moral disengagement*. Poster presented at 19<sup>th</sup> EAWOP Congress, Turin, Italy, 29 May – 1 June.
- EAWOP best scientific paper award 2019 for Wu, C., Wang, Y., Parker, S. K., Griffin, M. A. (2019). *Effects of prolonged job insecurity on the big five personality change*. 19<sup>th</sup> EAWOP Congress, Turin, Italy, 29 May – 1 June.
- Top Five Media Commentator, Faculty of Business and Law Awards, Curtin University 2019
- Kathleen Fitzpatrick Award ARC Laureate Award 2016
- 2016, Winner of the 2016 US Academy of Management Organizational Behaviour Division *Mentorship Award* for a scholar who has “excelled at mentoring others in achieving their career objectives through moral, social, and intellectual support”.
- 2015 *Journal of Management* Scholarly Impact Award (for Parker & Collins, 2010).
- UWA Vice-Chancellor Senior Research Award (2015)
- UWA Business School Dean’s Best Paper Prize (2014)
- Fellow of the Academy of Social Sciences in Australia (FASSA) (2014)
- SIOP Fellow (USA Society for Industrial and Organisational Psychology) (2013)
- UWA Business School Excellence in Teaching Award, Program Award (Launch) (2013)
- UWA Business School Dean’s Best Paper Prize, 2013
- 2013 Citation of Excellence Award, Emerald Group Publishing for Grant, Parker, & Collins (2009); one of the most outstanding articles out of 15000 articles published by top 300 management journals that year.
- UWA highly cited paper award, 2011.
- UWA Business School Dean’s Best Paper Prize, 2011.

- British Academy Award for Attendance at Overseas Conference (1996)
- The Caltex National Scholarship for Women, \$48,000 (1990)
- The Overseas Research Students Awards Scheme awarded by the Committee of Vice Chancellors & Principals of the Universities of the UK (1990)
- H.L. Fowler Prize for Best Final Year Honours Thesis in Psychology (1988)
- University Convocation Prize for 1<sup>st</sup>/2<sup>nd</sup> year Science (1986)
- P.G. Sands Prize for Best Senior Science Student at St Columba College (1986)

## REFEREED JOURNAL ARTICLES

### IN PRESS

Hay, G., Klonek, F., & Parker, S. K. (in press). Diagnosing rare diseases: A sociotechnical approach to the design of complex work systems. *Applied Ergonomics*.

Hay, G., Parker, S.K., & Luksyte, A. (in press). Failure and blame in organisational change: An identity lens. *Human Relations* (ABDC **A\*** journal).

### 2020

Chapman, M. T., Lines, R. L. J., Crane, M., Ducker, K. J., Ntoumanis, N., Peeling, P., Parker, S. K., Quested, E., Temby, P., Thøgersen-Ntoumani, C., & Gucciardi, D. F. (2020). Team resilience: A scoping view of conceptual and empirical work. *Work & Stress*, 34(1), 57-81. <https://doi.org/10.1080/02678373.2018.1529064> (ABDC **A** journal)

Fruhen, L., Carpini, J. A., Parker, S. K., Leung, Y., and Flemming, S. (2020). Perceived barriers to multi-professional team briefings in operating theatres: A qualitative study. *BMJ Open* 2020;. doi: bmjopen-2019-032351

Klonek, F.E., Meinecke, A., Hay, G., & Parker, S. (2020). Capturing team dynamics in the wild: The communication analysis tool. *Small Group Research*. (ABDC Journal **A**). <https://doi.org/10.1177/1046496420904126>

Parker, S. K., Grote, G. (2020). Automation, Algorithms, and Beyond: Why Work Design Matters More Than Ever in A Digital World. *Applied Psychology: An International Review*. (ABDC journal **A**)

Thøgersen-Ntoumani, C., Quested, E., Smith, B. S., Nicholas, J., McVeigh, J., Fenton, S. A. M., Stamatakis, E., Parker, S., Pereira, G., Gucciardi, D. F., & Ntoumanis, N. (2020). Feasibility and preliminary effects of a peer-led motivationally-embellished workplace walking intervention: A pilot cluster randomized trial (the START trial). *Contemporary Clinical Trials*, 91, 105969. <https://doi.org/https://doi.org/10.1016/j.cct.2020.105969>

Wu, C., Wang, L., Griffin, M. A., Parker, S. K. (2020). Effects of chronic job insecurity on Big Five personality change. *Journal of Applied Psychology*. (ABDC journal **A\***)

### 2019

Cai, Z., Parker, S. K., Chen, Z., & Lam, W. (2019). "How Does the Social Context Fuel the Proactive Fire? A Multi-level Review and Theoretical Synthesis." *Journal of*

*Organizational Behavior*. 40, 209-320. <https://doi.org/10.1002/job.2347> (ABDC A\* Journal)

Andrei, D. M., Van den Broeck, A., & Parker, S. K. (2019). Good work, poor work? We need to go far beyond capitalism to answer this question. *Industrial and Organizational Psychology*, 12(4), 463-468. <https://doi.org/10.1017/iop.2019.90> (ABDC B Journal)

Cangiano, F., Parker, S. K., & Yeo, G. (2019). Does daily proactivity affect well-being? The moderating role of punitive supervision. *Journal of Organizational Behavior*, 40(1), 59-72. (ABDC A\* Journal)

Curcuruto, M., Parker, S.K., Griffin, M.A. (2019) "Proactivity towards workplace safety improvement: an investigation of its motivational drivers and organisational outcomes." *European Journal of Work and Organizational Psychology*, 28: 221-238. (ABDC B journal)

Handke, L., Klonek, F. E., Parker, S. K., Kauffeld, S. (2019). Interactive effects of team virtuality and work design on team functioning. *Small Group Research*, (2019), 1-45. (ABDC A Journal)

Klonek, F., Gerpott, F. H., Lehmann-Willenbrock, N., Parker, S. K. (2019). Time to go wild: How to conceptualize and measure process dynamics in real teams with high-resolution. In Special Issue: The Challenges of Working With "Real" Teams: Challenges, Needs, and Opportunities. *Organizational Psychology Review*. (ABDC A Journal)

Knight, C., & Parker, S. K., (2019). "How work redesign interventions affect performance: An evidence-based model from a systematic review." *Human Relations*. <https://doi.org/10.1177/0018726719865604> (ABDC A\* journal)

Lu, W., Lee, C., Tangirala, S., and Parker, S. K (2019). [New Directions for Exploring the Consequences of Proactive Behaviors: Introduction to the Special Issue](#). *Journal of Organizational Behavior*, 40(1) 1-4.

Ng, T. W. H., Hsu, D. Y., Parker, S. K. (2019). Received respect and constructive voice: the roles of proactive motivation and perspective taking. *Journal of Management*. <https://doi.org/10.1177/0149206319834660> (ABDC A\* Journal)

Ouyang, K., Lam, W., Cheng, B., and Parker, S. K. (2019). "Enjoy Your Evening, Be Proactive Tomorrow: How Off-Job Experiences Shape Daily Proactivity. *Journal of Applied Psychology*, 104(8), 1003-1019. (ABDC A\* journal)

Palejwala, Z., Wallman, K., Ward, M. K., Yam, C., Maroni, T., Parker, S. K., Wood, F. (2019). Effects of a hot ambient operating theatre on manual dexterity, psychological and physiological parameters in staff during a simulated burn surgery. *PLoS ONE*, 14(10): e0222923. <https://doi.org/10.1371/journal.pone.0222923>

Parker, S. K., Andrei, D. M (2019). Include, Individualize, and Integrate: Organizational Meta-Strategies for Mature Workers, *Work, Ageing, and Retirement*, 6(1), 1-7. <https://doi.org/10.1093/workar/waz009>

Parker, S. K., Andrei, D. M., & Van den Broeck, A. (2019). Poor Work Design Begets Poor Work Design: Capacity and Willingness Antecedents of Individual Work Design Behavior.



*Journal of Applied Psychology*. Advance online publication.  
<http://dx.doi.org/10.1037/apl0000383> (ABDC A\* Journal)

Parker, S.K., Wang, Y., & Liao, J. (2019). When Is Proactivity Wise? A Review of Factors That Influence the Individual Outcomes of Proactive Behaviour. *Annual Review of Organizational Psychology and Organizational behaviour*, 6, 221-248. (ABDC A\* Journal)

Tims, M., & Parker, S. K., (2019). How co-workers attribute, react to, and shape job crafting. *Organisational Psychology Review*, 10(1), 29-54.  
<https://doi.org/10.1177/2041386619896087> (ABDC A journal)

## 2018

Carter, R., Nesbitt, P. Badham R., Parker, S., & Vu, L. S Li. (2018). Employee engagement and self-efficacy as influences on objective job performance: A longitudinal field study. *The International Journal of Human Resource Management*, 29(17), 2483-2502. (ABDC A Journal).

Chapman, M. T., Lines, R. L. J., Crane, M., Ducker, K. J., Ntoumanis, N., Peeling, P., Parker, S. K., Quested, E., Temby, P., Thøgersen-Ntoumani, C. & Gucciardi, D. F. (2018). Team resilience: A scoping review of conceptual and empirical work. *Work and Stress*.  
<https://doi.org/10.1080/02678373.2018.1529064> (ABDC A Journal)

Gucciardi, D.F., Crane, M., Ntoumanis, N., Parker, S.K., Thøgersen-Ntoumani, C., Ducker, K.J., Peeling, P., Chapman, M.T., Quested, E., & Temby, P. (2018). The emergence of team resilience: A multilevel conceptual model of facilitating factors. *Journal of Occupational and Organisational Psychology*. 91(4), 729-768. doi: 10.1111/joop.12237 (ABDC A Journal).

Klonek, F. E., & Parker, S. (2018). Self-managing team or Tayloristic production chain? What can we learn from simulation-based work design trainings. *Gruppe. Interaktion. Organisation. Zeitschrift für Angewandte Organisationspsychologie*, 49(2), 167-175).

Koen, J., & Parker, S. (2018). Tackling the root of insecurity: Why some workers experience less insecurity in today's labor market. *Academy of Management Proceedings*, 2018(1).

Quigley, N., Collins, C. Gibson, C. & Parker, S. K. (2018). Team performance archetypes: Toward a new conceptualization of team performance over time. *Group & Organization Management*, 43(5), 787-824. (ABDC A\* Journal)

Strauss, K., & Parker, S. K., (2018). Intervening to enhance proactivity in organizations: Improving the present or changing the future. *Journal of Management*, 44(3), 1250-1278). (ABDC A\* journal). First published online September 2015.

Wang, L., Wu, C., Griffin, M. A., & Parker, S. K. (2018). Developing goal orientations conducive to learning and performance: An intervention study. *Journal of Occupational and Organizational Psychology*, 91(4), 875-895. <https://rdcu.be/Y2xd> (ABDC A Journal).

- Wu, C., Lee, C., & Parker, S. K., (2018). When and why people engage in different forms of proactive behaviour: Interactive effects of self-construals and work characteristics. *Academy of Management Journal*, 44(3), 1250-1278. **(ABCD A\* Journal)**.
- Zhang, F., & Parker, S. K. (2018). Reorienting job crafting research: A hierarchical structure of job crafting concepts and integrative review. *Journal of Organizational Behaviour*, 40(2). <https://doi.org/10.1002/job.2332> **(ABCD A\* Journal)**.

## 2017 AND EARLIER

- Carpini, J., Parker, S. K., & Griffin, M. (2017). A look back and a leap forward: A review and synthesis of the individual work performance literature. *Academy of Management Annals*, 11(2), 825-885. **(ABCD A\* Journal)**.
- Johnson, H., Nguyen, H., Parker, S. K., Groth, M., Coote, S., Perry, L., Way, B. (2017). "That was a good shift": Inter-professional collaboration and junior doctors' learning and development on overtime shifts." *Journal of Health Organization and Management*, 31(4), 471-486. <https://doi.org/10.1108/JHOM-01-2017-0008>
- Nguyen, H., Johnson, A., Collins, C., and Parker, SK. (2017) Confidence matters: Self-efficacy moderates the credit that supervisors give to adaptive and proactive role behaviours. *British Journal of Management*, 28(2), 315-330. **(ABCD A journal)**.
- Parker, S. K., Morgeson, F., Johns, G. (2017). One hundred years of work design research: looking back and looking forward. Invited article, Special Centennial Issue, *Journal of Applied Psychology*, 102(3), 403-420. **(ABCD A\* journal)**.
- Parker, S.K., Van den Broeck, A., & Holman, D. (2017). Work design influences: A synthesis of multi-level factors that affect the design of jobs. *Academy of Management Annals*, 11 (1), 267-308. **(ABCD A\* Journal)**.
- Strauss, K. Parker, S. K., & O'Shea, D. (2017). When does proactivity have a cost? Motivation at work moderates the effects of proactive work behaviour on employee job strain. *Journal of Vocational Behavior*, 100:15-26. <https://doi.org/10.1016/j.jvb.2017.02.001> **(ABCD A\* journal)**.
- Vough, H., Bindl, U., & Parker, (2017). Proactivity routines: The role of social processes in how employees self-initiate change. *Human Relations*, 70(1), 1-17. **(ABCD A\* Journal)**.
- Wu, C., & Parker, S. K., (2017) The role of leader support in facilitating proactive work behavior: A perspective from attachment theory. *Journal of Management*, 43 (4), 1025-2049. Published online July 2016. DOI: 10.1177/0149206314544745. **(ABCD A\* journal)**.
- Badham, R. J., Carter, W. R., Matula, L. J., Parker, S. K., & Nesbit, P. L. (2016). Beyond Hope and Fear: The Effects of Organizational Theatre on Empowerment and Control. *Journal of Applied Behavioural Science*, 52(1), 124-151.
- Collins, C., Quigley, N., Gibson, C., & Parker, S. K., (2016). Unpacking team dynamics with growth modelling: An approach to test, refine, and integrate theory. *Organizational Psychology Review*, 6 (10), 63-91. **(ABCD B journal)**.

