



ANZAM

AUSTRALIAN & NEW ZEALAND
ACADEMY OF MANAGEMENT

Doctoral Workshop Programme Guide

8:00am - 5:00pm, 4 December 2018

Hosted by Auckland University of Technology,
Faculty of Business Economics and Law,
Auckland, New Zealand



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Welcome

It is my pleasure to welcome you to the 2018 ANZAM Doctoral Workshop, hosted by the Auckland University of Technology, and organised by our ANZAM Doctoral Representative – Paulette Brazzale.

We are excited and encouraged by the vibrancy and enthusiasm you bring to ANZAM as doctoral scholars. The in-depth focus of your research offers the Academy new areas of interest, penetrating analyses, and potentially different ways of thinking about Management.

We are indebted to all the speakers, facilitators, and student participants who have spent a great deal of time preparing for this event and we look forward to your contributions. We will continue to meet and bring people together in forums such as this, to ensure that we, as a community of Management scholars, continue to develop and support each other.

I wish you an enjoyable and productive workshop.

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

Finding the Workshop

Map of AUT City Campus

Registration is in the foyer of the WG building by the plaza entrance off Mayoral Drive.

All ANZAM Doctoral Workshop activities are centrally located in the WG and WF Buildings.



Transport

AUT Business School is proudly hosting the workshop at its City Campus. The venue is located in the heart of Auckland's CBD, on the corner of Mayoral Drive and Wakefield Street; a very short walk to Queen Street and a 10-minute walk from the 2018 ANZAM Conference venue (Cordis Hotel, 83 Symonds Street). AUT's City Campus is well-connected to public transport; check the [Auckland Transport Journey Planner](#) for details.

Wi-Fi access

Free Wi-Fi is available through "Eduroam". If you have not used this before, please contact IT services at your university and ask them to set up your access **before** you leave for the conference.



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2018 ANZAM Doctoral Workshop

- 8:00am - 8:45am Registration – WG Foyer
- 8:45am - 9:05am Welcome and Opening – WG308
- Mihi whakatau – Robert Pouwhare, Auckland University of Technology
 - Professor Lee Di Milia – 2018 ANZAM President
 - Professor Kate Kearins – Pro-vice Chancellor and Dean of the Faculty of Business Economics and Law, Auckland University of Technology
- 9:05am – 9:25am Academic networking: Getting the most out of being with others – WG308
Professor Helena Cooper Thomas, Auckland University of Technology
- 9:25am – 10:10am Career Tips: Leading academics share and discuss their top career tips – WG308
- 10:10am – 10:30am Morning tea – WG308 Foyer
- 10:30am – 12:30pm Research Methods sessions – Three concurrent sessions

Option 1: Qualitative Research Methods – WF204

Session Chair – Steven Corrick – Auckland University of Technology

1. It's all what you know: Choosing and defining your epistemological perspective
Associate Professor Katherine Ravenswood, Auckland University of Technology
2. Qualitative research method design
Professor Melanie Bryant, University of Tasmania
3. Using technology in the analysis of qualitative data
Professor Peter Murray, University of Southern Queensland

Option 2: Quantitative Research Methods – WF411

Session Chair – Paulette Brazzale – Auckland University of Technology

1. Survey design and common method variance
Professor Jarrod Haar, Auckland University of Technology

Survey design is an important part of the research process. However, there is growing awareness of issues relating to single-sourced data collection, which often leads to common method variance (CMV). This workshop seeks to detail some of these issues, and will cover the use of statistical tests to challenge CMV. While useful for those who have yet to collect data, it will also be broadly applicable for all quantitative researchers.

2. Control variables in quantitative methods
Professor Gordon Cheung, The University of Auckland

Control variables are frequently included in empirical studies. However, in most cases the way they are measured is not described, their relationships with dependent variables are not adequately hypothesized, and the results are not discussed. This workshop will provide useful guidelines for the inclusion of control variables in empirical studies.

Continued over the page.



Option 3: Mixed Methods – WF410

Session Chair – Ed Hyatt – University of Melbourne

1. Constructing your mixed methods research design
Associate Professor Ros Cameron, Australian Institute of Business
2. Integrating your qualitative and quantitative data
Associate Professor Ros Cameron, Australian Institute of Business

12:30pm – 1:20pm Networking Lunch – WG308 Foyer

1:20pm – 2:50pm Two concurrent sessions

Option 1: Roundtable Research Mentoring Workshops

Roundtable session for those attendees who submitted a research note.

