

DOCTORAL WORKSHOP PROGRAM

8:00am-5:15pm, 3 December 2019

Hosted by James Cook University

Welcome

It is my pleasure to welcome you to the 2019 ANZAM Doctoral Workshop, hosted by James Cook University, and organised by the ANZAM Board.

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.

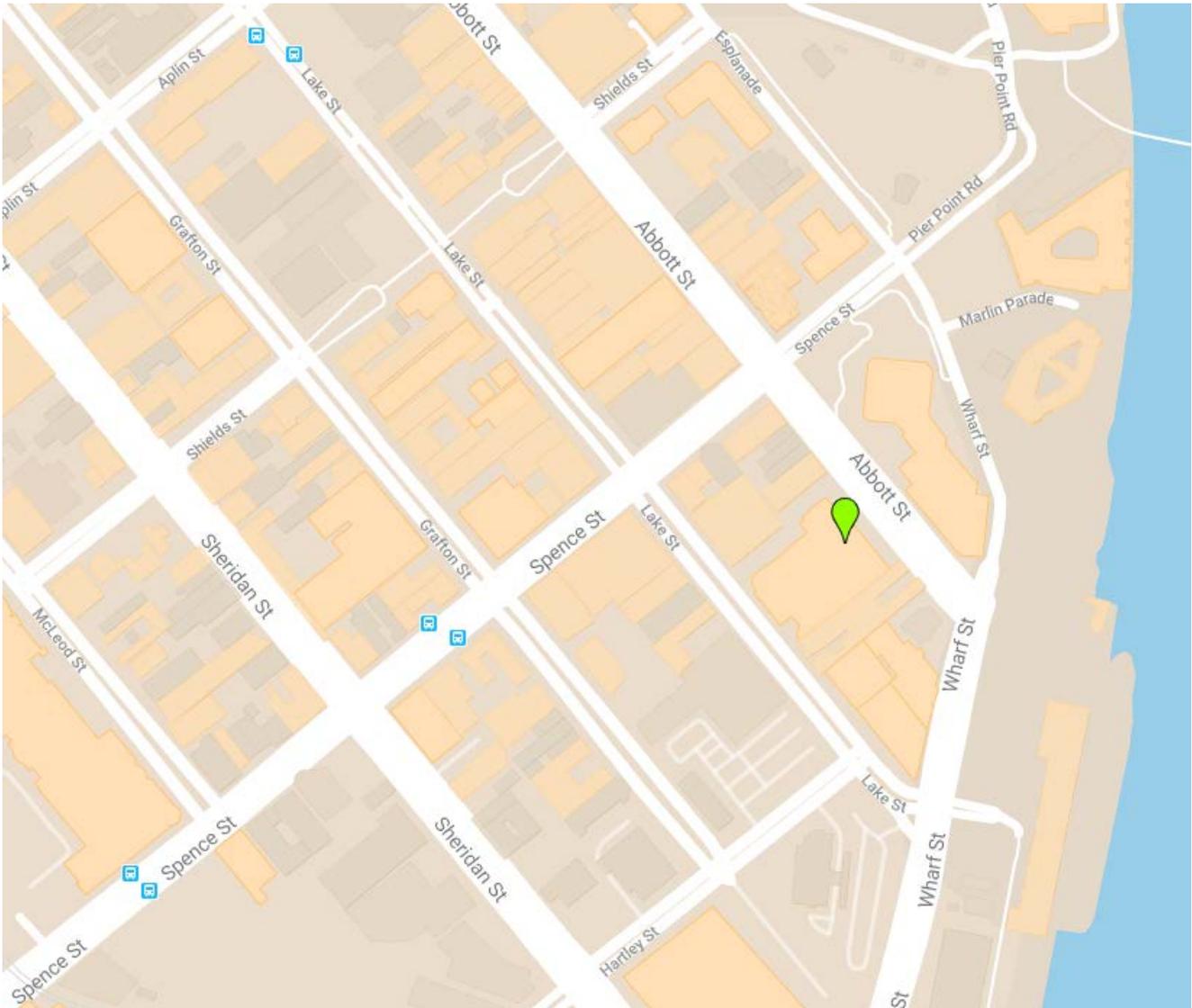
I wish you an enjoyable and productive Workshop.

