



ANZAM Newsletter 2007 - Volume 22, Number 3, December 2007

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FROM THE PRESIDENT'S DESK



Dear Colleagues

As outlined in my President's Report at the AGM, 2007 has been an excellent year for ANZAM.

We received very exciting news last week - ***Journal of Management & Organization*** has been approved for listing on the Thomson Scientific Social Science Citation Index from 2007 Volume 13(1). This is an important milestone for our revamped journal. Of course there are still challenges ahead to

continue to improve quality, increase the impact factor, increase subscriptions to the journal, and ensure all issues are published on time.

Over 425 delegates enjoyed the excellent academic and social programmes at the **21st Annual ANZAM conference** held in Sydney last week. Both of the keynote speakers - Professor John Bessant (Imperial College) and Professor Dorothy Leonard (Harvard) – gave outstanding presentations on the conference theme of *Managing Our Intellectual and Social Capital*. To advance research and teaching of management in Australasia and beyond, the conference provided the forum for the presentation of original research, and opportunities to discuss and debate leading-edge management theory and practice. The programme included over 300 paper presentations, 15 workshops and 15 poster presentations, as well as networking opportunities during social events and breaks. Special thanks to Professor Ross Chapman (conference convenor), the University of Western Sydney (host institution), and Promaco (professional conference organiser) for all of their efforts to ensure that we all enjoyed a great conference!

Congratulations to all of the **Stream Award** winners and thanks to the Institutional Member sponsors of these Awards. It is great to be able to encourage, recognise, reward and celebrate excellence in research, teaching and service. At the Conference Dinner, the following **ANZAM Awards** were presented:

- ANZAM Distinguished Membership Award – Professor Neal Ashkanasy (UQ)
- ANZAM Life Membership Award – Professor Ian Palmer (UTS)
- Service Recognition Award for ANZAM Conference Convenor – Professor Ross Chapman (UWS)
- Pearson Education ANZAM Management Educator of the Year Award – Nell Kimberley (Monash)
- Tilde University Press ANZAM Early Career Researcher Award - Dr Tim Coltman (Wollongong) and Dr Paula McDonald (QUT)
- ANZAM Award for Best Doctoral Dissertation – Dr Herman Tse (Newcastle GSB)
- ANZAM Best Doctoral Student Paper – Anthony Fee & Sidney Gray (University of Sydney) "Climb High, Sleep Low: The Unique Learning Environments of International Volunteer Placements".
- ANZAM Best Paper Award – Kathryn Hayes & Anneke Fitzgerald (UWS) "Herding Cats: Practical and Theoretical Perspectives on Inter-Organisational Knowledge Transfer Across Research-Industry Boundaries".

Congratulations to all of the Award winners on these excellent achievements!

We've received great feedback on the **pre-conference Doctoral Workshop** which was attended by 60 doctoral students. Special thanks to Warren Staples and the ANZAM Research Fellows and senior scholars for their contributions to another outstanding forum for Doctoral students. As Warren's term as the ANZAM Doctoral Representative has now come to an end, we wish him all the best with his future research and career. The ANZAM Executive was pleased to appoint two new Doctoral Representatives for 2008-2009 – Kathleen Mendan (Monash) and Alberto Melgoza (University of Queensland) – as this will enable ANZAM to provide more activities for PhD students.

In November 2007, **ANZAM** was invited to provide feedback to the **BARDsNET Journal Ranking Working Party** on over 400 Business and Management Journals for the ECM panel. Top scholars in all of the subjects were identified from ANZAM's Research Fellows, Life and Distinguished Members and senior scholars, as well as some leading international collaborators. Their reviews of the ranked journals were collated with supporting evidence as ANZAM's submission to this key project. It will be interesting to see what happens next in the RQF space. ANZAM is well placed to respond again on Business and Management journal rankings if/when opportunities may arise.

