

26th ANZAM Conference 2012
 'Managing for Volatility and Instability'

PROVISIONAL PROGRAM

Stream	Stream Chair	Stream	Stream Chair
MVI	Managing for Volatility and Instability	MKT	Marketing and Communication
	Prof Alison Preston, A/Prof Werner Soontjens		Dr Liz Hemphill
CMS	Critical Management Studies	OB	Organisational Behaviour
	Prof Todd Bridgman		Prof Lee Di Millia, A/Prof Colleen Mills
ESBF	Entrepreneurship, Small Business and Family Enterprise	HRD&C	Human Resource Development and Organisational Change
	Dr Herb de Vries		Dr Leighton Jay, Dr Paula O'Kane
GDO	Gender and Diversity in Organisations	HPN	Health Management, Public Sector and Not-For-Profit
	A/Prof Carlene Boucher, Dr Wayne Fallon		Prof Anneke Fitzgerald, Prof Liz Fulop, Prof David Gilchrist
HRM	Human Resource Management	RM	Research Methods
	Prof Rowena Barrett, Dr Megan Paull		Prof Ken Parry
INT	International Management	STR	Strategic Management
	A/Prof Maryam Omari, Dr Yvonne McNulty		A/Prof Des Klass
L&G	Leadership and Governance	SSM	Sustainability and Social Issues in Management
	Dr Herman Tse		Dr Lucie Ozanne
MED	Management Education and Development	TIM	Technology, Innovation and Supply Chain Management
	A/Prof Edwina Pio		A/Prof Terry Sloan

MONDAY 3 DECEMBER 2012

0845	Workshop Registration	EDITH COWAN UNIVERSITY
0900	ANZAM Year End Doctoral Workshop commences	EDITH COWAN UNIVERSITY
1700	Workshop Day 1 concludes	

TUESDAY 4 DECEMBER 2012

0900 – 1700	ANZAM Year End Doctoral Workshop continues	EDITH COWAN UNIVERSITY
0900 – 1700	ANZAM Board Meeting	EDITH COWAN UNIVERSITY

WEDNESDAY 5 DECEMBER 2012		PREFUNCTION AREA LEVEL 2	
0715	Registration/ Arrival Coffee & Tea	MEETING ROOMS 4/ 5	
0900	Official Opening by Dr Jim Gill, Chancellor of Curtin University, Western Australia Welcome to Country by Noel Namup	MEETING ROOMS 4/ 5	
0915	ANZAM Keynote on the Conference theme, 'Managing for Volatility and Stability' International Keynote Speaker: Prof Raj Pillai (California State University San Marcos) Title: The Paradox of Leading for Stability during Volatile Times (Discussant: Julie Wolfram Cox Chair: Charmine Hartel – ANZAM President)	MEETING ROOMS 4/ 5	
1000	Morning tea	PREFUNCTION AREA LEVEL 2	
CONCURRENT SESSIONS ONE			
Chair	Meeting room 1 Nigel Garrow	Meeting room 2 Michael Hess	Meeting room 3 Ros Cameron
Stream	L&G - 1 142	ESBF - 1 137	HRM - 1 032
1030	Contextualisation and Conceptualisation in a multifarious context: Mixed models of leadership <i>Farris, Nezar</i>	Examining the Role of Small Firm Managers' Characteristics in Internationalization Decision <i>Agustini, Maria</i>	Harmonised health and safety legislation in Australia: Confusion and complexity for training remains <i>Bahn, Susanne; Barratt-Pugh, Llandis</i>
1050	102 Context of leadership: nursing and midwifery in the Western Australian public health system <i>Klass, Des; Nowak, Margaret; Thomas, Gail; Lord, Linley; Jefferson, Therese</i>	317 Strategic Decision-Making by Small Firms in Turbulent Environments: Case Studies from the Singapore Motor Vehicle Industry <i>Choo, Wee; Mazaroli, Tim</i>	251 Falling Between Stools: Workplace Bullying and the New Zealand Employment Relations Context <i>Blackwood, Kate; Catley, Bevan; Tappin, David; Bentley, Tim</i>
			128 The Effects of Rewards on Affective, Motivational, and Performance Outcomes: Exploring the Roles of Perceived Work Control and Trait Self-Control <i>Teachakasari, Pirathat; Jimmieson, Nerina; Parker, Stacey</i>
			225 ICT Value Emergence through Interactions within an Organisational System: A Conceptual Model <i>Ceric, Arnela; Jarrett, Denise; Bhanugopan, Ramudu</i>
			103 Knowledge Translation in an Era of Reform <i>Dadich, Anni; Hosseinzadeh, Hassan</i>
			8 Workshop D – Industry Clusters: Resources, Relations and Competitive Advantage- <i>Ken-Brown</i>
			9 Workshop A – Professional Development Workshop – Pearson Masterclass: <i>April Wright, Chair: Lisa Bradley</i>
			Meeting room 7 Liz Fulop
			HPN - 1 004
			Competing logics and compartmentalised care: medical professionalism and population based medicine in English general medical practice. <i>McDonald, Ruth</i>
			Meeting room 6 Sukanlaya Sawang
			TIS - 1 003
			Exploring factors affecting consumers' intention to use IoT technologies in China <i>Gao, Lingling; Bai, Xuesong</i>
			Meeting room 4/5 Colleen Mills
			OB - 1 039
			Why are some ingratators more successful than others? The second-order moderating impacts of political skill and organisation-based self-esteem on the need for power - ingratiation - promotability relationship <i>Sibunruang, Hataya</i>
			Meeting room 11 Tui McKeown
			MV1 - 1 156
			Managing projects in an uncertain and volatile world: engaging stakeholders, and building a systemic view of risk <i>Ackermann, Fran; Howick, Susan; Quigley, John; Walls, Lesley; Houghton, Thomas</i>
			Meeting room 10 Conor O'Kane
			STR - 1 054
			Parenting Strategies for Corporate Entrepreneurship <i>Lesner, Monika</i>
			138 Building a community of scholars: Positive relationships in a holding environment <i>Boudville, Ian; Paull, Megan; Clear, Anne; Teh Eng Choo, Elaine; von der Waerden, Natalie; Klomp, Steve</i>