Professor Melanie Bryant
ANZAM President 2019-20

Finding the Workshop

Map of Pullman Cairns International

All ANZAM Doctoral Workshop activities are centrally located at the Pullman Cairns International, 17 Abbott Street, Cairns. Registration is in the Bluewater Foyer, Level 1.



Wi-Fi access

Free Wi-Fi is available:

Network: Pullman Cairns Public
Password: ANZAM19



ANZAM
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 ACADEMY OF MANAGEMENT



2019 ANZAM Doctoral Workshop

0800-0900	Registration – Bluewater Foyer, Level 1		
0900-1040	Session 1 – Bluewater		
0900-0910	Welcome and Opening <ul style="list-style-type: none"> ▪ Workshop Host – Dr Murray Prideaux, James Cook University ▪ 2019 ANZAM President – Professor Melanie Bryant 		
0910-1010	Engaging with policymakers about your research <i>(see notes – page 10)</i> Professor Helen Sullivan		
1010-1040	Networking Bingo		
1040-1100	Morning Tea – Bluewater Foyer		
1100-1300	Session 2 – See Venues below		
	Rosser	Bluewater 1	Bluewater 2
1100-1300	Using Technology in Qualitative Research Dr Paula O’Kane Publishing Qualitative Research Professor Sarah Robinson <i>(see notes – page 11)</i>	Quantitative Methods Professor Gordon Cheung <i>(see notes – page 11)</i>	Mixed and Emerging Methods Dr Farveh Farivar <i>(see notes – page 11)</i>
1300-1400	Lunch – Bluewater Foyer		
1400-1530	Session 3 – See Venues below		
	Bluewater	Rosser	
	Roundtable Workshops Facilitators: Ed Hyatt Mohammed Khaiata <i>(See pages 5-7 for Stream Allocations)</i>	Impactful approaches to sharing your research with others Presenter: Associate Professor Rachel Morrison Facilitators: Professor Véronique Ambrosini Paulette Brazzale	
1530-1545	Afternoon Tea – Bluewater Foyer		
1545-1700	Session 4 – Bluewater		
1545-1645	Publishing from your PhD <i>(see notes – page 11)</i> Professor Chris Brewster		
1645-1715	Reflections Professor Ross Chapman		
1800-2000	ANZAM Conference Welcome Reception		Daintree’s Pool Deck Pullman Cairns International



Roundtable Session Streams

All Streams will be held in the Bluewater Room. This is a closed session; we encourage all of you who did not submit a Research Note to attend the concurrent workshop in Rosser – *Impactful approaches to sharing your research with others.*

Stream 1 – Session Chairs: Associate Professor Bevan Catley & Dr Geoff Plimmer
Presenter & Research Note Title
<p>Paul Ikutegbe <i>Developing a theoretical model of successful work placements for people with a disability in mainstream employment</i></p>
<p>Hina Mehreen <i>The Process of Repatriate Knowledge Transfer in Multinational Enterprises</i></p>
<p>Tahrira Ferdous <i>Flexible Work Practices and Employee Outcomes: The Role of Gender, Social Support and Flexibility Stigma</i></p>
<p>Juhi Jennifer Macwan <i>Post-merger integration resilience: An examination of the effect of employee resilience and organisational resilience on post-merger integration processes</i></p>

Stream 2 – Session Chair: Associate Professor Herman Tse
Presenter & Research Note Title
<p>Phong Tran <i>The impact of life experience on firm financial performance: A study of top management team diversity</i></p>
<p>Archie Poulos <i>The development of a contextualised leadership development model and instrument for Sydney Anglican clergy</i></p>

Stream 3 – Session Chair: Professor Peter Jordan
Presenter & Research Note Title
<p>Bichen Guan <i>Emotion Regulation in Ongoing Service Relationships: A Mixed-method Study in Aged Care Employees</i></p>
<p>Tania Kate Hobson <i>Meaningful engagement of consumer representatives in health care</i></p>
<p>Esti Dwi Rinawiyanti <i>The integration of the social responsibility into business operations: Evidence from Indonesian manufacturing firms</i></p>

Stream 4 – Session Chair: Associate Professor Terry Sloan
Presenter & Research Note Title
<p>Dian Retno Sari Dewi <i>Investigating the relationship between supply chain capabilities and the sustainability performance of Product–Service Systems: A Dynamic Capability approach</i></p> <p>Alexander F.J. Hasenau <i>Stress tests in the purchasing department: Management of risks in sourcing decisions of family-owned businesses</i></p> <p>Daiteng Ren <i>Understanding the value logic of family business</i></p>

