Original Thesis Submission Process

Employee work motivation and discretionary work effort

The focus of this thesis is discretionary work effort, that is, work effort that is voluntary, in excess and beyond what is normally required or normally expected to avoid reprimand or dismissal, and is organizationally functional. Discretionary work effort is an important construct because it is known to affect individual performance as well as organizational efficiency.

Abstract

This paper aims to explore the nature of discretionary work efforts, that is, work efforts that are above and beyond what is normally required or normally expected to avoid reprimand or dismissal, and are organizationally functional. Discretionary work efforts are a significant construct because they are known to affect individual performance as well as organizational efficiency.

ResearchMaster5

QUT - a university for the real world
E-Forms Project

Provide a framework that is:

- **Flexible** ie useable by staff for simple forms / developers for more complex forms / multifoms
- Enables **Reusable** Components / Services to be Developed
- **Minimal new technology** introduced into QUT
- Uses well supported industry **standard** technologies.
- **Accessible** through a variety of mechanisms. Eg Browser based access / Mobile phone access as required.
e-Forms Overview
Use cases for the e-Forms

• Appointment of Sessional Academic Staff
• HR Systems Access Request
• Project Account Request
• Financial Delegation Request
• Travel Approval Request
• Commencement of Duty
• Ethics applications
• **Final submission of thesis**
• Others…. 
• The e-Forms have been designed as **processes** which are managed by the Workflow system.

• Final Submission of Thesis eForm (FST) is comprised of 5 tabs and 8+ activities (depending on whether or not changes are made to the submission).
Activities

✓ Student submit/change
✓ Principal Supervisor approval
✓ Faculty Research Administration Officer review
✓ Faculty Nominee approval
✓ Research Students Centre Examinations Administration review
✓ Dean of Research and Research Training approval
✓ Selected details pushed to QUT ePrints

http://www.flickr.com/people/epublicist/ cc-by-nd
Final Submission of Thesis Form

The Final Submission of Thesis form is used when the student is ready to provide final details about their candidature and completion, in order to graduate.

It is expected that the student will have finalised the following:

- Thesis corrections and Response to Thesis Examiner Reports (All students are required to upload a Response to Thesis Examiner Reports using the provided template and guidelines);
- Outstanding coursework grades;
- Outstanding fees/sanctions;
- Graduation Citation;
- Data Management;
- Confidentiality/Embargo (including any requirements due to intellectual property agreements, contracts or licences);
- Copyright.

Attention

Previous Activity: FRAO Review
Actioned By: 
Actioned When: 11/06/2013 at 11:35 am
Full Details: Final Submission of Thesis Report
Comments: On to a Faculty Nominee for approval.

Use the SAVE button on the submission tab to preserve your progress if you choose to submit this form later.

Continue
Candidature details

Final Submission of Thesis - Faculty Nominee

Candidature

Given Names: 
Family Name: 
Student Number: 
Course: ENG72 Master of Engineering
Institute Member: n/a

Course Units and Sanctions

The following information about the student is provided for reference. As appropriate, you may wish to discuss outstanding unit grades or sanctions with the student and/or Faculty Research Administration Officer as these would delay the completion of candidature.

Course Units: Our records indicate that the student has met the course requirements.
Sanctions: Our records indicate that the student has no outstanding sanctions.
### Supervisory Team

#### Recorded Team:

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
<th>%</th>
<th>Faculty</th>
<th>AOU Code</th>
<th>Last Updated</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Principal</td>
<td>50</td>
<td>Science and Engineering Faculty</td>
<td>322450</td>
<td>21/08/2012</td>
</tr>
<tr>
<td></td>
<td>Associate</td>
<td>50</td>
<td>Science and Engineering Faculty</td>
<td>322450</td>
<td>21/08/2012</td>
</tr>
</tbody>
</table>

#### Revised Team:

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
<th>Start Date</th>
<th>%</th>
<th>Faculty</th>
<th>AOU Code</th>
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</thead>
<tbody>
<tr>
<td></td>
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<td>50</td>
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<td></td>
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<td>50</td>
<td>Science and Engineering Faculty</td>
<td>322450</td>
</tr>
</tbody>
</table>

- Homer Simpson: External | 01/06/2013

### Comments:

The donuts were great!