- Parker, S. K., & Liao, J. (2016). Wise Proactivity: How to be Proactive and Wise in Building Your Career. In Enabling Career Success. Special Issue. (Ed., P. Heslin) *Organizational Dynamics*, 45 (3), 217-227.
- Parker, SK & Wang, L. (2015). Helping people to make things happen: A framework for proactivity at work. *International Coaching Psychology Review*, 10 (1), 62-75.
- Wu, C., Griffin, M. A., & Parker, S. K. (2015). Developing agency through good work: Longitudinal effects of job autonomy and skill utilization on locus of control. *Journal of Vocational Behaviour*, 89, 102-108 **(ABCD A\* journal)**.
- Carter, R., Badham, R., Nesbitt, P., & Parker, S. K., (2015). Beyond Hope and Fear: The Effects of Organizational Theatre on Empowerment and Control, *Journal of Applied Behavioral Science*. (ABCD = B)
- De Jong, JPJ., Parker, S. K., Wennekers, S., and Wu, C. (2015). Entrepreneurial behavior in organizations: Does job design matter? *Entrepreneurship Theory and Practice*, 39 (4), 981-995. **(ABCD A\*)**
- Strauss, K., Griffin, M.A., Parker, S. K., Mason, C. (2015). Building and sustaining proactive behaviors: The role of adaptivity and job satisfaction. *Journal of Business and Psychology*, 30(1) 63-72. **(ABCD A journal)**.
- Wu, C., Luksyte, A., & Parker, S. K. (2015). Overqualification and subjective well-being at work: The moderating role of job autonomy and culture. *Social Indicators Research*, 121 (3), 917-937.
- Mason, C., Griffin, M. A., & Parker, S. K., (2014). Transformational leadership development: Connecting psychological and behavioral change. *Leadership & Organization Development Journal*, 35 (3), 174-194. (ABCD = B)
- Parker, S. K. (2014). Beyond motivation: Job and work design for development, health, ambidexterity, and more. *Annual Review of Psychology*, 65, 661-691. [ISI Impact Factor = 20.53; top-ranked journal in the field of Psychology; **ABCD= A\***]
- Warr, P. B., Bindl, U., Parker, S. K., & Inceoglu, I. (2014). Four-quadrant investigation of job-related affects and behaviours. An expanded approach to job-related affects and behaviours. *European Journal of Work and Organizational Psychology*, 23(3), 342-363.
- Wu, C. H., Parker, S. K., & de Jong, J. (2014). Need for cognition as an antecedent of individual innovation behavior. *Journal of Management*, 40(6), 1511-1534. **(ABCD A\* journal)**.
- Wu, C. H., Parker, S. K., & de Jong, JPJ. (2014). Feedback seeking from peers: A positive strategy for insecurely attached team workers. *Human Relations*, 67(4): 441-464. **(ABCD A\* journal)**.
- Parker, S. K., Johnson, A., Collins, C., & Nguyen, H. (2013). Making the most of structural support: Moderating influence of employees' clarity and negative affect. *Academy of Management Journal*, 56(3), 867-892 **(ABCD A\* journal)**
- Wu, C. H., & Parker, S. K. (2013). Thinking and acting in anticipation: A review of research on proactive behavior. *Advances in Psychological Science*, 21(4), 679-700

- Atkins, P.W.B & Parker, S. K., (2012) Understanding individual compassion in organizations: The role of appraisals and psychological flexibility. *Academy of Management Review*, 37(4), 524-546. (ABCD A\* journal).
- Bindl, U. K., Parker, S. K., Totterdell, P., & Hagger-Johnson, G. (2012). Fuel of the self-starter: How mood relates to proactive goal regulation. *Journal of Applied Psychology*, 97(1), 134. (ABCD A\* journal).
- Hershcovis, S.M., Reich, T.C, Parker, S. K., & Bozeman, J., (2012). The relationship between workplace aggression and target deviant behaviour: the moderating roles of power and task interdependence. *Work & Stress*, 26(1), 1-20.
- Wu, C., & Parker, S. K. (2012). The role of attachment styles in shaping proactive behavior: An intra-individual analysis. *Journal of Occupational and Organizational Psychology*, 85(3), 523-530
- Strauss, K., Griffin, M., and Parker, S.K., (2012). Future work selves: How salient hoped-for identities motivate proactive career behaviors. *Journal of Applied Psychology*, 97 (3), 580-598
- Parker, S. K., & Griffin, M. A., (2011). Understanding active psychological states: Embedding engagement in a wider nomological net and closer attention to performance (invited commentary). *European Journal of Work and Organizational Psychology*, 20(1), 60-67.
- Johnson, A., Hong, H., Groth, M., Parker, S. K., (2011). Learning and development: Promoting nurses' performance and work attitudes. *Journal of Advanced Nursing*, 67(3), 609-620.
- Collins, C. & Parker, S. K., (2010). Team capability beliefs over time: Distinguishing between team potency, team outcome efficacy, and team process efficacy. *Journal of Occupational and Organizational Psychology*, 83(4), 1003-1023.
- Grant, A., Fried, Y., Parker, S. K., & Frese, M. (2010). Putting job design in context: Introduction to the special issue. Special Issue in Job Design. *Journal of Organizational Behavior*, Vol. 31, Issue 2-3, pp. 145-157.
- Griffin, M. A., Parker, S. K., & Mason, C. (2010). Leader vision and the development of adaptive and proactive performance: A longitudinal study. *Journal of Applied Psychology*, 95(1), 174-182.
- Hershcovis, S. M., Parker, S. K., Reich, T. C., (2010). The moderating effect of grievance procedures and equal opportunity perceptions on sexual harassment from different perpetrators. *Journal of Business Ethics*, 92(3), 415-443.
- MacCormick, J., & Parker, S. K., (2010). A multiple climates approach to understanding business unit effectiveness. *Human Relations*, 63(11), 1771-1806.
- Parker, S. K., Bindl, U., & Strauss, K. (2010). Making things happen: A model of proactive motivation. *Journal of Management*, 36(4), 827 - 856.
- Parker, S. K., & Collins, C. G. (2010). Taking stock: Integrating and differentiating multiple proactive behaviors. *Journal of Management*, 36(3), 633-662. Finalist for the 2015 JOM Scholarly Impact Award.

- Weigl, M., Hornung, S., Parker, S. K., Petru, R., Glaser, J., & Angerer, P. (2010). Work engagement and accumulation of task, social, and personal resources: A three-wave structural equation model. *Journal of Vocational Behavior, 77* (1), 140-153.
- Williams, H.M., Parker, S.K. & Turner, N. (2010). Proactively performing teams: The role of work design, transformational leadership, and team composition *Journal of Occupational and Organizational Psychology, 83*(2), 301-324. (1 yr IF = 1.36, 5 yr = 2.59).
- Grant, A. M., & Parker, S. K. (2009). Redesigning work design theories: The rise of relational and proactive perspectives. *Academy of Management Annals, 3*: 317-375.
- Grant, A., Parker, S. K., & Collins, (2009). Getting credit for proactive behavior: Supervisor reactions depend on what you value and what you feel. *Personnel Psychology, 62*(1), 31-55.
- Griffin, M. A., Parker, S. K., and Neal., (2008) A. Is behavioral engagement a distinct and useful construct? Commentary on Macy & Schneider. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 1*(1), 48-51.
- Parker, S. K. (2007). "That is my job": How employees' role orientation affects their job performance, *Human Relations, 60*(3), 403-434.
- Kulik, C. T., Pepper, M. B., Roberson, L., & Parker, S. K. (2007). The rich get richer: Predicting participation in voluntary diversity training. *Journal of Organizational Behavior, 29*(6), 1-17.
- Axtell, C. M., Parker, S. K., Holman, D., & Totterdell, P. (2007). Enhancing customer service: Perspective taking in a call centre. *European Journal of Work and Organizational Psychology, 16*(2), 141-168.
- Williams, H., Parker, S. K., & Turner, N. (2007). Perceived dissimilarity and perspective taking within work teams. *Group and Organization Management, 32*(5), 569-597.
- Griffin, M. A., Neal, A., & Parker, S. K. (2007). A new model of work role performance: Positive behavior in uncertain and interdependent contexts. *Academy of Management Journal, 50*(2), 327- 347.
- Parker, S. K., Williams, H., & Turner, N. (2006). Modelling the antecedents of proactive behavior at work. *Journal of Applied Psychology, 91*(3), 636-652.
- Parker, S. K., (2003). Longitudinal effects of lean production on employee outcomes and the mediating role of work characteristics. *Journal of Applied Psychology, 88*(4), 620-634.
- Axtell, C.M., & Parker, S. K., (2003). Promoting role breadth self-efficacy through involvement, work redesign and training. *Human Relations, 56*(1), 113-25.
- Parker, S. K., & Griffin, M. A. (2002). What's so bad about a little name-calling? Negative consequences of gender harassment for over-performance demands and psychological distress. *Journal of Occupational Health Psychology, 7*(3), 195-210.
- Parker, S. K., Griffin, M. A., Sprigg C., and Wall, T.D. (2002). Effect of temporary contracts on perceived work characteristics and job strain: A longitudinal study. *Personnel Psychology, 55*(3), 689-719.

- Parker, S.K., Wall, T. D., & Cordery, J. (2001). Future work design research and practice: Towards an elaborated model of work design. [Invited contribution to Future of Work Special Issue], *Journal of Occupational and Organizational Psychology*, 74(4), 413-440.
- Parker, S. K. & Axtell, C.M. (2001). Seeing another viewpoint: Antecedents and outcomes of employee perspective-taking. *Academy of Management Journal*, 44(6), 1085-1100.
- Parker, S. K., & Axtell, C., and Turner, N. A (2001). Designing a safer workplace: Importance of job autonomy, communication quality, and supportive supervisors. *Journal of Occupational Health Psychology*, 6(3), 211-228,
- Nadin, S.J, Waterson, P.E, and Parker, S. K. (2001). Participation in job redesign: An evaluation of the use of a socio-technical tool and its impact. *Human Factors and Ergonomics in Manufacturing*, 11(1), 53-69.
- Parker, S. K. (2000). From passive to proactive motivation: the importance of flexible role orientations and role breadth self-efficacy. *Applied psychology: an international review*, 49(3), 447-469.
- Sprigg, C.A., Jackson, P.R., and Parker, S. K. (2000). Production team-working: The importance of interdependence for employee strain and satisfaction. *Human Relations*, 53 (11), 1519-1542.
- Parker, S. K. & Sprigg, C. A. (1999). Minimizing strain and maximizing learning: The role of job demands, job control, and proactive personality. *Journal of Applied Psychology*, 84(6), 925-939.
- Teuchmann, K., Totterdell, P., and Parker, S. K. (1999). Rushed, unhappy, drained: An experience sampling study of relations between time pressure, mood and emotional exhaustion in a group of accountants. *Journal of Occupational Health Psychology*, 4(1), 37-54
- Parker, S. K. (1998) Role breadth self-efficacy: Relationship with work enrichment and other organizational practices. *Journal of Applied Psychology*, 83(6), 835-852.
- Parker, S. K. (1998) Does lean always have to be mean? Lean production and work design. In P.A., Landsbergis, Adler, P. S., Babson, S., Johnson, J., Kaminski, M., Lessin, N., MacDuffie, J. P., Nishiyama, K., Parker, S., Richardson, C. Lean Production and Worker Health: A Discussion. *New Solutions: A Journal of Environmental and Occupational Health Policy*, December.
- Holdaway, S. and Parker, S. K. (1998). Policing Women Police: Uniform Patrol, promotion and representation in the CID. *British Journal of Criminology*, 38(1), 40 - 60.  
[Holdaway & Parker has been selected for inclusion in 'The International Library of Criminology, Criminal Justice, and Penology (2<sup>nd</sup> Series), Police Women', edited by M. Natarajan. Ashgate Publishing Ltd, UK. The aim of this series is to collect together "the most significant articles in the field"].
- Parker, S. K., Wall, T. D., and Jackson, P. R. (1997). "That's not my job": Developing flexible employee work orientations. *Academy of Management Journal*, 40, 899-929.

- No easy roads to employee involvement. *Academy of Management Executive*, 12, 83-84.  
(1998). Research translation by S.R. Peck of Parker, Wall, & Jackson's (1997) "That's not my job: Developing flexible employee work orientations.
- Parker, S. K., Chmiel, N., & Wall, T.D. (1997). Work characteristics and employee well-being with a context of strategic downsizing. *Journal of Occupational Health Psychology*, 2(4), 289-303.
- Parker, S. K. (1996). An investigation of attitudes amongst production employees. *International Journal of Human Factors in Manufacturing*, 6(3), 281-303.
- Norman, P. and Parker, S. K. (1996). The interpretation of change in verbal responses: Implications for health psychology, *Psychology and Health*, 11(2), 301-314.
- Wall, T. D., Jackson, P. R., Mullarkey, S., and Parker, S. K. (1996) The demand-control model of job-strain: A more specific test. *Journal of Occupational & Organizational Psychology*, 69(2), 153-167.
- Mullarkey, S., Jackson, P. R., and Parker, S. K. (1995) Employee reactions to JIT manufacturing practices: A two-phase investigation. *International Journal of Operations and Production Management*, 15(11), 62-79.
- Parker, S. K., Mullarkey, S., and Jackson, P. R. (1994) Dimensions of performance effectiveness in high-involvement work organisations. *Human Resource Management Journal*, 4(3), 1-21.
- Cordery, J., Sevastos, P., Mueller, W., and Parker, S. K. (1993). Correlates of employee attitudes towards functional flexibility. *Human Relations*, 46(6), 705-723.
- Cordery, J., Barton, K., Mueller, W., and Parker, S. K. (1991). Multiskilling: the views of public sector human resource managers. *Asia Pacific Human Resource Management*, 29, 79-89.

## **BOOKS AND SPECIAL ISSUES**

- Lu, W., Lee, C., Tangirala, S., and Parker, S. K (2019). New Directions for Exploring the Consequences of Proactive Behaviors: Introduction to the Special Issue. *Journal of Organizational Behavior*, 40(1) 1-4.
- Parker, S. K., & Bindl, U. (2017). *Proactivity at Work: Making Things Happen in Organisations*. (Editors). Routledge, UK.
- Parker, S. K., & Zhang, F. (2016). Designing work that works in the contemporary world: Future directions for job design research. In *Psychosocial Factors at Work in the Asia Pacific: From Theory to Practice* (pp. 135-150).
- Parker, S. K., (2015). *Does the evidence and theory support the 'Good Work Design Principles': An educational resource*. Safe Work Australia. Creative Commons, ISBN 978-1-76028-435-0 [Online pdf]
- Kalliath, T. Brough, P., O'Driscoll, M., Manimala, M. J., Sui, O., Parker, S. K. (2014). *Organisational Behaviour: A Psychological Perspective for the Asia-Pacific*. 2<sup>nd</sup> Edition, McGraw Hill Education.

- Parker, S. K., and Griffin, M. A., (2014). *Principles and evidence for good work through effective design*. Report commissioned by Comcare (RFQ) 13/373 to inform the Safe Work Australia Members Collaborative Project 'Good Work Through Effective Design'.
- Grant, A., Fried, Y., Parker, S. K., & Frese, M. (2010) (Editors). Special Issue on 'Putting Job Design in Context'. *Journal of Organizational Behavior*.
- Parker, S.K., & Wood, R. (2002). (Editors). Special Issue on 'Organizational Behavior in Australia and New Zealand'. *Australian Journal of Management*.
- Jackson, P. R., & Parker, S. K. (2001). *Change in manufacturing: How to manage stress-related risks (Case Studies in Practitioner Format)*. HSE Books, Norwich, UK. ISBN 0717620867.
- Parker, S. K., and Williams, H. M. (2001). *Effective team working: Reducing the psychosocial risks*. HSE Books, Norwich, UK. ISBN 0717621499.
- Parker, S. K. and Wall, T. D. (1998). *Job and Work Design: Organizing Work To Promote Well-Being and Effectiveness*. Sage Publications: California.

*"Much needed and long overdue, this impressive volume is a key addition to the literature on the study of jobs and work in general, integrating a multidisciplinary body of literature within a coherent framework... Well written, well organized, and a genuinely valuable piece of literature..."*

(From a review in Choice Magazine, 1/11/98).

Parker, S. K., Jackson, P. R., Sprigg, C.A., and Whybrow, A.C. (1998) *Organizational interventions to reduce the impact of poor work design*. HSE Books: Norwich, UK.

## **BOOK CHAPTERS AND OTHER MAJOR REFERENCES**

- Andrei, D., & Parker, S. K., (2018). Work design for performance: Expanding the Criterion Domain. In Anderson, N., Viswesvaran, & HK Sinangil (Eds.), *The Sage Handbook of Industrial, Work, and Organizational Psychology* (2<sup>nd</sup> Ed) (Vol. 2, 2 ed., pp 357-377). Los Angeles: SAGE.
- Parker, S., Knight, C., & Ohly, S. (2018) The changing face of work design research: Past, present and future directions. In A. Wilkinson, D. Lepak, & S. Snell (Eds.), *The Sage Handbook of Human Resource Management* (2 ed., pp. 1). London: SAGE.
- Parker, S. K., (2017) The Work Design Growth Model: How work characteristics promote learning and development. In J. E. Ellingson and R. A. Noe (Eds.). *Autonomous Learning in the Workplace*. Chapter 8 (pp. 137-162). SIOP Organizational Frontiers Book Series. Routledge, Taylor & Francis Group: London/ New York.
- Yeo, G. B., & Parker, S. K. (2017). Time and thinking: An alternative to traditional learning and development activities. In K. G. Brown (Ed.), *The Cambridge Handbook of Workplace Training and Employee Development* (pp.318-344). UK: Cambridge University Press.



