

Under New Management

Innovating for sustainable and just futures

30th ANZAM Conference

6–9 December 2016 - Brisbane, Australia
School of Management, QUT Business School

Program

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Tuesday - 6 December

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08:00 - 16:30	Doctoral Workshop: The University of Queensland (UQ) 08:00-16:30 (for pre-registered delegates only)
15:30 - 17:00	Registration: Registration Desk, Level 4, Z Block foyer
16:00 - 16:30	Cube Tour: Level 4, P Block
17:15 - 19:15	Conference Welcome Reception: Old Government House, QUT Campus

Wednesday - 7 December

8:00	Registration: Level 4, Z Block Foyer								
9:00-9:30	Official Welcome Room Z411								
9:30-10:30	Keynote Address: Ms Julianne Alroe, CEO and Managing Director, Brisbane Airport Corporation Ltd. "Creating a world-class airport by thinking differently". Chair: Kate Kearins. Room Z411								
10:30-11:00	Morning Tea Level 4, Z Block & Level 5, P Block Organisational Behaviour Stream Get-together Level 6 Terrace, P Block								
11:00-12:20	CONCURRENT SESSION ONE								
Session	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8	
Room	Z503	Z504	Z606	Z607	P504	P505	P506	P506A	
Stream	SM Inter 1 (14 i1)	ESSB Comp 1 (3 P1)	GDI Comp 1 (4 P1)	Research Symposium 1	HRM Inter 1 (6 i1)	TISCM Inter 1 (16 i1)	PO Inter 1 (12 i1)	MED Comp 1 (9 P1)	
Chair	Kerry Brown	Lisa Daniel	Diana Rajendran		Amanda Gudmundsson	Rowena Barrett	Derek Walker	Peter McLean	
11:00	465 Under New Management: Dynamic Capabilities for Moderating Challenges to Perth Retailers <u>Simon, Alan</u> ; Boshoff, Janine	024 Characteristics of the small business as a site for informal learning. <u>Coetzer, Alan</u> ; Kock, Henrik; Wallo, Andreas	244 Demographic Predictors of Work-Family Balance: A Fuzzy-Set Qualitative Comparative Perspective. <u>Farivar, Farveh</u> ; Geneste, Louis; Cameron, Roslyn	Study of Australian Leadership: Initial findings and opportunities. Peter Gahan, Bill Harley, Josh Healy, Jesse Olsen, Mladen Adamovic, Max Theilacker, Leisa Sargent	209 Psychological contracts of expatriates – the effects of personality factors on breach, violation and their impact on international assignment success. <u>Storz, Sandra</u>	363 Managing the Transition to Advanced Manufacturing: An Organic Approach. <u>Fallon, Wayne</u> ; Hurriyet, Hilal	245 Leading People and Managing Things. <u>Sowunmi, Il. Dayo</u>	042 Crying in the Classroom: Narratives, Self-exposure and Reflexive Learning. <u>Hibbert, Paul</u>	
11:20	309 Dynamic Capabilities of Firms: Cases in the Slow Fashion Industry Seifert, Miriam; <u>Benson-Rea, Maureen</u>	322 The "burden" of compliance in SMEs. <u>McKeown, Tui</u> ; Mazzarol, Tim; Gilles, Gudrun	088 Job Autonomy, Work-Family Enrichment and Life Satisfaction: A Multi-Group Test of Gender Differences. <u>Haar, Jarrod</u> ; Harris, Candice; Thomas, Shana		395 The impact of organisational career management practices from 1996 to 2015 on staff turnover and innovation. <u>Hess, Narelle</u> ; Jepsen, Denise	227 The Iceberg of Sustainability. <u>Ryan, Emily</u> ; Pepper, Matthew; Munoz, Albert; Cooper, Paul	390 The Status of Research on Leadership in Business Process Management: A Call for Action. <u>Bandara, Wasana</u> ; Syed, Rehan; French, Erica; Stewart, Glenn	293 A collaborative approach to design and delivery of a flipped classroom: A cross cultural management experience. <u>Kippist, Louise</u> ; Macmullen, Paul	
11:40	160 Competitive advantage of family businesses: The role of work group support. <u>Royer, Susanne</u> ; Bradley, Lisa	370 Family Dynamics and Family Business Success in Small Scaled Family Owned business. <u>Ediriweera, Amali</u> ; Armstrong, Anona; Heenetigala, Kumudini	401 Crossover of work-family conflict in supervisor-subordinate dyads in India: Does the quality of relationship matter?. <u>Baral, Rupashree</u> ; Sampath, Pavithra		052 Employability enhancement for career future: new practice of human resource management in Polish public organizations. <u>Marzec, Izabela</u>	453 Productivity Effects of Digital Technology: Does Complementary Policies Matter?. <u>Shahiduzzaman, Md</u> ; Barrett, Rowena; Kowalkiewicz, Marek	335 Cues: How power influences behaviour in project portfolio management. <u>Wynn, Conor</u> ; Smith, Liam; Killen, Catherine	386 Facilitating engagement for deep learning: the role of authenticity and relevance in sustainability education. <u>Walton, Sara</u> ; Carr, Sarah	
12:00	223 Under New Management: Is Democratic Governance the way forward for Organizations?. <u>Malmgren, Mikael</u> ; Seymour, Steve	403 Role of government in rural Malay family-based herbal entrepreneurship in Malaysia. <u>Ismail, Ismi</u> ; Paul, Kamal; Suandi, Turiman; Samah, Bahaman			057 Career Aspiration, Job Satisfaction and Work-life Balance: A comparison between one-child employees and employees with siblings in China. <u>Xian, Huiping</u> ; Atkinson, Carol; Meng-Lewis, Yue	050 Value chain management within tertiary education. <u>Cheng, Rong</u> ; Childerhouse, Paul; Young, Martin	343 The influence of change management qualifications on stakeholder perceptions of project success and sustainable outcomes. <u>Davidson, Paul</u> ; Murphy, Shelley; French, Erica	446 Sowing the Seeds of Change: Indigenizing Business Curriculum. <u>Ruwhiu, Diane</u> ; Bragg, Corey; Thompson, Anna; Kapa-Blair, Janine	
12:20-13:20	Lunch Level 4, Z Block & Level 5, P Block								
13:00-13:20	Stream Awards The Cube, Level 4, P Block								

