

MANAGING ON THE *EDGE*

CONFERENCE CHAIR: A/PROF MARTIN GRIMMER

PROGRAM

Stream	Stream Chair
MOTE	Managing on the Edge Dr Rob Hecker
CMS	Critical Management Studies Dr Todd Bridgman
ESBF	Entrepreneurship, Small Business and Family Enterprise Prof Morgan Miles
GDI	Gender, Diversity and Indigeneity A/Prof Carlene Boucher, Dr Wayne Fallon
HRM	Human Resource Management Dr Angela Martin, Dr Megan Paull
INT	International Management A/Prof Maryam Omari, Dr Yvonne McNulty
L&G	Leadership and Governance Dr Herman Tse
MED	Management Education and Development Dr Peter McLean
MKT	Marketing and Communication Prof Aron O'Cass

Stream	Stream Chair
OB	Organisational Behaviour Prof Lee Di Milia, A/Prof Colleen Mills
OC&D	Organisational Change and Development A/Prof Peter Holland, Dr Paula O'Kane
HPN	Health (H), Public Sector (PS) and Not-For-Profit (NFP) Prof Anneke Fitzgerald, Prof Liz Fulop, Prof David Gilchrist
STR	Strategic Management Dr Renu Agarwal
SSM	Sustainability and Social Issues in Management Dr Lucie Ozanne
TISCM	Technology, Innovation and Supply Chain Management A/Prof Terry Sloan
Comp.	Competitive Session
Inter.	Interactive Session

MONDAY 2 DECEMBER 2013

0845	Doctoral Student Workshop Registration	UNIVERSITY OF TASMANIA
0900	Doctoral Student Workshop Commences	ANZAM Doctoral Workshop @ The Conference 2013 ANZAM Members are welcome to attend this workshop – Registration Required See http://www.anzam.org/events/doctoral-events/doctoral-workshop-conference/
1700	Workshop Day 1 concludes	

TUESDAY 3 DECEMBER 2013

0900–1700	Doctoral Student Workshop continues	UNIVERSITY OF TASMANIA
0900–1700	ANZAM Board Meeting	UNIVERSITY OF TASMANIA
1500–1800	Conference Registration	Mezzanine Level, Hotel Grand Chancellor

WEDNESDAY 4 DECEMBER 2013

0730	Registration/ Coffee and Tea on Arrival	Mezzanine Level
0900	ANZAM President's Welcome: A/Prof Bruce Gurd Official Opening of the 27th ANZAM Conference, by Prof Peter Rathjen, Vice-Chancellor, University of Tasmania	FEDERATION CONCERT HALL
0920	ANZAM Keynote Opening Address: On the Edge of the Earth Dr Bob Brown, former Leader of the Australian Greens Title: Why Global Democracy is on its Way – Australia's Key Role Chair: Prof Peter Jordan (ANZAM President-Elect)	FEDERATION CONCERT HALL
1030 – 1100	Morning tea	Mezzanine Level

CONCURRENT SESSIONS ONE

Room	Federation Concert Hall	Grand Ballroom 1	Grand Ballroom 2	Grand Ballroom 3	Chancellor Room 4	Harbour View 1	Harbour View 2	Chancellor Room 6	Lobby Board Room	Wool-store1	Wool-store2
Stream	HRM	TISCM Comp. 1	STR Comp. 1	L&G Comp. 1	OC&D Comp. 1	ESBF Comp. 1	MOTE Comp. 1	OB Inter. 1	MED Inter. 1		
Chair	Angela Martin	Paul Robertson	Tim Mazzarol	Herman Tse	Peter Holland	Morgan Miles	Rob Hecker	Lee Di Milia	Werner Soontiens		
1100	Keynote HR Research Master Class: <i>On the Edge of Performance</i> <i>Prof David Guest – Kings College London</i> Title: Current Developments in Theory and Research on Human Resource Management	020 A framework for integrated, multi-method modelling of dynamic social networks <i>McGrath, Michael; Wilson-Evered, Elisabeth; More, Elizabeth</i>	380 Co-operative enterprise in a systems context <i>Mazzarol, Tim; Reboud, Sophie; Clark, Delwyn; Simmons, Richard; Mamouni Limnios, Elena</i>	285 Contextual perspectives of leader sense-giving: understanding the role of organisational leadership systems <i>McKiernan, Peter; Moslein, Kathrin; Neyer, Anne-Katrin</i>	319 Creativity training in the UAE government sector: lessons from the literature <i>Al Balooshi, Mardeya; Jayashree, Payyazhi; Fargher, Scott</i>	008 Determinants of business networking behaviour of women in small business <i>Sharafizad, Jalleh; Walker, Beth; Brown, Alan</i>	031 Project risk management in war-torn societies: an empirical assessment <i>Earnest, James; Dickie, Carolyn</i>	274 Association between inter-professional networks ... <i>Aguirre, Nelson; Carswell, Peter; Kenealy, Timothy</i>	127 Organising a socially inclusive learning framework for undergraduate business curriculum ... <i>Zanko, Michael</i>		
1120		073 Stakeholder analysis for R&D project management: a systems approach <i>Elias, Arun; Coyne, Amanda</i>	107 Causes and consequences of synergy fatigue in post-acquisition integration <i>Atkinson, Shanie; Gary, Michael Shayne</i>	171 Interpretation of emerging firm performance information in CEO replacement decisions <i>Kim, Young</i>	175 A diagnostic tool for assessing organizational readiness for complex change <i>Blackman, Deborah; O'Flynn, Janine; Ugyel, Lhawang</i>	087 Family business, the self-sufficient entity: do they seek advice? <i>Reddrop, Alan</i>	155 Risk management for climate change <i>Sandhu, Sukhbir; Cavalieri, Sergio; Pinto, Roberto</i>	342 Building a multilevel model of work-life balance ... <i>Chang, Artemis; Bradley, Lisa</i>	398 Unleashing the potential of learning analytics: project outline and model to put the student first <i>Ayson, Sharon; McKeown, Tui</i>		
1140		367 Operations strategy processes: how significant are they? <i>Kiridena, Senevi; Jagoda, Kalinga; Lin, Howard</i>	142 Control rights and assets protection in R&D alliances <i>Delerue, Helene</i>	304 Perplexing on the edge south and leading on the edge north; leadership at crossroads <i>Faris, Nezar</i>	048 Organisational change readiness: the role of negotiated order in two rural GP clinics <i>Bryant, Melanie</i>	362 CEO succession and performance of family business: an emerging economy perspective <i>Sharma, Kamal; Dadhich, Harsh</i>	346 An analysis of the role of management in disaster events in nuclear and oil critical infrastructure organisation <i>Novak, Jeremy; Brunetto, Yvonne; Brown, Kerry</i>	130 Effects of conflict emotionality and emotional intelligence ... <i>Spoor, Jennifer; de Livera, Merryyn</i>	431 Connectivity, sociability, and participation ... commerce students' Facebook use <i>Mills Colleen; Baker, Jessica</i>		

