



# ANZAM

AUSTRALIAN & NEW ZEALAND  
ACADEMY OF MANAGEMENT

## FLOURISHING IN OUR NEW NORMAL

35<sup>th</sup> ANZAM Conference

Gold Coast, Australia



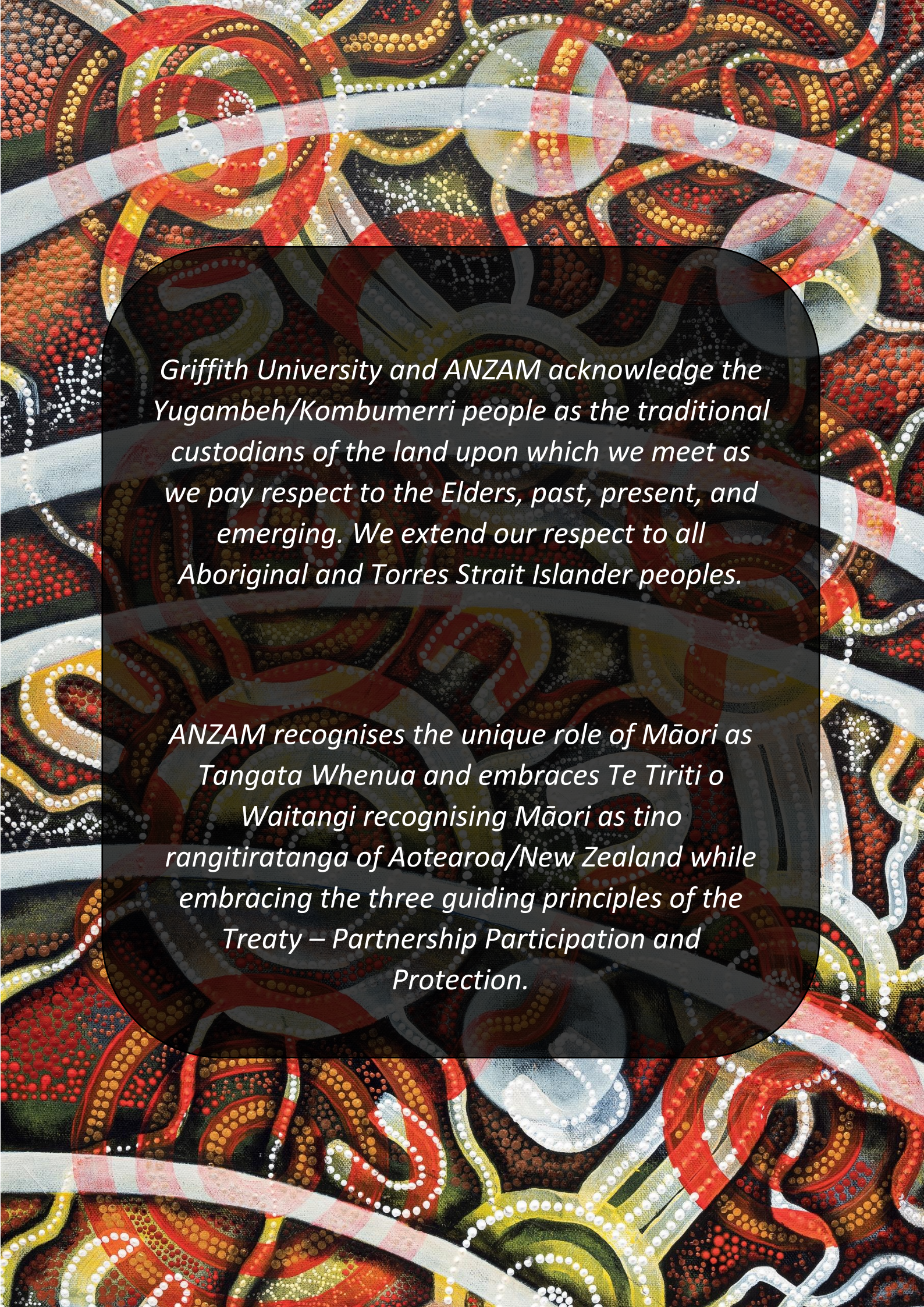
[www.anzamconference.org](http://www.anzamconference.org)

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## Conference Program

  
**Griffith**  
UNIVERSITY  
Griffith Business School  
Queensland, Australia





*Griffith University and ANZAM acknowledge the Yugambeh/Kombumerri people as the traditional custodians of the land upon which we meet as we pay respect to the Elders, past, present, and emerging. We extend our respect to all Aboriginal and Torres Strait Islander peoples.*

*ANZAM recognises the unique role of Māori as Tangata Whenua and embraces Te Tiriti o Waitangi recognising Māori as tino rangitiratanga of Aotearoa/New Zealand while embracing the three guiding principles of the Treaty – Partnership Participation and Protection.*



