

# MANAGING FOR PEAK PERFORMANCE

## CONFERENCE CHAIRS: CONOR O'KANE AND ELIZABETH ROSE PROGRAM

Stream		Stream Chair	Stream		Stream Chair
MPP	Managing for Peak Performance	Dr Conor O'Kane, University of Otago Professor Elizabeth Rose, University of Otago	MED	Management Education and Development	Dr Peter McLean, Dr Christa Wood, Dr Christa Wood, University of Wollongong
CMS	Critical Management Studies	Dr Bronwyn Boon, University of Otago Dr Janet Sayers, Massey University	MKT	Marketing & Communication	Professor Aron O'Cass, University of Tasmania Dr Vida Siahtiri, University of Tasmania
ESSB	Entrepreneurship, Start-Ups and Small Business	Dr Jo Kirkwood, University of Otago Dr Martina Battisti, Massey University	OB	Organisational Behaviour	Dr Ezaz Ahmed, Central Queensland University Dr Ramudu Bhanugopan, Charles Sturt University
FB&E	Family Business & Enterprise	Dr Chris Graves, University of Adelaide Dr Donella Caspersz, University of Western Australia	PSNFP	Public Sector Management and Not-for-Profit	Dr Jenny Green, University of Technology Sydney Dr Wayne Fallon, Western Sydney University
GDI	Gender, Diversity and Indigeneity	Associate Professor Carlene Boucher, RMIT Dr Diane Ruwhiu, University of Otago	STR	Strategic Management	Dr Renu Agarwal, University of Technology Sydney Dr David Stiles, University of Canterbury
HMO	Health Management & Organization	Dr Ann Dadich, Western Sydney University Dr Louise Kippist, Western Sydney University	SSM	Sustainability and Social Issues in Management	Dr Melissa Edwards, University of Technology Sydney Dr Sara Walton, University of Otago
HRM	Human Resource Management	Dr Fiona Edgar, University of Otago Dr Paula O'Kane, University of Otago	TISCM	Technology, Innovation & Supply Chain Management	Associate Professor Terry Sloan, Western Sydney University Dr Arun Elias, Victoria University of Wellington
INT	International Management	Associate Professor Maryam Omari, Edith Cowan University Associate Professor Hadrian Djajadikerta, Edith Cowan University	Comp	Competitive paper session	
L&G	Leadership and Governance	Dr Herman Tse, Griffith University Dr Marie dela Rama, University of Technology Sydney	Inter	Interactive paper session	
			WS	Workshop	

### MONDAY 30 NOVEMBER 2015

0900-1700	ANZAM Board Meeting	Millennium Hotel, Galaxy Ballroom 1
1830-2030	Doctoral Workshop Dinner	Pig & Whistle, Bar and Restaurant

### TUESDAY 1 DECEMBER 2015

0800-0830	Year-End Doctoral Workshop Registration Opens	Millennium Hotel Galaxy Ballroom Foyer
0830-1700	Year-End Doctoral Workshop	Millennium Hotel Galaxy Ballroom
1500-1600	Conference Registration	Millennium Hotel Front Foyer
1700-1900	Conference Welcome Reception and Registration	Pier 19, Steamer Wharf, Queenstown

# MANAGING FOR PEAK PERFORMANCE

WEDNESDAY 2 DECEMBER 2015												
0800	Registration opens											MILLENNIUM HOTEL FRONT FOYER
0850-0930	ANZAM President's Welcome: Associate Professor Martin Grimmer Official Opening of the 29th ANZAM Conference by Professor Richard Blaikie, University of Otago Deputy Vice-Chancellor Research & Enterprise Stream Award Presentations											GALAXY BALLROOM
0930-1030	Keynote Opening: "Dynamic Capabilities and Related Paradigms" Professor David Teece, Thomas W. Tusher Professor in Global Business, University of California Chair: Sir Eion Edgar											GALAXY BALLROOM
1030-1055	Morning Tea											OBSERVATORY RESTAURANT
1100-1240	<b>CONCURRENT SESSION ONE (100 mins)</b>							<b>Interactive Sessions</b>			<b>Workshops</b>	
Room	Galaxy I	Galaxy II	Galaxy III	Meeting Room V	Meeting Room IV	Meeting Room I	Copthorne I	501	505	Meeting Room II	Copthorne II	Copthorne III
Stream	HRM Comp 1	OB Comp 1	ESSB Comp 1	GDI Comp 1	MPP Comp 1	INT Comp1	PSNFP Comp 1	HRM Inter 1	HMO Inter 1	TISCM Inter 1	MED 1	WS A
Chair	Jarrold Haar	Ingrid Nielsen	Huibert Peter de Vries	Diane Ruwhiu	Oluremi Ayoko	Virginia Cathro	Richard Greatbanks	Bevan Catley	Kathleen Montgomery	Terry Sloan	Peter McLean	WS A
1100	72 The Logic of 'Going Living Wage': A firm-level analysis <i>Parker, Jane; Eastgate Lindsay; Arrowsmith, James; Carr, Stuart</i>	221 The Disengaging Role of Laissez-Faire Leadership during Organisational Crises <i>Adonopoulos, James; Molineux, John</i>	171 Cross-cultural Capabilities: Leveraging Cross-Cultural Capabilities for Immigrant Entrepreneurs' Performance <i>Xu, Kunlin; Drennan, Judy; Mathews, Shane</i>	402 Global or local-an intersectional analysis of hotel careers in New Zealand <i>Mooney, Shelagh</i>	471 A 'Strategic Meta-Lever' for Orchestrating Public Service Reform: Anglophone Government Approaches to Developing Civil Service Leadership <i>Wallace, Mike; Morris, Jonathan</i>	172 International innovation in Europe: diversity of origin, location and motives <i>Ingrst, Igor; Zamborsky, Peter; Dachs, Bernhard</i>	54 Australian non-profit altruism and well-being through co-creation: A transformative service marketing perspective <i>Jackson, Kristyn</i>	255 Multicultural background of new Immigrants' Children as a potential to develop human capital for the International Chinese enterprises <i>Lien, Man-Chun; Yi-Shien, Yeh</i>	401 Clinician engagement in health care reform: what a nightmare! <i>Philpot, Shoni; Fulop, Liz</i> 408 The role of positive emotion in translating knowledge to practice <i>Hodgins, Michael; Dadich, Ann</i>	361 Benchmarking in New Zealand Public Sector Organisations: A Comparative Study <i>Bose, Ratna; Elias, Arun</i> 94 Does obligational contracting lead to better performance? A comparison of global carmakers' supplier relationship management approaches in Australia <i>Quek, Kheng Boon; Wang, Yue</i>	ANZAM Management Educator of the Year Masterclass Glen Murphy	
1120	259 An exploratory study towards important factors in a talent management strategy in an African mining corporation <i>Van Hoek, Lize</i>	412 Green micro-breaks boost performance: The role of tension and task proficiency <i>Lee, Kate; Sargent, Leisa; Williams, Kathryn; Williams, Nicholas</i>	383 Ethnic migrant entrepreneurs: Different countries of origin, different challenges? <i>Hamid, Hamizah; Everett, André; O'Kane, Conor</i>	312 Gender Equality in the Workplace: Moving from Practices to Strategy <i>Towns, Deborah; Good, Laura; Olsen, Jesse.</i>	146 Emotional Intelligence, Work Attitudes and Project Success: An Examination among Project Managers in Complex Projects <i>Rezvani, Azadeh; Chang, Artemis; Wiewiora, Anna</i>	449 How local firms in less-developed countries learn from foreign partners <i>Aliasghar, Omid; Rose, Elizabeth; Zhang, Jing</i>	371 Contracted volunteers and expectations – an exploratory study of volunteer job satisfaction in a not for profit organization <i>Payne, Graeme; Fisher, Greg</i>	250 Effect of high involvement work system on Green HRM: A conceptual paper on engaging employees in Environment Management <i>Parida, Subha; Brown, Kerry</i>	286 Having Difficult Conversations in the Workplace: "It's like dancing around a minefield" <i>Kippist, Louise; Duarte, Fernanda</i> 381 Walking the walk: Reflecting on teambuilding during an Online Management Practicum <i>Ritchie, David</i>			

Editor Perspectives: The Art and Craft of Reviewing  
Kevin Lowe, Neal Ashkanasy, Tim Bentley,  
Patrick Wright, Marylène Gagné, Peter Jordan

