



# ANZAM

AUSTRALIAN & NEW ZEALAND  
ACADEMY OF MANAGEMENT

## **ANZAM Newsletter Volume 33 Number 2, August 2018**

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## FROM THE PRESIDENT'S DESK



Dear ANZAM colleagues

It is a pleasure to share with you some of the developments that occurred in recent months. In an earlier Newsletter, I wrote that the Board would commence work on a five-year strategic plan. I invited our membership to make submissions and, personally, I was surprised to receive only four replies.

Nonetheless, these submissions were shared at a pre-Board meeting in early June. Professor Rowena Barrett led a four-hour workshop that included a vigorous discussion ranging from whether there was a need to do anything at all to yes, indeed, we need a plan to chart our future in an environment where other academies are also seeking to grow their membership.

One surprising outcome from the workshop was that, as a Board, there are over 30 services provided to members. The expansion of services is in part an outcome of not having a strategic plan. As members asked for more, the Board has responded favourably but this has only put pressure on our resources.

Some of the Board's strategy discussion was also shared with the Institutional Members and the Heads of Schools of Management Network. In all, the Board now has much more content to consider as we work our way towards our September meeting in Adelaide, where we will continue the discussion on a strategic plan.

I ask again for your involvement leading into our next Board meeting. I'd like your feedback on the ANZAM's Intent Statement – are these relevant/not relevant and why? They are:

1. *To facilitate the consideration and dissemination of management knowledge;*
2. *To provide a range of services for the ongoing development of members;*
3. *To provide an authoritative voice to advance the interests of the management discipline;*  
*and*
4. *To promote greater collaboration between stakeholders.*

ANZAM is working on building links with other Academies. The Incoming Academy of Management (AOM) President, Professor Carol Kulik, will attend the Auckland Conference and contribute to the Year-End Doctoral Workshop.

Professor Kevin Lowe represented ANZAM at the AOM Annual Meeting. He met with Professor Jay Barney – Editor of the *Academy of Management Review* – who will be invited to our 2019 Conference.

Next month I will attend the British Academy of Management (BAM) Conference to announce a joint research grant between our Academies. I will also discuss with their President other strategies to assist our mutual goals.

Many of you will recall Professor Peter Holland led an ANZAM-sponsored survey of workplace climate and well-being in Australia and New Zealand. After deleting some cases, the final sample consisted of over 450 business academics. The results suggested two-thirds of academics are often proud of their work and 44% felt immersed every day in their work. At the same time, the data reflected increasing concerns with job security and administrative workload. The intensification of workloads may be linked to 25% reporting a desire to leave the profession in the near future. The full report will be available on our website in due course.

I look forward to more ANZAM members contributing to our journal – *Journal of Management and Organization (JMO)*. *JMO*'s new impact factor is 1.19, an increase of 0.54 in one year. On your behalf, I extend my congratulations to Associate Professor Tui McKeown, the editorial team, and reviewers.

*JMO* has also had a face-lift. The cover has a colourful layout and a number of stylistic features have been added to the article layout to improve readability.

The 2018 Conference in Auckland is shaping up as another great event. It will be held at the magnificent Cordis Hotel (formerly the Langham). We have attracted more than 400 paper submissions and 18 Workshop proposals.

Keynote Speakers confirmed to date are:

- Cecilia Robinson  
Founder & Group Co-CEO  
My Food Bag
- Professor André Spicer  
Professor of Organisational Behaviour  
Cass Business School

Stay tuned for more news on Keynotes.

The Conference comes together because of the many small and big contributions from the ANZAM family. I'd like to thank many of you who are reviewing the papers submitted to this Conference and, of course, the Conference Chair, Associate Professor Bevan Catley, for steering this event.

I look forward to welcoming you to Auckland.

Cheers  
Lee

**Professor Lee Di Milia**  
**ANZAM President 2018**

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## 2018 CONFERENCE – AUCKLAND, NEW ZEALAND



### Managing the Many Faces of Sustainable Work

**Cordis Hotel, 4-6 December 2018**

ANZAM 2018 draws ever closer, with preparations entering the final phase. The call for papers and workshops closed on 9 July and the Local Organising Committee were delighted to receive 402 paper submissions and 18 workshop proposals. Submissions are being reviewed for inclusion in the program, with author notifications scheduled for 3 September.