Wednesday continued

1110	260	Dual-level Transformational Leadership and Work Outcomes: The Mediating Role of Efficacy Beliefs <i>Law, Ka Yee, Katie; Shujun</i>	419	Board size and performance of small firms: a meta-analysis <i>Li, Yongqiang; Du, Miaoli; Armstrong, Anona; Clarke, Andrew</i>	313	Organisational responses ameliorate the impact of workplace bullying on employee engagement <i>Cotton, Tony</i>	366	Shame: A Review and Research Model <i>Murphy, Steven; Kiffin-Petersen, Sandra</i>	227	Multi-level Website Benchmarking: Typological Collation of Recent Approaches <i>Cassidy, Leonie; Hamilton, John</i>	169	Addressing the digital divide - IT Management practices in rural NGHSDs <i>Dobson, Phillip; D'Mello, Zane</i>	205	Improving consensus and commitment to strategy implementation: evaluating systems thinking workshops <i>Scott, Rodney; Cameron, Donald</i>	236	Can we really survive without rules? : A study looking at Knowledge Sharing (KS) behaviours in high risk environments. <i>Wimalasiri, Varuni</i>
1130	394	Philosophical Roots of Servant Leadership in the Chinese Confucian Context <i>Zhang, Haina; Everett, Andre; Elkin, Graham</i>	192	The Multiform Concept of the SME Ordinaire: A Literature Review <i>Reboud, Sophie; Clark, Delwyn; Mazzarol, Tim</i>	077	Antecedents of Workplace Aggression for Hospital Nurses <i>Demir, Defne; Rodwell, John</i>	371	The impact of negative emotion and perceptions of control and success on intentions to trust <i>Christie, Anne; Jordan, Peter; Troth, Ashlea</i>	339	Information and Communication Technology usage by SMEs in a developing country: An environmental perspective <i>Azam, Md Shah</i>	214	Does a speciality ward structure remain a sustainable approach to meet the volatility, increasing demand and safety requirements for inpatient hospital treatment? <i>Williams, Mike; Allen, Michael; Fordyce, Andrew</i>	022	Towards A Metacognitive View of Strategic Choice <i>Sadeghinejad, Zahra; Naimael, Arash</i>	139	An Investigation of the Managerial Practices and Attitudes toward Organisational Culture Management in Western Australia <i>Wong, Harry; Alexander, Paul; Venable, John</i>
1150	287	Consolidating the Ideas of Boomi Tourist Accommodation Providers into a Collective Conception <i>Metcalfe, Mike; Hassanli, Najmeb</i>	011	Emergency services volunteers: affiliation and commitment <i>Wallace, Michelle</i>	381	Mobile Technology Usage and Employee Life Satisfaction in Japan <i>Sugianto, Ly-Fie; Tojib, Dewi; Fujimoto, Yuika</i>	421	What is strategy in the public sector? <i>Zelan, Tatiana; Lewis, Geoffrey</i>	243	Managing Consumerization of IT: a NZ perspective. <i>Sen, Palash; Mason, David</i>						
1210 – 1330	Lunch includes special lunch for New ANZAM members											PREFUNCTION AREA LEVEL 2				
1300 – 1330	Poster Presentations Session One – All poster authors to be available with their poster											PREFUNCTION AREA LEVEL 2				

Wednesday continued

CONCURRENT SESSIONS TWO		Meeting room 1	Meeting room 2	Meeting room 3	Meeting room 4/5	Meeting room 6	Meeting room 7	9	Meeting room 10	Meeting room 11
Room	1330	Meeting room 1 Megan Paull HRM - 2 115	Meeting room 2 Najmael Arash STR - 2 030	Meeting room 3 Suzanne Young MED - 1 191	Meeting room 4/5 Lee di Milia OB - 2 017	Meeting room 6 Daniel Prajogo TIM - 2 250	Meeting room 7 Maryam Omar HPN - 2 181	9	Meeting room 10 Margaret Vickers GDO - 1 107	Meeting room 11 Marie dela Rama L&G - 2 019
Chair										
Stream	1330	115 Skilled Labour Supply and Demand in Resource Rich Regions of Australia <i>Bahn, Susanne; Cameron, Roslyn</i>	030 ESG in focus: The Australian evidence <i>Galbreath, Jeremy</i>	191 Training determinants in software product and service firms <i>Malik, Ashish; Blumentfeld, Stephen; Nliakant, Venkataraman</i>	017 Leader-member Exchange Differentiation and Team Performance: The Role of Affective Climate and Team-member Exchange <i>Ise, Herman</i>	250 A Living Laboratory Proposition for Revitalising Regional Australia <i>Dhakal, Subas; Brown, Kerry; Keast, Robyn; Mahmood, Muhammad; Wiewlora, Anne; Dick, Tom</i>	181 The impact of strata titled properties on the Australian NFP sector <i>Altmann, Erika</i>		107 Female participation in the Saudi Workforce: A Saudi perspective of key barriers <i>Aiselaimi, Faneem; Lord, Linley</i>	019 Aspects of Acquirer Behaviour in Australian Mergers and Acquisitions <i>Garrov, Nigel</i>
1350	045 Employee Perceptions of Current Job Performance in Australian Public Hospitals <i>Bhanugopan, Ramudu; Carlisle, Joanna; Aladwan, Khaled</i>	286 The opportunity cost of saving money: An Exploratory Study of Permanent Transfers and Localisation of Expatriates in Singapore <i>Tait, Elise; DeCieri, Helen; McNulty, Yvonne</i>	200 Customising management education: Designing learning episodes using an open system perspective <i>McLean, Peter</i>	075 Leaders' Influence on the Networking Behavior of their Direct Reports <i>Sur, Peter; Anderson, Marc</i>	297 Cluster drivers and barriers: beyond the literature <i>Teal, Greg; Hall, Timothy</i>	221 Where has the Strategic Thinking Gone in the Non-profit Board Room? <i>Barnbach, Matthew</i>		423 Searching for GRACEFUL Leaders: <i>Hendrickson, Troy</i>	323 Internal Governance Mechanisms and Performance: A Study of Australian Universities <i>Lokuwaduge, Chitra; S. De Silva</i>	
1410	280 Am I supposed to fix it or not? A strategy of asset management <i>Brunetto, Yvonne; Xeri, Matthew; Nelson, Silvia</i>	326 Reconsidering local competition: Organizational relocation and geographic concentration in the US firearms industry, 1790-1914 <i>Kasbekar, Chirag</i>	309 Towards a conceptual framework for exploring how individuals within organisations share practical knowledge <i>Tunsi, Weam; Guzman, Gustavo; Shacklock, Kate</i>	267 The Role of Individual Agency in Accelerating Leader Development <i>Bindl, Uta; Parker, Sharon; Wang, Lena; Griffin, Mark</i>	338 An AHP integrated OFD approach for mitigating upstream supply chain barriers: A study on Ready-Made Garment (RMG) Industry of Bangladesh <i>Chowdhury, Md.; Nuruzzaman, Md.; Dewan, Mohammed; Quaddus, Mohammed</i>	228 Three schools of not-for-profit management thought - Exploring the influence of management ideologies on managerial responses <i>Malhotra, Astha; Verreynne, Martie-Louise; Zammuto, Raymond</i>		322 A road ahead for early diversity management researchers in Australia <i>Manoharan, Ashokkumar</i>	435 Wicked problems and 'slight of hand': lessons from the Australian private hospital sector for management under choice policy <i>Sheahan, Margo</i>	
<p>8 Workshop B - Professional Development Workshop - Meet the Editors - Bruce Gurd, Raj Pillai, Mustafa Ozilgin, Bill Harley, Charmine Harteel</p> <p>9 Workshop E - A guide to causal mapping - Veronique Ambrosini, Fran Ackerman, John Billsberry</p>										