### Commentary to Date:

<table>
<thead>
<tr>
<th>Date</th>
<th>Activity</th>
<th>User</th>
<th>Confirmed</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>11/06/2013</td>
<td>Principal Supervisor Approval</td>
<td>[Redacted]</td>
<td>N</td>
<td>Homer Simpson needs to be acknowledged for his contribution.</td>
</tr>
<tr>
<td>11/06/2013</td>
<td>FRAO Review</td>
<td>[Redacted]</td>
<td>-</td>
<td>I see Homer Simpson has been included.</td>
</tr>
<tr>
<td>11/06/2013</td>
<td>FRAO Colleague Comment</td>
<td>[Redacted]</td>
<td>-</td>
<td>I see Homer Simpson has been included.</td>
</tr>
<tr>
<td>11/06/2013</td>
<td>FRAO Review</td>
<td>[Redacted]</td>
<td>-</td>
<td>I see Homer Simpson has been included.</td>
</tr>
</tbody>
</table>

Use the SAVE button on the submission tab to preserve your progress if you choose to submit this form later.
Thesis details

Final Submission of Thesis - Faculty Nominee

- **Title**: Development of Constituent Electronic, Mechanical and Information Processing Systems for the Manufacture of a Large Area Active Display

- **Declaration**: I confirm that this is the agreed thesis title:
  - [ ] Yes
  - [ ] No

- **Comments**: The title is great.

- **Commentary to Date**:

<table>
<thead>
<tr>
<th>Date</th>
<th>Activity</th>
<th>User</th>
<th>Confirmed</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>11/06/2013</td>
<td>Principal Supervisor Approval</td>
<td>Sueann Campbell</td>
<td>Y</td>
<td>This title matches that of the electronic copy.</td>
</tr>
<tr>
<td>11/06/2013</td>
<td>FRAO Review</td>
<td></td>
<td>-</td>
<td>The thesis title hasn't changed.</td>
</tr>
<tr>
<td>11/06/2013</td>
<td>FRAO Colleague Comment</td>
<td></td>
<td>Y</td>
<td>The thesis title hasn't changed.</td>
</tr>
<tr>
<td>11/06/2013</td>
<td>FRAO Review</td>
<td></td>
<td>-</td>
<td>The thesis title hasn't changed.</td>
</tr>
</tbody>
</table>
### Thesis

**Electronic Copy:**  
thesis.doc

**Declaration:**  
I confirm this to be the final version of the thesis:
- Yes
- No

**Comments:**

Correct

7 of 500 characters

**Commentary to Date:**

<table>
<thead>
<tr>
<th>Date</th>
<th>Activity</th>
<th>User</th>
<th>Confirmed</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>11/06/2013</td>
<td>Principal Supervisor Approval</td>
<td></td>
<td>Y</td>
<td>This is the correct version.</td>
</tr>
<tr>
<td>11/06/2013</td>
<td>FRAO Review</td>
<td>-</td>
<td>-</td>
<td>This is the correct version.</td>
</tr>
<tr>
<td>11/06/2013</td>
<td>FRAO Colleague Comment</td>
<td>-</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>11/06/2013</td>
<td>FRAO Review</td>
<td>-</td>
<td>-</td>
<td>This is the correct version.</td>
</tr>
</tbody>
</table>
All students are required to upload a Response to Thesis Examiner Reports using the provided template and guidelines. QUT guidelines require that the supervisor and faculty review nominee review and confirm that thesis corrections and that the Response to Thesis Examiner Reports are satisfactory.