ANZAM 2018 Track Submission	CP <sup>1</sup>	IP	Total
01. Managing the many faces of sustainable work	16	9	25
02. Entrepreneurship, Start-Ups and Small Business	26	9	35
03. Gender, Diversity and Indigeneity	26	16	42
04. Health Management and Organisation	13	10	23
05. Human Resource Management	44	11	55
06. International Management	15	2	17
07. Leadership and Governance	15	3	18
08. Management Education and Development	10	12	22
09. Marketing, Communication and Retail	6	10	16
10. Organisational Behaviour	34	20	54
11. Project Organising	4	2	6
12. Public Sector Management and Not-for-Profit	8	6	14
13. Strategic Management	10	5	15
14. Sustainability and Social Issues in Management	18	10	28
15. Technology, Innovation and Supply Chain Management	28	4	32
<b>Totals</b>	<b>273</b>	<b>129</b>	<b>402</b>

<sup>1</sup>CP = Competitive paper, IP = Interactive Paper

## Conference Planning

The Conference begins on Tuesday 4 December with workshop offerings and the Welcome Function.

The [Doctoral Workshop](#) will be hosted by Auckland University of Technology at their city campus – just a short 10-minute walk from the Conference venue. The Welcome Function will be held in the function area of the “Great Room”, Cordis Hotel from 6:00pm.

The Conference Dinner will be held in the magnificent “Great Room” of the Cordis Hotel from 7:00pm on Thursday 6 December. The evening includes a three-course dinner and beverages with after-dinner entertainment. As in previous years, the Conference Dinner is not included in the Conference registration fee.

The Conference concludes on Friday 7 December with farewell drinks.

## Keynote Speakers (confirmed)

*Cecelia Robinson*

Cecilia is an award-winning businesswoman who founded Au Pair Link and My Food Bag – one of New Zealand’s most talked-about and fastest-growing companies. Cecilia has been recognised for her success with a number of accolades, including the 2017 supreme award at the Westpac Women of Influence Awards, and the Business Enterprise Award.

*André Spicer*

André is Professor of Organisational Behaviour and founding director of ETHOS: The Centre for Responsible Enterprise at Cass Business School, UK. He has published extensively in top scholarly journals such as *Organization Science*, *Academy of Management Annals*, *Journal of Management Studies*, and *Organization Studies*. His published books include *Contesting the Corporation* (Cambridge), *Unmasking the Entrepreneur* (Edward Elgar), *Understanding Organizations* (Sage), *Metaphors We Lead By* (Routledge), and *The Wellness Syndrome* (Polity). André is a frequent commentator in the global media outlets

More announcements on the ANZAM 2018 Conference coming soon!

**Associate Professor Bevan Catley**  
**On behalf of the 2018 ANZAM Conference Organising Committee**

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## DOCTORAL MATTERS

### ANZAM Year-End Doctoral Workshop – 4 December 2018 – Auckland, New Zealand

The ANZAM 2018 Year-End Doctoral Workshop will be hosted by Auckland University of Technology at their Central City campus, on Tuesday 4 December.

We have a fantastic day planned:

- Present and discuss your research ideas and challenges with a Research Mentor and other delegates working in a similar area, in a collegial and supportive environment
- Build on your knowledge of well-established research methods, or discover something new, through informative workshops
- Take part in a workshop on developing your research program in an impactful and efficient way with Professor Carol Kulick
- Network with other Doctoral students and prominent scholars in your field

- Receive guidance on navigating the early career trajectory of Management researchers
- Ask the Editors! We have assembled an international panel of Editors of management journals to answer your questions about publishing from your PhD.

Registration closes on **1 October 2018**. For more information, visit the [Event webpage](#).

**Paulette Brazzale & Edward Hyatt**  
**Doctoral Student Representatives, ANZAM Board of Directors**

## ***JOURNAL OF MANAGEMENT & ORGANIZATION (JMO)***



Details of the *JMO* issues available online are below. You will see that we have a number of guest editors/curators this year, as well as the inclusion of invited pieces from thought leaders (Issue 2) or to mark important events (Issue 3). While these invited pieces boost our acceptance rate as far as the system is concerned, it is worth noting here that the 30 papers accepted this year deliver an acceptance rate of 9.38% (so those worrying about decreasing rigour can relax).

