

# RESHAPING MANAGEMENT FOR IMPACT

## CONFERENCE CHAIR: A/PROF ANTOINE HERMENS PROGRAM

Stream	Stream Chair	
RMI	Reshaping Management for Impact	Dr Anthony Fee, University of Technology, Sydney
CMS	Critical Management Studies	Dr Janet Sayers, Massey University
ESSB	Entrepreneurship, Start-Ups and Small Business	Dr Jochen Schweitzer, University of Technology, Sydney
GDI	Gender, Diversity and Indigeneity	A/Prof Carlene Boucher, RMIT University, Co-Chair: Dr Wayne Fallon, University of Western Sydney
HMO	Health Management Organization	Prof Liz Fulop, Griffith University, Co-Chair: Prof Anneke Fitzgerald, Griffith University
HRM	Human Resource Management	Dr Megan Paull, Murdoch University
INT	International Management	A/Prof Maryam Omari, Edith Cowan University
L&G	Leadership and Governance	Dr Herman Tse, Griffith University
MED	Management Education and Development	Dr Peter McLean, University of Wollongong
MKT	Marketing and Communication	Prof Aron O'Cass, University of Tasmania

Stream	Stream Chair	
OB	Organisational Behaviour	Dr Ezaz Ahmed, Central Queensland University
OC&D	Organisational Change and Development	A/Prof Peter Holland, Monash University
PSNFP	Public Sector Management and Not-for-Profit	Dr Bronwen Dalton, University of Technology, Sydney
STR	Strategic Management	Dr Renu Agarwal, University of Technology, Sydney
SSM	Sustainability and Social Issues in Management	Dr Melissa Edwards, University of Technology, Sydney
TISCM	Technology, Innovation and Supply Chain Management	A/Prof Terry Sloan, University of Western Sydney
Comp	Competitive Session	
Inter	Interactive Session	
ECR	Early Career Researcher Friendly Session	
Practitioner	Practitioner Friendly Session	

### MONDAY 1 DECEMBER 2014

0830	Doctoral Student Workshop Registration	UNIVERSITY OF NSW
0900	Doctoral Student Workshop Commences	ANZAM Members are welcome to attend this workshop – Registration required See <a href="http://www.anzam.org/events/anzam-year-end-doctoral-workshop/">http://www.anzam.org/events/anzam-year-end-doctoral-workshop/</a>
1700	Workshop Day 1 concludes	

### TUESDAY 2 DECEMBER 2014

0900-1700	Doctoral Student Workshop continues	UNIVERSITY OF NSW
0900-1700	ANZAM Board Meeting	UTS
1530-1800	Conference Registration	Aerial Function Centre, Building 10, Level 7, Jones Street, Ultimo
1730-1900	WELCOME RECEPTION AND STREAM AWARD PRESENTATIONS	AERIAL FUNCTION CENTRE

# RESHAPING MANAGEMENT FOR IMPACT

WEDNESDAY 3 DECEMBER 2014											
0730	Registration										GREAT HALL
0830	Welcome to Country ANZAM President's Welcome: Professor Peter Jordan Official Opening of the 28th ANZAM Conference by Professor Attila Brungs, Vice-Chancellor, UTS										GREAT HALL
0900	ANZAM Keynote Opening Address: Mr Mark Scott AO, ABC Managing Director Chair: Professor Peter Jordan, ANZAM President ANZAM Keynote Address: Ms Ged Kearney, ACTU President Chair: Professor Roy Green, Dean, UTS Business School										GREAT HALL
1030 - 1120	Morning tea										GREAT HALL
CONCURRENT SESSION ONE											
Room	Building 11, Level 00, Room 100	Building 11, Level 4, Room 203	Building 11, Level 4, Room 101	Building 11, Level 3, Room 206	Building 11, Level 3, Room 205	Building 11, Level 4, Room 102	Building 11, Level 4, Rooms 103-105	Building 11, Level 3, Room 301	Building 11, Level B1, Room 101	Aerial Venue, Building 10, Level 7	
Stream	HRM Comp 1	TISCM Comp 1	OB Comp 1	STR Comp 1	OC&D Comp 1	ESSB Comp 1	L&G Comp 1	RMI Comp 1	OB Inter 1	Wattle Room	Thomas Room
Chair	Deborah Edwards	Terry Sloan	Kylie Redfern	Neil Barnwell	Peter Holland	Jochen Schweitzer	Alexander Newman	Jeremy Novak	Helena Heizmann		
1120	296 Transferability of HRM practices and the effects of national and organizational culture: Toward a pragmatic model <i>Shahani, Nusrat; Lockhart, Pamela; Bhanugopan, Ramudu</i>	119 Integrated Model of Supply Chain Processes and Performance Measures: A Case of Dairy Industry <i>Samaranayake, Premaratne; Laosirihongthong, Tritos</i>	028 Emotional intelligence and the job-demands resources model <i>Newton, Cameron; Teo, Stephen; Pick, David; Ho, Marcus; Thomas, Drew</i>	372 A Social Networks Lens on Constructing the Innovative Team: An Exploratory Analysis of Team Innovativeness in the Automobile Manufacturing Industry <i>Ozdemir, Salih</i>	122 A multi-level analysis of telework adoption and outcomes within organisations following a natural disaster <i>Green, Nicola; Tappin, David; Bentley, Tim</i>	066 Make-or-break: work and family interface and wellbeing among small business owners <i>Sawang, Sukanlaya; Nguyen, Hieu</i>	073 The direct and interactive effects of ethical leadership and psychological capital on unethical pro-organizational behaviour <i>Schwarz, Gary; Newman Alexander; Allen, Belinda</i>	024 Reshaping our understanding of unrelated diversification strategies: lessons from small entrepreneurial ventures in agricultural tourism industry <i>Stuart, Ian</i>	009 Reshaping Management for Impact: How risk avoidant culture influences business team decision making in complex projects <i>Strang, Kenneth</i> 010 Unethical behavior and the politically skilled maverick <i>Gardiner, Elliroma</i>	A. The Art and Craft of Reviewing: Perspectives from the Editors - Professor Kevin Lowe (ECR)	B. Reclaiming and Reframing Teaching Evaluation: A Workshop exploring ways of evaluating your teaching practice that will actually help you and your students develop - Associate Professor Abby Cathcart (ECR)
1140	053 Managers are the key to workforce stability: an HRM approach towards improving retention of health professionals in remote northern Australia <i>Onnis, Leigh-ann</i>	123 Food sector SME innovation: entrepreneurial bricolage combining recipes, tastes and benefits <i>Beckett, Ron</i>	045 Killing Your Babies - Aesthetic filtering in creative processes <i>Grahle, Christian; Hibbert, Paul</i>	343 Exploring Socio-Cognitive Factors Contributing to Knowledge Transfer <i>Huang, Wenhao; Soo, Christine; Tian, Amy Wei</i>	171 Comparative application of a business process maturity model in the public sector <i>Schmidtchen, David</i>	013 Metacognition and entrepreneurial orientation: insights from upper echelons perspective <i>Najmaei, Arash; Sadeghinejad, Zahra</i>	109 Shaping Australian boards for greater financial impact <i>Nguyen, Tien; Shields, John</i>	403 Approaching wicked problems through design thinking <i>Pasisi, Jess; Gibb, Jenny; Matthews, Judy</i>	026 I hate my job! Factors leading to worker dissatisfaction and implications for management practice <i>Morrison, Rachel; Owler, Kathryn</i>		
1200	078 Human Resource Management of Indian Call Centre Representatives <i>Teo, Stephen; Ananthram, Subra; Connell, Julia; Bish, Adelle</i>	175 Categorising supply chain opportunism: A framework <i>Ryan, Suzanne; Eyaa, Sarah; Sridharan, Ramaswami</i>	098 Factors enabling Human Resource professionals to experience psychological flow at work <i>Molineux, John; Fraser, Adam; Hadji Abootorab Kashi, Kia</i>	195 Crowdsourcing: What is it and how does it create value? An exploratory study <i>Wilson, Kathleen; Samson, Daniel; Bhakoo, Vikram</i>	273 The role of passion for work in driving successful change management in the vocational education sector <i>Scerri, Moira; Waters, Jai</i>	076 A study of Chinese entrepreneurs: Firm performance and personal achievement <i>Wong, Yin Yee; Lau, Victor</i>	159 Rethinking board composition: balancing competence and compatibility in director selection <i>Elms, Natalie</i>	139 Imagine there's no other: reshaping management through 'I' technologies <i>Pavlovich, Kathryn</i>	142 Developing communities of practice: knowledge management in the construction industry <i>Ruge, Gesa; Johns, Raechel</i>		

