



**AUT**

# Annual Report 2022



**NEW ZEALAND  
WORK RESEARCH INSTITUTE**

[www.workresearch.aut.ac.nz](http://www.workresearch.aut.ac.nz)

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## Section 1: Introduction

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The New Zealand Work Research Institute (NZWRI) provides multidisciplinary, inquiry-driven research with social impact. In 2022, NZWRI received over \$2 million in external funds.

The broad goals of NZWRI, as well as current key strategic priorities are outlined below:<sup>1</sup>

### Goals:

1. Our research will be recognised nationally and internationally for its excellence in our key research areas that concern people and work: employment relations; wellbeing and performance, labour market outcomes, diversity in the workplace, and the role of technology.
2. Our researchers will produce knowledge that can inform the development of public policy and produce real-world outcomes.
3. We will be regarded as a hub for New Zealand research (regarding people and work) and associated engagement activity.
4. External stakeholders (both the private and public sector) will engage with us because they recognise our leadership in our key research areas (see page 3) and that we are responsive to their research needs in key work and employment issues.

### Key Strategic Priorities:

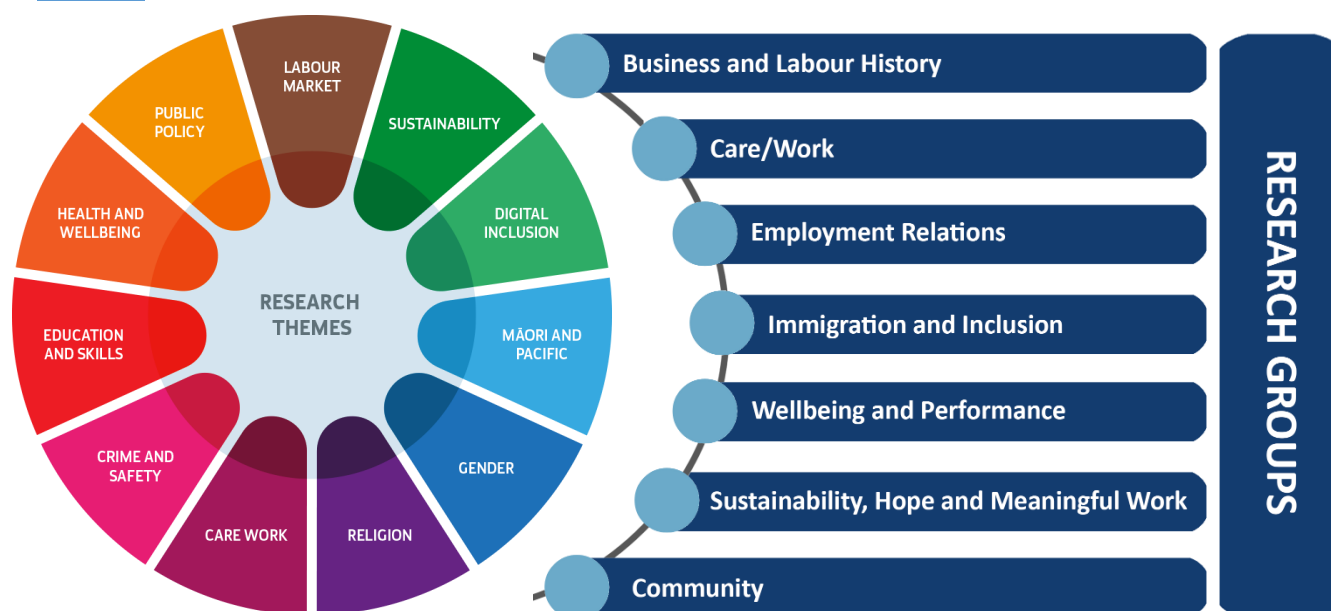
1. Connectivity and engagement with government, business, and community. Strong emphasis on research translation, and dissemination of research findings to relevant external stakeholders.
2. The production of research that is of relevance to the government, business, and community (at both the local and international level, with an emphasis on local NZ relevance).
3. a) Engagement and active involvement of Faculty of Business, Economics and Law staff in the Institute and its associated research groups; b) Engagement and active involvement of AUT staff outside of the Faculty of Business, Economics and Law, (in addition to external stakeholders), in pursuit of a multidisciplinary and collaborative approach to our research agenda.
4. The development of external research income accompanied by building research capacity.

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<sup>1</sup> For more information about the Institute, either visit the website at [www.workresearch.aut.ac.nz](http://www.workresearch.aut.ac.nz) or email [workresearch@aut.ac.nz](mailto:workresearch@aut.ac.nz)

## Section 2: Research focus

We place emphasis on a multidisciplinary and collaborative approach and rank engagement with external stakeholders as a high priority. The broad nature of our research is visually represented by the **11 research themes** infographic below. Projects undertaken by our **7 research groups** often overlap several of these research themes. For more information about each group's objectives, ongoing projects and members, see our [webpage](#).



### Our research strengths

While our research streams take on a broad perspective, our research strengths have been narrowed down to two main areas of focus – Big Data and Primary Surveys. When used together, our [mixed methods](#) approach offers our research additional precision to help inform policy.

#### BIG DATA

We employ large administrative datasets which provides evidence-based research on a range of social issues to help inform policy direction. Our research is primarily NZ focused and utilises the Integrated Data Infrastructure (IDI) – a large research database containing microdata about people and households in NZ.

#### PRIMARY SURVEYS

We conduct cross-sectional and longitudinal surveys at national, local and workplace levels. Our surveys encompass both qualitative and quantitative techniques, and cover a wide range of social issues related to people and work.

## Section 3: Leadership, governance, and membership

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### Our team<sup>2</sup>

Gail Pacheco	Director
Jarrood Haar	Associate Director (Human Resource Management)
Lisa Meehan	Associate Director (Economics and Research)
Alexander Plum	Senior Research Fellow, Leadership Team
Kabir Dasgupta <sup>3</sup>	Senior Research Fellow
Thomas Schober	Senior Research Fellow
Leon Iusitini	Senior Research Fellow
Christopher Erwin	Research Fellow
Alexandra Turcu	Research Officer
Linda Tran	Research Officer, PhD Student
Livvy Mitchell	Research Officer, PhD Student
Katherine Ravenswood	Leadership Team
Marcus Ho	Leadership Team
Erling Rasmussen	Leadership Team
Antonio Díaz Andrade	Leadership Team
Marjolein Lips-Wiersma	Leadership Team
Mary Hedges	Research Developer
Tony Burton	Visiting Research Fellow
Douglas Yee	Institute Administrator, Research Assistant
Tamara Tesolin	Institute Manager

### Research assistants

Caitlin Lameko	Lillian Vimahi
Daysha Tonumaipe'a	Losi Sa'uLilo
Dharshini Sreenivasan	Miura Elikana
Evangeleen Joseph	Seipua O'Brien
Hongxia Qi	Tulua Leaumoana

### Research groups

**Business and Labour History:** Lead researcher – Associate Professor Simon Mowatt

**Care/Work:** Lead researcher – Associate Professor Katherine Ravenswood

**Employment Relations:** Lead researcher – Professor Erling Rasmussen

**Immigration and Inclusion:** Lead researcher – Professor Edwina Pio

**Wellbeing and Performance:** Lead researcher – Dr Marcus Ho

**Sustainability, Meaningful Work and Well-being:** Lead researcher – Professor Marjo Lips-Wiersma

**Community:** Lead researchers – Dr Kabir Dasgupta and Dr Alexander Plum

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<sup>2</sup> In addition to those listed above, the Institute includes more than 70 internal AUT members and 90 external research associates. A full list of members and research associates can be found [here](#).