### **2018 Issues to date**

[Issue 4: Select Creativity and innovation management: The complex dynamics of shaping forces. Curated by Antoine Hermens](#)

[Issue 3: A research agenda for alternative forms of corporate governance in \*Journal of Management & Organization\*. Curated by Timothy F O'Shannassy, Ard-Pieter de Man \*\*and\*\* Vale notice for Professor Ken Parry by Jon Billsberry, Steve Kempster & Brad Jackson](#)

[Issue 2: Good management is hard, but someone has to do it \(and here are some suggestions\) Curated by EIC \*\*and\*\* Invited paper by Marissa Edwards & Neal Ashkanasy on 'Emotions and failure in academic life: Normalising the experience and building resilience'](#)

[Issue 1: Leadership: What's all the fuss about \(and what does all the hype really deliver\)? Curated by EIC](#)

The year continues to be a busy one for *JMO*. There have been 317 new submissions since 1 January 2018 and 112 revisions received as well (see Table 1).

**Table 1: New Submissions to *JMO* 01/01/2018– 24/08/2018**

<b>Manuscript Type</b>	<b>Original</b>	<b>Revised</b>	<b>Total</b>
Book Review	2	0	2
Case Study	10	7	17
Research Article	297	104	401
Review Article	8	1	9
<b>Total</b>	<b>317</b>	<b>112</b>	<b>429</b>

Table 2 shows that turnaround from submission to an author receiving a decision is just over 45 days, while the Editor-in-Chief (EIC) and Associate Editors (AEs) are making the desk reject/sending out to review just over 3 weeks from receipt of a submission. Given that this is the result produced from a group of highly motivated academic volunteers, it seems a pretty impressive set of statistics – and for those with the last report to hand, demonstrates increasing speed of turnaround (we were at 51 days and are now down to 45.3, for instance).

**Table 2: Overall Performance Statistics**

Journal Statistics	MTD	Prior 12 Months
Avg. days from submission to first decision	6.2	45.3
Avg. Reviewer turnaround time (days) - <b>Original</b>	6.6	23.4
Avg. Reviewer turnaround time (days) - <b>Revision</b>	5.2	21.8
Avg. Time to Assign Reviewer (days) - <b>Original</b>	7.0	26.1
Avg. Time to Assign Reviewer (days) - <b>Revision</b>	4.8	13.8
<b>Avg. days from submission to final decision</b>		<b>45.3</b>

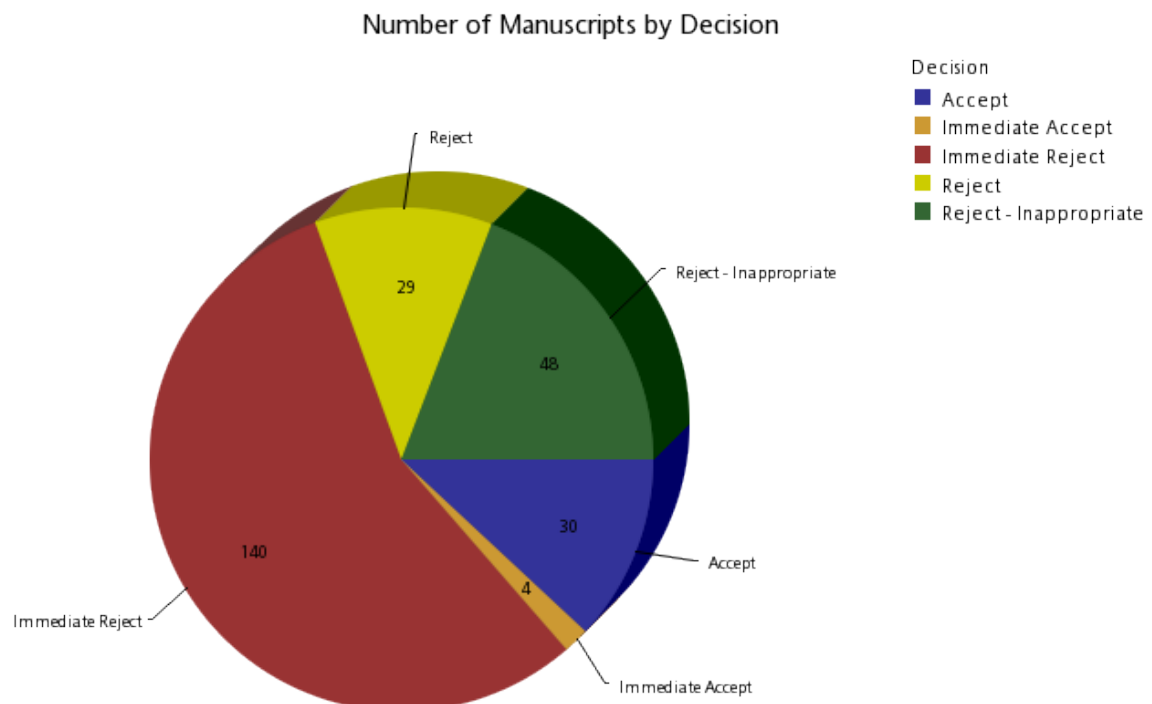
Table 3 presents final decisions on submissions to date with acceptance here being slightly skewed by the four papers which were special invited (as noted in the opening to this report, this is really an acceptance rate of 9.38%).