Wednesday continued

1430	028	Organisational Sustainability Initiatives minus Green HRM Strategy equals Ineffectiveness <i>Kirsch, Christina; Connell, Julia</i>	396	Geographic Concentration and Heterogeneity in Competitive Intensity: Posibellum Firearms Firms in the Southern United States <i>Kasbekar, Chirag</i>	151	Why we must EAT to grow: The employees' perspective of senior leader influence on organisational learning. <i>Waddell, Alex; Pio, Edwina</i>	330	An Integrated Model of Leader-Member Exchange Differentiation and Creativity in Work Teams <i>Rana, Vishal; Tse, Herman</i>	341	Investigating the behaviours, impact and motivations of innovation champions <i>Molloy, Courtney; Kriz, Anton</i>	399	In recognition of their importance: A performance measurement model for not-for-profit service organisations <i>Watts, Ted (Edmund)</i>	096	Rethinking Project Governance - The Role of the Project Owner <i>Zwikael, Ofer; Smyrk, John</i>	
1450	321	Six Months in a Leaky Boat <i>Phillips, Diane; Blackman, Deborah</i>	090	An exploratory study of clusters, knowledge exchange, and the climate change issue <i>Galbreath, Jeremy; Klass, Des; Charries, David</i>	174	Internal coaching and coaching culture <i>Ebrahimi, Mehdi; Cameron, Roslyn</i>	451	Strategic emotional intelligence <i>Bausseron, Elise</i>	413	Modelling a Dynamic Game in a Two stage Supply Chain under different Supply Chain Contracts: A Decision Problem for a Capacity Constrained Manufacturer <i>Nandi, Shirsendu</i>	281	Organisational Design in Hospitals: The Impact of Resource Constraints on Interactions between Subunits <i>Wright, April</i>	097	Sustaining career through maternity leave <i>Nowak, Margaret; Naudé, Marita; Thomas, Gail</i>	
1510	Afternoon tea														
CONCURRENT SESSIONS THREE															
Chair	Meeting room 1	Antonia Girardi	Meeting room 2	Meeting room 3	Meeting room 4/5	Meeting room 6	Meeting room 7	Meeting room 8	Meeting room 9	Meeting room 10	Meeting room 11	PREFUNCTION AREA LEVEL 2			
Stream	HRM - 3	050	ESBF - 2	MED - 2	OB - 3	TIM - 3	HPN - 3	GDO - 2	L&G - 3	GDO - 2	L&G - 3				
1530	Work Values and Job Involvement of The Post-80s in Macao <i>Chan, Sow Hup; Lei, Chon Kit; Kong, Siew Huat</i>	062	Understanding the impact of engagement and beliefs on immigrant entrepreneurship: Does it really matter? <i>de Vries, Huibert</i>	049	An exploration of the professional competencies required in Engineering Asset Management <i>Bish, Adelle; Newton, Cameron; Browning, Vicky; O'Connor, Peter; Anibaldi, Renata</i>	215	Motivations, work-family enrichment and job satisfaction: A two study same of CEOs and junior/senior leaders <i>Roche, Maree; Haar, Jarrod</i>	048	Dynamic role of business environments in affecting product and process innovation <i>Pralogo, Daniel; Oke, Adegoke</i>	058	The role of employee managerial responsiveness and direct voice in reducing nurse burnout <i>Holland, Peter; Allen, Belinda; Cooper, Brian</i>	289	Migrant workers and job embeddedness: Developing an understanding of attachment <i>Halvorsen, Beni; Treuren, Gerry; Kulik, Carol</i>	335	Developing Holistic Leaders: Re-examining Leadership Development Programs using the Servant Leadership Model <i>Robin, Mulyadi; Sendjaya, Sen</i>
												Workshop F - Conducting ethical management research: Drama & discussions - <i>Margot Edwards et. al</i>			
												Workshop C - PD Workshop - A guide to getting Published <i>- Kim Eggleton (Emerald Publishing Group)</i>			