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										Wattle Room	Thomas Room
1220	112 Does being voluntarily overqualified help or hurt? <i>Luksyte, Aleksandra; Cordery, John; Seah, Jasmine</i>	207 Challenges in Assessing Product Returns for Sustainability in a Reverse Supply Chain <i>Nagalingam, Sev; Kuik, Swee; Chan, Felix</i>	110 The roles of apologies and forgiveness in regaining lost trust between leaders and followers <i>Manville, Caroline; Grover, Steven; Abid-Dupont, Marie-Aude; Serrano Archimi, Carolina; Hasel, Markus</i>	308 Practitioners' identity and praxis: variations in strategy implementation <i>Cordier, Jason; Hameed, Tahir; Marin, Anlejandra; Stablein, Ralph</i>		149 Manage thy relations: networking capabilities and corporate entrepreneurship <i>Sakhdari, Kamal; Burgers, Henri; Davidsson, Per</i>	163 Regulation as innovation: examining the introduction of the ASX corporate governance code <i>Wardrop, Janis</i>	173 Developing a co-operative enterprise business model: Identifying the core components from theory and practice <i>Clark, Delwyn; Mazzarol, Tim; Reboud, Sophie; Mamouni Limnios, Elena</i>	080 How to voice effectively? The interaction effect of voice tactics and voice behavior on leader's perception and response <i>Yi, Yang; Chen, George; Chu, Xiaoping</i> 120 To develop a reflective measure for job embeddedness: focus group and initial scale development <i>Bambacas, Mary</i>	A. The Art and Craft of Reviewing: Perspectives from the Editors – Professor Kevin Lowe (ECR)	B. Reclaiming and Reframing Teaching Evaluation: A Workshop exploring ways of evaluating your teaching practice that will actually help you and your students develop – Associate Professor Abby Cathcart (ECR)
1240		284 Eco-innovativeness and business performance: The moderating effect of environmental orientation <i>Zhang, Jing; Kirkwood, Jodyanne; Walton, Sara</i>		333 Business model versus strategy: articulating the different role of 'business model' <i>Phoonsup, Kedsarin; Kiridena, Senevi; Jones, Michael</i>		179 Perspectives of leadership in the lifecycle of disaster recovery <i>Muscat, Birgit; Blackman, Deborah; Nakanishi, Hitomi</i>	189 The big data (r)evolution: a game changer for organisational research? <i>Wenzel, Ramon</i>	136 Exploring the normative behaviours and practices within large ready made garment (RMG) factories in Bangladesh <i>Talukder, Fahema; Meshram, Kanika</i> 396 Innovative Work Behaviour (IWB) of Employees: Exploring the role of thriving and pro-social motivation in the relationship between LMX and IWB <i>Gupta, Roopak</i>			
1300-1350	First Time ANZAM Delegates Lunch									Aerial Function Centre	

# RESHAPING MANAGEMENT FOR IMPACT

## WEDNESDAY 3 DECEMBER 2014 CONTINUED

CONCURRENT SESSION TWO													
Room	Building 11, Level 00, Room 100	Building 11, Level 4, Room 203	Building 11, Level 4, Room 101	Building 11, Level 3, Room 206	Building 11, Level 3, Room 205	Building 10, Level 7, Broadway Room	Building 11, Level 4, Room 102	Building 11, Level 4, Rooms 103-105	Building 11, Level 3, Room 301	Building 11, Level B1, Room 101	Aerial Venue, Building 10, Level 7		
Stream	HRM Comp 2	TISCOM Comp 2	OB Comp 2	STR Comp 2	GDI Comp 1	MED	L&G Comp 2	INT Comp 1	HRM Inter 1	RMI Inter 1	Wattle Room	Thomas Room	
Chair	Ace Simpson	Arun Elias	Neal Ashkanasy	Neil Barnwell	Wayne Fallon	Peter McLean	Herman Tse	Bruce Perrott	Sarah Kaine	Jeremy Novak			
1350	124 What makes people stay? The mediating effect of maximizing tendency on job embeddedness and voluntary turnover relationship <i>Gong, Yuanyuan; Chow, Irene; Jiang, Chunyan</i>	275 How knowledge is captured in a knowledge intensive organization – a case study <i>Maqbool, Nauman; Connolly, Heather</i>	121 Leader-follower crossover of depression: direct mediation and moderation effects <i>Haar, Jarrod; Roche, Maree; Greenhaus, Jeff; Ziegert, Jonathan</i>	386 Planning, Growth and Optimism: Evidence from Australian Manufacturing SMEs <i>Rice, John; Galvin, Peter; Martin, Nigel; Gurd, Bruce; Liao, Valen</i>	302 The role of culture in Māori international business and trade <i>Mika, Jason</i>	PEARSON MANAGEMENT EDUCATOR OF THE YEAR MASTER CLASS (ECR)	192 The downside of transformational leadership when encouraging followers to network <i>Anderson, Marc; Sun, Peter</i>	114 The cross-cultural self-preparation of Australian self-initiated expatriates for living and working in the United Kingdom and South Korea <i>Despotovic, William; Hutchings, Kate; McPhail, Ruth</i>	164 The mediating effect of job satisfaction and organizational commitment on turnover intention of casino employees <i>Kuok, Oi Mei; Chan, Joanne</i>	079 Framing the interaction between transformational leadership and knowledge management: a conceptual framework <i>Sayyadi Ghasabeh, Mostafa; Soosay, Claudine; Joham, Carmen</i>	C. Making sense of text – Professor Barbara Czarniawska (ECR) <i>Participants are required to bring some preparatory material to the workshop.</i>	D. Introducing the Humanistic Management Network in Australasia – Professor George Cairns (ECR)	
1410	127 Examining the extent to which HRM practices of multinational and domestic enterprises in Vietnam demonstrate the resource based view of the firm: evidence from a qualitative study <i>Nguyen, Minh Phuoc; Troth, Ashlea; Hutchings, Kate</i>	227 The case for transformational change in the automotive distribution industry <i>Hicks, Christian; Scurry, Tracy; McGovern, Tom; Small, Adrian; Whipp, Melissa</i>	137 “I’m a high flyer – what’s my return?” How perceived over performance decreases trust and job satisfaction in virtual teams <i>Romeike, Philipp; Nienaber, Ann-Marie; Schewe, Gerhard</i>	349 The role of co-creational strategies in stimulating service innovation <i>Verma, Rajeev; Verma, Jyoti; Sharma, Anuj</i>	155 Māori leaders well-being: a self-determination perspective <i>Roche, Maree; Haar, Jarrod; Brougham, David</i>		285 The failure of strategic initiatives: perceptions of leaders, managers and employees <i>McKiernan, Peter; Mackay, David</i>	406 Rethinking adjustment of expatriates - testing the statistical properties of the construct <i>Kubovcikova, Annamaria</i>	188 Developing HRM Climate: A Global Manager’s Perspective <i>Maley, Jane; Moeller, Miriam</i>	462 Do effective workplace relationships with management affect organizational safety outcomes? <i>Novak, Jeremy; Brunetto, Yvonne; Farr-Wharton, Ben; Brown, Kerry</i>			
1430	151 Employee voice at the end of the line. Will it go gentle into that good night? <i>McWilliams, Alan</i>	352 What business model constructs drive innovation in Australian manufacturing SMEs? <i>Beckett, Ron; Chapman, Ross</i>	140 Microfoundations of team agility <i>Jackson, Chris; Lui, Steven; Shinkle, George; Ozdemir, Salih; Sanders, Karin</i>	298 Building grounded theory methodology constructs in social phenomena research – a theoretical discussion <i>Everett, Andre; Zhuang, Jane</i>	429 Ngā uara Māori: Māori values practised and publicised within Māori and New Zealand organisations <i>Harris, Heperi; O’Sullivan, John</i>		287 Leadership and governance in partial privatized state-owned enterprises: the case of Air New Zealand <i>Cikaliuk, Monique; Erakovic, Ljiljana; Jackson, Brad; Noonan, Chris; Watson, Susan</i>	131 Home-regionalization versus host-regionalization: does country-of-origin matter? <i>Kim, Youngok; Gray, Sidney</i>	035 Using social exchange theory to understand and predict employee engagement <i>Cooper-Thomas, Helena; Xu, Jessica; Saks, Alan</i>	272 Job function and gender as determinants of employee remuneration <i>Maloa, Frans</i>			087 Reshaping management for impact: the future of the Bangladesh ready made garment (RMG) industry <i>Talukder, Fahema</i>

