



ANZAM

AUSTRALIAN & NEW ZEALAND
ACADEMY OF MANAGEMENT

Associate Professor Melanie Bryant Swinburne Business School

Melanie Bryant is an Associate Professor of Organisation Studies at Swinburne University of Technology. Prior to joining Swinburne, Melanie held academic positions at Monash University and Charles Sturt University including the position of Head of Research Professional Development in the Charles Sturt University Research Office. As part of this role, Melanie was responsible for developing and facilitating university-wide research development programs including research supervision training and an array of qualitative research programs for staff and higher degrees students.

Melanie's research to date has focused primarily on dynamics of organisational change adoption. Her research engages with social constructionist approaches to organisational change and, in particular, utilises interactionist frameworks for exploring employee responses, and managerial constructions of employee responses. Melanie's work has been applied to government and health contexts with projects funded by the State Services Authority (Victoria) and Australian General Practice Training. Her recent research has involved multi-disciplinary work on change adoption in food production in rural Australia, funded by agencies such as the Commonwealth Department of Agriculture, and Rural Industries Research and Development Corporation. This research has focused specifically on the complexities of organisational/industry change adoption in industries affected by climate change, and how social, environmental and climate change need to be countered proactively by industry stakeholders and producers.

Melanie has authored and co-authored an array of publications that focus on the dynamics of organisational change. These have been published in a variety of journals including *Human Relations*, *British Journal of Management*, and the *Journal of Organizational Change Management*, as well as book chapters in *The Routledge Handbook of Organizational Change*, and the *Handbook of Deviance*. Her research has been presented in international and national contexts at the Academy of Management, European Group for Organization Studies, the European Society for Rural Sociology, and ANZAM.

Qualifications

- BBus (Hons), PhD – Monash University

Research interests

- Dynamics of change adoption
- Employee responses to organisational change
- Sociology of workplace deviance
- Organisational behaviour
- Narrative and interactionist research approaches