



SAVREMENI  
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KNJIGA SAŽETAKA  
BOOK OF ABSTRACTS





Pripremu i izdavanje ove knjige sažetaka omogućilo je  
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component and a cognitive component; 3) Abbreviated Math Anxiety Scale (AMAS: Hopko, Mahadevan, Bare, & Hunt, 2003) with factors of learning math anxiety and math evaluation/math test anxiety. The results of multiple regressions indicate that physiological and affective states show significant positive correlation with each component of the two types of math anxiety in the group of boys (Worry:  $\beta = .40$ ; Negative affective reaction:  $\beta = .64$ , Learning anxiety:  $\beta = .39$ , Evaluation anxiety:  $\beta = .42$ , for all  $p < .01$ ), as well as in the group of girls (Worry:  $\beta = .43$ , Negative affective reaction:  $\beta = .57$ ; Learning anxiety:  $\beta = .62$ ; Evaluation anxiety:  $\beta = .50$ , for all  $p < .01$ ). As for the remaining sources of self-efficacy in mathematics, social persuasions are negatively correlated with both negative affective reactions component ( $\beta = -.20$ ,  $p < .01$ ) as well as a cognitive component in the group of girls ( $\beta = -.37$ ,  $p < .01$ ), and only with a cognitive component of math anxiety in the group of boys ( $\beta = -.32$ ,  $p < .01$ ). Finally, the boys' vicarious experience predicts only negative affective reactions component ( $\beta = .22$ ,  $p < .01$ ), while in the group of girls this source of self-efficacy also predicts math evaluation/test type of math anxiety ( $\beta = .24$ ,  $p < .01$ ). The results indicate different pattern of relations between self-efficacy in mathematics and math anxiety depending on the gender. It seems that there is need for paying attention to more sources of attribution in girls than in boys in context of risk factors that can influence on development of math anxiety in high school.

Keywords: self-efficacy in mathematics, math anxiety, gender differences

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**Ksenija Mišić<sup>a</sup>, Dušica Filipović Đurđević<sup>b</sup>**

<sup>a</sup> *Laboratorija za eksperimentalnu psihologiju, Filozofski fakultet, Univerzitet u Beogradu, Srbija*

<sup>b</sup> *Odsek za psihologiju, Filozofski fakultet, Univerzitet u Novom Sadu, Srbija*

Email: ksenija.misic@gmail.com

### **Semantic Settling Dynamics model and number of senses**

Large body of empirical investigation revealed that lexical ambiguity effects have been unstable. Compared to unambiguous words, polysemy (multiple related senses) typically elicited shorter processing latencies, whereas homonymy (multiple unrelated meanings) prolonged processing. However, depending on the task used in the experiment, the effects have varied. Semantic Settling Dynamics model was recently developed to account for these variations by assuming that they originated from differences in the amount of semantic processing, closely linked to processing time that is evoked by the specific task. According to this model, tasks that elicit shorter processing time favour the polysemy advantage, whereas longer processing is needed for homonymy effect to become observable. To test this prediction, the authors of the model applied manipulation that was aimed to prolong processing by presenting stimuli in high and low contrast, low contrast leading to 100ms longer processing and more pronounced homonymy disadvantage, followed by less

pronounced polysemy advantage. However, this was demonstrated only for comparison of polysemous words and unambiguous words at the group level – in a factorial design. In this research we aimed to test whether the predictions could be generalized to number of senses effect (the finding that an increase in number of senses is followed by a decrease in processing time), in a correlational design. Considering that the model predicts that prolonged processing would lead to attenuation of polysemy effect, we predicted that prolonged processing would also attenuate the number of senses effect.

We presented 160 words with 1-18 senses and 160 pseudowords. Visual lexical decision task was administered to 84 participants, divided into two groups. One group was presented with white stimuli on a black background (high contrast), whereas the same items were presented to the other group as dark-grey on a black background (low contrast). Linear mixed effect regression revealed marginally slower processing in a low contrast condition ( $t(72) = 1.756, p = .083$ ) and significant effect of number of senses ( $t(138) = -2.099, p = .037$ ). We did not observe interaction between number of senses and contrast, but there was a marginally significant word length by contrast interaction ( $t(10, 80) = -1.857, p = .063$ ). This interaction revealed that low contrast tends to attenuate the effect of longer words taking longer to process.

Overall, our results contradict predictions derived from the SSD model and suggest further research. However, one should bear in mind that our contrast manipulation prolonged the processing time by just 40ms, less than the authors of the model reported. Therefore, the same predictions should be tested by using alternative strategies of inducing longer processing.

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**Keywords:** semantic ambiguity, lexical processing, polysemy, Semantic Settling Dynamics

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### **Jelena Sladojević Matić, Maja Ćurić Dražić**

**Fakultet za medije i komunikacije, Univerzitet Singidunum, Srbija**

*Email:* maja.curic@fmk.edu.rs

### **Razvoj timova u cilju upravljanja organizacionim promenama - HR perspektiva**

Istraživanje je imalo za cilj procenu otpora prema promenama timova u okviru male softverske kompanije koja je u procesu uvođenja organizacionih promena i predlog HR mera za implementaciju planiranih promena. Istraživanjem su bili obuhvaćeni svi zaposleni u kompaniji (N = 40; 62.5% muškarci; 52.4% zaposlenih ima manje od 30 godina; 80% zaposlenih ima završen fakultet). U prvoj fazi, RTC skalom meren je stepen otpora preme promenama i rezultati su pokazali nizak stepen otpora (M = 1.99; SD = 0.354). U okviru druge faze, sprovedena je dijagnostika timova primenom

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KNJIGA SAŽETAKA

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Bojan Branovački, MA

IZDAVAČ

Filozofski fakultet Univerziteta u Novom Sadu  
Dr Zorana Đinđića 2, Novi Sad

ZA IZDAVAČA

Prof. dr Ivana Živančević-Sekeruš, *dekan*

LEKTURA I KOREKTURA

Bojana Dinić

LEKTURA NA ENGLLESKOM JEZIKU

Ilija Milovanović

TEHNIČKO UREĐENJE

Bojana Dinić

DIZAJN

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