**Response:** response.doc

**Declaration:**
I have reviewed the student's Response to Thesis Examiner Reports and I confirm that it is satisfactory:
- Yes
- No

**Comments:** satisfactory

**Commentary to Date:**

<table>
<thead>
<tr>
<th>Date</th>
<th>Activity</th>
<th>User</th>
<th>Confirmed</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
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<td>Principal Supervisor Approval</td>
<td>Y</td>
<td></td>
<td>There were no issues.</td>
</tr>
<tr>
<td>11/06/2013</td>
<td>FRAO Review</td>
<td>-</td>
<td>-</td>
<td>No changes.</td>
</tr>
<tr>
<td>11/06/2013</td>
<td>FRAO Colleague Comment</td>
<td>-</td>
<td>-</td>
<td>No changes.</td>
</tr>
<tr>
<td>11/06/2013</td>
<td>FRAO Review</td>
<td>-</td>
<td>-</td>
<td>No changes.</td>
</tr>
</tbody>
</table>
The citation will be provided as part of the student's Australian Higher Education Graduate Statement. For doctoral students it may also be read out at the graduation ceremony. Please edit it as required but note the expectation that it should be suitable for a lay audience.

Citation:

The citation will be printed in the graduation booklet and appear in QUT ePrints. Please edit it as required but note the expectation that it should be suitable for a lay audience.

The citation for "Development of Constituent Electronic, Mechanical and Information Processing Systems for the Manufacture of a Large Area Active Display"

154 of 1000 characters

Declaration:

I confirm the suitability of the above citation:

○ Yes
○ No

Comments:

Lame

4 of 500 characters

Commentary to Date:

<table>
<thead>
<tr>
<th>Date</th>
<th>Activity</th>
<th>User</th>
<th>Confirmed</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>11/06/2013</td>
<td>Principal Supervisor Approval</td>
<td></td>
<td>Y</td>
<td>This citation is a bit lame but it'll do for the purpose of this example.</td>
</tr>
<tr>
<td>11/06/2013</td>
<td>FRAO Review</td>
<td></td>
<td></td>
<td>Yes, the citation is very lame.</td>
</tr>
<tr>
<td>11/06/2013</td>
<td>FRAO Colleague</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Copyright

Declaration that the thesis does or does not include material belonging to another party

Link to information about copyright and permission request form

File upload option available for students to provide evidence of copyright permissions
Embargoes

Student selected from list of embargo options

Unless the library is advised that a request for an embargo or exemption has been approved by the faculty and the Dean of Research and Research Training, the digital version of your thesis will be made available online via QUT ePrints.

For more information on embargos and exemptions please see section 6 of Requirements for Presenting Thesis.

**Declaration:**

- Please indicate your embargo preference:
  - No embargo
  - Embargo on full text only (thesis title, abstract, and metadata will appear in QUT ePrints and the library catalogue).
  - Embargo on full text and abstract (thesis title and metadata will appear in QUT ePrints and the library catalogue).
  - Embargo on full text, abstract and metadata (no thesis information will appear in QUT ePrints or the library catalogue).
  - Other

**End Date:**

**Approval Evidence:**

- Evidence of approval must be provided

Embargo expiry date entered here
Supervisor view

Supervisor must confirm support for an embargo
Data Management
Declaration that data storage is compliant with any relevant policies

Links to ‘The Code’ and relevant policies
Submission

Final Submission of Thesis - Faculty Nominee

Commentary to Date:

<table>
<thead>
<tr>
<th>Date</th>
<th>Activity</th>
<th>User</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>11/06/2013</td>
<td>Student Submission</td>
<td></td>
<td>I want my thesis mounted in a gilded case.</td>
</tr>
<tr>
<td>11/06/2013</td>
<td>Principal Supervisor Approval</td>
<td></td>
<td>On to the Faculty Research Administration Officer.</td>
</tr>
<tr>
<td>11/06/2013</td>
<td>FRAO Review</td>
<td></td>
<td>Hi Lucy, any thoughts about the inclusion of Homer Simpson in the supervisory team?</td>
</tr>
<tr>
<td>11/06/2013</td>
<td>FRAO Colleague Comment</td>
<td></td>
<td>Homer Simpson contributed many excellent donuts.</td>
</tr>
<tr>
<td>11/06/2013</td>
<td>FRAO Review</td>
<td></td>
<td>On to a Faculty Nominee for approval.</td>
</tr>
</tbody>
</table>

Action:

Please choose one of the following options:
- Return this submission to the Faculty Research Administration Officer.
- Forward this submission to the RSC Examination Administration team.