<sup>3</sup> Kabir Dasgupta left the team and joined the Federal Reserve Board in Washington D.C. in May 2022 and is now a research affiliate.

## Advisory groups

The advisory process is incorporated in all of our projects. Advisory project members comprise key leaders from government, business and the community. These members contribute informed comment on our activities and assist in ensuring NZWRI is undertaking research that is relevant to our stakeholders and well informed. Examples of two projects and their associated advisory group are provided below.

### **Ethnic differences in the uptake of healthcare services: A Microanalysis**

This project uses Growing Up in New Zealand data and aims to quantify the contribution of different factors (accessibility, mobility, socio-economic, parental and child characteristics) to ethnic gaps in healthcare service uptake. The key goal is to provide potential policy drivers to assist in closing these gaps.

- Ministry of Health
- Oranga Tamariki – Research and Evaluation
- The Immunisation Advisory Centre
- Waikato DHB
- Auckland Regional Dental Service
- Alliance Health Plus PHO
- Manaia Health PHO

### **The expression, experience, and transcendence of low skills in Aotearoa New Zealand**

Using a range of empirical methods with PIAAC (Programme for the International Assessment of Adult Competencies) data, as well as administrative data in the IDI (Integrated Data Infrastructure), this research programme will build a detailed, population-wide picture of those with low literacy and/or numeracy skills.

- |                                  |                                       |
|----------------------------------|---------------------------------------|
| • Ministry of Education          | • AKO Aotearoa                        |
| • Literacy Aotearoa              | • Te Puni Kokiri                      |
| • Business NZ                    | • Ministry of Pacific Peoples         |
| • NZ Council of Trade Unions     | • Tertiary Education Commission       |
| • Ministry of Social Development | • NZ Council for Educational Research |

## Section 4: Commissioned reports and projects

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The following examples are key 2022 research projects that received external funding of over \$2 million.

### Ministry of Business, Innovation & Employment

*Project:* The Pacific workforce and the impact of COVID-19



*Team:* Gail Pacheco, Alexander Plum and Linda Tran

*Description:* This study investigates the impact of COVID-19 (COVID) on the labour market disparities between Pasifika and New Zealand European (NZ European). To analyse these disparities, we assess labour market outcomes for the pre-pandemic period (January 2017–December 2019, inclusive) and quantify how they changed during the COVID period (March 2020–June 2021, inclusive). We are interested in understanding whether COVID amplified ethnic disparities in job accession and benefit dependence; job and wage mobility; and job separation.

*Timeframe:* 2021–2022

*Research Outputs:*

- Pacheco, G., Plum, A. & Tran, L. (2022) [The Pacific workforce and the impact of COVID-19](#). NZ Work Research Institute. Auckland, NZ.
- Pacheco, G. (2022) [The Pacific workforce and the impact of COVID-19](#) [PowerPoint slides]. NZ Work Research Institute. Auckland, NZ.
- Tran, L. (2022) [The Pacific workforce and the impact of COVID-19: For the Modelling Community of Practice](#). NZ Work Research Institute. Auckland, NZ.

View the [project page](#) for video interviews with Gail Pacheco and Alexander Plum, as well as associated media coverage.

### MBIE Research Program Endeavour Fund

*Project:* The expression, experience and transcendence of low-skill in Aotearoa New Zealand



*Team:* NZWRI members, a range of external researchers from Waikato, Portland State University and the OECD

*Description:* The overarching goal of this project is to provide policy recommendations to improve life-course trajectories and socio-economic outcomes of adults living with low literacy and/or numeracy (L+N) skills. This research is aimed at shaping the ways in which we deal with literacy and numeracy issues in NZ with a focus on effective intervention.

*Timeframe:* 2019–2024

*Research Outputs:* [See the project webpage for the full list of project outputs.](#)

## Ministry of Business, Innovation & Employment

*Project:* Underutilised workers in New Zealand: Characteristics, transience and earnings trajectories



*Team:* Lisa Meehan, Gail Pacheco and Alexandra Turcu

*Description:* This study aims to better understand the various labour market groups in New Zealand who want jobs or more hours of work, known as the underutilised workforce. The underutilised comprise three subgroups: the underemployed, the unemployed and the potential labour force. The underemployed are further disaggregated into full-time and part-time workers. The former of these sub-groups are not traditionally included in official underutilisation statistics, but this research separates out this group to understand its characteristics and prevalence.

*Timeframe:* 2022

*Research Outputs:*

- Meehan, L., Pacheco, G., & Turcu, A. (2022) [\*Underutilised workers in New Zealand: Characteristics, transience and earnings trajectories\*](#). New Zealand Work Research Institute, Auckland.
- Meehan, L., Pacheco, G., & Turcu, A. (2022) [\*Underutilisation in the New Zealand Labour Market: Infographic\*](#). New Zealand Work Research Institute, Auckland.

## MSD Children and Families Research Fund

*Project:* Fathers' Household and Childcare Involvement



*Team:* Juliane Hennecke, Gail Pacheco, Lisa Meehan and Alexandra Turcu

*Description:* This project explores the involvement of New Zealand fathers in their children's upbringing and other domestic duties by looking at: fathers' time investment from quantitative and qualitative perspectives, the external and internal determinants of paternal time investment, the consequences of different levels of parental involvement for children's later cognitive and non-cognitive outcomes.

*Timeframe:* April 2021–March 2022

*Research Output:* Hennecke, J., Meehan, L., Pacheco, G. & Turcu, A. (2022) [\*Fathers' household and childcare involvement in New Zealand: A snapshot, determinants and consequences\*](#). NZ Work Research Institute. Auckland, NZ.



## Human Rights Commission

*Project:* The Pacific Pay Gap Inquiry

*Team:* Gail Pacheco and Bill Cochrane



*Description:* This research explores the factors that contribute / explain the Māori and ethnic pay gaps in New Zealand; in particular, pay gaps for Māori, Pacific, and Asians relative to Europeans. We use Stats NZ data from the Household Labour Force Survey for 2019 and 2020.

*Timeframe:* 2021–2022

*Research Output:*

- Cochrane, B. & Pacheco, G. (2022) [\*Empirical analysis of Pacific, Māori and ethnic pay gaps in New Zealand\*](#). NZ Work Research Institute, Auckland, NZ.
- See the [project page](#) for the research note, infographic, video interview and all associated media coverage.