Room	Galaxy I	Galaxy II	Galaxy III	Meeting Room V	Meeting Room IV	Meeting Room I	Copthorne I	501	505	Meeting Room II	Copthorne II	Copthorne III
1140	211 Controversies on the Significance of HRM: The Cost of Paradigm Shift <i>Apon, Saniat; Mazzarol, Tim</i>	367 Personality and work outcomes: A moderated mediation model of self-leadership and gender <i>Ho Jessie; Nesbit, Paul</i>	400 Towards an understanding of the enablers of productive female entrepreneurial ventures <i>Cochrane, Robyn; McKeown, Tui</i>	227 Determinants of social capital in a developing country context <i>Choden, Phuntsho; Cox, Stephen; Bradley, Lisa</i>	33 Peak performance and chronotype diversity: A conceptual investigation <i>Volk, Stefan; Christian, Michael; Becker, William</i>	190 Synergies and dissonance between culture and performance measurement – a study within a Thai hotel <i>Gurd, Bruce; Rice, John; Hyde, Peter</i>	129 Hosting University Student Volunteers: Great Expectations <i>Paull, Megan; Omari, Maryam; MacCallum, Judy; Young, Susan; Walker, Gabrielle; Holmes, Kirsten; Haski-Leventhal, Debbie; Scott, Rowena</i>	429 A Comparative Study on the Influence of Human Resource Practices on Safety Outcomes in the Mining Sectors of Australia and China: a Theoretical Framework <i>Lu, Ying; Taksa, Lucy</i>		413 Collaborations for Technological Innovation: Evidence from China <i>Zhou, Ruoying; Vaidya, Kirit; Gong, Yundan</i>  391 Power Advantage and Power Abuse in Supplier-Buyer Relationships <i>Low, Wen-Shinn</i>		
1200	069 Comparing LMX and AMO to Understand Frontline Manager Involvement in Flexible Work <i>Lee, Qian Yi; Townsend, Keith; Wilkinson, Adrian</i>	239 The Negative Exchange Spiral Between Relationship Conflict and Interpersonal Justice <i>Adamovic, Mladen</i>	271 Cash Economy and Small Business: A New Zealand Research Analysis <i>Yong, Sue</i>	140 The Inclusion of Women in Nepalese Forestry Governance: Perspectives from Feminist Institutionalism <i>Pillay, Soma; Wagle, Radha; Wright, Wendy</i>	366 Managing for Peak Performance: retailer preference and consumer decision making <i>Hermens, Herbert; Hermens, Antoine</i>	223 Do Chinese Acquirers Paying Premiums in Large International Acquisitions Experience Negative Market Reactions as Western Counterparts? <i>Tseng, Chiung-Hui</i>	137 A Transitional Model of Systemic Change in Disability Sector Reform in Western Australia <i>Edwards, Mark; Soo, Christine</i>	398 Demographic characteristics and job function as determinants of executive remuneration in South African state owned enterprises <i>Maloa, Frans</i>  25 A Model of the Work-Family Interface through the lens of Contemporary Global Mobility <i>Mutter, Joanne</i>				
1220	95 Laissez-faire Leadership Behaviours in the Public Sector in Vietnam <i>Nguyen, Diep; Teo, Stephen; Grover, Steven; Nguyen, Nguyen</i>	48 Risky Questions: Search and Learning in Non-Benign Environments <i>MacAulay, Sam; Steen, John; Kastle, Tim</i>	24 SME internationalisation in unfamiliar markets: NZ food SMEs entering China <i>Felder, Antje; Fath, Benjamin; Whittaker, D</i>	46 Conceptualising Female Dissonance between Women at Work: The Case of Women Doctors <i>Jogulu, Uma; Vijayasingham, Lavanya</i>	307 Managing for sustained performance: collaborative realisation by design <i>Cairns, George; Matthews, Judy</i>	470 An examination of the characteristics and strategies of Emerging Market Multinationals <i>Yeganeh, Hamid; Sauers, Daniel</i>	86 Comparing Malta & USA Police Officer's Individual and Organizational Support on Outcomes <i>Farr-Wharton, Ben; Azzopardi, Joseph; Brunetto, Yvonne; Farr-Wharton, Rod; Wojtarowicz, Natalie; Shriberg, Art;</i>					
1240-1320	Lunch (including First Time ANZAM Delegates Lunch)										OBSERVATORY RESTAURANT	
1325-1435	ANZAM Plenary Session 1: Panel of Senior Management from Ngāi Tahu Holdings Corporation Ltd: • Mike Sang, Chief Executive of Ngāi Tahu Holdings • David Kennedy, Regional General Manager South for Ngāi Tahu Tourism • Andreas Carrara, Chief Financial Officer for Ngāi Tahu Seafood Chair: Professor Richard Blaikie, University of Otago Deputy Vice-Chancellor Research & Enterprise										GALAXY BALLROOM	
1435-1455	Afternoon tea										OBSERVATORY RESTAURANT	

ANZAM Management Educator of the Year Masterclass Glen Murphy

Editor Perspectives: The Art and Craft of Reviewing  
Kevin Lowe, Neal Ashkanasy, Tim Bentley,  
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## WEDNESDAY 2 DECEMBER 2015 CONTINUED

1500-1640 CONCURRENT SESSION TWO (100 mins)								Interactive Sessions			Workshops	
Room	Galaxy I	Galaxy II	Galaxy III	Meeting Room V	Meeting Room IV	Meeting Room I	Copthorne I	501	505	Meeting Room II	Copthorne II	Copthorne III
Stream	HRM Comp 2	OB Comp 2	ESSB Comp 2	SSM Comp 1	MPP Comp 2	GDI Comp 2	MED Comp 2	OB Inter 1	INT Inter 1	TISCM Inter 2		
Chair	Stephen Teo	Gerry Treuren	Conor O'Kane	Bryan Jenkins	Antoine Hermens	Bronwyn Boon	Peter McLean	Melanie Bryant	Bruce Gurd	Arun Elias	WS B	WS C
1500	222 Performance Management in Research and Practice <i>O'Kane, Paula; Brown, Trevor; McCracken, Martin; Mazumdar, Bishaka</i>	358 Cultural intelligence and organisational culture: the mediating role of cross cultural role conflict, ambiguity, and overload <i>Kubicek, Amedeus; Bhanugopan, Ramudu; O'Neill, Grant</i>	268 Barriers to open innovation for Scottish SMEs <i>Charles, David; Miller, Stephen</i>	47 Work Right; Right Work: Negotiating the Social and Moral of Chronic Illness and Work <i>Vijayasingham, Lavanya; Jogulu, Uma</i>	444 Perceived export performance: A contingent measurement approach <i>Sadeghi, Arash; Rose, Elizabeth L.; Zhang, Jing A.</i>	293 Work-family conflict and turnover intention of female casino employees in Macau <i>Chan, Joanne Sow Hup; Kuok, Kim Oi Mei</i>	430 The role of the flipped classroom in business education: Linking learning with the workplace <i>Bathula, Hanoku; Lowe, Kevin</i>	240 Organizational Justice Rides a New Wave: The Peer Justice Wave <i>Adamovic, Mladen</i> 157 Affect and Coping in Response to Abusive Supervision: The Role of Employees' Implicit Leader Theories <i>Nguyen, Hieu; Ashkanasy, Neal; Li, Yiqiong; Parker, Stacey</i>	199 To Bear or Not to Bear: Subordinate's Reactions to Culturally Inappropriate Leadership Behaviors <i>Kennedy, Jeffrey</i> 58 Public and Family Firms' FDI: Unpacking Patterns and Performance Implications of Legitimacy Seeking Behaviors <i>Fourné, Sebastian; Zschoche, Miriam</i> 52 Role of ICT4D Project for rural development in a south Asian country <i>Arefin. Shamsul; Hoque, Rakibul; Ahmed, Ezaz;</i>	241 Opportunism in Manufacturing Supply Chains in Uganda <i>Eyaa, Sarah; Sridharan, Ramaswami; Ryan, Suzanne</i> 451 Exploring the Synergies of Technology, Markets and People: On the Transition to Advanced Manufacturing <i>Hurriyet, Hilal; Fallon, Wayne</i> 419 Decision Analysis and Negotiations for Technology Adoption Decision: An Exploratory Study <i>Sepasqozar, Samad; Davis, Steven</i>	PhDs and supervision: new models/new issues <i>Kate Kearins, Lee Di Milia, Ingrid Nielsen, Yvonne Brunetto</i>	Positive organisational behaviour: healthcare management <i>Kate Shacklock, Yvonne Brunetto, Ben Farr-Wharton, Gavin O'Meara, Liz Fulop</i>
1520	182 Skills and competencies for the contemporary Human Resource Practitioner: A synthesis of the Academic, Industry and Employers' perspectives <i>Sikander, Arif; McDonnell, Leanne</i>	378 The joint effects of supervisor and employee emotion recognition skills: Implications for the emotional demand-strain relationship <i>Tucker, Michelle K.; Jimmieson, Nerina L.; Bordia, Prashant</i>	467 The Impact of Resources and Strategic Orientation on Small Retail Firm Performance <i>Grimmer, Louise; Miles, Morgan; Byrom, John; Grimmer, Martin</i>	163 Alcohol policy and gender effect on university students' drinking behaviour <i>Sharma, Bishnu; Reinhard, Karin</i>	73 Do you have the right 'shock absorbers'? The role of adaptive change agents in facilitating successful change <i>Ahmed, Hafsa; Cohen, David, A.</i>	188 Open Atmosphere in the Workplace and LGBs' Psychological Experiences: The Roles of Self-Acceptance and Self-Concealment <i>Jiang, Zhou; Hu, Xiaowen; Wang, Zhongmin</i>	317 Moving from Sage to Learning Facilitator: A case for a flipped approach <i>Greenfield, Geoffrey; Wright, April; Hibbert, Paul</i>	87 When laughing at others helps me and may hurt everybody else: The influence of laughing at others on persistence and deviant behaviour <i>Cheng, David</i>				