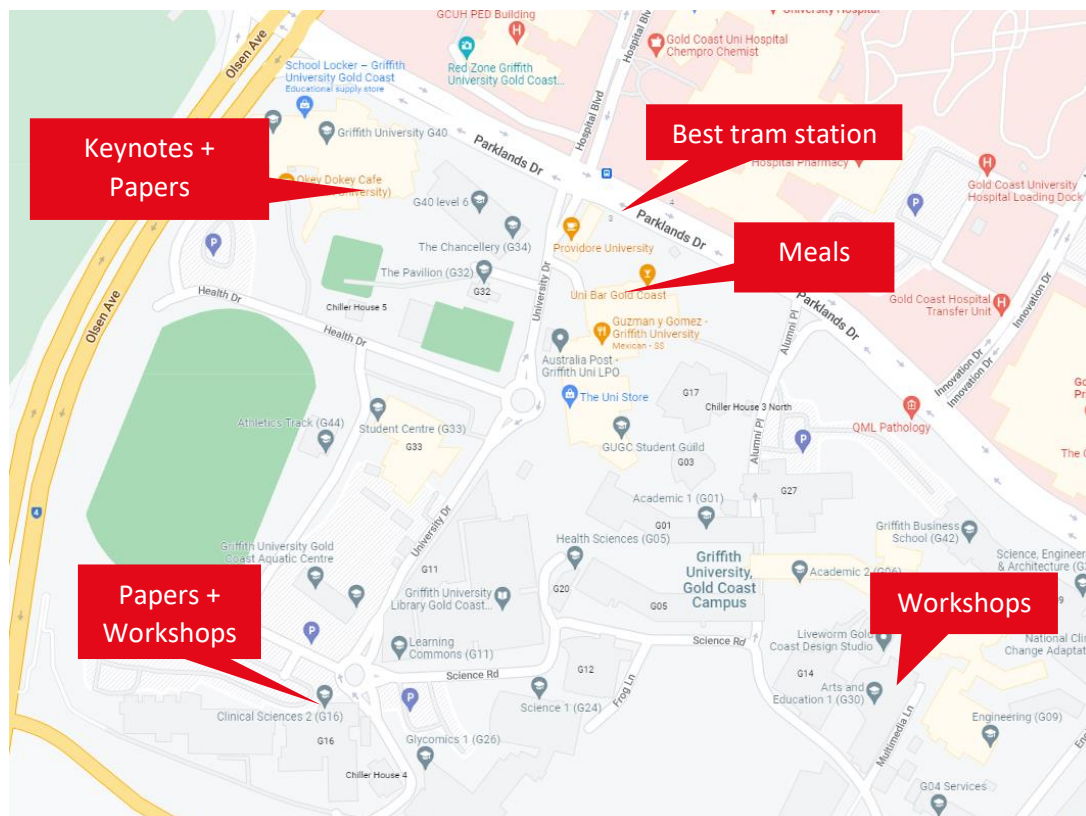
# 35TH ANZAM CONFERENCE

**GOLD COAST | QUEENSLAND | AUSTRALIA**  
**5 - 7 DECEMBER 2022**



## Program Key

Stream Details			Paper Details	
<b>HRM</b>	01. Human Resource management	Dr Justine Ferrer Dr Diep Nguyen	<b>WS</b>	Workshop
<b>OB</b>	02. Organisational Behaviour	Dr Andrei Lux Prof Joe Jiang	<b>DEL</b>	Delivered Paper Session
<b>SSI</b>	03. Sustainability and Social Issues	Dr Mehran Nejati Prof Shuang Ren	<b>INT</b>	Interactive Paper Session
<b>GDI</b>	04. Gender, Diversity and Indigeneity	Dr Diana Rajendran	<p><i>All times listed are in Australian Eastern Standard Time (GMT+10)</i></p> <p><i>Virtual presentations may be either live or prerecorded. The program indicates which sessions are not available in Hybrid mode.</i></p> <p><i>Hybrid will be delivered via MS Teams. Details on how to join the Teams site will be sent to your email. Please allow 24 hours before your membership is finalised.</i></p>	
<b>ESME</b>	05. Entrepreneurship and SMEs	Dr Tanya Jurado Dr Stephanie Macht		
<b>LGS</b>	06. Leadership, Governance and Strategy	Prof Herman Tse Dr Yulong Liu (David)		
<b>T&amp;L</b>	07. Teaching and Learning	Dr Laura Rook Dr Beth Tootell		
<b>BPISC</b>	08. Business Processes, Innovation and Supply Chain	A/Prof Arun Elias A/Prof Matthew Pepper		
<b>HMO</b>	09. Health Management and Organisation	A/Prof Ann Dadich A/Prof Stephanie Best		
<b>PSNFP</b>	10. Public Sector, NGOs and Not-for-Profit	Dr Geoff Plimmer Dr Matthew Xerri		



## Monday 5th December

	Doctoral Workshop – Registration Closed	Private
	HOSM/IM – Invitation only	Private
15:30	Conference Registration Opens	Uni Bar - The Link (G07)
17:00	Welcome Reception – Ticketed Event - \$40 admission	Uni Bar - The Link (G07)

## Tuesday 6th December

<b>Registration desk opens:</b>	7:30 AM	Uni Bar - The Link (G07)
<b>First session begins:</b>	8.30 AM	
<b>Last session concludes:</b>	5:00 PM	
<b>Social program:</b>	6:30 PM	Conference Dinner (tickets purchased separately)

### Session 1 – 08:30 through 10:20 – All delegates in G40\_5.63

08:30	Welcome to Country	Uncle John Graham
08:45	Welcome to Griffith	Prof. Caitlin Byrne
09:00	Conference opening by ANZAM President & Presentation of Stream Awards	Prof. Kerry Brown
09:15	Keynote Address: Co-designing our new normal	Prof. Michelle Tuckey

### Morning Tea – 10:20 through 10:40 – Uni Bar - The Link (G07)

### Session 2 – 10:40 through 12:20 – Concurrent Breakout rooms

Location	Stream	Titles	Session Chair
<b>G30_1.13</b>	WS-01	Emotions and Cognitions in the rough – Prior registration required see conference website for details <i>Herman Tse; Neal Ashkanasy; Peter Jordan; Kevin Lowe; Ashlea Troth</i>	
<b>G30_1.17</b>	WS-02	Mixed methods research in business and management <i>Roslyn Cameron; Xanthe Golenko; Farveh Farivar; Heinz Herrmann; Matt Xerri</i>	

G40_4.111	OB-DEL	<p>192 - A multi-level investigation of distributed leadership and team effectiveness – <i>Shameem Shagirbasha; Juman Iqbal; Kumar Madhan (Virtual)</i></p> <p>23 - Early career experiences in project management: a qualitative study – <i>Jessica Borg; Christina M.Scott-Young; Naomi Borg (Virtual)</i></p> <p>38 - Setting up Project Managers to Thrive in their Post Covid-19 Pandemic Careers - <i>Naomi Borg; Christina Scott-Young; Nader Naderpajouh, Jessica Borg (Virtual)</i></p> <p>75 - Public service motivation and performance: the mediating effects of leader-member exchange and organisational citizenship behaviour in French local governments – <i>Pauline Colin; Pierre Garner</i></p> <p>88 - A qualitative study of buyers’ negotiation training and preparation in a disruptive environment - <i>Kristina Sisyuk; Peter Innes; Wayne Graham</i></p> <p>251 - The Influence of Leaders’ Emotional Intelligence on Employees’ Psychological Safety and Performance in the Australian Hospitality Industry - <i>Manju Sharma; Sardana Islam Khan; Geoffrey Chapman</i></p>	Andrei Lux
G40_4.112	OB-DEL	<p>330 - Pretend, if you can’t end it – Key Determinants of Employees Decision to create False Representations at workplace – Moderating Role of Perceived Alternative Job Opportunities - <i>Mohtsham Saeed; Danny Soetanto; Deepak Sardana</i></p> <p>119 - Does cyberslacking improves job performance and reduces turnover intentions while telecommuting? Studying the mediating effect of cyberslacking between job demands and job performance and turnover intentions - <i>Vibhash Kumar; Nidhi Mathur; Ashima Verma</i></p> <p>4 - From a Restless Pillow to a Ruffled Mind: Testing a Moderated Mediation Model of Off-the-Job Antecedents of Abusive Supervision - <i>Samson Samwel Shillamkwese; Hussain Tariq; Hirra Pervez Butt</i></p> <p>7 - How do Chinese senior executives cope with work stress: An exploration of their collective coping strategies - <i>Zheng (Daniel) Duan; Hongxia Qi; Christian Yao</i></p> <p>19 - How does Technology Destroy the Life? Understanding the Effect of Technology-Assisted Supplemental Work on Family Outcomes - <i>Chao Ma; Sijia Zhao</i></p> <p>24 - Employee Well-being Through the Covid-19 Lockdown: Comparing Principles from Conservation of Resources Theory - <i>Jarrod Haar; Azka Ghafoor; David Brougham</i></p>	Joe Jiang
G40_4.113	HRM-INT	<p>283 - Effect of a Strengths-based Psychological Climate on Job Crafting and Organizational Commitment – <i>Ankur Kushwaha</i></p> <p>140 - Organisational support for bereaved employees in Australia – <i>Leesa Taylor; Roslyn Cameron</i></p> <p>156 - Understanding need for novel voice in the Indian IT Industry – <i>Rimleena Boro; Shrihari S Sohani; Biju Varkkey</i></p> <p>196 - The challenge of increasing both well-being and resilience under COVID-19 with HRM: How employee assistance programmes can work toward this goal? – <i>Tianyi Long</i></p> <p>230 - Exploring the challenges of a implementing a four-day work week: an Australian manufacturing case study – <i>John Whiteoak; Melissa Sullivan</i></p> <p>236 - Collaborative autoethnography: Antagonistic identity discourses in senior academic management roles – <i>Michelle Gander</i></p>	John Molineux
G40_4.114	Mixed-DEL	<p>95 - Women and Green Entrepreneurship: Review and prospects - <i>Seema Potluri; Subramaniam Ananthram; Subha Parida; B.V. Phani</i></p> <p>2 - How to reach scaled social impact in emerging economies? Stories of social entrepreneurs’ composition of social bricolage and identity work in Kenya and Rwanda – <i>Emiel Eijdenberg; Felix Ostertag</i></p> <p>33 - Empathy and Moral Obligation in Forming Social Entrepreneurial Intention: An Alternative Framework - <i>Minhajul Islam Ukil</i></p> <p>208 - Gender equity in the Western Australian Mining Industry: Diversity &amp; Inclusion programs and gender outcomes – <i>Ashley Speers; Kerry Brown; Fleur Sharafizad; Maryam Omari</i></p>	Amie Shaw