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								8:00
								9:00-9:30
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								10:30-11:00
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	Melissa Edwards	Anna Wiewiora	Cameron Newton	Suki Sawang	Karen Becker	Per Davidsson	Maryam Omari	Chair
	428 Corporate Social Responsibility in a developing country: Evidence from Large Companies in Vietnam. <u>Do, Lan</u> ; Huang, Xueli (Charlie); McMurray, Adela	254 HR Differentiation and Employee Creativity. <u>Eyamu, Samuel</u> ; Harley, Bill; Gahan, Peter	257 Linking Ethical Leadership to Employee Outcomes: The Role of Alienation from Work. <u>Fisher, Greg</u> ; <u>Nejati, Mehran</u> ; <u>Sarker, Tapan</u>	104 From uptight to unfriendly: How the experience of anxiety influences helping behavior. <u>Cheng, Bonnie</u> ; Jiang, Yuwei	015 Firm life cycle and advisory directors. <u>Bhuiyan, Md. Borhan</u> ; Habib, Ahsan; Hasan, Mostafa	097 Entrepreneurial Opportunities: Some Final(?) Nails in Their Coffin. <u>Davidsson, Per</u>	463 The Chinese Wall: Global Talent Management in Indian ICT Services Multinationals in China. <u>Thite, Mohan</u>	11:00
	070 Poverty and Sustainable Management by Mining Multinational Corporations in Mekong Countries. <u>Pimpa, Nattavud</u>	182 Careers in the city: Employability and workability. <u>Kennedy, Jeffrey</u> ; Chan, Kim Yin; Arthur, Michael	200 Leadership styles as antecedents of employee turnover intentions and innovative work behaviour: A research framework. <u>Amankwaa, Albert</u> ; Susomrith, Pattanee; Brown, Alan	255 An Identity-Based Framework For Effectiveness in Complex Teams. <u>Raghav, Sonia</u> ; Gibson, Cristina	251 Aboriginal & non-Aboriginal non-profit board directors on cultural knowledge and authentic leadership. <u>Rentschler, Ruth</u> ; Cooke, Nicholas	181 An investigation into the evolution of incubators' provisions to firms. <u>Douche, Jenny</u> ; Daellenbach, Urs; Davenport, Sally	102 Who Should We Learn About Failures From?: Evidence from the Global Airline Industry. <u>Min, Jungwon</u>	11:20
	185 The relationship between social performance, staff perception of social performance and organisation culture: Social finance organisations in Victoria, Australia. <u>Sibley, Jonathan</u> ; Bandara, Priyantha; Hamilton, David	206 A missing link in work-family enrichment: The mediating role of self-efficacy to regulate work and life. <u>Chan, Xi Wen (Carys)</u> ; Kalliath, Thomas	379 Thriving at work through emotional social competence. <u>Bhartia, Abha</u> ; Vijayalakshmi, V.	238 Strengthspotting as a facilitator of wellbeing contagion: How positive behaviour can infect organisational networks. <u>Lea, Rebecca</u> ; Almeida, Shamika; Caputi, Peter	275 Are long term directors the new inside directors? A qualitative study into the consequences of tenure on outside directors. <u>Elms, Natalie</u> ; Nicholson, Gavin	215 Exploring Entrepreneurial Ecosystems: Consistencies, Contrasts and Contributions. <u>Daniel, Lisa</u> ; Medlin, Chris; O'Connor, Allan; Statsenko, Larissa; Vnuk, Rowena; Hancock, Gary	167 Using Organisational Play to Overcome Organisational Constraints for Innovation. Hsiao, Ruey-Lin; Ou, Su-Hua; <u>Suseno, Yuliani</u>	11:40
	032 Corporate Social Responsibility and Service-Oriented Citizenship: Tests of Competing Explanations. <u>Bavik, Ali</u> ; Bavik, Yuen Lam	128 The effects of Cyberslacking through Social Media on Work-Life Conflict: A fuzzy-set qualitative comparative analysis. <u>Farivar, Farve</u>		208 Stress perception in teams – A comparative study between members of mono- and multinational teams. <u>Leifels, Katrin</u>	431 CEO Humility, Narcissism, and Firm Innovation: A Paradox Perspective on CEO Traits. <u>Ou, Amy Y.</u> ; Zhang, Hongyu; Tsui, Anne; Wang, Hui	303 Building human, social, and psychological capital with online crowdfunding projects. <u>Macht, Stephanie</u> ; Chapman, Geoffrey	355 The Dynamic Global Integration and Local Responsiveness Framework: Understanding Strategic Movements of MNEs. <u>Liao, Tung-Shan</u> ; Le, Minh	12:00
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13:20-15:00	CONCURRENT SESSION TWO									
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Stream	PSNFP Inter 1 (13 i1)	ESSB Inter 1 (3 i1)	OB Comp 1 (11 P1)	SM Comp 1 (14 P1)	HRM Inter 2 (6 i2)	TISCM Inter 2 (16 i2)	SSM Comp 1 (15 P2)	PO Inter 2 (12 i2)	PO Comp 2 (12 P2)	
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13:40	037 Measuring Project Success in Local Government. <u>Algeo, Chivonne</u> ; Morris, Austin; Wilkinson, Sara; Candusso, Damian	142 The Moderating Role of Dynamic Managerial Capabilities in the Relationship between Asset Specificity and Entry Mode Choice: A Case of Small and Medium-sized Enterprises. <u>Chung, Cindy</u>	180 Cooperation in the face of conflict: The effects of interorganizational trust beliefs. <u>Holtgrave, Maximilian</u> ; Nienaber, Ann-Marie; Tzafrir, Shay; Schewe, Gerhard	035 A Visual Approach on Strategy: The Visual-Talk Interplay in Powerpoint. <u>Knight, Eric</u> ; Paroutis, Sotirios; Heracleous, Loizos	405 Using Job-Embeddedness Theory (JET) to Explore Retention of Chels in Remote Tasmania. Daly, Amanda; <u>Styles, Leigh</u>	351 Security in Export Supply Chains: A Dare Necessity from Integration perspective. <u>Pratama, Dicky</u> ; Shee, Himanshu; Hede, Anne-Marie	449 Improvising in Pursuit of a Circular Economy. <u>Edwards, Melissa</u> ; Angus-Leppan, Tamsin; Benn, Suzanne	282 Managing Project Knowledge. <u>Unwin, Gerry</u>	432 Improving the delivery of UK Infrastructure: a business model perspective. <u>Brady, Timothy</u> ; Nightingale, Paul; Davies, Andrew	
14:00	461 Planning for Disaster in New Zealand's Public Sector: A Critical Review. <u>Livschitz, Sarah</u> ; Sullivan-Taylor, Bridgette	314 Social media and innovation management in developing economies' SMEs: A conceptual framework. <u>Dewi, Ambar</u>	077 Migrant employees, job embeddedness and intention to leave: The mediating influence of climate for inclusion. <u>Halvorsen, Beni</u> ; Ng, Yin Lu	157 Strategy-as-practice as a response to the difficulties with assessing non-profit performance?. <u>Sabert, Bianka</u> ; Graham, Wayne; Wynder, Monte; Lawley, Meredith	163 How does market orientation influence corporate entrepreneurship? The mediating role of human resource management strength. <u>Tang, Guiyao</u> ; Yu, Bingjie; Chen, Yang	014 Exploring the Effects of Procurement Lead-Times on the JIT Supply and Logistics of Items in a Process Industrial Environment. <u>Roy, Ram</u>	388 Communal Screening: Knowledge Transfer with Partial Template. <u>Bhatt, Babita</u> ; Qureshi, Israr; Sutter, Christopher	391 An Understanding of Business Process Standardization. <u>Goel, Kanika</u> ; Bandara, Wasana	318 Re-Imaging Projects in Light of the Private Finance Initiative (PFI). <u>Alexander, James</u> ; Ackermann, Fran	
14:20	329 Dealing with 'wicked' problems across organisations: a systems perspective. <u>Clark, Andrea</u> ; Brocklesby, John; Elias, Arun	436 Entrepreneurs' coping matters: A pilot study investigating the mechanisms between top management team conflict and venture performance. Mu, Zhi Rong; Lin, Xiao Song; Bao, <u>Hai Zhou</u>	039 A cross-cultural theory of authentic leadership. <u>Lux, Andrei</u> ; Grover, Steven; Teo, Stephen	168 Polychronicity in Managing Multiple Goals: The Effect of Governance Formalization and Governance Flexibility. Yang, Feifei; <u>Shinkle, George</u> ; Goudsmit, Mirjam	017 From Devolution to Dissolution: Are HR specialists still relevant?. <u>Gao, Jennifer</u>	338 Managing the project knowledge in SMEs: a conceptual framework. <u>Nguyen, Toan</u>	056 Effects of internal labour migration on air and water pollution in China. <u>Nielsen, Ingrid</u> ; Rafiq, Shuddha; Smyth, Russell	457 The Level of Importance of Potential Obstacles in Public-Private Partnership (PPP) Projects. <u>Fung, Ivan</u> ; Jaillon, Lara; Wang, Di	100 Avoiding the 'death spiral': How project orientated organisations manage adaptability in a market downturn. <u>Moffatt, Jennifer</u> ; Coffey, Vaughan; Rose, Timothy	
14:40	320 An Analysis of Impediments to Collaboration in the New Zealand Public Sector. <u>Jenkin, Nazanin</u> ; Lockhart, James	439 Research Scientists' Role Transitions and Capacity Development: A focus on New Zealand's Science for Technological Innovation Challenge. <u>O'Kane, Conor</u> ; Davenport, Sally; Ruckstuhl, Katharina	036 Servant Leadership, Employee Job Crafting, and Citizenship Behaviors: A Cross-Level Investigation. <u>Bavik, Ali</u> ; Bavik, Yuen Lam	417 Alliance network: Tie-strength, expansion speed, and high-tech venture performance. <u>Shukla, Dharendra</u> ; Mital, Amita; Qureshi, Israr; Wang, Taiyuan	148 HRM and Social Exchange Theory: A study of disability workers in Australia. Meacham, Hannah; <u>Cavanagh, Jillian</u> ; Shaw, Amie; Bartram, Tim	247 Collaborative innovation: A systematic review. <u>Cumin, Dana</u> ; Callaghan, Lisa			124 Insights into the importance of project organising in preventing species extinction in Australian. Willemssen, Madelon; Pollack, Julien; <u>Algeo, Chivonne</u>	
15:00-15:30	Afternoon Tea Level 4, Z Block & Level 5, P Block									