- Parker, S. K., & Bindl, U. K. (2016). Proactivity at work: A big picture perspective on a construct that matters. In S. K. Parker & U. K. Bindl (Eds.), *Proactivity at Work: Making Things Happen in Organizations* (pp.1-20). New York: Routledge.
- \*Parker, S. K., & Carpini, J. (and also Carpini, J., and Parker, S. K.) (2016). Multiple entries on: Job rotation, job design, job enlargement, job enrichment. In Wilkinson, A. and Johnstone, S. (Eds), *Encyclopedia of Human Resource Management*, Edward Elgar. Cheltenham. ISBN: 978 1 78347 545 2
- Parker, S. K., (2016). Job satisfaction. *The Sage Encyclopedia of Industrial and Organizational Psychology*, 2<sup>nd</sup>. Editor (Rogelberg, S. G.)
- Parker, S. K., Winslow, C., Tetrick, L. (2016). Designing meaningful, healthy, and high performing work in cybersecurity. In Zaccaro, S.J., Dalal, R.S., & Tetrick, L. (Eds.) *The Psychosocial Dynamics of Cybersecurity*. Psychology Press, Taylor and Francis.
- Parker, S. K., & Zhang, F. (2016). Designing work that works in the contemporary world: Future directions for job design research. In Shimazu, A., Bin Nordin, R., Dollard, M., & Oakman, J. (Eds.) *Psychosocial factors at work in the Asia Pacific* (pp. 135-150). Springer.
- Cangiano, F., & Parker, S. K. (2015). Proactivity for mental health and well-being. In S. Clarke, T. M. Probst, F. Guldenmund, & J. Passmore (Eds.), *The Wiley Blackwell Handbook of the Psychology of Occupational Safety and Workplace Health* (pp. 228-250). Chichester, UK: John Wiley & Sons, Ltd.
- Strauss, K. & Parker, S.K. (2014). Effective and sustained proactivity in the workplace: A self-determination theory perspective. In Gagne, M (Ed.). *The Oxford Handbook of Work Engagement, Motivation, and Self-Determination Theory*. Oxford Library of Psychology. IBN: 9780199794911
- Parker, S. K., (2014). Job design. Guest, D., and Needle, D. (Eds). *Wiley Encyclopedia of Management, Volume 5, Human Resource Management, 3rd edition*. Wiley, ISBN: 978-1-119-00234-5
- Parker, S. K., Andrei, D., & Li, W. (2014). An overdue overhaul: Revamping work design theory from a time perspective. In Shipp, A., & Fried, Y. (Eds). *Time and Work: How Time Impacts Individuals*. Current Issues in Work and Organizational Psychology Series, East Sussex, UK, Psychology Press.
- Parker, S. K., and Wu, C. (2014). Leading for Proactivity: How Leaders Cultivate Staff Who Make Things Happen. In Day, David (Ed). *Oxford Handbook of Leadership and Organizations*. Oxford University Press, part of the Oxford Library of Psychology series.
- Wu, C., Parker, S.K., & Bindl, U.K. (2013). 'Who is proactive and why? Unpacking individual differences in employee proactivity', in Bakker, A., (ed.), *Advances in Positive Organizational Psychology*, 1, 261-280. Emerald Group Publishing.

- Bindl, U. K., & Parker, S. K., (2012) 'Affect and Employee Proactivity: A Goal-Regulatory Perspective', in Ashkanasy, N., Härtel, C., Zerbe, W., (eds.), *Experiencing and Managing Emotions in the Workplace: Research on Emotions in Organizations*, Vol. 8, Bingley, UK: Emerald Group Publishing, pp225-256.
- Cordery, J.L. & Parker, S.K., (2012) 'Work design: Creating jobs and roles that promote individual effectiveness', in S. W. J. Kozlowski (Ed.), *The Oxford Handbook of Industrial and Organizational Psychology*, Oxford: Oxford University Press. Chapter 9.
- Parker, S. K., & Ohly, S. (2012). Designing motivating jobs: An expanded framework for linking work characteristics and motivation. In Kanfer, R. Chen, G & Pritchard, R. D. (Eds). *Work motivation: Past, present and future*, New York: Routeledge.
- Wu, C., & Parker, S. K. (2012). Proactivity in the workplace: Looking back and looking forward. In Cameron, K & Spreitzer, G., (Eds). *The Oxford Handbook of Positive Organizational Scholarship*, Oxford University Press.
- Bindl, U., & Parker, S. K., (2011). Proactive work behavior: Forward thinking and change-oriented action in organizations. In S. Zedeck (Ed.), *APA Handbook of Industrial and Organizational Psychology, Vol. 2, Chapter 19*. Washington, DC: American Psychological Association.
- Bindl, U., & Parker, S. K., (2010). Feeling good and performing well? Psychological engagement and positive behaviours at work. In S. Albrecht, (Ed.), *The Handbook of Employee Engagement: Perspectives, Issues, Research and Practice* (New Horizons in Management Series). Cheltenham: Edward-Elgar Publishing.
- Parker, S. K., & Ohly, S. (2009). Extending the reach of job design theory: Going beyond the Job Characteristics Model. In Wilkinson, A., Redman, S. Snell, & Bacon, N. (Eds), *The SAGE Handbook of Human Resource Management*. Sage, London. (pp. 269 – 286)
- Parker, S. K., Atkins, P. W.B, & Axtell, C. M. (2008). Building better work places through individual perspective taking: A fresh look at a fundamental human process. In G. Hodgkinson & K. Ford (Eds). *International Review of Industrial and Organizational Psychology, 2008, Vol., 23*, Wiley.
- Vough, H., & Parker, S. K., (2008). Work design research: Still going strong. In C.L. Cooper & J. Barling, *The Sage Handbook of Organizational Behavior, Vol 1. Micro Approaches*. Sage Publications.
- Parker, S. K., & Ohly, S. (2008). Designing motivating work. In Kanfer, R., Chen, G., & Pritchard, R. *Work motivation: Past, present and future*. A SIOP Frontier Series volume. Lawrence Erlbaum.
- Cordery, J. & Parker, S. K. (2007). Work organization. In P. Boxall, J. Purcell and P. Wright (Eds). *Oxford Handbook of Human Resource Management*. (pp. 187- 209) Oxford University Press: Oxford.

- Parker, S. K., (2007). Job satisfaction. In Rogelberg, S. (Ed.) *The Encyclopedia of Industrial and Organizational Psychology*. Sage, NY.
- Griffin, M. A., Neal. A., & Parker, S. K. (2007). A new model of work role performance: Positive behavior in uncertain and interdependent contexts In Anderson, N. (Ed.) (2007). *Fundamentals in Human Resource Management, Sage's Major Works, Volume 2*. London, Sage [Reprint of Griffin, M. A., Neal. A., & Parker, S. K (2007), *Academy of Management Journal*].
- Parker, S. K., Wall, T. D., & Jackson, P. R (2007). "That's not my job": Developing flexible employee work orientations. In Anderson, N. (Ed.) (2007). *Fundamentals in Human Resource Management, Sage's Major Works, Volume 2*. London, Sage [Reprint of Parker, S. K., Wall, T. D., & Jackson, P. R (1997). *Academy of Management Journal*, 40, 899-929].
- Turner, N., Parker, S.K., & Williams, H.M. (2006). Team-working in organizations: Implications for workplace safety. In M. Shams and P.R. Jackson (Eds.). *Developments in Work and Organizational Psychology, Implications for International Business* (pp. 49-78). Volume 20 of International Business and Management Series (Series Ed., P. V. Guauri), Amsterdam, The Netherlands: Elsevier.
- Rafferty, A. E., & Parker, S. K. (2006). Organisational development and change. In D. Poole, G. Jones, & P. Murray (Eds.), *Contemporary Management Issues in Management and Organisational Behaviour*. Thomson Learning.
- Parker, S. K., Wall, T. D., & Cordery, J. E., (2005). Future work design theory and practice: Towards an elaborated model of work design. (2001). In C. L. Cooper & W. Starbuck (Eds.), *Work and Workers*, London, Sage [Reprint of article of the same title in *Journal of Occupational and Organizational Psychology*, 74, 413-440. Selected as one of the "seminal articles written ... about 'work' at the beginning of the new millennium"]
- Turner, N., & Parker, S. K. (2003). Teams and safety. In J. Barling & M. R. Frone (Eds.), *The Psychology of Workplace Safety*. Washington DC: American Psychological Association.
- Parker, S.K., Turner, N., & Griffin, M.A., (2003). Designing healthy work. In D.A. Hofmann and L.E. Tetrick (Eds). *Health and safety in organizations: A multi-level perspective*. (pp. 91-130). Jossey-Bass: California.
- Parker, S. K., (2002). Designing Jobs That Enhance Employee Well-Being and Effectiveness. In P. B. Warr (Ed.) *Psychology at Work*, Penguin, 5<sup>th</sup> Edition. pp. 276-299. ISBN 0141000104.
- Parker, S.K., & Wood, R. (2002). Organizational behavior in Australia and New Zealand: Introduction to the special issue. *Australian Journal of Management*, 27, i-viii.
- Unsworth, K. & Parker, S. K. (2002). Proactivity, creativity, and innovation: Promoting a new workforce for the new workplace. In Holman, D., Wall, T. D., Clegg, C. W., Sparrow, P. and

Howard, A. (Eds). (pp. 175 - 196). *The New Workplace: A Handbook and Guide to the Human Impact of Modern Working Practices*. John Wiley & Sons. ISBN 0-471-48543-8.

Parker, S. K., & Turner, N. (2002) Work design and individual job performance: Research findings and an agenda for future inquiry. In S. Sonnentag (Ed.), *Psychological Management of Individual Performance: A Handbook in the Psychology of Management in Organizations*. John Wiley & Sons: Chichester, UK. pp. 69-94. ISBN 0-471-87726-3.

Wall, T.D., & Parker, S.K. (2001). Job design, psychology of. In N. J. Smelser & Paul B. Baltes (Eds). *International Encyclopedia of the Social and Behavioral Sciences*. Pergamon, Oxford. pp. 7980-7983.

Parker, S. K., & Wall, T. D., (2001). Work Design: Learning from the Past and Mapping a New Terrain. In N. Anderson, D. S. Ones, H.K. Sinangil, & C. Viswesvaran. (Eds). *Handbook of Industrial, Work and Organizational Psychology, Vol 1*, Thousand Oaks, CA: Sage. pp 90-109

Book Review by T.L. Hayes, (2002). *Personnel Psychology*, 55 (4), 1074-1077. The book is described thus: "*This two-volume set integrates contributions from organizational scholars worldwide, and thus, truly is an evolutionary development in the field of applied psychology. It is elitist in the best sense of the word*" (p. 1074) and "*a worthy successor to the landmark I-O Handbook by Dunnette (1976)*" (p. 1076). The Parker & Wall article is one of a small set of chapters described in this way: "*the chapters with the greatest depth were contributed by authors who are long-time contributors to the fields they describe, or in some cases, created... These chapters in particular set the IWO Handbook apart in the highly competitive IWO and management book market*" (p. 1076).

Judge, T. A., Parker, S. K., Colbert, A., Heller, D., Ilies, R. (2001). Job satisfaction: A cross-cultural review. In N. Anderson, D. S. Ones, H.K. Sinangil, & C. Viswesvaran. (Eds). *Handbook of Industrial, Work and Organizational Psychology, Vol 2*, Sage: London.

Borrill, C. & S. K. Parker (2000). Change management and stress. In P.C. Flood, T. Dromgoole, S. J. Carroll, L. Gorman, (Eds.) (pp. 80-85). *Managing Strategic Implementation*. Blackwell Publishers: London

Sprigg, C.A, Jackson, P.R., & Parker, S. K. (2000). Interdependence as a key requirement for the successful introduction of team working: A case study. In S. Proctor & F. Mueller (Eds.), *Teamworking*. London: Macmillan Press. pp. 83-102

Whybrow, A. C. & Parker, S. K. (2000) Introducing team working. Managing the process of change. In S. Proctor & F. Mueller (Eds.), *Teamworking*. London: Macmillan Press. pp. 103-124.

Parker, S. K. & Whybrow, A. (1998). A changing work place: Mental health consequences of flexible working. In McCaig, R. and M. Harrington (Eds.) *The Changing Nature of Occupational Health*. HSE Books: Norwich, UK. ISBN 0-7176-1665-7.

- Parker, S. K. and Wall, T. D. (1996). Job design in modern manufacturing. In P. Warr (Ed.) *Psychology at Work*, 4th Edition, pp. 333- 358. London: Penguin.
- Parker, S. K., Jackson, P. R., Sprigg, C. A., and Whybrow, A. (1996). New production initiatives: Minimizing risk and maximizing potential. In R. J Koubek and W. Karwowski (Eds.). *Manufacturing Agility and Hybrid Automation- I*. IEA Press: Louisville, Kentucky. (p. 127 - 130).
- Parker, S. K., Myers, C. and Wall, T. D. (1995). The effects of a manufacturing initiative on employee jobs and strain. In S. A. Robertson (Ed.) *Contemporary Ergonomics, 1995*, pp. 37-42. London: Taylor and Francis.
- Jackson, P. R., Mullarkey, S., Parker, S. K. and Wall, T. D. (1995). Advanced manufacturing systems and the changing nature of work. In P. T. Kidd and W. Karwowski, (Eds.). *Advances in Agile Manufacturing: Integrating Technology, People and Organisations*. (pp. 590-594). Netherlands: Press.
- Parker, S. K., Wall, T. D., and Jackson, P. R. (1994). Job design and work orientations in modern manufacturing: A comparative case study. In S.A. Robertson (Ed.) *Contemporary Ergonomics, 1994*, (pp. 411-416). London: Taylor and Francis.
- Parker, S. K. and Jackson, P. R. (1994). Facilitating new shopfloor roles within modern manufacturing. In P. T. Kidd and W. Karwowski, (Eds.). *Advances in Agile Manufacturing: Integrating Technology, People and Organisations*. (pp. 157-160). Netherlands: IOS Press.
- Parker, S. K. and Jackson, P. R. (1993). The implementation of high performance work teams. In D. Gowler, K. Legge, and C. Clegg (Eds.) *Case Studies in Organisational Behavior and Human Resource Management (2nd Edition)* (pp 42-56). London: Paul Chapman Publishing.
- Parker, S. K., Jackson, P. R., and Wall, T. D. (1993). Autonomous group working within integrated manufacturing: A longitudinal investigation of employee role orientations. In G. Salvendy and M. J. Smith (Eds). *Human-Computer Interaction: Application and Case Studies*. (pp 44-49). Amsterdam: Elsevier Publishers, B.V.
- Jackson, P. R. and Parker, S. K. (1993). The implementation of high-performance work-teams: Teaching Guide. In D. Gowler, K. Legge, and C. Clegg (Eds.) *Case Studies in Organisational Behavior and Human Resource Management: Teaching Guide* London: Paul Chapman Publishing.

## **PRACTITIONER ARTICLES**

- Parker, S. K., Andrei, D., Van den Broeck, A. (2019). Why managers design jobs to be more boring than they need to be. Harvard Business review, Jun 5 2019.  
<https://hbr.org/2019/06/why-managers-design-jobs-to-be-more-boring-than-they-need-to-be>

Parker, S. K., Wang, Y. (2019). When to take initiative at work, and when not to. Harvard Business review, Aug 21 2019. <https://hbr.org/2019/08/when-to-take-initiative-at-work-and-when-not-to>

Van den Broeck, A., Andrei, D., Parker, S. K. (2019). Werken aan kwaliteitsvol werk: Waarom er meer slechte jobs gemaakt worden dan nodig [Working on the quality of work: Why there are more low quality jobs than needed]. *Over.Werk. Tijdschrift van het Steunpunt Werk*, 29(2), 70-76. Steunpunt Werk / Uitgeverij Acco.

Klonek, F., & Parker, S. K. (2018). Teil-autonome Arbeitsteams oder tayloristische Produktionslinie? Welche Erkenntnisgewinne bieten simulationsbasierte Work Design Trainings [Self-managing team or tayloristic production chain? What can we learn from simulation-based work design trainings]. *Gruppe. Interaktion. Organisation. Zeitschrift für Angewandte Organisationspsychologie (GIO) [Group. Interaction. Organisation]*, 49 (167-175)

Carpini, J. A., Fleming, A. F., & Parker, S. K. (2015). Multidisciplinary team briefings: A way forward. *Day Surgery Australia*, 14 (2), pp. 12-14

*Winners and Losers: Is Your Proactive Behaviour Annoying the Boss?* Knowledge@Australian School of Business. April 7<sup>th</sup>, 2010. [Based on article by Grant, Parker, Collins, 2009, *Personnel Psychology*].

Maynard, D. (2002). *Team works: A new research-based team coaching initiative is bringing students and alumni together to discover what really drives team effectiveness.* Australian Graduate School of Management Magazine, Issue 2, p. 18-19. [Based on research by Catherine Collins, Sharon Parker, & Roger Collins]

Parker, S. K. (2001). *Unleash the power of your workforce.* Australian Graduate School of Management Magazine, Issue 3, p. 24- 26.

Parker, S. K. (2001). *Designing a proactive and creative workforce for the innovation era.* Paper prepared for the Australian Graduate School of Management Research Briefing Series sponsored by the Centre for Corporate Change.

Parker, S. K. (2001). *Designing and developing effective organizations.* Published by Bureau for Employer's Activities, ACT/EMP 30, International Labour Office, Geneva. ISBN 92-2-112334-0.