Wednesday continued

Room	Meeting room 1	Meeting room 2	Meeting room 3	Meeting room 4/5	Meeting room 6	Meeting room 7	Meeting room 10	Meeting room 11
1550	064 Recruitment and Retention Practices in Multinational Corporations in Saudi Arabia: A Focus on Women <i>Alfarazi, Abeer; Stanton, Pauline</i>	292 Would an understanding of Entrepreneur's Ethical Mindset lead to a theorization of 'Entrepreneurship Ethics'? A research idea <i>Issa, Theodora; Geneste, Louis; Pick, David; Weber, Paul</i>	337 Examining the role of collective efficacy for media use in hybrid teams <i>Cotronei-Baird, Valerie</i>	256 Disclosing Caring Responsibilities: Employees who Care for Disabled Family Members <i>Bainbridge, Hugh</i>	307 An AHP-QFD integrated approach for mitigating barriers of corporate sustainability <i>Chowdhury, Md Maruf Hossain; Hossain, Md; Quaddus, Mohammed</i>	201 A comparison of the impact of workplace relationships on engagement, wellbeing, commitment and turnover: intentions for nurses in Australia and the USA <i>Brunetto, Yvonne; Xerri, Matthew; Shriberg, Art; Farr-Wharton, Rod; Shacklock, Kate; Newman, Stelanie; Dlinger, Joy</i>	218 Extending the diversity research agenda: Acknowledging 'invisible' diversity dimensions. <i>Houkamau, Carla</i>	259 Interactive Leadership Practices of Australian Expatriates in Papua New Guinea: Perceptions of Functional Managers <i>Bhanugopan, Ramudu; Li Ge; Viviani, Ceri; Arnela; Aladwan, Khaled</i>
1610	208 Organizational support for employee development, commitment and exit intentions: The moderating effect of the leader-follower relationship <i>Pajo, Karl</i>	400 Entrepreneurial Orientation and Performance in New Jersey Schools <i>Phelan, Steven; Johnson, Ane; Semrau, Thorsten</i>	376 Putting Learning into Practice: A Qualitative Analysis of the Impact of a Leadership Development Program <i>King, Elizabeth; Nesbit, Paul</i>	266 Multi-dimensions of learning: an examination of the antecedents and contribution to organisational commitment <i>Dayaram, Kandy; Eung, Lucia</i>	308 Supply chain sustainability through complying buyers' requirements in apparel industry: A fuzzy QFD approach <i>Chowdhury, Md.; Dewan, Mohammed; Quaddus, Mohammed</i>	274 Examining the antecedents of engaged nurses in Italy: Perceived Organisational Support; Satisfaction with training and Development and Discretionary power <i>Trinchero, Elisabetta; Brunetto, Yvonne; Borgonovi, Elio</i>	305 Stay, go or pause: Older workers' employment decisions <i>Pereira, Sanjeeva; Sardeshmukh, Shiruti; Kulik, Carol</i>	370 Context matters: Revealing the local and material nature of how leadership is experienced <i>Mills, Colleen</i>
1630	086 High performance work system (HPWS) and Clinician wellbeing: evidence from Chinese hospitals <i>Zhang, Mike; Mingqiang; Bartam, Tim; Dowling, Peter; Zhu, Cherie; Jihua</i>	276 Self-stigmatisation of Entrepreneurial Failure <i>Singh, Smita; Cornet, Trish</i>	193 Predictors of Effective Web Based Management Programs in China <i>Mathews, Pamela; Bhanugopan, Ramudu; Li Ge, Vivian</i>	111 Motivation and Proactivity in Solving Work Problems <i>Kirby, Laura; Searle, Ben</i>	349 Do perceptions matter? Examining behavioral dynamics in the adoption of sustainable supply chain management <i>So, Stuart Parker, David; Xu, Henry</i>	345 Tensions between External Forces, Organizational Culture and Employee Satisfaction in the Nonprofit Health Sector <i>Mak, Angela; Paragas, Fernando</i>	217 Life Satisfaction and Satisfaction in Domain of life: A Study with Reference to Indian Skilled Migrants in Australian Organisations <i>Rajendran, Diana; Gunasekara, Asanka</i>	245 Mindfulness, psychological capital, and well-being: a four study sample of organizational leaders <i>Roche, Maree; Haar, Jarrod; Luthens, Fred</i>
1650	085 The Role of Participative Leadership and Trust-Based Mechanisms in Eliciting Intern Performance: Evidence from China <i>Newman, Alexander; Rose, Philip; Teo, Stephen</i>	031 TCKs in the Classroom: International School Teachers' Professional Development in Response to the Needs of Third Culture Kids <i>Carter, Margaret; McNulty, Yvonne</i>	453 Organisational Change and Power in Cross-border M&As: A critical sensemaking perspective <i>Degbey, William; Saee, John</i>	271 Process and patient journey modelling using integrated data in healthcare: Model development and simulation <i>Samaranayake, Premaratne; Hayes, Kathryn; Dadich, Ann; Sloan, Terry</i>	410 Institutional Logics, Organisational Role and Professional Identity: The Link to Practice <i>Moore, Lauchlan; Wright, April; Zammuto, Raymond</i>	079 During Dark Times: Exploring Shame Experiences for Workers with Multiple Sclerosis (MS) -- A Creative Non-Fiction Case Study <i>Vickers, Margaret</i>		
1730	WELCOME RECEPTION							
1900	Conclusion Day One							
	LEVEL 2 SUMMER GARDEN							

Workshop B -- Professional Development Workshop - A guide to getting Published - Kim Eggleton (Emerald Publishing Group)
 Workshop F -- Conducting ethical management research: Drama & discussions - Margot Edwards, David Tappin, Kaye Thom, Kate Blackwood, Tim Bentley

THURSDAY 6 DECEMBER 2012

	MEETING ROOM 11 PREFUNCTION AREA LEVEL 2 MEETING ROOMS 4/5									
	MEETING ROOMS 4/5 PREFUNCTION AREA LEVEL 2									
0730	Incoming ANZAM Board Breakfast Meeting									
0815	Registration									
0900	ANZAM Distinguished Keynote Speakers- Mr Michael Malone- CEO Inet - One big happy family – acquisition to integration & Dr Michael Shaper ACCO - Managing to be competitive in an online world: The 21st century challenge (Chair: Bruce Gurd – ANZAM President Elect)									
1020	Stream Award Presentations (Chair: Bruce Gurd – ANZAM President Elect)									
1040	Morning tea									
CONCURRENT SESSIONS ONE										
Chair	Meeting room 1	Meeting room 2	Meeting room 3	Meeting room 4	Meeting room 5	Meeting room 6	Meeting room 7	9	Meeting room 10	Meeting room 11
Stream	Dorothy Wardale MVU - 2 025	Herb de Vries ESBF - 3 130	Gary Marchioro MED - 3 189	Rowena Barrett HRM - 4 319	YunXia Zhu OB - 4 071	Paula O'Kane HRDC - 1 113	Nicola McNeil HPN - 4 013	Jason Milka CMS - 1 110	Christian Zippel MKT - 1 120	Christian Zippel MKT - 1 120
1110	Strategic Capabilities that Drive Organisational Success: Lessons Learnt from Australia in the Volatile Aftermath of the GFC <i>Simon, Alastair; Barile, Chloe; Stockport, Gary; Smith, Brett; Sohal, Amrik</i>	A corporate venturing unit as separation and collaboration mechanism to promote innovation in a service industry context <i>Goudsmit, Miriam</i>	Building sustainable and effective assurance of learning processes in a changing higher education environment <i>French, Erica</i>	The Relationship Between High-Performance Work Systems and Employee Attitudes and Behaviors: A Job Demands-Resources Model <i>Chen, Yuan-Ling; Lu, Suzhi; Kao, Yueh-Tzu; Lin, Cheng-Chen</i>	Officer perceptions of reward fairness and withdrawal behavior <i>Allisey, Amanda; Rodwell, John; Noble, Andrew</i>	Vocational Training in Saudi Arabia <i>Alharbi, Mohammad</i>	A Typology of Corruption Resistance for Public Sector Organizations <i>Pick, David; Issa, Theodora; Hughes, Vince; Sawyer, Anna; Teo, Stephen</i>	Affects of symbolic domination through practice colonization across a transnational corporation <i>Butcher, Tim</i>	Behavioral Intentions – An Important Aspect of Pricing and Revenue Management <i>ElHaddad, Rania</i>	Behavioral Intentions – An Important Aspect of Pricing and Revenue Management <i>ElHaddad, Rania</i>
1130	036 Augmented Critical Scenario Method: Analysing stakeholders' achievement of their objectives within future scenarios <i>Cairns, George; Wright, George</i>	178 Business longevity in regional Australia: Birchalls Bookshop, Tasmania 1844-2000 <i>Hess, Michael</i>	069 Student Perception of the Importance and attainment of Generic and Graduate Employability Skills in a Business Course <i>Stein, Andrew; Licciardi, Raquel</i>	314 Organizational Commitment and Job Satisfaction in Public Sector <i>Ku, David, KU; Azizah</i>	076 The Effect of Bullying on Burnout in Nurses: The Moderating Role of Psychological Detachment <i>Reynolds, Roslyn; Allen, Belinda; Holland, Peter</i>	197 The Paradox of Employee Retention for Knowledge Transfer <i>Burgess, John; Larkin, Roslyn</i>	254 Conceptual and thematic analysis of policies and guidelines on engineering asset management of different states in Australia <i>Mahmood, Muhammad; Dhakal, Subas; Wiewiora, Anna; Brown, Kerry; Keast, Robyn</i>	Workshop H – Mixed Methods Research – Hos Cameron, Ray Cooksey	230 Creative Labour: Towards a Renewed Research Agenda <i>Fitzgerald, Scott; Raimie, Al; Bennett, Dawn; Coffey, Jane</i>	063 Effective marketing communication in an ageing society: Researching New Zealand baby boomers' responses for advertisements <i>FitzPatrick, Mary; King, Chloe; Davey, Janet</i>
								8 Workshop G – Patient Centred Care - Anneke Fitzgerald, Liz Fulop, Mark Avery, Anne Smyth, Daryl Sadgrove		