One of the other projects which has just been completed for the ANZAM Executive is the upgrading and redesign of the **ANZAM website** {special thanks to the Waikato Management School web team}. By the time you receive this newsletter, the new website should be live at www.anzam.org. Note also, the website for the **22nd annual ANZAM conference** to be held in Auckland from 2-5 December 2008 is now live at www.anzam.org/conference2008. The call for papers will be circulated again soon. Please pass this on to your colleagues and plan to attend this key conference for management scholars in our region.

Wishing you all the best for a happy and relaxing festive season, followed by a great year of research, teaching and professional activities in 2008!

Professor Delwyn Clark
ANZAM President 2007

ANZAM 2008 CONFERENCE
2-5 DECEMBER, 2008
HOSTED BY THE UNIVERSITY OF AUCKLAND BUSINESS SCHOOL

CONFERENCE THEME: "Managing in the Pacific Century"

PAPERS are invited on research related to the conference theme and key management areas in the following streams:

- Managing in the Pacific Century
- Leadership and Governance
- Critical Management Studies
- Entrepreneurship, Small Business and Family Enterprise
- Gender and Diversity in Organisations
- Human Resource Management and Development
- International Management
- Management Education and Development
- Marketing and Communication
- Organisational Behaviour
- Organisational Change
- Public Sector and Not-for-Profit
- Research Methods
- Strategic Management
- Sustainability and Social Issues in Management
- Technology, Innovation and Supply Chain Management

Please note that all papers will be double blind refereed.

TIMELINES

- Full papers for refereed submissions - 20 June 2008.
- Proposals for workshop/research symposia submissions - 20 June 2008.
- Notification of acceptance/rejection - 29 August 2008.
- Final refereed papers for proceedings - 26 September 2008.
- Early bird registration closes - 26 September 2008.

Full DETAILS on the conference and paper submission guidelines can be found at the conference website at <http://www.anzam.org/conference2008>

KEYNOTE SPEAKERS include: Professor Anne Tsui (Arizona State and Peking University) and Professor Kulwant Singh (National University of Singapore).

VENUE: Owen G Glenn Building, University of Auckland Business School, Auckland, New Zealand

QUESTIONS: If you have any queries, please send them to: promaco@promaco.com.au

Please forward this email to any of your colleagues who may be interested!

We look forward to welcoming you to Auckland.

Professor Marie Wilson

University of Auckland Business School
ANZAM 2008 Conference Convenor

and

Professor Alison Sheridan
ANZAM President, 2008

JOURNAL OF MANAGEMENT AND ORGANIZATION (JMO)

A New JMO Editor

The founding JMO Editor, Professor Ken Parry, will finish his term in 2007 and the new JMO Editor, Professor Ray Cooksey, has been appointed and will start in 2008. Thanks to Professor Ken Parry for his contribution to JMO and the institutional support Griffith University has given to Ken for his Editor role. We also look forward to the new editorship brought along by Professor Cooksey.

The JMO website is at <http://jmo.e-contentmanagement.com/>.

NEW ZEALAND MATTERS

The newly appointed NZ Minister of Tertiary Education, Pete Hodgson, in his first round of speeches emphasised the need for greater collaboration between tertiary institutions and researchers, as well as a greater emphasis on the teaching role of universities. He is also supportive of the Performance-Based Research Fund (PBRF), "I believe we are better with it than without it".

Less enthusiastic about the PBRF was the NZ Association of University Staff. At a recent conference they approved a recommendation that the Union participate in the current review of the PBRF with a particular focus on the system's impact on individuals, women and Maori, and that the Union consider alternatives to the system.

Victoria University has recently appointed a former Head of School of Economics and Finance as Dean of Commerce and Administration. Bob Buckle will return to Victoria in February to take up his position.

The NZ Ministry of Education's annual tertiary report recently lamented the financial state of the public tertiary sector and indicated that it had declined last year, with 12 of the 33 institutions making an operational deficit compared to 9 in 2005.

The NZ Industry Training Federation and the Vice-Chancellors' Committee are currently in active development of a unique Bachelors degree consisting of unit standards. This degree is being developed in conjunction with the University of Queensland.