Final Comments:

On to the RSC Examination Administration team.
## Final Submission of Thesis - Dean of Research and Research Training

### Commentary to Date:

<table>
<thead>
<tr>
<th>Date</th>
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</tr>
<tr>
<td>11/06/2013</td>
<td>Faculty Nominee Approval</td>
<td></td>
<td>On to the RSC Examination Administration team.</td>
</tr>
<tr>
<td>11/06/2013</td>
<td>RSC Examinations Administration Review</td>
<td></td>
<td>On to the Dean of Research and Research Training for approval.</td>
</tr>
</tbody>
</table>

### Action:
- Please choose one of the following options:
  - [ ] Return this submission to the RSC Examination Administration team.
  - [x] Approve this submission.

### Final Comments:

Approved

8 of 500 characters
Via SWORD, the relevant details are then passed to the (EPrints) repository.
Thesis-specific metadata

Requested Embargo: Full-text only until 01 Oct 2015.
The extent of the insured’s duty of disclosure: a comparative analysis of the disclosure obligations of insured in Australia, Singapore and China


Abstract

Pre-contractual material disclosure and representation from an insurance policy proposer is the most important element for insurers to make a decision on whether a proposer is insurable and what are the terms and conditions if the proposal by the proposer is able to be insured.

The issue this thesis researches and investigates focus on the issues related to the pre-contractual non-disclosures and misrepresentations of an insured under the principle of utmost good faith, by operation of laws, can achieve with different results in different jurisdiction. A similar disputed claim involving material non-disclosed personal information or misrepresentation at the pre-contractual stage from an insured with respect to both general and life insurance policies settled by an insurer in Australia could be that the policy is set aside ab initio by the insurers in Singapore or China.

The jurisdictions this thesis examines are

• Australia; • Singapore; and • China including Hong Kong.
Investigating well-being and mental health in Queensland fire-fighters


Deanne Armstrong Thesis (PDF 1MB) Administrators only until 31 January 2015 | Request a copy from author

Contact Author

Abstract

This thesis used survey and interview methods to examine how organisational and interpersonal factors impact on the mental health of fire and rescue workers. It was the first published research to assess and predict multiple indicators of mental health; psychological distress, well-being, posttraumatic growth and posttraumatic stress disorder symptoms. The results provide valuable information for supporting fire and rescue workers through psychoeducation and proactive intervention programs.

Impact and interest: Search Google Scholar

ID Code: 66801

Item Type: QUT Thesis (PhD by Publication)

Supervisor: Shakespeare-Finch, Jane & Shochet, Ian

Additional Information: Embargoed until 31 January 2015.
Mitigating risk if an embargoed thesis slips through the net

• Remove repository record from public view
• Analysed logs to record number of downloads and IP domains of the downloads
• Contact Google to request deletion of cached versions
• Set up Google alerts to monitor public websites for mentions of the thesis
Risk treatment

• Analyse event to identify cause of failure
• Review and, if necessary, revise procedures (e.g. add an additional level of review for all embargoed theses).
Key learnings from the exercise
Key learnings from the exercise

• Have a business analyst and information security person on the project team
• A risk management plan is essential
• A fully digital workflow is much faster - but more prone to human error than the old paper-based processing
• Implement quality (error) checking
• Cost of project easily justified by time saved by faculties, examinations and the Library
Paula Callan  
Scholarly Communications Librarian  
(Service Manager for QUT ePrints)

QUT Library  
p.callan@qut.edu.au  

http://orcid.org/0000-0001-6349-5678