Room	Galaxy I	Galaxy II	Galaxy III	Meeting Room V	Meeting Room IV	Meeting Room I	Copthorne I	501	505	Meeting Room II	Copthorne II	Copthorne III
1540	209 Human resource management in the hotel industry: A review of the literature <i>Hewagama, Gayani</i>	115 Exploring the Negativity of Work-Family Practice Use: A Study of Job Burnout <i>Haar, Jarrod; Harley, James</i>	167 Proximity effects on SMEs: up close and personal by strategically myopic <i>Mazzarol, Tim; Reboud, Sophie; Clark, Delwyn</i>	191 Risk-informed competency-based learning for managers and business ethics practitioners <i>Cramm, David; Erwee, Ronel</i>	55 The Impact of the Prevalence of CEO Long-term Compensation Incentives on National Economic Peak Performance <i>Campbell, Cynthia; Chang, Rosita; DeJong, Jack; Doktor, Robert; Oxelheim, Lars; Randøy, Trond</i>	110 Champions of Change: Why do some CEOs champion gender diversity? <i>Metz, Isabel; Kulik, Carol</i>	269 "Cracking the Plaster": Significant Big Five Personality Changes in Professional Workers during a Coaching Intervention <i>Parker, Helen; MacCann, Carolyn</i>	29 How Designated Followers Exercise Leadership <i>Bower, Ian</i> 179 Leadership: In sickness and in health <i>Ghin, Peter</i> 136 Turnover for skill acquisition <i>Bose, Lakshmi</i>	93 Business Diplomacy in Practice: What Do the Experts Say? <i>Alammar, Fahad; Pauleen, David</i> 463 You Said it Differently! Patterns and Characteristics of Intercultural Styles in Global Virtual Teams <i>Zakaria, Norhayati; Mohd Yusof, Shafiz; Abd Rahman, Nursakirah</i>	202 Strategic Project Management for Product Innovation Projects: A Framework for Analysis <i>Andersson, Tage; Chapman, Ross</i> 376 Exploring the Effects of Big Data on Managerial Decision Making <i>Gressel, Simone</i>	PhDs and supervision: new models/new issues Kate Kearins, Lee Di Milia, Ingrid Nielsen, Yvonne Brunetto	Positive organisational behaviour: healthcare management Kate Shacklock, Yvonne Brunetto, Ben Farr-Wharton, Gavin O'Meara, Liz Fulop
1600	322 Human Resource professionals' experience of flow at work <i>Molineux, John; Hadji Abootorab Kashi, Kia</i>	432 The role of leadership on innovation and job performance: Exploring the mediating effect of regulatory forces <i>Wilson-Evered, Elisabeth</i>	352 Explicating the Relationship of Entrepreneurial Orientation and Firm Performance: Underlying Mechanisms in the Context of an Emerging Economy <i>Cui, Lin; Fan, Di; Fan, Yi</i>	390 The Roles of Entrepreneurs in Sustainability Transitions: A combination of Strategic Niche Management and Evolutionary Theory <i>Zahraie, Babak; Everett, Andre; Walton, Sara; Kirkwood, Jodyanne</i>	273 Prominence Imprinting : The Roles of Individuals' Pre-merger Centrality and Brokerage on Their Subsequent Performance in Merged Firms <i>Ozdemir, Salih Zeki; Barman, Satorupa</i>	75 Exploring Gender and Workaholism in New Zealand <i>Retna, Kala; Smith, Amanda</i>	124 Using eLearning, blended learning and digital literacy to improve student engagement and retention <i>Du Plessis, Andries; Young, Curtis; Nel, Pieter</i>					
1620	288 "I Didn't have a traditional career trajectory...": The route to credibility in the HR profession. <i>Parkinson, Ann; Plimmer, Geoff</i>	208 The downside of leader proactive personality at the team level: the role of subordinate seeking resources behaviour <i>Wang, Hai-jiang; Demerouti, Evangelia; Lu, Chang-qin; Siu, Oi-ling</i>	220 Organizational resilience: Dynamic capabilities and routinization in response to crisis <i>Ho, Marcus; Verreynne, Martie-Louise; Bentley, Tim; Jenkins, Anna</i>	266 Agentic expressions of sustainability leadership: investigating the efficacy of sustainability awards <i>Sahi, Kaisa; Wolfgramm, Rachel</i>	91 A Dynamic Practice-Based Process Approach to Business Model Construction in Turbulent Environments <i>Chandrasekara, Kasun; Harrison, Richard</i>	35 Promoting Police Women: A conceptual framework <i>Sootiens, Werner; Anthony, Mary</i>						
1640-1650	Short break for session changeover											

# MANAGING FOR PEAK PERFORMANCE

## WEDNESDAY 2 DECEMBER 2015 CONTINUED

1650-1810 CONCURRENT SESSION THREE (80 mins)								Interactive Sessions			Workshops	
Room	Galaxy I	Galaxy II	Galaxy III	Meeting Room V	Meeting Room IV	Meeting Room I	Copthorne I	501	505	Meeting Room II	Copthorne II	Copthorne III
Stream	HRM Comp 3	STR Comp 1	TISCM Comp 1	HMO Comp 1	MED Comp 3	L&G Comp 1	MKT Comp 1	OB Inter 2	MPP Inter 1	GDI Inter 1		
Chair	Paula O'Kane	Paul Knott	Sev Nagalingam	Anneke Fitzgerald	Christa Wood	Janis Wardrop	Raechel Johns	Neal Ashkanasy	Judy Matthews	Diane Ruwhiu	WS D	WS E
1650	<p>4</p> <p>The Impact of Simulations Experiential Learning on Self-Efficacy: A Study of the Australian Building and Construction Industry <i>Holland, Peter; Douglas-Lenders, Rachel; Allen, Belinda</i></p>	<p>213</p> <p>Understanding Plural Governance: A Bibliometric Network Visualization of the Plural Governance Literature <i>Rimbach, Maximilian; de Bie, Holger; Arndt, Felix; Bach, Norbert</i></p>	<p>329</p> <p>Competencies of operations managers in Indonesian third party logistics and freight forwarding firms <i>Sangka, Khresna; Rahman, Shams; Jie, Ferry</i></p>	<p>174</p> <p>How Twitter is used to set a youth mental health agenda <i>Dadich, Ann; Khan, Aila</i></p>	<p>127</p> <p>Intervention in a 'moment' of workplace bullying: Exploring the value of forum theatre <i>Edwards, Margot; Blackwood, Kate</i></p>	<p>328</p> <p>Governance and pay-performance sensitivities of Australian mining firms <i>Yarram, Subba</i></p>	<p>466</p> <p>I want a share of the Muslim market: An exploratory study on travel agencies' service offerings <i>Chew, Yin Teng; Ahmed, Pervaiz</i></p>	<p>357</p> <p>Globalization Shock and Adjustment <i>Lau, Victor; Wong, Yin Yee</i></p> <p>309</p> <p>Diverse responses to job autonomy at work <i>Nguyen, Thao; Caza, Arran; Hutchings, Kate</i></p> <p>306</p> <p>Positive Psychological Capital and Employee Retention: A new perspective for the ageing workforce in Australia <i>Chapman, Geoffrey; Radford, Katrina</i></p>	<p>116</p> <p>Managing peak reputational performance: What's critical in your industry <i>Tracey, Noel; French, Erica</i></p> <p>342</p> <p>Business Model and Resilience – A Conceptual Overview <i>Ijaz, Rabia; Nilakant, Venkataraman; Vargo, John</i></p> <p>138</p> <p>Developing an equitable means for peak performance in project organisations: Career management for women in Project Management <i>Baker, Marzena; French, Erica; Hatcher, Caroline</i></p>	<p>101</p> <p>The Cultural, Linguistic and Religious Profiles of Australia's CEOs and Managing Directors – How Much is Explained by Age? <i>Parr, Nick</i></p> <p>348</p> <p>The Entrepreneurial University: space for the Indigenous? <i>Dell, Kiri; Lythberg, Billie; Woods, Christine</i></p> <p>341</p> <p>Cultural Diversity and Tax Compliance Practices of New Zealand Small Businesses <i>Yong, Sue; Martin, Fiona</i></p>	<p>Speed dating: meet the Heads of School <i>Melanie Bryant, Mark Frost, Kate Kearins</i></p>	<p>Co-operative and mutual enterprises research agenda <i>Delwyn Clark, Tim Mazzarol, Sophie Rebound, Elena Gamevsk, Steve Bowden, Elena Mamouni Limnios</i></p>
1710	<p>384</p> <p>Should a dynamic capabilities framework be integrated into evaluations of workplace e-learning processes? <i>Costello, James; McNaughton, Rod</i></p>	<p>147</p> <p>Risk mitigation and Human Asset Specificity: the case of Business Critical Outsourcing <i>Malmgren, Mikael</i></p>	<p>41</p> <p>Buyback and Quantity Flexibility Contract with Warranty: A Discussion of Impact of Demand Distribution on Coordination <i>Nandi, Shirsendu</i></p>	<p>23</p> <p>Dealing with Inaccuracies in the Scientific Knowledge Base: An Analogy to Public Health Approaches During Epidemics <i>Montgomery, Kathleen; Oliver, Amalya</i></p>	<p>32</p> <p>The role of the DBA in Australia in enhancing career capital, professional and lifelong learning <i>Wallace, Michelle; Sheldon, Neroli; Pervan, Simon; Sloan, Terry; Vocino, Andrea</i></p>	<p>388</p> <p>Understanding director financial literacy: A mixed method approach <i>Bettington, Jackie; Nicholson, Gavin; Bezemer, Pieter-Jan</i></p>	<p>142</p> <p>Online Group-Buying: The Effect of Offer Popularity on Consumer Purchase Intention <i>Chow, Wing Chi; Fu, Sui Fong; Isabel; Lai, Y.M. Jennifer</i></p>					