## Health Research Council - Health Delivery Research Activation Grant



*Project:* Workplace violence in home care settings

*Team:* Katherine Ravenswood, Betty Ofe-Grant, Julie Douglas and Fiona Macdonald

*Description:* This project investigates the complex context of workplace violence in home care settings in New Zealand. It aims to establish the evidence needs for research that can inform policy decisions to prevent and better deal with workplace violence in home care settings. It focuses on three specific contexts: community support, disability support and family carers. The purpose is to improve the health and wellbeing of care workers in these settings so that they can safely provide quality care and support.

*Timeframe:* 2021–2023

## Health Research Council - Health Delivery Research Activation Grant



*Project:* Understanding the Implementation of the 2017 Pay Equity Settlement

*Team:* Julie Douglas and Katherine Ravenswood

*Description:* This project began in 2019 working with the Caring Counts Coalition and the Human Rights Commission of New Zealand to understand the impact of the 2017 Pay Equity Settlement on managers and employees in the residential aged care, home and community care, disability support, mental health and addiction support sectors.

*Timeframe:* 2019–2022

*Research Outputs:*

- Ravenswood, K. & Douglas, J. (2022). [\*The impact of the Pay Equity Settlement: Data from the 2019 Care Workforce Survey\*](#). NZ Work Research Institute. Auckland, NZ.
- Ravenswood, K. (2022). [\*Māori care and support workers. Data from the 2019 New Zealand Care Workforce Survey\*](#). NZ Work Research Institute. Auckland, NZ.

## The Rockwool Foundation



*Project:* The demography of immigration and crime

*Team:* Peek Skov and Livvy Mitchell

*Description:* The research uses register data available from Statistics Denmark to analyse the link between immigration and crime in Denmark. The research focuses on both immigrants and their children. This research provided two new research angles on the link between immigration and crime by a) focusing on the victims of immigrants' and descendants' crimes, and b) focusing on the context-dependence of the immigration-crime link across countries.

*Timeframe:* 2019–2022

## Health Research Council



*Project:* Ethnic differences in the uptake of healthcare services:  
A microanalysis

*Team:* Gail Pacheco, Nadia Charania, Alexander Plum, Dan Tautolo, Sonia Lewycka and Terryann Clark.

*Description:* This research will add to the knowledge base regarding barriers and enablers to the uptake of healthcare services for preschool children. In particular, we will empirically analyse ethnic gaps using the Growing Up in New Zealand cohort and qualitatively explore the ‘why’ behind empirical patterns of life-course trajectories in ethnic differences in healthcare services.

*Timeframe:* July 2019–June 2022

*Research Outputs:*

- Clark, T., Dasgupta, K., Lewycka, S., Pacheco, G. & Plum, A. (2020). [\*Ethnic differences in the use and experience of child healthcare services in NZ: An empirical examination\*](#). NZ Work Research Institute. Auckland, NZ.
- Lewycka, S., Dasgupta, K., Plum, A., Clark, T., Hedges, M. & Pacheco, G. (2021) [\*Determinants of Ethnic Differences in the Uptake of Child Healthcare Services in New Zealand: A Decomposition Analysis\*](#). NZ Work Research Institute. Auckland, NZ.
- Dasgupta, K., Pacheco, G. & Plum, A. (2022) [\*State Dependence in Immunization and the Role of Discouraging Information\*](#). NZ Work Research Institute. Auckland, NZ.
- Plum, A. (2022) [\*State Dependence in Immunization and the Role of Discouraging Information\*](#) [PDF slides]. NZ Work Research Institute. Auckland, NZ.

## Enhancing Urban Regeneration

*Project:* Enhancing the impact of urban regeneration on  
community wellbeing



*Team Leaders:* Scott Duncan (AUT), Erica Hickson (AUT) and Gail Pacheco (NZWRI, AUT)

*Description:* The purpose of this project is to enhance the impact of urban regeneration on community wellbeing. This multi-layered research programme will directly impact priority indicators of individual and collective wellbeing, by employing innovative measurement approaches, including data from the Integrated Data Infrastructure (IDI), interactive mapping system, and a custom smartphone app.

*Timeframe:* October 2020–October 2025

See [project page](#) for a full list of outputs

## Te Ara Ahunga Ora Retirement Commission

*Project:* Evidence to inform the 2022 Review of Retirement Income Policies



*Team:* Lisa Meehan, Livvy Mitchell and Gail Pacheco

*Description:* This research aims to explore the factors that contribute / explain the Māori and ethnic pay gaps in New Zealand; in particular, pay gaps for Māori, Pacific, and Asians relative to Europeans. We use Stats NZ data from the Household Labour Force Survey for 2019 and 2020.

*Timeframe:* January 2022–June 2022

*Research Outputs:*

- Meehan, L., Mitchell, L. & Pacheco, G. (2022) [\*KiwiSaver and migrants on temporary visas\*](#). New Zealand Work Research Institute, Auckland, New Zealand.
- Meehan, L., Mitchell, L. & Pacheco, G. (2022) [\*NZ Superannuation residency eligibility changes: Evidence from border movement data\*](#). New Zealand Work Research Institute, Auckland, New Zealand.

## InternetNZ

*Project:* World Internet Project 2021



*Team:* Antonio Díaz Andrade, Mary Hedges, Gail Pacheco and Alexandra Turcu

*Description:* This year's report builds upon the common questions, adding further details such as use of the internet, online privacy and security issues and concerns, the internet's influence on political power, freedom of speech over the internet and social interactions, and has also added further detail to various areas such as disability, access and support. In this version of the survey, we also investigate the impact of the first COVID-19 national lockdown on internet use patterns.

*Timeframe:* 2020–2023

## NZ Women's Empowerment Principles

*Project:* NZ Women's Empowerment Principles Survey 2022

*Team:* Gail Pacheco and Douglas Yee



*Description:* The aim of this survey is to uncover policies and practices within New Zealand's largest organisations on behalf of the United Nations Women, with a specific focus on Women's Empowerment Policies. This year there was continued focus on COVID-19 mandates and Māori and Pasifika women.

*Timeframe:* March 2022–October 2022

*Research Outputs:*

- Pacheco, G. & Yee, D. (2022). [2022 New Zealand Women's Empowerment Principles Survey Report](#). NZ Work Research Institute. Auckland, NZ.
- Pacheco, G. & Yee, D. (2022). [2022 New Zealand Women's Empowerment Principles Survey Report – Summary sheet](#). NZ Work Research Institute. Auckland, NZ.
- Pacheco, G. & Yee, D. (2022). [2022 New Zealand Women's Empowerment Principles Brown Bag Seminar \[PowerPoint slides\]](#). NZ Work Research Institute. Auckland, NZ.

## Section 5: Other research projects

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This section outlines selected key research projects where outputs were published in 2021 across the leadership team, specialist research groups, and postdoctoral research fellows within the Institute. Unlike Section 4, these have not received external income, but have in numerous cases benefited from contributions from stakeholders in kind (e.g. via support, input, data, etc.).