Victoria, Massey and Waikato Universities in the annual Times Higher Education Supplement lead the tables. Victoria and Massey scored highly for the number of international staff, Victoria did well in the recruiter review section, while Waikato gained best NZ score for student:staff ratios.

Professor Gael McDonald
Unitec New Zealand

ON CAMPUS

James Cook University

A record number of 17 students graduated with a Master of Tourism degree from JCU Cairns on 12 May 2007. The students were from Japan (3), Australia (2), Brazil (2), UK, Austria, Germany, Switzerland, USA, Peru, France, Netherlands, China and Botswana. Three graduates have enrolled in a PhD in tourism: Lisa King at JCU Cairns on World Heritage Areas, Yara Tibirica at JCU Townsville and Ulrike Kachel at Griffith University. Iris Kaeslin Grogg won the NCSTT Prize for 2006 as the best Master of Tourism student and also completed an MBA in Cairns. In 2007, international students in the Master of Tourism at Cairns are from China (5), UK (2), South Korea (2), Japan (1), Taiwan (1), Thailand (1), India (1), and two from Australia. Several Master of Tourism students in Cairns also help survey rainforest visitors in the Wet Tropics.

Unitec New Zealand

Unitec Business School is pleased to announce the promotion of Dr. Simon Peel and Dr. Toni Hilton to Associate Professor.

APPOINTMENTS

New ANZAM Doctoral Student Representatives

After organising five successful ANZAM Doctoral Workshops (since 2005), Warren Staples, the ANZAM Doctoral Student Representative has decided to pass the baton to someone else so that he can concentrate on his PhD program in the new year. To fill this big shoe left by Warren, ANZAM has recently appointed two Doctoral Student Representatives who are supported by their respective institutions for their role. They are:

Kathleen Mendan – Monash University
Alberto Melgoza – University of Queensland

Boris Kabanoff

Professor Boris Kabanoff, School of Management, QUT has been awarded a Leverhulme Visiting Professorship to spend three months in the UK in 2008. He will be based at the Institute of Work Psychology at Sheffield University and the grant also provides for visits to a number of other UK institutions.

Ofer Zwikael

Dr Ofer Zwikael was appointed to join the Executive Board of the Project Management Institute's New Zealand chapter. In the Board, Dr Zwikael will serve as the PMINZ Research Director.

CONGRATULATIONS

New ANZAM Life Member – Professor Ian Palmer

Professor Ian Palmer was conferred ANZAM Life Membership at the 2007 Conference Dinner.

ANZAM awards **Life Membership** in recognition of meritorious service in advancing the objectives of ANZAM. This is the most prestigious honour which ANZAM Awards to members for outstanding service and leadership in the field of management education, research and practice. Since ANZAM was established in 1985, this is only the 11th award of Life Membership has ANZAM has conferred.

Professor Ian Palmer is a distinguished scholar and tireless supporter of ANZAM. His teaching, research and consulting are in the fields of organizational analysis, design and change - in particular, on new forms of organizing.

Ian has published three books and over 30 refereed articles in international journals including: *Academy of Management Review*, *Journal of Management Studies*, *Human Relations*, *Journal of Organizational Behavior and Sociology*. In addition, he serves on a number of Editorial Boards, and he has held a series of significant Australian Research Council (ARC) grants. From 2004 to 2006, he was the International Representative and a Board Member of the Organization Development & Change Division of the U.S. Academy of Management.

In addition to being an active scholar, Ian has contributed significantly to ANZAM for more than a decade. He served as Treasurer from 1996-1999, as Vice-President in 2000, and as President in 2001. In 2002, Ian became a Fellow of ANZAM, and he has continued to contribute to ANZAM through membership of the Executive Committee from 2003-2007. Ian was instrumental in establishing the Business Academics Research Directors Network (BARDSNET) which is jointly sponsored by the Australian Business Deans Council (ABDC) and ANZAM. This has quickly become a valuable network for Associate Deans of Research and Research Directors from Business Schools throughout Australia and New Zealand. As founding Chair of this key group, Ian has provided leadership in achieving the strategic goals and objectives of the network which include:

- providing a learning platform for the people who have line responsibility for administering research in business faculties and schools;
- enhancing the research capacities of business faculties and schools through identifying and implementing new strategies and ideas;
- acting, as appropriate, to influence research policy in order to enhance research infrastructure in Australia and New Zealand;
- and identifying collaborative ways of working together as business academic research directors across Australia and New Zealand

Ian's recent appointment as Chair of the RQF Panel 10, Economics, Commerce and Management reflects his high standing as a scholar nationally and internationally, as well as his strong leadership skills.

