



34th Annual Australian & New Zealand
Academy of Management Conference

BOUNCING BACK: INNOVATIVE MANAGEMENT IN TURBULENT TIMES

PROGRAM

1-2 December 2021
Virtual Format



ANZAM
AUSTRALIAN & NEW ZEALAND
ACADEMY OF MANAGEMENT

2021 STREAM CHAIRS

STREAM	CHAIRS
1. Human Resource Management	Dr Justine Ferrer Dr Diep Nguyen
2. Organisational Behaviour	Dr Andrei Lux A/Prof Joe Jiang
3. Sustainability and Social Issues	Dr Mehran Nejati A/Prof Eva Collins
4. Gender, Diversity and Indigeneity	Dr Diana Rajendran A/Prof Ella Henry
5. Entrepreneurship and SMEs	Dr Tanya Jurado Dr Stephanie Macht
6. Leadership, Governance and Strategy	A/Prof Herman Tse Dr Pieter-Jan Bezemer
7. Teaching and Learning	Dr Peter McLean Dr Laura Rook
8. Business Processes, Innovation and Supply Chain	A/Prof Arun Elias Dr Matthew Pepper
9. Health Management and Organisation	A/Prof Ann Dadich A/Prof Ben Farr-Wharton
10. Public Sector, NGOs and Not-for-Profit	Dr Matthew Xerri Dr Geoff Plimmer

CONFERENCE CHAIRS' WELCOME

We are delighted to welcome you all to the first ever virtual ANZAM Conference. Over the next two days you will find all of your favourite activities, including keynotes, workshops, papers, and various meetings and forums.

Our virtual online ANZAM Conference stands in place of the traditional on-site conferences that have been running since the mid-90s. We wish that you all could have joined us here in Perth, and yet this new format speaks to the theme of the conference around innovative approaches to management in that much of our work lives are likely to take on a more virtual dimension.

ECU is extremely pleased to host the event in 2021 at a time when academics more than ever need to come together and work collaboratively. In times of change, skilled leaders and managers are in the highest demand, and you as management educators and researchers are at the heart of building that managerial capacity. Universities, at least in Australia, have likely never faced such significant challenges, but your willingness to engage in this new format shows that resilience across the sector to deal with management issues is as strong as ever.

We are so excited to see people from all over the region join us to learn from each other, contribute to management scholarship, and develop their careers. We hope that this virtual format will offer us all new ways to interact and engage with one-another.

The breadth of the region means that timezones have created unique challenges, but we hope that you will find a wide selection of excellent keynotes, workshops, and papers across different topics that will give you reason to either get up early or stay late, depending on where you reside.

The keynotes will play at specific times throughout the program and will remain available afterward. Workshops will be held live in a virtual meeting format. Paper presentations are pre-recorded and will become available during their designated session. Workshops, paper presentations, and meetings run concurrently so that you will always have plenty of exciting content to choose from.

Our thanks go out to the ANZAM Board, the Conference Organising Committee at ECU, the team at ConSol, our Stream Chairs, the reviewers, and of course yourselves as participants in our first ever virtual ANZAM Conference. Enjoy!



Professor Peter Galvin
Dr Andrei Lux

2021 PROGRAM OUTLINE

WEDNESDAY		THURSDAY	
GMT +11	1 December 2021	GMT +11	2 December 2021
10:00 AM	Welcome	10:00 AM	KEYNOTE 3 - AUT, Panel
10:20 AM	KEYNOTE 1 - ECU, Graham Kerr	11:00 AM	AGM & AWARDS
11:20 AM	Break	11:40 AM	Break
11:40 AM	SESSION 1 - Papers - Workshops - SIG Convenors' Meeting	12:00 PM	SESSION 4 - Papers - Workshops - Educator Masterclass
1:20 PM	Break	1:40 PM	Break
1:40 PM	KEYNOTE 2 - DEAKIN, Panel	2:00 PM	SESSION 5 - Papers - Workshops - Stream Chair Debrief
2:40 PM	Break	3:40 PM	Break
3:00 PM	SESSION 2 - Papers - Workshops - IM Meeting	4:00 PM	SESSION 6 - Papers - Workshops
4:40 PM	Break	5:40 PM	Conference Close
5:00 PM	SESSION 3 - Papers - Workshops - JMO Editors' Meeting		
6:40 PM	End of Day 1		