		<p>281 - The impact of bifurcation of consciousness on the career progression of female academics in Australia – A qualitative study – <i>Fleur Sharafizad; Kerry Brown; Uma Jogulu; Maryam Omari</i></p> <p>49 - Actor Perceptions of Gender Quotas for Australian Boards - <i>Jillian Latham; Linley Lord; Alison Sheridan; Melissa Marinelli (Virtual)</i></p>	
<b>G16_1.11</b>	ESME-INT	<p>170 - Is there a connection between psychological ownership and entrepreneurial resilience? – <i>Hafsa Ahmed; Juan Pellegrino (Virtual)</i></p> <p>293 - Credit and Capacity for the Most Missing Middle: Insights from Small and Growing Businesses in Myanmar and Ghana – <i>Mohammad Zainuddin; Vincent Potier; James Gordon</i></p> <p>154 - Family Business Self-Efficacy: Theoretical Foundation, Conceptualisation, and Dimensions – <i>Sadhana Singh; Patrick Raymund; James M. Garcia; Laramie R Tolentino; Francesco Chirico</i></p> <p>328 - Defining Strategic Management Principles: A critical evaluation in the context of Micro and Small Businesses - <i>Kerry Anne Toyer (Virtual)</i></p> <p>287 - Rural Resilience and Entrepreneurship: investigating discourse in Northeast Victoria – <i>Ruby Power; Matthew Thomas; Babita Bhatt; James Gordan</i></p> <p><i>Vacant</i></p>	Yuli Suseno
<b>G16_1.12</b>	T&L-INT	<p>74 - Antipodean contributions to The International Journal of Management Education: is there untapped potential? <i>Neil Marriott (Virtual)</i></p> <p>238 - Indigenising management education - <i>Diane Ruwhiu; Lincoln Wood; Paula O'Kane; Fiona Edgar; Maria Amoamo</i></p> <p>128 - Business-related online short courses in Australia: E-learning innovation to foster education for sustainable development? – <i>Subas Dhakal (Virtual)</i></p> <p>202 - Majlis based Transformative Learning: Using a Culturally Informed Multi-Dimensional Approach to Transformative Learning – <i>Zeenath Khan; Nilupulee Liyanagamage; Gayani Gunasekera; Mario Fernando</i></p> <p>229 - Exploring educators' experiences of integrating entrepreneurship and innovation teaching - <i>Dana Cumin; Kenneth Husted; Stefan Korber; Grigorij Ljubownikow; Peter Rachor; Christine Woods</i></p> <p>68 - COVID-19's Impact on Students' Perceptions of Employability and Work Readiness – <i>Michael Bothamley; Susan Ressia; Ben French</i></p>	Susan Ressia
<b>G16_1.13</b> <i>(Available in person only)</i>	LGS-INT	<p>16 - How Inclusive Leadership Creates a Fearless Organisation – <i>Mehran Nejat; Azadeh Shafaei</i></p> <p>96 - Extending Understanding of the Leadership of Employee Wellbeing: A Healthy Leadership and Actor-Network Theory Approach – <i>Lisa Smith; Sara Ekberg; Heather Stewart</i></p> <p>171 - Exploring the relationships among servant leadership and multiple dimensions of wellbeing in an international organization – <i>Chelsea Gill; Anke Steinmeyer; Justin Craig</i></p> <p>178 – Shaping employees' attributions through boundary-spanning behaviour – <i>Neeti Ingole; Shrihari Sohani</i></p> <p>313 - A Proposed Conceptualisation of Joyful Leadership – <i>Katie McIntyre</i></p> <p>336 - Responsible Leadership in the Governance of Managed Retreat: A Place-Based Approach to Climate Change – <i>Brad Jackson</i></p>	Sudong Shang

<b>G16_1.14</b>  (Available in person only)	GDI-DEL	27 - The perceived benefits of employer engagement in active labour market programs in Australia: the role of HR and CSR logics – <i>Jo Ingold; Angela Knox</i>	Raymond Trau
		78 - Driving Social Inclusion through Sport and Physical Activity: A case study of women from refugee and migrant backgrounds - <i>Hui-ling Wang; Theophilus Tagoe; Shamika Almeida; Kishan Karrippanon; Janne Schwarck; Kelly Andrews</i>	
		113 - Workplace Access and Treatment Within Organisations: An Exploratory Study of the Experiences of Acid Attack Survivors – <i>Arindam Bhattacharjee; Chetan Joshi</i>	
		204 - (Re) Production of gendered societal institutional constraints in organizations: A qualitative study of women board of directors in Sri Lanka - <i>Welamedde Gedara Vishaka Gunasekara; Paresha Sinha; Suzzete Dyer</i>	
		199 - Role of social capital in adapting to a post-pandemic work environment: Evidence from rural India – <i>Aanchal Gupta; Samar Singh</i>	
		122 - An exploratory study of age composition and dynamics in Australian retail - <i>Muhammad Ali; Marzena Baker; Mirit Grabarski</i>	
		<b>G16.1.15</b>	

**Lunch – 12:20 through 13:20 – Uni Bar - The Link (G07)**

**Session 3 – 13:20 through 15:00 – Concurrent Breakout rooms**

Location	Stream	Titles	Session Chair
<b>G30_1.13</b>	WS-03	Workplace wellbeing in the rough – Prior registration required see conference website for details <i>Laramie Tolentino; Carys Chan; Rebecca Mitchell; Patrick Garcial; Paula Brough; Ashlea Troth; Kate Hutchings; Katrina Radford; Hataya Sibunruang</i>	
<b>G30_1.17</b>	WS-04	Integrating and embedding sustainable development goals for delivering responsible management education <i>Fara Azmat; Mehran Nejati; Chamila Perera;</i>	
<b>G40_4.111</b>	OB-INT	216 - The impact of organisational justice on organisational citizenship behaviour and turnover intention in China – <i>Luyang Liu; Jingwen Shi; Rita Lai-ying Chan</i>	Peter Jordan
		231 - Towards Identity Work as Practice: A Research Agenda – <i>Jonathan Robberts; Julie Wolfram Cox</i>	
		297 - Deciphering the web of deception in delivery dynamics – <i>Priyam Kukreja; Jatin Pandey</i>	
		305 - Leader Behaviours and Organizational Change – <i>Priyam Kukreja; Jatin Pandey; Sanjeev Tripathi</i>	
		93 - Employee Green Behaviours and Wellbeing: The Role of Workspace Configuration and Leadership - <i>Jingyi Wang; Oluremi B. Ayoko</i>	
		273 - Corporate Social Responsibility and Employee Commitment in the New Normal – <i>Keshara De Silva; Chitra De Silva Lokuwaduge</i>	
<b>G40_4.112</b>	OB-DEL	65 - Conceptualising the Meaning of Working for Singaporean Graduates aligned with 21st century Economic and Social Policy: “Market, Meaning & Me” - <i>Kim Yin Chan; Moon-ho R. Ho; Jeffrey C. Kennedy; Jia Lin; Kwee Hoon Lim; Marilyn Uy; Olexander Chernyshenko (Virtual)</i>	Neal Ashkanasy
		290 - To Compensate or To Apologize? Speed of Recovery After Causal Based Trust Violations - <i>Muhammad Jawad Malik; Antonio Gitto; Muhammad Zubair Elahi; Ayesha Javed</i>	
		45 - Does Leadership determine employee Unethical Pro-Organizational Behavior? – <i>Rahatulaain Ahmad; Mehran Nejati; Ben Farr-Wharton; Tim Bentley</i>	
		103 - How psychological attributes influence workplace learning – a sequential-mediation conceptual model - <i>Khanh-Linh Nguyen; Duy Dang-Pham; Seng Kok; Burkhard Schrage</i>	
		253 - Ride Hailing Service: A Literature Review and Recommendations for Future Research – <i>Ria Triwastuti; Limin Fu; Yuli Suseno</i>	
		137 - Team antecedents of employee wellbeing for first responders in Australia - <i>Aglae Hernandez Grande; Fleur Sharafizad; Ben Farr-Wharton</i>	