We are very pleased to recognise **Professor Ian Palmer's** achievements including outstanding leadership in the field of management and sustained meritorious service to the Academy, by this award of **Life Membership of ANZAM**.

New ANZAM Distinguished Member – Professor Neal Ashkanasy

Professor Neal Ashkanasy was conferred ANZAM Distinguished Membership (Fellow of ANZAM) at the 2007 Conference Dinner.

ANZAM awards **Distinguished Membership** to members who have demonstrated excellence or an advanced standing in any, or all, of the avenues of management research, scholarship, education and leadership. There is no doubt that Professor Neal Ashkanasy has made a significant contribution to management research and scholarship, as well as demonstrating leadership in management education. He is an outstanding scholar and a worthy recipient of this award which carries the title of **Fellow of ANZAM**.

Neal came into academic life after an 18-year career in professional engineering and management, and has since worked in the schools of psychology, commerce, engineering, management, and business. He has a PhD (1989) in Social and Organizational Psychology from the University of Queensland, and research interests in emotions in the workplace, leadership, organizational culture, and business ethics.

He has published his work in many distinguished international journals including the *Academy of Management Review*, the *Academy of Management Executive*, *Accounting, Organizations and Society*, the *Journal of Management* and the *Journal of Organizational Behavior*, among others.

He is co-editor of four books, and Editor-in-Chief of the *Journal of Organizational Behavior* (Wiley), Associate Editor of the *Academy of Management Learning and Education*, and Series Editor of *Research on Emotion in Organizations* (JAI Press/Elsevier). In his role on the Research sub-committee of ANZAM, he played an active role in the revitalisation of the *Journal of Management and*

Organization – which has just been accepted to appear in the Thomson Scientific Social Sciences Citation Index (from Volume 13(1)).

Neal administers two e-mail discussion lists: Orgcult, the Organizational Culture Caucus list; and Emonet, the Emotions in the Workplace list. He has organized five International Conferences on Emotions in Organizational Life, and he is now planning the sixth conference, to be held in France in July 2008.

Neal is also on seven international editorial boards, including the *Journal of Applied Psychology*, and the *Journal of Management*. He was the first Australian to be elected a Fellow of the Society for Industrial and Organizational Psychology, and he is a past Chair of the Managerial and Organizational Cognition Division of the Academy of Management.

Neal has played a leading role in raising the profile of management research in Australia to international levels, in contributing to the development of early career researchers and PhD students in the management field, in supporting ANZAM generally, and in increasing the credibility of the ANZAM journal.

We are very pleased to welcome **Professor Neal Ashkanasy** as a **Fellow of the Australian and New Zealand Academy of Management**.

2007 ANZAM Best Paper Awards

ANZAM presented an overall Best Paper Award and the Best Doctoral Paper Award at the Conference. The awards come with a plaque each and \$500 cash prize for the Best Paper Award.

Best Paper Award

Winner: Kathryn Hayes & Anneke Fitzgerald (University of Western Sydney)

Paper: Herding Cats: Practical and Theoretical Perspectives on Inter-Organisational Knowledge Transfer Across Research-Industry Boundaries

Best Doctoral Paper Award

Winner: Anthony Fee & Sidney Gray (University of Sydney)

Paper: Climb High, Sleep Low: The Unique Learning Environments of International Volunteer Placements

2007 Stream Awards Presented at the 21st Annual ANZAM Conference

Sixteen Stream Awards (best paper in a stream), generously sponsored by our Institutional Members, were presented at the ANZAM 2007 Conference. A Stream Award consists of a plaque and A\$500 cash prize. The winners were:

Stream 1: **University of Technology Sydney**

Critical Management Studies Stream Award

Winner(s): Sandra Seno-Alday (University of Sydney)

Paper: How Do You Find a Word That Means Globalisation? A Historical Trek Through the World's Largest Word Search

Stream 2: **Edith Cowan University**

Entrepreneurship and Small Business Stream Award

Winner(s): Smile Dzisi, Denny Meyer, Patricia Buckley & Christopher Selvarajah (all Swinburne University of Technology)

Paper: The Success of Ghanaian Women Entrepreneurs: Human and Cash Capital Factors

Stream 3: **RMIT**

Gender and Diversity in Organisations Stream Award

Winner(s): Isabel Metz (University of Melbourne)

Paper: "Women Leave to Have Babies": Fact or Fiction?

- Stream 4:** **University of Southern Queensland**
Human Resource Management and Development Stream Award
Winner(s): Alan Geare & Fiona Edgar (both University of Otago)
Paper: The 'Black Box' Between Human Resource Management Practice and Organisational Performance
- Stream 5:** **Victoria University of Wellington**
International Management Stream Award
Winner(s): Doren Chadee (University of Southern Queensland) & Revti Raman (University of Auckland)
Paper: Can Chinese and Indian IT Service Providers Cooperate to Compete?
- Stream 6:** **University of Western Sydney**
Knowledge Management and Intellectual Capital Stream Award
Winner(s): Kathryn Hayes & Anneke Fitzgerald (both University of Western Sydney)
Paper: Herding Cats: Practical and Theoretical Perspectives on Inter-Organisational Knowledge Transfer Across Research-Industry Boundaries
- Stream 7:** **University of Wollongong**
Management Education and Development Stream Award
Winner(s): Paula Jarzabkowski & Monica Giulletti (both Aston University)
Paper: Strategic Management As An Applied Science, But Not As We (Academics) Know It
- Stream 8:** **University of Western Sydney**
Marketing and Communication Stream Award
Winner(s): Elizabeth Connoley (University of New South Wales) & Troy Heffernan (University of Plymouth)
Paper: Relationship Building in Service Encounters: The Identification of Social Exchange Components That Lead to Repeat Intention in the Australian Public Hotel Industry
- Stream 9 :** **University of Western Sydney**
Networks, Clusters, Collaboration and Social Capital Stream Award
Winner(s): Heather Maguire, Ian Paterson & Latif Hakim (all University of Southern Queensland)
Paper: The Soft Side of Supply Chain Management: The Importance of Trust
- Stream 10:** **University of Canberra**
Organisational Change Stream Award
Winner(s): Paula Jarzabkowski (Aston University), John Sillince (Strathclyde University) & Duncan Shaw (Aston University)
Paper: Internationalization in a Business School: Co-existing and Entwined Professional and Organizational Narratives
- Stream 11:** **University of Ballarat**
Organisational Behaviour Stream Award
Winner(s): Dennis Appo & Charmine Härtel (both Monash University)
Paper: The Use of Power in Aboriginal Organisations
- Stream 12 :** **Unitec New Zealand**
Public Sector and Not-for-Profit Stream Award
Winner(s): Anthony Fee & Sidney Gray (both University of Sydney)
Paper: Climb High, Sleep Low: The Unique Learning Environments of International Volunteer Placements
- Stream 13:** **University of New England**
Research Methods Stream Award
Winner(s): Boris Kabanoff & Jack Keegan (both Queensland University of Technology)
Paper: Studying Strategic Cognition by Content Analysis of Annual Reports: A Validation Involving Firm Innovation
- Stream 14:** **University of Adelaide**
Strategic Management Stream Award
Winner(s): Timothy Devinney & Nidhida Perm-Ajchariyawong (both University of New South