A. Indigenous SIG Launch and Symposium

B. Innovative Perspectives on Regional/Local Development

Room	Federation Concert Hall	Grand Ballroom 1	Grand Ballroom 2	Grand Ballroom 3	Chancellor Room 4	Harbour View 1	Harbour View 2	Chancellor Room 6	Lobby Board Room	Wool-store1	Wool-store2	
1200	<p>Keynote HR Research Master Class: <i>On the Edge of Performance</i> <i>Prof David Guest – Kings College London</i></p> <p>Title: Current Developments in Theory and Research on Human Resource Management</p>	<p>345</p> <p>Affective events theory, institutional theory, and feral systems: how do they all fit? <i>Kent, Stacey; Houghton, Luke</i></p>	<p>050</p> <p>Goals and governance, complements or substitutes? Both!: a study of performance in government organizations <i>Shinkle, George; Yang, Miles; Yang, Feifei; Elshaw, John; Schleicher, Deidra</i></p>	<p>347</p> <p>Unfolding LMX quality for changing-oriented proactivity: a broaden-and-build model <i>Chen, Yuan-Ling; Lu, Szu-Chi; Lin, Cheng-Chen; Kao, Yueh-Tzu</i></p>	<p>214</p> <p>There's many a slip 'twixt the cup and the lip': leadership capabilities and change management in the Australian Public Service <i>Schmidtchen, David; Cotton, Tony</i></p>	<p>210</p> <p>Resistance and challenge: the shaping of indigenous entrepreneurship, a Maori context <i>Woods, Christine</i></p>	<p>207</p> <p>Survival of the fittest! Impact of psychological ownership on organisational resilience – evidence from New Zealand <i>Radford, Jack; Addison, Ramzi; Ahmed, Hafsa</i></p>	<p>085</p> <p>Moral foundations in organisations ... <i>Teo, Lydia; Chan-Serafin, Suzanne</i></p> <p>095</p> <p>Anti-resiliency <i>Connolly, Heather</i></p> <p>401</p> <p>High sensation seeking employees ... <i>Walker, Benjamin</i></p> <p>415</p> <p>A qualitative review of negative customer behaviour <i>Lee, Yu-Chin; Lin, Cheng-Chen; Huang, Hsin-Yi</i></p>	<p>178</p> <p>Using learning analytics to inform interventions for 'at risk' on-line students <i>Whale, Sue; Fisher, Josie; Valenzuela, Fredy</i></p> <p>446</p> <p>Simulation as a pedagogical tool ... <i>Tiwari, Shalini Rahul; Nafees, Lubna; Krishnan, Omkumar</i></p>	A. Indigenous SIG Launch and Symposium	B. Innovative Perspectives on Regional/Local Development	
1220		<p>406</p> <p>A process view of supply chain management practices development of measurement instrument <i>Memon, Maqsood; Gurd, Bruce; Ashraf, Muhammed</i></p>					<p>032</p> <p>'Community', 'coordination' and 'communication' in post-conflict reconstruction and development: triple 'C' lessons from projects implemented in Kosovo <i>Earnest, James;</i></p>					
1240 – 1330	Lunch New Member Welcome from ANZAM President										Mezzanine Level	

WEDNESDAY 4 DECEMBER 2013 CONTINUED

CONCURRENT SESSIONS TWO											
Room	Federation Concert Hall	Grand Ballroom 1	Grand Ballroom 2	Grand Ballroom 3	Chancellor Room 4	Harbour View 1	Harbour View 2	Chancellor Room 6	Lobby Board Room	Woolstore1	Woolstore2
Stream	HRM Comp. 1	TISCM Comp. 2	OB Comp. 1	STR Comp. 2	GDI Comp. 1	MED	L&G Comp. 2	HRM Inter. 1	HPN Inter. 1		
Chair	Greg Bamber	Steven Lui	Steven Grover	Jeremy Galbreath	Carla Houkamau	Lisa Bradley	Marie dela Rama	Rob Macklin	Rowena Barrett		
1330	014 Risk blindness among temporary migrant workers <i>Bahn, Susanne</i>	030 External knowledge search and innovation: a reverse causation hypothesis <i>Lui, Steven; Luo, Ben Nanfeng; Kim, Youngok</i>	228 Crafters, consumers, independents and isolates: identities and identification in nursing homes <i>Allen, Belinda; Sargent, Leisa; Harley, Bill</i>	293 A cognitive model of executives' knowledge acquisition: implications for resource-based view <i>Najmaei, Arash</i>	286 Barriers to Saudi Arabian women's labour force participation <i>Alfarran, Abeer; Stanton, Pauline; Buttigieg, Donna</i>	ANZAM PEARSON MANAGEMENT EDUCATOR OF THE YEAR 2012 MASTER CLASS	258 Corporate social responsibility and firm performance: do the mindsets of corporate leaders matter? <i>Lau, Victor; Wong, Yin Yee; Law, Kuok Kei</i>	105 Conflict management approaches & TMT effectiveness ... <i>Li, Pengcheng; Wei, Ligu; Xu, Chi; Zhang, Jiachen</i>	357 Human resource planning ... <i>Al-Wahshi, Adnan; Omari, Maryam; Barrett, Rowena</i>		
1350	144 Safety culture in Australian (New South Wales) universities <i>Lyons, Michael</i>	096 Understanding the choice and impact of resources on firm innovation: a managerial cognition perspective <i>Lui, Steven; Jackson, Chris; Shinkle, George; Ozdemir, Salih</i>	349 Telework: the role of social support <i>Dawson-Howard, Heather; Standen, Peter; Omari, Maryam</i>	360 Impact of CEO succession on strategy of firms <i>Sharma, Kamal</i>	039 Labour market experiences & outcomes for spouses of skilled migrants <i>Cameron, Roslyn; Pfeiffer, Linda</i>		421 Network governance by Victorian local governments: a case study of Kindergarten Cluster Management in Victoria <i>Horiguchi, Hikaru</i>	217 A phenomenological study of profit sharing ... <i>Oakes, Neil; Heys, Andrew; Segal, Steven</i>	191 Knowledge translation ... <i>Dadich, Ann; Doloswala, Navin</i>		
1410	222 OHS on the edge: safety training and induction for temporary and agency workers <i>Hopkins, Benjamin</i>	169 R&D and open and closed innovation <i>Robertson, Paul; Arundel, Anthony</i>	134 In-group bias in the enactment of organizational fairness <i>Okimoto, Tyler; Blader, Steven</i>	005 Do inside directors affect sustainability performance? A test of a contingency approach <i>Galbreath, Jeremy</i>	209 The impact of positive thinking and other techniques on transition experiences from work to home situations for reducing work-family conflict <i>Molineux, John; Fraser, Adam; Carr, Rodney</i>		021 Ceteris paribus: corporate practice in the Philippines and Switzerland <i>dela Rama, Marie; Volonte, Christophe; Zaby, Simon</i>	275 Public sector workplace employee engagement strategies ... <i>Cotton, Tony</i>	224 Australian HE regulatory terrain ... <i>Holloway, David; Jarzabkowski, Lucy; Paull, Megan; Girardi, Antonia</i>		
1430	133 An evaluation of a tool to assess safety culture in high-MSD risk organisations <i>Tappin, David; Bentley, Tim; Ashby, Liz</i>	296 Leading innovation in different contexts: a review and research agenda <i>Andersson, Tage</i>	153 The relationship between human capital and social capital in professional-client relationships <i>Suseno, Yuliani</i>	392 Exchange partner similarity and knowledge acquisition by SMEs in weak client-firm exchange relationships <i>Geneste, Louis; Larkin, Roslyn</i>	110 Work-family balance in higher education -cross-cultural perspectives of role, work and family <i>Pillay, Soma</i>		305 Enhancing retention in the Royal New Zealand Navy <i>Bakewell, Layamon; Forsyth, Darryl</i>	276 The impact of leader capabilities on employee engagement <i>Cotton, Tony</i>	041 Bridging professional boundaries ... <i>Mitchell, Rebecca; McNeil, Karen; Boyle, Brendan</i>		
							236 What is happening just below the CEO: social and cultural needs of executives <i>Densten, Iain</i>	305 Enhancing retention in the Royal New Zealand Navy <i>Bakewell, Layamon; Forsyth, Darryl</i>	239 Break the impasse: first value the manager of volunteers <i>Paull, Megan; Girardi, Antonia; Holloway, David; Burnett, Hermina</i>		
							163 Learning to compete in this globalised world ... <i>Zhang, Mike Mingqiong; Fan, Di</i>	337 Emotional labour ... <i>Pearl, Frances; Roan, Amanda</i>			