Stream 1 – WF203

Stream 2 – WF204

Stream 3 – WF214

Stream 4 – WF213

Stream 5 – WF302

Stream 6 – WF313

Stream 7 – WF314

Option 2: Workshop – Extracting a slice of research to share - WG308

Dr Rachel Morrison and Dr Marcus Ho, Auckland University of Technology

This is an interactive, practical session with tips and advice on successfully disseminating your research at conferences or more widely. Please come prepared to share your own experiences of conference presentations, both good and bad. To ensure the session is as germane as possible, remember to bring a very brief outline of your own PhD topic to share (printed out please). We will be using these to inspire “slices” that might make for intriguing and compelling future conference presentations.

3:00pm – 3:45pm Workshop - Developing a Research Program – WG308
Professor Carol Kulik – University of South Australia

Developing a research program is easy. Developing a research program that is personally satisfying, that can be sustained over a career, and has external impact – that is a lot harder. Ultimately the challenge of developing a research program can be boiled down to a fundamental identity question: *Who the heck am I?* Participants should be prepared to engage in some self-reflection and creative expression.

3:45pm – 4:45pm Editors Panel: Ask the editor - WG308
Session Chair – Paulette Brazzale – Auckland University of Technology

- Associate Professor Tui McKeown – Editor-in-Chief – Journal of Management and Organization
- Professor Minas Kastanakis – Editor-in-Chief – European Management Journal
- Professor Neal Ashkanasy- The University of Queensland

4:45pm – 5:00pm Close of workshop



Academic Presenters and Contributors

[Professor Neal Ashkanasy OAM](#)

Professor of Management, UQ Business School, University of Queensland

[Professor Kerry Brown](#)

Professor of Employment and Industry, School of Business and Law, Edith Cowan University

[Professor Yvonne Brunetto](#)

Head of Department of Management, Marketing and Human Resources, Southern Cross University

[Professor Melanie Bryant](#)

Professor of Management, Head of School Marketing and Management
University of Tasmania

[Associate Professor Ros Cameron](#)

Head of Discipline - Human Resources Management, Head of Research, Australian Institute of Business

[Professor Gordon Wai Hung Cheung](#)

Professor of Management and International Business, Faculty of Business and Economics,
University of Auckland

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Professor of Organizational Behaviour and Associate Dean - Research, Faculty of Business,
Economics and Law, Auckland University of Technology

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Dean of Business and Law, CQ University. ANZAM President 2018

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Professor in Leadership, Business School, The University of Sydney

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Head of School (Management and Enterprise), University of Southern Queensland

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Pro Vice-Chancellor, Research Training and Performance Enhancement, Alfred Deakin Professor of Management and Associate Dean (Research), Deakin University

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[Dr Sara Walton](#)

Senior Lecturer, Business Sustainability and Natural Environment, Department of Management, University of Otago

[Professor Julie Wolfram Cox](#)

Professor of Management, Monash Business School, Monash University



Round-table Session Streams

Stream 1	Room WF203	Presenter and research note title
Session Chairs Professor Kerry Brown Edith Cowan University Associate Professor Terry Sloan Western Sydney University	Marina Keenan - Victoria University Understanding the executives' position in communicating in the clinical directorate	
	Gary Oldcorn - AUT Exploring workplace information overload and the potential utility of slow principles	
	Amali Wijekoon - QUT Exploring the role of customer heterogeneity in innovation based competitive strategy: a demand-based perspective	
	Jacque Dinklo - Macquarie University An investigation into the driving factors and the extent of use of a social media technology, workplace by Facebook, in a large Australian organisation	
	Monique Moore -University of Western Australia Outsourcing biotechnology innovations	

Stream 2	Room WF204	Presenter and research note title
Session Chairs Professor Lee Di Mllia CQ University Professor Jarrod Haar Auckland University of Technology	Andrew Cox - University of Portsmouth Dynamic capabilities within a Saudi Arabian context.	
	Thomas Ismoyo - QUT Calling and job performance in the catholic church	
	Dan Langerud - Griffith University Entitlement: The differences between belief and behavior	
	Mostafa Ayoobzadeh - Concordia University From mentors to leaders: leader development outcomes for mentors	
	Majid Khan - Massey University Regulatory and institutional impacts on corporate social responsibility: an explanation of the motivation within Pakistan	