**Table 3: Breakdown of Decisions from 01/01/2018 – 23/08/2018**

Manuscript Decision	Number of Manuscripts	% of Total
Accept	34	13.5
Reject	171	68.1
For Review	46	18.3
<b>Total</b>	<b>251</b>	<b>100</b>

Figure 1 provides more detail as to these decisions. Note the green area on this Figure shows the considerable screening work now being undertaken by *JMOs* Editorial Assistant, Ann Williamson, in screening papers before they come through to the EIC.

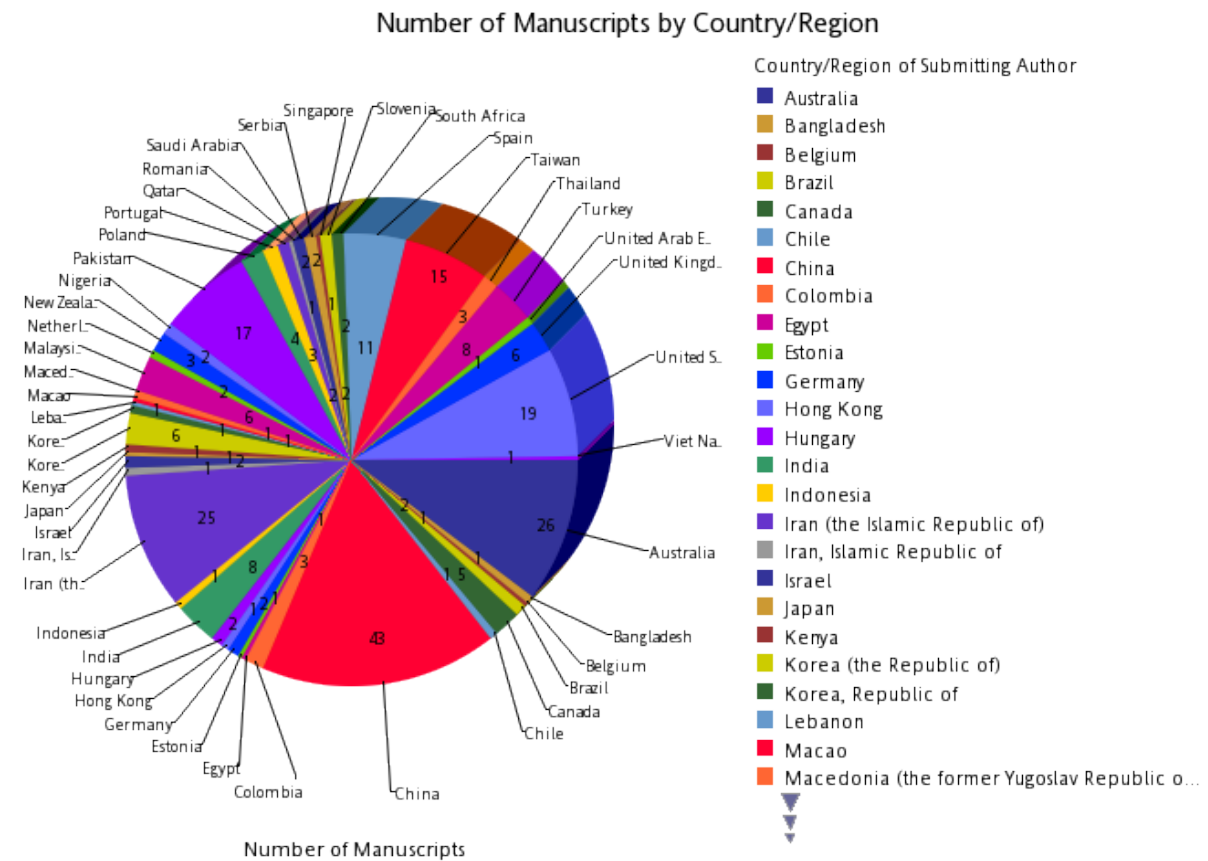
**Figure 1: Detailed Breakdown of Decisions from 01/01/2018 – 23/08/2018**