C. Workplace Bullying Research Symposium

D. Meet the Editors

Room	Federation Concert Hall	Grand Ballroom 1	Grand Ballroom 2	Grand Ballroom 3	Chancellor Room 4	Harbour View 1	Harbour View 2	Chancellor Room 6	Lobby Board Room	Wool-store1	Wool-store2
1450		409 Enabling of sustainable supply chain management with lean thinking – a study on manufacturing firms in Kyoto protocol signatories <i>So, Stuart</i>	365 A workplace comparison of virtual and face-to-face project teams: functioning, practices and performance <i>Scott-Young, Christina</i>	066 The development of knowledge through social capital in clusters <i>Neale, Lisa; Landinez Gomez, Lina; Daniel, Lisa</i>	433 The mediating effects of work-life balance self-efficacy on the relationships between work-to-family conflict and job satisfaction <i>Chan, Xi Wen; Kalliath, Thomas</i>	PEARSON MANAGEMENT EDUCATOR OF THE YEAR MASTER CLASS		369 Why are HRM professionals leaving their employment in New Zealand ... <i>Garrett, Jani; Twiname, Linda</i>	093 How to increase customers' identification ... <i>Zhang, Yucheng; Huang, Yu-Ying; Yang, Miles; Li, Shyh-Jane</i>	C. Workplace Bullying Research Symposium	D. Meet the Editors

1510–1530	Afternoon tea					Mezzanine Level					
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CONCURRENT SESSIONS THREE

Room	Federation Concert Hall	Grand Ballroom 1	Grand Ballroom 2	Grand Ballroom 3	Chancellor Room 4	Harbour View 1	Harbour View 2	Chancellor Room 6	Lobby Board Room	Wool-store1	Wool-store2
Stream	HRM Comp. 2	TISCM Comp. 3	OB Comp. 2	STR Comp. 3	GDI Comp. 2	ESBF Comp. 2	MED Comp. 1	INT Mixed Comp.	L&G Inter. 1		
Chair	David Holloway	Arun Elias	Jarrod Haar	George Shinkle	John Molineux	Morgan Miles	Grace McCarthy	Ezaz Ahmed	Marie dela Rama & Herman Tse		
1530	035 How does client embeddedness fit into a theory of turnover? Two models tested and an existing theory extended <i>Treuren, Gerry</i>	387 Facebook for adults? A longitudinal study of MBA student's use of an enterprise social network for collaborative learning <i>Murphy, Glen</i>	203 Social influences on emotional contagion in the workplace: propositions and a research agenda <i>Ashkanasy, Neal; Yagil, Dana; Luria, Gil</i>	012 Determinants of climate change innovation in the wine industry: a study of meso- and micro-level perspectives <i>Galbreath, Jeremy; Oczkowski, Eddie</i>	084 It's part of the job, but... the different ways men and women health service managers experience emotional labour <i>Boucher, Carlene</i>	137 Conceptualising venture capital market development and government's role <i>Ruscoe, Saskia; Callagher, Lisa; Smith, Peter</i>	438 Design thinking and management education: benefits for problem framing and problem solving <i>Matthews, Judy</i>	339 Challenge and contingency in internationalization of knowledge-intensive service industries: knowledge appropriability and cultural proximity <i>Chen, Yuan-Ling; Lee, Yu-Chin; Lin, Julia; Wei, Yung Chung</i>	059 Alliance leadership .. <i>Man, Derek</i> 082 Leadership on the edge ... <i>Boddy, Clive</i> 104 The duality dilemma faced by directors ... <i>Widodo, Agu</i>	E. Safety and Wellbeing Management in Australia and New Zealand	F. A Guide to Getting Published (Emerald Group Publishing)
1550	078 What is exchanged in psychological contracts and are performance behaviours targeted as reciprocation? <i>Rodwell, John; Ellershaw, Julia</i>	143 Adoption of social media by small and medium biotechnology firms: formal and informal network effects <i>Cronje, Tom; Delerue, Helene</i>	062 A crossover model of emotional exhaustion and hostility: the mediating effect of psychological strain <i>Liang, Huai-Liang; Chen, Ming-Fa; Tien, Kuang-Yu</i>	282 Post-war reconstruction: developing project quality management plans <i>Earnest, James; Dickie, Carolyn</i>	125 Line managing neurodiverse employees in the UK transport industry: an exploratory study <i>Richards, James; Sang, Kate; Marks, Abigail; Gill, Susannah</i>	430 Small retailer performance: a Resource-Advantage theory perspective <i>Grimmer, Louise; Miles, Morgan</i>	146 A diagnostic model of learning: three case studies <i>McLean, Peter; Pio, Edwina; Jayashree, Payyazhi</i>	408 An integration-responsiveness framework of the internationalization of service industry <i>Lee, Yu-Chin; Chen, Yuan-Ling; Lin, Julia; Wei, Yung Chung</i>	158 Implications of corporate disasters .. <i>Heenetigala, Kumudini; Lokuwaduge, Chitra Sriyani De Silva</i> 405 Corp. governance in China ... <i>Staples, Warren; Huang, Xueli (Charlie)</i>		