### **How heavy is the price of smoking? Estimating the effects of prenatal smoking on child weight outcomes**

*Description:* This article uses a nationally representative sample of children and mothers from the United States National Longitudinal Surveys to estimate the causal impact of mother's smoking during pregnancy on child bodyweight outcomes.

*Team:* Kabir Dasgupta, Keshar Ghimire and Gail Pacheco

*Research Output:*

- Dasgupta, K., Ghimire, K. M. & Pacheco, G. (2022). [How heavy is the price of smoking? Estimating the effects of prenatal smoking on child weight outcomes](https://doi.org/10.1080/00036846.2022.2041178). *Applied Economics*, 1-17. <https://doi.org/10.1080/00036846.2022.2041178>

### **User perceptions of cloud-based small business accounting software**

*Description:* This study uses the end-user computing satisfaction model to identify the variables which influence user perceptions of cloud-based small business accounting software.

*Team:* Jarrod Haar, Jemmi Mauricette and Paul Wells

*Research Output:*

- Mauricette, J., Wells, P., & Haar, J. (2022). [User perceptions of cloud-based small business accounting software](http://doi.org/10.1108/par-05-2021-0065). *Pacific Accounting Review*, 34(4), 595-613. <http://doi.org/10.1108/par-05-2021-0065>

### **The Devil is in the Details: Identifying Unbiased Link between Alcohol Purchasing Rights and Youth Delinquency**

*Description:* This article utilises the Integrated Data Infrastructure to examine the effect of an alcohol-purchasing legislation change on alcohol-induced criminal behaviour at the minimum purchasing age. This article finds no statistically meaningful increase in alcohol-related youth delinquency.

*Team:* Kabir Dasgupta, Alexander Plum and Christopher Erwin

*Research Output:*

- Dasgupta, K., Plum, A. & Erwin, C. (2022). [The Devil in in the Details: Identifying Unbiased Link between Alcohol Purchasing Rights and Youth Delinquency](https://doi.org/10.1111/obes.12496). *Oxford Bulletin of Economics and Statistics*, [https://doi.org/https://doi.org/10.1111/obes.12496](https://doi.org/10.1111/obes.12496)

## Voices from the Front Line

*Description:* This report utilises a qualitative and quantitative survey (n=396) to highlight employment and work concerns in the hospitality sector such as problematic pay and working conditions, a high proportion of insecure contracts, bullying and harassment, and non-compliance with employment law.

*Team:* Erling Rasmussen, David Williamson and Camille Palao

*Research Output:*

- Williamson, D., Rasmussen, E. & Palao, C. (2022). [Voices from the Front Line](#). AUT School of Hospitality & Tourism, Faculty of Business, Economics & Law. Auckland, NZ.

## Ethical Leadership and Employee Mental Health: Comparing Private and Public Sector Employees

*Description:* This study examines the potential influences of ethical leadership on employee mental health by examining the links between ethical leadership and work-life balance, anxiety and depression. The study also include the role of organizational trust due to the important links between ethical leadership and trust.

*Team:* Jarrod Haar, Peter McGhee and Patricia Grant

*Research Output:*

- Haar, J., McGhee, P., & Grant, P. (2022). [Ethical leadership and employee mental health: Comparing private and public sector employees](#). *New Zealand Journal of Employment Relations*, 47(1).

## Employer and employee perspectives on the living wage in New Zealand

*Description:* This study focuses on low-paying sectors and analyses employer attitudes and responses to the statutory minimum wage closing on the living wage under the Labour party governments in 2017 and 2020.

*Team:* Jarrod Haar, James Arrowsmith, Jane Parker, Amanda Young-Hauser, Darrin Hodgetts, Stuart Carr and Siautu Alefaio-Tugia.

*Research Output:*

- Parker, J., Arrowsmith, J., Young-Hauser, A., Hodgetts, D., Carr, S. C., Haar, J., & Alefaio-Tugia, S. (2022). [Perceptions of living wage impacts in Aotearoa New Zealand: towards a multi-level, contextualised conceptualisation](#). *Personnel Review*. <http://doi.org/10.1108/PR-01-2021-0037>

## Pandemic or Not, Worker Subjective Wellbeing Pivots About the Living Wage Point: A Replication, Extension, and Policy Challenge in Aotearoa New Zealand

*Description:* This article explores whether or not the present COVID-19 pandemic is impacting pivotal links between living wages and employee attitudes and subjective wellbeing, with replication indicating robustness.

*Team:* Jarrod Haar, Stuart Carr, Darrin Hodgetts, Harvey Jones, James Arrowsmith, Jane Parker, Amanda Young-Hauser and Siautu Alefaio.

*Research output:*

- Carr, S. C., Haar, J., Hodgetts, D., Jones, H., Arrowsmith, J., Parker, J., Young-Hauser, A., & Alefaio, S. (2022). [Pandemic or Not, Worker Subjective Wellbeing Pivots About the Living Wage Point: A Replication, Extension, and Policy Challenge in Aotearoa New Zealand](#). *Frontiers in Psychology*, 13. <http://doi.org/10.3389/fpsyg.2022.828081>

### **The gender reveal: The effect of sons on young fathers' criminal behaviour and labor market activities.**

*Description:* This article utilises New Zealand's administrative court charges data to document child gender-specific differences in future criminal behaviour of young fathers. The impact of a son on deterring the future likelihood of receiving convictions persists for up to ten years post-childbirth.

*Team:* Alexander Plum, Kabir Dasgupta, André Diegmann and Tom Kirhcmaier

*Research Output:*

- Dasgupta, K., Diegmann, A., Kirchmaier, T. & Plum, A. (2022) [The gender reveal: The effect of sons on young fathers' criminal behaviour and labor market activities](https://doi.org/10.1016/j.labeco.2022.102224). *Labour Economics*, <https://doi.org/10.1016/j.labeco.2022.102224>

### **Under what conditions stressors and strain positive influence creativity? A repeat-measure study of psychological resources.**

*Description:* This study uses psychological capital (PsyCap), which refers to an individual's positive psychological state of development, to test whether PsyCap acts as a psychological reservoir to enable stressors and strain to enhance creative behaviours following conservation of resources theory.

*Team:* Jarrod Haar and Azka Ghafoor

*Research Output:*

- Ghafoor, A., & Haar, J. (2022). [Under what conditions can stressors and strain positively influence creativity? A repeat-measure study of psychological resources](http://doi.org/10.1037/str0000258). *International Journal of Stress Management*, 29(3), 241-252. <http://doi.org/10.1037/str0000258>

### **Developing, Validating, and Applying a Measure of Human Quality Treatment**

*Description:* Human Quality Treatment (HQT) is a theoretical approach expressing different ways of dealing with employees within an organization and is embedded in humanistic management tenants of dignity, care, and personal development, seeking to produce morally excellent employees. This study builds on the theoretical exposition and present a measure of HQT-Scale across several studies including cross-culturally to enhance confidence in our results. Our first study generates the 25 items for the HQT-Scale and provides initial support for the items.

