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AT UNK & VMU

ABSTRACTS

PERSONAL RESOURCES AND WORK-FAMILY ENRICHMENT: LATENT PROFILE ANALYSIS

Tadas Vadvilavičius, Aurelija Stelmokienė
Vytautas Magnus University, Kaunas, Lithuania

Introduction. Work-family enrichment describes the positive work-family interaction, where participation in the work domain improves the quality of family life and *vice versa*. Studies show that higher levels of personal resources are needed to achieve work-family enrichment. However, most of the studies use a variable-centered approach that assumes homogeneity inside the sample. A person-centered approach allows to determine the existing subgroups of the population based on similarities between participants. So, the main aim of this presentation is to analyze the relationship between personal resources and work-family enrichment using a person-centered approach.

Methodology. Data from 330 employees (mean age – 38.70 years) were gathered by an online survey. Four instruments were used: 3-item Work-family enrichment scale ($\alpha = .96$), 10-item Work-family enrichment self-efficacy scale ($\alpha = .96$), 10-item PANAS positive affect scale ($\alpha = .88$), and 6-item scale for perceived personal resources developed by research authors ($\alpha = .85$). The latent profile analysis was performed using *tidyLPA* package for R.

The main results. Results of the study revealed the best solution of 3-profiles based on the lowest AIC, BIC and SABIC scores. The results also confirmed that participants from the third profile (characterized by an average level of positive affect, a high level of perceived personal resources, and a high level of work-family enrichment self-efficacy) had the highest level of work-family enrichment, compared to the other two profiles ($F(2, 327) = 57.94, p < .001$).

Conclusions and implications. Performed analysis helped to identify three profiles, based on the perceived personal resources among working adults in Lithuania. The results confirmed that people who perceived higher levels of positive affect, general personal resources, and work-family enrichment self-efficacy, also evaluated their level of work-family enrichment the highest. The results can be applied to the development of different levels of interventions for working people based on their personal resource level, to help them to achieve a higher work-family enrichment.

PREPaRE TRAINING FOR SCHOOL PSYCHOLOGY PROGRAMS

Amelia Meyer, Sierra Wilson

University of Nebraska at Kearney, Kearney, Nebraska, USA

It is imperative that school psychology graduate programs are not only equipping their students with the knowledge of the career field but also prepare them to be equipped to handle any crisis events or situations that may arise in their schools. The PREPaRE model, which is the National Association of School Psychologists' school safety and crisis response training, is one model that is often taught within graduate training programs. This study looks at the effectiveness of using the PREPaRE model to train school psychology graduate students to be prepared to respond to crisis events.

DIETING FOR EGO: ASSOCIATIONS BETWEEN NARCISSISM AND THE ORTHOREXIC EATING BEHAVIOUR IN A SAMPLE OF YOUNG ADULTS

Gintarė Kučiauskaitė, Aidas Perminas
Vytautas Magnus University, Kaunas, Lithuania

Introduction. Orthorexic eating behavior (also known as orthorexia or orthorexia nervosa) is a complex phenomenon involving a tendency to follow a strict, quality-focused diet, which can potentially lead to adverse effects on an individual's physical, psychological, and social well-being (Bratman, 1997). The etiology of this phenomenon is currently unclear, but it has been suggested that certain personality traits may be associated with this behavior (McGovern et al., 2021). Narcissism has been identified as one of the possible personality traits associated with the orthorexic eating behavior. However, there is still not enough research exploring the correlations between the orthorexic eating behavior and its components with narcissism (Oberle et al., 2017).

Methodology. The study was conducted online. The online questionnaire consisted of Eating Habits Questionnaire (EHQ) by Gleaves et al. (2013), the Narcissistic Personality Inventory (NPI-40) by Raskin & Hall (1979), and socio-demographic questions, including age, gender, education, employment, height, weight, dietary type. The study included 279 young adults (209 women and 70 men). Their age varied from 18 to 40 years (mean age 25,33; SD=5,698).

The main results. Regression analysis showed that higher level of narcissism in young adults associated with a greater overall orthorexic eating behavior and one of its components – a higher appreciation of their knowledge about healthy eating, controlling of gender, education, age, body mass index and dietary type. No associations were found between young adults' narcissism and the psychosocial problems due to an orthorexic eating behavior, nor the experience of positive feelings, when eating healthy food.