									13:20-15:00	
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	HRM Comp 2 (6 P2)	OB Inter 2 (11 i2)	LG Inter 1 (8 i1)	TISCM Comp 1 (16 P1)	OB Comp 2 (11 P2)	HMO Comp 1 (5 P1)	MCR Comp 1 (10 P1)	IM and TISCM (7 and 16) Inter 1 (7 i1)	Stream	
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	331 Revisiting the black box in SHRM: An extension of the meta-analytical review of the HR-performance link. <u>Teo, Stephen</u> ; Ho, Marcus; Nguyen, Diep; Okorogu, Chikodi	342 Will the grass be greener on the other side? Managing employees' buy-in of change by leveraging employees' internal brand identification. <u>Booth, Jessica</u> 099 A Smooth Negotiation Makes Us Happy: The Mediating Role of i-Deals between Leader-Member Exchange (LMX) and Organizational Citizenship Behavior (OCB) in the Chinese Context. Wong, Macy; Kwok, Man Lung Jonathan; <u>Duan, Jingyun</u>	333 Ethical Self Transforming Leadership. <u>Roux, Marianne</u> ; Härtel, Charmine 170 Challenges in conceptualising leader self-efficacy and its antecedents – what are we missing?. <u>Skinner, Suzette</u> 326 The influence of perceived responsible leadership on the three-component model of organisational commitment: A structural equation modeling with Australian employees. <u>Haque, Amlan</u> ; Fernando, Mario; Caputi, Peter	033 Supply Strategy: A Quasi-Experiment on the Number and Location of Suppliers. <u>Macau, Flavio</u> ; Duarte, Andre Luis; Souza, Rafael 385 Through the Community of Practice lens: Managing knowledge boundaries between firms and user communities. <u>Bandhawa, Krithika</u> ; Josserand, Emmanuel; Schweitzer, Jochen	348 Role stressor interactions in the Australian transport industry. <u>Tucker, Michelle</u> ; Jimmieson, Nerina; Bardsley, Jane 297 Evaluating the Relationship between Job Engagement, Transformational Leadership, High-Performance Human Resource Practices, and Job Performance. <u>Pham-Thai, Nguyen</u> ; McMurray, Adela; Muchiri, Michael	281 Combining aged care and child care in Australia: the opportunity to extend educational programs for intergenerational carers. <u>Fitzgerald, Anneke</u> ; Shacklock, Kate; Radford, Katrina; Vecchio, Nerina 234 Understanding positivity in healthcare teams: A research odyssey. <u>Dadich, Ann</u> ; Kippist, Louise; Fulop, Liz; Hayes, Kathryn; Karimi, Leila; Smyth, Anne	269 Understanding the Role of Materialism and Decision making styles of Adolescents on their Buying Behavior: Insights from India. <u>Srivastava, Arpita</u> ; Kumar, Vivek 242 The role of emotional intelligence in sensory perception. <u>Pappu, Usha</u> ; Ashkanasy, Neal; Tombs, Alastair	225 The Role of Social Capital on Expatriate Work Well-being. <u>Apriyanti, Harum</u> 064 The role of perceived organisational support in expatriate adjustment and assignment success. <u>Sokro, Evans</u> ; Pillay, Soma 008 Onions, oceans and rainbows: Using metaphors to understand cultural differences in management. <u>Karsaklian, Eliane</u>	13:20	
		381 The Challenges in Business Process Improvement Training Transfer: An Exploration of Empirical evidence from Australia. Thennakoon, Dharshani; Bandara, Wasana; French, Erica								13:40
		190 Location and Firm-specific Influences over the Adaptation of HRM Practices in Multinational Enterprises from Emerging Economies: Evidence from Indian MNE with Subsidiaries in Australia. <u>Patel, Parth</u> ; Bhanugopan, Ramudu; Bathula, Hanoku	239 Examining the Impact of Chinese Cultural Values on Emotional Labour Acting Strategies. <u>Chan, Bobbie</u> ; Woo, Ka-shing 197 Tipping on the tightrope: The role of workplace passion and work-life balance on employee well-being. <u>Lajom, Jennifer Ann</u> ; Amarnani, Rajiv; Restubog, Simon; Bordia, Prashant; Tang, Robert		308 Opportunism in Manufacturing Supply Chains in Uganda. <u>Eyaa, Sarah</u> ; Sridharan, Ramaswami; Ryan, Suzanne	191 Does the Victim Become the Perpetuator?: The Moderating Influences of Family Incivility and Self-Control on the Psychological Contract Violation and Counterproductive Workplace Behaviours Relationship. <u>Tham, Tse Leng</u> ; Cooper, Brian; Donohue, Ross; Chew, Yin Teng	221 Exemplary nurse and midwifery managers' coping strategies: an Australian study. <u>Fulop, Liz</u> ; Shacklock, Kate	169 On Motivating Sustainable Consumption: The Contrasting Effects of Guilt and Shame Emotions. <u>Chu, Maggie</u> ; Wan, Lisa C.; Lau, Rebecca S.	080 Strategic asset seeking FDI and MNCs' performance: A perspective of an emerging economy. <u>Mi, Lili</u>	14:00
	319 Experiencing flow at work: Evidence from human resource professionals. <u>Molineux, John</u> ; Kashi, Kia		414 Humility in leadership – innovating a classic. <u>Sietsma, Simone</u> 061 Boardthink: Exploring the discourses and mind-sets of directors. <u>Inkson, Kerr</u> ; Carroll, Brigid; Ingley, Coral	327 Supply Chain Resilience – Beyond Flexibility and Redundancy. <u>Ahmad, Rizwan</u> ; Pulakanam, Venkat; Chowdhury, Mesbahuddin; Vargo, John	179 How Do I Stay Proactive? Examining the Effect of Proactive Behavior and Breaks on Fatigue. Ouyang, Kan; Lam, Wing; Cheng, Bonnie; <u>Chen, Ziguang</u>	038 An Empirical Examination of Patient Perceptions on Hospital Service Quality in Turkey: Implications for Evidence-Based Practice. <u>Akdere, Mesut</u> ; Top, Mehmet; Tekingündüz, Sabahattin	164 Introversion/ Extraversion Personality Characteristics Affect Consumer Taste Preferences in Food Consumption Context. <u>Charoensuk, Vipada</u> ; Newby, Leonce; Muurlink, Olav; Radel, Kylie	021 A sustainability study of Temperature Controlled Warehouse and Cold Chain Business in Hong Kong. <u>Yuen, Simon</u>	14:20	
	031 Developing Human Resources in the CIVETS Countries: Implications for Leadership and Innovation. <u>Akdere, Mesut</u>	291 OMG! Are you serious? The downward spiral of the water-cooler effect and the wicked problems it creates within the workplace context. <u>Stace Kent</u> , Luke Houghton, Steven Grover		264 A meta-definition of sustainable supply chain management – mapping current understanding and future development. Reefke, Hendrik; <u>Olsen, Tava</u>	229 Non-preferred work tasks, job crafting and organizational citizenship behaviour: A preliminary analysis. Rana, Vishal; Jordan, Peter; Tse, Herman; <u>Jiang, Zhou</u>	069 Comparing Organizational and Individual Support, Employee Engagement and Turnover Intentions across public, NFP and FP organizations. Brunetto, Yvonne; Farr-Wharton, Ben; <u>Shacklock, Kate</u> ; Farr-Wharton, Rod; Nelson, Silvia	005 Ground Theory and Emotional Engagement; What Do We Learn From the Field?. Sorbello, Alessandro; <u>Karsaklian, Eliane</u>		14:40	
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15:30-17:10	CONCURRENT SESSION THREE							
Session	3.1	3.2	3.3	3.4	3.5	3.6	3.7	
Room	Z503	Z504	Z606	Z607	P504	P505	P506	
Stream	MCR and PSNFP (10 and 13) Inter 1 (10 i1)	ESSB Comp 3 (3 P3)	GDI Comp 3 (4 P3)	SM Comp 2 (14 P2)	HRM Inter 3 (6 i3)	HMO Comp 2 (5 P2)	SSM Inter 1 (15 i1)	
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15:30	207 Consumer Reactions to Service Failure: When Attractive Opposite-Sex Service Providers Make Mistakes. Wan, Lisa C.	001 Network-Based Informal Learning of Women Small Business Owners. Sharafizad, Jalleh ; Morris, Robyn	399 Effects of the global financial crisis on pay equity in the Queensland public sector. Colley, Linda	189 'Mind the rigour-relevance gap': The guiding role of strategic knowledge frames and metaphors-in-use in theory and practice. Stiles, David ; Jarrett, Denise	404 Informal learning in the workplace: a framework to support an innovating environment. Klein Marodin, Joyce ; Waterhouse, Jennifer; Malik, Ashish	079 How are Community Pharmacy owners managing their organisation's dual roles of being healthcare provider and retailer?. Scahill, Shane ; Tracey, Marcel; Sayers, Janet; Warren, Lorraine	304 Needing to connect: Problematic Mobile Phone Use Driving Social Responsibility. Bond, Clare	
15:50	176 Communication and participation – the solution for non-profit management challenges?. Sabert, Bianka ; Graham, Wayne; Lawley, Meredith; Wynder, Monte	212 The Informal Cash Economy and New Zealand Small and Micro Businesses. Yong, Sue	347 Does the religiosity of managers influence their attitudes toward women as managers? –An examination of a mediated model in Bangladesh. Biswas, Kumar ; Patel, Parth	047 Diversification or Desynchronicity: An Organisational Portfolio Perspective to Risk Reduction. Shao, Xuefeng ; Qiu, Jane; Luo, Nanfeng	121 Entrepreneurship, Professionalism and Leadership: A framework and measure for human capital development for the innovation economy. Chan, Kim Yin ; Ho, Ringo; Chernyshenko, Oleksander; Chua, Hong Choon; Kennedy, Jeffrey; Yu, Trevor; Uy, Marilyn	278 Cultural consequences of cost control in public hospitals: An organisational level perspective. Golenko, Xanthe ; Fitzgerald, Anneke ; Radford, Katrina	250 When CSR and Positive Psychology Collide: Corporate Responsibility to Whom and for What?. Chia, Austin ; Kern, Margaret	
16:10	243 Consumer engagements, resources, and roles for value co-creation. Akareem, Husain	256 Exploring the Diversity of SMEs: a taxonomic approach in a French Region. Reboud, Sophie ; Serboff, Thierry; Goy, Hervé; Mazzarol, Tim; Clark, Delwyn	156 Gifting sales work and crafting late stage careers in the Pharmaceutical Industry. Cutcher, Leanne ; Foweraker, Barbara	429 Under new management, tradition of innovation and innovation of tradition: the case of constructive disruption in a family firm. Hermens, Antoine ; Simpson, Ace; Berti, Marco	187 Role of performance management systems in the Australian oil and gas industry. Kumar, Sunil ; Cameron, Roslyn	132 Extending our understanding of implementation through Normalization Process Theory: A systematic scoping review of key implementation strategies. Barbery, Gaery	424 Organisational Social Responsibilities of University - Industry Research Centers - An Analytical Framework. Hardie, Liz	
16:30	416 Exploring the Use of Current Subjective Measures to Manage Services in Victorian Public Library: A Case Study. Shaikh, Wajeeh ; Holian, Rosalie; Staples, Warren	286 Factors Contributing to the Escalation and De-Escalation of Family Business Conflict. Efendy, Komala ; Zolin, Roxanne; Chang, Artemis	499 Pay Inequality and formalised payment systems in the UK: Gender, ethnicity and disability Woodhams, Carol	451 Agency Problems in Service Outsourcing: Adverse Selection and Performance Ambiguity. Bhattacharya, Ananya ; Singh, Prakash	397 The perception of talent management across different academic ranks within a mega distance learning university in South Africa. Bezuidenhout, Adele	129 Resilience and Team Cohesion amongst Senior Nurses. Kosiol, Jennifer	111 Community engagement and corporate social responsibility (CSR) standards in sustainable mineral and natural resource extraction: A case study of the Hunter Valley region in Australia. Sarker, Tapan ; Nejati, Mehran	
16:50				332 Managing innovation process for small firms: A case of managing paradox. Lui, Steven ; Walker, Benjamin; Jackson, Chris; Shinkle, George; Ozdemir, Salih		352 The moderating effect of training effectiveness on organisational change and in role job performance. Carlisle, Joanna ; Bhanugopan, Ramudu		
17:10 - 19:00	Project Organising Stream Get-together Wine and Cheese Level 6 Terrace, P Block							
19:00 - 23:00	Conference Dinner Room 360, Level 11, Y Block, QUT Gardens Point *Ticket holders only*							