G40_4.113	HRM-INT	<div>245 - Individual and organizational correlates of mental illness: The importance of creating a positive “disclosure climate” – <i>Rina Hastuti; Andrew R Timming; Timothy Bartram</i></div> <div>260 - Onboarding, Learning Transfer and Job Performance in Hybrid Work Environments - <i>Momo Kromah; Remi Ayoko; Ken Tann; Dhaval Vyas</i></div> <div>291 - High Performance Work Systems and Employee Retention in Chinese Organisations: The Mediating Effect of Employee Wellbeing – <i>Zhili Yang; Terri Mylett; Suzan Burton</i></div> <div>325 - Organizational dissent as a predictor of workplace bullying: The case of New Zealand employees – <i>Beth Tootell; Stephen Croucher; Jo Cullinane; Doug Ashwell</i></div> <div>342 - The impact of COVID-19 on employee wellbeing in higher education: the experience of a regional university – <i>Betty Frino; Shamika Almeida</i></div> <div>345 - The proverbial meat in the sandwich: managing in Business Schools through the COVID pandemic – <i>Justine Ferrer; Peter Holland; Melissa Parris</i></div>	Justine Ferrer
G40_4.114	GDI-DEL	<div>84 - Gender Equality in the Workplace: The Case of Singapore – <i>Adrian Heng Tsai Tan; Thu Thuy Tien Nguyen; Carolyn Koh; Linley Lord</i></div> <div>121 - An Exploratory Study of Neurodiversity in Australian Retail – <i>Muhammad Ali; Mirit Grabarski; Marzena Baker</i></div> <div>158 - Barriers and enablers to Asian-Australian Professionals’ ascension to Australian Corporate Leadership: A Research Agenda – <i>Saminda Arambewala; Sardana Islam Khan; Catherine White</i></div> <div>263 - Te Awa Tupua: How Indigenous and non-Indigenous world views affect management and implementation of the Whanganui River Settlement Act – <i>Miriama Cribb; Jason Mika</i></div> <div>210 - Reversing the gaze: the influence of religion and culture on Saudi women academic careers – <i>Johara Alslmee</i></div> <div>195 - Diversity climate: fairness and discrimination in the skilled migrant hiring process - <i>Thi Tuyet Tran; Alan Montague; Nuttawuth Muenjohn; Roslyn Cameron; Shea Fan (Virtual)</i></div>	Sharlene Leroy-Dyer
G16_1.11	WS-05	“Stop making the quizzes so difficult, B*TCH”: Teaching Evaluations and Effects on Early Career Academics’ Wellbeing <i>Marissa Edwards; Erin Gallagher; Stuart Middleton; Elizabeth Nichols; Hafsa Ahmed</i>	
G16_1.12	LGS-INT	<div>157 - In search of a resource allocation strategy during digital transformation – <i>Samrat Bagchi (Virtual)</i></div> <div>109 - Managing uncertainty using CEO appointment announcements: Evidence from COVID-19 pandemic – <i>Natalie Elms; Xin (Tracy) Qu; Sarah Osborne</i></div> <div>35 - Zoom in, Zoom out: How foreign firms respond to nested multiple reference groups – <i>Pengcheng Ma; Lin Cui</i></div> <div>269 - Digital Transformation Towards Ambidextrous Learning Organization using Cloud Computing: A Systematic Literature Review – <i>Minu Saratchandra; Anup Shrestha; Peter Murray</i></div> <div>288 - Leadership and Organizational Agility: Multilevel model – <i>Ankur Kushwaha</i></div> <div>79 - Dynamic digital capabilities: how SMEs should evolve their strategic orientations as they grow - <i>Elsamari Botha; Jeandri Robertson; Russell Wordsworth; Bernard Walker; Leyland Pitt; Caitlin Ferreira</i></div>	Peter Galvin



<b>G16_1.13</b>  <i>(Available in person only)</i>	HMO-INT	<div>21 - Choosing to Challenge Occupational Stigma: Implications for Workers’ Mental Health – <i>Asmita Manchha; Ken Tann; Kirsten Way; Michael Thai</i></div> <div>67 - Managed Isolation and Quarantine (MIQ) operations for Covid-19 control in New Zealand: A sentiment analysis of the peoples’ feedback – <i>Ram Roy</i></div> <div>148 - What are the current legislations relating to lifestyle, recreation, or activities programs for people living within long-term residential aged care facilities in OECD countries? - <i>Sarah-kaye Page</i></div> <div>309 - Encouraging Flourishing in their New Normal: Design Thinking for Rehabilitation Professionals – <i>Judy Matthews; Gaj Panagoda</i></div> <div>Vacant</div> <div>Vacant</div>	Ann Dadich
<b>G16_1.14</b>  <i>(Available in person only)</i>	BPISC-INT	<div>131 - The Effects of Knowledge Hiding Climate on Firm Innovation: Testing Human Capital and Firm Size as Moderators – <i>Jarrod Haar; Conor O’Kane; Urs Daellenbach</i></div> <div>162 - Cognitive Enterprise: Defining the Pillars and Assessing the Cognitive Maturity – <i>Shoaib Riaz; Gianluca Elia; Alessandro Margherita</i></div> <div>194 - Organizational culture distance, common institutional ownership, and organizational resilience in supply chains - <i>Huashan (Jason) Li; Andrew Yu</i></div> <div>244 - Analysing Stakeholder Conflicts in Transport Infrastructure Projects: Use of Evaporating Cloud – <i>Arun Elias</i></div> <div>257 - Actualising Supply Chain Sustainability - A practical guide – <i>Peter Robertson</i></div> <div>Vacant</div>	Matthew Pepper
<b>G16.1.15</b>	This room is available to those who need a quiet place to work		

**Afternoon Tea – 15:00 through 15:20 – Uni Bar - The Link (G07)**

**Session 4 – 15:20 through 17:00 – Concurrent Breakout rooms**

Location	Stream	Titles		Session Chair
G30_1.13	WS-06	HRM at the crossroads <i>Justine Ferrer; Gerry Treuren; Peter Holland; Tim Bartram</i>		
G30_1.17	WS-07	Why I rejected your R&R <i>Anna Carmella Ocampo; Neal M. Ashkanasy; Peter Jordan; Kevin Lowe; Ofer Zwikael; Herman Tse; Remi Ayoko</i>		
G40_4.111	OB-INT	322 - Can Negative Emotions Lead to Desirable Negotiation Outcomes? – <i>Sweta Singh</i>		Jillian Cavanagh
		197 - Wayfaring the COVID Challenge: Experiences of Online counsellors during the Pandemic – <i>Vartika Varyani; Jatin Pandey; Amitabh Deo Kodwani</i>		
		184 - Is it a challenge? Regulation of workplace emotions when Working From Home (WFH) - <i>Dinithi Padmasiri Mampe Kankanamalage</i>		
		97 - Unpacking the Forgetting Process after Rare High-Impact Events – <i>Artemis Chang; Meng Zhang; Wasana Bandara; Anna Wiewioa; Kevin Desouza</i>		
		43 - Slowly fading away: Toward an understanding of retirement resistance through the lens of the Australian legal profession – <i>Valerie Caines</i>		
		259 - The Role of Congruence on Propensity to Trust on Joint Gains in Negotiation – <i>Sudeep Sharma; Ruchi Sinha; Hillary Anger Elfenbein</i>		