*Team:* Jarrod Haar, Peter McGhee, Kemi Ogunyemi and Patricia Grant

*Research Output:*

- McGhee, P., Haar, J., Ogunyemi, K., & Grant, P. (2022). [Developing, validating, and applying a measure of human quality treatment](http://doi.org/10.1007/s10551-022-05213-y). *Journal of Business Ethics*. <http://doi.org/10.1007/s10551-022-05213-y>

### **Paying Adolescents for Health Screenings Works**

*Description:* Regarding their future health, adolescents are at a critical stage. Previous evaluations have shown that health screenings, counselling, and other intervention programmes during this phase of life are important, particularly for those with a low socio-economic background. Unfortunately, adolescents tend to have little



interest in preventive programmes. We designed a field experiment to evaluate the effectiveness of financial incentives to promote participation in health screenings. Our study comprises more than 10,000 participants, observed via high-quality administrative data from Austria. The treatment group received a 40 Euro shopping voucher if they participated in an age-specific health screening. On average, the financial incentive increased the likelihood of participation by 280%. Treatment effects are comparably larger for children in families with a higher socio-economic status, and of parents with a revealed preference for secondary health prevention.

*Team:* Martin Halla, Gerald J. Pruckner and Thomas Schober

*Research Output:*

- Halla, M., Pruckner, G. J., & Schober, T. (2022). [Paying adolescents for health screenings works](https://doi.org/10.1086/721571). *American Journal of Health Economics*, <https://doi.org/10.1086/721571>

### **A post-lockdown study of burnout risk amongst New Zealand essential workers**

*Description:* This study uses the Burnout Assessment Tool (BAT) - which provides a cut-off threshold score representing burnout risk - to provide one of the first studies post Covid-19 pandemic and focuses on comparing high burnout risk rates between essential and non-essential workers after the first lockdown in New Zealand

*Team:* Jarrod Haar and Conor O’Kane

*Research Output:*

- Haar, J., & O’Kane, C. (2022). [A post-lockdown study of burnout risk amongst New Zealand essential workers](http://doi.org/10.1016/j.socscimed.2022.115157). *Social Science and Medicine*, 306. <http://doi.org/10.1016/j.socscimed.2022.115157>

### **Deliberating Upon the Living Wage to Alleviate In-Work Poverty: A Rhetorical Inquiry Into Key Stakeholder Accounts**

*Description:* This article draws on 25 interviews and four focus groups with employers, low-pay industry representatives, representatives of chambers of commerce, pay consultants, and unions. The core focus is on how participants use prominent narrative tropes for the living wage and against the living wage to argue their respective perspectives.

*Team:* Jarrod Haar, Darrin Hodgetts, Amanda Young-Hauser, Jim Arrowsmith, Jane Parker, Stuart Carr and Sautu Alefaio

*Research Output:*

- Hodgetts, D. J., Young-Hauser, A. M., Arrowsmith, J., Parker, J., Carr, S. C., Haar, J., & Alefaio, S. (2022). [Deliberating upon the living wage to alleviate in-work poverty: A rhetorical inquiry into key stakeholder accounts](http://doi.org/10.3389/fpsyg.2022.810870). *Frontiers in Psychology*, 13. <http://doi.org/10.3389/fpsyg.2022.810870>

## **What are the odds of burnt-out risk and leaving the job? Turnover intent consequences of worker burnout using a two sample New Zealand study.**

*Description:* This study uses the Burnout Assessment Tool (BAT) to ascertain the odds of high-turnover from burnout risk.

*Team:* Jarrod Haar

*Research Output:*

- Haar, J. (2022). [What are the odds of burn-out risk and leaving the job? Turnover intent consequences of worker burnout using a two sample New Zealand study](https://doi.org/10.1111/ijsa.12393). *International Journal of Selection and Assessment*. <http://doi.org/10.1111/ijsa.12393>

## **Harmful traditional practices in the workplace – New Zealand context**

*Description:* The authors make recommendations to mitigate harmful traditional practices in the workplaces based on a Rapid Evidence Review of the most up-to-date research. With manaakitanga, the authors acknowledge the Treaty of Waitangi and the tangata whenua. This report is designed to inform all public, private, and third sector organisations, of any size. This report is also useful for professionals and families, in understanding and facilitating hidden and visible harms pertaining to domestic/intimate partner/spouse abuse, forced marriage and FGM.

*Team:* Edwina Pio, Roxanne Khan and Vikashni Moore

*Research Output:*

- Pio, E., Khan, R. & Moore, V. (2022) [Harmful traditional practices in the workplace – New Zealand context: Guidance for best practice](#). Honour Abuse Research Matrix (HARM), Auckland University of Technology, and University of Central Lancashire, UK.

## **Is meaningful work always a resource towards wellbeing? The effect of autonomy, security and multiple dimensions of subjective meaningful work on wellbeing**

*Description:* Using conservation of resources as a theoretical lens, the paper aims to investigate distinct objective meaningful work (OMW) and subjective meaningful work (SMW) domains as resources that contribute to wellbeing. OMW resources are largely beneficially related to SMW dimensions; both OMW and SMW resources are mostly beneficially related to wellbeing outcomes; and the overall associations of OMW with the three wellbeing constructs are partially mediated by SMW. The dominance analyses of SMW with wellbeing shows expressing full potential is the most important predictor of positive affect, and integrity with self is the most important (negatively related) predictor of negative affect and job stress.

*Team:* Marjolein Lips-Wiersma, Jarrod Haar and Helena D. Cooper Thomas

*Research Output:*

- Lips-Wiersma, M., Haar, J., & Cooper–Thomas, H. D. (2022). [Is meaningful work always a resource toward wellbeing? The effect of autonomy, security and multiple dimensions of subjective meaningful work on wellbeing](https://doi.org/10.1108/pr-10-2020-0754). *Personnel Review*. <http://doi.org/10.1108/pr-10-2020-0754>

## **Hospitality leadership competencies and employee commitment: New insights from the booming hotel industry in Vietnam**

*Description:* This study uses data from employees in seven hotels in two cities to examine how the leadership competencies of frontline managers influence the organizational commitment of their subordinates. The study further examines the relationship between the dominant (strongest) competency and organizational commitment and how this relationship is mediated by leadership consistency.

*Team:* Jarrod Haar, Roy Smollan and Le Vinh Nguyen

*Research Output:*

- Nguyen, L. V., Haar, J., & Smollan, R. (2022). [Hospitality leadership competencies and employee commitment: New insights from the booming hotel industry in Vietnam](https://doi.org/10.20867/thm.28.2.10). *Tourism and Hospitality Management*, 28(2), 419-443. <http://doi.org/10.20867/thm.28.2.10>

## **How scientists interpret and address funding criteria: value creation and undesirable side effects**

*Description:* This study examines how successfully funded scientists interpret and address criteria set by the funding body to maximise their chances of funding success. We also consider the possible adverse side effects that can arise from scientists' competitive efforts to address these criteria. Findings identify a portfolio of funding criteria—research feasibility, research alignment and team credentials—that scientists address when preparing grant applications.