- Paper:** Wales)
Do Managers Look beyond Cost When Making Outsourcing Decisions? The Role of Innovation and Value Capture in Effecting Managerial Decision-Making
- Stream 15:** **Waikato Management School**
Sustainability and Social Issues in Management Stream Award
- Winner(s):** Fernanda Duarte (University of Western Sydney)
Paper: Is the Study of Ethics Important for Future Managers? A Study on Students' Perceptions
- Stream 16:** **Deakin University**
Technology, Quality and Operations Management Stream Award
- Winner(s):** Daniel Prajogo & Brian Cooper (Monash University)
Paper: The Effect of People-Related TQM Practices on Job Satisfaction
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PUBLICATIONS

Values at Work – A Global Study by IFSAM

Last year, ANZAM supported a global study conducted by the International Federation of Scholarly Associations of Management (IFSAM) that ANZAM is a member of. The study investigated business professors' intention to transfer values and identifies possible determinants. The results of the study that was conducted by our colleague and former IFSAM council member Professor Ursula Hansen from Leibniz University Hanover in Germany have now been published.

The study results are based on a survey in six languages among 1,741 academics from more than 18 countries and 236 answers are from Australia and New Zealand. They show that for many business professors the social responsibilities of companies and students play a key role besides the consideration of economic aspects. As determinants of the intended influence two groups of factors were identified. Personal factors such as professors' personal background and their ideal picture of students and companies on the one hand, and the professors' environment on the other hand. For the latter the perceived support through the faculty and the scientific community plays a major role. The study has been edited and published by the Logos Verlag Berlin. If you are interested in the study, this can be ordered in English: <http://www.logos-verlag.de/cgi-bin/engbuchmid?isbn=1613&lng=deu&id>

Labour and Management in Development

Please read on if you have interest in economic and social development issues.

Since 1999 Professor Michael Hess has edited a modest e-journal *Labour and Management in Development* - <http://labour-management.anu.edu.au/>

The purpose has been to publish papers by scholars working on issues related to work and development especially those located in countries pursuing accelerated economic growth and social development. There were two reasons for doing this.

First these colleagues often had difficulty getting their work published internationally. Sometimes this was because their own backgrounds did not build the academic and language skills required by international journals. *LMD* therefore has sought to have an editing and refereeing process which is formative more than summative. Although it has a rejection rate of around 30% the ambition has been that those authors who worked their way through the process would have the opportunity to increase their skills and improve their work making it more likely that it would be publishable.

Second the work of many scholars from non-first world backgrounds, especially early career researchers, was not getting into the international arena. Where work was published it was often inaccessible even in these scholars' own countries. Arrangements through *LMD's* publisher, Asia Pacific Press, and the Australian Innovation Research Centre at the University of Tasmania, have

made it possible for *LMD* to be available as a free download. This has enabled many contributors to use it in their own teaching work in under-resourced institutions.

As the number of contributions and demand have grown, Michael find he is looking for more assistance. This applies both to getting submissions from good young, development-oriented scholars and finding suitable reviewers.

This year's normal edition (No.8) will include the following articles:

Sanjaya Acharya (Hokkaido University, Sapporo, Japan) 'A Comparative Approach of the Agricultural and Industrial Labour Productivities in Poverty Alleviation';

Ernesto Noronha and Premilla D'Cruz (Indian Institute of Management, Ahmedabad) 'Seeking the future: After-hours telecommuters in India's medical transcription industry';

Benedict Imbun (University of Western Sydney) 'Labour Relations in Papua New Guinea: A Historical Review of Literature, 1920-2006';

Tomola Obamuyi (Department of Banking & Finance, Adekunle Ajasin University, Nigeria) 'An Exploratory Study of Loan Delinquency among Small and Medium Sized Enterprises in Ondo State, Nigeria';

Magdalene M. Kong (Department of Sociology, National University of Singapore), 'Economic Globalization and Transnationalizing Labor: Thai construction workers in Singapore'; and

Junquian XU (Economics Department, University of Birmingham) 'The Impact on Textiles of Exchange-Rate Volatility'.

A special edition (No. 9) on labour in Indonesia is described in the flyer on the next page.

If you are interested in issues of economic and social development please have a look at the website and the flyer. If you know of or are yourself a possible contributor, Michael will be pleased to get new submissions. If you are a potential reviewer, please let Michael know your geographic and thematic areas of expertise.