								15:30-17:10
	3.8	3.9	3.10	3.11	3.12	3.13	3.14	Session
	P506A	P512	P514	P413	P413A	P419	P421	Room
	MED Inter 1 (9 i1)	PO Comp 3 (12 P3)	HRM Comp 3 (6 P3)	OB Inter 3 (11 i3)	LG Inter 2 (8 i2)	TISCM Comp 2 (16 P2)	OB Comp 3 (11 P3)	Stream
	Christa Wood	Erica French	Greg Fisher	Ken Parry	Peter Jordan	Cameron Newton	Remi Ayoko	Chair
	204 Educating For Management: Australian and Chinese Perspectives. <u>Davidson, Paul</u> ; Tsakissiris, Jane; Guo, Yuanyuan	094 Isomorphic forces and their effects on gender gap in Australian project-based organisations. <u>Baker, Marzena</u> ; French, Erica; Hatcher, Caroline	065 Expatriate adjustment and assignment success: The significance of host country support. <u>Sokro, Evans</u> ; Pillay, Soma	041 Are Entrepreneurs Really the Happiest People on Earth? A Study of Entrepreneurial Emotional Labour. <u>Lau, Victor</u> ; Wong, Yin Yee	415 Leading In Turbulent Times Preliminary Findings from an Investigation of Leadership Practices in the Australian Higher Education Sector. <u>Tiwari, Narayan</u>	146 Sustainable airports: breaking the pathways of organisational vulnerability. <u>Bongiovanni, Ivano</u> ; Newton, Cameron	460 How reflection strategy improves the effect of learning goals on performance outcomes in a complex decision - making task. <u>Yang, Miles</u> ; Zhang, Yucheng.	15:30
	321 Pursuing the 'Holy Grail' of HRM education – enhancing student engagement, academic performance AND industry relevance. <u>Jackman, Doug</u> ; Sutiyo, Wahyu; Weir, Brian	252 Uncertainty as Opportunity: The Challenge of Project Based Careers. <u>Lloyd-Walker, Beverley</u> ; <u>Crawford, Lynn</u> ; French, Erica	153 An exploratory study of cultural attitude in majoring science in oil countries: Experience from Emirates, Qatar and Kuwait. <u>Mehrez, Ahmed</u>	368 A Qualitative Exploration of the Drivers of Transformative Work Design for Public Hospital Operating Theatres. <u>Hay, Georgia</u> ; Parker, Sharon	092 Public Sector Leadership Research in Australia and New Zealand: A Critical Assessment of the Current State of Play. <u>Jog, Samradhni</u>	133 Development of an Agent-based Model for the Dynamic Milk Collection Network. <u>Mumtaz, Mohammad</u>	305 Contagion Effects of Abusive Supervision Climate: A Multilevel Study. <u>Khan, Shahid</u> ; Sendjaya, Sen; Kiazad, Kohvar; Cooper, Brian	15:50
	353 George Williams in Thailand: A Replication of an Ethical Decision-Making Exercise in a Large and Culturally Diverse Undergraduate Management Class. <u>Edwards, Marissa</u> ; Gallagher, Erin	188 Facilitators and Challenges for Learning within a Global Project-Based Organisation. <u>Wiewiora, Anna</u> ; Chang, Artemis; Smidt, Michelle	013 The decision to repatriate: The case of self-initiated repatriate New Zealanders. Ellis, David R.; <u>Yao, Christian</u> ; Thorn, Kaye	266 True colours: why personal values win out over organisational values when we face ethical dilemmas. Lichtenstein, Scott; Watton, Emma; <u>Parry, Ken</u>	010 Daily Fluctuations in Constructive and Destructive Leadership: A Dynamic-Physiological Perspective. <u>Volk, Stefan</u>	213 Green Supply Chain Management Practice and Performance Among Ugandan Manufacturing SMEs. <u>Namagembe Sheila, Sheila</u>	186 It takes two to tango: The role of newcomer and organisational factors during the socialisation process in small firms. <u>Field, Robbie</u>	16:10
	425 Rubrics and "small data": a work-in-progress report. <u>Russell, Edward</u>	434 A Journey into the Known Unknowns of Project Knowledge: A review of the literature on how the project manager is influenced by knowledge domains. Algeo, Thomas; <u>Algeo, Chivonne</u>	096 When Sustainability Meets Reality: Exploring the Careers of Elite Athletes. Richardson, Julia; <u>McKenna, Steve</u>	435 Characterizing Organizational Ergonomic Ethics Culture: An Exploratory Study. <u>Mascarenhas SJ, Oswald</u> ; D'Souza, AC, Doris; Bara, Anabel	150 M&A and more women in the boardroom: is this an answer to poor performance?. <u>Garrow, Nigel</u> ; Singh, Nivedita; Segal, Steven	408 Who are the early adopters in the diffusion of innovations? A literature review. <u>Riverola, Carla</u> ; Dedehayir, Ozgur; Miralles, Francesc	152 The Role of Organizational Support towards Security in Terrorism affected Pakistan: A Qualitative and Quantitative Exploration. Junaid, Fatima; <u>Haar, Jarrod</u> ; Parker, Jane	16:30
	455 Becoming 'Business Ready': An Overview of the International Internship Component of the Advanced Specialisation in International Business. <u>Sullivan-Taylor, Bridgette</u>		162 A Resource-Based Perspective on Work-Family Conflict: An Updated Meta-Analysis. Liao, Eko Yi; Lau, Victor; <u>Hui, Ray</u> ; KONG, Kaylee	078 Crafting boundaries: Knowledge workers managing flexible work arrangements. <u>Field, Justin</u> ; Smith-Ruig, Theresa; Sheridan, Alison	365 Managing Followers' Impressions through Social Media: The Social Contagion Effect. Jayasingam, Sharmila; <u>Garib Singh, Sharan</u> ; Kaur, Ansari, Mahfooz; Maniam, Nengaswary	016 A Simulation based Optimization of inventory policies of the food grain distribution stage in Public Distribution System. <u>Kapoor, Rohit</u> ; Ambekar, Sudhir	366 Does Organisational Ethical Culture Influence Sales Personnel's Job Outcome?. Jaiswal, Manoj; D, Israel; <u>Bhartia, Abha</u>	16:50
								17:10 - 19:00
								19:00 - 21:00