*Team:* Jarrod Haar, Conor O'Kane, Jing Zhang, and James Cunningham

*Research Output:*

- O'Kane, C., Zhang, J. A., Haar, J., & Cunningham, J. A. (2022). [How scientists interpret and address funding criteria: value creation and undesirable side effects](https://doi.org/10.1007/s11187-022-00697-4). *Small Business Economics*. <http://doi.org/10.1007/s11187-022-00697-4>

## Section 6: Events and engagements<sup>4</sup>

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To view all presentations from AUT events and external engagements, see our [website](#).

### Events at AUT

[Examining the wellbeing impacts of urban regeneration using administrative data](#) – 24 January 2022  
Linda Tran presented her PGR9 which seeks to estimate the social return-on-investment to housing and urban developments in New Zealand by measuring population-level wellbeing using administrative data from the Integrated Data Infrastructure.

[Aotearoa New Zealand Organisational Psychology and Organisational Behaviour Conference \(ANZOPOB\)](#) – 11 February 2022  
The Well-being and Performance Research Group hosted the ANZOPOB symposium at AUT, which is attended by practitioners and academics from all over NZ. This is also combined with the New Zealand Industrial and Organisational Psychology Society (NZIOPS).

[Working from Home Seminar: Before, During and After Covid-19](#) – 28 March 2022  
The Wellbeing and Performance Research Group hosted the Working from Home Seminar, with speakers from AUT and New Zealand firms highlighting remote-work experience and the positive and negative outcomes for employees' wellbeing and performance.

[Career Advantage Series – Personal Wellbeing](#) – 6 April 2022  
Associate Director (Human Resource Management) Professor Jarrod Haar presented an overview of his 2 years of research on job burnout. Professor Haar showed an evidence-based approach to wellbeing, providing insights into workforce and personal wellbeing.

[Compassionate Disruptors for Diversity, with Professor Edwina Pio](#) – 16 November 2022

[AUT Symposium: Refugee Journeys](#) – 30 November 2022  
Linda Tran presented findings on COVID-19 vaccination rates among three cohorts of children in NZ: (1) Overseas-born migrant children; (2) NZ-born migrant children; and (3) NZ-born non-migrant children. The authors highlight descriptive statistics for each of the three cohorts and control for these factors to ascertain their effect on receiving COVID-19 vaccination.

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<sup>4</sup> Note that the list of events and engagements are not fully exhaustive. Please check the website for details of events and presentations not listed in this report. Slides are available for many of these presentations.

## Engagements external to AUT

### [ASSA 2022 Virtual Annual Meeting](#) – 7–9 January 2022

NZWRI Research Fellow, Christopher Erwin presented at the 2022 Allied Social Sciences Associations (ASSA), Virtual Annual Meeting. Dr Erwin presented findings on the victim/offender overlap in New Zealand and the dynamic relationship between criminal offending and victimisation.

### [Carework Virtual Symposium 2022](#) – 1–3 March 2022

The Carework Network held a three-day virtual symposium to bring together interdisciplinary care work researchers from around the world. NZWRI Care/Work research lead, Associate Professor Katherine Ravenswood, organised the second session of this event which discussed how care work plays a vital role in the infrastructure and economy of a nation.

### [Gender Pay Equity Webinar](#) – 8 March 2022

NZWRI Director, Professor Gail Pacheco joined a webinar hosted by the NZ Tertiary Education Union for International Working Women's Day. Discussion surrounded the gender wage gap in NZ, the impact of working in undervalued and underpaid areas of work, and steps to progress gender pay equity for the lowest paid female dominated in the tertiary education sector.

### [AEFP 2022 Conference](#) – 18 March 2022

NZWRI Research Fellow, Dr Christopher Erwin presented findings that summarised labour market outcomes for high-skilled immigrants at the 2022 Association for Education Finance and Policy (AEFP) conference in Denver, USA.

### [62<sup>nd</sup> NZAE Conference](#) – 29 June – 1 July 2022

- [Skills, Economic Crises, and the Labour Market](#) – Alexander Plum (presenter) & Kabir Dasgupta
- [The hidden costs of crime: crime victimization, mental health and the role of offender prosecution](#) – Alexandra Turcu (presenter), Anna Bindler, Nadine Ketel, Juliane Hennecke & Gail Pacheco
- [The Pacific workforce and the impact of COVID-19](#) – Linda Tran (presenter), Alexander Plum & Gail Pacheco
- [Dynamic relationships between criminal offending and victimization](#) – Lisa Meehan (presenter), Christopher Erwin, Juliane Hennecke & Gail Pacheco

### [Western Economic Association International Annual Meeting](#) – 29 June – 3 July 2022

Christopher Erwin presented findings that summarise labour market returns to immigrants of varying skill-levels at the 97<sup>th</sup> Annual WEIA Conference.

### [Human Rights Commission Webinar](#) – 19 July 2022

Gail Pacheco joined a webinar hosted by the Human Rights Commission to present results from her research note *Empirical analysis of Pacific, Māori and ethnic pay gaps in New Zealand* co-authored by Bill Cochrane.

### [University of Auckland COMPASS Seminar](#) – 19 July 2022

Leon Lusitini presented findings from his PhD thesis on intergenerational income mobility which uses data from the NZ Longitudinal Census to estimate the intergenerational elasticity of personal income between father-son pairs and mother-daughter pairs.

### [PIACC International Conference](#) – 31 July 2022

Christopher Erwin, Research Fellow, presented findings summarising labour market outcomes for high-skilled immigrants.

[American Psychological Association Convention 2022](#) – 4–6 August 2022

Dr Tago Mharapara attended the APA Convention in Minneapolis to present the poster titled “Wellbeing in midwifery during the COVID-19 pandemic”, co-authored by Associate Professor Katherine Ravenswood, Dr Janine Clemons, and Professor Gill Kirton.

[Adult Literacy and Numeracy: A Learner Centred Dialogue](#) – 22–23 September 2022

Gail Pacheco outlined initial findings and future goals related to the project: *The expression, experience and transcendence of low skills in Aotearoa New Zealand* funded by a Ministry of Business, Innovation and Employment Endeavour Grant.

[UN Women’s Empowerment Principles Brown Bag Seminar](#) – 10 October 2022

Douglas Yee, Institute Administrator, and Gail Pacheco, Director, presented findings from the 2022 UN WEPs Survey, which highlighted trends in women’s empowerment policies in NZ workplaces.

[Association for Public Policy Analysis and Management Conference](#) – 17–19 November 2022

Kabir Dasgupta spoke at the Association for Public Policy Analysis and Management conference on the effect of the Oranga Tamariki Act (1989) on youth well-being.

[Centre for Longitudinal Research Conference](#) – 29 November 2022

Alexander Plum presented research co-authored by Gail Pacheco and Kabir Dasgupta which uses data from the Growing Up in New Zealand to ascertain the degree of state dependence in immunisation and the role of antenatal discouraging information on immunisation.