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1730	144 "We choose to come here": Questioning assumptions of expatriate trailing spouses' willingness to relocate <i>Collins, Heidi</i>	183 Is that fair? Firm ownership and corporate illegality in transition economics <i>Gao, Yongqiang; Yang, Haibin</i>	166 Antecedents and outcomes of service team's innovation <i>Lui, Steven; Chan, Christine</i>	246 A Champion's perspective on implementing the national lesbian, gay, bisexual, transgender and intersex ageing and aged care strategy in Queensland <i>McPhail, Ruth; Fulop, Liz</i>	64 Leadership Development in Kuwait: Organizational Views <i>Alduajji, Aseel; Lyons, Michael</i>	305 The impact of boards of directors on CSR: A study of board processes and board size <i>Galbreath, Jeremy; Nicholson, Gavin; Quaddus, Mohammed</i>	153 Consumer Reviews on e-Retailer Websites: Antecedents of Information Diagnosticity and Purchase Intentions <i>Filieri, Raffaele; McLeay, Fraser; Tsui, Bruce</i>	264 Contextual Differences in Relation to Attitudes and Understanding of Workplace Bullying: Insights from the Hospitality and Education Sectors <i>Forsyth, Darryl; Alhaseny, Sokaina; Catley, Bevan; D'Souza, Natalia</i>	187 Peak Performance Prism: A conceptual model of people enablers in organisations <i>Lasrado, Flevy; Thirlwall, Alison</i>	319 Identities of male and female owner-managers in Malaysian accounting firms <i>Adapa, Sujana; Sheridan, Alison; Rindfleisch, Jennifer</i>		
1750	88 Is it ok to be different? Positioning workforce differentiation for perceived organisational justice <i>Thompson, David</i>	159 Local Institutional Diversity and Corporate Political Activity of Private Firms in China <i>Weng, Cuifen</i>	214 Measuring the effect of knowledge on performance in Brazilian manufacturing and service companies <i>Macau, Flávio</i>	114 Travel Motivations in Medical Tourism in Malaysia: The Case of Singaporean Medical Tourists <i>Yang, I-Chieh Michelle; Chew, Yin Teng</i>	51 Teaching Research Methods in Business Schools: Insights from Theories of Learning <i>Najmaei, Arash; Petrov, Leonid; Sadeghinejad, Zahra</i>	119 How does shareholder involvement influence firm innovation performance? A shareholder activism perspective <i>Zhang, Feng; Yang, Jianjun; Wei, Li-qun; Lu, Jane</i>	236 Technology readiness among farmers in Australia: The Cooma-Monaro region <i>Johns, Raechel; Dickson, Tracey</i>	254 Understanding How Employees Manage Non Preferred Tasks at Work <i>Rana, Vishal; Jordan, Peter; Tse, Herman</i>	334 The interactive effects of Work Environment, Organisational Change and Human Resource Development on In-role Job Performance <i>Carlisle, Joanna; Bhanugopan, Ramudu; Lockhart, Pamela</i>			
1810	End of Conference Day One Conference Free Night											

Speed dating: meet the Heads of School  
Melanie Bryant, Mark Frost, Kate Kearns

Co-operative and mutual enterprises research agenda  
Delwyn Clark, Tim Mazzarol, Sophie Reboud, Elena Gamevsk,  
Steve Bowden, Elena Mamouni Linnios



# MANAGING FOR PEAK PERFORMANCE

THURSDAY 3 DECEMBER 2015													
0800	Registration opens											GALAXY BALLROOM	
0850-1030	CONCURRENT SESSION FOUR (100 mins)								Interactive Sessions			Workshops	
Room	Galaxy I	Galaxy II	Galaxy III	Meeting Room V	Meeting Room IV	Meeting Room I	Copthorne I	501	505	Meeting Room II	Copthorne II	Copthorne III	
Stream	HRM Comp 4	OB Comp 3	TISCM Comp 2	ESSB Comp 3	HMO Comp 2	FB&E Comp 1	PSNFP Comp 2	PSNFP Inter 1 & CMS Inter 1	STR Inter 1	MED Inter 1			
Chair	Kerry Brown	Maryam Omari	Richard Greatbanks	Judy Matthews	Sandra Leggat	Andre Everett	Kate Kearins	Wayne Fallon & Bronwyn Boon	David Stiles	Christa Wood	WS F	WS G	
0850	38 Management, bullying and the work outcomes of Australian Para-Military <i>Brunetto, Yvonne; Xerri, Matthew; Farr-Wharton, Ben</i>	36 What's the time Mr Wolf What's the time? <i>Dawson, Patrick</i>	122 Determining Critical Factors of Halal Food Supply Chain using the Analytic Hierarchy Process (AHP) <i>Wan Omar, Wan Marhaini; Rahman, Shams</i>	62 Exploring post-crisis resilience among Christchurch SMEs: Survive or close the door? <i>De Vries, Huibert; Hamilton, Bob</i>	446 Institutional entrepreneurship and service innovation in healthcare systems: A Delphi study of redesign and improvement experts <i>McLoughlin, Ian; Looi, Evelyn S.Y.; Burns, Prue; Sohal, Amrik; Teede, Helena</i>	80 Family Business Leadership Learning: A Conceptualisation <i>Caspersz, Donella; Broons, John; Thomas, Jill</i>	344 Non-Profit Accountability and the Calculation of Worth <i>Boon, Bronwyn</i>	17 Understanding Administrative Leadership: Progressing towards a contemporary definition and framework <i>Hamer, Benjamin</i>	411 Characteristics of Innovative Australian Medium-Sized Firms <i>Walker, Benjamin; Lui, Steven; Jackson, Chris; Shinkle, George; Ozdemir, Salih</i>	118 Inevitable Path to Registration in Management Education and Practice in Australia <i>Davidson, Paul</i>	Expanding your expertise as a management researcher <i>Mike Wallace</i>	Emotions and cognitions in the rough <i>Herman Tse, Neal Ashkanasy, Peter Joran, Kevin Lowe, Eric Ford</i>	
0910	324 Presenting a workplace bullying intervention process: A target's perspective <i>Blackwood, Kate; Edwards, Margot; Bentley, Tim; Catley, Bevan</i>	161 Angry Leader as Half Angel and Half Devil: The Moral and Immoral Aspects of Leader Anger Expression in Response to Followers' Ethical Transgressions <i>Shao, Bo (Jeff); Wang, Lu Nick</i>	37 Supply risk management: a comparison across firm size, regional area and industry <i>Wu, Linhua; Rolfe, John; Kinnear, Susan</i>	100 Environmental Uncertainty, Prospector Strategy and New Venture Performance: The Moderating Role of Network Capabilities <i>Lin, Song; Yang, Jing Yu (Gracy); Augustine, Darline</i>	385 Towards Alternative Oral Healthcare Delivery Using Quality and Behaviour Theories <i>Baldwin, Alan; Sohal, Amrik; O'Neill, Peter</i>	83 Exploring perceptions of business success: Family versus non-family business owners <i>Farrington, Shelley; Scheepers, Jessica; Venter, Elmarie</i>	184 Disaster as a complex problem: is linearity the problem? <i>Blackman, Deborah; Nakanishi, Hitomi; Benson, Angela</i>	194 Joint ventures in the public sector: Translating lessons from the private sector to New Zealand government departments <i>Vitalis, Hugo; Scott, Rodney</i>	303 Taking People Seriously: An Activity Approach for Strategic Human Resource Management <i>Cordier, Jason; Catley, Bevan; Tappin, David; Forsyth, Darryl; Oldcorn, Gary; Junaid, Fatima</i>	450 Management Education in the Context of the Uncertainty of Existential Anxiety <i>Segal, Steven; Hovey, Bill</i>			
								456 Reducing youth advantage through 'Education for Enterprise': The case of Ngā Kākano School <i>Mellalieu, Peter; Vause, Arohanui; Coleman, Elizabeth; Kearns, Nick</i>	108 Strategic management for improved performance: towards a more mature theory of dynamic capabilities currently in a nascent state <i>Simon, Alan; Stockport, Gary</i>	458 How Group Discussions Influence Individual Executives' Decision Confidence and Competence <i>De Villiers, Rouxelle; Hankin, Robin</i>			