**Labour and Management
in Development**
Journal <http://labour-management.anu.edu.au>

Focus

Journal contributions

Labour and Management in Development is an International, multi-disciplinary academic and policy journal focusing on key factors in development frequently neglected in academic and policy debate and practice. The journal is produced by the University of Tasmania and the Australian National University and is published by Asia Pacific Press

Labour and Management in Development focuses on the following areas

- the processes by which people work together to improve their physical and social well-being
- the role of work and the manner it is managed in public, private and not for profit organizations
- the failure of traditional organisational models as vehicles for achieving development outcomes
- the new paradigms of the organization of work emphasising cooperative endeavour

Areas of interest

- work, management and culture
- gender, management and work
- management of work organizations
- unions
- labour-management relations
- labour market regulation

QuickTime™ and a
TIFF (uncompressed) decoder
are needed to see this picture.

QuickTime™ and a
TIFF (uncompressed) decoder
are needed to see this picture.

- human resource development and management

Editor

Michael Hess, School of Management
University of Tasmania
Contact
Michael.Hess@utas.edu.au

- 9.1 Michele Ford and Kosuke Mizuno**
The University of Sydney and Kyoto University
Indonesian Labour since Suharto: Perspectives from the region
- 9.2 Surja Tjandra**
Atma Jaya Catholic University Jakarta
Understanding Workers' Law Reform in Indonesia 1998 - 2004
- 9.3 Jaraf Suryomenggolo**
Kyoto University
Labour, Policies and the Law: A Legal-Political Analysis of Indonesia's Labour Law Reform Program
- 9.4 Indarasari Tjandraningsih and Hari Nugroho**
Akatiga Centre for Social Analysis and the Department of Sociology, University of Indonesia
The Flexibility Regime and organised labour in Indonesia
- 9.5 Jeon Je Seong**
The case of SPSI Maspion Unit 1 Sidoarjo, East Java
Strategies for Union Consolidation in Indonesia
- 9.6 Endang Rokhani**
Inter-Union conflict In Three Indonesian Factories
- 9.7 Kosuke Mizuno**
Kyoto University
Strengths and Weaknesses in Law No.2/2004 about Industrial Disputes Resolution
- 9.8 Muhammad Mustofa**
The University of Indonesia
Labour Rights and Law Enforcement: The role of the Indonesian Police in maintaining order during Industrial Disputes

EVENTS

FORTHCOMING CONFERENCES, CALLS FOR PAPERS, WORKSHOPS, SEMINARS & ANNOUNCEMENTS

Please visit the ANZAM website (www.anzam.org) to check on:

- a list of management conferences in 2008 – under the “Link” section
- calls for papers – under the “Research” section
- events on the ANZAM home page and “Other Events” section.

ACADEMIC OPPORTUNITIES

Academic opportunities, such as vacant positions, are detailed under the "Academic Opportunities" section on the home page of the ANZAM website (www.anzam.org).

FROM THE SECRETARIAT

ANZAM Financial Report for 2006-2007

An end of financial year (2006-2007) statement was presented by the ANZAM Treasurer at the ANZAM Annual General Meeting held during the 2007 Conference in Sydney. A copy of the report is produced on the next page.

Important Dates in 2008

3-4 April	ANZAM Executive/Institutional Members Meeting in Sydney
9-10 June	ANZAM Operations Management Symposium on the Gold Coast (hosted by Griffith University)
10-11 June	ANZAM Mid-year Doctoral Workshop in Brisbane (hosted by Griffith University)
12-13 June	ANZAM Executive/Institutional Members Meeting in Brisbane
20 June	Full papers for refereed submissions for ANZAM 2008 Conference close
2-3 October	ANZAM Executive and Strategy Meeting in Sydney
1-2 December	ANZAM Doctoral Workshop at the 2008 Conference
2-5 December	ANZAM 2008 Conference in Auckland, hosted by University of Auckland Business School - http:// www.anzam.org/conference2008