2021 PROGRAM

WEDNESDAY 1 DEC

WELCOME		10:00 AM GMT +11
ANZAM President's Welcome	<i>Professor Kerry Brown, ANZAM President</i>	
Official Opening of the 34th ANZAM Conference	<i>Professor Maryam Omari, Executive Dean School of Business and Law Professor Peter Galvin and Dr Andrei Lux, 2021 ANZAM Conference Chairs</i>	
KEYNOTE 1		10:20 AM GMT +11
Leadership in a Changing World	<i>Graham Kerr, CEO South32</i>	
BREAK		11:20 AM GMT +11
CONCURRENT SESSION 1		11:40 AM GMT +11
Meetings		
Special Interest Group (SIG) Convenors' Meeting		
Workshops		
Management Education for Social Impact	<i>Hafsa Ahmed, Brad Jackson, Kate Kearins, and Rowena Barrett</i>	
Methods Malpractice & Remedies	<i>Tine Köhler, Jeremy Schoen, Zitong Sheng, Wai Hung Gordon Cheung, and Mark Griffin</i>	
Indigenising Management Education	<i>Diane Ruwhiu, Ella Henry, Michelle Evans, Mark Jones, Mark Rose, Jarrod Haar, Kiri Dell, Kevin Moore, Sharlene Leroy-Dyer, and Jason Mika</i>	
1. Human Resource Management		
80 Middle manager resistance to, or acceptance of organisational change in public sector organisations	<i>Julia Ashton-Sayers, Yvonne Brunetto, and Silvia Nelson</i>	

88	The effects of performance feedback on subsequent task performance: A review and integrative framework	<i>Simon Tarantelli, Michelle Brown, Jooyeon Son, and Anne Lytle</i>
104	Workplace wellbeing initiatives and their effectiveness: Learnings from Aotearoa New Zealand during COVID-19	<i>Jing Yi (Daphne) Chan, Stefan Quifors, Bing Dai, and Karen Sacdalan</i>
129	An exploratory study on knowledge workers' perceptions and experiences of working from home posed by COVID-19 pandemic in New Zealand	<i>Neeru Choudhary, and Shilpa Jain</i>
2. Organisational Behaviour		
12	Welcoming ai into the OB research agenda: A perspective on publishing behaviours	<i>Jestine Philip</i>
16	Toward a model of hardiness development: The effect of hope on hardiness	<i>Chin Heng Low, Paul Lim, and Kevin Koh</i>
51	Happy to serve: Examining the antecedents of naturally felt emotions among service workers	<i>Faiza Asif, Patrick Raymund James M. Garcia, and Senia Kalfa</i>
105	Empathy and organizational citizenship behavior: The moderating role of expressive suppression	<i>Bichen Guan, Robert Wood, and William Beckwith</i>
106	Not entirely unprecedented: Reviewing the research on presenteeism in the context of a global pandemic	<i>Geoffrey Chapman, and Claire Gilmartin</i>
3. Sustainability and Social Issues		
43	Small, sustainable but powerful - On the transformation of value chains in the dairy industry in northern Germany	<i>Susanne Royer, Maike Simon, Luisa Klomburg, and Hanna Siebke</i>
97	Why do firms adopt green innovation? An exploratory literature review and directions for future research	<i>Xiaoliang (Steven) Niu, and Paresha Sinha</i>
118	Understanding managerial contributions to sustainability in the hotel industry: The influence of sustainability issue related moral intensity on executives' ethical decision making	<i>Anushka Hewa Heenipellage, Mario Fernando, and Belinda Gibbons</i>
4. Gender, Diversity and Indigeneity		
63	Gender diversity and environmental CSR in family businesses	<i>Subba Yarram, and Sujana Adapa</i>
112	Exploring the experiences of indigenous Māori academics in Aotearoa New Zealand universities: Reporting on empirical research work in progress	<i>Tyron Love, and Michael Hall</i>
5. Entrepreneurship and SMEs		
79	Entrepreneurial orientation and export performance of SMEs in emerging markets: Towards a casual model of ambidextrous learning and networking	<i>Shanika Perera, Paresha Sinha, and Antoine Gilbert-Saad</i>
100	Exploring the dynamics of entrepreneurial opera work: The case of New Zealand opera workers during the COVID-19 pandemic	<i>Malinda Groves</i>