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											Wattle Room	Thomas Room
1450	160 Job embeddedness and the importance of retaining small firm employees <i>Coetzer, Alan; Redmond, Janice; Barrett, Rowena</i>	364 Social network resilience following organisational change <i>Murphy, Glen; Chang, Artemis; Unsworth, Kerrie</i>	143 Reshaping management with neuroscience research: introducing the concept of prepotent response tendencies into organizational research <i>Volk, Stefan; Becker, William</i>	366 Transaction cost explanations for concurrent sourcing and dual distribution <i>Galvin, Peter; Bach, Norbert; Rice, John</i>	458 'Sistas' and 'Aunties' - helping others: Sport, physical activity, and Indigenous Australian women <i>Maxwell, Hazel; Pearce, Sonya; Stronach, Megan</i>	PEARSON MANAGEMENT EDUCATOR OF THE YEAR MASTER CLASS	325 Interactive leadership as antecedent of employee voice: an integrative model of attribution <i>Lockhart, Pamela; Bhanugopan, Ramudu</i>	365 Do preferences for high performance work practices (HPWP) influence citizenship (OCB) and task performance? Evidence from manufacturing sector employees <i>Chandrakumara, Anil</i>	328 HR professionalism in foreign-invested enterprises in China <i>Suseno, Yuliani; Bao, Chanzi</i> 326 Interplay between global to local translation of HRM strategies in emerging markets: decision making in Latin America <i>Beamond, Maria; Härtel, Charmine; Farndale, Elaine</i> 424 Talent management in emerging country MNCS: a review and research agenda Chen, Yimin; Fisher, Greg 442 Working paper: coaching in computer-mediated communication at workplace. <i>Hui, Ray T Y</i>	215 Enacting responsible leadership: the case of Singapore <i>Koh, Carolyn; Fernando, Mario; Spedding, Trevor</i> 256 Outsourcing core competencies in the mining industry: reshaping management discourse to achieve impact <i>Maley, Jane</i> 312 Reshaping models of management learning <i>Hirsch, Otto; de Burgh-Woodman, Helene</i>	C. Making sense of text - Professor Barbara Czarniawska (ECR) <i>Participants are required to bring some preparatory material to the workshop.</i>	
1510	161 Workplace bullying and the nursing profession: factors influencing effective intervention <i>Blackwood, Kate; Catley, Bevan; Edwards, Margot; Bentley, Tim</i>		144 Reshaping management with neuroscience research: leveraging neuroscience for smarter approaches to workplace intelligence <i>Volk, Stefan; Becker, William; Ward, M.K.</i>		358 'There are rules and regulations... but there are ways around it': professionalisation, gendered practices and the illusion of merit in sport workplaces <i>O'Shea, Michelle</i>		355 Unpacking director financial literacy: a Delphi study from Australia <i>Bettington, Jackie; Bezemer, Pieter-Jan; Nicholson, Gavin</i>	097 Relationships between networks and exports – an Australian insight <i>Chang, Frances; Webster, Cynthia</i>			D. Introducing the Humanistic Management Network in Australasia – Professor George Cairns (ECR)	
1530-1550	Afternoon tea										Aerial Function Centre	

# RESHAPING MANAGEMENT FOR IMPACT

# PROGRAM

## WEDNESDAY 3 DECEMBER 2014 CONTINUED

CONCURRENT SESSION THREE											
Room	Building 11, Level 00, Room 100	Building 11, Level 4, Room 203	Building 11, Level 4, Room 101	Building 11, Level 3, Room 206	Building 11, Level 3, Room 205	Building 11, Level 4, Room 102	Building 11, Level 4, Rooms 103-105	Building 11, Level 3, Room 301	Building 11, Level B1, Room 101	Aerial Venue, Building 10, Level 7	
Stream	HRM Comp 3	OB Comp 3	GDI Comp 2	ESSB Comp 2	HMO Comp 1	MED Comp 1	RMI Inter 2	INT Inter 1	L&G Inter 1		
Chair	Neil Barnwell	Alison Thirlwall	Carlene Boucher	Janice Redmond	Kerry-Ann Hughes	Peter McLean	Kathryn Pavlovich	Ellen Baker	Herman Tse/ Marie dela Rama	Wattle Room	Thomas Room
1550	190 Developing nurses' innovative behaviour: facilitating training opportunities, satisfaction with teamwork and psychological wellbeing <i>Xerri, Matthew; Reid, Stuart</i>	156 Effects of cultural values on trust and commitment <i>Jiang, Zhou</i>	052 Diversity climate as a mediator of organisational trust <i>Houkamau, Carla</i>	299 The balancing act of stakeholder relationships: challenges of duality for owner-managers in Australian small business <i>Westrenius, Annika</i>	034 Occupational stress in Australian dentists <i>Jepsen, Denise; Johns, Robyn</i>	057 Stable and becoming selves: a theoretical and practical framework for reshaping management education and leadership development <i>Rylatt, Alastair</i>	397 Towards shared services: an exploration of four Australian universities <i>Van Gramberg, Bernadine; Austin, Joanne</i>	213 A Contingency Approach to Measure Organizational Performance: Evidence from China <i>Wang, Ying; Bhanugopan, Ramudu; Lockhart, Pamela</i>	206 Diversity on boards of directors – a preliminary exploratory study <i>dela Rama, Marie; Wood, Julian</i>	E: Sustainable Supply Networks, spanning environmental and social perspectives - Professor Emmanuel Jossierand (Practitioner)	F: Research in management learning and education: Developing project ideas from and for the classroom - Associate Professor April Wright (ECR)
1610	233 Perceived effectiveness of the performance management system at a government department in South Africa <i>Schultz, Cecile; Ramulumisi, Tendani; Jordaan, Chris</i>	185 Leader identity, leader self-efficacy and leadership practice: a within-person study <i>Miscenko, Darja; Guenter, Hannes</i>	317 Does diversity management matter? The role of diversity management practices and organisational effectiveness in Australian hotels <i>Manoharan, Ashokkumar; Gross, Michael; Sardeshmukh, Shruti</i>	313 The effects of intellectual capital on performance in Australian small and medium enterprises (SMEs) <i>Terziovski, Mile; Khan, Yasmin</i>	181 Sustainable Nurse Manager leadership in the current health market: repositioning nursing care <i>Hughes Kerri-ann; Carryer, Jennifer</i>	405 To adjust or to achieve? Influence of international students' achievement and adjustment orientations on their performance and propensity to stay <i>Kubovcikova, Annamaria</i>	Design thinking for providing solutions in a complex environment <i>Hawryszkiewicz, Igor</i>	331 The effect of management control systems on the theory of Ba <i>Sakaki, Mina; Matsuoka, Kohsuke; Gurd, Bruce; Suzuki, Kenichi</i>	107 Leadership development in Kuwait <i>Lyons, Michael; Alduaiji, Aseel</i>		
1630	253 Leaders as team coaches? Insights from an Australian study <i>Milner, Julia; McCarthy, Grace</i>	200 Linking the literature on trust, culture and communication in the context of Japanese multinationals <i>Noma, Hiroko; Crossman, Joanna</i>	072 A Model of Leadership for Diverse Organisations <i>Olsen, Jesse</i>	356 A four stage model for SME environmental engagement <i>Redmond, Janice; Walker, Beth</i>	051 The operationalization of ABF: a mixed methods cultural study from multiple perspectives <i>Golenko, Xanthe</i>	409 Is knowledge enough? The case for research that leads to a better world <i>Intezari, Ali; Pauleen, David; Rooney, David</i>	039 Paradigm incommensurability and multiparadigm research <i>Wang, Hao</i>	081 Understanding the decision making process of self-initiated expatriates: a consumer behavior approach <i>Glassock, Gabriela; Fee, Anthony</i>	237 Role switching in business teams: a followership perspective <i>Bower, Ian; Parry, Ken</i>		
1650	266 The role of entrepreneurial human resource management in human resource innovation <i>Amarakoon, Upamali; Verreyne, Martie-Louise; Weerawardena, Jay</i>	033 Cognition and impact: eliciting and accelerating expertise <i>Gore, Julie; Banks, Adrian; McDowall, Almut</i>	418 The impact of discriminatory climate and disclosure on identity centrality and turnover intention <i>Trau, Raymond; Härtel, Charmine</i>	088 Bringing together the young and the old: creating age-friendly communities through innovation in respite care programs <i>Fitzgerald, Anneke; Vecchio, Nerina; Radford, Katrina</i>	452 Island innovation lab – a design thinking based immersive, experiential learning platform and program to develop cross-disciplinary collaboration for sustainability <i>Griffith, Selena</i>	359 Difficult path for impact: reshaping leadership processes in a labyrinthine context <i>Faris, Nezar</i>	468 Lost in the labyrinth or wayfinding: strategy and mapping <i>Ruth, Damian</i>	369 Dancing with the octopus: the role of regional, experience and network asymmetries in international alliances <i>Koesoema, Allya</i>	373 Market for Corporate Control, Global Integration, and Structuring the Board for Monitoring: A Multi-Country Investigation <i>Ozdemir, Salih; Kim, Young</i>		
									392 The visible arm of government – corporate governance of South Korean chaebols <i>dela Rama, Marie; Dalton, Bronwen</i>		