Translation of Parker & Sprigg (1999). Clay, R. A. (1999), '*Lean production*' may also be a lean toward injuries. *APA Monitor On Line*, Vol 30, 5, May 5<sup>th</sup>.

Parker, S. K. & Sprigg, C. A. (1997). *Team work: Not just a happy accident.* Opinion piece in *Personnel Today*, April 24th, p. 18.

Parker, S.K. (1997). *Successful slimming: How to downsize.* *Personnel Today*, July 17th.

Parker, S. K. (1996). *Police study tackles harassment*. Personnel Today, p. 4. 21 May, 1996

## REPORTS

In collaboration with students and colleagues, I have prepared over 80 technical reports to collaborating organizations. Example major reports in the previous three years are included here.

Andrei, D. M., Parker, S. K., Constantin, A., Baird, M., Iles, L., Petery, G., Zoszak, L., Williams, A., & Chen, S. (2019). *Maximising potential: Findings from the Mature Workers in Organisations Survey (MWOS)*. Centre for Excellence in Population Ageing Research (CEPAR). <http://cepar.edu.au/sites/default/files/Findings-from-Mature-Workers-in-Organisations-Survey-Dec-2019.pdf>

Orchard, M., Finnerty, D., Parker, K., & Adams, K. (2019). *Thrive at Work Industry Engagement: Assessment findings and recommendations*. Perth, Western Australia.

Parker, S. K., Fruhen, L., Burton, C., McQuade, S., Loveny, J., Griffin, M., Page, A., Chikritzhs, T., Crock, S., Jorritsman, K and Esmond, J. (2018). *Impact of FIFO work arrangements on the mental health and wellbeing of FIFO workers*. Perth, Western Australia: WA Mental Health Commission. Retrieved from <https://www.mhc.wa.gov.au/media/2547/impact-of-fifo-work-arrangement-on-the-mental-health-and-wellbeing-of-fifo-workers-full-report.pdf>

Parker, S. K., Crosetta, M. and Hutchinson, L. (2019). *Evaluation of the transition experiences of young people with a transition care coordinator*. Perth, Western Australia: Fiona Stanley Hospital.

Parker, S. K., Butcher, S. (2019). *ACT government transition to Activity Based Working*. Canberra, ACT: Government of Australia.

## ACADEMIC KEYNOTE PRESENTATIONS

### 2019

Parker, S.K. *Designing work that works: Future Directions*. AOW 2019 (Neue Formen der Arbeit in der digitalisierten Welt: Veränderungskompetenz stärken), Technical University of Braunschweig, Germany, 25-27 September 2019.

Parker, S.K. *How individuals structure work for others: Poor work design begets poor work design*. Seventh Annual International Symposium of Proactive Behavior in Organizations, Shanghai University of Finance and Economics, China, 28-29 June, 2019.

Parker, S.K. *Digitalization and other new technologies as an antecedent of work design*. EAWOP Small Group Meeting: Antecedents of Work Design, Vrije Universiteit Amsterdam, Netherlands, 3-4 July, 2019.

Parker, S.K. *Exciting times for work design theory and research: some new discoveries and directions*. 19<sup>th</sup> EAWOP Congress, Turin, Italy, 29 May – 1 June, 2019.

## 2018

Parker, S.K. *Leading for Proactivity: New Directions*. 3rd Annual Organizational Behaviour/Human Resources Symposium hosted by the China Europe International Business School (CEIBS), Shanghai, 28<sup>th</sup> November.

Parker, S. K. *When is Proactivity Wise? A Synthesis of Factors That Influence the Individual Outcomes of Proactive Behavior*. 6<sup>th</sup> Annual International Symposium: Proactive Behaviour in Organisations hosted by the Shanghai University of Finance and Economics (College of Business). 23-24 June 2018

## 2017 and earlier

Parker, S.K. *Redesigning work design research and theory: New directions*. Australian and New Zealand Academy of Management Annual Conference, RMIT School of Management, Melbourne, 5-8 December 2017.

Parker, S. K., & Carpini, J. *Preventing silence through effective speaking-up within the operating theatre*. Royal Australian & New Zealand College of Obstetricians & Gynaecologists Annual Scientific Meeting, Crown Perth, October 16-19<sup>th</sup> October, 2016.

Parker, S.K., *What's happening in work design? Looking back and looking forward*. Keynote Speaker, APS 11<sup>th</sup> Industrial and Organisational Psychology Conference, Melbourne, 2-4 July 2015.

Parker, S. K., (November, 2014). *Helping people to 'make things happen': A framework for proactivity at work*. Key Note Speaker, 4<sup>th</sup> International Congress on Coaching Psychology. Melbourne Convention Centre, Melbourne.

Parker, S.K., (Sept., 2014). *Designing work that works: Future directions for job design research and practice*. Key Note Address, *International Congress of Occupational Health, Work Organization and Psychosocial Factors*, Adelaide Convention Centre 17<sup>th</sup> – 19<sup>th</sup> Sept 2014, Adelaide.

Parker, S. K., (April, 2014). *Making things happen: Proactivity in the work place*. Key note Address, *Management Theory and Practice Conference*, Kitakyushu City, Japan, April 4-6 2014

Parker, S. K., (June, 2012). *New directions in proactivity research*. Key note address, 3<sup>rd</sup> Biennial Institute of Work Psychology Conference on Work, Well-being, and Performance, 26<sup>th</sup> -28<sup>th</sup> June, Sheffield, UK.

Parker, S. K., (April, 2012). *Making a difference via proactivity*. Key note address, Department of Corrective Services Senior Leadership Development Day, Corrective Services Academy, Hilton, Perth, WA.



Parker, S. K. (July, 2010). *Making a difference*. Divisional Address, *International Congress of Applied Psychology*, Melbourne, Australia.

Parker, S. K., (May, 2009), State of the Art Address. *Work design: Where do we go from here?* 14<sup>th</sup> European Congress of Work and Organisational Psychology Conference, Santiago de Compostela, Spain.

Parker, S. K., (Jan, 2008). Key note speaker. *Making things happen: Proactive behavior in the work place*. British Psychological Society, Division of Occupational Psychology Annual Conference, Stratford-Upon-Avon.

Parker, S. K. (Sept., 2006). Key note speaker. *Teams with pizzazz: Fostering team proactivity through individual and team processes*. 10<sup>th</sup> International Workshop on Teamworking. Groningen, The Netherlands.

Parker, S. K., (June, 2003). Parker, S. K., (2003, June). Key note speaker. *Making work design work: Challenges and opportunities*. 5<sup>th</sup> International Industrial and Organizational Psychology Conference, Grand Hyatt, Melbourne.

Parker, S.K. (April, 2001). *Work design: changes and challenges*. Invited Speaker, Special Centenary Session on Work Design, British Psychological Society Annual Conference, April 28-31.

## REFEREED CONFERENCE PRESENTATIONS

[Excludes any articles already referred to in Conference Proceedings, and presents a sample of presentations prior to five years].

Hay, G., Parker, S. K., Luksyte, A., (2019). *Failure and blame in organizational change: An identity lens*. 79<sup>th</sup> Annual Meeting of the Academy of Management. Boston, August 9-13.

Yeo, G., Parker, S. K., Celestine, N. A., (2019). *Making time for slack time*. 79<sup>th</sup> Annual Meeting of the Academy of Management. Boston, August 9-13.

Bharadwaj, A., Dunlop, P., Parker, S. K., Straker, L., (2019). *An investigation of work-design and individual differences as antecedents of employee moral disengagement*. Poster presented at 19<sup>th</sup> EAWOP Congress, Turin, Italy, 29 May – 1 June.

Bharadwaj, A., Wee, S., Dunlop, P., Parker, S. K., (2019). *Person-job fit in the theory of purposeful work behaviour: testing a moderated mediation model*. 19<sup>th</sup> EAWOP Congress, Turin, Italy, 29 May – 1 June.

Liu, Y., Ward, M. K., Parker, S. K., (2019). *The buffering effect of future time perspective on the relationship between workload and well-being: evidence from a 20-year longitudinal study*. 19<sup>th</sup> EAWOP Congress, Turin, Italy, 29 May – 1 June.

Klonek, F., Liu, Y., Johnson, A., Nguyen, H., Parker, S. K., (2019). *Not everybody thrives the same way: the impact of approach motivation on well-being and performance via*

- growth strength in skill utilization*. 19<sup>th</sup> EAWOP Congress, Turin, Italy, 29 May – 1 June.
- Tims, M., Andrei, D., Iles, L., Parker, S. K., (2019). *When do others support employee job crafting: A job design simulation task*. 19<sup>th</sup> EAWOP Congress, Turin, Italy, 29 May – 1 June.
- Andrei, D., Wenzel, R., Parker, S. K., (2019). *Organizational level antecedents of high-quality work design*. 19<sup>th</sup> EAWOP Congress, Turin, Italy, 29 May – 1 June.
- Sijbom, R., Parker, S. K., (2019). *Making the most of employee voice: how leaders' achievement goals and voice target identification shape responses to voice*. 19<sup>th</sup> EAWOP Congress, Turin, Italy, 29 May – 1 June.
- Wang, B., Liu, Y., Parker, S. K., (2019). *Stop the stigma! Understanding the bright side of social media use at work*. 19<sup>th</sup> EAWOP Congress, Turin, Italy, 29 May – 1 June.
- Wu, C., Wang, Y., Parker, S. K., Griffin, M. A. (2019). *Effects of prolonged job insecurity on the big five personality change*. 19<sup>th</sup> EAWOP Congress, Turin, Italy, 29 May – 1 June.
- Hay, G., Parker, S. K., Luksyte, A. "Surgeons need freedom but nurses need rules": How identity shapes the work design of multidisciplinary teams. (2019). "Surgeons need freedom but nurses need rules": How identity shapes the work design of multidisciplinary teams. 19<sup>th</sup> EAWOP Congress, Turin, Italy, 29 May – 1 June.
- Knight, C., Parker, S. K., McLarnon M., Wenzel, R. (2019). *The work design profiles of employees in the Australian not-for-profit sector: a person-centered perspective*. 19<sup>th</sup> EAWOP Congress, Turin, Italy, 29 May – 1 June.
- Bindl, U., Sonnentag, S., Parker, S. K. (2019). "Managing your feelings to enhance proactivity: the type of affect regulation matters". 19<sup>th</sup> EAWOP Congress, Turin, Italy, 29 May – 1 June.
- Cangiano, F., Parker, S. K., Ouyang, K. (2019). "When taking charge creates work-life conflict: The role of intrinsic motivation" 19<sup>th</sup> EAWOP Congress, Turin, Italy, 29 May – 1 June.
- MK, Jiabin, SHARON, (2019). *Leveraging work design to prevent careless responding during online surveys*. 19<sup>th</sup> EAWOP Congress, Turin, Italy, 29 May – 1 June.
- Parker, S.K., *Fireside Chat with Jane Dutton, Sharon Parker and Scott Sonenshein*. 78<sup>th</sup> Annual Meeting of the Academy of Management. Chicago, August 10 – 14, 2018.
- Parker, S.K., *Acing the Job Talk – Tips from Experts and Recent Grads*, 78<sup>th</sup> Annual Meeting of the Academy of Management. Chicago, August 10 – 14, 2018.
- Klonek, F. E., Rico, R., & Parker, S.K, (2018). *Team ambidexterity: Resolving the exploration – exploitation dilemma*. 78<sup>th</sup> Annual Meeting of the Academy of Management. Chicago, August 10 – 14, 2018.
- Parker, S. K., & Zhang, F. (2016). *Transformative work design: Future directions for work design research*. 6<sup>th</sup> Expert Workshop on Psychosocial Factors at Work in the Asia Pacific, 20-21 October, Shanghai, China. Abstract Book, p. 9. School of Public Health, Fudan University; Asia Pacific Academy for Psychosocial Factors at Work.
- Parker, S. K. (2015) Discussant for session 'Proactivity at work: Novel perspectives on effectiveness and social context'. 75<sup>th</sup> Annual Meeting of the Academy of Management Conference, Vancouver, 7-11 August, 2015
- Liao, J. & Parker, S.K. (2015) *A situational judgement test of wise proactivity: development and initial validation*. Presented in session 'Proactivity at work: Novel perspectives on

effectiveness and social context'. 75<sup>th</sup> Annual Meeting of the Academy of Management Conference, Vancouver, 7-11 August, 2015

Cangiano, F., Parker, S. K. & Yeo, G. B. (2015) *Proactivity and Well-Being: A diary study on the role of perceived competence*. Presented in session 'Enrichment across Boundaries: New Perspectives on the Work Life Interface', 75<sup>th</sup> Annual Meeting of the Academy of Management Conference, Vancouver, 7-11 August.

Wu, C. H., Griffin, M. & Parker, S. K. (2015) *Can job autonomy and skill utilization enhance individuals' locus of control? A reciprocal longitudinal study*, 17<sup>th</sup> congress of the European Association of Work and Organizational Psychology, Oslo, Norway, 20-23 May.

Parker, S. K. (2015) *My Work Changes Me: How Work Design Might Shape Personality and Identity Development*, 17<sup>th</sup> congress of the European Association of Work and Organizational Psychology, Oslo, Norway, 20-23 May.

Griffin, M., Parker, S. K., Taylor, I. & Curcuruto, M. *Leadership for Organizational Safety*. Symposium at the 30<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia 23-25 April, 2015.

Parker, S. & Van den Broeck, A. (2014) *Multi-level Perspectives on the Causes of Job Design*. Selected as Showcase symposium for the 2014 Academy of Management Meeting, Philadelphia.

Parker, S. K. & Andrei, D. (2014). *Designing Work: What Task Allocations Come Naturally?* Academy of Management Meeting, Philadelphia, August.

Parker, S. K. & Andrei, D. (2014). *Perpetuating Poor Quality Work: Who Designs Simplified Jobs and Why?* 28<sup>th</sup> International Congress of Applied Psychology, Paris, July.

Strauss, K., Parker, S. K. & O'Shea, D. (2013). *The Personal Cost of Proactive Behavior: Moderating Effects of Controlled Motivation*. Academy of Management Annual Conference, Florida, USA.

Strauss, K., & Parker, S. K., (2012). *Intervening to Enhance Eudemonic Well-being in the Workplace: The Active Workforce Initiative*. Academy of Management Annual Conference, Boston.

Wu, C. H., & Parker, S. K. (2012). *When perceived over-qualification is detrimental to job attitude? The role of job autonomy and national culture*. The 27<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology. San Diego, California, US. April 26-28.

Wu, C., & Parker, S. K., (2012). *Leader as a Secure Base: The Role of Supervisors Support in Shaping Subordinates' Proactive Behavior*. Academy of Management Annual Conference, Boston, USA.

Wu, C. H., Griffin, M. A., & Parker, S. K. (2012). *Dynamic self-systems in the workplace*. Academy of Management 2012 Annual Meeting Boston, Massachusetts, USA. 3-7, Aug.

Johnson, A., Parker, S. K., & Hong, H. (2012). *The Differential Effects of Motives on Role Outcomes Enhanced by Team Affective Climate*. Academy of Management Annual Conference, Boston, USA.