6. Leadership, Governance and Strategy		
57	Corporate governance of subsidiaries: Principal-principal challenges for multinational corporations in emerging markets	<i>Alice Klettner, and Alison Atherton</i>
123	Exploring agile project governance	<i>Mansoor Mohammed, and Louis J. Taborda</i>
7. Teaching and Learning		
108	Escaping the tedium of online classes: Developing and running an online escape room activity for management education	<i>Geoffrey Chapman, Stephanie Macht, and Anthony Weber</i>
8. Business Processes, Innovation and Supply Chain		
95	Lean six sigma implementation in the New Zealand public sector: Critical success factors	<i>Arun Elias</i>
98	Trust, skills, and humans: A case study of automation in the transportation industry	<i>Patricia Hubbard, Bridgette Sullivan-Taylor, Michael Myers, and Peter Smith</i>
110	Do all roads lead to Rome? A multi-case analysis of informal learning and innovation	<i>Joyce Klein Marodin</i>
9. Health Management and Organisation		
119	Attracting and retaining a regional aged care workforce: Overview of the research context and directions for research	<i>Linda Colley, Upamali Amarakoon, Sardana Khan, and Khouloud Kamalmaz</i>
10. Public Sector, NGOs and Not-for-Profit		
10	“The mother campus is far, far better than here”: Managing equivalence issues in global university branch campuses	<i>Heather Swenddal, Mathews Nkhoma, and Sarah Gumbley</i>
77	Regulatory coherence of ASEAN bank governance: Corporate governance indices measurement approach	<i>Youradin Seng, Anona Armstrong, and Sardar Islam</i>

BREAK **1:20 PM GMT +11**

KEYNOTE 2 **1:40 PM GMT +11**

Mental Health in the Workplace

Andrew Noblet, Professor Deakin Business School
Kym Pfitzner, CEO Australian Red Cross
Sonia Lindsey, CEO Sonia Lindsey Consulting
Colin Radford, CEO WorkSafe Victoria
 Facilitator:
Amanda Pyman, Dean Deakin Business School

BREAK 2:40 PM GMT +11

CONCURRENT SESSION 2 3:00 PM GMT +11

Meetings

Institutional Members' (IM) Meeting

Workshops

Creating Industry Podcasts for Learning *Jannine Williams, Melinda Laundon, and Penny Williams*

Mental Health in Business Schools *Hafsa Ahmed, Neal Ashkanasy, Melanie Bryant, Marissa Edwards, Jemma King, and Kevin Lo*

1. Human Resource Management

101 Exploring the role of reflection in individual foresight in organisations: A human resource management perspective *Melissa Innes, Karen Becker, and Wayne Graham*

113 The moderating effect of performance appraisal on the relationship between compensation and benefits and employee turnover intention: A case of the Sri Lankan IT sector *Senthinathan Suthan, Dharshani Thennakoon, and Deepika Wijesingha*

145 The role of three HR professional associations during the pandemic *John Molineux, Ros Cameron, and Reshman Tabassum*

2. Organisational Behaviour

25 Exploring shift in meanings of work: Qualitative study among women entrepreneurs *Jince Gomez, and Shivganesh Bhargava*