G40_4.112	OB-DEL	<div>104 - Maybe they're born with it, maybe it's contextual - Enablers and implications of leader bottom-line mentality – <i>Katrin Riisla; Yannick Griep (Virtual)</i></div> <div>209 - The Prospect of Work-From-Home from Employees' Perspectives: A Twitter Sentiment Analysis– <i>Amlan Haque; Kishore Singh; Sabi Kaphle; Heena Panchasara; Wen-Chun Tseng (Virtual)</i></div> <div>299 - What We Do For Love: Emotional Stewardship and Coping in Family Businesses – <i>Ayoosha Saleem; Francesco Barbera; Chri Graves; Arvid Hoffmann</i></div> <div>188 - Distinguishing between Perceived Developmental HRM and Perceived Organizational Support: A Social Information Processing Perspective – <i>Yuhee Jung; Norihiko Takeuchi</i></div> <div>234 - Understanding the networked organisation through graphic ideation: An empirical illustration – <i>Smita Paul; Snejina Michailova</i></div> <div>304 - Emotional Intelligence and Work Safety: A Study of Chinese Pilots – <i>Zhongmin Wang; Zhou Jiang; Anna Blackman</i></div>	Carys Chan
G40_4.113	BPISC-DEL	<div>107 - Value Creation in Service Firms and the Role of Dynamic Capabilities – <i>Angel Sharma; Sushil Bhakta Mathema; John Koirala</i></div> <div>76 - Co-opetition in the Disaster Recovery Phase: The Christchurch Rebuild Case Study – <i>Mark Wilson; Neil Ritson; Robert Radics</i></div> <div>181 - Drivers and patterns of industry convergence: A literature-based framework – <i>Annika Wambsganss; Nathalie Sick; Soeren Salomo; August Diederich; Stefanie Broering</i></div> <div>139 - Factors affecting adoption of digital technologies in horticulture supply chains; <i>Edith Gomez; Louis Sanzogni; Luke Houghton; Daryl Joyce</i></div> <div>224 - Understanding Intra-personal Algorithm Aversion: A Construal Level Theory of Psychological Distance – <i>Fatemeh Jafaralijabji; Steven Lui; Stephen Zhang (Interactive paper)</i></div> <div>252 - A Systematic Literature Review Exploring the Relationship Between Near-Future Vehicle Technology and Sustainability – <i>Alex Clifton; Kerry Brown; Ferry Jie; Hadrian Djajadikerta; Reza Kiani Mavi (Interactive Paper)</i></div>	Arun Elias
G40_4.114	T&L-DEL	<div>123 - Global Teams: Preparing work-ready graduates for the digital era – <i>Farveh Farivar; Małgorzata Marchewka; David Cheng</i></div> <div>20 - Developing and sustaining sustainability behaviors beyond university learning: A new approach using the theory of planned behavior – <i>Ananya Bhattacharya; Wee Chan Au; Glen Croy</i></div> <div>77 - Exploring the impact of online global experiences on students' career development and employability – <i>Rebecca Cozens; Matthew Xerri; Amanda Daly; Ashlea Troth</i></div> <div>284 - Understanding Student Engagement with Instructional Videos – <i>Catherine White; Rachel Atkinson; Anthony Weber; Warren Lawson</i></div> <div>161 - Developing Your Own Innovating Classroom Practice: The Teaching With Heart Model – <i>Stuart Middleton</i></div> <div>Vacant</div>	Laura Rook
G16_1.11	WS-08	Navigating Academic Constructs: Non-Indigenous Supervisory Practice with First Peoples and Māori HDR Candidates <i>Diane Ruwhiu; Mark Jones; Cassino Doyle; Sharlene Leroy-Dyer; Ella Henry; Pauline Stanton; John Burgess; Mark Rose</i>	



G16_1.12	SSI-DEL	<div>169 - Is there enough food for all of us? Examining entrepreneurial activity within food security – <i>Hafsa Ahmed; Nadeera Ranabahu; Huibert (Herb) de Vries (Virtual)</i></div> <div>172 - Changes to career prospects international students require due to global pandemic and adjusts the behaviours to align with the new world - <i>Gazi Farid Hossain; Rashadur Rahman</i></div> <div>187 - Contribution of sustainable practices to the firm's economic value creation – <i>Samira Soltani Behroz; Lincoln Wood; Joe Cooper; Sara Walton</i></div> <div>190 - Effectuating Voluntary Pro-Environmental Behavior in the Textile Industry: Environmentally Specific Servant Leadership, Green Organizational Climate, Green Crafting and Green Role Identity – <i>Hina Zafar; Yuliani Suseno; Feng Tian; Jo Ann Ho</i></div> <div>69 - Corporate purpose and the Sustainable Development Goals: An exploratory study of large Australian companies – <i>Kyoko Sasaki; Wendy Stubbs; Megan Farrelly</i></div> <div>186 - Systematic literature review: Big data in green supply chain – <i>Smaïl Benzidia; Jomana Mahfod</i></div>	Mehran Nejati
G16_1.13 <i>(Available in person only)</i>	LGS-DEL	<div>34 - The influence of director independence on organizational CSR performance – <i>Ranjita Islam; Muhammad Ali; Erica French</i></div> <div>54 - The Focus Advantage: Evaluating the Performance Impact of Focus versus Diversification – <i>Sabutay Fatullayev; André Sammartino</i></div> <div>179 - Reconceptualizing accountability and governance - the promise of blockchain technology – <i>Gavin Nicholson; Xin (Tracy) Qu</i></div> <div>164 - Long Passed but Not Long Gone: The Effects of Top Managers' Parents' Educational Diversity on Firm-level Innovation – <i>Sam Tavassoli</i></div> <div>301 - How firm boundary choices alter over time: Building a dynamic model for the UK pension industry 1985-2014 – <i>Peter Galvin; Nicholas Burton</i></div> <div>302 - Director financial literacy: How do board directors measure up? – <i>Jackie Bettington; Gavin Nicholson</i></div>	Chia-Yen (Chad) Chiu
G16_1.14 <i>(Available in person only)</i>	ESME-DEL	<div>11 - Founder and the global path of the Fintech INVs: A Comparative Study of Australian and European Companies – <i>Elysée Dubois; Huan Zhang; Massimo Garbuio</i></div> <div>81 - Australian dairy business models: research review and future directions for survival and sustainability – <i>Gillian Walker; Vanita Yadav; Delwar Akbar; Azad Rahman</i></div> <div>50 - Learning the ropes: the role of mentoring activities on family wisdom – <i>Claudia Leon Cano; Benjamin Fath; Darl Kolb</i></div> <div>124 - SME explorative and exploitative search through microfinance institutions – <i>Christian Sarfo; Jing Zhang; Paula O’Kane; Conor O’Kane</i></div> <div>175 - Crisis self-efficacy – perceived ability to respond to crises – <i>Kim Klyver; Paul Steffens; Suna Lowe Nielsen</i></div> <div>Vacant</div>	Ross Chapman
G16.1.15	This room is available to those who need a quiet place to work		

## Wednesday 7th December

Registration Desk Opens: 7:30 AM Uni Bar - The Link (G07)

First session begins: 8.30 AM

Last session concludes: 5:00 PM

Social program: Conference close and Celebration @ Mantra Sharks

### Session 5 – 08:30 through 10:20 – Concurrent breakout rooms

Location	Stream	Titles	Session Chair
G30_1.11	WS-09	ANZAM Educator of the Year Workshop: Work digitalisation and Graduates' work readiness: What business schools can do? <i>Farveh Farivar</i>	
G30.1.17	WS-10	Publishing management learning and education scholarship – Prior registration encouraged see conference website for details <i>Paul Hibbert; Stuart Middleton; David Jones</i>	
G40_4.111	OB-INT	<div>40 - Bottom-Line Mentality: Implications for Supervisor Emotional and Behavioral Reactions – <i>Mayowa Babalola; Gbemisola Soetan (Delivered Paper)</i></div> <div>262 - Toward an Authentic Model of Employee Wellbeing - <i>Therese Roe; Ryan Gould; Matthew Xerri</i></div> <div>146 - Do employees remain innovative while working remotely? – <i>Snjezana Ahlgren; Shahnaz Naughton</i></div> <div>111 - Cybercrime, employee productivity and wellbeing in a hybrid work environment – <i>Remi Ayoko; Momo Kromah; Hai Luong; Ryan Ko</i></div> <div>248 - How effective is remote work? An exploratory investigation into the role of technology and culture – <i>Reshma Mohammed; Rupashree Baral (Virtual)</i></div> <div>341 - Job burnout during COVID-19: Mapping the research landscape – <i>Ravikiran Dwivedula (Virtual)</i></div>	Paula Brough
G40_4.112	OB-DEL	<div>57 - Measuring Work-related Learning Mindsets for Graduate Employment and Employability in the Context of Protean Careers - <i>Hoon-ho R. Ho; Kim Yin Chan; Jeffrey C. Kennedy; Jia Lin; Kwee Hoon Lim; Marilyn Uy; Olexander Chernyshenko (Virtual)</i></div> <div>25 - Organizational Reactions to Covid-19 Lockdown: Longitudinally Comparing HR Practices Through a Proactive versus Reactive Approaches – <i>Jarrold Haar; David Brougham; Azka Ghafoor; Maree Roche</i></div> <div>91 - How Compassion Makes Teams More Innovative: A Temporal Contingency Approach to Team Compassion, Team Integrative Complexity, and Team Innovation – <i>Linh Bui; Guihyun Park; Goran Kuljanin</i></div> <div>150 - The Mediating Role of Individual Behaviour Strategies in the JD-R Model: A Study on Teacher Burnout in China – <i>Han Cheng; Youqing Fan; Henry Lau</i></div> <div>159 - The mediating roles of passion to living a calling – <i>Sharon Pek Yoke Cheah; Jane Terpstra-Tong; Yin Teng Chew; Meng-Long Huo</i></div> <div>201 - Leader humility and employee mental health: the mediating role of occupational self-efficacy – <i>Shivam Upadhyay; Pankaj Singh</i></div>	Sudeep Sharma