While the bulk of rejections are still occurring at the Editorial Assistant and EIC stage, the expertise and active role of the AEs continues to shine through in the improving statistics shown in Table 2.

The statistics on submissions by country continue to show interesting developments. Figure 2 shows our number of submissions from outside of the traditional ANZAM catchment continues to grow – and note that this is a large part of the explanation for the new branding initiative that will be outlined in the next section.

**Figure 2: Detailed Breakdown of Country of Submission from 01/01/2018 – 23/08/2018**



While it is harder to draw a single coherent picture from the data presented in tabular form, Table 4 adds some more detail to Figure 2. It provides the acceptance/reject ratios for each country and more on initiatives to address this are also presented in the next (and last) section of this report.

**Table 4: Detailed Breakdown of Country of Submission from 01/01/2018 – 23/08/2018**  
 Estimated Data Date: Aug 23, 2018 11:42:02 PM

Information based on all manuscripts with a decision date of On or after Jan 1, 2018.

Country/Region	Accept	Reject	Total	Accept Ratio
<a href="#">Australia</a>	11	20	31	35.48%
<a href="#">Bangladesh</a>	0	1	1	0.00%
<a href="#">Belgium</a>	0	1	1	0.00%
<a href="#">Brazil</a>	0	2	2	0.00%
<a href="#">Canada</a>	3	4	7	42.86%
<a href="#">Chile</a>	0	1	1	0.00%
<a href="#">China</a>	3	48	51	5.88%
<a href="#">Colombia</a>	0	3	3	0.00%
<a href="#">Denmark</a>	0	1	1	0.00%
<a href="#">Egypt</a>	0	1	1	0.00%
<a href="#">Estonia</a>	0	1	1	0.00%



<a href="#">Germany</a>	2	1	3	66.67%
<a href="#">Ghana</a>	0	2	2	0.00%
<a href="#">Hong Kong</a>	0	2	2	0.00%
<a href="#">Hungary</a>	0	2	2	0.00%
<a href="#">India</a>	2	7	9	22.22%
<a href="#">Indonesia</a>	0	1	1	0.00%
<a href="#">Iran (the Islamic Republic of)</a>	0	28	28	0.00%
<a href="#">Iran, Islamic Republic of</a>	0	1	1	0.00%
<a href="#">Israel</a>	1	2	3	33.33%
<a href="#">Japan</a>	0	2	2	0.00%
<a href="#">Kenya</a>	0	2	2	0.00%
<a href="#">Korea (the Republic of)</a>	1	7	8	12.50%
<a href="#">Korea, Republic of</a>	1	0	1	100.00%
<a href="#">Lebanon</a>	0	2	2	0.00%
<a href="#">Macao</a>	0	2	2	0.00%
<a href="#">Macedonia (the former Yugoslav Republic of)</a>	0	1	1	0.00%
<a href="#">Malaysia</a>	1	5	6	16.67%
<a href="#">Netherlands</a>	1	1	2	50.00%
<a href="#">New Zealand</a>	5	2	7	71.43%
<a href="#">Nigeria</a>	0	3	3	0.00%
<a href="#">Pakistan</a>	2	18	20	10.00%
<a href="#">Poland</a>	0	4	4	0.00%
<a href="#">Portugal</a>	1	3	4	25.00%
<a href="#">Qatar</a>	0	2	2	0.00%
<a href="#">Romania</a>	0	1	1	0.00%
<a href="#">Saudi Arabia</a>	1	2	3	33.33%
<a href="#">Serbia</a>	0	2	2	0.00%
<a href="#">Singapore</a>	0	1	1	0.00%
<a href="#">Slovenia</a>	0	2	2	0.00%
<a href="#">South Africa</a>	0	2	2	0.00%
<a href="#">Spain</a>	4	8	12	33.33%
<a href="#">Taiwan</a>	0	18	18	0.00%
<a href="#">Thailand</a>	0	3	3	0.00%
<a href="#">Turkey</a>	1	8	9	11.11%
<a href="#">United Arab Emirates</a>	1	0	1	100.00%
<a href="#">United Kingdom of Great Britain and Northern Ireland</a>	1	6	7	14.29%
<a href="#">United States</a>	6	20	26	23.08%
<a href="#">Viet Nam</a>	0	1	1	0.00%
<b>Total</b>	<b>48</b>	<b>257</b>	<b>305</b>	<b>15.74%</b>