49 Authentic leadership: A meta-analysis and test for cultural value differences *Andrei Lux, and Kevin Lowe*

6 Mindfulness-based programme: Understanding the experience of Singapore employees *Kala S Retna*

90 Necessary evil but necessary guilt? Exploring how perceived work as a calling influences individuals' felt guilt after making tough decisions *Amber Yun-ping Lee, and Chia-Yen (Chad) Chiu*

133 Social networks and resilience *Esme Franken, and Geoff Plimmer*

3. Sustainability and Social Issues

48 A circular experience with opportunities for SMEs to leverage clothing recycling *Sardana Islam Khan, Michael Shaw, and Priyantha Bandara*

120 Enhancing social cohesion in the community: The role of social enterprises *Pradeep Hota, Babita Bhatt, and Israr Qureshi*

131 Grand societal challenge in climate change: Intertemporal tension in business sustainability *Zhiwen Zheng, and Lumeng Yu*

4. Gender, Diversity and Indigeneity		
71	Australia, Victorian treaty, voices and identity through an indigenous standpoint theoretical lens	<i>Kevin Moore, Pauline Stanton, and Mark Jones</i>
107	Catering to the needs of Gen Z project managers: Early career perspectives on university and employer initiatives that foster work readiness	<i>Naomi Borg, Jessica Borg, and Christina M. Scott-Young</i>
5. Entrepreneurship and SMEs		
7	Has COVID-19 made SMEs more open to ICT adoption? Insights from the Philippines	<i>Ian Jester De Vera, Ross Chapman, and Vanita Yadav</i>
40	Individual entrepreneurial orientation: Towards a psychological model	<i>Anke Steinmeyer, and Justin B. Craig</i>
6. Leadership, Governance and Strategy		
18	Board dynamics: Directors' interactions and interpretations of their own and their peers' actions	<i>Sneh Bhardwaj</i>
103	Does responsible leadership help banks perform and build higher reputation? Exploring the mediating effect of employee turnover intention	<i>Amlan Haque, Shafiqur Rahman, and Farid Ahammad Sobhani</i>
7. Teaching and Learning		
157	An autoethnography of an award-winning teaching application	<i>David Wong, and Mary Anthony</i>
8. Business Processes, Innovation and Supply Chain		
3	Developing soft and hard skills oriented to lean production	<i>Guilherme Luz Tortorella, and Ana Paula Lista</i>
15	An empirical study on industry 4.0 and total productive maintenance	<i>Zahra Seyedghorban, Guilherme Luz Tortorella</i>
24	The conceptual model of key stakeholders' influence on blockchain implementation	<i>Kongmanas Yavaprabhas, Zahra Seyedghorban, Daniel Samson, and Sherah Kurnia</i>
9. Health Management and Organisation		
46	How Kotter can help to end tent cities	<i>Ann Dadich, Benedict Osei Asibey, and Elizabeth Conroy</i>
10. Public Sector, NGOs and Not-for-Profit		
22	Psychosocial safety climate, stress, wellbeing and performance of Australian healthcare street level bureaucrats during the COVID 19 pandemic	<i>Yvonne Brunetto, Matthew J. Xerri, and Benjamin Farr-Wharton</i>