Room	Galaxy I	Galaxy II	Galaxy III	Meeting Room V	Meeting Room IV	Meeting Room I	Copthorne I	501	505	Meeting Room II	Copthorne II	Copthorne III	
0930	321 Workplace bullying and organisational citizenship behaviour: The mediating effect of individually perceived organisation support <i>Ainsworth, Lynette; Bhanugopan, Ramudu; Morrison, Mark</i>	170 Dear Optimists, What Happened to Missing Flight MH370? <i>Lux, Andrei; Grover, Steven; O'Kane, Paula; Walton, Sara</i>	442 Developing a new construct: Enviropreneurial orientation in supply chains <i>Namagembe, Sheila; Ryan, Suzanne;</i>	181 SMEs coping with crises: The case of the Silver Workshops in Yogyakarta, Indonesia <i>Dahles, Heidi; Koning, Juliette; Susilowati, Titi</i>	280 Understanding and using Social Capital to influence a Climate for Innovativeness in an Operating Suite environment <i>Black, Helen; Fitzgerald, Anneke</i>	416 Family Business Succession Planning: Examining the Role of External Accountants <i>Fenix, Krista; Graves, Chris; Seet, Pi-Shen</i>	128 Nonprofit governance: The shape of board-organisation communication <i>Paull, Megan; Clear, Anne; Holloway, David; Griffiths, Arthur; Alam, Manzurul</i>	CMS  143 Professional associations as strategic collective actors: towards a capabilities perspective <i>Pekarek, Andreas</i>  206 A pragmatic approach to assessing social capital in the inter-organisational field <i>Landinez Gomez, Lina; Daniel, Lisa</i>	66 Private entrepreneurs' political participation and strategy making of their firms: evidence from China <i>Lu, Jane; Wei, Li-Qun</i>  360 The internationalisation of innovative small to medium enterprises <i>Menzies, Jane; Abdulhak, Sol</i>  314 State involvement in the internationalization of emerging market enterprises: A review of organization research on China <i>Yan, Zheng; Zhu, Cherrie Jihua; Kalfadellis, Paul; Fan, Di</i>	226 Identity Formation of Chinese Business School Postgraduate Students: an Application of Kegan's Constructivist Developmental Theory <i>Parker, Helen.</i>  196 Perceptions of older international tertiary students towards the sustainable future environment in New Zealand <i>Theron, Bernhardett; Du Plessis, Andries; Toh, William; Sabarwal, Anu</i>  330 Improving knowledge connections in a large first year management class <i>Connolly, Heather; Spiller, Dorothy</i>	Expanding your expertise as a management researcher Mike Wallace	Emotions and cognitions in the rough Herman Tse, Neal/Ashkanasy, Peter Joran, Kevin Lowe, Eric Ford	
0950	395 Making sense of conflict management in New Zealand <i>Greenwood, Gaye; Rasmussen, Erling</i>	27 How Value Congruence Determines Employee Attitude in Pre and Post Organizational Entry <i>Sartika, DinA; Chen, Zhijun</i>	197 The influence of goal congruence and buyer's dependency factor as antecedents of strategic and operational collaborations in buyer-supplier relationships <i>Chowdhury, Mesbahuddin; Prajogo, Daniel; Oke, Adegoke</i>	347 Sophistication and informality in SE product costing systems: towards definitional clarity and a typology for assessment <i>Reddaway Melanie</i>	393 Building and sustaining 'deep smart' capabilities in hospital <i>Eljiz, Kathy; Molineux, John; Fitzgerald, Anneke; Sloan, Terry</i>	465 Interpersonal Trust in Family Businesses <i>Ahmad, Mashkoor</i>	445 When disaster hits - ideology prevails: an ethnographical exploration of dirty work <i>Tallberg, Linda</i>	225 Developing a conceptual framework for independent professionals <i>Leighton, Patricia; McKeown, Tui</i>					
1010	31 The Exploration of the Relationships between Organisational Structure and Organisational Citizenship Behaviour: The Moderating role of Role Ambiguity <i>Lee, Lian; Low, Guan Tui; Sharif, Saeed</i>	454 Revisiting job satisfaction: Still interested? <i>Ali Abadi, Hossein; van Tonder, Christian</i>	405 Investigating the Effects of Slow Steaming on Supply Chain Sustainability <i>Reefke, Hendrik</i>	292 Is small business ownership a good option for women in regard to their long term financial security? <i>Hutchinson, Jacquie; Walker, Elizabeth; Redmond, Janice</i>			281 Swimming or Drowning: middle management experiences in the public service <i>Blackman, Deborah; Buick, Fiona; Faifua, Denise; Forsyth, Michael; Johnson, Samantha; O'Donnell, Michael; West, Damian</i>						
1030-1055	Morning Tea										OBSERVATORY RESTAURANT		
1100-1200	Keynote Address: "Learning across borders" Professor Eleanor Westney, MIT Sloan School of Management, Aalto University School of Business Chair: Professor Elizabeth Rose										GALAXY BALLROOM		
1200-1245	Lunch										OBSERVATORY RESTAURANT		

## MANAGING FOR PEAK PERFORMANCE

## THURSDAY 3 DECEMBER 2015 CONTINUED

1250-1405		ANZAM Plenary Session 2: Entrepreneur Panel Discussion										GALAXY BALLROOM	
		<ul style="list-style-type: none"> <li>• Dil Belworthy – Founder and Director of Glowing Sky Clothing</li> <li>• Henry van Asch – Founder van Asch Wines and Co-Founder AJ Hackett Bungy</li> <li>• Sue Lindsay – Founder/CEO of The Kinnective Group and Co-Founder of Think Actual</li> <li>• Martin Dippie – Chairman of the Board of Directors for Mitre 10 New Zealand Ltd.</li> </ul> Chair: Dr Conor O'Kane											
1410-1430		Afternoon Tea										OBSERVATORY RESTAURANT	
1430-1550		CONCURRENT SESSION FIVE (80 mins)								Interactive Sessions		Workshops	
Room	Galaxy I	Galaxy II	Galaxy III	Meeting Room V	Meeting Room IV	Meeting Room I	Copthorne I	501	505	Meeting Room II	Copthorne II	Copthorne III	
Stream	HRM Comp 5	STR Comp 2	TISCM Comp 3	ESSB Comp 4	GDI Comp 3	MED Comp 4	HMO Comp 3	OB Inter 3	MPP Inter 2	SSM Inter 1			
Chair	Peter Holland	David Stiles	Daniel Prajogo	André Everett	Rachel Wolfgramm	Diana Rajendran	Liz Fulop	Lee Di Milia	Elizabeth Rose	Julie Wolfram Cox	WS H	WS I	
1430	6 The career impact of winning an external work-related award <i>Harrison, Bronwen; Jepsen, Denise</i>	353 Strategic planning, budget monitoring and growth optimism: Evidence from Australian SME's <i>Rice, John; Martin, Nigel; Gurd, Bruce</i>	410 Open innovation through firm-hosted user communities: A social practice perspective on firm-community relationship <i>Randhawa, Krithika; Josserand, Emmanuel; Schweitzer, Jochen</i>	56 Examining the influence of Servant and Entrepreneurial leadership on the work outcomes of employees in social enterprises <i>Newman, Alexander; Neesham, Christina; Manville, Graham; Tse, Herman</i>	373 An empirical examination of ethnicity based workplace discrimination in Australia <i>Kim, Sunghoon; Chan-Serafin, Suzanne; Yu, Kyoung-Hee</i>	299 Developing virtue in management education <i>Pavlovich, Kathryn</i>	294 Advancing evidence-based care for older Australians: The case for positive care <i>Farr-Wharton, Ben; Brunetto, Yvonne; Wollin, Judy; Farr-Wharton, Rod; Shacklock, Kate; Fitzgerald, Anneke</i>	394 Terrorism, stress, and workplace behaviours <i>Junaid, Fatima; Forsyth, Darryl; Oldcorn, Gary; Cordier, Jason</i>	370 High performance work practices (HPWP) and innovative behaviour in R&D Organisations <i>Asmawi, Arnifa; Mohd, Hanafi; Mohd, Shafiq; Chew, Kok-Wai</i>	279 Whistleblowing and the Indonesian Tax Department: A framework for analysis (research-in-process) <i>Suyatno, Bitra; Armstrong, Anona; Thomas, Keith</i>			
1450	205 Career Resilience in 21st century Australian labour markets <i>Daniels, Carolyn; Radel, Kylie</i>	260 Strategic noise and acquisition announcements: The importance of private information and performance uncertainty <i>Benischke, Mirko; Slangen, Arjen; Reus, Taco</i>	263 Outbound open innovation design and product performance of UK SME's: A contingency perspective <i>Uduma, Idika; Ibeh, Kevin; Ogbuji, Chinedu Nnaemeka</i>	96 An affordance lens on the influence of business incubators on firms' strategy development <i>Douché, Jenny; Daellenbach, Urs; Davenport, Sally</i>	436 The hybrid nature of Māori tribal enterprise: The best of both worlds <i>Ruwhiu, Diane; Amoamo, Maria</i>	160 Putting the "I" in team: Individual learning in teamwork settings <i>Fischlmayr, Iris; Köhler, Tine; Wessely, Sebastian</i>	204 Workforce needs of an inter-generational care program in Australia: A preliminary review of Australia's aged care and child care workforces <i>Radford, Katrina; Vecchio, Nerina; Fitzgerald, Anneke</i>	Omari, Maryam; Sharma, Manish	335 Effects of stereotype threat and self-affirmation on women's job attitudes <i>Ballard, Sarah; Spoor, Jennifer</i>	435 Coping and excellence – evolving individual and group routines <i>Westelius, Alf</i>	251 How absorptive capacity impacts the value of balanced alliance networks <i>Abel, René; Maurer, Indre; Bort, Suleika</i>	109 Sustainable water management in Canterbury: A transformation from regulatory to collaborative governance <i>Jenkins, Bryan</i>	284 The multiple understandings of sustainability <i>Nichols, Elizabeth</i>
											Funding management research Peter Jordan, Sally Riad, Keith Townsend, Delwyn Clark, Neal Ashkanasy		
											Flexibility across working lives in Australia and New Zealand Leisa Sargent, Bill Martin, Lisa Bradley, Geoff Plummer, Susan Ainsworth		