AUSTRALIAN AND NEW ZEALAND ACADEMY OF MANAGEMENT INCORPORATED
ABN: 27 445 080 118/ Registration No: Y2384809

REVENUE AND EXPENDITURE STATEMENT FOR THE PERIOD 1.9.2006 to 31.8.2007

REVENUE	2006-2007	2005-2006
Membership Subscriptions	89,500.34	85,900.50
ANZAM Conference Surplus (2006/2005)	59,221.06	35,542.48
Stream Awards Sponsorshp	31,500.00	-
Interest Received	16,375.83	11,323.63
Royalties from Proquest	11,583.61	12,314.06
Advertising	876.00	1,600.00
Conference Seed Funding Refunded (2006/2005)*	-	25,000.00
Support from UTS	-	5,000.00
Miscellaneous Income	-	1,912.11
	<u>209,056.84</u>	<u>178,592.78</u>

EXPENDITURE	2006-2007	2005-2006
Pay & Oncosts for the ANZAM Secretariat	72,621.80	66,860.64
ANZAM Conference Seed Funding (2007/2006)*	55,000.00	25,000.00
JMO Expenses	16,381.45	8,487.57
Travel, Accommodation & Meeting Expenses	14,926.06	23,231.22
Strategic Alliance	9,992.30	2,468.00
Awards for ANZAM Conference	8,603.00	8,895.00
Special Projects	6,375.91	37,081.42
Proquest Payment to JMO Publisher	5,791.80	-
Legal/ Insurance/Statutory Fees	2,942.19	3,335.73
IFSAM Membership	1,539.85	1,357.96
Postage, Telephone, Fax	1,497.70	1,343.39
Bank Charges	1,405.78	1,225.29
Stationery & Office Expenses	1,171.30	3,253.65
Audit Fees	950.00	950.00
Sponsorship to BARDSNET	815.34	1,013.87
Support for Doctoral Student Representative	219.62	2,591.47
ANZAM Conference Subsidy (2007/2006)**	-	20,000.00
Support for JMO Editor ***	-	5,000.00
JANZAM Printing/Expenses	-	18,116.00
Publishing Membership Directory	-	2,267.00
Sundry	-	350.00
	<u>200,234.10</u>	<u>232,828.21</u>
NET SURPLUS/(DEFICIT)	<u>8,822.74</u>	<u>(54,235.43)</u>

STATEMENT OF FINANCIAL POSITION AS AT 31 AUGUST 2007

MEMBERS' FUNDS	2006-2007	2005-2006
Funds at Beginning of Year	280,132.24	334,367.67
Net (Deficit)/Surplus	8,822.74	(54,235.43)
Balance of Members' Funds at End of Year	<u>288,954.98</u>	<u>280,132.24</u>

REPRESENTED BY ASSETS	2006-2007	2005-2006
Cash in Cash Maximizer Account/ Term Deposit	290,623.30	251,528.05
Cash in Cheque Account	9,969.89	24,756.62
Petty Cash	163.65	168.15
Debtor	115.00	-
GST tax credits	1,090.43	3,679.42
less Credit Card liabilities	(13,007.29)	-
Net Assets	<u>288,954.98</u>	<u>280,132.24</u>

* No seed funding sought by 2006 Conference Organiser, hence no return in 2006/07. The 2005/06 seed funding was for the 2005 conference.

** Requests for ANZAM Conference subsidy of \$10,000 each from the 2005 and 2006 Conference Organiser were both received in 2005-2006

*** The JMO Editor asked to forgo the ANZAM subsidy for 2006/07 and was generously supported by his institution, Griffith University

Season's Greetings

Thank you all for your support for ANZAM in 2007. Have a very Merry Christmas and all the best for 2008.

Further Information

Any queries about ANZAM can be directed to:

Peggy Hui
ANZAM Secretariat
School of Management
University of Technology, Sydney
Kuring-gai Campus
PO Box 222
Lindfield NSW 2070

Phone: 61 2 9514 5582
Fax: 61 2 9514 5587
Email: anzam@uts.edu.au

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