WEDNESDAY 4 DECEMBER 2013 CONTINUED

Room	Federation Concert Hall	Grand Ballroom 1	Grand Ballroom 2	Grand Ballroom 3	Chancellor Room 4	Harbour View 1	Harbour View 2	Chancellor Room 6	Lobby Board Room	Wool-store1	Wool-store2
1610	079 Fulfilling obligations and breach are the drivers of the psychological contract across nursing contexts <i>Rodwell, John; Ellershaw, Julia</i>	252 Expanding sales and operations planning using sentiment analysis: demand and sales clarity from social media <i>Wood, Lincoln; Reiners, Torsten; Srivastava, Hari</i>	424 Territorial behaviours, employee perceptions and conflict in open-plan offices <i>Connelly, Aurelia; Ayoko, Oluremi</i>	016 Strategy in turbulent environments: learning from firms in transition economies <i>Shinkle, George; Kriauciunas, Aldas; Hundley, Greg; Goudsmit, Mirjam</i>	047 Trickle-down effect: the impact of female directors on female executive representation <i>Gould, Jill; Kulik, Carol; Sardeshmukh, Shruti</i>	177 Beyond business as usual: A new research agenda to engage SMEs in environmental sustainability practices <i>Wolfram Cox, Julie; Redmond, Janice; Curtis, Jim; Kirk-Brown, Andrea; Walker, Beth</i>	310 A live case study approach to management education <i>Schonell, Stuart; Macklin, Rob</i>	131 International HRM as an enabler in human capital development: A Saudi Arabian case study <i>Hecker, Rob; Almutairi, Satam; Holland, Peter</i>	194 Rethinking the research on board of directors ... <i>Guo, Liang; Lu, Weiyan</i> 278 Opportunities for nursing clinical leadership ... <i>Davis, Hadiee; Twiname, Linda; Garrett, Jani</i>	E. Safety and Wellbeing Management in Australia and New Zealand	F. A Guide to Getting Published (Emerald Group Publishing)
1630	001 Sustainable Human Resource Management: another way of conceptualizing managing people? <i>Kramar, Robin</i>	279 Managing risks in offshore outsourcing of software testing services: a systems thinking approach <i>Muraleedharan, Parvathy; Elias, Arun</i>	042 Working long hours and tired? Try a joke: the effect of humour on persistence <i>Cheng, David; Wang, Nick</i>	343 Market turbulence, temporal orientation and firm performance <i>Soo Christine; Tian, Amy Wei; Cordery, John; Kabanoff, Boris</i>	323 Gender and the engineering workforce: global challenge, global opportunity <i>Wallace, Michelle</i>	355 Top management team entrepreneurial behaviour: insights from team process <i>Sadeghinejad, Zahra; Najmaei, Arash</i>	416 Performance or legitimacy? An exploratory study of AACSB adoption in South Korea <i>Cordier, Jason</i>	314 Do they really trust us? Investigating the perception on trust from a Western Multinational Company's subsidiary in Indonesia <i>Purwohedi, Unggul; Gurd, Bruce</i>	112 Influence of board minority representation ... <i>Wechtler, Heidi; Heyden, Mariano; Zygliopoulos, Stelios</i>		
1650	055 The 'Silver Tsunami' and approaches to retaining older workers <i>McEvoy, Glenn</i>	009 Poultry wastes reuse through reverse supply chain process ... <i>Shamsuddoha, Mohammad; Quaddus, Mohammed; Klass, Des</i>	404 Are you fit to continue? Managing rail on the edge of safety and performance <i>Naweed, Anjum; Dance, Craig</i>	253 Strategically aligning a culture of 'open innovation' in organisations <i>Randhawa, Krithika; Agarwal, Renu; Jossierand, Emmanuel</i>	098 Innovation and gender: why are women not rewarded for innovative work behaviours? <i>Luksyte, Aleksandra; Unsworth, Kerrie; Avery, Derek</i>	226 Academic entrepreneurship at the edge: resistance as an enabler and inhibitor <i>Shepherd, Deb</i>	238 Team machine: a decision support tool for team formation <i>Bergey, Paul; King, Mark</i>	212 How Generation Y cohorts are perceived by their managers in the workplace: a non-western perspective <i>Ahmed, Rubina; Scott-Young, Christina; Fein, Erich; Ahmed, Ezaz</i>			
1710	Close of Sessions Day 1										
1800-1900	WELCOME RECEPTION – GOVERNMENT HOUSE or HARBOUR VIEW 1 (HOTEL GRAND CHANCELLOR) Buses leave for Government House from Hotel Grand Chancellor from 5.30pm										

THURSDAY 5 DECEMBER 2013

0730-0845	Methods Workshop 1: Using N-Vivo for Qualitative and Mixed Method Research Room: Harbour View 2	Methods Workshop 2: Using Simulations for Study Planning; Answers to Questions about SEM Room: Chancellor Room 4
0730	Registration	Mezzanine Level
0900	ANZAM Keynote Address: On the Edge of Innovation Prof Jonathan West, Founding Director, Australian Innovation Research Centre, University of Tasmania Title: Are Innovation Theory and Practice Oxymoronic? Tasmania as Exemplar. ANZAM Keynote Address: On the Edge of Employment Prof Phyllis Tharenou, Executive Dean, Faculty of Social and Behavioural Sciences, Flinders University Title: Chinese Graduates of Australian Universities: Repatriation or Retention of their Talent? Chair: A/Prof Bruce Gurd (ANZAM President)	FEDERATION CONCERT HALL
1040	Stream Award Presentations	FEDERATION CONCERT HALL
1055-1115	Morning tea Relaunch of ANZAM's Journal of Management & Organisation – Cambridge University Press	Mezzanine Level

CONCURRENT SESSIONS FOUR

Room	Federation Concert Hall	Grand Ballroom 1	Grand Ballroom 2	Grand Ballroom 3	Chancellor Room 4	Harbour View 1	Harbour View 2	Chancellor Room 6	Lobby Board Room	Wool-store1	Wool-store2
Stream	HRM Comp. 3	HPN Comp. 1 (H)	HPN Comp. 2 (PS,NFP)	TISCM Comp. 4	STR Comp. 4	GDI Comp. 3	MKT Comp. 1	MOTE Inter. 1	OB & OC&D Inter. 1		
Chair	Megan Woods	Ann Dadich	Geoffrey Chapman	Justin Thurley	Felix Arndt	Michelle O'Shea	Sharon Schembri	Rob Hecker	Lee Di Milia		
1115	<p>382</p> <p>HR ambidexterity: the unexpected consequences of e-HRM implementation <i>Tansley, Carole; Kirk, Susan; Barton, Harry; Williams, Hazel</i></p>	<p>204</p> <p>Where is the leadership in the doctor-manager role in Australian hospitals? <i>Kippist, Louise</i></p>	<p>370</p> <p>New Public Management, privatisation and corporatisation – effects on 'street level' public servants: institutional theory perspectives <i>Bilney, Chris</i></p>	<p>300</p> <p>The relationship between employee satisfaction, customer satisfaction, and financial performance: an examination in the Japanese hospitality industry <i>Suzuki, Kenichi; Matsuoka, Kohsuke; Gurd, Bruce</i></p>	<p>257</p> <p>Dynamic capability building through partnering: an Australian mobile handset case study <i>Agarwal, Renu; Selen, Willem; Sajib, Shahriar; Scerri, Moira</i></p>	<p>011</p> <p>Inequality regimes and gendered labour market disadvantage within the New Zealand film industry <i>Handy, Jocelyn; Rowlands, Lorraine</i></p>	<p>006</p> <p>The strategic management of brand equity in emerging markets <i>Wong, Tommy; Wickham, Mark; Hecker, Rob</i></p>	<p>271</p> <p>On the edge of leadership: reflexive practices in networks <i>Hibbert, Paul</i></p> <p>071</p> <p>Later-life entrepreneurship in the context of decline <i>Whitehurst, Fiona; Siedlok, Frank; Hibbert, Paul</i></p>	<p>307</p> <p>How and why technology based service organizations act together ... <i>Vilapakkam Nagarajan, Karthik</i></p> <p>218</p> <p>The co-evolutionary mechanism ... <i>Vu, Chuyen; Green, Roy; Nikolova, Natalia</i></p>	G. Mixed Methods SIG: Career and Methodological Choices	H. An Exploration of Ethical Leadership
1135	<p>249</p> <p>Developing managerial and professional talent: their embeddedness and retention <i>Bambacas, Mary</i></p>	<p>246</p> <p>Leadership, logics and liminality: the creation and survival of an Academic Health Sciences Organization <i>Fischer, Michael; Ferlie, Ewan; French, Catherine; Fulop, Naomi; Wolfe, Charles</i></p>	<p>381</p> <p>Managing in times of constraints: new challenges for the Italian Civil Protection System <i>Bongiovanni, Ivano</i></p>	<p>103</p> <p>Demand-supply chain management for the Chinese fast fashion industry <i>Ye, Ying; Lau, Kwok; Teo Kok Yang, Leon</i></p>	<p>162</p> <p>Dynamic capabilities in moderately changing environments: the effect of organizational structure <i>Arndt, Felix</i></p>	<p>080</p> <p>Is there really a positive climate for diversity in New Zealand organisations? <i>Houkamau, Carla; Boxall, Peter</i></p>	<p>395</p> <p>The role of corporate strategies and brand strategies in new service development in service organisations in Australia <i>Rahmani, Yasamin; O' Cass, Aron; Ahmadi, Hormoz</i></p>	<p>284</p> <p>Kenosis: successful social entr'ship by running on empty <i>Kilpatrick, Robert; Pio, Edwina; Le Fevre, Mark</i></p> <p>256</p> <p>On the edge of acceptance ... cultural identity of restaurants ... <i>Link, Catherine</i></p>	<p>124</p> <p>Social network analysis across life cycle phases ... <i>Herani, Rina; Greve, Arent</i></p> <p>235</p> <p>Importance weights in service engineering decision-making ... <i>Di Mascio, Rita</i></p>		