Stream 5 – Session Chairs: Professor Peter Murray & Professor Stephen Teo
Presenter & Research Note Title
<p>Muhammad Faisal <i>High-Performance Work Practices, Job Satisfaction, Organisational Commitment, Sales Person Performance, Insurance Sector in Pakistan, Life Insurance, Quantitative Method</i></p> <p>Fangfang Zhang <i>When Is Decreasing Hindering Job Demands Positive? An Analysis of Job Crafting Profiles</i></p> <p>Edward Hyatt <i>Predicting personality and person-organisation fit in (un)structured interviews</i></p> <p>Ma Chao <i>Give full play to the talent: Exploring when perceived overqualification leads to more helping behaviour and less workplace cheating behaviour</i></p>

Stream 6 – Session Chair: Dr Marilyn Clarke
Presenter & Research Note Title
<p>Kevin Moore <i>Victorian Treaty Voice and Identity Indigenous Perspectives</i></p> <p>Maryam Raji <i>Why Engineers Stay, Leave or Want to Leave the Engineering Profession</i></p> <p>Kanchana Wijayawardena <i>Sustainability focused engineering as an avenue to instil the essential moral foundations for gender inclusive work culture</i></p>

Stream 7 – Session Chair: Associate Professor Sara Walton

Presenter & Research Note Title

Snehanjali Chrispal

Making Indian Women's Lives Grievable: Organizing for Institutional Change

Minh Anderson

Relationship quality Competency for Vietnamese Logistics SMEs

Helen Taylor

Negotiation and resistance in the margins: an intersectional examination of entrepreneurship

Stream 8 – Session Chair: Professor Sarah Robinson

Presenter & Research Note Title

Terence Chia

Pathways to Managing Multicultural Teams

AKM Fazlul Hoque

State-subsidised Private Sector-led Power Generation in Bangladesh: An Examination of A Public-Private Partnership (PPP) Model

Shane Horsburgh

Adaptive Capability: An anthropological approach to the study of stakeholder engagement in a complex environment (Defence)



Academic Presenters and Contributors

Professor Véronique Ambrosini

Professor of Management (Strategic Management)
Monash University

Professor Chris Brewster

Professor of International Human Resource Management, Henley Business School
University of Reading, UK

Professor Melanie Bryant

Professor & Head of School, Management & Marketing, Tasmanian School of Business and
Economics, University of Tasmania

Associate Professor Bevan Catley

Associate Head, School of Management.
Massey University

Professor Ross Chapman

Director, Post Graduate Studies
CQUniversity

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Professor of Organisational Behaviour, Department of Management and International Business
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Senior Lecturer, Adelaide Business School
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Professor Peter Jordan

Professor of Organizational Behaviour, Griffith Business School
Griffith University

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Auckland University of Technology

Professor Peter Murray

Professor of Management, School of Management and Enterprise
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Associate Professor of Human Resources and Management.
Western Sydney University

Professor Helen Sullivan

Director, Crawford School of Public Policy
Australian National University

Professor Stephen Teo

Associate Dean Management, School of Business and Law
Edith Cowan University

Associate Professor Herman Tse

Associate Professor in Leadership
Monash Business School

Associate Professor Sara Walton

Associate Professor of Business & Sustainability, Department of Management
University of Otago

Session Notes

Engaging with policy makers about your research **Professor Helen Sullivan**

Academic researchers are increasingly under pressure to demonstrate the ‘impact’ of their work, as governments want reassurance that public money is being well spent, and universities’ rankings are influenced by performance against measures of impact. The ‘impact agenda’ has generated considerable disquiet and in some cases resistance from academics who perceive it to be an attack on academic autonomy and an additional disciplinary tool. This is important context for our conversation.

However, it is only part of the context. For many academics (myself included) the idea of ‘making a difference’ with their research is integral to their identity and purpose. It is a core motivator for entering the academy. Being located in a university, as opposed to a think- tank or consultancy, is extremely important as universities provide a framework of academic rigour as well as academic freedom. At its best this combination of discipline and support enables purposeful academic enquiry that contributes to knowledge and also contributes to societal well-being in some way.