- Tian, W. A., Wu, C. H., & Parker, S. K. (2012). How feedback contributes to change-oriented citizenship: The role of supervisor support and extrinsic motivation for applying new skills. The 27<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology. San Diego, California, US. April 26-28.
- Wu, C. H., & Parker, S. K. (2012). Understanding proactivity from attachment theory: How attachment styles relate to proactive career behaviour. The 27<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology. San Diego, California, US. April 26-28.
- Bindl, U.K., & Parker, S.K. (2011). *Meaning regulation at work: How emotions impact on the future of organizations*. Paper accepted for presentation at the 25<sup>th</sup> ANZAM Conference, Wellington, New Zealand.
- Bindl, U.K., Parker, S.K., Totterdell, P., & Hagger-Johnson, G. (2011). *The fuel of the self-starter: How mood influences proactivity*. Paper presented at the Academy of Management Annual Conference, San Antonio, USA.
- Parker, S.K., Johnson, A.M., Bindl, U.K., Hong, H., & Groth, M. (2011). *Silence speaks volumes: The differential effects of silence motives on work outcomes over time*. In David Whiteside & Laurie Barclay. *New directions in organizational silence and voice research*. Paper presented at the Academy of Management Annual Conference, San Antonio, USA.
- Wu, C., & Parker, S. K. (2011, June). Attachment Security and Proactivity. In Proactivity at Work: Emerging Perspectives, Industrial and Organizational Psychology conference, Brisbane, *9th Industrial and Organisational Psychology Conference Proceedings*. pp. 32.
- Wu, C. H. & Parker, S. K. (2011). *When voice is harmful for performance? The impact of personal motives and procedural justice*. Academy of Management 2011 Annual Meeting San Antonio, Texas, USA.
- Wu, C. H., Parker, S. K., & de Jong, J. P. J. (2011). *Is proactivity just about doing? The role of need for cognition in driving proactive behavior*. Academy of Management 2011 Annual Meeting San Antonio, Texas, USA.
- Bindl, U. K., & Parker, S. K (2011). It Depends on How You Feel About It: Emotions. In Proactivity at Work: Emerging Perspectives, Industrial and Organizational Psychology Conference, Brisbane, *9th Industrial and Organisational Psychology Conference Proceedings*, pp. 33.
- Parker, S. K., & Gibson, C. (July 2011). *The contribution of proactivity and identity integration to cross-cultural capacity building*. In Gibson, C. (Chair). *The role of multinational organizations in capacity building for developing sustainable communities*. Academy of International Business Conference, Nagoya, Japan.
- Parker, S. K., & Gibson, C. (July 2011). *The contribution of proactivity and identity integration to cross-cultural capacity building*. In Gibson, C. (Chair). *The role of multinational organizations in capacity building for developing sustainable communities*. Academy of International Business Conference, Nagoya, Japan.
- Strauss, K. & Parker, S. K. (2011). *The will and the way: Hope facilitates individual task adaptivity*. In van Dam, K., & Niessen, C. *Adaptive behavior at work*. Paper presented at the 15<sup>th</sup> European Congress of Work and Organizational Psychology.

- Strauss, K. & Parker, S. K. (2011). *Proactive and happy? The relationship of proactive work behavior with hedonic and eudemonic well-being*. Paper presented at the 15th European Congress of Work and Organizational Psychology.
- Carter R., Badham R., Parker S.K., and Nesbit P. (2011 July). *“Empowerment or Control: A Longitudinal Experimental Field Study of the Effects of Organization Theatre”*, 27th EGOS Colloquium, Gothenburg Sweden.
- Bindl, U., & Parker, S. K., (August, 2010). *Fuelled into Proactivity: How the experience of positive affect impacts on proactive self-regulation*. In Bindl, U., & Lam, Chak Fu (Chairs) Symposium: Passion and Proactivity: When and How does Affect at Work Fuel Self-initiated Behaviors? US Academy of Management Conference, Montreal.
- Vough, H., Bindl, U.K., & Parker, S.K. (2010). *Making change with a little help from your friends: Social Factors in the Proactivity Process*. Paper presented at the Academy of Management Annual Conference, Montréal, Canada.
- Parker, S. K., (July, 2010). *Discussant* for ‘Putting the people back into work design’ chaired by K. Unsworth. International Congress of Applied Psychology, Melbourne, Australia.
- Bindl, U., Parker, S. K., & Vough, H. (June, 2010). *Affect matters: How emotions impact on proactive goal regulation*. 2<sup>nd</sup> Biennial Institute of Work Psychology Conference.
- Collins, C. G., Quigley, N., Gibson, C., & Parker, S. K., (2010). *Team effectiveness trajectories: Entrained archetypes of team change and catalysts for critical leverage points*. INGroup conference, July 22-24, Hilton Arlington, USA.
- Panel discussion with M. Frese, A. Bakker, S. K. Parker, T. Britt, M. Royal, G. Short. (2010). *Work Conditions That Maximize the Performance of Engaged Employees*, organised by the Hay Group. Society for Industrial and Organizational Behavior, Atlanta, April.
- Parker, S. K., Den Hartog, D., & Ferris, L. (2010). *Proactivity at Work: Applying Positive Psychology to Organizations*. Invited Professional Development Seminar. Society for Industrial and Organizational Behavior, Atlanta, April.
- Bindl, U., Vough, H., & Parker, S. K., (2010) *Profiles of Proactivity: When Role Breadth Activates Action at Work* In session ‘Rethinking Role Breadth: Relationships to Antecedents and Outcomes’ (Chair: Diane Bergeron). Society for Industrial and Organizational Behavior, Atlanta, April.
- Axtell, C., & Parker, S. K., (2010) *Perspective Taking and Clarity Affecting Misunderstandings in Virtual Teams*. In ‘Predicting Virtual Team Effectiveness: Focusing on the Micro Level’ (Chair: Sara Perry). Society for Industrial and Organizational Behavior, Atlanta, April.
- Bindl, U.K., Warr, P. B., Parker, S. K., Inceoglu, I., (2010) Multiple *Patterns of Affect-Behavior Association*. In Session ‘Between- and Within-People Investigations of Affect and

Behavior at Work' (Chairs, Sharon K. Parker & Nikos Dimotakis). Society for Industrial and Organizational Behavior, Atlanta, April.

Parker, S. K., Bindl, U., Van Dyne, L., & Wong, S. F., (2009) *Why don't people speak out?: A new measure of silence*. In Lebel, D. (Chair). Speaking Up or Shutting Up: Exploring new directions in research on voice and silence. Academy of Management Conference, Chicago.

Parker, S. K., Calvard, T., & Collins, C. (2009). *Perspective taking as a mitigator of conflict in teams*. The role of perspective taking in conflict resolution and interpersonal justice. In R. Sinha (Chair). Academy of Management Conference, Chicago.

Parker, S. K., & Collins. (2009). *Values and proactivity*. In B. Ghitulescu (Chair). New theoretical perspectives and empirical insights on proactivity at work. Academy of Management Conference, Chicago.

Strauss, K., Griffin, M.A, & Parker, S. K., (2009), *Motivating proactive behavior to achieve a sustainable career: The power of the future work self*. In A. Wrzesniewski (Chair), Creating sustainable work: Research insights and strategies for action. Academy of Management All-Academy Symposium Proposal

Collins, C., Parker, S. K., McCarthy, S., & Johnson, A., (2009). *Leading Emergency Department Junior Doctors to be Proactive: Balancing Inspiration and Error Management*. 8<sup>th</sup> Industrial and Organisational Psychology Conference, Manly Beach, Sydney, Australia 25-28 June.

Bindl, U., Parker, S.K., Johnson, A., Groth, M., & Collins, C. 2009 *Disentangling the motivational drivers of nurses' voice and proactive care*. 8<sup>th</sup> Industrial and Organisational Psychology Conference, Manly Beach, Sydney, Australia 25-28 June.

Carter R., Parker S.K., Badham R. and Nesbit P. (2009 August). *"Role Breadth Self-Efficacy, Role Orientation, and Performance: A Field Experiment,"* APA 117<sup>th</sup> Annual Convention, Toronto, Canada.

Parker, S. K. 2009 Discussant for Adaptive Performance session, 14<sup>th</sup> European Congress of Work and Organisational Psychology Conference, Santiago de Compostela, Spain.

Bindl, U.K., & Parker, S.K. (2009). *Phases of Proactivity: How do we actually go the extra mile?* In M. Frese, & S.K. Parker. Proactivity/Personal Initiative: Untangling the concept. (Invited symposium). Paper presented at the European Congress of Work and Organizational Psychology, Santiago de Compostela, Spain.

Carter, R., Badham, R., Nesbit, P., & Parker, S. K. (May, 2009). *Engagement: An intervention*. 14<sup>th</sup> European Congress of Work and Organisational Psychology Conference, Santiago de Compostela, Spain.

- Carter, R., Badham, R., Nesbit, P., & Parker, S. K., (2009, April). *Increasing employee engagement and performance: A self-efficacy based intervention*. In Engagement symposium, Society for Industrial and Organizational Psychology, New Orleans.
- Parker, S. K., & Warr, P. B. (19<sup>th</sup> March, 2009). *Well-being and performance*. In Well-being at the Work-Place: A Policy Studies Institute, ESRC, and Centre for Economic Performance Workshop. Centre for Economic Performance, London.
- Strauss, K., Griffin, M., & Parker, S. (2009). *Motivating proactive behavior to achieve a sustainable career: The power of the future work self*. In Wrzesniewski, A. Creating sustainable jobs: Research insights and strategies for action. Paper presented at the 2009 Academy of Management Annual Meeting, Chicago, Illinois. ([Click here to access the podcast via the AOM Learning Centre](#))
- Strauss, K., Griffin, M., & Parker, S. (2009). *Solving the Initiative Paradox: Leader vision and the Collective Future Self*. In Den Hartog, D. Stimulating employees' proactive behavior: The role of leadership. Paper presented at the 14<sup>th</sup> European Congress of Work and Organizational Psychology.
- Collin, C. G., Parker, S. K., Gibson, C., & Quigley, N. (2008). *The shape, speed and direction of team development: Promoting positive change trajectories*. In K.E. M. De Stobbeleir & Ashford, S. J., (Chairs). 'Proactive Behavior at Work: Cumulating Evidence From Separate Literatures'. Academy of Management Conference, Anaheim.
- Parker, S., K., Bindl, U., Collins, C. G., Groth, M., and Johnson, A., (2008). *Why don't people speak out? Investigating active and passive silence*. Academy of Management Conference, Anaheim.
- Parker, S. K., Collins, C., & Grant, A. (2008). *The role of positive affect in making things happen*. In R. Ilies J. Fandre (Chairs) 'Explanatory Mechanisms Linking Positive Work Experiences to Behavior and Well-being'. 23<sup>rd</sup> Annual Society for Industrial and Organizational Psychology Conference, American Psychological Association, California, USA.
- Strauss, K., Griffin, M., Parker, S. K., (2008). *Proactive behavior: Aspiring towards future selves*. In 'New Directions in Proactive Behavior Research' (Chairs: Johannes Rank, Uta Bindle). Institute of Work Psychology Conference, Sheffield.
- Carter, R., Parker, S. K., Badham, R., & Nesbit, P. (2008). *Improving employee engagement and performance: A self-efficacy based intervention*. Institute of Work Psychology Conference, Sheffield.
- Williams, H. Parker, S. K., & Turner, N. (2008). *Exploring the antecedents of team proactivity*. In 'Teamwork, Performance, & Well-being' (Chair: Catherine Collins). Institute of Work Psychology Conference, Sheffield.

- Parker, S. K., Calvard, T., & Collins, C. (2008). *The moderating influence of perspective taking in teams: Overcoming and learning from conflict*. In 'Teamwork, Performance, & Well-being' (Chair: Catherine Collins). Institute of Work Psychology Conference, Sheffield.
- Parker, S. K., (2008). Panellist in 'Meet the Editors'. Institute of Work Psychology Conference, Sheffield.
- Parker, S. K. (2008). Panellist in Panel Symposium: Advancing Work Design Research and Theory (Chair: Fred Morgeson). Institute of Work Psychology Conference, Sheffield.
- Parker, S. K., (2007). *Work motivation*. In *New perspectives in work motivation: When context and time matter* (Chair, Ruth Kanfer). Academy of Management Conference, Philadelphia.
- Parker, S. K. (2007). *How positive affect can facilitate proactive behavior in the work place*. In *Positive and negative emotions as drivers of change: Perspectives from multiple levels*. (Chair, S.Y. Rhee). Academy of Management Conference, Philadelphia.
- Johnson, A., Helena, H., Parker, S. K. & Collins, C. G. (2007, December) *The effect of a work design intervention on junior doctors: A collaborative approach to patient care*. Australian and New Zealand Academy of Management Conference, Sydney, Australia.
- Parker, S. K., (2007). *Positive affect and proactive behavior*. Positive Organizational Scholarship Conference, November, Michigan, Ann Arbor.
- Strauss, K., Griffin, M., & Parker, S. (2007). *Achieving possible selves: Underlying mechanisms of proactivity in organizations*. Paper presented at the BPS Social Psychology Section Conference at the University of Kent.
- Collins, C. G. & Parker, S. K. (2006a, May) *Enhancing team efficacy: A longitudinal evaluation of a mentoring and data feedback intervention*. Society of Industrial and Organizational Psychology Conference, Dallas, USA.
- Collins, C. G. & Parker, S. K. (2006, May) *How is proactivity fostered over the team lifespan? An investigation of motivation and behavioural antecedents*. In symposium chaired by Crant, J. M. & Fritz C., titled, 'Antecedents of proactive behavior at work: The role of person-related variables'. Society of Industrial and Organizational Psychology Conference, Dallas, USA.
- Parker, S. K., Johnson, A., & Collins, C. G., (2006). *Enhancing proactive patient care: An intervention study*. In Grant. A., & Ashford, S., *Toward a general theory of proactive behavior*. Academy of Management Conference, Atlanta, Georgia, August.
- Parker, S. K., & Collins, C. (2005) *Beyond task and citizenship performance: The importance of proactive behavior at work*. {Symposium}. In B. Myors, Abstracts of the 6<sup>th</sup>



Australian Industrial and Organizational Psychology conference, June-July, 2005, Gold Coast.

Parker, S. K., & Collins, C. (2005) *Proving oneself or developing oneself? How goal orientations relate to proactive behavior at work*. In B. Myers, Abstracts of the 6<sup>th</sup> Australian Industrial and Organizational Psychology conference, June-July, 2005, Gold Coast.

Parker, S. K. (2005) *Work design and well-being: A model incorporating time and dynamic effects*. In B. Myers, Abstracts of the 6<sup>th</sup> Australian Industrial and Organizational Psychology conference, June-July, 2005, Gold Coast.

MacCormick, J.S., & Parker, S. K., (August, 2005). *Multiple climates and their effect on business performance through staff and customer outcomes*. In K. Reed, Building workplace trust and satisfaction. Symposium at the Academy of Management Conference, Hawaii, 2005.

Mason, C., Griffin, M., and Parker, S. K. (August, 2005). *Transformational leadership: From leader interventions to team outcomes*. Symposium at the Academy of Management Conference, Hawaii, 2005.

Mason, C., Parker, S. K., & Griffin, M. (August, 2005). Transforming leaders: Identifying the associated values, beliefs, and emotions. In C. Mason et al., *Transformational leadership: From leader interventions to team outcomes*. Symposium at the US Academy of Management Conference, Hawaii, 2005.

Parker, S. K., & Collins, C. (2004, August). *Understanding different types of proactivity: An analysis of active, self-starting behaviors*. In S.K. Parker & C. Collins. "Proactivity: Understanding dynamic, self-directed action in organisations". Academy of Management Conference, New Orleans.

S.K., Parker & C. Collins (2004, August). Symposium Chairs. *"Proactivity: Enhancing understanding of self-starting and dynamic action within organisations"*. Academy of Management Conference, New Orleans. [This symposium was selected as a showcase symposium].

MacCormick, J., & Parker, S. K. (August, 2004). *Harnessing divergence and paradox: Effect of different dimensions of climate and climate heterogeneity*. In J. MacCormick & S. K. Parker, "Advances in Linkage Research". Academy of Management Conference, New Orleans.

MacCormick, J & S. K. Parker (August, 2004). Symposium Chairs. *What matters for work unit and organizational effectiveness: Advances in Linkage Research*. Academy of Management Conference, New Orleans. [This symposium was selected as a showcase symposium].