BREAK

4:40 PM GMT +11

CONCURRENT SESSION 3		5:00 PM GMT +11
Meetings		
Journal of Management & Organization (JMO) Associate Editors' Meeting		<i>Remi Ayoko, Editor in Chief JMO</i>
Workshops		
Different Models of Career Success		<i>Wai Hung Gordon Cheung, Bill Harley, Tine Köhler, Leisa Sargent, and Daiane Scaraboto</i>
Building an MBA Teaching Portfolio		<i>Peter Galvin, Tim O'Shannassy, and Gary Bowman</i>
1. Human Resource Management		
53	Effect of a strengths-based climate on job crafting and organizational commitment	<i>Ankur Kushwaha</i>
139	Do engaged employees create resources daily? The role of family-to-work conflict and conscientiousness	<i>Urvashi Jha, and Kapil Verma</i>
153	Labor or leisure: Towards a new psychological contract with gig workers on YouTube	<i>Rimleena Boro</i>
2. Organisational Behaviour		
28	Work outcomes of living a calling: Mediating role of thriving at work and moderating role of proactive personality	<i>Jince Gomez, and Shivganesh Bhargava</i>
54	Relational facets of employee voice: An interactive qualitative analysis	<i>Nabila Khan, and Lata Dyaram</i>
58	A bibliometric investigation of conflict management in virtual teams	<i>Mariya Kargina, Andrea Caputo, and Massimiliano Matteo Pellegrini</i>
141	Management issues and approaches of non-profit operations: A perspective on operations management	<i>Zaib Maroof, Muhammad Jawad, and Munazza Naz</i>
148	My batteries are charged when I'm around people: Reflections on a year of disconnection from workplace relationships	<i>Ann Parkinson</i>
3. Sustainability and Social Issues		
59	Sustainable human resource management: A systematic literature review	<i>Anjali G Nath, and Rupesh Kumar Pati</i>
147	Exploring dignity experiences of migrant workers in India: Towards a conceptual model	<i>Ameesh Samalopanan, and Vijayalakshmi Balasubramaniam</i>
4. Gender, Diversity and Indigeneity		
99	Career insights from composite narratives: Women's academic careers in Saudi Arabia	<i>Johara Alslmee</i>
115	Diversity management lessons from skilled migrants' 'success' stories	<i>Melissa Parris, Uma Jogulu, and Juliana Mutum</i>
5. Entrepreneurship and SMEs		

76	Building business resilience in the era of COVID-19 on micro, small and medium businesses	<i>Subhadarsini Parida, Thi Le, Fleur Yardena Sharafizad, Jalleh Sharafizad, Ferry Jie, and Kerry Brown</i>
155	Entrepreneurial competency and relationship quality in Vietnamese logistics SMEs: An integrated structural model approach	<i>Minh Anderson, Pi-Shen Seet, Ferry Jie, and Julie Crews</i>
7. Teaching and Learning		
65	Positioning business and management education for purpose and impact: Does the PRME offer enough?	<i>Hafsa Ahmed, Wim de Koning, and Uggalla Arachchige Hashika Aroshini Rathnasiri</i>
8. Business Processes, Innovation and Supply Chain		
19	Proactiveness, business ties, and ambidextrous innovations	<i>Chen Han</i>
135	New forms of product design concept selection: Data focus	<i>Olga Shvetsova</i>
9. Health Management and Organisation		
150	How moral emotions influence managerial decision-making ability in times of a pandemic	<i>Vidya S Athota, Mario Fernando, Richard Roberts, and Franklin Zaromb</i>
10. Public Sector, NGOs and Not-for-Profit		
68	Australian arts and culture: Exploring value co-creation for sustainability	<i>Ingrid O'Brien, Anne Peachey and Megan Paull</i>

END OF DAY 1

6:40 PM GMT +11

KEYNOTE 3		10:00 AM GMT +11
Leading and Strategizing for a Changing World		<p>Niall Martin, Quality and Safety Liaison Manager Air New Zealand</p> <p>Lester Levy, Professor Auckland University of Technology</p> <p>Joy Walpole-Leva'a, Solicitor/Advocate NZALPA and President National Council of Women of New Zealand</p> <p>Rhonda Kite, CEO Kiwa Media Group</p> <p>Facilitator: Ceinwen McNeil, CEO BVT Engineering</p>
AGM & AWARDS		11:00 AM GMT +11
ANZAM Annual General Meeting – all delegates welcome to attend		Kerry Brown , ANZAM President
ANZAM Awards Presentation Ceremony		Peter Galvin and Andrei Lux , 2021 ANZAM Conference Chairs
BREAK		11:40 AM GMT +11
CONCURRENT SESSION 4		12:00 PM GMT +11
Workshops		
Testing Moderation with Latent Variables		<i>Gordon Cheung and Helena Cooper-Thomas</i>
Publishing in Management Education Journals		<i>Todd Bridgman, Marissa Edwards, Paul Hibbert, Jennifer Leigh, and Martyna Sliwa</i>
Educator Masterclass: Developing an Innovative Teaching Practice		<i>Stuart Middleton</i>
1. Human Resource Management		
5	The joint impact of HRM attributions and HRM system consistency on employee well-being: A two-wave study	<i>Qijie Xiao</i>
8	'Taking them under the wing': Project-based organisations' responsibilities to their early career project management practitioners	<i>Jessica Borg, and Christina M. Scott-Young</i>
127	Want a playful job? The influence of play on job choice decisions	<i>Peisen Xu, and David Cheng</i>

