**UQ Winter Research Project Description**

Please use this template to create a description of each research project, eligibility requirements and expected deliverables. Project details can then be uploaded to each faculty, school, institute, and centre webpage prior to the launch of the program.

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| **Project title:** | **The Potential for Psychological Harm in Performance Management Processes: A Systematic Review and Meta-Analysis** |
| **Hours of engagement & delivery mode** | 30 hours per week  30 June – 25 July 2025  Hybrid arrangement. |
| **Description:** | **Background**  Research on performance management has predominantly focussed on positive outcomes such as improved job performance, despite it being an organisational process that also has the potential to cause psychological distress. Not surprisingly then, the mechanisms by which performance management causes psychological distress remain unclear and research findings are fractured and poorly integrated. This study aims to synthesize extant empirical research to examine whether studies exploring psychosocial hazards – work characteristics with the potential to cause stress-mediated harm – may help explain the performance management-psychological distress relationship  **Research Questions**   1. What is the relationship between performance management and psychological distress, 2. What are the relationships between performance management and psychosocial hazards, and 3. Can psychosocial hazards help explain the boundary conditions and/or mechanisms in relationships between performance management and psychological distress?   **Research Design**  The research design is a systematic review and meta-anlaysis. |
| **Expected learning outcomes and deliverables:** | You will work with a team of Masters and PhD students and academics in Organisational Psychology to conduct study screening and data extraction using Covidence. You will develop knowledge about performance management and psychosocial hazards at work. Depending on the student you may also gain skills in conducting meta-analyses. You will also gain skills in providing oral presentations at lab group meetings. |
| **Suitable for:** | This project is open to applications from 3rd or 4th year students in Psychology with an interest in Organisational Psychology. |
| **Primary Supervisor:** | Associate Professor Kïrsten Way |
| **Further info:** | Students are welcome to contact me ([k.way@psy.uq.edu.au](mailto:k.way@psy.uq.edu.au)) if you would like further information about the program of research, but there is no need to contact me prior to submitting an application. |