Thursday - 8 December

7:30 - 9:00	Health Management Special Interest Group Workshop. Showcasing Leading Edge Health Management Research Collaborations (HM01.A) Liz Fulop, Katrina Radford, Ben Farr-Wharton, Mark Avery, Anne Smyth Room P413								
8:30	Registration Level 4, Z Block Foyer								
8:50-10:30	CONCURRENT SESSION FOUR								
Session	4.1	4.2	4.3	4.4	4.5	4.6	4.7	4.8	
Room	Z503	Z504	Z606	Z607	P504	P505	P506	P506A	
Stream	GDI Inter 1 (4 i1)	ESSB Comp 4 (3 P4)	GDI Comp 4 (4 P4)	CT and HMO inter (01 and 05 i)	CT Comp 2 (1 P2)	OB Inter 4 (11 i4)	SSM Inter 2 (15 i2)	LG Comp 2 (8 P2)	
Chair	Dimitria Groutsis	Judy Matthews	Leanne Cutcher	Megan Paull	Ramudu Bhanugopan	Amanda Gudmundsson	Wendy Stubbs	Martin Grimmer	
8:50	294 Managerial perspectives on diversity management interventions in Australian organisations. <u>Dahanayake, Pradeepa</u> ; Rajendran, Diana		288 Transitions to Study and Work: Impacts on Australian Women's Health and Wellbeing. <u>Daniels, Carolyn</u> ; Radel, Kylie; Hillman, Wendy	217 Understanding engagement in healthcare: A mixed methods study in a large nonprofit Australian hospital. <u>Girardi, Antonia</u> ; Paull, Megan; Whitset, Craig; Toohey, Danny; Monterosso, Leanne	330 The relationship between psychological contract breach, job Neglect and intention to leave: The mediating roles of Employee Forgiveness and Revenge intentions. <u>Ahmed, Ezaz</u> ; Bhanugopan, Ramudu	145 Developing adaptive performance in cognition. Ward, Paul; Hutton, Rob; Hoffman, Robert; <u>Gore, Julie</u> ; Conway, Gareth	205 Organisational Ethical Decision Making in Islamic Financial Institutions: A Conceptual Framework. <u>Alziyadat, Naser</u> ; Ahmed, Habib		
9:10	112 Women and Mining: Work, Gender and Social Identities. <u>Pimpa, Nattavud</u> ; Moore, Timothy	177 Learning by doing : The roles of business plan competition, self-efficacy, and policy in entrepreneurship education. Mu, Zhi Rong; <u>Lin, Xiao Song</u> ; Zhang, Zhi Yun	324 Understanding Business Through Indigenous Cultural Context. <u>Ruwhiu, Diane</u> ; Cathro, Virginia	144 How People Scripting their Careers can Change Institutions in Health Care. <u>Nigam, Amit</u> ; Dokko, Gina	068 Improving management accountants' perception of their occupation's prestige: The role of professional identification and transformational leadership. <u>Newton, Cameron</u> ; Mazur, Alicia	262 Exploring the effect of workplace incivility on team performance. <u>Arshad, Rasidah</u>	090 The interaction of big and small (non) corporate actors in strategically managing the global anti-corruption radar. <u>Schembera, Stefan</u>		
9:30	134 Does TMT ethnic background diversity contribute to firm performance? The moderating role of socialization as a diversity management practice. Wang, Yue; Taksa, Lucy	354 Regulating for the public interest: an empirical analysis of the impact of regulation on the financial performance of small corporations in Australia. <u>Li, Yongqiang</u> ; Armstrong, Anona; Clarke, Andrew	423 The devil is in the detail: Representation, diversity and inclusion for indigenous persons on AFL club websites. <u>Ferrer, Justine</u> ; Turner, Paul	339 The 'Ignorance' of the Weberian Organisational Behaviour in Australian Education. <u>Teather, Susan</u>	315 Commercially Focused Interdisciplinary Research: A Case Study of the BioPharma Thematic Research Initiative at the University of Auckland. Harding, Hope; <u>Siedlok, Frank</u> ; Callagher, Lisa; Stephens, Anna	196 Construct Validation of the Passion for Work Scale in a Non-Western Context. <u>Lajom, Jennifer Ann</u> ; Amarnani, Rajiv; Restubog, Simon; Bordia, Prashant; Tang, Robert	236 A Food-Hub to Realise Regional Sustainable Development: Enterprise Social Capital as Collective Engagement or Collaborative Chaos?. Dhakal, Subas; Daniel, Lisa; <u>Brown, Kerry</u>	086 How does authentic leadership encourage team innovation ambidexterity?. <u>Bahmannia, Somayehsadat</u> ; Grover, Steven; Zhang, Jing	
9:50		237 Expertise and entrepreneurial decision-making in business start-up: Evidence from Sri Lankan micro-entrepreneurs. <u>Ranabahu, Nadeera</u> ; Barrett, Mary; Moerman, Lee	108 The "dark side" of social capital: How human capital influences elitism and exclusion. <u>Ng, Eddy</u> ; Metz, Isabel; Stamper, Christina; Benschop, Yvonne	193 Perceived Employability of Laotian Business Graduates: skills, gender and social capital. <u>Aphayvanh, Vipapone</u> ; Clarke, Marilyn	289 Australian Indigenous communities and business success – Three cases for hybridity. <u>Radel, Kylie</u>	025 The Road to Hell is Paved with Good Intentions: The Mediating Role of I-Deals between Servant Leadership and Negative Outcomes. Kwok, Man Lung Jonathan; Wong, Macy; <u>Duan, Jingyun</u>	201 How to compete in a volatile world - Creating the high trusted bank by integrating a sustainable business approach. <u>Zachariat, Simone</u> ; Schewe, Gerhard	376 Inside the Minds of Chinese Immigrant Professionals: Change of Cultural Context on Effective Leadership Perceptions. <u>Liang, Xiaoyan</u> ; Sendjaya, Sen; Abeysekera, Lakmal	
10:10		023 The Phenomenon of Returnee Entrepreneurs: New Venture Creation and the Interplay with the Institutional Environment. <u>Gruenhagen, Jan Henrik</u>	406 What is a Māori business? A study in the identity of indigenous enterprise. <u>Mika, Jason</u> ; Bensemann, Jo; Fahey, Nick			113 The relevance of carbon disclosure : How to disclose in order to achieve comparability in CO2-efficiency. Niehues, Nils; <u>Dutzi, Andreas</u>	218 Risk Governance: Basic Rationale and Tentative Findings from the German Banking Sector. <u>Stein, Volker</u> ; Wiedemann, Arnd		
10:30-11:00	Morning Tea Level 4, Z Block & Level 5, P Block								
11:00-12:00	Keynote Address: Professor Mary Uhl-Bien, BNSF Railway Endowed Professor of Leadership, Professor of Management, Neeley School of Business, Texas Christian University, USA "Do you hear what I hear? Harbingers of Change in Management Scholarship". Chair: Lisa Bradley Room Z411								

