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DIVERSE MOTIVATIONS FOR A DIVERSE NATURE: THE EFFECT OF MONETARY INCENTIVES AND DYNAMIC SOCIAL NORMS ON PRO-ENVIRONMENTAL MOTIVATIONS AND BEHAVIOUR

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In view of the advancing climatic crisis and the associated loss of biodiversity so-called Payments for Ecosystem Services, which provide mostly financial rewards for a specific conservation behaviour, are broadly used. However, the long-term consequences of these schemes are controversial. While some studies warn of losses of initial intrinsic motivation through financial incentives, so-called Motivational Crowding-out, other authors argue that rewards can even boost existing motivation (Crowding-in). As methodological variance limits a better understanding of motivational consequences, this study aims to clarify relevant psychological variables and improve the reliability of their measurement. Additionally, the study investigates the possible influence of growing attention on environmental issues in (social) media by measuring the effect of changing social norms.

All participants ($N = 275$) in an online survey distributed via a crowdsourcing platform received information about a citizen science action day for biodiversity which served as a concrete example of conservation behaviour. Whereas the control group received no further information, the second group read that participation was financially rewarded and the third group was instead informed that the participation rate had increased significantly during the recent years, communicating a trending social norm. As outcome variables we compared willingness to participate in the action day, subtypes of self-determined environmental motivation measured via the Motivation Toward the Environment Scale (Pelletier et al., 1998), pro-environmental behavioural intentions, and egoistic, altruistic, and biospheric personal value-orientations (De Groot & Steg, 2010) between the three groups.

Variance Analyses showed that the intention to participate increased only in the reward group. No differences between groups were found in intrinsic motivation. Exploratory analyses indicated a moderating role of participants' relatedness to nature in the treatment effects regarding other forms of motivation and value-orientations. Moreover, the perception of social norms was unexpectedly influenced by the incentive treatment. Future studies and policies should therefore not only distinguish motivation and behaviour properly, but also consider existing attitudes and the normative information conveyed by incentives.

Keywords: Conservation behaviour, Motivational Crowding, Incentives, Social Norms, Self-determined motivation.

EFFECTS OF PERSONAL DISTRESS AND NEGATIVE EMOTIONALITY PERSONALITY TRAIT ON SECONDARY TRAUMATIC STRESS AMONG MENTAL HEALTH PROVIDERS: A CROSS-CULTURAL STUDY

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Introduction: Mental health professionals that work with refugee populations frequently face complex challenges that extend into their personal lives and affect their work. Aim: This study explores the complex relationship between personal distress, negative emotionality personality trait, and the prevalence of secondary traumatic stress among mental health

providers. This cross-cultural study, includes 128 participants from Lithuania and 112 from Pakistan, uses the Big Five Inventory (BFI) scale and the International Reactivity Index to help gain a thorough knowledge of these important variables.

Results: The findings from Lithuania reveal that personal distress significantly contributes to the development of secondary traumatic stress ($\beta = 0.563, p = 0.005$), highlighting the importance of addressing personal well-being for mental health professionals themselves. Although negative emotionality shows a positive correlation with secondary traumatic stress, this relationship is not statistically significant ($\beta = 0.159, p = 0.255$).

In contrast, mental health providers in Pakistan report a substantial effect from both personal distress ($\beta = 0.522, p = 0.041$) and negative emotionality ($\beta = 1.148, p = 0.000$) variables on secondary traumatic stress. In this cultural setting, negative emotionality appears to have a particularly strong influence, highlighting its importance in predicting higher levels of stress among mental health caregivers.

Conclusion: These findings shed light on the complex processes influencing caregivers' mental health in the context of serving war refugees. In order to improve the resilience and efficacy of mental health professionals working with refugee populations, tailored therapies addressing personal distress and negative emotionality and similar personality traits can be extremely important.

Keywords: secondary traumatic stress, personal distress, negative emotionality, cross-cultural study.

EXPLORING THE HIGHER-LEVEL LEADERSHIP INSIDE THE STUDENT AFFAIRS DEPARTMENT AT INTERNATIONAL UNIVERSITIES IN EUROPE

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Student Affairs divisions at universities experience the highest number of turnover in Human Resources: people come to work and do not stay more than a year in their job positions due to burnout, overload of responsibilities, and insufficient resources. Considering that Student Affairs' leadership is hierarchical, Student Deans and Department Directors are often overlooked as people who might experience similar feelings as other workers in the division. There is no research about the experiences of higher-level leaders in Student Affairs. Therefore the main question of this qualitative study was, "What does it mean to be a department head?" In this study, five higher-level leaders in Student Affairs at International Universities in Europe answered a few questions about their meaning, experiences, and desirable changes that they need in their position during the semi-structured interviews. The thematic analysis was used to code the interviews and converge the codes in themes and subthemes. As a result, five themes emerged and included: meaning, responsibility, relationship, mental health, and changes. The findings contribute to a broader understanding of the experience and needs of workers in higher-level leadership positions in Student Affairs to increase the retention rates at Student Affairs. Considering the constantly changing nature of things in Student Affairs, research that includes more universities across Europe is needed to identify and address the needs of professionals specifically in Student Affairs at International Universities.

Keywords: leadership, Student Affairs, meaning, experience, changes.