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										Wattle Room	Thomas Room
1710	<p>267</p> <p>The relationship between employee engagement and sickness absence at the individual and organisational level</p> <p><i>Cotton, Tony</i></p>	<p>209</p> <p>Laughing at yourself: when it helps and when it doesn't</p> <p><i>Cheng, David; Wang, Nick; Sanders, Karin; Jackson, Chris</i></p>	<p>282</p> <p>Academic careers and parenting: intersections, absences and new directions</p> <p><i>Harris, Candice; Myers, Barbara; Ravenswood, Katherine</i></p>		<p>329</p> <p>Development and initial validation of General Training Effectiveness Scale for Nurses in Australia</p> <p><i>Carlisle, Joanna; Bhanugopan, Ramudu; Lockhart, Pamela</i></p>			<p>022</p> <p>When do bears become bumble-bees or spiders? The dynamic change in expatriate roles over time</p> <p><i>Lakshman, Sangeetha; Lakshman, C</i></p>	<p>023</p> <p>Leadership in men's groups/sheds: the impact of leadership styles and value congruence on the participation and commitment of members</p> <p><i>Cavanagh, Jillian; Southcombe, Amie; Bartram, Tim</i></p>	E. Sustainable Supply Networks, spanning environmental and social perspectives – Professor Emmanuel Josserand (Practitioner)	F. Research in management learning and education: Developing project ideas from and for the classroom – Associate Professor April Wright (ECR)
1730	Close of Sessions Day 1 – CONFERENCE FREE NIGHT										

# RESHAPING MANAGEMENT FOR IMPACT

THURSDAY 4 DECEMBER 2014		
0730-0845	Cultivating "moral judgement" as a Graduate Attribute via Digital Story Telling (DST). What next? Can we learn from Gadamer? – Dr Walter Jarvis (ECR) Building 10, Level 7, Seminar Room 1	Mixed Methods Basics: Notation Systems, Research Designs and Quality Frameworks (SIG) – Dr Ros Cameron and A/Professor Bob Cavana (ECR) Building 10, Level 7, Seminar Room 2
0730	Registration	GREAT HALL
0900	ANZAM Keynote Address: The Honourable Bob Carr, Director, Australia-China Relations Institute, UTS ANZAM Keynote Address: Ms Helen Conway, Director, Workplace Gender Equality Agency Chair: Associate Professor Martin Grimmer, ANZAM President-Elect	GREAT HALL
1040	Morning tea	GREAT HALL

CONCURRENT SESSION FOUR											
Room	Building 11, Level 00, Room 100	Building 11, Level 4, Room 203	Building 11, Level 4, Room 101	Building 11, Level 3, Room 206	Building 11, Level 3, Room 205	Building 11, Level 4, Room 102	Building 11, Level 4, Rooms 103-105	Building 11, Level 3, Room 301	Building 11, Level B1, Room 101	Aerial Venue, Building 10, Level 7	
Stream	HRM Comp 4	OB Comp 4	SSM Comp 1	GDI Comp 3	HMO Comp 2	MKT Comp 1	PSNFP Comp 1	ESSB Comp 3	OB Inter 2	Wattle Room	Thomas Room
Chair	Walter Jarvis	Tracy Taylor	Suzanne Benn	Jason Mika	Liz Fulop	Bruce Perrott	Bronwen Dalton	Antoine Hermens	Julie Gore		
1110	291 Investigating front line manager role in India's largest commercial employer <i>Pereira, Vijay; Malik, Ashish</i>	202 Cyberbullying at work: Towards a framework for advancing research <i>D'Souza, Natalia; Catley, Bevan; Forsyth, Darryl; Tappin, David</i>	113 With the Best of Intentions: A Large Sample Test of the Intention-Behaviour Gap in Pro-environmental Consumer Behaviour <i>Grimmer, Martin; Miles, Morgan</i>	063 Disability And Human Resource Management: Moving To An Interactional Model Of Disability <i>Boucher, Carlene</i>	050 Tweeting our way to better youth wellbeing <i>Dadich, Ann; Khan, Aila</i>	018 Impact of celebrity endorsement on Gen Y in India <i>Pingali, Venugopal</i>	015 Oligopoly in Monopsony: The rise of Australian Big Charity in the delivery of services to people with a disability <i>Dalton, Bronwen; Green, Jenny; Darcy, Simon</i>	002 Family, Gender, Cultural and Entrepreneurship in Indigenous Small Businesses in Australia <i>Collins, Jock</i>	049 Manager-employee relationships: Enter the Smartphone! <i>Obushenkova, Lena; Plester, Barbara; Haworth, Nigel</i>	G. Health Improvement Science and Practice: A new agenda for management research – Professor Ian McLoughlin (ECR)	H. Is it all just smoke and mirrors? Learning assessment and its associate challenges – Dr Dirk Moosmayr (ECR)
1130	294 Organisational Adaptation Predictors and Work Life Balance Practices in Australian SMEs <i>Jenkins, Stacey; Bhanugopan, Ramudu; Lockhart, Pamela</i>	208 My Little Desert Island: Using metaphors to identify the emotional impact of workplace bullying <i>Thirlwall, Alison</i>	031 'A moment of truth' The development of a Process Model for the teaching of business ethics. <i>Gregory, Sarah</i>	340 Mapping women's networks in the resources sector <i>Cameron, Roslyn</i>	092 Swift Trust in Telemedicine: A Construal-Level Framework <i>Green, Teegan; Gillespie, Nicole; Hartley, Nicole</i>	019 Cross cultural study of consumer decision making in India and France <i>Pingali, Venugopal</i>	115 Why civil society organisations collaborate <i>Pratt, Timothy; Pio, Edwina; Bentley, Tim</i>	368 An Exploratory Study of Entrepreneurial Leadership: The Perceived Characteristics of Entrepreneurial Leaders <i>Standen, Peter; He, Ling; Coetzer, Alan</i>			
1150	378 Out of the frying pan and into the fire – forging a career in a temporary workplace: a new perspective for HR? <i>LloydWalker, Beverly; Crawford, Lynn; French, Erica</i>	210 A paradigm for measuring the effectiveness of managerial performance in Chinese Business Organizations <i>Bhanugopan, Ramudu; Wang, Ying</i>	037 Corporate Sustainability: Institutional Pressures & Organizational Characteristics <i>Ghazinoori, Amir</i>	410 Have I found my niche yet? Skilled Migrants' Career trajectories in Australia <i>Rajendran, Diana; Buckley, Patricia; Rixon, Sascha</i>	248 Telemedicine adoption in residential aged care facilities: A practice-based approach <i>Kho, Joanna; Gillespie, Nicole; Martin-Khan, Melinda; Gray, Len</i>	133 The Role of Social Media in Adapting to Community Change: the case of the Murray-Darling Basin <i>Johns, Raechel</i>	062 Integrating Individual Performance and Organizational Change: conversations for change <i>Blackman, Deborah; Buick, Fiona; O'Flynn, Janine; O'Donnell, Michael; West, Damian</i>	411 Small enterprise and business associations beyond the collective action problem <i>Perry, Martin; Battisti, Martina</i>	196 The influence of interpersonal relationships on organizational career growth in the workplace <i>Robertson, Adam; Tse, Herman</i>		



**THURSDAY 4 DECEMBER 2014 CONTINUED**

Room	Building 11, Level 00, Room 100	Building 11, Level 4, Room 203	Building 11, Level 4, Room 101	Building 11, Level 3, Room 206	Building 11, Level 3, Room 205	Building 11, Level 4, Room 102	Building 11, Level 4, Rooms 103-105	Building 11, Level 3, Room 301	Building 11, Level B1, Room 101	Aerial Venue, Building 10, Level 7		
										Wattle Room	Thomas Room	
1210	384 Work-life balance of women expatriate academics: a case study in UAE <i>Ben Yedder, Moez; Khedher-Ouinniche, Hajer</i>	212 Future directions for research in interpersonal workplace emotion regulation <i>Troth, Ashlea; Jordan, Peter; Lawrence, Sandra; Ashkanasy, Neal</i>	089 Design thinking and social enterprise innovation <i>Douglas, Heather; Rogers, Judy; Lorenzetto, Anna</i>		459 If an Online Management Practicum is the answer, then what were the questions? Learning about management as a capstone postgraduate learning experience <i>Ritchie, David</i>	169 From product placement in movies to movie placement in products: The Movie Placement phenomenon and the moderating role of brand pervasiveness <i>Karsaklian, Eliane</i>	044 The effects associated with new public management-inspired change within juvenile justice in New South Wales <i>Dadich, Ann; Stout, Brian; Hosseinzadeh, Hassan</i>	398 Does Planning Really Matter? The Case of Small Retail Firms <i>Grimmer, Louise; Miles, Morgan; Grimmer, Martin</i>	238 A conceptual framework linking CSR with employee job attitudes and behaviours <i>Santhosh, Manimegalai; Baral, Rupashree</i> 303 Capturing innovative leadership in the Hotel industry <i>Moghimi, Solmaz; Muenjohn, Nuttawuth; McMurray, Adela</i>	G. Health Improvement Science and Practice: A new agenda for management research - Professor Ian McLoughlin (ECR)	H. Is it all just smoke and mirrors? Learning assessment and its associate challenges - Dr Dirk Moosmayr (ECR)	
1230		020 Does Coaching Influence Affect and Cognition during Adaptive Performance? It Depends on Expertise <i>Hui, Ray T Y; Sue-Cha, Christina</i>	168 Slow Food: Grounds for Sustainability <i>Daniel, Lisa; Nguyen, Nam; Brown, Kerry; Westelius, Alf; Dawson, Patrick</i>		279 Brilliant health service management: A health professional perspective <i>Karimi, Leila; Dadich, Ann; Fulop, Liz; Leggat, Sandra; Fitzgerald, Anneke; Eljiz, Kathy; Rada, Jiri</i>	048 Exploring the persuasive effects and neutral activities of message framing on a home-based program for children <i>Chen, Chiu-Ping; Yang, Dong-Jenn; Wang, Chih-Chung</i>	172 Key problems facing SME owner-managers in strategy and innovation: evidence from a diagnostic survey <i>Mazzarol, Tim; Reboud, Sophie</i>	304 A study of team boundary activity, task cohesion and team performance in Indian software development teams <i>Dey, Chitra; M P, Ganesh</i> 319 An integrated model of interactional justice, emotions and proactive work behaviour <i>Rana, Vishal; Tse, Herman; Jordan, Peter</i>				
1250-1350	Lunch										AERIAL FUNCTION CENTRE	