2. Organisational Behaviour		
82	Exploring antecedents and consequences of employee branding	<i>Bright Malema Mbeye, Chia-wu Lin, Kai-yu Wang, Wen-Chi Huang, and Chia-yen Wu</i>
21	Are New Zealand workers burnt to a crisp? Examining determinants of employee burnt-out	<i>Jarrood Haar</i>
94	Narcissistic leadership and employees' workplace flourishing: A conceptual model	<i>Theophilus Tagoe, Paul Gollan, Alfredo Paloyo, and Shamika Almeida</i>
130	Seeing success through rose colored glasses: On the "positivity bias" in job performance research	<i>Benjamin Walker, Christian Criado-Perez, Ludvig Helldén, Rebecca Kimpton, and Gray Ryburn</i>
3. Sustainability and Social Issues		
81	The trust deficit between financial advisers & planners and clients: Reform implications for the industry and higher education providers	<i>Subas Dhakal, and Josie Fisher</i>
89	Barriers to circular economy: Lessons learned and the path ahead	<i>Swati Awana, Meena Chavan, and Max Ganzin</i>
136	Disasters and international business: A mixed effect analysis and implications for practitioners	<i>Linglin Zheng, and Heidi Wechtler</i>
4. Gender, Diversity and Indigeneity		
29	Accountability frameworks for indigenous financial institutions: A cross-cultural comparison (Australia, Canada and New Zealand)	<i>Ella Henry, Bettina Schneider, and Andre Poyser</i>
67	Gender equality in the finance industry: The challenging 'last mile'	<i>Isabel Metz, and Carol T. Kulik</i>
5. Entrepreneurship and SMEs		
47	Factors influencing the revival of declining small businesses in Australia	<i>Sardana Islam Khan, Ho Yin Wong, Tasmiha Tarafder, and Parves Sultan</i>
85	Entrepreneurship as a pathway to refugee resettlement: A literature review and future research directions	<i>Kolawole Fatokun, and Paresha Sinha</i>
6. Leadership, Governance and Strategy		
20	Differences in directors' selection approaches based on their perceived board capital: A qualitative approach	<i>Sneh Bhardwaj</i>
137	Bouncing-back from M&A turbulence: Post-merger integration resilience in the telecommunications industry	<i>Juhi Jennifer Macwan, Sarah Bankins, Layla Branicki, and Senia Kalfa</i>
7. Teaching and Learning		
86	Cognitive development in the transition from higher education to work through the lens of zone of proximal development: Interpretative phenomenological analysis	<i>Thapnakvatey Prak, Peter John Sandiford, and Sabine Schuhrer</i>