Thursday continued

Meeting room 1	Meeting room 2	Meeting room 3	Meeting room 4	Meeting room 5	Meeting room 6	Meeting room 7	8	9	Meeting room 10	Meeting room 11
1150	033 Unexpected Challenges to Strategic Directions in High Technology Organisations <u>Daniel, Lisa;</u> <u>Neele, Lisa</u>	231 Psychological Capital and Training Transfer: Motivation: The Role of Pre-training Positive Affect <u>West, Andy</u>	429 Exploration of the Relationship between Personality Types, Career Anchors and Learning Styles <u>Rai, Niharika;</u> <u>Phadke, Gayatri</u>	291 Narcissistic Entitlement and Workplace Deviance: The Mediating Role of Organisational Justice <u>Gallagher, Erin;</u> <u>Scherer, Lisa</u>	213 Two Steps Back, Three Steps Forward: The Story of South African Migrants Working in Australia <u>Soontiens, Werner;</u> <u>Van Tonder, Chris</u>	354 An examination of the role and impact of strategic human resource practices in a member based organisation: A study of Australian Men's Sheds <u>Cavanagh, Jillian;</u> <u>McNeil, Nicola;</u> <u>Bartram, Tim</u>	Workshop G – Patient Centred Care – Anneke Fitzgerald, Liz Filop, Mark Avery, Anne Smyth, Daryl Sadgrove	Workshop H - Mixed Methods Research – Ros Cameron, Ray Cooksey	428 New Theories for New Times? <u>Hassard, John;</u> <u>Wolfram Cox, Julie;</u> <u>Rowlinson, Michael</u>	041 Using brands to overcome culture shock <u>Karsaklian, Eliane</u>
1210	220 Ethical Dilemmas during mergers, acquisitions, and takeovers: <u>La Vertu, Edmond;</u> <u>Barratt-Pugh, Llandis</u>	242 Exploring and Exposing Values in Management Education: Final Year Moral Imagination <u>Young, Suzanne;</u> <u>Solntander, Nikodemus;</u> <u>Fougere, Martin</u>	078 Applying a Work Design Model to Employee Outcomes For Aged Care Nurses <u>Rodwell, John;</u> <u>Martin, Angela;</u> <u>Demir, Defne</u>	303 Abusive supervision and subordinates' proactive behavior <u>Xu, Qin</u>	241 New Ideas for a Complex Paradigm: Testing the Role of Positivity within Training Transfer <u>Wenzel, Ramona</u>	360 Bullying as a marker of low performance work systems <u>Plimmer, Geoff</u>	Workshop G – Patient Centred Care – Anneke Fitzgerald, Liz Filop, Mark Avery, Anne Smyth, Daryl Sadgrove	Workshop H - Mixed Methods Research – Ros Cameron, Ray Cooksey	235 Towards a theory of social fractal discourse: some tentative ideas <u>Latham, James;</u> <u>Muhleisen, Amanda;</u> <u>Jones, Robert</u>	177 Try before you buy: A strategy to source jobs for unemployed people with disabilities. <u>Hemphill, Elizabeth;</u> <u>Kulik, Carol</u>
1230	364 A study of Corporate Strategies in response to climate change <u>Sree Kumar, Sheela</u>		132 A Study of Voice as a Determinant of Commitment and Innovation <u>Selvaraj, Patturaja</u>	325 Consequences of Anxiety and Anger on Group Risk Decisions <u>Spoor, Jennifer</u>	351 Extending the Self-based Psychological Theory of Change: The Role of Territoriality in Managing Change in Organisations <u>Kromah, Momo;</u> <u>Ayoko, Oluwemi;</u> <u>Ashkanasy, Neal</u>	392 Value for Money in Public Sector Construction Procurement <u>Staples, Warren;</u> <u>Dairymple, John</u>			391 Reflections on the Adoption of Critical Management Studies in Teaching Business Ethics <u>Fallon, Wayne</u>	180 Member Loyalty in Co-operative Enterprises: A Preliminary Assessment <u>Mazzaro, Tim;</u> <u>Soutar, Geoffrey;</u> <u>Mamouni Limnios, Elena</u>
1250 – 1350	Lunch									PREFUNCTION AREA LEVEL 2
1320	Poster Presentations Session Two – All poster authors to be available with their poster									PREFUNCTION AREA LEVEL 2
1250 – 1800	Heads of Schools of Management Network Meeting									MEETING ROOM 9