# RESHAPING MANAGEMENT FOR IMPACT

CONCURRENT SESSION FIVE										
Room	Building 11, Level 00, Room 100	Building 11, Level 4, Room 203	Building 11, Level 4, Room 101	Building 11, Level 3, Room 206	Building 11, Level 3, Room 205	Building 11, Level 4, Room 102	Building 11, Level 4, Rooms 103-105	Building 11, Level 3, Room 301	Aerial Venue, Building 10, Level 7	
Stream	HRM Comp 5	OB Comp 5	SSM Comp 2	CMS Comp 1	RMI Comp 2	MKT Comp 2	PSNFP Comp 2	ESSB Inter 1	Wattle Room	Thomas Room
Chair	Robyn Johns	Ramudu Bhanugopan	Melissa Edwards	Barbara Plester	Geoff Plimmer	Aron O'Cass	Bronwen Dalton	Jochen Schweitzer		
1350	404 Competitive advantage through safety compliance: Smaller firm responses to changes in the Australian occupational health and safety regulatory context <i>Mayson, Susan; Barrett, Rowena; Bahn, Susanne</i>	220 Causing harm: attentional resource capacity and abusive supervision <i>Collins, Michael; Rafferty, Alannah; Jackson, Chris</i>	176 Augmenting the Limitations of Organizational Compassion with Wisdom and Power: Insights from Bhutan <i>Simpson, Ace</i>	047 Ethical anarchism and business ethics <i>Rhodes, Carl</i>	283 A conceptual framework for understanding responsible leadership and presenteeism: the mediating influence of organizational commitment and employee turnover intentions <i>Haque, Amlan; Fernando, Mario; Caputi, Peter</i>	447 Examining the Automaticity of Product Placement Effects <i>Hook, Margurite; Rosenberger III, Philip; Baxter, Stacey</i>	135 Selling of family silver or efficiency gains? Evaluation of stakeholder concerns and responses towards privatisation of State Owned Enterprises in New Zealand. <i>Ahmed, Hafsa; Smallman, Clive</i>	134 Conceptual Links between Leaders' Behaviour and Creativity in SMEs: The Mediating and Moderating Role of Emotional Intelligence <i>Khalili, Ashkan; Muenjohn, Nuttawuth; McMurray, Adela</i>	I. Health Care Leadership: developing research projects and collaborations - Ms Anne Smyth and Professor Liz Fulop (IECR)	J. Corruption - in Theory and in Practice - Dr Marie dela Rama (Practitioner)
1410	428 The Search for Satisfaction: The Mediating Role of Work-Life Balance Self-Efficacy <i>Chan, Xi Wen (Carys); Kalliath, Thomas</i>	335 Keeping Your New Years' Resolutions: Self concordance strategies as a necessary condition for self-management <i>Unsworth, Kerrie</i>	177 Managing Quality and Sustainability for Business Excellence: A Comparative Study of Quality Management and Sustainable Development Practices <i>Becker, Carolin; Cavana, Robert</i>	146 Laying the foundations for more critical research on time and temporality in management studies <i>Dawson, Patrick</i>	383 Reflection conducive media for de-biasing managers: foundation for a theory of persuasion <i>Shaikh, Shazib</i>	260 Toward understanding the intersection between knowledge, resources and Service-Dominant Logic for effective co-production <i>Johns, Raechel</i>	182 Police management, Stress, Psychological Capital, Performance <i>Brunetto, Yvonne; Farr-Wharton, Rod; Shacklock, Kate; Shriberg, Art</i>	451 Conceptualising family influence in family business: using moral economy <i>Caspersz, Donella; Gregory, Sheree</i>		
1430	430 Response Distortion on Personality Tests in a Selection Context: Comparing the Effectiveness of Different Warnings <i>Vidas, Thomas; Bainbridge, Hugh</i>	347 The differential effects of LMX on performance behaviours via engagement and trust <i>Rodwell, John; Gulyas, Andre; McWilliams, John</i>	235 A stakeholder approach to Environmental Management Systems [EMS] - a cross-national view <i>Alevizou, Panayiota; Henninger, Claudia; Redmond, Janice; Cheng, Ranis</i>	264 Lean university programs: three fallacies that prevent effective implementation <i>Jones, Owen; Hamer, Rhain; Francis, Mark; Fisher, Ron; Thomas, Andrew; Curry, Joanne</i>	061 In Search of Excellence: Enhancing the value creation of New Zealand agricultural supply chains through industry-academia engagement. <i>Ahmed, Hafsa; Wilson, Mark; Childerhouse, Paul</i>	261 Repositioning the celebrity through social media: memoir writer to novelist, the case of Elizabeth Gilbert <i>Johns, Raechel; English, Rebecca</i>	184 Double Bind in the Public Service: Competing Paradigms in the Australian Public Sector <i>Bilney, Chris; Pillay, Soma; Jones, Robert</i>	194 The Dynamic Capacity of Design in the Entrepreneurial Organisation <i>Pinchen, Sam; Schweitzer, Jochen</i>		
1450	433 Mentoring and career growth opportunities and their effects on turnover intentions of internal auditors <i>Fordham, Katherine; Fisher, Greg</i>	346 An exploratory study of the connection between office environments and group cognition <i>Irving, Gemma; Ayoko, Oluremi</i>	281 How and why engage community in the Australian mining industry? Combining institutional and stakeholder perspectives <i>Huang, Xueli (Charlie); Staples, Warren</i>	269 Ironing out the differences: The role of humour in workplace relationships <i>Kim, HeeSun; Plester, Barbara</i>	300 How do Business Schools achieve their evolutionary fit? A dynamic capabilities approach <i>Warren, Lorraine; Culie, Jean Denis; Karjalainen, Helena</i>	289 Tourism destination marketing: opportunities in China through social media: a case study <i>Fath, Benjamin; Fiedler, Antje; Li, Zixuan; Whittaker, Hugh</i>	187 Work Learning in the Australian Not-for-Profit Sector: A Review, Reconceptualization, and Research Agenda <i>Wenzel, Ramon</i>	221 Role Models as an Influential Determinant of Entrepreneurial Aspirations of Higher Education Female Students in Botswana <i>Rametse, Nthathi</i>		
								222 Ecopreneurs as change agents; opportunities, innovations and motivations <i>Fong, Nicholas; Wolfgramm, Rachel; Shepherd, Deb</i>		

**THURSDAY 4 DECEMBER 2014 CONTINUED**

Room	Building 11, Level 00, Room 100	Building 11, Level 4, Room 203	Building 11, Level 4, Room 101	Building 11, Level 3, Room 206	Building 11, Level 3, Room 205	Building 11, Level 4, Room 102	Building 11, Level 4, Rooms 103-105	Building 11, Level 3, Room 301	Aerial Venue, Building 10, Level 7	
										Wattle Room
1510	198 Positive and negative reciprocity in the workplace: Does generation matter? <i>Brown, Michelle; Benson, John; Glennie, Miriam; O'Donnell, Michael; O'Keefe, Peter</i>		297 From speculation to public policy: stakeholder engagement with extreme scenarios as an influence on planning for sustainable futures <i>Cairns, George; Fairbrother, Peter</i>	288 Reviewing the imperial aesthetic through the Sphinx: addressing its specters to broaden post colonial space in organization studies <i>Riad, Sally; Jack, Gavin</i>	362 "Back to the Future" – A retrospective Analysis of University Business models <i>Murphy, Glen; Thomson, Sheona; Savage, Susan</i>	432 Emotional Brand Attachment: Antecedents and Consequences for Luxury Brands <i>Pourazad, Naser; Pare, Vipul</i>	199 Effective cross-cultural capacity development: The importance of boundary contact conditions <i>Heizmann, Helena; Fee, Anthony; Gray, Sidney</i>	083 Chinese women entrepreneurs in Australia: a case study <i>Xu, Kunlin</i>  448 An exploration of why and how New Zealand SMEs owners or managers use LinkedIn <i>Barnett, Sandra</i>		