8. Business Processes, Innovation and Supply Chain		
35	The conceptual model of blockchain implementation for enhancing supply chain resilience in post-disruption management	<i>Kongmanas Yavaprabhas</i>
69	Network strategies for environmental collaboration in a supply chain	<i>Negin Ahmadi Saber Doust, Mark Glynn, Yingzi Xu, and Ivan Russo</i>
146	Teams' dynamics and innovation: A comparative network analysis	<i>Joyce Klein Marodin</i>
9. Health Management and Organisation		
45	How do clinicians' professional bodies use social media to promote interprofessional care? An international study	<i>Ann Dadich, Nazim Taşkin, Mustafa Coşkun, Sharon Williams, Rebecca Wells, Corinne Grenier, Frederic Ponsignon, Shane Scahill, Hoang Chinh Nguyen, and Stephanie Best</i>
10. Public Sector, NGOs and Not-for-Profit		
56	Exploring the culture-effectiveness relationship in WWOOF Australia	<i>Wendy Pollard, Diana Rajendran, Sen Sendjaya, and Cristina Neesham</i>

BREAK 1:40 PM GMT +11

CONCURRENT SESSION 5 2:00 PM GMT +11

Meetings		
	Stream Chair Debrief	<i>Peter Galvin and Andrei Lux, 2021 ANZAM Conference Chairs</i>
Workshops		
	Meet the Editors	<i>TBC</i>
	Video Reflexive Ethnography	<i>Suyin Hor, Ann Dadich, and Stephanie Best</i>
	Careers in Critical Management Studies	<i>Julie Wolfram Cox, Fahreen Alamgir, Laura Visser, and Gavin Jack</i>
1. Human Resource Management		
50	High-performance work systems, thriving and employee outcomes: Wasta as a boundary condition	<i>Reem Alothmany, Zhou Jiang, and Ashokkumar Manoharan</i>

72	HR managers as leaders through paradoxical tensions and toxin handlers: A study of two aged-care organisations in the early days of the COVID-19 pandemic	<i>Valerie Caines, and Gerry Treuren</i>
78	External social support, work-life conflict and stress	<i>Gerry Treuren, and Valerie Caines</i>
2. Organisational Behaviour		
34	The relationship between psychological contract (PC) breach and employees' behavioural response: The role of PC violation, PC type and work as calling	<i>Aditi Jamil, Matthew Xerri, and Katrina Radford</i>
37	Turning negative feedback into positive outcomes: Increasing job effectiveness through understanding trust as a process	<i>Catharina Jecklin, and Justin B. Craig</i>
64	Feeling like a deflated balloon: Female leadership identity work	<i>Heather Round, Merle Singer, and Jo Ingold</i>
91	Organisational behaviour and the success of livestreaming influencer marketing	<i>Xiaoling Guo, Shasha Wang, and Gregory J. Brush</i>
138	How do followers contribute to the emergence of transformational leadership? A dual-level study	<i>Xiao Song Lin, and Jing Qian</i>
3. Sustainability and Social Issues		
11	Towards a narrative theory of asset bubble formation	<i>Preston Teeter, and Anthony Grace</i>
39	Unlocking corporate social responsibility of small and medium enterprises in Singapore: Compliance or conviction?	<i>Ratna Devi Pillai, Pengji Wang, and Adrian Kuah</i>
60	Co-creating impact assessment with stakeholders: The social enterprise balanced scorecard revisited	<i>Hafsa Ahmed, and Tracy-Anne De Silva</i>
4. Gender, Diversity and Indigeneity		
41	Are women discriminated against when accessing directorships on corporate boards?	<i>Sneh Bhardwaj</i>
61	Career management for First Peoples in Australia	<i>Corie Duff</i>
5. Entrepreneurship and SMEs		
70	Responsible leadership in family business	<i>Donella Caspersz, Chris Graves, and Mare Stevanovski</i>
154	Entrepreneurial continuance among small businesses during COVID-19: The role of relational embeddedness and institutional support	<i>Tenghao Zhang, Pi-Shen Seet, Janice Redmond, and Jalleh Sharafizad</i>
6. Leadership, Governance and Strategy		
96	What are corporations for? Examining individual director engagement with corporate purpose	<i>Selina Neri, Pieter-jan Bezemer, and Ashly Pinnington</i>
116	An enduring relationship between risk appetite and organisational strategy in turbulent times: A conduit to bouncing back in the "the new normal" an integrative critical literature review	<i>Christina Mushaya, Taha Chaiechi, Josephine Pryce, and Rabiul Beg</i>