Thursday continued

Chair	Stream	Meeting room 1	Meeting room 2	Meeting room 3	Meeting room 4	Meeting room 5	Meeting room 6	Meeting room 7	Meeting room 8	Meeting room 10	Meeting room 11
1350		Fran Ackerman MVI - 3 083 Are there really foxes: where does the doubt emerge? Blackman, Deborah; Sarre, Stephen; Corcoran, Amy	Steven Phelan ESBF - 4 129 Entrepreneurs' Role in Creating Purposeful Business Networks Chang, Frances; Webster, Cynthia	Tina Karme MED - 4 229 Enhancing Distance Education Student Outcomes Utilising Learning Analytics: A Case Study Fisher, Josie; Valenzuela, Fredy; Whale, Sue	Werner Soontjens HRM - 5 247 Finding the balance: Career options and choices for Gen Y professionals Clarke, Marilyn	Maree Roche OB - 5 057 "Frustrating Customers": Negative Affective Events during Service Interactions Kiffin-Petersen, Sandra; Murphy, Steven	Leighton Jay HRDC - 2 206 Organisational Climate Differences in Higher Education Institutions: Macau and Australia Tam, Shuk Han; Ryan, Suzanne	Yvonne Brunetto HPN - 5 007 Using Voice of Customer Techniques to Support Inter-Departmental Change in Process Redesign, and its Potential to Reconcile Professional Identities with Patient Centred Care Hayes, Kathryn; Reed, Nick; Fitzgerald, Anneke	8 Workshop 1 - Curriculum Development and Training in Sustainability - Suzanne Benn, Paul Brown, Wayne Fallon, Patck Crittenden	Rod Palmer CMS - 2 433 A Māori approach to management: contrasting traditional and modern Māori management practices in Aotearoa New Zealand Milka, Jason; O'Sullivan, John	Yvonne McNulty IM - 1 099 Long Term Orientation vs. Future Orientation: A Critical Study Venak, Sunil; Zhu, Yunxia; Brewer, Paul
1410		232 Voluntary Outsiders: Exploring the Self-Identity of a Contractor McKeown, Tui; Bryant, Melanie	406 Understanding the Interrelations of the Aversions of Loss, Risk and Uncertainty: A Study of Entrepreneurs in Myanmar Draulers, Annabelle; Seymour, Richard	368 Work Integrated Learning and Business Education: A Legitimate Reverse Mapping Approach? Holloway, David; Holloway, Donell	165 What knowledge, skills and attitudes should strategic HRM students acquire? A Delphi study Coetzer, Alan; Stillington, Helen	356 Territoriality and Sensemaking in Organisations Irving, Gemma; Ayoko, Oluremi; Ashkanasy, Neal	312 International Accreditation: Professionalising Australian Business Schools Hogan, Owen; Brunetto, Yvonne; Wilde, Simon	018 Patient experience quality: towards the development of a grounded conceptual model Ponsganon, Fred; Williams, Mike; Hall, Juliet	379 Responsible Leadership Stimulating Moral Capitalism Through a New Discourse for Business Parry, Ken; Fiskerud, Audun	131 Home Regionalisation Trends And Performance Implications In The Automotive Supply Industry Osegovitsch, Tom	
1430		412 Integration of Financial Markets and Overseas Investments Vishnu, Sriranga	187 A Preliminary Study of Entrepreneurial Development In Singapore and Australia Huang, Fang; Rice, John	074 Does CSR matter among Millennial job-seeking students? Leveson, Lynne; Joiner, Therese; Bakalis, Steve	133 Gender Differences in Social Media Faux Pas in Personnel Selection - An Empirical study Nguyen, Nhung	098 Geotemporally Distributed Project Teams Norman, Francis; Pick, David; Dickie, Carolyn	329 Older Academics' Views of Promotion Larkin, Jacqueline; Neumann, Ruth; Nesbit, Paul	190 Building a Research Community of Practice, and Researching Brilliance in Health Care: Now for Something Different Hayes, Kathryn; Campbell, Steve; Curry, Joanne; Dadich, Ann; Ditton, Mary; Eljiz, Kathy; Fitzgerald, Anneke; Fullop, Liz; Herington, Carmel; Isouard, Godfrey; Karimi, Leila; Smyth, Anne	290 Sessional Academics: 1991-2012 Evan, Suzanne	059 How entry timing, project developmental stage, and ownership level affect the financial performance of Chinese investment in Australia Huang, Xuell; (Charlie); Zhou, Shijia (Adam)	
1450		081 Money Talks Wardale, Dorothy	332 Evolution of Entrepreneurial Social Networks: A Preliminary Analytical Model Ozdemir, Salih	056 The Value of Service-Learning: The Student Perspective Olatu, Doina; Caspersz, Donella; Smith, Leigh	278 Generational Differences: Do they exist and what does this mean for management? A critical review of the literature Radford, Katrina; Shacklock, Kate	100 Understanding public relation Practices in Chinese Organisations: Multiple Logics and Identities Hou, Zhengye; Zhu, Yunxia; Bromley, Michael	373 Towards a Multivariate Asymmetry Theory of Structural Contingency Mismatches Luo, Ben; Nanfang; Donaldson, Lex	357 Managerial Identity, career progression and job satisfaction among middle managers in the health care sector Meissner, Ellen; Callan, Victor; Wilson, Jill			
1510		Afternoon tea									