- Collins, C., & Parker, S. K., (2003, August). *Do the big five personality factors influence collective efficacy? A longitudinal study*. In Gully, S. "Exploring the Nomological Network of Collective Efficacy: Recent Findings, New Directions". Academy of Management conference, US, Seattle, Washington.
- Collins, C., & Parker, S. K., (2003, June). Symposium chairs. *Creating effective teams through closer attention to cognitive and motivational outcomes*. 5<sup>th</sup> International Industrial and Organizational Psychology Conference, Grand Hyatt, Melbourne.
- Collins, C., & Parker, S. K., (2003, June). *Designing project teams to enhance their collective efficacy*. In Collins, C., & Parker, S.K., (chairs) "Creating effective teams through closer attention to cognitive and motivational outcomes". 5<sup>th</sup> International Industrial and Organizational Psychology Conference, Grand Hyatt, Melbourne.
- Williams, H. M., Parker, S. K., & Turner, N. (2003, June). *The interactive effect of surface- and deep-level dissimilarity in predicting within-team perspective taking*. In Collins, C., & Parker, S.K., (chairs) "Creating effective teams through closer attention to cognitive and motivational outcomes". 5<sup>th</sup> International Industrial and Organizational Psychology Conference, Grand Hyatt, Melbourne.
- MacCormick, J., & Parker, S. K., (2003, June). *Exploring paradox: the joint effect of internal and externally-focused practices on perceived organizational effectiveness*. Poster presentation at the 5<sup>th</sup> International Industrial and Organizational Psychology Conference, Grand Hyatt, Melbourne.
- Collins, C. & Parker, S. K. (2002, August). Co-Chairs of Symposium *Collective efficacy in teams: New directions for research*. Academy of Management Meeting, Denver.
- Collins, C. & Parker, S. K. (2002, August). *Collective efficacy and team performance: The moderating role of personality*. In Collins C. & Parker, S.K. "Collective efficacy in teams: New directions for research", Academy of Management Meeting, Denver, Colorado.
- Turner, N., Parker, S.K., & Williams, H.M. (2002, August). *Autonomous work design and employee safety: Cross-sectional and longitudinal explorations*. Academy of Management Meeting, Denver, USA.
- Axtell, C. M., Parker, S. K., Holman, D., & Totterdell, P. (2002, July). *Stepping into the customer's shoes: Perspective taking in a call centre*. International Congress of Applied Psychology conference, Singapore. 7-12 July.
- Turner, N., & Parker, S.K. (2003, March). *The effect of teamwork on safety processes and outcomes*. In N. Turner & E.K. Kelloway (Chairs), "Psychosocial factors and safety: Making sense of the latest research". 5th Work, Stress, and Health conference, Toronto, Canada.

- Parker, S. K. (2001, June). *Employee proactivity and adaptability at work*. In M. A. Griffin (Chair) "Developing an Integrated Model of Performance". 4<sup>th</sup> International Industrial and Organisational Psychology Conference, Sydney, Australia, 21-24 June.
- Parker, S.K., Axtell, C.M., & Turner, N. (2001, June). *Designing a safer workplace: Importance of job autonomy, communication quality, and supportive supervisors*. In A. Neal & M.A. Griffin (Chairs), "High performance systems: Can they be safe?" 4th International Industrial and Organizational Psychology Conference, Sydney, Australia.
- Wood, S.J., Turner, N., Lasasosa, A., Barling, J., & Parker, S. K., (2000, October). *Human Resource Management and safety*. In T. Keenoy (Chair), "What about the workers?" Employee perspectives on HRM. Symposium conducted at BUIRA HRM Study Group Conference, London, UK.
- Williams, H.M., Turner, N., & Parker, S.K. (2000, August). *The compensatory role of transformational leadership in promoting safety behaviors*. In N. Turner & A. Zacharatos (Chairs), "Taking the lead on safety": The role of leadership in improving occupational safety. Symposium conducted at the Annual Academy of Management Conference, Toronto, Canada, August 5-9.
- Wood, S.J., Turner, N., Lasasosa, A., Barling, J., & Parker, S.K. (2000, August). *Organizational practices and safety performance: An exploratory study*. In N. Turner & J. Barling (Chairs), "New perspectives on HRM and performance". Symposium conducted at the Annual Academy of Management conference, Toronto, Canada, August 5-9.
- Turner, N., & Parker, S.K. (2000, April). *Beyond compliance: Promoting active safety involvement through work design*. In N. Turner & S.K. Parker (Chairs), "Organizations care about safety; why don't we?": Integrating safety into I/O research. Symposium conducted at the 15th Annual Society for Industrial and Organizational Psychology conference, New Orleans, USA.
- Williams, H.M., & Parker, S. K. (2000, April). *Understanding why self-managing teams can have positive consequences: The importance of considering mediators and moderators*. Annual Society for Industrial and Organisational Psychology Conference, New Orleans, USA.
- Williams, H.M., Parker, S.K., Turner, N., & Jackson, P.R. (1999, September). *Nesting organizational contexts within organizational contexts: The challenges of implementing teamworking*. Paper presented at the 3rd International Workshop on Teamworking, Surrey, UK.
- Parker, S.K., Axtell, C.M., & Turner, N. (1999, August). *A commitment-oriented approach to promoting safe working: Evidence from a longitudinal study*. In S.K. Parker & M.A. Griffin (Chairs), "Safety as a core management goal: Integrated approaches to improving safety". Symposium conducted at the Academy of Management conference, Chicago, USA, August 8-11.

- Parker, S. K., (1999, June). *Active development at work: Role breadth self-efficacy, work design and job performance*. Work Motivation Conference: Theory, Research and Practice for the New Millennium, Sydney, June 22 – 25, 1999
- Parker, S. K. (1999, June). *Work design to promote health and effectiveness*. Third Biennial Industrial and Organizational Psychology Conference, Brisbane, 25-27 June.
- Parker, S. K., (1999, March). *What's so bad about a little name-calling and teasing? Work performance anxiety and sexual harassment*. APA NIOSH International Conference on Work, Stress, and Health, 1999, Baltimore, USA. .
- Parker, S. K., (1999, March). *Lean but not healthy? Effects of lean production systems on employees' mental health*. APA NIOSH International Conference on Work, Stress, and Health, 1999, Baltimore, USA.
- Parker, S. K., & Sprigg, C. (Jan., 1999). *Promoting learning at work: The interaction between demands, control, and proactivity*. Annual British Occupational Psychology Conference, Blackpool.
- Whybrow, A.C., Parker, S.K. and Jackson, P.R. (1998, August). *Critical stages in the introduction of an enriched work design for shopfloor operators: The case of two UK based engineering SME's*. 24th International Congress of Applied Psychology, San Francisco, California.
- Parker, S. K. & Frese, M. (1998, April). *Proactivity and learning: Beyond task performance*. Symposium organized for the 13th Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, Texas.
- Parker, S. K. & Sprigg, C. A. (1998, April). *Is being proactive good for you? The importance of proactive personality in reducing stressful demands*. 13th Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, Texas.
- Parker, S. K. (1997, June). *Mechanisms underlying work redesign: A learning and development perspective. Invited presentation*. Second Biennial Industrial and Organizational Psychology Conference, Melbourne.
- Parker, S. K. et al. (1997, April). *Facilitating employee well-being: Longitudinal studies in manufacturing*. Annual British Psychology Conference, Herriot Watt University, Edinburgh, Scotland.
- Sprigg, C. A., Parker, S. K., and Jackson, P. R. (1997, April). *Critical factors in the early survival and success of teams*. Annual British Psychology Conference, Herriot Watt University, Edinburgh, Scotland.

- Whybrow, A. C., Parker, S. K. and Jackson, P. R. (1997). *The impact of an enriched work design: In depth case-studies of two steel making companies*. Eighth European Congress on Work and Organizational Psychology, Verona, Italy.
- Parker, S. K. & Jackson, P.R. (1995, December). *Optimising employee contribution and well-being for success in manufacturing*. Work and Well-Being: An Agenda for Europe, International Conference, Nottingham, UK.
- Parker, S. K. (1995, September). *How do modern manufacturing systems affect shopfloor jobs and well-being?* Work, Stress, and Health, 1995: Creating Healthier Workplaces, Washington.
- Parker, S.K. (1995, Jan). A new approach to job design research. Annual British Psychological Society Occupational Psychology Conference, Birmingham, UK.
- Parker, S. K. (1994, July). *Modern manufacturing and shopfloor jobs: A framework for psychological research*. 23rd International Congress of Applied Psychology, Madrid, Spain.
- Parker, S. K. (1994, January). Annual BPS Occupational Psychology Conference, Brighton, UK.
- Cordery, J. L., Sevastos, P., & Parker, S. K. (1992, July). *Job design, skill utilisation, and psychological mental health at work: Preliminary test of a model*. XXV International Congress of Psychology, Brussels.

## **OTHER KEYNOTE AND INVITED PRESENTATIONS**

### **2020**

- Parker, S. K. *Smart workers to smart work*. Invited presentation for the Leadership WA Alumni Event, Leadership WA, Perth, 4<sup>th</sup> March 2020.
- Parker, S. K. Invited opening address for the Bankwest Curtin Economics Centre x Future of Work Institute Future of Work Workshop, Perth, February 13-14, 2020.
- Parker, S. K. Invited panellist for the Policy Symposium: Climate change and future of work. Bankwest Curtin Economics Centre x Future of Work Institute Future of Work Workshop, Perth, February 13-14, 2020.

### **2019**

- Parker, S.K., '*Digital transformation: How emerging technologies are changing the future of work design*', Invited keynote at the Petroleum Women's Network Event (hosted by

ConocoPhillips; Woodside; BP; Shell; Chevron & INPEX). Pan Pacific Hotel, Perth, November 7, 2019.

- Parker, S.K., *'From smart workers to smart work: Creating positive future work'*, Invited presentation to the Justice & Community Safety (JACS) Directorate Senior Executives and Statutory Office Holders, and Senior Executives from Transport Canberra and City Services (TCCS). Canberra, September 17, 2019.
- Parker, S.K., *'From smart workers to smart work: Creating positive future work'*, Invited presentation to Health & Wellbeing and WHS staff, the Treasury and Economic Development Directorate (CMTEDD) and Community Services Directorate (CSD). Canberra, September 17, 2019.
- Parker, S.K., *'Future of work: ignore the work at your peril'*, Optus x Curtin University's event on The 4<sup>th</sup> Industrial Revolution and the impact on the workplace of the future. August 22, 2019.
- Parker, S.K., *'Acing the Job Talk: Tips from Experts and Recent Grads'*, Professional Development workshop at the 79<sup>th</sup> Annual Meeting of the Academy of Management 9-13 August, 2019. Boston, August 10, 2019.
- Parker, S.K., Invited speaker, *Fostering work-life inclusive business schools: Improving organizational science and women's equality'*, 79<sup>th</sup> Annual Meeting of the Academy of Management 9-13 August, 2019. Boston, August 10, 2019.
- Parker, S.K., *'The road to nowhere: Knowing when to call it quits with papers, projects and people'*, Professional Development workshop at the 79<sup>th</sup> Annual Meeting of the Academy of Management 9-13 August, 2019. Boston, August 10, 2019.
- Parker, S. K., Symposium discussant 'For better or for worse? The impact of proactivity on well-being.' 79<sup>th</sup> Annual Meeting of the Academy of Management. Boston, August 12, 2019.
- Parker, S. K., Symposium Discussant 'The antecedents of job design: a multilevel perspective'. 19<sup>th</sup> EAWOP Congress, 29 May – 1 June 2019. Turin, Italy, May 30 2019.
- Parker, S. K., Symposium Discussant 'The impact of task characteristics and work design on team processes and outcomes'. 19<sup>th</sup> EAWOP Congress, 29<sup>th</sup> May – 1<sup>st</sup> June 2019. Turin, Italy, May 31 2019.
- Parker, S. K., Symposium Discussant 'Proactivity at work: disclosing the role of employees' emotions, affect, regulation, and well-being before and after employees' change initiative'. 19<sup>th</sup> EAWOP Congress, 29<sup>th</sup> May – 1<sup>st</sup> June 2019. Turin, Italy, May 31 2019.
- Parker, S. K., *'From Smart Workers to Smart Work: Creating a positive future in the digital area'*, Annual Prescott Family Lecture. Monash University, July 24, 2019.
- Parker, S.K. *Scholarly Impact: Some Reflections*. Invited talk at the Monash University Business School, July 24, 2019.
- Parker, S. K. Invited panel member for the Equity and Diversity Panel at the Australian Research Council National Competitive Grants Program Major Investments Forum. Canberra, June 12, 2019.
- Parker, S. K. Keynote, Bankwest Curtin Economics Centre & Future of Work Institute's Workshop on the Future of Work. April 10-11, 2019.
- Parker, S. K., *Transformational work design: The SMART work model*, North Queensland Injury Prevention and Return to Work Conference. Townsville, Queensland, 28-29 March 2019.

Parker, S.K. *Centre for Transformative Work Design*. Invited talk at the National University of Singapore, March 12 2019.

Parker, S.K. *Why Work Design Matters More Than Ever (And Some New Directions)*. Invited talk at The Australian High Commission's International Women's Day Celebrations, Singapore, March 11 2019.

## 2018

Parker, S. K., Invited presentation, North Queensland Injury Prevention and Return to Work Conference. Townsville, Queensland, 31 October 2018.

Parker, S.K., *Make Tomorrow's Work Better*, Faculty of Business and Law Advisory Boards' Networking Event. Keynote speaker. Perth, October 18, 2018.

Parker, S.K., *Work design principles*, Department of Mines, Industry Regulation and Safety. Perth, October 8, 2018.

Parker, S. K., Symposium discussant 'Voices heard and voices killed? New directions for exploring the consequences of voice behaviour.' 78<sup>th</sup> Annual Meeting of the Academy of Management. Chicago, August 10-14, 2019.

Parker, S.K., *Transformative work design – because good work matters for health and productivity*, Superfriend. Brisbane, July 18, 2018.

Parker, S.K., *Transforming workplace through workplace design*, ACHSM (Australasian College of Health Service Management) Annual State Conference. Perth Convention Centre, June 19, 2018.

Parker, S.K., *The Future Workscape and Implications for the Workforce*, Chartered Accountants ANZ. Perth, June 13, 2018.

Parker, S.K., *The social work environment, well-being, and health*, AFOEM Trainee Review Meeting. Royal Australian College of Physicians, Nedlands, June 9 2018.

Parker, S. K., *The Future of Work*, Government and Risk Management Forum, Keynote Speaker. Insurance Commission of WA. Parmelia Hilton, Perth, May 22, 2018.

Parker, S.K., *The Future: How Do We Preserve Good Work?* CEDA (Committee for Economic Development of Australia) Future of Work Event. Perth Convention and Exhibition Centre, April 6, 2018.

Parker, S.K., *Transformative work design – because good work matters*, Superfriend. Melbourne, February 27, 2018.

## 2017

Parker, S. K., *Organisational change: How can industry and government encourage mature workforce participation?* CEPAR Mature Labour Force Participation Roundtable. Hyatt Hotel, Canberra, October, 19, 2017.

Parker, S. K., *Healthy and productive work design for diverse employees*, "The workplace diversity dimension of OSH" Symposium, Chaired by Michelle Baxter, Safe Work Australia and Kala Anandarajah, WSH Council Executive Committee Member and

Partner, Rajah & Tann Singapore LLP, World Congress on Safety and Health at Work. Singapore, September 6, 2017.

Parker, S. K., *Ageing in the workplace from an organizational perspective: What do we know and what do we still need to learn?* Ageing, Age Friendly Communities Professional Development Day, hosted by the WA School of Anthropology and Sociology and the Local Government Professionals Age Friendly Communities. Wesfarmers Lecture Theatre, UWA Business School, University of Western Australia, September 29, 2017.

Parker, S. K. *Work design principles*, Healthcare Professionals – Promoting the Health Benefits of Good Work: Australian Health Benefits of Good Work Signatory Steering Group Industry Forum. Ambrose Estate, Wembley Downs, Perth, WA. November 17<sup>th</sup>, 2017. Invited speaker.

2017, October, Invited Speaker, *Work design: Improving the psychosocial quality of work*. Momentum 2017, Australian Physiotherapy Association, 19-20<sup>th</sup> October.

2017, September, Invited Speaker, *Healthy and Productive Work Design: A Focus on Diversity*. Safe Work Australia's Symposium, *The Workplace Diversity Dimension of OSH*, XXI World Congress on Safety and Health at Work– Global Forum for Prevention, Singapore 3-6 September.

2017, ACE-ODAM, August, Keynote Speaker: *Work Design: Maintaining Momentum On Achieving Decent Jobs For All*, 48<sup>th</sup> Annual Conference of the Association of Canadian Ergonomists & 12<sup>th</sup> International Symposium on Human Factors in Organizational Design and Management, Banff Centre, Banff, Alberta, Canada, July 31<sup>st</sup> – August 3<sup>rd</sup>, 2017.

2017, Keynote Speaker, *Principles of Good Work Design: What Are They and How Can They Be Applied to Return to Work*. Work Cover WA: Return to Work. Pan Pacific Hotel, Perth, May 3<sup>rd</sup>, 2017.

## 2016 and prior

2016, Plenary Speaker, Royal Australian & New Zealand College of Obstetricians & Gynaecologists Annual Scientific Meeting, Crown Perth, October 16-19<sup>th</sup> October, 2016.