But while a strong sense of individual purpose and a supportive institution are fundamental, they are insufficient. To stand a chance of making a difference with your research demands that researchers make good use of a range of skills, strategies and situations. These plus a dose of good fortune will increase your chances of influencing those you wish to, though ultimately success cannot be guaranteed.

There are many different ways of making a difference. Some researchers focus on industry, others on civil society. Some aim global, others local. Arguably the route to greatest influence comes through engagement with policy makers, whose decisions shape the allocation of resources in pursuit of particular outcomes. This session will explore how to engage with policy makers on your research. Drawing on a range of examples and focusing particularly on workshop participants’ own research, the session will elaborate on the range of skills, strategies and situations that can support effective engagement with policy makers. Specifically, it will:

- Clarify the important and unavoidable differences between policy makers’ perspectives and researchers’, and how they affect the kind of engagement and influence that might be possible at any point in time
- Explore the impact of politics on policy engagement (positive and negative)
- Identify the actions researchers can take to promote their work in venues/platforms frequented by policy makers
- Help researchers decide how to allocate their time to policy engagement activities to avoid ‘burn out’ and maximise their own well-being
- Consider the ethical dimensions of policy engagement and influence
- Assess the potential and limits of different kinds of policy engagement e.g. co-research, commissioned research, and independent research

The session will be designed to be highly interactive so participants should come prepared to contribute.

Multilevel Modeling in Organizational Studies – What’s Behind the Scenes
Professor Gordon Cheung

Many organization studies published in recent years involve variables at multiple levels. However, the data analytical methods adopted were usually misaligned with the conceptual models being tested. This seminar will (a) provide the basic concepts behind multi-level models, including top-down effects, bottom-up effects, cross-level moderating effects and contextual effects, (b) help understanding of hierarchical linear models, and (c) explain the differences in reflective measures and formative measures for level 2 variables in multilevel models.

Publishing from your PhD
Professor Chris Brewster

Chris Brewster, the Keynote speaker at the Conference, and someone who over the years has published more than 230 refereed articles (and had almost as many rejections), will offer some tips on publishing from your PhD. He will emphasise that ‘publishing technique’ is as important as your subject or your research and suggest things that you can do to increase your chances of getting your papers accepted. This is an interactive session; participants will be expected to bring questions about the publishing process to the workshop.

Mixed and Emerging Methods
Dr Farveh Farivar

Mixed-method methods

- 1.1 Mixed method designs (Exploratory, Explanatory, Embedded, and Triangulation designs)
- 1.2 Concurrent versus sequential mixed-method designs
- 1.3 Embedded Experimental Model versus Embedded Correlational Model

Contemporary research methods and data Analytics techniques

- 2.1 Adopting Machine Learning approach and Big Data in Organizational Studies
 - 2.2 Descriptive Modeling
 - 2.3 Predictive Modeling
 - 2.4 Prescribing Modeling
 - 3.1 Set-theoretic approach versus regression-based approach
 - 3.2 Calibration versus measurement
 - 4 Sentiment analysis
 - 5 Neural Nets and Deep Learning
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Qualitative Research
Dr Paula O’Kane
Professor Sarah Robinson

This two-hour session on qualitative methods explores different approaches to the coding and analysis of qualitative data (including software applications), ways of presenting/communicating qualitative data and the use of visual methods in management and organisation research. This will include a discussion on visual methodologies, their strengths and weaknesses and the collection and analysis of visual data.

Acknowledgements

We would like to acknowledge and thank the following:

- ❖ James Cook University, particularly Dr Murray Prideaux, for hosting and supporting the Doctoral Workshop. We would be nowhere without our Institutional Members.
- ❖ The academic presenters and Session Chairs who have generously volunteered their time and energy to share their wisdom and expertise.
- ❖ Paulette Brazzale and Ed Hyatt for developing the program and setting up the roundtable sessions.
- ❖ Professor Melanie Bryant, ANZAM President, and the Board of Directors for their guidance, particularly Associate Professor Sara Walton.
- ❖ Anne Anderson, ANZAM Academy Manager, for her advice and administrative assistance.
- ❖ Dr Stephanie Macht, 2019 Conference Chair, for her support.
- ❖ George Bopi-Kerepa and Mohammed Khaiata for their input.