THURSDAY 5 DECEMBER 2013 CONTINUED

Room	Federation Concert Hall	Grand Ballroom 1	Grand Ballroom 2	Grand Ballroom 3	Chancellor Room 4	Harbour View 1	Harbour View 2	Chancellor Room 6	Lobby Board Room	Wool-store1	Wool-store2
1155	<p>290</p> <p>Employee voice in Australia: directions for further research <i>McWilliams, Alan</i></p>	<p>083</p> <p>Working on the edge: Positive Organisational Scholarship in Healthcare (POSH) and looking for what's good in healthcare <i>Fulop, Liz; Dadich, Ann; Ditton, Mary; Campbell, Steven; Curry, Joanne; Eljiz, Kathy; Fitzgerald, Anneke; Zhu, Yunxia; Herington, Carmel; Isouard, Godfrey; Karimi, Leila; Smyth, Anne</i></p>	<p>372</p> <p>Underperforming performance management? Victorian examples of an ongoing public sector challenge <i>Tommasini, Daniel; McKeown, Tui</i></p>	<p>259</p> <p>The influence of resource dependency on collaboration in the construction supply chain <i>Donato, Matteo; Ahsan, Kamrul; Shee, Himanshu</i></p>	<p>010</p> <p>The IPOET matrix: a method to measure dynamic capabilities through resource integration <i>Barnes, Stuart; Mattsson, Jan</i></p>	<p>333</p> <p>Diversity in measuring different dimensions of diversity: a literature review <i>Manoharan, Ashokkumar; Yanadori, Yoshio</i></p>	<p>213</p> <p>Place branding influences on strata titled property in Australia <i>Altmann, Erika</i></p>	<p>332</p> <p>Sense-making of the regulation of wind-farm development <i>Doherty, Cheong; Harris, Howard; Sandhu, Sukhbir</i></p> <p>120</p> <p>Feast for the senses: leveraging culture ... in the wine sector <i>Lewis, Gemma; Lehman, Kim</i></p> <p>195</p> <p>Impact of religious iconography on advertisement effectiveness ... in India <i>Kumra, Rajeev; Anis, Shafiullah; Parthasarathy, Madhavan</i></p> <p>321</p> <p>Branding Design: the role of trust ... between freelance designer and client <i>Manzoni, Alex; Sarma, Vinayaga; Florez, Tatiana</i></p>	<p>045</p> <p>Change management: consultants and the mental models of clients <i>Retna, Kala</i></p> <p>019</p> <p>Individual meaning making and commitment ... <i>Ryland, Alastair</i></p> <p>399</p> <p>An empirical study of the relationship between different dimensions of organizational transformation... <i>Riaz, Shoaib; Pillay, Soma</i></p> <p>426</p> <p>Social capital and institutional entrepreneurship in emerging fields ... <i>Hou, Zhengye; Zhu, Yunxia; Phillips, Nelson</i></p>	<p>G. Mixed Methods SIG: Career and Methodological Choices</p>	<p>H. An Exploration of Ethical Leadership</p>
1215	<p>036</p> <p>The HR Competency Requirements for Strategic and Functional HR Practitioners <i>Lo, Karen; Macky, Keith; Pio, Edwina</i></p>	<p>231</p> <p>Coming to the ParTI: the development of a participatory action research for translation and implementation framework <i>Fitzgerald, Anneke; Ogrin, Rajna; Eljiz, Kathy; Curry, Joanne; Zhu, Yunxia</i></p>	<p>215</p> <p>Is there a role for transnational education in a nation's capacity building: the case of Vietnam <i>Van Gramberg, Bernadine; Teicher, Julian; Hong, Hanh</i></p>	<p>400</p> <p>Saudi Arabian petrol stations supply chain integration <i>Alhawas, Ibrahim; Peszynski, Konrad; Young, Leslie</i></p>	<p>340</p> <p>How technology oriented new ventures gain advantages in first product commercialization from complementarities between marketing – technology capabilities and IT assets <i>Ahmadi, Hormoz; O' Cass, Aron</i></p>	<p>262</p> <p>Pathways for 21st century leadership: exploring the convergence of servant and Māori leadership <i>Ruwhiu, Diane; Elkin, Graham</i></p>	<p>298</p> <p>Market driving strategy: some qualitative insights <i>Mac, Lancy; Evangelista, Fely</i></p>				
1235	<p>219</p> <p>Converging configurations: developing a taxonomy of management and human resource practices in Australian and New Zealand accounting firms <i>Sykes, Matthew; Heys, Andrew</i></p>	<p>390</p> <p>The challenges of evaluating clinical redesign programs: lessons learnt <i>Samaranayake, Premaratne; Dadich, Ann; Fitzgerald, Anneke; Zeitz, Kathryn</i></p>	<p>180</p> <p>Developing the theory and testing the validity of the Associative-Supportive motivation to volunteer <i>Treuren, Gerry</i></p>		<p>190</p> <p>Crowdsourcing: latest business fad or wellspring of value creation? <i>Wilson, Kathleen; Samson, Daniel; Bhakoo, Vikram</i></p>	<p>429</p> <p>Let the people decide! An endogenous / Mātauranga-a-iwi research approach <i>Warriner, Virginia; Kamau, Rawinia; Tinirau, Rawiri</i></p>	<p>160</p> <p>Responsive and proactive market orientation in India: innovation and performance <i>Lakshman, Chandrashekar; Kumra, Rajeev; Adhikari, Atanu</i></p>				
1255–1350	<p>Lunch 1255–1345: Journal of Management Studies Editorial Board Meeting</p>								<p>Mezzanine Level Lobby Board Room</p>		