Parker, S. K., "*Simwars*". *Novel simulation exercises involving teamwork*. Panel member and judge. Royal Australian & New Zealand College of Obstetricians & Gynaecologists Annual Scientific Meeting, Crown Perth, October 16-19<sup>th</sup>, 2016

Carpini, J, Parker, S. K., Fleming, S. &. *Surgical work team advanced non-technical skills*. Royal Australian & New Zealand College of Obstetricians & Gynaecologists Annual Scientific Meeting, Crown Perth, October 16-19<sup>th</sup>, 2016.

Parker, S. K., *Cultivating a Learning Mindset*. Inaugural Positive Education Conference (PESA, Positivity Institute, Perth College). October 10<sup>th</sup> 2015.

Parker, S. K., *Good Work Design: Applying the Good Work Design Principles to the Management of Psychosocial Work Risks*. Safe Work Australia Virtual Seminar Series, Canberra. To be launched online in October, 2015.



- Parker, S. K., *Mentoring Graduate Students: Tips, Best Practices, and Life-Changing Stories from the Experts*. Speaker, 75<sup>th</sup> Annual Meeting of the Academy of Management Conference, Vancouver, 7-11 August, 2015.
- Parker, S.K., *Organizational Behavior Division Doctoral Consortium*. Professional Development Workshop, 75<sup>th</sup> Annual Meeting of the Academy of Management Conference, Vancouver, 7-11 August, 2015.
- Parker, S.K., *Thinking of a Position Outside the US? "Dos and Don'ts" of International Business Schools*. Professional Development Workshop, 75<sup>th</sup> Annual Meeting of the Academy of Management Conference, Vancouver, 7-11 August, 2015.
- Parker, S. K. (2015) Invited Workshop Leader, 7<sup>th</sup> Biennial POS Research Conference, Florida, 23-24 June.
- Parker, S.K. *Designing Healthy Work: What, Why, Who and How*. Invited speaker at Injury Management Conference, Perth, Western Australia, 5-6 May 2015.
- Parker, S. K., *Helping people to 'make things happen': A framework for proactivity at work*. Keynote 4<sup>th</sup> International Congress on Coaching Psychology, Melbourne, November, 2014.
- Parker, S. K., *Work design: Why it Still Matters and Looking to the Future*, Keynote Speaker, University of Queensland Symposium 'Current Issues in Organisational Psychology'. October, 2014.
- Parker, S. K., *Designing healthy work: What, why, who, and how*. Invited speaker, 2014 Comcare National Conference. 9-11 September (2014). Melbourne Convention Centre, Melbourne.
- Parker, S. K., *How to have a career outside the US*. Invited Speaker, London School of Economics. July 2014.
- Parker, S. K., *Making the most of your PhD*. Invited Speaker, London School of Economics. July 2014.
- Parker, S. K., (Feb., 2014). *What works and what doesn't? Avoiding common pitfalls to develop leaders and leadership*. Invited presenter; Human Capital Stream, Australasian Oil & Gas Exhibition and Conference, 19-21 Feb, Perth Convention Centre, Perth.
- Parker, S. K., (October, 2013). *Proactivity at work*. Invited seminar. Taiwan National Normal University.
- Parker, S. K., (July, 2011). *Making a difference*. Invited seminar.
- Parker, S. K., (March, 2011). Plenary Presentation. *Promoting Well-being, Performance, and Safety through Employee Engagement*. Chamber of Minerals & Energy 2011 Safety and Health Conference "Engage, Empower, Entrust- Steps to Safety Success, 28-29 March, Perth Convention & Exhibition Centre.
- Parker, S. K., (March, 2011). *Occasional Address*, University of Western Australia Graduation Ceremony, 23-3-2011.
- Parker, S. K., (October, 2010). *Cultivating Proactivity in Organizations*, Chartered Organizational Psychology in Western Australia, UWA Staff Club.
- Parker, S. K., (October, 2010). *Making Things Happen: Cultivating Proactivity and Productivity in the Work Place*, UWA Business School Breakfast, UWA Staff Club.
- Parker, S. K., (June 4th, 2010). *Social Intrapreneurship: Invited Response to Grayson et al. 'The contribution of social entrepreneurs and how companies can encourage or*

- discourage them*, Centre for Social Impact International Research Conference 'Understanding Transformations: Business and The Third Sector', Sydney, 4-5 June.
- Parker, S. K., (June, 2009). *Taking charge: Promoting proactive action in the work place*. Invited presentation at the Romanian Psychological Society Conference.
- Parker, S. K. (June, 18<sup>th</sup>, 2009). *Making a difference with people: Re-inventing Business: The International Business and Economy Summit Sheffield 2009*, Sheffield Chamber of Commerce.
- Parker, S. K. (June 11<sup>th</sup>, 2009). *Making things happen instead of watching things happen*. Workshop presented at the Chartered Management Institute's Northeast, Yorkshire, and Humberside Regional Conference.
- Parker, S. K. (April, 2009). *Proactivity: The power of making things happen*. Invited presentation at the Kenan-Flagler Business School, University of North Carolina, USA.
- Parker, S. K. (April, 2009). *Proactivity: Some explorations and extensions*. Invited presentation at the May Meaning Workshop, Topsail Beach, USA, hosted by the Kenan-Flagler Business School, University of North Carolina, and Yale School of Management.
- Parker, S. K. (March, 2009). *The people side of change*. Invited presentation in 'Rising to the Challenge of 2009'. Event co-hosted by NatWest and the Sheffield Chamber of Commerce, Inspiring Women group. NatWest, St Pauls, Sheffield.
- Parker, S. K. (March, 23<sup>rd</sup>, 2009). *Making it happen: Enhancing the proactivity of your staff*. IWP Business Breakfast, Hilton, Sheffield.
- Parker, S. K., (November, 2008). *How to manage change during times of uncertainty*. IWP Business Breakfast. Human Resources Institute, University of Sheffield, UK. Repeated at The Source, Meadowhall, December, 2008.
- Parker, S. K., & Newton, S. (September 25<sup>th</sup>, 2008). *Creating a culture of continuous improvement*. Advanced Manufacturing Research Centre Workshop.
- Parker, S.K., (June 2008). *Proactivity at work: Making things happen*. Continuing Professional Development Workshop for Department of Work and Pensions.
- Parker, S. K., (18<sup>th</sup> April, 2008). *Proactive behavior in organisations*. Shirley House. Personal Development Postgraduate Conference for MSc in Occupational Psychology/ Psychology of Work, School of Psychology, University of Leicester.
- Parker, S. K., (2008). *The Advanced Practice Nurse Intervention*. Leeds Institute of Public Health, University of Leeds.
- Parker, S.K., (February, 2008). *Making things happen*. Psychology Department, University of Leeds.

- Parker, S.K., (March, 2008). *Proactivity at work*. Psychology Department, London Metropolitan University.
- Parker, S. K., (2007, September). *Proactivity at work*. Invited Speaker, John Molson School of Business, Concordia, Montreal.
- Parker, S. K. (2007, February). *Proactive behavior*. Distinguished Speaker Series, Amsterdam, Netherlands.
- Parker, S. K., (2003, February). *A model of perspective taking: Some initial tests*. 3<sup>rd</sup> Society for Organizational Behavior in Australia meeting, QUT Gardens Point, Brisbane.
- Parker, S. K., (2002, November). *Designing jobs for a proactive and healthy workforce*. Australian Graduate School of Management Inaugural Alumni Conference.
- Parker, S. K., (2002, November). *Designing healthy jobs: Enhancing the evidence-base*. Invited speaker Occupational Stress in Australia: Academy of Social Sciences Workshop, Adelaide, 28-29 November, 2002. {Expenses paid}.
- Parker, S. K., (2002, February). *Developing proactive motivation: New evidence from a longitudinal study*. 2<sup>nd</sup> Society for Organizational Behavior in Australia meeting.
- Parker, S. K., (2001, November). *A fresh perspective on perspective-taking: Applications of the concept within OB research*. Invited Speaker, University of Queensland, Department of Management, Seminar Series. {Expenses paid}
- Parker, S. K., (2001, November). *How to create a passive, depressed, and uncommitted workforce: A longitudinal investigation of a work re-organization*. ICRODSC International Research Workshop on New Ways of Thinking About Organizational Change: Discourses, Strategies, Processes, and Forms. University of Sydney, Nov 26-27. (Invited speaker)
- Parker, S. K. (2001, July). *Designing a creative and proactive workforce for the innovation era*. AGSM Research Briefings sponsored by the Centre for Corporate Change, Customs House, Sydney July 10<sup>th</sup>, 2001.
- Parker, S. K. (2001, February). *A fresh perspective on perspective-taking: Applications of the concept within organizational behavior research*. Society for Organizational Behavior in Australia, 1<sup>st</sup> Annual Conference, Sydney, Feb 16-17.
- Parker, S.K. and Axtell, C. M. (2000, August). *A new perspective on perspective-taking*. Queen's School of Business, Queen's University, Kingston, Ontario. {Expenses paid}
- Parker, S. K. (2000, April). *Organizational Effectiveness: Illustrations from the UK*. Organizational Effectiveness Seminar, co-hosted by Queensland University of Technology & Office of Public Service Commissioner.

- Parker, S. K. (1999, October). *Designing jobs to minimise employee stress and maximise performance*. 'New Directions in Management Training' series hosted by the School of Psychology, UNSW, Oct 22, 1999.
- Parker, S. K. (1999, September). *How to manage temporary contract employees: A challenge for human resource practitioners*. Presentation at Alumni day, AGSM, September, 1999.
- Parker, S. K. (1998, May). *Minimizing risk and maximizing potential through work redesign*. Invited presentation. Queens Business School, Queens University, Kingston, Ontario.
- Parker, S. K. (1998, March). *Redesigning roles to reduce strain and promote productivity*. Invited presentation. Birkbeck College, Department of Organizational Psychology, University of London.
- Parker, S. K., Jackson, P. R., Sprigg, C. A., & Whybrow, A. (1998, January). *Organizational interventions to reduce the impact of poor work design*. Invited seminar. Health and Safety Executive, London.
- Parker, S. K. (1997, November). *Designing work to minimize employee stress and maximise performance*. Invited presentation. Psychology Department, The University of Hull, Hull, UK.
- Parker, S. K. (1997, November). *Integrating stress research and action*. Health and Safety Executive Conference, London, 7 November.
- Parker, S. K., Jackson, P. R., Sprigg, C. A., & Whybrow, A. (1997, October). *Organizational interventions to reduce the impact of poor work design*. Invited presentation. Human Factors Seminar, Health and Safety Executive, Windermere, UK.
- Parker, S. K., Jackson, P. R., Sprigg, C. A., & Whybrow, A. (1997, February). *Modern manufacturing initiatives and work design*. Invited presentation. Chemical Agents Occupational Hygiene Conference, Health and Safety Executive, Warrington, 12-14 February.
- Parker, S. K. (1996, October). *Designing work for greater effectiveness*. Invited presentation to Psychology at Work, Inc., London.
- Parker, S. K. (1996, July) *Effects of strategic downsizing on survivor's work and well-being*. Invited presentation. Occupational Stress: Responses to a Changing Environment. Nuffield College, Oxford.
- Parker, S. K. (1996, Feb). Invited participant & speaker. Management Development: A South Yorkshire Strategic Alliance, Tankersly Manor, Sheffield.

## SELECT CONFERENCE PROCEEDINGS

- Wu, C. H., Parker, S. K., Chen, L. H. & Ye, Y. J. (2012). *Core self-evaluations, job autonomy, role conflict and burnout: A piecewise moderated mediation model*. In Wang, Y. & Wu C. H. Personality at work: implications of personality assessment in the Chinese context. 2012 IACMR Conference, Hong Kong, China. 20-24, June. (Symposium co-organizer).
- Searle, B. J., Berlioz, S., Kelly, T., Wu, C., Bindl, U.K., Parker, S. K. (2011, June). Chairs of 'Proactivity at Work: Emerging Perspectives' (Best Symposia), Industrial and Organizational Psychology Conference, Brisbane, *9th Industrial and Organisational Psychology Conference Proceedings*, pp. 32 - 36
- Wu, C., & Parker, S. K. (2011, June). Attachment Security and Proactivity. In Proactivity at Work: Emerging Perspectives, Industrial and Organizational Psychology conference, Brisbane, *9th Industrial and Organisational Psychology Conference Proceedings*. pp. 32.
- Bindl, U. K., & Parker, S. K. (2011). It Depends on How You Feel About It: Emotions. In Proactivity at Work: Emerging Perspectives, Industrial and Organizational Psychology Conference, Brisbane, *9th Industrial and Organisational Psychology Conference Proceedings*, pp. 33.
- Turner, N., Barling, J., Griffin, M.A., Neal, A., Parker, S.K., Probst, T.M., & Zacharatos, A. (2003). Psychosocial factors and employee safety: Making sense of the latest research. Proceedings of the 2003 APA/NIOSH Work, Stress, Health conference. [CD-ROM]
- Williams, H.M., Parker, S.K., & Turner, N. (2003). The interactive effect of surface- and deep level dissimilarity in predicting within-team perspective taking. Australian Journal of Psychology (Supplement), 55, 149.
- Williams, H., Turner, N., & Parker, S. K. (1999) *the nesting of organizational contexts within organizational contexts: Challenges encountered in the implementation of team working*. In proceedings of The team-based Organisation, 3<sup>rd</sup> International Workshop on Teamworking, School of Management, Royal Holloway, University of London, 14-15 September, 1999.
- Parker, S. K., & Sprigg, C. A., (1999). *Promoting employee learning and development: The importance of job demands, job control, and proactive personality*. Proceedings of the Occupational Psychology Conference, UK. British Psychological Society.
- Parker, S. K., & Sprigg, C. A. (1998). *A move backwards? The introduction of a moving assembly line*. Proceedings of the Occupational Psychology Conference, Eastbourne, UK, (pp. 139-144), British Psychological Society.
- Jackson, P. R., Parker, S.K., Sprigg, C. A., & Whybrow, A. (1998). *Manufacturing initiatives, work design and effectiveness: The consequences of change*. Proceedings of the Occupational Psychology Conference, Eastbourne, UK, (pp. 136-138), British Psychological Society.

- Whybrow, A. C., Parker, S. K., & Jackson, P. R. (1998). *Making flexible production work: The role of employee participation in the change process*. Proceedings of the Occupational Psychology Conference, Eastbourne, UK, (pp. 144-147), British Psychological Society.
- Sprigg, C. A., Parker, S. K., & Jackson, P. R. (1997). *The differential impact of team working within the same company*. Proceedings of the First International Conference on Team Working, University of Nottingham, (pp. 304-305).
- Sprigg, C. A., Parker, S. K., and Jackson, P. R. (1996). *Effective implementation of team-working on the shopfloor*. Proceedings of the Second International Conference on Managing Integrated Manufacturing: Strategic, Organisation and Social Change, Leicester, June, 1996. pp. 357-361.
- Whybrow, A.C., Parker, S. K., and Jackson, P. R. (1996). *Integrated Manufacturing: Different 'people' issues in two very similar SME companies*. Proceedings of the Second International Conference on Managing Integrated Manufacturing: Strategic, Organisation and Social Change, Leicester, June, 1996. (pp. 363-368).
- Parker, S. K., Griffin, M. A., & Holdaway, S. (1998, July). *Why does harassment cause distress? The mediating role of work performance anxiety*. Proceedings of the First International Work Psychology Conference, Sheffield, UK.
- Axtell, C. & Parker, S. K. (1998, July). *Employee involvement: To CIT or not to CIT?* Proceedings of the First International Work Psychology Conference proceedings, Sheffield, UK.
- Sprigg, C. A., & Parker, S. K. (1998, July). *Team work: it's not what you do; it's the way you do it*. First International Work Psychology Conference proceedings, Sheffield, UK.
- Swinden, C. J., Parker, S. K., & Clegg, C. W. (1998) *Personal initiative and autonomy: An empirical study*. Proceedings of the First International Work Psychology Conference, Sheffield, UK.
- Cordery, J. L., Sevastos, P., & Parker, S. K., (1992) Job design, skill utilisation, and psychological well-being at work: Preliminary test of a model. *International Journal of Psychology*, 27, 3-4, 496-496.