1530-1550 Afternoon tea AERIAL FUNCTION CENTRE

**CONCURRENT SESSION SIX**

1550-1730 HEADS OF SCHOOLS OF MANAGEMENT NETWORK MEETING – Aerial Function Centre, Building 10, Level 7, Broadway Room

Room	Building 11, Level 00, Room 100	Building 11, Level 4, Room 203	Building 11, Level 4, Room 101	Building 11, Level 3, Room 206	Building 11, Level 4, Room 102	Building 11, Level 3, Room 205	Building 11, Level 4, Rooms 103-105	Building 11, Level 3, Room 301	Aerial Venue, Building 10, Level 7	
										Wattle Room
Stream	HRM Comp 6	OB Comp 6	SSM Comp 3	CMS Comp 2	GDI Comp 4	ESSB Inter 2	MED Inter 1	TISCM Inter 1		
Chair	Deborah Edwards	Paul Hibbert	Ellen Baker	Saara Taalas	Jarrood Haar	Laurent Marti	Peter McLean	Ross Chapman		
1550	007 Voice Pathways and the Front-line Manager: Developing the concept <i>Townsend, Keith; Loudoun, Rebecca</i>	413 A comparative study of depression, anxiety and stress in Australian and Chinese business students <i>Redfern, Kylie</i>	323 Motivators and barriers for sustainable supply chain management: a New Zealand perspective <i>Sajjad, Aymen; Eweje, Gabriel</i>	290 From othering to being in a relationship: reflexively reframing the use of intercultural theories <i>Bouten Pinto, Carolina</i>	125 Acculturation: an exploration of professional Chinese immigrants in the Australian workplace <i>Lu, Ying; Samaratunge, Ramanie; Härtel, Charmine</i>	096 Offensive and Defensive Corporate Entrepreneurship: Learning to Think Like an Outsider <i>Ensign, Prescott</i> 271 Student Entrepreneurship: A Research Agenda <i>Marchand, Julien; Hermens, Antoine</i>	167 Reframing as Learning and its Application to Executive and Organizational Coaching <i>Muromatsu, Keiko</i> 460 Leading through Uncertainty: Mindfulness and Leadership in Uncertain Environments <i>King, Elizabeth; Nesbit, Paul</i> 243 Training For The Leader As Coach Within The Australian Context <i>Milner, Julia; McCarthy, Grace</i>	059 Mitigating Supply Chain Uncertainty and Risk through Logistics Innovation Capability <i>Wang, Michael; Abareshi, Ahmad; Jie, Ferry</i> 402 Investigating Stakeholders' Participation in the Process of Developing Strategic Information System Plans <i>Amrollahi, Alireza; Ghapanchi, Amir Hossein; Talaei-Khoei, Amir</i>	K. The impact of workplace relationships on patient safety culture (SIG) – Professor Elisabetta Trincherro (Practitioner)	L. Emotions and Cognitions in the Rough: Project/Paper Development Workshop – Professor Kerrie Unsworth (ECR)
1610	025 The roles of approach and avoidance motives on job satisfaction in a negative workplace event: A moderated mediation study <i>Liang, Huai-Ren; Liang, Huai-Liang; Tien, Kuang-Yu</i>	379 Absorptive capacity and creative performance at the individual level <i>Tian, Amy Wei; Soo, Christine</i>	327 Game Changers? – NGO influence on the CSR vocabulary and practice of a Chinese sportswear firm <i>Moosmayer, Dirk; Davis, Susannah</i>	257 Institutional work: an organizational geography perspective <i>Siebert, Sabina; Wilson, Fiona; Hamilton, John</i>	108 How mining multinational corporations promote women: modus operandi? <i>Pimpa, Nattavud; Moore, Timothy; Gregory, Sheree; Tenni, Brigitte</i>	449 Scaffolding the development of Entrepreneurial capacity in Design students using visual tools and artifacts <i>Griffith, Selena</i> 008 Business model theory and research: a philosophical discussion <i>Najmaei, Arash; Sadeghinejad, Zahra</i>	205 It's all in the game: A review of digital games and simulations for management education <i>North-Samardzic, Andrea</i>	064 Supply Chain Integration in Australia: Benchmark comparisons with the UK automotive sector <i>Boehme, Tillmann; Gerschberger, Markus; Rylands, Brogan; Reitner, Kathrin; Ordigoni, Alberto; Fan, Joshua; Deakins, Eric</i>		

# RESHAPING MANAGEMENT FOR IMPACT

# PROGRAM

Room	Building 11, Level 00, Room 100	Building 11, Level 4, Room 203	Building 11, Level 4, Room 101	Building 11, Level 3, Room 206	Building 11, Level 4, Room 102	Building 11, Level 3, Room 205	Building 11, Level 4, Rooms 103-105	Building 11, Level 3, Room 301	Aerial Venue, Building 10, Level 7	
									Wattle Room	Thomas Room
1630	389 The link between HRM and clinical performance: A longitudinal perspective <i>Lawrence, Sandra; van Gellecum, Yolanda; Townsend, Keith; Kellner, Ashlea; Wilkinson, Adrian</i>	412 Character strengths in employees in the PRC: Analysing the factor structure of the VIA Inventory of Strengths <i>Redfern, Kylie; Simpson, Ace; Zhang, Ran</i>	351 Relational leadership in global multistakeholder groups <i>Yaghfour, Yassir; Pinnington, Ashly</i>	309 New wine in old bottles: Four fresh perspectives on the employee-organisation relationship <i>Todarello, Ekaterina</i>	426 Work and life balance practices in Bhutan <i>Bradley, Lisa; Norbu, Tshewang; Browning, Vicky</i>	371 Entrepreneurial prototyping in the creative industries: A socio-material analysis of an avant-garde music ensemble <i>Marti, Laurent; Steyaert, Chris</i>	363 Imagining and implementing augmented learning and teaching design for impact: gamification technologies and undergraduate sport and hospitality business education <i>O'Shea, Michelle; Link, Catherine</i>	085 Knowledge-intensive service based on product development system: e- business approach <i>Chootongchai, Suparoek; Songkram, Nowanit; Anuntavoranich, Pongpun</i>	K. The impact of workplace relationships on patient safety culture (SIG) - Professor Elisabetta Trincherro (Practitioner)	L. Emotions and Cognitions in the Rough: Project/Paper Development Workshop - Professor Kerrie Unsworth (ECR)
1650	006 What is a job worth? Human resource and legal issues <i>Oslington, Paul</i>	407 One Man's Trash: Innovating with slack resources Patrick, Holly	360 Cognitive Processes in the CSR decision-making process: An Operationalization of CSR as Sensemaking <i>Richter, Ulf; Arndt, Felix</i>	311 Employer perceptions of immigrant candidates' suitability: The influence of decision maker and organisational characteristics <i>Almeida, Shamika; Fernando, Mario; Dharmage, Shyamali</i>	032 Identity work among women in Indonesian universities: exploring internal and external influences <i>Haeruddin, M.; Pick, David; Thein, Htwe Htwe</i>	075 Pre-exposed 1st year marketing management students prefer embedding of workshop activities <i>Jarvis, Wade; Johnston, Shannon</i>	158 An Australia-China Joint Research Project: IT Gaps and Needs in Support of 'Green Tourism' Initiatives <i>McGrath, Michael; Meijerink, Henk; Gutterson, Brett</i>			
1710			467 Lecture to the academy: On management language, pigs and pork <i>Sayers, Janet</i>	416 Branded space-times: Probing the production of employee subjectivity in employer branding <i>Taalas, Saara; Cassinger, Cecilia; Vasquez, Consuelo</i>			060 A systematic review of the current theory base in the crowdsourcing literature <i>Amrollahi, Alireza; Ghapanchi, Amir Hossein; Talaei-Khoei, Amir</i>	111 Descriptive capacity in teams: a conceptual framework <i>Cordery, John; Fassehi, Shukrullah</i>		
1730	Close of Sessions Day 2									
1815	Buses leave for Doltone House from the Novotel Sydney Central Hotel, Thomas Street, Ultimo									
1900-2300	CONFERENCE DINNER - DOLTONE HOUSE, JONES BAY WHARF									

**FRIDAY 5 DECEMBER 2014**

0730-0845	The impact of indigeneity for managing and organising in the 21st century (SIG) – Professor Jarrod Haar	Seminar Room 1, Building 10, Level 7
0730	Registration	AERIAL FUNCTION CENTRE
0900-1020	ANZAM Keynote Address: Professor Stewart Clegg, UTS Professor Barbara Czarniawska, University of Gothenburg, Sweden Chair: A/Prof Bruce Gurd (ANZAM Immediate Past President)	GREAT HALL
1020	Australian and New Zealand Academy of Management – Annual General Meeting	GREAT HALL
1110-1130	MORNING TEA	GREAT HALL
1130-1310	INSTITUTIONAL MEMBERS' MEETING	Aerial Function Centre, Building 10, Level 7, Broadway Room