								7:30 - 9:00
								8:30
								8:50-10:30
	4.9	4.10	4.11	4.12	4.13	4.14	4.15	Session
	P512	P514	P413A	P419	P421	O303A	O314	Room
	PO Comp 4 (12 P4)	HRM Comp 4 (6 P4)	OB Inter 8 (11i8)	HRM Comp 7 (6 P7)	OB Comp 4 (11 P4)	MED Comp 2 (9 P2)	CMOS Comp 1 (2 P1)	Stream
	Paul Davidson	Stephen Teo	Neal Ashkanasy	Bob Cavana	Ashlea Troth	Peter McLean	George Cairns	Chair
	154 Five rules for innovation in megaprojects. <u>Davies, Andrew</u> ; Dodgson, Mark; Gann, David; MacAulay, Sam		411 Construct Validity of a Territoriality Scale in the Context of Organisational Change. <u>Kromah, Momo</u> ; Ayoko, Oluremi; Ashkanasy, Neal		412 A new look at procedure compliance: an engagement perspective. <u>Hu, Xiaowen</u> ; Griffin, Mark; Yeo, Gillian; Kanse, Lisette; Parkes, Katharine; Hodkiewicz, Melinda		467 "Fly my pretties! Fly! Fly!" Dialectical and rhetorical transcendence in John Oliver's Net Neutrality intervention. <u>Sayers, Janet</u>	8:50
	067 Management of uncertainty and adaptation in megaprojects. <u>Ford, Jerad</u> ; Spee, Paul; MacAulay, Sam; Steen, John	155 Why Voice? Soloist or choir, does the song remain the same?. <u>McWilliams, Alan</u> ; <u>Holland, Peter</u>	346 Examining The Impacts Of Attitudinal And Contextual Factors On Proactive Personality – Proactive Behaviors And Organization Commitment Relationships: A Theoretical Framework. <u>Nguyen, Toan</u> ; <u>Nguyen, Khai</u>		359 Being "In the Know": Introducing Organisational Comprehension and its Nomological Net. <u>Leighton, Catherine</u> ; <u>McShane, Steven</u>	192 Management Development Approaches: The Role of Informal Learning. <u>Becker, Karen</u> ; Bish, Adelle	312 The utility of a Structuration Framework for investigating organisational change: reviewing five research studies. <u>Barratt-Pugh, Llandis</u>	9:10
	325 A taxonomy of project barriers in complex projects. <u>Rezvani, Azadeh</u> ; <u>Chang, Artemis</u> ; Wiewiora, Anna	367 Employee empowerment practices and knowledge transfer: the role of individual-level mechanisms. <u>Yin, Yishuai</u>	419 Burnt-out but Fired-up: A Conceptual Map of the Dialectical Burnout/Engagement Relationship in Australian and Malaysian Academics. <u>Chan, Shirley</u> ; <u>Biggs, Amanda</u>	313 Workplace bullying in New Zealand: Assessing the short-term impact of a national intervention. <u>Catley, Bevan</u> ; Bentley, Tim; Anderson, Danaë; Tedestedt, Ronny	141 When laughing makes a leader look bad: The influence of leader laughing on followers' support. <u>Cheng, David</u> ; Amarnani, Rajiv	272 Coachable Moments in the Workplace – To what extent can they be informed by Teachable Moments?. <u>Turner, Christina</u>	263 Branded Business Schools: Processes of Discursive Positioning. <u>Johnston, Allannah</u>	9:30
	285 Transformational Procurement Model for Managing Major Projects. <u>Algeo, Chivonne</u> ; de Valence, Gerard	123 Managing the impact of NeuroLeadership during organisational change. <u>Du Plessis, Andries</u> ; <u>Badenhorst, Casper</u>	018 Personality and Contextual Influence on Team-Member Exchange. <u>Lau, Rebecca S.</u>	277 Workplace Dispute Settlement: The Importance of Employee Voice. <u>Van Gramberg, Bernadine</u> ; Teicher, Julian; Cooper, Brian; Bamber, Greg	053 Examining The Daily Experiences of Frontline Managers. <u>Troth, Ashlea</u> ; Townsend, Keith; Loudoun, Rebecca	409 Renew, Refine and Re-use Knowledge Sustainability for Sustainable Organisations. <u>Rathnappulige, Sasikala</u>	011 Sugar-Coated Lies: Does the university have a duty of care for student debt?. <u>Cairns, George</u>	9:50
	437 Project Managing Controversial Projects: The Role of Stakeholder Management. <u>Lloyd-Walker, Beverley</u> ; Walker, Derek	464 Engagement and Disengagement in the Workplace: Is there a difference? A Perspective of Different Constructs. <u>Bowles, Angela</u>		028 Drug Testing in the Australian Workplace: The Ethics of Testing or the Testing of Ethic?. <u>Holland, Peter</u> ; Tham, Tse Leng		040 Leadership identity: using artefacts (and storytelling) to discover new insights. <u>Watton, Emma</u> ; <u>Parry, Ken</u>	130 Uncovering New Perspectives on Authenticity: What Can We Learn from Literary Theory and Literary Fiction?. <u>Pick, David</u> ; Soo, Christine; Tian, Amy	10:10
								10:30-11:00
								11:00-12:00

12:00-13:20	CONCURRENT SESSION FIVE							
Session	5.1	5.2	5.3	5.4	5.5	5.6	5.7	
Room	Z503	Z504	Z606	Z607	P504	P505	P506	
Stream	Research Symposium 5	ESSB Comp 6 (3 P6)	GDI Comp 2 (4 P2)	SM Inter 2 (14 i2)	Workshop 4	CT Inter 1 (1 i1)	PSNFP Comp 2 (13 P2)	
Chair		George Cairns	Jason Mika	Susanne Royer		Lars Bengsston	Yvonne Brunetto	
12:00	Innovation, ecosystems and platforms. Ozgur Dedehayir, Marko Seppanen, Marek Kowalkiewicz, Matthew Flynn	235 Corporate Entrepreneurship (CE) and Effectuation: How Endogenous Ideas Are Developed Into New Products. Parker, Jennifer; <u>Cornel, Patricia (Trish)</u> ; Singh, Smita	116 Disability and in-work poverty in an advanced industrial nation: The lived experience of multiple disadvantage in the UK. <u>Richards, James</u> ; Sang, Kate	117 Protecting the Intangible: China, Intellectual Property, and the Dilemma of Market Commitment. <u>Hou, Si Yao (Vanessa)</u>	Leadership roles in academic professional organisations. Kevin Lowe, Kate Kearins, Neal Ashkanasy, Peter Jordon, Leisa Sargent, Elisabeth George, Mary Uhl-Bien	226 Hotel innovations and non-financial performance - The role of sustainable HRM. <u>Wikhamn, Wajda</u> ; Wikhamn, Björn	007 A Contemporary Conceptualization of Public Sector Leadership. <u>Hamer, Benjamin</u>	
12:20		418 Making Risk Meaningful: Learnings from a context-specific crisis scenario. Letheren, Kate; <u>Mehta, Amisha</u> ; Cairns, George	345 Exploring the Opportunities and Barriers to Career Progression of Women in Small and Medium-sized Accounting Firms in India. <u>Adapa, Sujana</u> ; Sheridan, Alison	413 The Coevolution of Firm's Business Model and Enterprise Information System Adoption. <u>Niu, Jiping</u>		151 Joint Business Model Innovation for Distributed Solar Energy- A small solar energy company in partnership with a large MNE utility. Ahlgren, Kajsa; <u>Wadin, Jessica</u> ; Bengtsson, Lars	219 Reframing leadership within the context of nonprofit organisations: A conceptual model. <u>Ramasamy, Ancy</u> ; Muchiri, Michael; Sablok, Gitika	
12:40		292 Investigating Critical Obstacles to entrepreneurship in emerging economies: A comparative study between males and females in Qatar. <u>Mehrez, Ahmed</u>	115 Risky business: Ethnicity and tax compliance practices of small business operators. <u>Yong, Sue</u> ; Mooney, Shelagh	249 The analysis of effectiveness and efficiency for alliance strategy – evidence from Airline Industry . Lin, Bo; <u>Kaur, Sharan</u>		438 Disrupting poverty in rural Nepal: Transformations of women through tourism entrepreneurship. Radel, Kylie; <u>Hillman, Wendy</u>	051 Comparing street-level bureaucrats' differing perceptions of the management support in Australia. Brunetto, Yvonne; Xerri, Matthew; <u>Shacklock, Kate</u> ; Farr-Wharton, Rod; Farr-Wharton, Ben	
13:00		147 What is an opportunity? Empirical evidence of how entrepreneurs discover and create opportunities. <u>Oyson, Manuel</u>				002 Analysis of Islamic Banking in the UAE during the Financial Crisis. <u>Tlemsani, Issam</u>	233 The resilience of public servants – what it is, what helps and what hinders it. <u>Plimmer, Geoff</u> ; Berman, Evan; Kuntz, Joana; Malinen, Sanna; Naswall, Katharina	
13:20-14:20	Lunch Level 4, Z Block & Level 5, P Block							
13:45-14:10	Special Interest Group (SIG) Convenor's Meeting Z503							