7. Teaching and Learning		
74	Preparing students for work in a post-pandemic and industry 4.0 world: A model for teaching interpersonal skills in an undergraduate business degree	<i>Valerie Caines</i>
8. Business Processes, Innovation and Supply Chain		
23	Organisational resilience, the way forward by revisiting the past	<i>Xun (Alice) Yang, Lin Xiong, and Kosmas Smyrnios</i>
38	Blockchain-enabled supply chain transparency: Conditions, challenges, commitments, and consequences	<i>Hossein Tahernejad, Ambika Zutshi, and Matthew Mount</i>
84	Research on supply chain collaboration: A systematic literature review	<i>Bajjet Naresho, Imran Ali, and Delwar Akbar</i>
9. Health Management and Organisation		
27	Factors that influence and change medical engagement in Australian hospitals	<i>Paul Long</i>
10. Public Sector, NGOs and Not-for-Profit		
124	Stakeholder engagement and non-profits: A systematised review	<i>Khouloud Kamalmaz, Upamali Amarakoon, Susan Bird, and Xiaoyan Liang</i>

BREAK 3:40 PM GMT +11

CONCURRENT SESSION 6 4:00 PM GMT +11

Workshops		
Mental Health for PhD Students and ECAs		<i>Marissa Edwards, Erin Gallagher, Kevin Lo, and Adam Pervez</i>
Innovation, Technology, and Post-COVID Disruption		<i>Carla Dias Wadewitz and Verity Kingsmill</i>
1. Human Resource Management		
44	Networking behaviours and employee outcomes: Do political skills matter?	<i>Saroja Kumari Wanigasekara</i>
122	The impact of the physical environment of work on employee and business outcomes: The mediating effect of perceived support for work	<i>Deepika Wijesingha</i>
144	An exploration on role duality of internal trainers: A case study of the Sri Lankan apparel sector	<i>Suzanne Perera, and Dharshani Thennakoon</i>
2. Organisational Behaviour		
26	Perceiving and living a calling: Moderated mediation model of PE fit, work meaning, and need satisfaction	<i>Jince Gomez, and Shivganesh Bhargava</i>

32	Turning stress into motivation: Challenge stressors, team identification and employee innovation behaviour of high-tech enterprises—the moderating role of entrepreneurial leadership	<i>Teng Li, Lingfeng Yi, and Jie Song</i>
92	Review and empirical analysis of internal marketing psychometric properties	<i>Fatima Qaisar, and Nazlida Muhamad</i>
117	Lifetime flow	<i>Kalpana Srinivasan</i>
125	The effects of expert and referent power on knowledge sharing and hiding	<i>Abraham Cyril Issac, Tim Bednall, and Rupashree Baral</i>
3. Sustainability and Social Issues		
102	Why do employees respond differently to corporate social responsibility? A study of substantive and symbolic CSR	<i>Mehran Nejati, and Azadeh Shafaei</i>
109	Engaging stakeholders in large scale socially oriented projects using an innovative group support system	<i>Fran Ackermann, Georgina Hill, Euan Harvey, Carmen Elrick-Barr, Julian Clifton, Michael Burton, and Johanna Zimmerhackel</i>
4. Gender, Diversity and Indigeneity		
114	Female academic career progression in Australia – The holding pattern of the worker B's	<i>Fleur Sharafizad, Uma Jogulu, Kerry Brown, and Maryam Omari</i>
5. Entrepreneurship and SMEs		
132	Towards a conceptualisation of entrepreneurial wisdom derived from entrepreneurs themselves	<i>Brad Birt, Georgia Hay, and Jeremy Galbreath</i>
8. Business Processes, Innovation and Supply Chain		
55	Professionalism in artificial intelligence: A systems view of the link between technology and ethics	<i>Anton Klarin, Rifat Sharmelly, and Hossein Ali Abadi</i>
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