PREFUNCTION AREA LEVEL 2

Thursday continued

Chair	Meeting room 1	Meeting room 2	Meeting room 3	Meeting room 4	Meeting room 5	Meeting room 6	Meeting room 7	8	Meeting room 10	Meeting room 11
1540	Paul Alexander MWI - 4 273 Automatic Decision Models and Group-Influenced Decision Making Under Stress: Several Areas of Inquiry Ahmed, Ezaz; Fein, Erich; Chernyak-Hai, Lily	Elaine Karsaklian MKT - 2 253 Measuring Local Tourism Attractiveness: The Case of Italy Cugno, Monica; Grimmer, Martin; Viassone, Milena	Edwina Pio MED - 5 350 The Paradigm Thinking behind the actions of the International Coach Federation and some Implications for the Future of Coaching. Lodwick, Desley; Haslett, Tim	Deborah Blackman HRM - 6 194 Developmental HR practices that embed managers: an Indonesian study Bambacas, Mary	Ian Boudville OB - 60 026 Developing a 'confidentiality bubble' model for managing restricted information Harwood, Ian; Turnock, Stephen; Ashleigh, Melanie	Ramon Wenzel HRD - 3 163 Enhancement of the Evolutionary Change Theory - A Determination of who and what matters through a study of New Zealand Electricity Industry Ahmed, Hafsa; Balzarova, Michaela; Cohen, David	Mohammed Quaddus TIM - 4 234 Analysing Reverse Logistics in the Indian Pharmaceutical Industry: A Systems Approach Narayana, Aghalaya, Sushmita; Elias, Arun; Pati, Rupesh	8	Suzanne Ryan CMS - 3 257 Critical Risk Management in a Cross-Cultural Context in High Risk Industries: Towards a Pragmatic Research Model Kubicek, Amadeus; Bhanugopan, Ramudu; Fish, Alan	Alexander Newman SSM - 1 010 The role of ethical leadership in regulating unethical pro-organizational behavior Miao, Qing; Newman, Alexander; Yu, Jia; Xu, Lin
1600	343 Understanding and influencing the disadvantages experienced by agency workers in Australia Cochrane, Robyn	258 Student Motivation and the 'Feel Good' Factor: An Empirical Investigation of Distinct Motivational Types as Predictors of University Service Quality Evaluation and the Moderating Role of Outcome Valence Chong, Yit Seang; Ahmed, Pervaz	450 Education Evolution: A Qualitative Study for Student Perceptions Marchioro, Gaby; Hart, Dylan; Fu, Elizabeth; Ryan, Maria	222 Something old, something new: Work-life balance challenges in Iran Farivar, Farvet; Scott-Ladd, Brenda	265 The role of Regulatory Focus in sequential resource allocation decisions over time in a New Product Development project Boudville, Ian	184 An action research project in health Young, Suzanne; Leggat, Sandra; Stanton, Pauline	320 Knowledge Integration Mechanisms, Market Integration Capability, Product Innovation Performance, and Environmental Context: A Moderated Mediation Model Hsu, Teresa; Tsai, Kuen-Hung; Liao, Yichuan	Workshop 1 - Leadership Strategies for Assurance of Learning - James Herbert, Bomy Lawson, Erica French	034 Power relationships shaping organisational learning for volatility and instability: Authentic or Compliant? Garratt, Lindsay; Jackson, Paul	023 Firm advocacy: consumer preference within and across organisation types O'Brien, Ingrid; Jarvis, Wade; Soutar, Geoffrey
1620	176 Adaptation in Times of Instability: The Role of Social Networks Hibbert, Paul; Siedlok, Frank; Whitehurst, Fiona	334 Tourism Destination Loyalty Model: A Comprehensive Empirical Assessment of Cox's Bazar, Bangladesh Hossain, Md. Quaddus, Mohammed; Shanka, Tekle	124 Durable Effects of Short-term Programs on Student Leadership Development Rosch, David; Caza, Arran	012 How Do Self-Initiated Expatriates Develop Their Career Orientation? Examining the Link Between SIE Orientation and Individual ROI McNulty, Yvonne	346 Towards understanding how institutional forces influence the functional service quality practices of Australian very Large Internet Service Provider industry Vilapakkam, Nagarajan, Karthik	386 Workplace Bullying: Incidence and Impacts Fishwick, Simon	294 Organisational Evaluation of Technological Innovations Kirdena, Senevi; Phoonsup, Kedsarin	108 Competing in a High Stakes Game: Organisational Learning in the Biotechnology Industry - A Critical Review McGirr, Patrick; Vickers, Margaret; O'Shea, Michelle	052 Turn It Off: Encouraging Environmentally-Friendly Behaviours in the Workplace Evans, Alice; Russell, Sally; Fielding, Kelly	

Thursday continued

1640	361	Volatility and Instability – Triggers for the Emergence of the Contracting Management Company? <i>McKeown, Tui; Cochrane, Robyn</i>	401	The Effects of Perceived Risks on Destination Image and Intention to Revisit Disaster Stricken Japan: A Conceptual Paper <i>Jahari, Siti; Chew, Yin Teng</i>	427	Intellectual capital- enhancing HR, Absorptive Capacity and Innovation <i>Soo, Christine; Tian, Amy Wei; Teo, Stephen; Corden, John</i>	106	A Comparative Study of Competency Requirements for Port Executives in Vietnam and Taiwan <i>Thai, Vinh; Lim, Taih-Cherng</i>	118	Conflict Communication Behaviours and Employee Satisfaction: The Moderating Role of Cultural Intelligence and Transformational Leadership <i>Nicoli, Julie; Ayoko, Oluwemi</i>	407	Emergence and Enactment of Distributed Leadership: Contextual Enablers and Blocks during periods of Strategic Change <i>Jayashree, Pavvazhi; Shen, Kathy; Lefoe, Geraldine</i>	306	The contingent value of knowledge integration mechanisms for product innovativeness in high-technology firms <i>Liao, Yichuan; Tsai, Kuen-Hung; Hsu, Teresa</i>	424	Corporate Culture and Employee Identity: Colonization or Contestation? <i>Palmer, Rod</i>	182	Environmental management decision making in small business: A rational or intuitive process? <i>Anderson-Marks, Michelle; Walker, Beth; Redmond, Janice</i>
1700	270	Moving from High Reliability and Normal Accidents to High Resilience Theory <i>Williams, Mike</i>	311	Strategic choice and capability development in offshore software service and product development firms <i>Malik, Ashish; Blumentfeld, Stephen</i>	275	A Service Learning Case Study between a Business School and an Indigenous NGO <i>Karme, Tina; Young, Suzanne</i>	006	The Perceived Impact of International Assignments on Chinese Expatriates' Career Capital <i>Yao, Christian</i>	426	Insights into Organisational Change Practices in Australian SMEs <i>Wiesner, Betha</i>	248	Analysis of an ICT Value Creation System: Application of Systems Theory Research Method <i>Ceric, Amela; Bhanugopan, Ramudu</i>	333	Formal workplace mentoring: Silver bullet or poison dart? <i>Short, Tom; Morrison, Anne</i>	374	Embedding corporate social responsibility into the organizational culture <i>Luximon, Varuna; Singh, Manjit</i>		
1720	Close of sessions																	
1900-2300	Conference Dinner Fraser's State Reception Centre Buses leave from outside the Convention Centre on Level 1 at 1830hr																	

FRIDAY 7 DECEMBER 2012

0845	Registration	PREFUNCTION AREA LEVEL 2	
0815-0915	"Safety and Wellness" SIG breakfast meeting <i>Sue Bahn</i>	Meeting room 11	
0830-1050	Institutional Members' Meeting – theme: Using the ABS for Research in Management and Business <i>Charlaine Hartel</i>	Meeting room 9	
0900-1000	Conference Chair Debriefing Breakfast <i>Werner Soortjens</i>	Meeting room 10	
0900	Pre-Session Coffee	PREFUNCTION AREA LEVEL 2	