							12:00-13:20
5.8	5.9	5.10	5.11	5.12	5.13		Session
P506A	P512	P514	P413	P413A	P419		Room
ESSB Comp 5 (3 P5)	MCR Comp 3 (10 P3)	HRM Comp 6 (6 P6)	CT and ITSCM Comp (01 and 16 P)	LG Inter 3 (8 i3)	TISCM Comp 4 (16 P4)		Stream
Noel Tracey	Raechel Johns	Artemis Chang	Deanna Grant-Smith	Kerr Inkson	Kavoos Mohannak		Chair
248 The influence of entrepreneurial motivations on commitment and stress. <u>Campton, Jenna</u>	307 Antecedents of Online Trust towards e-Retailers for Repeat Buyers: An Empirical Study in Indian Context. Aeron, Prageet; <u>Jain, Shilpi</u>	085 Work-life Programs and Organisational Outcomes: A Systematic Literature Review. <u>Akter, Kohinur</u> ; Ali, Muhammad; Chang, Artemis	440 Innovative new product development and delivery: The case of Japanese submarines. <u>Thomson, Doug</u> ; Afshari, Leila	458 Give good, get good? Do servant leadership behaviours work in a political organizational culture? <u>Nisar, Mohammad</u> ; Zolin, Roxanne; O'Connor, Peter	027 Unmanned Aircraft Systems: A Case of Dual Use Technology and Product Innovation. Rice, John; Galvin, Peter; <u>Martin, Nigel</u>		12:00
287 IT Alignment and SME Performance. <u>Bi, Rui</u>	273 Managing on-pack sustainability communication. <u>Alevizou, Panayiota</u>	216 A theoretical model of employee willingness to request flexible working arrangements. <u>Bainbridge, Hugh</u> ; Townsend, Keith	093 Transforming Organizational Culture through Corporate Social Responsibility. <u>Young, Suzanne</u> ; Nagpal, Swati; Marjoribanks, Tim; Durden, Geoff	421 University Management Perceptions of Older Academics: Obstacles or Opportunities to Sustaining Universities? <u>Larkin, Jacqui</u> ; Nesbit, Paul; Neumann, Ruth	260 Player three has joined the game: Industry platforms as facilitators of disruptive innovations. <u>Pirvan, Cristian</u> ; Dedehayir, Ozgur; Le Fever, Hans		12:20
076 Perception of Immigrant Entrepreneurs on their Business Prospects in a New Country: Preliminary Findings from Auckland, New Zealand. <u>Nel, Pieter</u> ; Abdullah, Moha	362 Consumer characteristics approach in understanding mobile app shopping adoption. <u>Sarkar, Subhro</u> ; Khare, Arpita	072 Stuck in the Middle: Supervisor Perspectives on Implementing Flexible Work Arrangements. <u>Williams, Penny</u>	044 Managing CSF for IS Implementation: A Stakeholder Engagement and Control Perspective. <u>Ahmed, Zafor</u>	284 Positivity at the workplace: Conceptualising the relationships between authentic leadership, psychological capital, organisational virtuousness and thriving. <u>Shahid, Sehrish</u> ; Muchiri, Michael	302 Life Cycles of Business Clusters: The Missing Dynamic. Hall, Timothy; <u>Chapman, Ross</u> ; Teal, Greg		12:40
301 The job embeddedness-turnover intentions relationship: Evidence from Thailand. <u>Ampofo, Emmanuel</u> ; <u>Coetzer, Alan</u> ; Susomrith, Pattanee; Rermlawan, Sineenat	012 The Influence of Firm's Innovative Capacity on Technology Switching. <u>Al-Kwif, Sam</u>				034 Supplier social compliance: Internal Culture and External Pressures. Jajja, Muhammad Shakeel Sadiq; <u>Asif, Muhammad</u> ; Montabon, Frank; Chatha, Kamran		13:00
							13:20-14:20

14:20-16:00 CONCURRENT SESSION SIX									
Session	6.1	6.2	6.3	6.4	6.5	6.6	6.7	6.8	
Room	Z503	Z504	Z606	Z607	P504	P505	P506	P506A	
Stream	GDI Inter 2 (4 i2)	ESSB Inter 2 (3 i2)	MED Inter 2 (9 i2)	SM Inter 3 (14 i3)	HRM Inter 4 (6 i4)	HMO Inter 1 (5 i1)	SSM and MCR Inter (15 and 10 i)	MCR Comp 2 (10 P2)	
Chair	Diane Ruwhui	Antoine Hermens	Christa Wood	Melanie Bryant	Lisa Bradley	Kathy Eljiz	Wendy Stubbs	Raechel Johns	
14:20	178 Cultural determinants of the retirement intentions of Indian and Chinese immigrants in Australia: A conceptual model. Caines, Valerie; Manoharan, Ashokkumar	158 Living through Uncertainties as the Norm: Lessons from New Zealand Regional Family Businesses. Wu, Julia ; Kuhns, Joy; Habib, Ahsan	140 Blended Workplace Learning: The Importance of Human Interaction. Hewett, Suniti ; Becker, Karen; Bish, Adelle	456 Strategic Management of Resilience in Practice-Public-Private Sector Joined-Up Approaches to Disaster Risk Reduction. Sullivan-Taylor, Bridgette	210 Changing connectivity expectations in psychological contracts: What does this mean for Western and Eastern-based organizations?. Obushenkova, Lena ; Kim, HeeSun; Woo, SungHo	058 Emotions and mindlines in healthcare. Hodgins, Michael; Dadich, Ann ; Vickers, Margaret	466 CSR for HRM: A quest for socially responsible HRM. Sarvaiva, Harsha ; Eweje, Gabriel	283 An understanding of Transformative Service Research, Social Marketing and CSR literature. Johns, Raechel	
14:40	Evaluative judgments of managers toward migrants in hiring for management positions. Sultana, Nasreen	224 Future generation of entrepreneurs: student entrepreneurs. Marchand, Julien ; Sood, Suresh; Hermens, Antoine	357 Critical success factors of knowledge management in higher education. Alshahrani, Abdulaziz ; Dadich, Ann ; Klikauer, Thomas	383 Scenario thinking: An empirical examination of scenarios for strategic thinking to manage disruptions in the contextual environment. Hew, Aiwen	371 Measuring Developmental Readiness: EPL Efficacy, Career and Development Motivation. Chernyshenko, Oleksander ; HO, Ringo; Chan, Kim Yin ; Yu, Trevor; Uy, Marilyn	159 Public Hospitals and the Clinical Directorate Structure: Impacts on Communication. Keenan, Marina ; McGrath, Michael ; Wilson-Evered, Elisabeth	441 Sustainable Human Resource Management: Rethinking a Conceptual Framework. Mak, Alex	280 Political Branding: A Consumer Perspective on Australian Political Parties. Grimmer, Martin ; Grube, Dennis	
15:00	241 When organisational policy fails: barriers inhibiting the career progression of women in agribusiness. Cooper, Karyn; Farr-Wharton, Ben; Brown, Kerry	230 Survival of the Fittest: A Study of the Effects of Chinese Entrepreneurship in Kenya. Okumu, Charles ; Dela Rama, Marie	232 Leading through emotional labour : Child protection assessment officers in high quality call-centre. Chapman, Lisa ; Evans, Michelle	410 Employee trust dynamics during organisational change: a context of merger between Waikari Institute of Technology and Bay of Plenty Polytechnic. Vosse, Bart ; Aliyu, Olayemi	444 Occupational Stress and Employee Engagement – Can U Explain it Better? Simon, Nishanthini ; Amarakoon, Upamali	276 Developing an evidenced based pedagogy to support Intergenerational Care Programs in Australia: A systematic review of international programs and practices. Cartmel, Jennifer ; Radford, Katrina ; Dawson, Cindy ; Fitzgerald, Anneke ; Vecchio, Nerina ; Macfarlane, Kym	407 Institutional Theory as a Driver of CSR: An Integrative Framework. Mishra, Nidhi ; Dash, Sanket	114 The Influence of Incidental Similarity on Consumer Reactions to Observable Service Failures. Wan, Lisa C. ; Wyer, Jr, Robert S.	
15:20	290 Fire Keepers and Fire Seekers: A Dual Entrepreneurial Strategy for Developing Indigenous Economies in a Globalized World. Dell, Kiri ; Houkamau, Carla	279 The Secret Recipe for Economic Jam: Local Premium Food Systems as Entrepreneurial Eco-systems for Sustainable Regional Development. Daniel, Lisa ; Tucci, Paolo	311 Demand and Development of Graduate Skills: Examining employer perspectives using a mixed methods study. Girardi, Antonia ; Whitsed, Craig ; Paull, Megan ; Omari, Maryam ; Ogilvie, Madeleine	396 Towards an Epistemic Technology of Strategy Making. Downs, Jason		373 The challenges of Allied Health Manager. Mak, Ka-Hi (May) ; Sloan, Terry; Kippist, Louise; Eljiz, Kathy	118 Does the presence of innovative teachers affect educational outcomes and school quality? Evidences from a natural experiment in India. Ranjan, Rajiv	300 Accessibility and service recovery through co-creation. Johns, Raechel ; Darcy, Simon ; Dickson, Tracey	
15:40		306 Small firm growth and performance: A systematic review and research agenda. Gronum, Sarel ; Verreynne, Martie-Louise ; Scheepers, Margarietha					006 Incorporating Sustainability in the Realm of Marketing: A Theoretical Framework. Pingali, Venugopal	369 How Do Consumers Respond to Different Colours of A Package? The Case of Local Food Product in Indonesia. Widjayanti, Arifiani ; Pare, Vipul	
16:00-16:20	Afternoon Tea Level 4, Z Block & Level 5, P Block								
16:20-17:20	Keynote Address: Professor Steffen Böhm, University of Exeter. Carbon Fetishism: Nature under new management? Chair: Rowena Barrett Room Z411								
17:20-17:40	Excellence Awards Presentation Room Z411								
17:45-19:00	Networking Drinks Level 4, Z Block Foyer								