Room	Galaxy I	Galaxy II	Galaxy III	Meeting Room V	Meeting Room IV	Meeting Room I	Copthorne I	501	505	Meeting Room II	Copthorne II	Copthorne III
1510	<p>365</p> <p>The influence of career satisfaction and promotability on the career adaptability-turnover intention relations</p> <p><i>Chan, Joanne Sow Hup ; Kuok, Kim Oi Mei; Mai, Xin</i></p>	<p>169</p> <p>Acquirers' choice of legal advisors: The roles of own prior experience and broad and selective imitation of others</p> <p><i>Vu, Minh Thi Thu; Ozdemir, Salih</i></p>	<p>22</p> <p>Support of management innovations to the process of product innovation: A case study on Lexus of Toyota Motor</p> <p><i>Higgins, Angela; Lin, Haifen</i></p>	<p>235</p> <p>Learning entrepreneurial leadership among nascent food entrepreneurs in Denmark and New Zealand</p> <p><i>Ramsgaard, Michael Breum; Warren, Lorraine</i></p>	<p>76</p> <p>Indigenous insights into leadership: What can we learn from Māori leaders and is it generalizable?</p> <p><i>Haar, Jarrod; Roche, Maree; Brougham, David</i></p>	<p>152</p> <p>How do they know what you know: A study of knowledge exchange when managing projects</p> <p><i>Algeo, Chivonne</i></p>	<p>82</p> <p>Nurse Turnover in India: Factors Impacting Nurse Decisions to Leave Employment</p> <p><i>Lakshman, Sangeetha</i></p>	<p>332</p> <p>Workplace bullying among nurses in Saudi Arabia</p> <p><i>Alswaid, Eman; Forsyth, Darryl; Catley, Bevan</i></p> <p>28</p> <p>Coping with stressful organisational change</p> <p><i>Smollan, Roy</i></p>	<p>277</p> <p>Post-disaster recovery: A study of a special-purpose business alliance structure</p> <p><i>de Vires, Huibert; Nilakant, Venkataraman; Walker, Bernard; Baird, Rosemary</i></p>	<p>74</p> <p>Managerial identity and sense-making around sustainability in a predominantly Buddhist country context</p> <p><i>Abeydeera, Sashika; Kearins, Kate; Tregidga, Helen</i></p>	<p>Funding management research</p> <p>Peter Jordan, Sally Riad, Keith Townsend, Delwyn Clark, Neal Ashkanasy</p>	<p>Flexibility across working lives in Australia and New Zealand</p> <p>Leisa Sargent, Bill Martin, Lisa Bradley, Geoff Plummer, Susan Ainsworth</p>
1530	<p>386</p> <p>Internal auditor's commitment issues: The mediating effects of training effectiveness and career growth opportunities</p> <p><i>Fordham, Katherine; Fisher, Greg; Caines, Valerie</i></p>	<p>364</p> <p>Uncover to Discover: Finding Value Co-creation Opportunities in Commoditised Business Ecosystems – A Conceptual Model</p> <p><i>Masbate, Jorge; Mazzarol, Tim</i></p>	<p>363</p> <p>Between a rock and a hard place: Navigating tensions in the formulation of contracts in the Oil and Gas industry</p> <p><i>Thompson, Robert; Ikinmwin, Cletus; Davidson, Paul</i></p>	<p>340</p> <p>Entrepreneurship Education: An evaluation of behaviour, skills and attributes of Botswana entrepreneur</p> <p><i>Moremong-Nganunu, Topoyame; Rametse, Nthathi; Bakheit, Charles</i></p>	<p>164</p> <p>The penalty of motherhood in contemporary New Zealand</p> <p><i>Mutter, Joanne; Thorn, Kaye</i></p>	<p>131</p> <p>Addressing professional competence expectations in HRM courses</p> <p><i>Coetzer, Alan; Ryan, Maria; Susomrith, Pattanee; Suseno, Yuliani</i></p>	<p>323</p> <p>The effects of organisational change on nurses' job performance in Australian hospitals</p> <p><i>Carlisle, Joanna; Bhanugopan, Ramudu; Morrison, Mark</i></p>	<p>245</p> <p>Rewards and creativity: Past, present and future</p> <p><i>Malik, Muhammad Abdur Rahman; Butt, Arif</i></p> <p>261</p> <p>Psychological contracts and professional ideologies: A model of psychological contract alignment</p> <p><i>Mumme, Barbara; Brown, Kerry</i></p>				
1550-1600	Short break for session changeover											
1600-1740	HEADS OF SCHOOLS OF MANAGEMENT (HOSOM) NETWORK MEETING										MEETING ROOM V	

# MANAGING FOR PEAK PERFORMANCE

## THURSDAY 3 DECEMBER 2015 CONTINUED

1600-1740		CONCURRENT SESSION SIX (100 mins)					Interactive Sessions			Workshops	
Room	Galaxy I	Galaxy II	Galaxy III	Meeting Room IV	Meeting Room I	Copthorne I	501	505	Meeting Room II	Copthorne II	Copthorne III
Stream	HRM Comp 6	OB Comp 4	TISCM Comp 4	STR Comp 3	SSM Comp 2	MKT Comp 2	OB Inter 4	ESSB Inter 1 & ESSB Inter 2	SSM Inter 2		
Chair	Jane Parker	John Molineux	Amrik Sohal	Paul Knott	Sara Walton	Kala Retna	Gerry Treuren	André Everett & Ross Chapman	Bob Cavana	WS J	WS K
1600	21 Unintended Consequences of Limiting Peer-to-Peer Voice between Paramedics <i>Townsend, Keith; Loudoun, Rebecca; Mowbray, Paula; Wilkinson, Adrian</i>	61 Multi-level Effects of Formalization in Knowledge Sharing Teams <i>Gibson, Cristina; Dunlop, Patrick; Cordery, John</i>	30 The Sand-Cone Model: Some Insights from the Australian Grocery Industry <i>Nand, Alka Ashwini</i>	237 The evolution of institutional and organizational ambidexterities: Navigating dual paradoxes in crafting change <i>Johnston, Allanah</i>	349 Critical analysis of stakeholder theory and corporate social responsibility in social media <i>Schermer, Tom; McKenna, Bernard</i>	57 Co-op members' four hats: a cross-case study comparison <i>Mamouni Limnios, Elena; Mazzarol, Tim; Soutar, Geoffrey</i>	267 The Case for a Multi-Faceted Measurement Approach to Cyberbullying <i>D'Souza, Natalia; Forsyth, Darryl; Tappin, David; Catley, Bevan</i>	12 Challenges in Scaling-Up: A Study of Social Enterprises in Developing and Developed Economies <i>Garud, Niharika;</i> 231 Resolving tensions in emerging social enterprises <i>Warren, Lorraine; Battisti, Martina</i>	453 Multinational Enterprises and Distance: The Opportunities and Challenges of CSR Practices in Host-Countries <i>Amos, Gideon; Awuah, Gabriel; Gebrekidan, Desalegn</i>	Developing excellence in indigenous management education <i>Sonya Pearce, Jarrod Haar, Jason Mika, Terry Sloan</i>	Navigating the academic career: career obstacles, shocks, and facilitators <i>Leisa Sargent, Maria Kramer, Scott Seibert, Kate Kearns, Martin Grimmer</i>
1620	151 Understanding antecedents and consequence of employee empowerment: a transaction cost perspective <i>Yin, Yishuai</i>	443 Needs Satisfaction, Motivation and Individual Knowledge Sharing: A Self-Determination Perspective <i>Tian, Amy Wei; Gagné, Marylene; Soo, Christine; Ho, Khee Sing Benjamin</i>	53 The Development of a Typology for the Management of Healthcare Improvement Events <i>Small, Adrian; Hicks, Christian; McGovern, Tom</i>	60 Assessing the impact of corporate reputation on the future cost of equity <i>Pfister, Benjamin; Schwaiger, Manfred</i>	185 The CSR Strategies in Corporate Approaches to Reconciliation <i>Schepis, Daniel</i>	103 On the Bad Side of Being Favored: Intra-Industry Spillover Effects of Negative Information <i>Radulova, Vyara; Breberina, Jovica</i>	215 Future time perspective and interest in self-employment for older workers: The mediating role of self-efficacy <i>Caines, Valerie; Bordia, Prashant</i>	201 How did I get here? A preliminary exploration of the career path of middle managers and succession planning strategies of retail SMEs <i>Radford, Katrina; Chapman, Geoffrey; Meissner, Ellen; Stewart, Heather</i>	461 Wealth with Green: Lessons with Exemplary Green Enterprise <i>Mellalieu, Peter</i>		