1350-1530		Heads of Schools of Management Network Meeting							Room: Henry Jones Art Hotel		
CONCURRENT SESSIONS FIVE											
Room	Federation Concert Hall	Grand Ballroom 1	Grand Ballroom 2	Grand Ballroom 3	Chancellor Room 4	Harbour View 1	Harbour View 2	Chancellor Room 6	Lobby Board Room	Wool-store1	Wool-store2
Stream	HRM Comp. 4	OB Comp. 3	SSM Comp. 1	MED Comp. 2	CMS Comp. 1	MOTE Comp. 2	MKT Comp. 2	STR Inter. 1	ESBF Inter. 1		
Chair	Bevan Catley	Neal Ashkanasy	Sukhbir Sandhu	Peter McLean	Kyoung-Hee Yu	Jeremy Novak	Felicitas Evangelista	Maira Scerri	Michael Haenlein		
1350	348 A positive approach to selection <i>Fishwick, Simon</i>	170 Targets' constructions of workplace bullying: an empirically derived model of the workplace bullying process <i>Thirlwall, Alison</i>	287 Energy audits in Australian SMEs <i>Redmond, Janice; Walker, Beth</i>	069 Transnational education and theories of the firm: conceptual considerations for Australia <i>Lim, Henry; Soontiens, Werner</i>	255 Coworking: locating community at work <i>Butcher, Tim</i>	013 On the edge of time: multiple temporalities debunk 'old wine in new bottles' <i>Dawson, Patrick</i>	101 A picture can be worth a thousand stories: interpreting advertising differently in 10 countries <i>Karsaklian, Eliane</i>	295 Managerial factors in product to service ... <i>Hynes, Niki; Koch, Markus</i> 396 The impact of market dynamism ...	058 Don't overlook the large pictures ... <i>Chang, Artemis; Zolin, Roxanne; Yang, Xiaohua</i> 185 Individual level determinants of int. performance ... <i>Peiris, Indu; Akoorie, Michele; Sinha, Paresha</i>		
1410	205 Organisational adoption of social recruiting technologies: A qualitative study <i>Hadji Abootorab Kashi, Kia; Molineux, John</i>	187 When is a joke not a joke? The dark side of organisational humour <i>Plester, Barbara</i>	427 Exploring the intention-behaviour gap in pro-environmental consumer behaviour <i>Willows, Amy; Grimmer, Martin</i>	026 Publishing quality and quantity productivity of Australian associate professors <i>Jepsen, Denise; Spooner, Keri</i>	334 Transformational leadership – a critique <i>Phillips, Isabelle</i>	027 On the edge, working the 'seam': using contemporary novels to inform theory about the work of theory building <i>Pick, David</i>	140 Italian Week: a qualitative study of communicating to a community through a festival <i>Sorbello, Alessandro; Gapp, Rod</i>	<i>Ketencioglu, Elif; Yang, Jing Yu</i> 244 Intra-organization legitimization of business service ... <i>Lin, Nidhida; Massini, Silvia; Lewin, Arie</i>	051 Developing new enterprise in China ... <i>Yu, Junfan</i>		
1430	157 Signals from human resource (HR) job advertisements in New Zealand <i>Ho, Marcus; Nguyen, Diep; Lo, Karen; McLean, Cameron; Teo, Stephen</i>	136 The influence of offender amends and victim forgiveness on reintegration <i>Okimoto, Tyler; Gromet, Dena</i>	151 Sustainability and reputation risk <i>Sandhu, Sukhbir; Cavalieri, Sergio; Pinto, Roberto</i>	250 Positive and negative events in managerial coaching <i>Milner, Julia; McCarthy, Grace</i>	161 Broken promises: consequences of continuous extension of involuntary temporary employment status <i>Ahmed, Ezaz; D'Netto, Brian; Fein, Erich</i>	331 The complex edge of talent management: a cross-disciplinary approach <i>Chapman, Geoffrey; Gould, Ryan</i>	216 Dynamics of wine consumption in China: an empirical study <i>Liu, Hongbo; McCarthy, Breda; Chen, Tingzhen; Zhou, Zhangyue; Song, Xuguang; Guo, Shu</i>	338 Impact of mission statements ... <i>Smith, Natalie; Bowden, Stephen</i> 344 Towards a comprehensive operationalisation of dynamic capabilities <i>Sharma, Sumeet</i>	291 Chinese immigrant entrepreneurs in Australia ... <i>Liang, Fan</i> 113 Money can't buy happiness: intrinsic rewards ... <i>Ruskin, Jennifer; Webster, Cynthia</i>		
1450	288 The use of recognition of prior learning (RPL) in Australian HRM contexts <i>Cameron, Roslyn</i>	004 Employee petty theft: not so petty for managers and organisations! <i>Bradley, Stacey; Crossman, Joanna</i>	329 Developing a consensus definition of CSR <i>Yadlapalli, Aswini; Rahman, Shams</i>	070 Using research informed approaches to Strategic HRM teaching <i>Coetzer, Alan; Sitlington, Helen</i>	374 Competing in a high stakes game: claims and counter claims to knowledge in the area of emerging technologies: a critical review <i>O'Shea, Michelle</i>	065 Using the hybrid model of learning in personality to predict workplace mavericks <i>Gardiner, Elliroma; Jackson, Chris</i>	248 Through the patient's eyes: strategic insight derived from patient narratives <i>Schembri, Sharon</i>	089 Strategic crisis management ... <i>Pang, Augustine</i> 312 The triple helix of government, education, and cluster development <i>Zhuang, Jane; Everett, Andre</i>	003 Developing a research framework for ... ent'p reality ... <i>Wickramasinghe, Ananda; Gamage, Helan Ramya</i> 152 Data mining practice in SMEs ... <i>Ghaderi, Hadi; Shakezadeh, Mohammad</i>		

I. Building a Sustainable Health Workforce Globally

J. Supervising Doctoral Students

THURSDAY 5 DECEMBER 2013 CONTINUED

Room	Federation Concert Hall	Grand Ballroom 1	Grand Ballroom 2	Grand Ballroom 3	Chancellor Room 4	Harbour View 1	Harbour View 2	Chancellor Room 6	Lobby Board Room	Wool-store1	Wool-store2
1510	132 An exploratory study of factors influencing small business employees' participation in training and development <i>Susomrith, Pattanee; Coetzer, Alan</i>	425 Conflict and willingness to co-operate at work: the role of apology and forgiveness <i>Ayoko, Oluremi; Paterson, Rebecca</i>	422 Systemic and institutional barriers to core sustainability: Tackling the elephant in the room <i>Skringar, Elizabeth; Makris, Peri; Williams, Stewart</i>	353 Group-based leadership development using the Mayer-Salovey-Caruso Emotional Intelligence Test: benefits and concerns <i>Nesbit, Paul; King, Elizabeth</i>	192 The challenge of bridging fragmented understanding: leveraging knowledge for best practice in dementia care <i>Daniel, Lisa; Neale, Lisa; Isaacs Sodeye, Lola; Landinez Gomez, Lina</i>	273 Education and competence – an edge in transition? <i>Westelius, Alf; Lundmark, Erik</i>	007 Understanding website atmospherics-induced flow of online shopping for tourism products and services <i>Gao, Lingling; Bai, Xuesong</i>		419 Rethinking constructs to promote youth and entrepreneurship ... <i>Rola-Rubzen, Maria; Dayaram, Kandy; Britten, Naomi; Holmes, Kirsten; Fung, Lucia; Hualda, Luis; Geneste, Louis</i>	I. Building a Sustainable Health Workforce Globally	J. Supervising Doctoral Students
1530–1550	Afternoon tea						Mezzanine Level				