<b>G40_4.113</b>	HRM-DEL	<div>6 - E-coaching and work role performance: Mediation of three types of self-efficacy – <i>Ray Tak-yin Hui; Don Chi Wai Wu; Jim Luo (Virtual)</i></div> <div>110 - Feedback, Creativity and Innovative Behavior at Work: A Systematic Review – <i>Muhammad Ijaz; Fannie Wu; Alexander Newman; Amanda Pyman</i></div> <div>292 - The impacts of COVID-19 on talent management in Bangladesh: a qualitative investigation – <i>Nigar Sultana</i></div> <div>296 - Management capabilities for the transition to Industry 4.0: an advanced manufacturing SME case study – <i>Melinda Laundon; Penny Williams; Greg Hearn; Jose H.P. Rodrigues</i></div> <div>180 - Risks of Adaptive Leadership: Exploring the Impact of Leaders' Engagement in Adaptive Leadership on Their Well-being - <i>Maria Cecilia Tournour; Chia-Yen (Chad) Chiu; Ruchi Sinha</i></div> <div>Vacant</div>	Geoff Chapman
<b>G40_4.114</b>	PSNFP-DEL	<div>15 - Upskilling public sector leadership in the context of the new normal of public governance and public policies – <i>Marika Tammeaid; Petri Virtanen; Harri Jalonen (Virtual)</i></div> <div>58 - Working under conditions of austerity: Do behavioural capabilities affect Street Level Bureaucrats' ability to deliver public value? – <i>Yvonne Brunetto; Matthew Xerri; Benjamin Farr-Wharton; Julia Ashton-Sayers</i></div> <div>60 - Police Management: Is managing police officers' personal resources the key to ensuring effective police officers? – <i>Yvonne Brunetto; Matthew Xerri; Benjamin Farr-Wharton; Chiara Saccon; Paresh Wankhade</i></div> <div>160 - Understanding the maturing of place-based approaches to boost 'flourishing over time' – <i>Cathy Boorman</i></div> <div>247 - Towards Governance Renewal in Islamic School Boards: The Role of Professional Identity – <i>Ayda Succarie; Terri Mylett; Wayne Fallon</i></div> <div>279 - Enacted and thwarted public service motivation: A Latent Profile Analysis – <i>Esme Franken; Geoff Plimmer; Fleur Sharafizad; Evan Berman</i></div>	Katrina Radford
<b>G16_1.11</b>	WS-11	The art of developing interesting and impactful research <i>Jorgen Sandberg; Victoria Lister</i>	
<b>G16_1.12</b>	GDI-INT	<div>17 - Contextual factors impact on leadership enactment: A study on women senior leaders from South Africa – <i>Shubashni Ramrekha; Linley Lord; Jane Coffey (Virtual)</i></div> <div>89 - Professional working mothers' experience of COVID-19 in South Australia: an interpretative phenomenological analysis – <i>Peng Liu; Peter Sandiford</i></div> <div>105 - Seeding Gender Diversity: Calling for Research on Design Propositions to Increase Gender Diversity in Leadership Roles in STEM Firms from the Earliest Phases of Growth – <i>Michelle Keefe; Artemis Chang; Wasana Bandara</i></div> <div>348 - Gender-based violence and harassment in Bangladesh's Ready-Made Garments (RMG) Industry: A neglected issue in policy and practice - <i>Rahima Akter</i></div> <div>153 - Women's Well-being in the Context of Perceived Organizational Politics: Moderated Mediation of Self-concept and Voice – <i>Apoorva Goel; Nabila Khan; Lata Dyaram</i></div> <div>70 - A Salutogenic Perspective of Schizophrenia at Work – <i>Afaf Khalid; Jawad Syed</i></div>	Ruth McPhail
<b>G16_1.13</b>  (Available in person only)	LGS-DEL	<div>18 - Corporate Misconduct and Market Reactions: The Moderating Roles of Moral, Technical, and Leadership Capital – <i>Lu Ye; Helen Hu</i></div> <div>200 - Evolution of an Innovative Business Model – <i>Aanchal Gupta; Samar Singh</i></div> <div>264 - How Brand Development Stages and Management Strategies affect Brand Equity? A Mediation approach in Sports Brand of Pakistan – <i>Rizwan Danish; Marzena Baker; Muhammad Ali; Nosheen Awan</i></div> <div>320 - Multiple Directorships, Board Meeting Attendance and Firm Financial Performance: The Moderating Role of Firm Growth – <i>Bilal Latif; Wim Voordeckers</i></div> <div>63 - Did COVID Kill the Focus Advantage? – <i>Sabutay Fatullayev; André Sammartino</i></div> <div>87 - Dualities, Ambivalence, and Ambivalent Leadership (Context of NMO) - <i>Fu Dai; Ian Eddie</i></div>	Peter Galvin

<b>G16_1.14</b>  <i>(Available in person only)</i>	SSI-INT	<div><div>28 - Hunger-relief organization’s wellbeing service during a crisis: A transformative supply chain perspective – <i>Ananya Bhattacharya; Ambika Zutshi; Diane Mollenkopf</i></div><div>80 - Sustainable tourism behaviour post-pandemic: A Bibliometric Review - <i>Jaya Singh; Parihar Gagan; Deep Sharma</i></div><div>126 - Identifying issues and sustainable development practices in the West Australian mineral sector – <i>James Earnest; Susan Eleanore Grobler</i></div><div>135 - Financial inclusion and macroeconomic performance: Connecting the dots, setting the agenda – <i>Shubham Chavriya; Gagan Deep Sharma; Tapan Sarker</i></div><div>206 - Past as the Present, Present as the Future: The Time Dynamics of CSR – <i>Limin Fu</i></div><div><i>Vacant</i></div></div>	Sara Walton
<b>G16.1.15</b>	<i>This room is available to those who need a quiet place to work</i>		

**Morning Tea – 10:20 through 10:40 – Uni Bar - The Link (G07)**

**Session 6 – 10:40 through 12:10 – All delegates in G40\_5.63**

10:40	Keynote Address: Flex is not the new flex: Why Time is now everything in the workplace	A/Prof. David Pich
11:45	ANZAM AGM	Prof. Kerry Brown

**Lunch – 12:20 through 13:20 – Uni Bar - The Link (G07)**

**Session 7 – 13:20 through 15:00 – Concurrent Breakout rooms**

Location	Stream	Titles	Session Chair
<b>G30_1.11</b>	WS-12	Flourishing in leadership <i>Toby Newstead; Joey Crawford; Albert Amankwaa; Desmond Ayentimi; Melanie Bryant</i>	
<b>G30_1.17</b>	WS-13	Moderated Mediating Effects in Management Studies – Types and Best-Practice Analytical Procedures - Prior registration encouraged see conference website for details <i>Gordon W. Cheung; Helena D. Cooper-Thomas</i>	
<b>G40_4.111</b>	OB-INT	177 –Service Encounter Engagement Experiences in The Context of Covid-19: Evidence from Employees and Customers - <i>Jian Qi Chan; Patricia Lau (Virtual)</i>	Ashlea Troth
		223 – Work-family enrichment among nurses: A systematic review and research agenda - <i>Meghana Jalamangala; Rupashree Baral (Virtual)</i>	
		134 - Work passion transmission: Literature review and future research - <i>Velina Serafimova; Denise Jepsen; Laramie Tolentino</i>	
		32 - Organizational Perspective-taking Orientation: Conceptualization and Scale Development - <i>Gerson Francis; Tuazon Liang-Chih; Huang John Peikang Sun; Daniel Tisch; Rachel Wolfgramm</i>	
		44 - Investigate organizational identification's detrimental effects on the employee recovery process - <i>Wangxi Xu; Andrew Yu</i>	
		136 - Influence of Work Social Support on Women's Careers in Patriarchal Contexts - <i>Farzana Ashraf; Denise Jepsen; Raymond Trau</i>	