## Section 7: In the media

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### Media articles

In addition to our social channels, the Institute has regularly featured in news articles. For all 2022 media contributions and citations, titles are hyperlinked with the full news item or radio interview:

[Employers urged to step up as pandemic sees more resigning](#) – *1 News*, 5 January 2022

[Companies urged to allow more time off as burnout risk soars](#) – *1 News*, 7 January 2022

[Interdisciplinary team wins health grant](#) – *AUT News*, 26 January 2022

[Wellbeing at work expert wins top award](#) – *AUT News*, 10 February 2022

[Expert on Burnout, Four-day Work Week, Māori Employee Wins Top AUT Award](#) – *Scoop*, 10 February 2022

[A four-day work week so kaimahi Māori don't burn out](#) – *Te Ao Māori News*, 12 February 2022

[COVID-19: Working from home likely to last beyond pandemic – expert](#) – *Newshub*, 18 February 2022

[2022 Fulbright New Zealand Scholars Announced](#) – *Scoop*, 22 February 2022

[Pacific literacy and numeracy research](#) – *531 pi*, 22 February 2022

[Literacy and numeracy research for Pacifica](#) – *Otago Access Radio*, 25 February 2022

[Pay equity settlement has not delivered all it promised](#) – *Stuff*, 1 March 2022

[Edwina Pio to the Rutherford Discovery Fellowship and the Social Sciences Panel](#) – *Royal Society*, 2 March 2022

[The secret to happiness at work](#) – *Stuff*, 2 March 2022

[Hybris workers the happiest and most innovative employees – study](#) – *RNZ*, 3 March 2022

[Hybrid working the key to worker happiness](#) – *7 Sharp*, 2 March 2022

[Government to launch register to close gender pay gap](#) – *Te Karere*, 8 March 2022

[SIU graduate, former adjunct professor and research associate gets New Zealand Fulbright Award](#) – *College of Saint Benedict News*, 8 March 2022

[Hybrid working: striking the right balance](#) – *The Gisborne Herald*, 16 March 2022

[Worker burnout has tripled during Covid-19 pandemic, and key staff might be hard to replace](#) – *Stuff*, 3 April 2022

[Progress not perfection: Companies struggle to hit gender diversity targets](#) – *Newsroom*, 5 April 2022

[New AUT research reveals 'concerning' insights into the poor working conditions of New Zealand's hospitality staff](#) – *Newshub*, 8 April 2022

[Study highlights mis-treatment of hospitality workers](#) – *RNZ*, 8 April, 2022

['No pay rise in five years': Hospitality sector hits crisis point](#) – *Stuff*, 8 April 2022

[Voices from hospitality's front line](#) – *AUT News*, 8 April 2022

[Workforce burnout amongst Māori has 'skyrocketed'](#) – RNZ, 9 April 2022

[Kiwi Workers Don't Realise They Are Burnt Out](#) – Scoop, 11 April 2022

[Research shows many Kiwis are suffering burnout - and don't even realise](#) – NZCity, 11 April 2022

[Businesses told to watch for staff burnout or face productivity drop](#) – RNZ, 12 April 2022

[Burned out workers 5 times more likely to consider resigning](#) – 1 News, 2022

[Young people in New Zealand – what are they really worried about?](#) – NZA, 13 April 2022

[Urgency called for as parliament committee works on pay gaps](#) – RNZ, 13 April 2022

[Fuel prices putting off job candidates as businesses feel inflation crunch](#) – Newsroom, 22 April 2022

[Executives jump ship from private to NGO sector in search of more meaning](#) – Newsroom, 27 April 2022

[Fonterra should walk away from Russia, says Federated Farmers](#) – Stuff, 15 March 2022

[Now's the time to fix long-standing hospo industry failings: expert](#) – The Feed, 18 March 2022

[Fonterra will exit its Russian business following Ukraine invasion](#) – Stuff, 21 March 2022

[Public reporting of pay gap could see women's pay increase – study](#) – 1 News, 2 May 2022

[The brain drain and bargaining power... What high employment means for employers and employees](#) – 7 Sharp, 4 May 2022

[Weaving work and worship on the job](#) – AUT News, 10 May 2022

[Kiwi Businesses Continue To Prioritise Sustainability](#) – Scoop, 12 May 2022

[Westland Dairy could cancel Gloriavale's milk supply contract following evidence of child labour and worker exploitation](#) – Stuff, 15 May 2022

[Collapse of negotiations with care workers shows little has changed in how the government views the work of women](#) – The Conversation, 17 May 2022

[Women workers still valued less than men](#) – AUT News, 17 May 2022

[Tourism and Hospitality Employees Asked to Share Their Work Experiences](#) – Scoop, 26 May 2022

[Has lowering the drinking age caused more crime? Despite ongoing concern, the evidence isn't clear cut](#) – The Conversation, 3 June 2022

[Does a lower drinking age reduce crime?](#) – AUT News, 7 June 2022

[Higher testosterone levels reduce men's risk of becoming or staying unemployed](#) – PsyPost, 6 June 2022

[High testosterone levels may help men land, retain jobs: study](#) – New York Post, 6 June 2022

[Why We Don't Talk About Meaning at Work](#) – MIT Sloan Management Review, 7 June 2022

[Higher testosterone May Help Men Find Work, Suggests Study](#) – IFL Science, 8 June 2022

[The Link Between Low T and Unemployment](#) – Mel Magazine, 9 June 2022

[The Great Resignation: people quitting outnumber job applications](#) – RNZ, 14 June 2022

[The Great Resignation 'tidal wave' hits NZ – what it means for workers](#) – NZ Herald, 14 June 2022



[Skin whitening in New Zealand: 'Prestige, power and privilege'](#) – NZ Herald, 14 June 2022

[Covid Cautious v Covid Cavalier: Half of workers anxious about returning to the office](#) – Stuff, 16 June 2022

[Covid cavalier or cautious? The impact of office anxiety](#) – NZ Business, 16 June 2022

[Brain drain or brain exchange?](#) – NBR, 19 June 2022

[Low wages won't solve our labour crisis](#) – NewstalkZB, 8 July 2022

[Pacific workers earning up to 24 pct less than Pākehā – research](#) – Newshub, 19 July 2022

[Pacific Pay Gap in Aotearoa at least partly due to racism, research finds](#) – 95b FM, 19 July 2022

[Onus must go on businesses to lift pay of Pacific workers – commissioner](#) – NZ Herald, 19 July 2022

[New evidence boosts case for urgent pay transparency reform](#) – Green Party, 19 July 2022

[Bias Against Pacifica People No Surprise Says MindTheGap](#) – Scoop, 19 July 2022

[New Research Reveals Majority Of The Pacific Pay Gap Can't Be Explained](#) – Scoop, 19 July 2022

[Study finds racism, unconscious bias could be behind Pacific Pay Gap](#) – RNZ, 19 July 2022

[Big part of ethnic pay gap unexplained, raises questions of racism](#) – Stuff, 19 July 2022

[Most of the Pacific pay gap is unexplained – study](#) – One News, 19 July 2022

[Pacific pay gap radio interview, The Panel](#) – RNZ, 19 July 2022

['Bulk of the Pacific Pay Gap can't be explained'](#) – Human Resources Director, 21 July 2022