CONCURRENT SESSIONS SIX

Room	Federation Concert Hall	Grand Ballroom 1	Grand Ballroom 2	Grand Ballroom 3	Chancellor Room 4	Harbour View 1	Harbour View 2	Chancellor Room 6	Lobby Board Room	Wool-store1	Wool-store2
Stream	HRM Comp. 5	TISCM Comp. 5	OB Comp. 4	SSM Comp. 2	CMS Comp. 2	INT Comp. 1	MOTE Comp. 3	MED Inter. 2	GDI Inter. 1		
Chair	Mary Bambacas	Stuart So	Stephen Teo	Janice Redmond	Tim Butcher	Charlie Huang	Patrick Dawson	Michael Zanko	Carlene Boucher		
1550	147 Developing a new framework for high performance <i>Blackman, Deborah; Buick, Fiona; O'Flynn, Janine; O'Donnell, Michael; West, Damian</i>	054 Accelerating supply chain management learning: identifying enablers from a university-industry collaboration <i>Gibson, Patricia (Trish)</i>	243 The relationship between perceived job alternatives, employee attitudes and leaving intention <i>Treuren, Gerry</i>	018 Attitudes towards green purchases, social influences, government policies, and green practices: an investigation of their relationships <i>Sharma, Bishnu; Gadenne, David</i>	313 Social identity and extreme work <i>Yu, Kyoung-Hee</i>	379 Capturing location information in a measure of internationalisation <i>Alday, Sandra</i>	188 A new paradigm? Indigenous leaders exercising influence and working across boundaries <i>Stewart, Jenny; Warn, James</i>	245 'Thinking with your hands' – analogically-based methods ... <i>Kainzbauer, Astrid; Dickie, Carolyn</i>	164 The influence of team task conflict ... on employee life satisfaction ... <i>Haar, Jarrod; Zorn, Ted</i>		
1610	037 It's not you, it's us: the buffering effect of relational attributions on the layoff-performance association <i>Cregan, Christina; Kulik, Carol; Bartram, Tim</i>	221 Internal communication's role in values alignment and service quality in an inbound call centre environment <i>Taubner-Ragg, Judy; Gapp, Rod</i>	206 Personality and contemporary career orientations: a Nigerian sample <i>Olomofe, Olusegun; Bruning, Nealia</i>	128 Getting EVERYONE to engage in pro-environmental behaviours: increasing self-concordance to increase adaptation <i>Unsworth, Kerrie; McNeill, Ilona</i>	354 De(constructed) and reconstructed images of the workplace: a case from the edge of Tasmania <i>Barlon, Ruth; Cairns, George</i>	309 Motivational language theory and Japanese expatriates' coping strategy <i>Okamoto, Kazue</i>	378 Managing on the edge: a multi-party view on the social compliances of ready-made garment industry in Bangladesh <i>Talukder, Fahema</i>	114 Using feature films to teach ... corporate communication ... <i>Mak, Angela; Hutton, James</i>	407 The importance of understanding Māori greetings to doing business ... <i>Harris, Heperi</i>		
								361 Quality of learning in web-based management progs ... <i>Mathews, Pamela; Bhanugopan, Ramudu</i>	330 Two sides of the same coin ... an ethnically diverse workforce ... <i>Manoharan, Ashokkumar; Gross, Michael; Sardeshmukh, Shruti</i>	K. HMO SIG: National Health Leadership Framework (LEADS) Workshop	L. ECR Best Practices Workshop

Room	Federation Concert Hall	Grand Ballroom 1	Grand Ballroom 2	Grand Ballroom 3	Chancellor Room 4	Harbour View 1	Harbour View 2	Chancellor Room 6	Lobby Board Room	Wool-store1	Wool-store2
1630	202 Perceptions of precariousness and employment strain: the role of the manager <i>Archer, John; Pajo, Karl; Lee, Louise</i>	318 Product returns management for environmentally conscious manufacturing and sustainability in a supply chain <i>Kuik, Swee; Nagalingam, Sev</i>	092 The interplay between locus of control and reemployment <i>Nieß, Christiane; Biemann, Torsten</i>	403 Greening the Australian worker: lessons for effective sustainability management <i>Chapman, Janine</i>	211 From othering to being in relationship: reflexively reframing the use of intercultural theories <i>Bouten Pinto, Carolina</i>	389 Self-initiated female expatriates working in China: global careerists or international itinerants? <i>Muir, Melinda; Wallace, Michelle; McMurray, Don</i>	053 Turbulent economics, changing industries: self-initiated expatriates in China <i>Makkonen, Paula</i>	099 Academic integrity not the speed camera approach <i>McWilliams, Alan; Henderson, Fiona</i> 208 Student perspectives of face-to-face comp. of blended learning ... <i>Rajendran, Diana; Bryant, Janet</i>	303 Successful skilled women migrants of non-English speaking ... <i>Mutum, Juliana</i> 260 Gender's disappearance ... in Australian sport workplaces <i>O'Shea, Michelle</i>	K. HMO SIG: National Health Leadership Framework (LEADS) Workshop	L. ECR Best Practices Workshop
1650	167 Living on the edge: precarious employment and employee wellbeing among community aged care workers <i>Clarke, Marilyn</i>	049 Measuring and understanding e-procurement use in SMEs <i>Hassan, Haslinda; Whiddett, Dick; Tretiakov, Alexei</i>	126 Organisational stretch goals: a rule for riches for the few <i>Yang, Miles; Gary, Michael; Yetton, Phillip</i>	111 The role of managerial preference models and managers' perception of stakeholder claims for sustainable operations management. From literature review towards a conceptual model <i>Benkert, Julia; Samson, Daniel; Bhakoo, Vikram</i>	432 Undoing inscription? A Foucauldian examination of the transition experience of Defence Force <i>Douglas, Fiona</i>	306 Psychological Contract Breach, Job Performance and Turnover Intentions among South Asian Employees <i>Ahmed, Ezaz; Fein, Erich</i>	315 Managing complexity in the New Zealand software industry <i>Spill, Holger; Mason, David</i> 292 Perceived effectiveness of online assignment marking ... <i>Tse, Herman; Christie, Amme; Rana, Vishal</i> 189 Management education: deep learning using simple technology <i>Schonell, Stuart; Hanson, Dallas</i>	436 The perils and opportunities of measuring diversity ... <i>Bertone, Santina</i>			
1710	173 Organizational commitment of Chinese migrant workers: the absolute and relative effects of work values and work rewards <i>Xiao, Jing; McGraw, Peter; Chen, Charles</i>		439 The relationship between regulatory focus and proactive behaviour: leadership as a trait-relevant cue <i>Teng, Hwei-Chun; Hsu, Han-Hsiao; Huang, Hsin-Yi; Peng, Tai-Kuang; Lin, Cheng-Chen</i>	263 Value propositions for non-elite business schools in a post GFC world: reflections on business school values <i>Ryan, Suzanne</i>			267 Edging closer: modelling our way towards project success <i>Alexander, James; Ackermann, Fran</i>				
1730	Close of Sessions Day 2										
1900–2300	CONFERENCE DINNER – FEDERATION BALLROOM (HOTEL GRAND CHANCELLOR)										

Room	Grand Ballroom 1	Grand Ballroom 2	Grand Ballroom 3	Chancellor Room 4	Harbour View 1	Harbour View 2	Chancellor Room 6	Lobby Board Room	Wool-store1	Wool-store2
1000	<p>423</p> <p>Exploring the link between work-life balance and employee performance: A review for future research <i>Talukder, A K M; Vickers, Margaret H; Morin, Alexandre J S</i></p>	<p>437</p> <p>Change in HRM processes and clinical performance in Australian hospitals: the influence of accreditation as a motivator <i>Lawrence, Sandra; Greenfield, David; Kellner, Ashlea; Townsend, Keith; Wilkinson, Adrian</i></p>	<p>294</p> <p>Attachment and birth family contact for children in the New South Wales Child Protection System <i>Rajan, Rejani; Sloan, Terry</i></p>	<p>302</p> <p>The justice–commitment relationship: effects of trust and outcome-process interaction <i>Jiang, Zhou</i></p>	<p>029</p> <p>Testing the “difficulty” based model of psychic distance using data from Australia and China <i>Smith, Max; Lester, Laurence; Dowling, Peter; Lamb, Peter</i></p>		<p>281</p> <p>Procurement', 'projects', and 'planning': assessing Kosovo's post war governance <i>Earnest, James; Dickie, Carolyn</i></p> <p>283</p> <p>CCS and electricity generation: promoting the innovation process <i>Upstill, Garrett</i></p>	Conference Chair De-brief with Stream Chairs	M. Cognition and Emotion SIG: Creativity and Emotions	N. Challenging Orthodoxy: A Call to Management Action on Sustainability
1020	<p>269</p> <p>Comparing simplified regression analysis and structural equation modelling of undergraduate management students' perceptions of feedback <i>Cavana, Robert; Retna, Kala; Ahimbisibwe, Arthur</i></p>	<p>341</p> <p>Organisational culture in New Zealand District Health Boards: influence and performance implications <i>Looi, Evelyn; Greatbanks, Richard; Everett, Andre</i></p>	<p>247</p> <p>Young people's motivations for undertaking voluntary work <i>Dowell, David; Hopkins, Benjamin</i></p>	<p>220</p> <p>Understanding relationships in the psychological contracts of Indonesian academics <i>Lambey, Linda; Waterhouse, Jennifer; Boyle, Brendan</i></p>	<p>094</p> <p>Is there a dark side? The influence of emotional intelligence on expatriates' attitudes and behaviour <i>Koveshnikov, Alexei; Wechtler, Heidi; Dejoux, Cecile</i></p>	<p>176</p> <p>Network relationships and innovation in Chinese enterprise clusters <i>Li, Alice; Magee, Gary</i></p> <p>375</p> <p>Knowledge transfer conceptual framework for small businesses <i>Nguyen, Toan</i></p>				
1040–1110	Morning tea									
1110	Australian and New Zealand Academy of Management – Annual General Meeting					GRAND BALLROOM				
1200	<p>ANZAM Keynote Address: On the Edge of Everything</p> <p>Dr Rob Wooding, General Manager, Support Centre of the Australian Antarctic Division (AAD)</p> <p>Title: Managing at the Ends of the Earth: The Leadership Challenges of Remote Antarctic Communities</p> <p>Chair: Prof Charmine Härtel (ANZAM Immediate Past President)</p>					GRAND BALLROOM				
1300–1350	Lunch					Mezzanine Level				