G40_4.112	OB-DEL	<div>207 - Upward voice under felt uncertainty: Role of emotion regulation - <i>Nabila Khan; Lata Dyaram; S Lokeshwaran; M Manivannan</i></div> <div>254 - How and when do descriptive norms influence voice behaviour? A theory of normative social behaviour approach. - <i>Amrita Gautam; Senia Kalfa; Patrick Garcia; Hataya Sibunruang</i></div> <div>241 - Post-merger integration failure due to the depletion of self-regulatory resources- <i>Sandor Talas; Andre Pekerti; Neal Ashkanasy</i></div> <div>185 - How organizational support enhances professional skepticism: The role of organizational identification and firm type - <i>Aeson Luiz Dela Cruz; Chris Patel; Patrick Raymund James Garcia</i></div> <div>219 - Togetherness and the Maintenance of Communities of Practice - <i>Stefan Korber; Paul Hibbert; Lisa Callagher; Frank Siedlok; Ziad Elsahn</i></div> <div>214 - Financial Adviser Wellbeing in Australia and New Zealand: Accept Change or Accept Defeat - <i>John Molineux; Reihaneh Valizadeh; Adam Fraser; Tanya Heaney-Voogt</i></div>	Chao Ma
G40_4.113	HRM-DEL	<div>141 - Factors influencing successful working from home during the COVID-19 pandemic: An ICT employees' perspective - <i>Ryan Henderson; Valerie Caines (Virtual)</i></div> <div>22 - Work-Life Balance and Turnover Intention. Do Adaptive Career Behaviors Matter? - <i>Hui Teow; Wee Chan Au; Pervaiz K. Ahmed</i></div> <div>108 - Work, Life, and COVID-19: A Rapid Review and Practical Recommendations for the Post-Pandemic Workplace - <i>Xi Wen (Carys) Chan; Sudong Shang; Paula Brough; Adrian Wilkinson; Chang-qin Lu</i></div> <div>193 –Does neuroticism affect the compliance behaviour? A study among frontline employees - <i>Juman Iqbal; Shameem Shagirbasha; Kumar Madhan (Virtual)</i></div> <div>212 –Presenteeism and Employee's Affective Commitment: Can managerial support make any difference? - <i>Amlan Haque (Virtual)</i></div> <div>Vacant</div>	Alan McWilliams
G40_4.114	PSNFP-INT	<div>37 - Institutionalization of Research Data Management in Higher Education Institutions – Linking the Micro, Meso, and Macro Levels - <i>Eva Katharina Donner; Christian M. Huber (Virtual)</i></div> <div>59 - The role of team compassion in mitigating the impact of hierarchical bullying - <i>Ben Farr-Wharton; Ace Volkmann Simpson; Yvonne Brunetto; Tim Bentley</i></div> <div>73 - Authorities expect citizens to be resilient, but in a crisis, will they pitch in? - <i>Sanna Malinen; Maija Nikkanen; Tuula Kekki</i></div> <div>147 - Employee Performance Management: The Impact of Red Tape, PSM And Competing Goals - <i>Kendra Hill; Geoff Plimmer</i></div> <div>256 - Technology-Enabled Service Delivery in Environmental Charities - <i>Ignatius Chukwudi; Wasana Bandara; Alexandra Williamson; Oluwatobi Agbejule; Amelia Rennie</i></div> <div>Vacant</div>	Matt Xerri
G16_1.11	WS-14	Designing the perfect escape plan: Creating engaging activities in management education through gamification <i>Geoffrey Chapman</i>	

<b>G16_1.12</b>	LGS-DEL	<div>10 - Which Central Network Position Matters More for Knowledge Transfer? A Meta-Analytic Review – <i>Carolyn Ngowi; Steven Lui; Suzanne Chan-Serafin; Salih Zeki Ozdemir</i></div> <div>36 - Business Group Identity and Affiliate Performance - <i>Steven Lui; Chia-Ling (Eunice) Liu</i></div> <div>66 - An Overlooked Connection: Work Design Quality and Leadership Intention - <i>Eyup Ilker Camgoz; Zeynep Aycan</i></div> <div>82 - Does being a leader make them stay? Supervisory responsibility and turnover intentions - <i>Stephanie Funk</i></div> <div>115 - Creating Meaningful Work through Inclusive Leadership - <i>Azadeh Shafaei; Mehran Nejati</i></div> <div>329 - Joyful leadership and positive leader affect in the nonprofit sector: A systematic review of the literature - <i>Katie McIntyre</i></div>	Kevin Lowe
<b>G16_1.13</b> <i>(Available in person only)</i>	BPISC-DEL	<div>1 - How do manufacturing strategies contribute to Industry 4.0? - <i>Guilherme Tortorella</i></div> <div>42 - Which attributes may affect the retrieval rate of your data? Evidence from an investigation into a large international data portal – <i>Yingnan Shi; Birgit Muskat; Armin Haller; Andrew Reeson; Xinghao Li</i></div> <div>112 - To engage or not engage with governments: Inward foreign direct investment (FDI) and corporate political activity in emerging markets – <i>Meitong Dong; Pengcheng Ma</i></div> <div>246 - Dynamic design and delivery; A non-linear model for implementing transformative change in today's business environment - <i>Tracey Penington; Shahnaz Naughton; Keith Thomas</i></div> <div>278 - Stakeholder Interface Analysis in Cross-border Logistics – <i>Namal Bandaranayake; Senevi Kiridena; Asela Kulatunga; Hoa Dam</i></div> <div>335 - IT as a mediator of organizational change over time - <i>Olga Kokshagina; Stan Karanasios</i></div>	Matthew Pepper
<b>G16_1.14</b> <i>(Available in person only)</i>	SSI-DEL	<div>64 - Towards Contextually Reflexive Research of Corporate Social Responsibility: A Critical Realist View of an Institutional Logic of CSR – <i>Natalya Turkina</i></div> <div>71 - MNEs' Internationalization and Environmental Innovation: Does it differ between Advanced Economy MNEs and Emerging Economy MNEs? - <i>Jintao Zhang; Stephen Chen; Hao Tan</i></div> <div>83 - Reshaping the credibility of audits for the new normal – a forensic accounting skillsets agenda – <i>Francis Awolowo; Adenike Abidoye; Dora Chan</i></div> <div>118 - Engaged with organizations overseas and experienced tensions: How embeddedness in global professional networks shapes social-commercial paradoxes - <i>Soniya Rijal; Joshua Keller; Hokyu Hwang</i></div> <div>163 - ESG Investing and Workers Capital: A Study of Industry Superfunds – <i>Martijn Boersma; Alice Klettner</i></div> <div>Vacant</div>	Kerry Brown
<b>G16.1.15</b>	<i>This room is available to those who need a quiet place to work</i>		