**CONCURRENT SESSION SEVEN**

Room	Building 11, Level 00, Room 100	Building 11, Level 4, Room 203	Building 11, Level 4, Room 101	Building 11, Level 4, Room 102	Building 11, Level 3, Room 205	Building 11, Level 3, Room 206	Building 11, Level 4, Rooms 103-105	Building 11, Level 3, Room 301	Aerial Venue, Building 10, Level 7	
Stream	HMO Comp 3	PSNFP Comp 3	SSM Comp 4	GDI Comp 5	OB Inter 3	L&G Inter 2	SSM Inter 1	TISCM Inter 2	Wattle Room	Thomas Room
Chair	Yvonne Brunetto	Jenny Green	Suzanne Benn	Michelle O'Shea	Jarrod Haar	Herman Tse/ Marie dela Rama	Melissa Edwards	Premaratne Samaranyake		
1130	443 Using Evidence to Solve Organizational Problems in Hospitals: A Case Study of Fast Track <i>Wright, April; Liesch, Peter; Middleton, Stuart; Burke, John; Brazil, Victoria</i>	307 Governance challenges for not-for-profit organisations: empirical evidence in support of a contingency approach <i>Clarke, Thomas; Chelliah, John; Klettner, Alice; Boersma, Martijn</i>	338 Dematerialization through Circular Flows: Managing Social Change in Regenerative and Restorative Systems <i>Edwards, Melissa; Perey, Robert; Stubbs, Wendy; Benn, Suzanne</i>	295 Career progression of women in accounting firms <i>Adapa, Sujana; Sheridan, Alison; Rindfleish, Jennifer</i>	293 A Framework for Understanding Connectedness, Instrumentality and Aesthetics as Aspects of the Physical Work Environment <i>Sander, Elizabeth; Caza, Arran; Jordan, Peter</i>	344 The Active Engagement of Boards of Directors in Corporate Sustainability and Responsibility: Towards New Models of Global Governance <i>Sainty, Rosemary</i>	315 Does resilience improve the ability to influence?: A model for sustainability professionals <i>Blomfield, Jessica; Jordan, Peter</i>	258 Organizational and Inter-organizational competencies for supply chain integration: Findings from India <i>V, Krishnapriya; Baral, Rupashree</i>	M. Age and Workforce Management: Positive models for the ages – Associate Professor Kate Shacklock (Practitioner)	N. Contextualizing entrepreneurship: Indigenous women researchers researching indigenous women – Dr Michelle Evans (ECR)
1150	042 Complexity issues in performance reporting by New Zealand health entities <i>Maguire, William; Murphy, Lyn</i>	320 Creative coalitions as mechanisms of convergence among multiple institutional actors <i>Joyner, Kate</i>	216 Making Sense of Social Capital <i>Daniel, Lisa; Landinez, Lina; Neale, Lisa</i>	132 Roles of female higher education academic leaders in Indonesia: an exploratory study <i>Arquisola, Maria Jacinta; Rentschler, Ruth</i>	104 Exploring happiness organisational culture with Confucianism: a case of Chinese private company in China <i>Teng, Weili; Zhang, Xiaozheng</i>	361 Did The Indian Life Insurance Industry Overlook A Key Leadership Issue? An Exploratory Study Investigating The Role Of Shared Leadership With Reference To The Top Management Issues <i>Sinha, Subhashis; Jain, Nikunj</i>	070 The role of members' involvement and time with the sporting club as moderators on community initiative engagement <i>Jarvis, Wade; Burton, Henry</i>	450 Pioneers, Followers and Interaction Networks in New Technology Adoption <i>Sepasgozar, Samad; Davis, Steven</i>		

# RESHAPING MANAGEMENT FOR IMPACT

## FRIDAY 5 DECEMBER 2014 CONTINUED

Room	Building 11, Level 00, Room 100	Building 11, Level 4, Room 203	Building 11, Level 4, Room 101	Building 11, Level 4, Room 102	Building 11, Level 3, Room 205	Building 11, Level 3, Room 206	Building 11, Level 4, Rooms 103-105	Building 11, Level 3, Room 301	Aerial Venue, Building 10, Level 7	
									Wattle Room	Thomas Room
1210	438 The challenges of relational leadership and decision making in a healthcare context <i>Harden, Hazel; Fulop, Liz</i>	353 Australian Public Service Reforms and Public Service Motivation <i>Wood, Christa</i>	446 Business and Energy Use: Trigger Points for Change <i>Walton, Sara; Ford, Rebecca; Stephenson, Janet</i>	148 Is all creativity created equal? It depends on gender and the type of creativity <i>Luksyte, Aleksandra; Unsworth, Kerrie</i>	415 Maintaining Teams in a Complex State: a Reinterpretation of Stacey's Complexity matrix and the implication for leadership <i>Maxwell, Chris</i>	463 Law and Corporate Governance: Nature versus Nurture Argument Revisited <i>Raja, Khurram</i>  030 Leading in universities: exploring ways to navigate the new terrain <i>Wardale, Dorothy; Lord, Linley</i>	401 Multinational Corporations: CSR, Gender and Poverty Alleviation in Mekong Countries <i>Pimpa, Nattavud; Gregory, Sheree; Moore, Timothy</i>	130 The impact of total quality management and supply chain integration on firm performance in container shipping <i>Thai, Vinh</i>	M. Age and Workforce Management: Positive models for the ages - Associate Professor, Kate Shacklock (Practitioner)	N. Contextualizing entrepreneurship: Indigenous women researchers researching indigenous women - Dr Michelle Evans (EGR)
1230	314 Decision Making Processes in the Emergency Department and Implications for HRM <i>Wright, April; Middleton, Stuart; Williams, Julian; Brazil, Victoria</i>	354 Volunteering in times of crisis: lessons from New Zealand <i>Blackman, Deborah; Benson, Angela; Nakanishi, Hitomi</i>	419 Good Vibrations! Co-Creating sustainable events through multi-stakeholder involvement <i>Koehler, Julia; Schneider, André</i>	276 An alternative view of the glass cliff: was she pushed or did she volunteer? <i>Sloan, Terry; Hayes, Kathryn</i>	342 Enculturating profiling tools within workplace teams in pursuit of positive organisational cultures <i>Chapman, Geoffrey; Radford, Katrina; Gould, Ryan; Fitzgerald, Anneke</i>	116 Does transformational leadership enhance or inhibit innovative behavior: the role of knowledge sharing <i>Shipton, Helen; Sanders, Karin; Bednall, Tim; Jackson, Chris</i>	102 Developing A Conceptual Business Model For A Sustainable Eco-System <i>Nel, Pieter; Bhat, Ravi</i>	324 Stakeholder models in the context of statutory out-of-home care in NSW <i>Rajan, Rejani; Sloan, Terry</i>		
1250		387 Public service workers after 25 years of new public management: Committed and motivated despite weak managers and organisations <i>Plimmer, Geoff</i>	422 Resilience, Future Proofing and Community: the Power of the Narrative <i>Cathro, Virginia; Walton, Sara; O'Kane, Paula; Ruwhiu, Diane</i>	306 Advancing Women in Leadership: Multi-Level Targets and Cultural Change <i>Boersma, Martijn; Klettner, Alice; Clarke, Thomas</i>	376 Factors affecting leadership effectiveness: perception from generation Y employees <i>Adil, Diana Awing; Chew, Kok-Wai; Yeap, Peik-Foong</i>	292 The impact of corporate governance on the financial performance of small corporations in Australia: a structural equation modelling approach <i>Li, Yongqiang; Armstrong, Anona; Clarke, Andrew</i>				
1310-1350	Lunch					277 Servant Leadership and Social Competence in Growing A High Performance Organisation: A Case Study of El Sistema <i>Vongswasdi, Pisitta</i>				