Conclusions and implications. It could be possible that more narcissistic individuals seek to build their self-esteem by following a highly restrictive diet, which could be reinforced by society acceptability of this kind of behavior, also they may then be admired, which may further encourage narcissistic individuals to their orthorexic eating behavior. Also, by being confident about themselves and their intellectual abilities, they may reveal their pride, demonstrativeness, and overconfidence through higher scores on healthy eating knowledge, while demonstrating their superiority and uniqueness over others. Given the non-significant correlations between psychosocial problems and positive feelings related to orthorexic eating behavior and narcissism, raises assumptions about EHQ instrument ability to detect an orthorexic eating behavior and about the representativity of the sample, when the majority of participants were not involved into problematic orthorexic eating behavior. Future studies should consider this methodological issue and consider including in the sample individuals who are more committed to healthy eating.

EXPLORING TELEMENTAL HEALTH: ADDRESSING GAPS IN THE POST-PANDEMIC CARE FOR YOUNG ADULTS

Claire Nelson, Emma Arens

University of Nebraska at Kearney, Kearney, Nebraska, USA

Due to the circumstances of the COVID-19 pandemic, Telemental Health (TMH) administered via video conferencing has become a widely popular method utilized by mental health providers. While mental health professionals continue to debate the efficacy of TMH therapy and evaluate the long-term treatment results of such approaches, there is also a lack of current data regarding the efficacy of virtual therapy among young adults aged 19-25 in the post-pandemic world. Given the prevalence of mental health issues experienced in young adulthood, for example anxiety, our study aims to address this gap by surveying the perspectives of present-day mental healthcare providers and offering insight on the effectiveness of TMH therapy for the treatment of young adults. Our presentation will discuss the process of developing a survey and formulating focus group questions aimed at examining our research question in depth. Overtime, our research endeavors will contribute to a deeper understanding of the efficacy of telemental health as a key mechanism for engaging with and helping young adults in managing mental health challenges.

CAN AUTHENTIC LEADERSHIP HELP TO DEAL WITH QUIET QUITTING AMONG INTERGENERATIONAL EMPLOYEES?

Greta Mackevičiūtė, Aurelija Stelmokienė
Vytautas Magnus University, Kaunas, Lithuania

Introduction. Quiet Quitting is a phenomenon characterized by minimal employee performance without additional effort. With the end of the COVID-19 pandemic, employees began to shift away from the hustle culture and to prioritize rest, personal development, and maintaining a work-life balance. The idea of going above and beyond at

work started to become unpopular. This shift has drawn the attention of organizational researchers and practitioners. Studies show that quiet quitting appears widespread among young workers. Generation Z employees are facing more mental health challenges, obstacles to effective work and concerns regarding their financial well-being and future. Additionally, organizational factors play a significant role in fostering quiet quitting. A root cause in the decline of employee commitment lies within the failure of many managers and supervisors to honor the fundamental leadership responsibilities required to engage, empower, and inspire employees with whom they work. So, the main aim of this presentation is to explore and better understand quiet quitting phenomenon, its distribution among intergenerational employees, and the potential role of authentic leadership in mitigating quiet quitting.

Methodology. Data from 294 employees (generation Z employees made up 26.2%, generation Y employees - 51%, and generation X employees - 22.8% of all participants) were gathered by an online survey. Three instruments were used: 9-item QQS – Quiet Quitting Scale ($\alpha = .82$), 16-item ALQ – Authentic Leadership Questionnaire ($\alpha = .94$), and 20-item BIRD-6 – Balanced inventory of desirable responding ($\alpha = .78$). Analysis was performed using IBM SPSS package.

The main results. The results of the study indicated that 63.3% of employees were identified as quiet quitters. Furthermore, it was observed that quiet quitting is more prevalent among Generation Z employees. Additionally, a higher-rated authentic leadership style was associated with lower intention for employees' quiet quitting ($r = -0.424$, $p < 0.05$).

Conclusions and implications. The analysis revealed significant insights into workplace dynamics. The results highlighted rather high distribution of quiet quitting among employees, especially noticeable among Generation Z. Additionally, it provided evidence for the crucial role of authentic leadership in mitigating quiet quitting tendencies. The results offer valuable insights about the factors, that could help to restore employee engagement and commitment. Authentic leaders are significant players in building supportive environments that prioritize employee well-being and this motivates people to make extra efforts for the organization.

COMPARISON OF NASP AND ISPA ETHICS CODES

Alexis Erickson, Kylie Janssen, Libby Yungdahl

University of Nebraska at Kearney, Kearney, Nebraska, USA

The purpose of the code of ethics is to ensure that institutions and schools around the country are meeting quality standards. School psychology programs all around the world must recognize the importance of the code of ethics to ensure that all processes are being held to the same ethical standards. The purpose of this study is to evaluate the extent to which ethical standards of the National Association of School Psychology (NASP) and the International School Psychology Association (ISPA) overlap. This is important because we want to ensure that all school psychology programs and practices are being carried out by the most ethical practices possible. Based on the information we found in this study, there is a 22.2% overlap in NASP and ISPA ethical standards.