								14:20-16:00
6.9	6.10	6.11	6.12	6.13	6.14	6.15	6.16	Session
P512	P514	P413	P413A	P419	P421	O308	O314	Room
PO Comp 5 (12 P5)	HRM Comp 5 (6 P5)	OB Inter 5 (11 i5)	PSNFP Comp 1 (13 P1)	TISCM Comp 3 (16 P3)	OB Comp 5 (11 P5)	Workshop 3	CMQS Comp 2 (2 P2)	Stream
Chivonne Algeo	Jarrod Haar	Vicky Browning	Bruce Gurd	Arun Elias	John Molineux	An innovative way to engage and communicate with your people. Sukanlaya Sawang, Glenda Caldwell, Mirko Guaralda, Markus Rittenbruch, Jared Donovan, Severine Mayere, Michael Malloy, Marcus Firth.	Bill Harley	Chair
299 Project Portfolio Value Creation in the Context of Culture. Laursen, Markus; Killen, Catherine	125 Supervisor Support, OBSE, Work-Family Enrichment, and Turnover Intentions: A Two Study Test of Mediation. Haar, Jarrod; Ho, Marcus; Xu, Bo	341 Advice, Reliance, Work and Social Networks for Project Success. Monaghan, Allison; Chung, Kon Shing Kenneth 310 The Influences of Front-line Managerial Compassion on Employees' Emotions: A new interaction model. Wang, Yunong; Lawrence, Sandra; Ramsay, Sheryl; Troth, Ashlea	054 Exploring a Pre-Theoretical Management Phenomenon: Promising Ways Forward for Researching Social Innovation in Organisations. Taylor, Rachel; Torugsa, Nuttaneeya (Ann); Arundel, Anthony	183 Analysing Continuous Improvement in the New Zealand Public Sector: A Systems Approach. Elias, Arun; Davis, Dona	447 The Relationship among Social Capital Dimensions, Autonomous Motivation and Tacit Knowledge Sharing. Naheed, Khawar; Mat Isa, Rosmah		459 Integrating Sustainable Development and Practical Wisdom as Practices of Organising. Kuepers, Wendelin	14:20
372 Project success in complex projects: A systematic literature review. Rezvani, Azadeh; Chang, Artemis; Wiewiora, Anna	198 Integrating a dynamic capabilities framework into workplace e-learning process evaluations. Costello, James; McNaughton, Rod		253 Australian university business schools: on a social mission. Hogan, Owen; Brunetto, Yvonne	149 Government support measures and innovation capabilities: The case of developing economy SMEs. Nguyen, Tam; Verreynne, Martie-Louise; Steen, John	426 Newcomer-Incumbent Relationships During Post-Merger Integration. Vu, Minh; Ozdemir, Salih		143 Can Qualitative Researchers Reclaim Rigour?: Challenging Positivist Conceptualisations of Rigour in Management Scholarship. Harley, Bill	14:40
349 The Impact of Value Co-creation on Project Performance Moderated by Requirements Uncertainty—Evidence from Chilean Construction Industry. Heredia Rojas, Boris; Liu, Li	131 Just benefits: Perceived fairness of employee benefits in a large finance organisation. Laundon, Melinda	296 Wise Proactivity: Balanced Consideration of Context, Others, and Self when Making Things Happen. Parker, Sharon; Liao, Jenny; Wang, Ying	402 Partner Selection and Scaling Public Services: Exploring the Community Service Center Scheme in India. Qureshi, Israr; Sutter, Christopher	392 The role of novelty - centred business model innovation for innovation performance. Tavassoli, Sam; Bengtsson, Lars.	380 Managing a managerial career in the Australian Aged Care sector: career orientation and role transition. Meissner, Ellen; Radford, Katrina		110 The potential for workplace democracy in an age of inequality. Delaney, Helen; Casey, Catherine	15:00
356 Exploring antecedents of employee engagement in a project-based organisation (PBO). Stanley, Tracy; Matthews, Judy; Davidson, Paul	271 Technology and workplace connectivity: Are managers the meat in the sandwich?. Plester, Barbara; Obushenkova, Lena; Kolb, Darl; Haworth, Nigel	195 Positive Psychological Capital and Employee Retention: Why managers shouldn't abandon all hope. Chapman, Geoffrey; Radford, Katrina; Halvorsen, Beni	063 Psychological Safety Climate and Workplace Bullying in Vietnam's Public Sector. Nguyen, Diep; Teo, Stephen; Grover, Steven; Nguyen, Nguyen	211 Actor-Network Theory as a Processual Approach to Understanding Collaborative Practice in Innovative Construction Supply Chains. Pablo, Zelinna; London, Kerry	049 A Theoretical Exploration of Australian Soldiers' Regulation of the Core Army Values: Courage, Initiative, Respect and Teamwork. Newton, Cameron; Mazur, Alicia; Devin, Bree; Bradley, Lisa		317 Authority and Contestation—Sovereign Power and Organising Governance—Insights from the Apparel Industry of Bangladesh. Alamgir, Fahreen	15:20
026 A 'lived experienced' tool for managing and building project delivery capability. van der Hoorn, Bronte	377 An Assessment of Performance Appraisal satisfaction levels among Physicians: Investigation from the healthcare sector in Qatar. Mehrez, Ahmed	127 The impact of Team Temporal Leadership on Employee Engagement and Team Performance. Mudannayake, Buddhika; Bhanugopan, Ramudu; Lockhart, Pamela	091 Whanau Ora: Towards a Structure for Sustainable Social Service Delivery. Murphy, Lyn; Quilty, Terry; Jones, Jill	387 Open innovation: Do inbound and outbound practices affect firm performance?. Garib Singh, Sharan Kaur; Jayasingam, Sharmila; Klobas, Jane	019 An Examination of the Mediated Model of Theory of Planned Behaviour to Understand Gender Equity Initiatives of HR Managers in Bangladesh. Biswas, Kumar; Patel, Parth		101 The Coordination of Buyer-Supplier Transactions within Supply Chains. Albuloushi, Nour; Cox, Stephen; Salunke, Sandeep	15:40
								16:00-16:20
								16:20-17:20
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								17:45-19:00

Friday - 9 December

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8:30	Registration Level 4, Z Block Foyer				
9:00-10:40	Institutional Members Meeting Z607				
9:45-10:40	Sharpen your job market pitch with the Heads of School Room Z607				
9:00-10:40	CONCURRENT SESSION SEVEN				
Session	7.1	7.2	7.3	7.4	7.5
Room	Z504	Z606	Z607	P504	P505
9:00	Stream Chair debrief	Institutional Members Meeting	Sharpen your Job Market Pitch with the Heads of School (9:45 - 10:40)	Workshop 11 Digital Entrepreneurship. Fang Zhao, Craig Standing, Llandis Barratt-Pugh, Peter Standen, Janice Redmond, Yuliani Suseno, Julie Nyanjom, Robyn Morris	Workshop 5 Impact of Executive education in the workplace. Vicky Browning, Jennifer Bartlett, Amanda Gudmundsson
Session	7.6	7.7	7.8	7.9	7.10
Room	P506	P506A	P514	P413	P413A
9:00	Workshop 8 Innovating delivery models for project organising. Andrew Davies, Jonas Soderlund, Derek Walker, Chivonne Algeo, Sam MacAulay	Workshop 1 Designing and conducting great teaching and learning research. Tine Kohler, April Wright, Paul Hibbert, Nic Beech	Research Symposium 2 Indigenous intersections with business. Jarrod Haar, Diane Ruwhui, Katherina Ruckstuhl, Jason Mika, Maui Hudson, Rangitua Hunia, Terry Sloan	Research Symposium 4 Organisational initiatives for improving gender diversity. Hugh Bainbridge, Beni Halvorsen, Raymond Trau, Poorhosseinzadeh, Isabel Metz	Workshop 6 Tackling the controversies and use of SEM in mixed methods research. Roslyn Cameron, Bob Cavana
10:40-11:10	Morning Tea Level 5, P Block				
11:10-12:10	Keynote Address: Professor Ian Lowe, Griffith University. "Managing for Sustainability" Chair: Lee Di Milia Room Z411				
12:10-13:00	ANZAM Annual General Meeting (AGM) Room Z411				
13:00-13:45	Lunch Level 5, P Block				
13:00-15:25	Heads of Schools of Management (HOSOM) *Meeting includes lunch* Room P413				
13:45-15:25	CONCURRENT SESSION EIGHT				
Session	8.1	8.2	8.3	8.4	8.5
Room	P505	P506	P506A	P413	P413A
13:45	Workshop 10 Emotions and cognition in the rough. Herman Tse, Neal Ashkanasy, Peter Jordan, Kevin Lowe, Eric Ford	Workshop 9 Climate change and innovation. Robert Thompson, Judy Matthews, Jennifer Bartlett, Amanda Gudmundsson, Deanna Grant-Smith, Marzena Baker	Workshop 7 Flipping classrooms to deepen learning. April Wright, Ross Strong, Geoff Greenfield	Heads of Schools of Management (HOSOM) Meeting. 13:00-15:30 (includes lunch)	Research Symposium 3 Networks in changing business ecosystems. Susanne Royer, Kerry Brown, John Burgess, Lisa Daniel
15:30-16:30	Afternoon Tea and Conference close P Block, Level 6 Terrace				