Room	Meeting room 1	Meeting room 2	Meeting room 3	Meeting room 4	Meeting room 5	Meeting room 6	Meeting room 7	Meeting room 8	Meeting room 11
Chair	Elizabeth Hemphil	Alison Preston	Sally Russell	Helen Stillington	Grant Michelson	Theodora Issa	Herman Tse	Ken Parry	
Stream	MKT - 3	STR - 3	SSM - 2	HRM - 7	OB - 7	ESBF - 5	L&G - 4	RM - 1	
0930	295 Customer Relationship Management Success Model: A Conceptual Framework <i>Alamgir, Mohammed; Quaddus, Mohammed</i>	021 Business Model Innovation and Replication: A Duality in the Growth Path of the Firm <i>Najmaei, Arash</i>	179 Organizational Change for Sustainability: An agenda for cultural research <i>Palmer, Janet; Russell, Sally; McIntosh, Malcolm</i>	202 Pay Equity in Smaller Firms: What do Managers Say and Do? <i>Barrett, Rowena</i>	046 The Impact of Work Environment, Organisational Change and Human Resource Development on in Role Job Performance in Australia: A Conceptual Framework and future research Agenda <i>Carlisle, Joanna; Bhanugopan, Ramudu</i>	207 The Pivotal Role and Pervasive Influence of Business Groups in East Asia <i>de la Rama, Marie; Errington, Alison</i>	161 Surviving on shaking grounds: the major challenges in designing capable not-for-profit boards - The New Zealand experience <i>Erakovic, Ljiljana; McMorland, Judith</i>	153 Causal Mapping as a Tool to Elicit Causal Ambiguity <i>Ackermann, Fran; Ambrosini, Veronique</i>	
0950	180 Member Loyalty in Co-operative Enterprises: A Preliminary Assessment <i>Mazzarol, Tim; Soutar, Geoffrey; Marmouni Limnios, Elena</i>	402 Learning about Ambidextrous Innovation through Analogous Dynamic Systems: AFL Premiership Teams as an Organisational Comparison <i>Kriz, Anton; Kitz, Alexandra; Voola, Ranjit</i>	324 Implementing Corporate Sustainability in a Chinese-Controlled Mining Company in Australia <i>Huang, Xueli (Charlie); Staples, Warren</i>	091 Pay satisfaction, work-family conflict and turnover intention of casino employees <i>Chan, Sow Hup; Ao, Chi Tat</i>	185 Relating Personal Values to Work Engagement <i>Goh, Yeow-Kiang</i>	252 An Exploratory Investigation into Voluntary Employee Turnover and Retention Practices in the Small Business Sector <i>Giulisi, Olivia; Coetzer, Alan</i>	224 Strategic Decision-Making and Board Leadership at an Australian Credit Union <i>Hermens, Antoine; de la Rama, Marie</i>	331 Picturing Perceived Fit <i>Billsberry, Ian; Stiles, David</i>	
1010	211 Antecedents of Store Loyalty – Exploring the Role of Store Affect <i>Babane, Fazli; Ramaseshan, B.; Vinden, Arny</i>	418 The role of context mobile individuals in balancing novelty and efficiency in creative production <i>Koesoema, Allya</i>	372 Strategic Alignment of Innovation and Corporate Social responsibility: Integrating 'community' into the regional innovation policy literature <i>Veldhuizen, Gwendolyn; Kriz, Anton</i>	160 Does the client-employee relationship buffer pay dissatisfaction? Some evidence from the disability sector <i>Treuren, Geny</i>	284 Employee Resilience in Organizations: Development of a New Scale <i>Amir, Muhammad Taufiq; Standen, Peter</i>	198 Developing a Model of Informal Venture Capital and the Initial Investment Decision: The Role of Personal Experience, Trust and Culture <i>White, Brett</i>	347 Board Power Vs. Board Experience: An Integrative Framework and Empirical Examination <i>Kim, Young; Ozdemir, Salih</i>	162 Feeling, Talking and Thinking Sense in Indigenous Asian Management Research <i>Kainzbaauer, Astrid; Lowe, Sid</i>	
<p>Workshop K - Evaluating the Business Model for Sustainable Co-operative Enterprises - <i>Delwyn Clark, Tim Mazzarol, Sophie Reboud, Elena Marmouni Limnios, Lawson Savery</i></p>									

Friday continued

1030	382	Relationship Selling Strategies to Increase Cooperation from Dominant Retail Channel Partners: Findings of an Exploratory Study <i>Ziapel, Christian; Wilkinson, John</i>	055	The entrepreneurial university: An international analysis of university technology transfer offices and their stakeholders <i>O'Kane, Conor; Geoghegan, Will; Fitzgerald, Clara</i>	404	Engaging Local Stakeholders in CSR Efforts: Perspectives of IMNCs in Asian Developing Countries <i>Chaidaroon, Suwichit; Mak, Angela</i>	422	Are Leaders and Managers with High Emotional Intelligence Superior Performers? <i>Hosie, Peter; Sharma, Arpana; Willernyns, Michael; Herkenhoff, Linda</i>	425	Coping with Boredom in a Repetitive Work Environment <i>Whiteoak, John</i>	020	Owner Occupier Drivers of Success in Small Business: Comparing Soft Drivers with Hard Work <i>Scooniens, Werner; Weber, Paul; Geneste, Louis</i>	121	Women's Board Seeking Behaviour: A Conceptual Model <i>Marinelli, Melissa; Lord, Linley; Jefferson, Therese</i>		PREFUNCTION AREA LEVEL 2
1050		Morning tea													MEETING ROOMS 4/ 5	
1120		Australia and New Zealand Academy of Management Annual General Meeting													MEETING ROOMS 4/ 5	
1200		ANZAM Distinguished Keynote Speaker - Prof Bob Wood - University of Melbourne Title: The Development and Application of Flexible Expertise (Discussant: Geoff Soutar - ANZAM Life Fellow Chair: Ross Chapman - ANZAM Immediate Past President)													MEETING ROOMS 4/ 5	
1300		Lunch														
		CONCURRENT SESSIONS EIGHT														
Room	Meeting room 1	Meeting room 2	Meeting room 3	Meeting room 6												
Chair	Doina Olaru	Kate Joyner	John Burgess	Yvonne McNulty												
Stream	MVI - 5	STR - 4	SSM - 35	IM - 6												
1400	116	268	016	442												
	A qualitative case study for the planning and implementation of post-conflict reconstruction projects in Kosovo. <i>Earnest, James; Dickie, Carolyn</i>	Individual Agency as Explanation of Alliance Development and Change <i>Joyner, Kate</i>	Sustainable Forests' Strategy <i>Ketola, Tarja</i>	Applying Identity Theories in Expatriate Management Studies: A Demonstration of the Role of Ethnic Identity Confirmation <i>Fan, Shea; Köhler, Tine; Harzing, Anne-Wil</i>												
1420	363	431	154	377												
	Mobilising innovation capability from service value network to partnering companies: A theoretical study <i>Sajib, Shahriar</i>	Linking Uses of Management Control Systems with Strategy-Performance Relationship <i>Kapu Arachchilage, Dilhani</i>	Environmental Sustainability and Competitive Advantage in a Wine Tourism Micro-Cluster <i>Burgess, John; Grimstad, Sidsel</i>	The Repatriation of Female Managers in Australia and New Zealand Companies: Why is it not considered critical to internationalization? <i>Tahir, Rizwan</i>												
1440		340														
		Better before Worse Performance Dynamics in Acquisitions <i>Gary, Michael</i>														
1500	Closing Ceremony / Happy Hour Farewell Drinks														PREFUNCTION AREA LEVEL 2	