## **NOTABLE MENTIONS & PRINT INTERVIEWS**

- Mentioned in Baker (forthcoming; Personalization at work: How HR can use job crafting to drive performance, engagement and wellbeing, 1<sup>st</sup> ed.), on "A future work self", proactivity, wise proactivity, self-managed teams, work design and the different types and benefits of job crafting.
- Interviewed by Simone Kauffeld from PERSONALquarterly magazine (02/20, pp6-9) on "Why we should move closer to the ideas of New Work when implementing new technologies."

- Mentioned by Kate Nielson for HR Monthly's (2020) article "Job insecurity can change your personality, says new study". Published online on February 28 2020. Retrieved from: <https://www.hrmonline.com.au/behaviour/job-insecurity-change-personality-study/>
- Mentioned in Woods and West (2020; The psychology of work and organization, 3rd ed.) as a pioneering psychologist.
- Interviewed by Richard Peters for Rio Tinto's (2019) "Work of the Future: How do we build tomorrow's inclusive workplace?" publication.
- Interviewed by Steve Packer for HR Monthly's (2019) article "Proactive staff are great, but their efforts can backfire". Published online on June 14 2019. Retrieved from: <https://www.hrmonline.com.au/research/proactivity-backfire/>

## SELECTED MEDIA

Parker, S.K., ABC Radio Perth's Breakfast with Russel Woolf and Nadia Mitsopoulos, October 22, 2019.

Parker, S.K., 'Flying into clouds', ABC Radio Perth's On Focus with Jessica Strutt, December 10, 2018. <https://www.abc.net.au/radio/perth/programs/focus/fifo-depression/10612516>

Parker, S.K., *What is proactivity, why is it good for workplaces and what are its limitations?* RTRFM's Taking Care of Business with Jane Hebiton, November 26, 2018.

## VISITING SCHOLAR POSITIONS

- Visiting Scholar, Shanghai University of Finance and Economics (College of Business) (2019)
- Visiting Scholar, China Europe International Business School (CEIBS) (2019)
- Visiting Scholar, Shanghai University of Finance and Economics (College of Business) (2018)
- Visiting Scholar, Department of Economics and Management, KU Leuven, Belgium (2016)
- Visiting Scholar, Queens Business School, Queens University, Kingston, Ontario, Canada (2000).

## PROFESSIONAL MEMBERSHIPS AND ACTIVITIES (INCLUDING COMMITTEE WORK)

- Founding member of the Society for Organizational Behavior in Australia
- Member of Academy of Management
- Member AOM Organizational Behavior Mentoring Award Committee (2017- on going)
- Member of the ARC Laureate Fellow Selection committee (2017, 2018)
- Multiple selection committees, UWA Business School / UWA Psychology Department
- Co-organiser, Conference: *Consequences of Proactive Behaviors at Work: New Directions*, July 7<sup>th</sup>-8<sup>th</sup>, 2016, The Hong Kong Polytechnic University.
- Chair, UWA Academic Promotions Committee (2016; stepped down on receipt of ARC Laureate Fellowship)

- Member of the Small Group Committee, Alliance for Organizational Psychology.
- Member, UWA Academic Promotions Committee (2014-2016)
- Presenter & panel member, Postgraduate and Early Career Event, *4th Institute of Work Psychology Biannual Conference*, 2014
- Chair, Society for Organizational Behavior in Australia (2013- 2018)
- UWA Research Committee (2012 – 2014)
- International Committee, UWA Business School (2010-2012)
- Research Development Awards for Humanities and Social Sciences, UWA (2011)
- Member of the National Scientific Program Committee for the 9th Australian Industrial and Organisational Psychology Conference (23rd - 26th June, 2011).
- Organizational Behavior Division Representative at Large (2009- 2012)
- Member of the International Scientific Committee for 7th Industrial and Organisational Psychology Conference 2007 & 1st Asia Pacific Congress on Work and Organisational Psychology 2007, Adelaide, Australia.
- Member of the International Editorial Advisory Board for the *Major Works in HRM* series by Sage Publications edited by N. R., Anderson, 2006-7.
- Member of International Scientific Organizing Committee for the 2003, 2006, 2009 APA/ NIOSH Occupational Stress and Workplace Wellness Conference, Toronto, Canada (2003); Work, Stress & Health Conference, Miami Florida (2006)
- Reviewer for various international bodies, such as the Swiss National Science Foundation 2009; the Netherlands Organisation for Health Research and Development (ZonMw, 2014); Netherlands Organisation for Scientific Research, Division of Social Sciences (2014).
- Reviewer for ARC Discovery Grants (2004); ARC OzReader (2005)
- Reviewer for ARC Small Grant Support Awards (1999/2000/2001/2002)
- Reviewer for ESRC grant proposals 2001, 2007, 2008
- Reviewer for ESRC AIM Senior/Mid-Career Fellowship (September, 2008)
- External Research Assessor for Review of The Australian National University College of Asia and the Pacific (2008).
- Chartered Psychologist (British Psychological Society)
- Member of the British Psychological Society, Division of Occupational Psychology
- Member of European Association of Work and Organizational Psychology
- Level A Standard of Occupational Testing (British Psychological Society)

## **JOURNAL REVIEWING AND EDITORIAL DUTIES**

- Associate Editor, *Academy of Management Annals* (2016 – 2019).
- Associate Editor, *Journal of Applied Psychology* (2008 – 2013).
- Member of the Editorial Board, *Canadian Journal of Administrative Sciences* (2012- on going)
- Associate Editor, *APA Handbook of Industrial and Organisational Psychology*, edited by Shelley Zedeck (2010).
- Member of the Editorial Board for *Human Relations* (2000-2012)
- Consulting Editor, *Journal of Applied Psychology* (2004 – 2007).
- Consulting Editor, *Personnel Psychology* (2000-2008)



- Consulting Editor, *Journal of Occupational and Organizational Psychology* (2003-2008)
- Consulting Editor, *Work and Stress* (2004- 2005)
- Member of the International Advisory Board for *Journal of Occupational Health Psychology* (2000-2005)
- OB Editor, *Australian Journal of Management* (2000-2004)
- Adhoc reviewer of journal articles (e.g. *Academy of Management Review*, *Journal of Applied Psychology*, *Applied Psychology: An International Review*, *Journal of Organizational and Occupational Psychology*, *Work & Stress*, *Journal of Organizational Behavior*, *Journal of Occupational Health Psychology*, *Australian Journal of Management*; *Journal of Management Studies*; *Personnel Psychology*; *Human Relations*; *European Journal of Work and Organizational Psychology*)

## DISSERTATIONS

Parker, S. K. (1994). *Towards a new approach to job design research within modern manufacturing: The investigation of employee work orientations*. Unpublished doctoral thesis. University of Sheffield.

Parker, S. K. (1988). *The relationship between social support and psychological health during unemployment*. Unpublished honours thesis. University of Western Australia.

## TEACHING

Teaching experience includes the development and delivery of courses and topics in organisational psychology, organisational behavior, and research methods to undergraduate, masters students, executives, and PhD students in the United Kingdom, Hong Kong, and Australia.

## 2020

Curtin Health Sciences Grant Success Panel's Grant-Writing Retreat – Workshop presentation on Strategies for Grant Success

## 2019

SMART workshops (Executive Education)

Women in Research workshop, December 2019 (Executive Education)

Research Trajectory – Women in Research, November 2019 (Executive Education)

## 2018

Deloittes workshop (Executive Education)

## Earlier

In 2015 and 2016, I designed and delivered a new FT MBA program called *Leading Self and Leading Others*.

In 2012/3 I introduced an innovation within the flexible MBA program to promote student learning and their effectiveness as a leader: "LAUNCH". This is a voluntary personal development program involving raising self-awareness via rigorous assessments, feedback, and experiential learning. Over 120 students have participated in the program so far; many describing it as the most valuable course they carried out during their MBA. Example testimonials include:

*I found LAUNCH to be a fantastic experience that gave me a far greater appreciation and understanding of myself, my strengths and my interests; as well as building strong inter-personal connections with my cohort based on gaining a greater understanding and appreciation of them, their strengths and their interests.*

*I just wanted to say thanks so much for your efforts with Launch. I really enjoyed it and am so grateful I was able to take part in it. It was incredibly valuable for me and so affirming. I can't imagine my MBA journey without this unit. Thanks!*

*It was a wonderful experience and I am both honoured and grateful to have been involved.*

Additional voluntary teaching in 2012-3<sup>1</sup> includes:

- Teaching on the Psychology Organizational Development course (2012, 2013)
- Teaching on the Centre for Social Impact, Leadership unit (2011,2012)
- Graduate Research Co-ordinator Role (ended May 2013)
- Teaching on the Psychology, Research Methods course (2012, 2013)
- Leading for Proactivity Executive Education programs (UWA Executive Education, Australian Institute of Management, Bankwest, etc.)
- UWA Staff and Organisational Development taster 'leading for proactivity' module
- UWA Leadership Development for Women workshops: Leadership Development Profile feedback

Previous teaching (illustrative) includes:

- Advanced Management Program, UWA Masters students.
- Organisational behavior module on the Masters in Occupational Psychology.
- Academic Director, EMBA, Graduate Certificate of Change Management (an on-line specialist change programme for managers and executives). Responsible for overall academic content of the course, marketing, and industry liaison.
- Course Lecturer, Executive MBA, Executive Year, Strategic Management II.
- Course leader, Redesigning the Organization, Graduate Certificate of Change Management. Responsibilities include developing and updating course material,

---

<sup>1</sup> The ARC Future Fellowship requires that only minimal teaching be conducted during the fellowship period.

co-ordinating and managing tutors, and designing and overseeing assessment procedures.

- Facilitator for Redesigning the Organisation, Graduate Certificate of Change Management. Responsibilities include: coaching students through the materials, carrying out teleconferences, providing on-going feedback, and assessment.
- Supervision of PhD and masters students (see below)

Additional teaching (illustrative) includes:

- Presenter on Executive Program, Managing People for Performance.
- Co-Presenter/ Co-Organizer: 'Developing Effective Coaches'. 1-day Training Workshop for EMBA coaches, with follow-up de-briefing sessions (ratings available).
- Co-Presenter/ Co-Organizer: 'Developing Effective Coaches'. 1-day Training Workshop for Full-time MBA coaches (ratings available).
- Sessions on 'High Performance Teams', Senior Management Workshop for GPEA/ RACGP Session on 'Designing & Developing Effective Organizations', AGSM Executive Development Programme organised by the International Labor Organization.

Teaching includes supervision and lecturing on the Masters in Occupational Psychology course at the Institute of Work Psychology, University of Sheffield (1990-1998; 2007-present) on a range of topics, including: job design, leadership, research methods, diversity, assertiveness, negotiation skills, learning & development, and organisational change. Responsibilities included module organising, course development, and delivery. I have also been invited to teach MBA students from various universities (e.g. Birkbeck College, Queens University). Past short-term contract lecturing positions include:

- Occasional lecturer (Undergraduate Occupational Psychology, Psychology Department, University of Sheffield) (1997-8)
- Part-time lecturer (Information Technology, Sheffield Business School, Sheffield-Hallam University) (1994)
- Short-term visiting lecturer (Hong Kong; Occupational Psychology, Cheltenham Gloucester College of Higher Education, International Centre for Advanced Studies) (1994)
- Part-time lecturer (Masters Students, Research Methods, Food and Leisure Management Department) (1993-1994)

I have also carried out part-time tutoring roles in the earlier stages of my career, such as running 1<sup>st</sup> year Psychology laboratory tutorials at the University of Sheffield (1990-1991); tutoring Research Methods and Statistics at Curtin University, (1989-1990); and tutoring undergraduate students in Occupational Behavior, Food and Leisure Management Department, Sheffield-Hallam University, (1993-1994).

## SUPERVISION

### Ph.D. Supervision (Curtin University)

Bin Wang (55% with Dr Yukun Liu) <i>It may not be as bad as you think: the use of social media at work and its effects</i>	2018 - present
Cheryl Yam (80% with Dr Yukun Liu) <i>Too much of a good thing? Autonomy and role clarity at work</i>	2018 - present
Jia-Xin Tay (75% with Dr Ramon Wenzel) <i>Work characteristics and employee well-being: generating insights using data-driven research methods</i>	2018 - present
Lucinda Iles (60% with Dr Daniela Andrei)	2020 - present

Fangfang Zhang (Primary supervisor, 80%) <i>The role of job crafting in promoting employees' person-job fit, well-being and performance</i> Co-supervisor: Prof. Marylene Gagne (20%)	2016 – Submitted December 2019	Currently a postdoctoral research fellow at the Centre for Transformative Work Design
---	--------------------------------	---

### Ph.D. Supervision (University of Western Australia)

Anu Bharadwaj (20% with Dr Patrick Dunlop, Dr Lisette Kanse & Dr Leon Straker) <i>Investigating autonomy as an antecedent of moral disengagement</i>	2016 - present
Georgia Hay (30% with Dr Alex Luksyte) <i>The effect of occupational context and culture on work design cognitions</i>	2016 - present

### Successful PhD completions

Zijun Cai (1<sup>st</sup> supervisor; completed 2018)  
Joseph Carpini (1<sup>st</sup> supervisor)- completed 2018  
Huw Flatau-Harrison (3<sup>rd</sup> supervisor) – completed 2018  
Francesco Cangiano (1<sup>st</sup> supervisor)- completed 2017  
Sonia Raghav (2<sup>nd</sup> supervisor with Cristina Gibson)- completed 2017  
Rachel Percy (co-supervisor, with Kerrie Unsworth and others)  
Patrick (Ian) Boudville (2<sup>nd</sup> supervisor)  
Andrea Steele (co-supervisor, completed Feb. 2016)  
Chiahei Wu (1st supervisor) 2013 [Recipient of the BHP Billiton PhD Prize]  
Carolyn Axtell (1<sup>st</sup> supervisor)  
Tom Calvard (1<sup>st</sup> supervisor)  
Uta Bindl (1<sup>st</sup> supervisor)  
Karoline Strauss (2<sup>nd</sup> supervisor)  
Judith McCormick (1<sup>st</sup> supervisor)  
Catherine Collins (1<sup>st</sup> supervisor)  
Nick Turner (1<sup>st</sup> supervisor)

### *Successful Masters by Research completions*

Shen-Yang Lin (2015) "Understanding the psychological processes of innovating from failure"

*PhD committees* - Nancy Kohn, Tracey Pillinger, Catriona Wallace, Meredith Rogers.

I have supervised approximately 25 masters students in their major research projects, including one student from the Masters in Organizational Psychology course, Psychology Department, UNSW, and several from the Masters in Occupational Psychology course at the Institute of Work Psychology.

### **EXAMINING**

- External examiner for PhD thesis, Ingrid Cecilia Chadwick, Queens University, Canada (2013).
- External examiner for PhD thesis, University of Wellington, New Zealand, Faculty of Commerce and Administration
- External examiner for PhD thesis, University of Queensland, Department of Psychology
- External examiner for PhD thesis at Aberdeen University, Department of Psychology
- External examiner for two PhD theses at the University of Western Australia, Department of Organizational & Labour Studies
- Internal examiner for PhD thesis in the University of Sheffield, Department of Psychology
- Internal examiner for MSc dissertations in Occupational Psychology

### **ILLUSTRATIVE CONSULTANCY PROJECTS**

- Consultant for Comcare/ Safework Australia "Good Work Design" project
- Expert witness for BHP Billiton industrial relations case
- Expert witness for Bridon Solicitors on harassment case
- Expert Advisor to UK Health & Safety Executive Project, Standards of Good Practice of Key Work-Related Stressors RSU 4297/RS4.081 (2002). Employed by Institute of Employment Studies.
- Westpac 'Employer of Choice' project involving surveys of past and current employees
- Expert witness for Taylor & Scott Solicitors on stress case
- Organizational design and development program involving the implementation of self-managing teams at United Distillers & Vitners, Edinburgh, UK. In conjunction with The Keil Centre Consultancy, Edinburgh
- Audit of equal opportunities/ diversity policies and practices within Lincolnshire police, including: interviews; analysis of policy documents; & design, administration & feedback of a survey
- Stress audit within a chemical processing company, including design & administration of a survey; analysis of absence and safety data; and analysis of organizational policies and procedures

- External chair of an Equal Opportunities Project Team on Harassment at South Yorkshire Police. Involved review of existing policies and practice within SYP, analysis and integration of 'best practice' material, recommending policy and practice reform
- Mental Health Audit within a chemical processing company. Included collation and analysis of questionnaire, absence, medical, and other data
- Equal Opportunities Audit at South Yorkshire Police, including design, administration and feedback of a survey