Room	Galaxy I	Galaxy II	Galaxy III	Meeting Room IV	Meeting Room I	Copthorne I	501	505	Meeting Room II	Copthorne II	Copthorne III
1640	315 Employee Voice at CarCo: Still firing on all cylinders? <i>McWilliams, Alan</i>	326 The embedding factors that retain employees in organisations <i>Bambacas, Mary</i>	112 Green Production Adoption for Small- and Medium-Sized Enterprises in China: A Case Study <i>Lau, Kwok; Wang, Zhen</i>	415 Business acceleration: A springboard for entrepreneurial learning and development <i>Harrison, Geoff; Sheffield, Jim; Plimmer, Geoff</i>	252 Perspectives on Environmental and Social Responsibility from SMEs in Western Sydney <i>Bressan, Alessandro</i>	149 Can CSR communication act as a buffer in case of a crisis? An experimental exploration of consumer reactions <i>Brunner, Christian; McLeay, Fraser; Schoefer, Klaus; Esch, Franz-Rudolf</i>	212 Integrating Indigenous and Western Leadership Styles in China: Directive-Achieving Leadership and Transformational Leadership <i>Chen, Tingting; Li, Fuli; Ou, Zhanying</i>	505 ESSB Inter 2 11 Roles of Innovative Behavior and Bricolage in New Product Development Process within Hi-Tech Firms: Evidence from India <i>Garud, Niharika</i> 102 Examining Entrepreneurial Orientation among Indigenous Entrepreneurs <i>Mrabure, Ruth Gray, Brendan</i> 302 University Student Business Start-up and Growth through Student Programmes <i>Maniam, Regina; Everett, André; O’Kane, Conor; Biggemann, Sergio</i> 265 Ecopreneurs as change agents: motivations and opportunities for sustainability <i>Wolfgramm, Rachel; Fong, Nicholas; Shepherd, Deb</i>	372 A preliminary statistical and . system dynamics analysis of the impacts of climate change on rice farming in West Nusa Tenggara, Indonesia <i>Bahri, Muhamad; Cavana, Robert; Renwick, James; Corbett, Lawrence</i> 304 Reducing Risk and Strengthening Resilience in Organisations and Managers: Examining the Australian and New Zealand Private Sector Following the Sendai Framework <i>Sullivan-Taylor, Bridgette</i>	Developing excellence in indigenous management education <i>Sonya Pearce, Jarrod Haar, Jason Mika, Terry Sloan</i>	Navigating the academic career: career obstacles, shocks, and facilitators <i>Leisa Sargent, Maria Kramer, Scott Seibert, Kate Kearins, Martin Grimmer</i>
1700	375 The mediating role of autonomy between workplace relationships and employee engagement in engineering asset management organisations <i>Xerri, Matthew; Brunetto, Yvonne; Nelson, Silvia</i>	44 Sending the wrong message: How company smartphones create new Psychological contract expectations <i>Obushenkova, Elena; Plester, Barbara</i>	368 Can you count on me? Meta analytic review on the formation of swift trust within global virtual teams <i>Mohd Yusof, Shafiz; Zakaria, Norhayati</i>	120 Switching behaviors? Understanding the online patterns of intercultural communication styles during distributed decision making processes <i>Zakaria, Norhayati</i>	311 Responsive Regulation, Small Business and the ‘Invisibility Problem’ in Waste Management : From pyramid thinking to situated practice <i>Wolfram Cox, Julie; Ambrosini, Veronique; Redmond, Janice; Walker, Elizabeth</i>	117 A Conceptualization of Corporate Reputation – An Interaction and Relationship Centered Service Logic Perspective <i>Shah, Nadia; Varey, Richard</i>	389 Designing a response to job stress: Utilising participatory practices to enhance wellbeing <i>Allisey, Amanda; Noblet, Andrew; Cotton, Stacey; LaMontagne, Anthony</i> 242 Organizational creative processes – collaboration or conflict? Insights from advertising <i>Grahle, Christian; Beech, Nic; Hibbert, Paul; Siedlok, Frank</i>				
1720	359 The Paradox of High Performance Work Practices <i>Gahan, Peter; Robin, Mulyadi; Butar, Ivan; Evans, Michael; Harley, Bill</i>	238 The Role of Peer Fairness and Cultural Values in Multinational Self-Managed Teams <i>Adamovic, Mladen; Molines, Mathieu; Rousset, Patrice</i>	351 Resilience in food supply chains in response to disasters : A conceptual framework <i>Umar, Muhammad; Wilson, Mark; Heyl, Jeff</i>	195 Visual performance management: Does it work in public service organisations? <i>Greatbanks, Richard; Manville, Graham</i>	301 The Role of Buying Firms in Environmental Upgrading: the Sialkot Sportswear Cluster, Pakistan <i>Khattak, Amira; Stringer, Christina; Benson-Rea, Maureen</i>	426 Winning customers – the stewardship way <i>Manoj, Das; Jayasimha K.R</i>					
1740	End of Conference Day Two										
1815	Buses Begin Departure for Conference Dinner									MILLENNIUM HOTEL ENTRANCE	
1900-2300	Conference Dinner & Excellence Awards									SKYLINE QUEENSTOWN GONDOLA	

## MANAGING FOR PEAK PERFORMANCE

FRIDAY 4 DECEMBER 2015											
0800	Registration opens										GALAXY BALLROOM
0900-1000	Keynote Address: "People, Practices, and Performance: Problems and Prospects" Patrick Wright, Thomas C. Vandiver Bicentennial Chair in the DarLa Moore School of Business, University of South Carolina Chair: Professor Lisa Bradley										GALAXY BALLROOM
1000-1050	Australian and New Zealand Academy of Management – Annual General Meeting										GALAXY BALLROOM
1050-1115	Morning tea										OBSERVATORY RESTAURANT
1120-1300	INSTITUTIONAL MEMBERS' MEETING										MEETING ROOM V
1120-1300	<b>CONCURRENT SESSION SEVEN (100 mins)</b>							<b>Interactive Sessions</b>		<b>Workshops</b>	
Room	Galaxy I	Galaxy II	Galaxy III	Meeting Room IV	Meeting Room I	Copthorne I	501	505	Meeting Room II	Copthorne II	Copthorne III
Stream	HRM Comp 7	MPP Comp 3	TISCM Comp 5	INT Comp 2	HMO Comp 4	CMS Comp 1	HRM Inter 2	MPP Inter 3	MKT Inter 1		
Chair	Ramudu Bhanugopan	Antoine Hermens	Alka Nand	André Everett	Yvonne Brunetto	Bronwyn Boon	Peter Holland	Oluremi Ayoko	Daniel Schepis	WS L	WS M
1120	104 Using developmental customised work arrangements to improve work-home interaction: Roles of developmental culture and manager-employee exchange <i>Roux, Sylvia</i>	452 Managing the transfer of tacit knowledge in multinational service firms <i>Guo, Ying; Jasovska, Pavlina; Rammal, Hussain; Rose, Elizabeth</i>	350 The role of visibility in supply chain resilience: A resource-based approach <i>Nikookar, Ehsan; Nagalingam, Sev; Soosay, Claudine</i>	296 Going beyond Confucian relationships: The role of humour in South Korean organizations <i>Kim, HeeSun; Plester, Barbara</i>	198 Career metaphors and their workforce implications for community aged care workers <i>Clarke, Marilyn; Shacklock, Kate; Ravenswood, Katherine</i>	92 Organization theory, the philosopher, and the fold <i>Pick, David</i>	162 The utility of the Stages of Change model for organisational development of musculoskeletal disorder interventions <i>Tappin, David; Oakman, Jodi; Rothmore, Paul; Al Muhanna, Abdullah</i>	455 Micro-level responses to institutional forces – an interactional framing perspective <i>Reddaway, Melanie</i>	438 Modelling the role of capabilities in dealing with uncertainty and turbulence <i>Zafari, Katayoun; Biggemann, Sergio; Knight, John</i>		
1140	156 Migrants' turnover intentions in the aged care industry explained using on-the-job embeddedness <i>Halvorsen, Beni; Radford, Katrina; Chapman, Geoffrey; Chua, Sarah</i>	105 Leading crises: The nexus between leadership styles and organisational adoption of crisis management strategy <i>Mponda, Edward; Ayoko, Oluremi</i>	414 Supply chain vulnerability from customer value perspective – multi-industry case study <i>Vilko, Jyri; Ritala, Paavo</i>	327 Going home: An exploratory study of the repatriation experience of Saudi sojourners <i>Al Shimai, Abdulrahman; Thompson, Robert; Irmer, Bernd</i>	282 Emotion as an identity construct of hybrid Doctor-Managers <i>Kippist, Louise; Fitzgerald, Anneke</i>	133 Failing to See the Woods for the Trees: In Search of Critical Creative Research <i>Round, Heather</i>	310 Information overload at work: Could drawing from the popular culture of 'Slow' be helpful? <i>Oldcorn, Gary; Forsyth, Darryl; Catley, Bevan; Tappin, David; Junaid, Fatima; Cordier, Jason</i>		132 The impact of relationship management strategy implementation on intention to quit in Malaysia call centers: A pilot study <i>Aliyu, Olayemi</i>	Designing and conducting great teaching and learning research <i>Tine Köhler, April Wright, Paul Hibbert</i>	
										Obtaining and maintaining peak performance with projects <i>Lynn Crawford, Derek Walker, Erica French, Beverley Lloyd Walker, Chivonne Algeo, Paul Davidson</i>	