## Follow Up Actions for JMO

There are a few items that have been actioned and hopefully worth looking out for as we are certainly very excited.

- First, our Impact Factor is 1.189 (an incredible rise from 0.539 in just one year) while our Citescore has also risen to 1.07 up from 0.51. A huge thanks to not only the great team at *JMO* and Cambridge University Press but to you – the ANZAM community!.
- Second, we have a great new look! Not only have we realised that there is a world of colour possible when you are online, but we make the link between *JMO* and ANZAM really clear. This is part of the initiative noted earlier to be proactive with the increased attention *JMO* seems to be getting internationally.



RESEARCH ARTICLE

## Human resource management as key pillar of company strategy: Analysis of the line managers' perception

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### Abstract

The increasingly frequent involvement of companies' line managers in human resource (HR) activities leads us to investigate the strategic value that these managers grant HR. This research focusses on the line

- Linked to this, the new AE mentoring role commenced with Felix Arndt, well known to many in the ANZAM community despite being (generally), over in the UK. Felix was an AE for many years and is now using his expertise to mentor our newest AE, Korhan Arun, who is an Assistant Professor at Namik Kemal University in Turkey. Extending both the *JMO* and ANZAM roles to ensure we have more accessible contact points will hopefully be part of our ability to increase the accept ratio in Table 4.
- We now have a new book review editor for *JMO* and I am delighted to announce Professor Patricia Leighton from France's IPAG Business School (yes more of that international reach again!), has already been hard at work with [one review already available online](#)

**Tui McKeown,**

*Editor-in-Chief, Journal of Management & Organization*

**Ann Williamson,**

*Editorial Assistant, Journal of Management & Organization*

**August 2018**

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### 2019 BOARD ELECTIONS

A call for nominations for positions on the 2019 ANZAM Board will shortly be emailed to members.

The closing date for nominations will be **Monday 17 September 2018**.

Watch your mailbox!

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## ANZAM EXCELLENCE AWARDS

Applications for ANZAM's Teaching, Research, and Doctoral Awards are now open, as well as the Case Study Competition and the PELT Grants. Awards will be announced and presented at ANZAM's 32nd Annual Conference being held in Auckland, New Zealand, from 4-7 December 2018.

Applications for all awards close on **Friday 7 September 2018**:

- ANZAM Innovative Management Educator of the Year Award – *sponsored by ANZAM*
- ANZAM Early Career Researcher Award – *sponsored by European Management Journal*
- ANZAM Best Doctoral Dissertation Award – *sponsored by Deakin Business School, Department of Management*
- ANZAM Case Study Competition – *sponsored by Journal of Management & Organization (JMO)*
- ANZAM PELT (Promoting Excellence in Learning and Teaching) Grants - *sponsored by ANZAM*

For more information, visit [ANZAM Excellence Awards](#).

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## TEACHING RESOURCES

The ANZAM website has a number of teaching resources available, including winning case studies from our annual Case Writing Competition, and output from winners of our PELT (Promoting Excellence in Learning and Teaching) Grants.

As a resource for members only, you will be prompted to login when you visit the [Teaching Resources](#) web page.

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## THE CLASSIFIEDS

Events, Calls for Papers, Positions Vacant, Scholarships, Awards – and much more – are posted on the [ANZAM website](#).

Free posting on the website is offered to all ANZAM Institutional Members - if you have something to share, [contact the Academy Office](#). It will also be included in one of the regular ANZAM Update emails, and disseminated through LinkedIn, Twitter, and Facebook.

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**We do our best to ensure that information contained in the Newsletter is accurate at the time of publication. However, ANZAM cannot be held responsible for accuracy and veracity of information contained in this newsletter, especially those articles supplied to us**