

## 1-pager for Batoul Hodroj, The University of Queensland

a) A brief introduction of yourselves

**Ms Batoul Hodroj** is a current combined Master in Organisational Psychology and PhD candidate at the University of Queensland. She is conducting her research in the field of organisational psychology and management. Batoul has conducted research on various projects including on attitudes towards climate change and its relationship with justice beliefs, the relationships between social dominance orientation and perceptions of dominance in masculine and feminine traits, and a meta-analysis on the moderating impacts of organisational setting on the relationship between job demands/resources and quality of care and counter-productive work behaviours in hospitals and residential aged care. Batoul has also conducted both qualitative and quantitative research in various organisational settings as part of her Masters training in organisational psychology.

b) What your research interests are and your expertise

Batoul is interested in the impacts of multiple institutional logics within the field of residential aged care. Specifically, Batoul is interested in whether macro-level logics related to the market, impact organisations to create a state of anomie for workers on the front-line and whether this results in negative outcomes for staff such as employee silence, poor job performance, and engagement in deviant behaviours. Furthermore, Batoul is interested in whether these manifest through individual-level supervisory decision making related to job and organisational design.

c) What your aims are for the SGM (e.g., develop ideas, go for a grant proposal, build a network).

My aims for the SGM are to meet other like-minded academics who conduct work related to empowering front-line workers in service and care roles. Understanding the work of other researchers will allow me to develop my own ideas and consider broader approaches to improving conditions for front-line workers that considers impacts at the organisational and societal levels. I would also be interested in opportunities to collaborate with other academics and getting involved in new research projects.