Room	Galaxy I	Galaxy II	Galaxy III	Meeting Room IV	Meeting Room I	Copthorne I	501	505	Meeting Room II	Copthorne II	Copthorne III
1200	333 The mediating role of employee turnover intentions on the relationship between HR practices and presenteeism: Evidence from Australian employees <i>Hague, Amlan; Fernando, Mario; Caputi, Peter</i>	298 Organisational identity change: The role of organisational image <i>Pirani, Parvaneh; Seamer, Michael; Nyberg, Daniel</i>	437 Buyer control of dependent suppliers in the Malaysian Automotive industry <i>Abdul Kadir, Kadzrina</i>	150 Institutional perspectives in International Business research: A critical review adnd future research implications <i>Goh, Will; Cui, Lin</i>	68 Forecasting consumers' use of personal health record functions <i>Ford, Eric; Hesse, Bradford; Huerta, Timothy</i>	318 Gazing into the future of work: Implications for management education <i>Ruwhiu, Diane; Walton, Sara; O'Kane, Paula; Cathro, Virginia</i>	180 Growing and developing people through a value driven approach to improve meaning in internal communication <i>Taubner-Ragg, Judy; Gapp, Rod</i>	316 Too much of a good thing? An examination on development and diffusion of professionalization concepts for contemporary project managers <i>Algeo, Thomas</i>	362 A proposed conceptualization of the market driving strategy construct <i>Mac, Lancy; Evangelista, Felicitas</i>	Designing and conducting great teaching and learning research Tine Köhler, April Wright, Paul Hibbert	Obtaining and maintaining peak performance with projects Lynn Crawford, Derek Walker, Erica French, Beverley Lloyd Walker, Chivonne Algeo, Paul Davidson
1220	404 The influence of presenteeism on job satisfaction and employee turnover intentions: Evidence from Bangladeshi employees <i>Hague, Amlan</i>	291 Legitimizing processes: Barriers and facilitators for experienced newcomers' entry transitions to knowledge practices <i>Gardiner, Claire</i>	229 Investigating the effects of service supply chain collaboration in professional services <i>Siahtiri, Vida; O' Cass, Aron; Heirati, Nima</i>	173 Variation in foreign affiliate performance: A legitimacy perspective <i>Chan, Christine; Wei, Li-Qun; Lui, Steven Siu-Yun</i>	232 What do exemplary nurse managers say about their own practice? <i>Shacklock, Kate; Fulop, Liz; Gapp, Rod; Poropat, Arthur</i>	439 Changing the frame: Reframing and the re-ignition of agency after the microfoundational turn <i>Wolfram Cox, Julie; Hassard, John</i>	256 Aligning the human resource function in an organisational context with the future of work <i>Schultz, Cecile</i>	90 Leveraging emotional engagement in country of origin thanks to a cultural festival: An analysis of Italian Week in Australia and its impact on consumer behaviour <i>Sorbello, Alessandro; Karsaklian, Eliane</i>			
1240			207 7-Element supply chain management framework <i>Robertson, Peter</i>		26 Identifying and measuring public value: An empirical study <i>Murphy, Lyn; Maguire, William</i>	374 Giddens' Structuration – Problems and Prognosis in Management Research <i>Gurd, Bruce</i>		469 Practice-based felt-experiences and learning for managing peak performance of engineers <i>Kannan, Selvi; McGrath, Michael</i>	154 Assessing warranty risk and designing return contracts in a risk averse supply chain <i>Nandi, Shirsendu</i>		
1300-1345	Lunch										OBSERVATORY RESTAURANT
1350-1530	ANZAM Stream Chair Debrief Meeting										MEETING ROOM V

# MANAGING FOR PEAK PERFORMANCE

## FRIDAY 4 DECEMBER 2015 CONTINUED

1350-1530 CONCURRENT SESSION EIGHT (100 mins)							Interactive Sessions			Workshops	
Room	Galaxy I	Galaxy II	Galaxy III	Meeting Room IV	Meeting Room I	Copthorne I	501	505	Meeting Room II	Copthorne II	Copthorne III
Stream	HRM Comp 8	ESSB Comp 5	TISCM Comp 6	MED Comp 4	L&G Comp 2	PSNFP Comp 3	HRM Inter 3	INT Inter 2	L&G Inter 1		
Chair	Martin Grimmer	André Everett	Steven Davis	Virginia Cathro	Andrei Lux	Bronwyn Boon	Peter Jordan	Cristina Gibson	Herman Tse		
1350	148 Exploring turnover intentions: Testing differences across employee skill-levels <i>Eastgate, Lindsay; Haar, Jarrod</i>	354 Comparing the role of intuition between owners and managers in shaping entrepreneurial opportunity recognition <i>Wang, Mingyang; Gibb Jenny; Sinha, Paresha</i>	98 A destination management game simulation for novice tourism and hospitality students <i>McGrath, Michael; Whitelaw, Paul; Harris, Alana</i>	97 The importance of context in engaging students large first year management classes: A case study <i>Morris, Mervyn; Tsakissiris, Jane</i>	106 Orchestrating the boardroom: Observing the influence of chairs during meetings <i>Bezemer, Pieter-Jan; Pugliese, Amedeo; Nicholson, Gavin</i>	49 Are higher education institutions delivering customer satisfaction? <i>de Jager, Johan; Jan, Tahir; Hebblewaite, Denisa</i>	274 The business case for investing in workplace health and safety: A critique <i>Gahan, Peter; Sievewright, Ben; Evans, Paul; Harbridge, Raymond; Olsen, Jesse</i>	84 The Conceptual Basis for a Global Leadership Typology <i>Reiche, B. Sebastian; Bird, Allan; Mendenhall, Mark; Osland, Joyce</i>	243 Pretty fly for a white guy... Exploring the existence of a Western positivity bias in perceptions of leaders across cultures <i>Murray, Duncan; Chua, Sarah; Halvorsen, Beni</i>		
1410	457 Forgetting the future? Estimating the risk of dementia-related cognitive impairment among registered doctors and licenced pilots in New Zealand <i>Barney, Andrew</i>	111 Social entrepreneurs at the heart of social and environmental value creation <i>Schaefer, Katrin; Kearins, Kate; Corner, Trish</i>	34 The association between organisational related factors, the adoption of TQM and competitive advantage <i>Ferdousi, Farhana</i>	233 Reflective learning and the development of leaders <i>Girardi, Antonia; Minaee, Simon; Paull, Megan; Whitsed, Craig; Boudville, Ian</i>	297 Managing impression through social media: Understanding how leaders do it <i>Jayasingam, Sharmila; Ansari, Mahfooz; Singh, Sharan Kaur Garib,</i>	81 Antecedents and consequences of ambidexterity in public sector organisations <i>Plimmer, Geoff; Bryson, Jane; Teo, Stephen</i>	125 Effective motivation practices that could enhance employee performance in the mining industry <i>Du-Plessis, Andreis; Keovilay, Phaivone; Marriott, Jeffrey; Seth, Nitin</i>	387 Intercultural Encounters Across Continents Cultural Differences China – Ecuador: The Practitioners' Perspective <i>Kainzbauer, Astrid</i>	300 Profile comparisons of male and female board appointments in the Australian post regulatory environment <i>Handley, Karen; Wright, Sue; Ross-Smith, Anne</i>		
							448 Are changing ways of working changing HR practices? <i>Lloyd-Walker, Beverley; Walker, Derek; Crawford, Lynn; French, Erica</i>	230 Highlights in a Brazilian halal-based agrifood value chain <i>Macau, Flávio; Carneiro da Cunha, Julio; Alssabak, Nawfal; Souza, Leandro</i>	346 Understanding how board directors create authenticity in the context of the Indigenous arts organisation <i>Cooke, Nick; Rentschler, Ruth; Martin, Brian</i>		

Room	Galaxy I	Galaxy II	Galaxy III	Meeting Room IV	Meeting Room I	Copthorne I	501	505	Meeting Room II	Copthorne II	Copthorne III
1430	89 The importance of an environment of co-worker support for work and life balance <i>Bradley, Lisa; Irmer, Bernd</i>	345 Parental role models' influence on female students' entrepreneurial aspirations: Lessons drawn from University of Botswana <i>Moremong-Nganunu, Topoyame; Rametse, Nthati; Bakheit, Charles</i>	135 Retaining project management competence – theoretical model and empirical analysis <i>Ekrot, Bastian; Kock, Alexander; Gemünden, Hans Georg</i>	320 Critical reflections on decisive moments <i>Sheffield, Jim</i>	356 Development and Validation of the Short Servant Leadership Behavior Scale (SLBS-6) <i>Sendjaya, Sen; Butar, Ivan; Eva, Nathan; Robin, Mulyadi</i>	193 The New Zealand better public service results: A comparative analysis linking inter-agency collaboration with outcome performance <i>Scott, Rodney; Boyd, Ross</i>		434 The big OE – Self-initiated career characteristics of Danish engineers on foreign assignments <i>Anderson, Torbin; Vøxted, Søren; Rasmussen, Erling</i>	369 “The more things change the more they stay the same”: Institutional maintenance in the form of 'new' regulatory arrangements <i>Wardrop, Janis</i>		
1450	270 The work organisation in the emotional labour – withholding behaviours link <i>Karimi, Leila; Leggat, Sandra; Cheng, Cindy; Donahue, Lisa; Bartram, Timothy</i>	189 Barriers to training and development in small accounting firms: Employees' perspectives <i>Susomrith, Pattanee; Coetzer, Alan</i>	14 Strategies for contract management in the Oil and Gas sector <i>Davidson, Paul; Ikhimwin, Cletus; Thompson, Robert</i>			39 Organizational and Individual Support for Police Officers and Improvement in Learning Outcomes and Commitment <i>Brunetto, Yvonne; Teo, Stephen; Farr-Wharton, Rod; Shriberg, Art</i>			421 Leadership and governance in Australian agriculture <i>Johnston, Lynne; Mazzarol, Tim</i>		
1510	155 Two theories of turnover compared <i>Treuren, Gerry</i>										
1530-1630	Farewell Drinks and Conference Close									MILLENNIUM HOTEL GARDENS	