FRIDAY 6 DECEMBER 2013 CONTINUED
CONCURRENT SESSIONS EIGHT

Room	Grand Ballroom 1	Grand Ballroom 2	Grand Ballroom 3	Chancellor Room 4	Harbour View 1	Harbour View 2	Chancellor Room 6
Stream	HRM Comp. 7	HPN Comp. 5 (H)	HRM Comp. 8	SSM Comp. 3	ESBF Comp. 3	HRM Inter. 2	TISCM Inter. 2
Chair	Deborah Blackman	Liz Fulop	Bob Cavana	Lorne Butt	Jennifer Ruskin	Megan Paull	Anthony Arundel
1350	106 A longitudinal mediation model on the relations of international business travelling and sleeping problems via work-family conflict <i>Mäkelä, Liisa; Bergbom, Barbara; Tanskanen, Jussi; Kinnunen, Ulla</i>	159 Assessing the health of strategy making in the mental health arena: some observations from the field <i>Ackermann, Fran; Goods, Caleb</i>	002 Saturation and run off: how many interviews are required in qualitative research? <i>Townsend, Keith</i>	115 "To prosper with the nation": the social capital that bridges CSR programs and corporate sustainability <i>Bhinekawati, Risa</i>	373 Risk-taking persistence predicts entrepreneurial intentions and the Dark Triad traits of psychopathy and Machiavellianism <i>Walker, Benjamin; Jackson, Chris</i>	364 Three decades of occupational health and safety management research ... <i>Fan, Di; Zhu, Cherie Jiuhua; Lu, Ying; Cui, Lin; DeCieri, Helen</i> 182 Work-life balance experiences ... in western Australia's mining industry <i>Chipindiku, George</i>	166 Critical factors towards successful implementation of halal red meat supply chain ... <i>Zulfakar, Mohd Hafiz; Jie, Ferry; Chan, Caroline</i> 237 Realising a business edge via advanced supply chain management practice <i>Robertson, Peter</i>
1410	198 Examining organisational characteristics of SMEs that offer work-life balance practices <i>Jenkins, Stacey; Bhanugopan, Ramudu; Mathews, Pamela</i>	100 Managing at the edge of an ageing Australia: trends in the organisation of residential aged care in Australia – are we learning from evidence <i>Baldwin, Richard; Chenoweth, Lynnette; dela Rama, Marie</i>	335 An analysis and review of mixed methods research designs utilised in the study of the relationship between HRM and performance <i>Bainbridge, Hugh; Lee, Ilro</i>	118 Environmental strategies of the Indonesian palm oil companies: an exploratory study <i>Rasyid, Tengku; Rola-Rubzen, Maria; Murray-Prior, Roy</i>	149 Small business prosperity and wellbeing: An alternative measure for success among small business owners <i>Campton, Jenna; Sawang, Sukanlaya</i>	165 Human resources and industrial relations research in Vietnam ... <i>Nguyen, Diep</i> 376 An examination of consistency theory and employee performance ... <i>Riaz, Shoaib; Pillay, Soma; Khan, Rameez</i>	264 A conceptual framework for the design and management of sustainable supply chains <i>Varsei, Mohsen; Soosay, Claudine</i> 265 A conceptual model for evaluating it, supply chain capability, and small-to-medium enterprise performance <i>Bi, Rui</i>
1430	122 Sick and disengaged? Examining predictors and moderators of presenteeism and engagement <i>Seah, Jasmine; Luksyte, Aleksandra</i>	068 The role of workplace social networks for nurses in USA for problem-solving and innovation <i>Farr-Wharton, Rod; Shriberg, Art; Brunetto, Yvonne; Shacklock, Kate; Newman, Stefanie; Dienger, Joy</i>	200 How do health care professionals transfer knowledge? Theory and empirics <i>Tasselli, Stefano; Borgonovi, Elio</i>	327 Who are the salient stakeholders? A perspective from the Chilean mining industry <i>Viveros, Hector; Benn, Suzanne</i>	183 The proof is in the pudding! Access to versus use of social capital in entrepreneurial intent <i>van de Vrande, Vareska; Hynes, Niki</i>	088 Attitudes and actions: Smaller firms and changes to Australian OH&S ... <i>Barrett, Rowena; Mayson, Susan; Bahn, Susanne</i>	397 Innovation journey: design thinking in the value chain <i>Alexander, Sasha</i>

Room	Grand Ballroom 1	Grand Ballroom 2	Grand Ballroom 3	Chancellor Room 4	Harbour View 1	Harbour View 2	Chancellor Room 6
1450	064 How important is role clarity to the effectiveness of ethical leadership? <i>Newman, Alexander; Allen, Belinda; Miao, Qing</i>	242 On the razor's edge – a time task study of nurse and midwifery unit managers and their clinical leadership roles and responsibilities <i>Fulop, Liz; Edwards, Ian; Baber, Jo-An; Clayton, Samantha; Gapp, Rod; Shacklock, Kate; Poropat, Arthur; Williams, Ged</i>			234 Exploring the effect of empathy, attributional complexity and cognitive style on adaptive selling behaviour <i>Di Mascio, Rita</i>	230 Understanding cross-cultural encounters in initial business negotiation meetings ... <i>Zhu, Yunxia; Fang, Tony</i> 254 Global dwellers or home-region residents? exploring the international locations of Australian MNCs <i>Mendiratta, Esha</i>	
1510		067 NPM, work harassment: do workplace relationships make a difference? Public and private sector Italian and Australian employees <i>Trincherio, Elisabetta; Brunetto, Yvonne; Xerri, Matthew; Farr-Wharton, Rod; Shacklock, Kate; Borgonovi, Elio</i>					
1530	Close of Sessions Day 3						
1530–1630	HAPPY HOUR DRINKS AND CONFERENCE CLOSE				HARBOUR VIEW 1 (HOTEL GRAND CHANCELLOR)		

REGISTRATION IS OPEN UNTIL THE END OF THE CONFERENCE