[Covid's impact on Pacific workers](#) – AUT News, 25 July 2022

[Equal pay gap widened by Covid-19, especially among Pasifika](#) – RNZ, 25 July 2022

[Employment prospects for Pasifika worsened during pandemic- study](#) – RNZ, 25 July 2022

[Young Auckland Pacific women took a big Covid work hit, report shows](#) – Stuff, 25 July 2022

[Covid hits Pasifika women](#) – Southland Times, 26 July 2022

[It's time we all stepped up against unjust pay gaps](#) – Newsroom, 27 July 2022

[Class and Race: we are still getting things the wrong way round](#) – The Daily Blog, 27 July 2022

[Expert fears Māori unemployment rate dropping for 'perverse reason'](#) – 1 News, 11 August 2022

[Employers struggling to fill jobs but are sector's poor pay and conditions to blame?](#) – Stuff, 14 August 2022

[Workers are discovering the 'Great Regret' of quitting their jobs](#) – Stuff, 23 August 2022

['Resetting boundaries': Why Kiwi workers are joining the 'quiet quitting' trend](#) – NZ Herald, 23 August 2022

[Having a son improves the lives of young dads with a criminal history. New research suggests cultural explanations](#) – The Conversation, 24 August 2022

[New Zealand workers join TikTok trend 'quiet quitting'](#) – Newshub, 25 August 2022

[Support Worker Wellbeing Report Exposes Huge Psychological Impacts During Pandemic](#) – Scoop, 30 August 2022

[Home care workers poor and stressed](#) – *Radio Waatea*, 2 September 2022

[New Research shows lack of support for Māori community support workers](#) – *The Spinoff*, 2 September 2022

[Challenges for Māori support workers](#) – *AUT News*, 2 September 2022

[Low literacy, numeracy in teens foreshadows poor life outcomes](#) – *RNZ*, 21 September 2022

[Teens' basic academic skills count in later life, study finds](#) – *RNZ*, 21 September 2022

[Impact of low reading and maths skills on later life](#) – *RNZ*, 22 September 2022

[US study confirms that one third of meetings are pointless and costly](#) – *NewstalkZB*, 28 September 2022

[NZ migrants missing out on billions in retirement savings](#) – *1 News*, 16 October 2022

[Navy offering bonuses to 300 sailors to stop them jumping ship](#) – *1 News*, 16 October 2022

[The opportunity cost: Why NZ migrants might be missing out on billions in retirement](#) – *Te Ara Ahunga Ora Retirement Commission* – *Voxy*, 16 October 2022

[KiwiSaver gap: Some migrants locked out of 'decent chunk' of retirement savings](#) – *RNZ*, 17 October 2022

[Some migrants locked out of 'decent chunk' of retirement savings](#) – *The Indian Weekender*, 17 October 2022

[Temporary migrants lose \\$3 billion in lost KiwiSaver contributions](#) – *Indian Newslink*, 17 October 2022

[New Zealand's 'gender care gap': Women do more at home than men, and men more likely to think that's fair](#) – *Stuff*, 30 October 2022

[Lisa Meehan discusses the 'gender care gap'](#) – *ZB News*, 30 October 2022

[Lisa Meehan discusses the 'gender care gap' on Pacific Mornings with Aggie](#) – *531pi*, 31 October 2022

[Gail Pacheco discusses the "gender care gap" on The Panel](#) – *RNZ*, 31 October 2022

[Study highlights dads' role in childcare](#) – *AUT News*, 31 October 2022

[Global economic pendulum: Where will it leave New Zealand businesses and workers?](#) – *NZ Herald*, 11 November 2022

[Busting the myths about mātauranga Māori](#) – *The Spinoff*, 14 November 2022

[Māori and Pasifika dads hands-on in childcare](#) – *Northern Advocate*, 21 November 2022

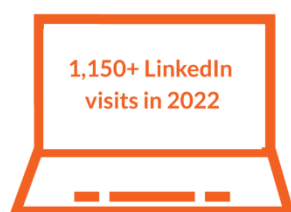
[Do you feel like an imposter in your workplace?](#) – *Seven Sharp*, 6 December 2022

## Social media

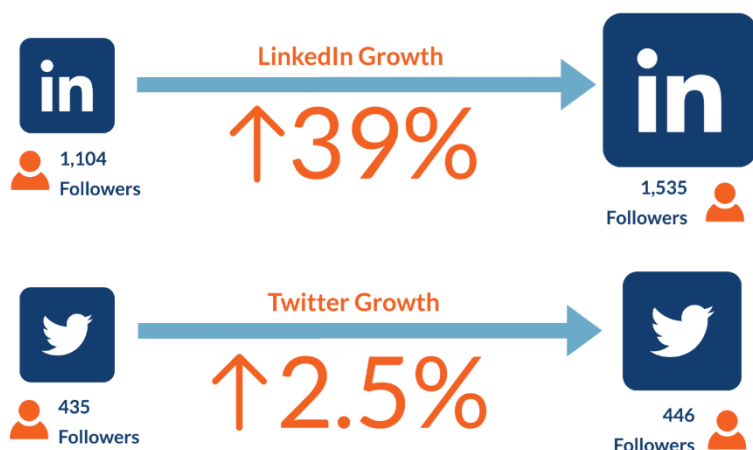
The Institute has maintained a strong social media presence in the past few years. In 2022, we continued a social media campaign called “**Q + A with...**”, where various members of the Institute answered five questions related to their academic career, a recent research project, and their life outside work.

This year’s “Q + A with...” series included:

- [Q + A with Tago Mharapara](#)
- [Q + A with Thomas Schober](#)
- [Q + A with Alexandra Turcu](#)



This year, we adjusted our social media focus towards LinkedIn and Twitter. We saw a 39% increase in LinkedIn followers and a 2.5% increase in Twitter followers. Our main focus is LinkedIn as a platform due to our specialisation in research and academia.



## Section 8: Awards

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### **AUT University Medal 2021**

Professor Jarrod Haar, Associate Director (Human Resource Management), won the University Medal at the 2021 AUT Excellence Awards in recognition of his academic contribution to human resource management and organisational behaviour research held in February 2022.

### **Individual Teaching Excellence Award 2021**

Dr Tago Mharapara, Care/Work Research Group, won an Individual Teaching Excellence Award at the 2021 AUT Excellence Awards held in February 2022.

### **Established Research Runner Up**

Dr Alexander Plum won one of the main awards from the 2022 New Zealand Business Research Translation Awards for work on alcohol access and criminal behaviour among New Zealand youths. The research was co-authored by Dr Christopher Erwin and Dr Kabir Dasgupta.

### **NZAE Conference 2022 Poster Prizes**

NZWRI Research Officer, Alexandra Turcu, won three awards for her poster *The impacts of COVID-19 on earnings trajectories and New Zealand's underutilised workforce*:

- NZIER 2022 Open Poster Prize
- NZIER 2022 Student Poster Prize
- 2022 People's Choice Poster Prize