Stream 3	Room WF214	Presenter and research note title
Session Chairs Professor Neal Ashkanasy University of Queensland Professor Kevin Lowe University of Sydney	Bichen Guan - Macquarie University	Emotion regulation in ongoing service relationships
	Hodar Lam - Rotterdam School of Management, Erasmus University	The emergence and experience of leader loneliness
	Xiaoshuang Lin - ANU	Why, how and when do employees initiate voice? An exploration of influence from leaders and organizations
	Le Vinh Nguyen - AUT	"Naturization" and the nature of leadership
	Muhammad Rashid - AUT	Understanding affective and non-affective leadership: a new perspective on leader-followers relationship

Stream 4	Room WF213	Presenter and research note title
Session Chairs Professor Yvonne Brunetto Southern Cross University Professor Peter Murray University of South Queensland	Wahab Shahbaz – Massey University	Mindful experiences of academic professionals in New Zealand: a phenomenological study
	Shirin Brown - AUT	Diversity in local board representation within Auckland council: the elected member experience
	Amy Choi - University of Sydney	Culturally diverse leaders in the legal profession in Australia: examining the barriers experienced by legal professionals with an Asian cultural background in progressing to senior leadership positions
	Janelle Davidson - University of Wollongong	Embedding learning in continuous improvement practices: a qualitative methods study set in local government
	Maryam Raji - University of Melbourne	Understanding women's attrition from engineering in the Arab gulf countries



Stream 5	Room WF302	Presenter and research note title
Session Chairs Professor Julie Wolfram Cox Monash University Professor Melanie Bryant University of Tasmania	Steven Corrick - AUT Couples dealing with entrepreneurial failure: a dyadic, narrative approach	
	James Greenslade-Yeats - AUT The nature, purpose and effects of gossip about leaders in organisations	
	Nishanthi Kariyapperuma - University of Waikato Founders' personal values and the environmental legacy of multi-generational family businesses: a pilot study	
	Nilupulee Liyanagamage - University of Wollongong Trumping moral reasoning in business organisations: interacting effects of Machiavellianism and responsible leadership	
	Simone Sietsma - University of Wollongong Humility and its influences on feedback received: a multiple case study approach of leaders in the private sector	

Stream 6	Room WF313	Presenter and research note title
Session Chairs Dr Sara Walton University of Otago Professor Marjo Lips-Wiersma Auckland University of Technology	Michelle Chen - Massey University Discovering tensions in sustainability in Chinese and New Zealand business partnerships	
	Srinath Dissanayake - University of Waikato Socio-structural and cultural perspectives of entrepreneurial action: case studies of Buddhist entrepreneurs in Sri Lanka	
	Lyn McCurdy - Massey University The influence of tribal aspirations on outcomes for iwi organisations	
	Erica Olesson - University of Auckland Exploring the cognitive schemas of traditional business models as barriers to uptake of sustainable business models	
	Corinne Unger - University of Queensland Organising for reliable mine rehabilitation and closure.	



Stream 7	Room WF314	Presenter and research note title
Session Chairs Professor Ingrid Nielsen Deakin University Professor Stephen Teo Edith Cowan University		Mayya Achyldurdyeva - National Sun Yat-Sen University Must negative moods increase workplace deviance? It depends on employees' proactivity, self-control, and coworkers' moods.
		Renfei Gao - University of Melbourne Aspirational or inspirational? Mission specificity, performance feedback, risk-taking
		Azka Ghafoor - AUT Longitudinally exploring the role of psychological stress on psychological resources towards creativity behaviors: help or hindrance?
		Ed Hyatt - University of Melbourne Public service motivation and its nomological relationship to personality
		Dedi Siddiq - Macquarie University Chief executive officer altruism in small and medium enterprises



Acknowledgements

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Auckland University of Technology

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ANZAM

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Others

- Ed Hyatt for his assistance in setting up the roundtable sessions and his support in developing the programme.
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