**CONCURRENT SESSION EIGHT**

Room	Building 11, Level 00, Room 100	Building 11, Level 4, Room 203	Building 11, Level 4, Room 102	Building 11, Level 3, Room 206	Building 11, Level 3, Room 205	Building 11, Level 4, Room 101	Building 11, Level 4, Rooms 103-105	Building 11, Level 3, Room 301	Building 11, Level B1, Room 101	Aerial Venue, Building 10, Level 7	
Stream	PSNFP Comp 4	CMS Mixed	TISCM Comp 3	Mixed Comp 1 MED, L&G, MKT, INT	Mixed Inter 1 INT, GDI, ESSB	Mixed Inter 2 HRM, STR, OC&D	Mixed Inter 3 MKT, PSNFP	HRM Inter 2	HMO Inter 1	Wattle Room	Thomas Room
Chair	Jenny Green	Andrew Dickson	Glen Murphy	Sid Gray	Ellen Baker	Kylie Redfern	Bruce Perrott	Walter Jarvis	Lyn Murphy		
1350	014 Identity work in multi-level timespace: Insights from narrative fiction <i>Pick, David; Symons, Christine; Teo, Stephen</i>	425 Shrouds of Violence: Revealing Acts of Workplace Violence <i>Catley, Bevan; Dickson, Andrew</i>	003 Identifying drivers of supply chain vulnerability: An integrative framework <i>Pournader, Mehrdokht; Kach, Andrew; Najmaei, Arash; Keblis, Matthew</i>	046 Leadership learning and development: an interpretative approach to formation <i>Hibbert, Paul; Beech, Nic; Grahle, Christian; Siedlok, Frank</i>	337 The Process of Migrant Entrepreneurship through Social Ties: Towards an Integrated Theoretical Framework <i>Everett, Andre; Hamid, Hamizah; O'Kane, Conor</i>	455 Advancing a conceptual model for understanding the influence of personal characteristics and values on Generation Y's attitude towards teleworking <i>Cullen, Aaron; Rosenberger III, Philip; Malik, Ashish; Fitzgerald, Martin; Kriz, Anton</i>	280 The brave new world of automotive telematics: What will it mean for managers and marketeers? <i>Klomp, Steve</i>	021 Recruitment Practices in Australia: A Review and Comparative Research Agenda <i>Jepsen, Denise; Knox-Haly, Martha; Townsend, Daniel</i>	041 Reflecting on the value of healthcare <i>Murphy, Lyn; Maguire, William</i>	O. Penrose @ 100: Resources and (Dynamic) Capabilities in the 21st Century – Professor Christos Pitealis (ECR)	P. The impact of ethics in organizations: politics as embedded moral action – Professor Carl Rhodes (ECR)
1410	255 Reshaping (local) public management in turbulent times: conceptualizing domains and providing recommendations for public managers <i>Sancino, Alessandro; Borgonovi, Elio</i>	464 Organizing Academic Life: The Skin we are In <i>Baxter, Lynne; Pullen, Alison</i>	350 System Dynamics Modelling for Stakeholder Management <i>Elias, Arun; Larkin, Jackie</i>	186 How Boards Resolve Information Asymmetry to Execute Their Roles: The Role of Enterprise Resource Planning Systems <i>Niu, Jiping; Ozdemir, Salih</i>	236 Extant Findings towards Generation Y Profiling at the Workplace <i>Ahmed, Ezaz; Ahmed, Rubina; Monga, Manjit; Scott-Young, Christina</i>	178 Times of austerity: A stimulus to human resource developments <i>Kramar, Robin</i>	394 Students' perception on integrated marketing communication of private higher education institutions in Loa PDR <i>Khammavong, Malina; Pimpa, Nattavud; Rametse, Nthati</i>	370 Who Controls the Moving Work Space? An Exploration of Teleworking, Hot desking and Co-working in the Australian mining industry <i>Raffaele, Catherine; Vojnovic, Philippa</i>	259 The Validity and Reliability of the Agency for Healthcare Research and Quality's Hospital Survey on Patient Safety Culture: Results from Italy <i>Trincherio, Elisabetta; Farr-Wharton, Ben</i>		
1430	436 The nature of the psychological contract for ongoing and fixed term volunteers: A review and research agenda <i>Payne, Graeme; Fisher, Greg</i>			204 From green to ethical consumers: what should you change in your advertisement to motivate them to buy ethical products? <i>Karsaklian, Eliane; Fee, Anthony</i>	241 Better than nothing? The detrimental effects of gender and diversity interventions <i>van den Brink, Marieke; de Vries, Jennifer</i>	223 A unified social network theory of interorganizational relations <i>Ekanayake, Samantha; Sun, Peter; Childerhouse, Paul</i>	126 What is the role of collegiality in modern universities? Compositions of governance ideals and governance practices <i>Eriksson-Zetteruist, Ulla; Sahlin, Kerstin</i>	077 Impact of Training on Manager Performance: Learning from Two Airlines <i>Talukder, A K M; Vickers, Margaret</i>	388 Why me, why now? An investigation of middle managers' perceived drivers of change and their implications in the Australian Aged Care sector <i>Meissner, Ellen</i>		
				239 Connecting the Dots: Network Ties of People with Disabilities <i>Sharma, Anita</i>	241 Better than nothing? The detrimental effects of gender and diversity interventions <i>van den Brink, Marieke; de Vries, Jennifer</i>	069 Formalization and Flexibility: An investigation of operational governance from a learning perspective <i>Yang, Feifei; Shinkle, George</i>	183 How engineers get things done: Comparing the impact of formal and informal workplace relationships with management on public and private sector employee performance <i>Brunetto, Yvonne; Xerri, Matthew; Farr-Wharton, Ben; Nelson, Silvia</i>	129 Effects of Performance Appraisal on Organizational Performance: Evidence from a Public Bank in Bangladesh <i>Talukder, A K M; Talukder, Muhammad</i>	445 Reshaping Management for the health reform agenda: surface acting is a thing <i>Pearl, Frances; Ashkanasy, Neal; Roan, Amanda</i>		
								400 Revisiting work life balance (WLB) and work performance: a research note <i>Talukder, A K M; Vickers, Margaret</i>	440 Quality of Output in Healthcare: An Empirical Study <i>Taskin, Nazim; Harsini, Ali; Verville, Jacques; Keskin, Tayfun</i>		

# RESHAPING MANAGEMENT FOR IMPACT

## PROGRAM

Room	Building 11, Level 00, Room 100	Building 11, Level 4, Room 203	Building 11, Level 4, Room 102	Building 11, Level 3, Room 206	Building 11, Level 3, Room 205	Building 11, Level 4, Room 101	Building 11, Level 4, Rooms 103-105	Building 11, Level 3, Room 301	Building 11, Level B1, Room 101	Aerial Venue, Building 10, Level 7	
										Wattle Room	Thomas Room
1450	322 Potentiality of Social Return on Investment for Infrastructure Development in Emerging Economies <i>Gurd, Bruce; Lim, Cheryl; Purwohedji, Unggul</i>	375 Dressing for competence – notes on the body practices of knowledge workers <i>Schilling, Annika</i>		166 Cross-listings, stage of internationalization and firm performance <i>Lu, Jane</i>	244 Demystifying the Gateways to Social Entrepreneurship through Resource Based View <i>Sharma, Anita</i>	095 The Role of Industry Clusters in Promoting Competitive Advantage: An Investigation of Knowledge Sharing in an Emerging Saudi Arabian Industry Cluster <i>Zafer, Aliah</i>	118 Deconstructing Lean Policing in England and Wales: A Knowledge Creation Perspective <i>Barton, Harry</i>	093 A diary study of Human Resource professionals' work roles and experience of psychological flow at work <i>Molineux, John; Halim, Zaheed</i>	390 Working together for a common goal; Lessons from a quadruple helix organization. <i>Radford, Katrina; Fitzgerald, Anneke; Hayes, Kathryn</i>		
1510	017 Constraints and characteristics of flexible work arrangements in small not-for-profit firms <i>Townsend, Keith; McDonald, Paula; Cathcart, Abby</i>	214 Fit for work: understanding the organisational effects of masculinities in transition <i>Butcher, Tim; James, Eric P</i>				374 Examining organizational transformation (OT) through the lens of complex adaptive systems (CASs) <i>Riaz, Shoaib; Kimberley, Nell; Morgan, Damian</i>		224 The relationship between transactional-transformational leadership and employee engagement <i>Kusel, Reulene; Schultz, Cecile</i>	242 Managing work-related suicide of fly-in/fly-out employees' in the Australian mining industry <i>Vojnovic, Philippa</i>		
		027 Critical Management Studies as a Resistance to Epistemic Coloniality: An Ambivalent Position for a Non-Western Academic <i>Alakavuklar, Ozan</i>						265 Do work-life benefits foster positive employee attitudes and behaviours? Insights from the public sectors in Cyprus? <i>Shipton, Helen; Komodromou, Janell; Sanders, Karin; Budhwar, Pawan; Barton, Harry</i>	203 Impact of Aligned Values on Healthcare Performance: New Zealand District Health Boards and their Senior Executives. <i>Looi, Suk Yi; Greatbanks, Richard; Everett, Andre</i>		
1530	Close of Sessions Day 3										
1530-1630	HAPPY HOUR DRINKS AND CONFERENCE CLOSE										
										O. Penrose @ 100: Resources and (Dynamic) Capabilities in the 21st Century – Professor Christos Pitelis (ECR)	P. The impact of ethics in organizations: politics as embedded moral action – Professor Carl Rhodes (ECR)

AERIAL FUNCTION CENTRE

REGISTRATION IS OPEN UNTIL THE END OF THE CONFERENCE