**Afternoon Tea – 15:00 through 15:20 – Uni Bar - The Link (G07)**

**Session 8 – 15:20 through 17:00 – Concurrent Breakout rooms**

Location	Stream	Titles		Session Chair
<b>G30_1.11</b>	WS-15	Different models of career success <i>Bill Harley; Tine Köhler; Leisa Sargent; Dan Caprar; Alex Luksyte</i>		
<b>G30_1.17</b>	WS-16	How are universities, business schools and academics being managed? International ANZAM-IFSAM session <i>Greg Bamber, Kerry Brown, Nic Beech, Katy Mason, Silviya Svejnova, Sergio Wanderley</i>		
<b>G40_4.111</b>	OB-INT	<div>270 – Developing a Muscle for Organizational Resilience: A Psychosocial Perspective - <i>Neelam Birthare; Shivganesh Bhargava</i></div> <div>114 - Creative writing as scholarly business research: the contribution of a literary literature - <i>Peter Sandiford; Ankit Agarwal; Nikki Cheesman-Dutton; Maria Neledva</i></div> <div>144 - Coping strategies and outcomes among expatriates during COVID-19 - <i>Alexei Koveshnikov; Miikka Lehtonen</i></div> <div>155 - Gig worker vs side hustlers in platform-based food delivery work: the impact of structural characteristics and differences on job satisfaction and lived experiences of work in the gig economy - <i>Nadia Kougiannou; Pedro Mendonca</i></div> <div>174 - Work Motivation and knowledge sharing: The roles of team-member exchange, justice perceptions, organizational rules, and climate for trust – <i>Paulina Wojciechowska-Dzięcielak; Neal M. Ashkanasy</i></div> <div>Vacant</div>		Sudong Shang
<b>G40_4.112</b>	MIXED-INT	<div>143 - Theory of Gendered Organizations: A Systematic Review and Plan for Future Research - <i>Nazatulaziah Zainal; Dana L. Ott; Paula O'Kane</i></div> <div>183 - Strategic renewal in corporate venturing - <i>Lucia Brandt; Annika Wambsganss; Nathalie Sick; Stefanie Bröring</i></div> <div>233 - Public sector workforce planning – <i>Michael Lyons</i></div> <div>168 - The process or the people? Overcoming the challenges of food waste and insecurity in a wide brown land - <i>Khoulood Kamalmaz; Upamali Amarakoon; Susan Bird; Xiaoyan Liang</i></div> <div>317 - She-Matters: Interest profiles and patterns of a vanishing gender- Inputs from the Indian subcontinent – <i>Kelitha Cherian (Virtual)</i></div> <div>Vacant</div>		Luke Houghton
<b>G40_4.113</b>	HRM-DEL	<div>61 - Are “funny” job postings effective? Humour and job attractiveness - <i>David Cheng; Rajiv Amarnani; Alexander Eapen</i></div> <div>228 - Enhancing Remote Workforce Management Using Workforce Analytics - <i>Thi Phuong Anh Nguyen; Upamali Amarakoon; Geoffrey Chapman (Virtual)</i></div> <div>266 - Changing Paradigm of Industrial Relations During the Pandemic - <i>Ankur Kushwaha; Yusuf Hassan</i></div> <div>289 - I Am Overqualified for My Job...Because I Chose It! A Qualitative Investigation of Perceived Overqualification and Work-Family Interface - <i>Emika Howard; Aleksandra Luksyte; Rajiv Amarnani (Virtual)</i></div> <div>Vacant</div> <div>Vacant</div>		Justine Ferrer

<b>G40_4.114</b>	Mixed-DEL	<div>265 - Ex-military CEOs and Firm Innovation Performance - <i>Qing Ye; Helen Hu; Dean Xu; Kwanghui Lim</i></div> <div>165 - Uncovering the Hidden Curriculum of Canadian Business Schools: An Environmental Scan of Actions towards Reconciliation with Indigenous Peoples - <i>Teresa Rose; Nathalie Lachance</i></div> <div>323 - Mission Impossible? Preparing Business School Graduates for a Post-Banking Royal Commission World - <i>Rosemary Sainty</i></div> <div>8 - A Chronobiological Approach to Paradoxical Leadership - <i>Stefan Volk; David Waldman; Christopher Barnes</i></div> <div>9 - Indigenising the Curriculum in Australian Higher Education - <i>Ruth McPhail; Amanda Daly; Kerry Bodle; Kathy Harris</i></div> <div>189 - Developing and Delivering a Values-Driven, Interdisciplinary Foundation Business Curriculum in Higher Education: An Educators Perspective – <i>Ruth Mcphail; Amanda Daly; Kathy Harris; Matt McGrath; Lenka Boorer</i></div>	Melanie Bryant
<b>G16_1.11</b>	WS	Vacant	
<b>G16_1.12</b>	HMO-DEL	<div>151 - What interventions mobilise professional identity? A systematic scoping review - <i>Ann Dadich; Stephanie Best</i></div> <div>226 - Data-driven healthcare supply chain transformation: A case study of Victoria's largest public health service - <i>Tayla Wilmot; Alka Nand; Amrik Sohal</i></div> <div>250 - Attracting our future care workforce: An exploration of entry pathways - <i>Katrina Radford; Bridget Laging; Ellie Miessner; CJ Wang; Janna Anneke Fitzgerald</i></div> <div>268 - Watching relationships build over time: A video analysis of a hybrid intergenerational pilot program - <i>Gabriela Di Perna; Jennifer Kosiol</i></div> <div>142 - Hospital Leadership and the impact of Social Identity on Perceptions of Leadership Effectiveness – Do you need to be one of us to lead us? – <i>Alana Killen</i></div> <div>Vacant</div>	Yvonne Brunetto
<b>G16_1.13</b> <i>(Available in person only)</i>	GDI-INT	<div>331 - The intersectional gender pay gap of recently arrived migrants - <i>Gerry Treuren</i></div> <div>343 - Positive workforce participation for working mothers with children in their early years: A Socio-Ecological and Conservation of Resources approach – <i>Afrouz Shoghi; Amanda Biggs; Ashlea Troth</i></div> <div>138 - Moore - Decolonising Western Democratic Processes on First Peoples community practices: the underlying tensions in the Victorian Treaty Process – <i>Kevin Moore; Pauline Stanton; Shea Fan; Mark Jones; Mark Rose</i></div> <div>349 - Non-English-speaking background highly skilled female migrants: sourcing, securing and sustaining employment in Australia - <i>Dominika Ohana; Roslyn Cameron; Syed Mohyuddin</i></div> <div>213 - An Exploratory Study of Attracting and Retaining Women in the Australian Construction Industry – <i>Marzena Baker; Muhammad Ali; Lynn Crawford</i></div> <div>Vacant</div>	Beth Tootell
<b>G16_1.14</b> <i>(Available in person only)</i>	SSI-INT	<div>237 - The institutional logics of migrant exploitation - <i>Joseph Yan; Snejina Michailova; Christina Stringer</i></div> <div>272 - The impact of management research on climate change in the grey literature - <i>Angela McCabe; Tom Osegowitsch; Franz Wohlgezogen</i></div> <div>275 - Earning the trust of stakeholders with conflicting interests: drawing on ancient and early modern political sources. A work-in-progress - <i>Walter Jarvis; Natalia Nikolova</i></div> <div>311 - Transitioning sustainable finance from theory to practice: An extensive review of literature - <i>Dhairya Dev; Gagan Deep Sharma; Mansi Gupta</i></div> <div>276 - Climate cultures: Embedding readiness for climate change in construction companies - <i>Sara Walton; Andrea Foley; Casimir MacGreg</i></div> <div>Vacant</div>	Amie Shaw
<b>G16.1.15</b>	<i>This room is available to those who need a quiet place to work</i>		



## Workshop Abstracts

Session		Abstract
2	WS-01	<p>Emotions and Cognitions in the rough - <i>Herman Tse; Neal Ashkanasy; Peter Jordan; Kevin Lowe; Ashlea Troth</i></p> <p>The Emotions and Cognitions in the Rough workshop (ECR) provides an excellent opportunity to discuss your research in an informal and collegial roundtable setting. ECR is intended to help PhD students, ECRs and senior scholars develop a research paper in the field of management (e.g., OB and HRM). Each roundtable will have 2-3 facilitators to give feedback on 2-3 early-stage research papers, allowing plenty of time for discussion. Regardless of whether you are a senior or a more junior researcher, this workshop offers you an invaluable opportunity to receive detailed feedback from scholars who are often editors or on the editorial board of top A* journals in the field of management. In particular, many past ECR participants have emphasized how much they have benefited from their participation in the workshop in terms of developing their theoretical models and their planned methodology. This feedback has been instrumental in helping them further develop and polish their research for publication in top academic journals. Whether this is your first major research project or your fiftieth, this is a chance you won't want to miss! You are invited to submit an extended abstract of 400 to 500 words describing your research project/study as well as a cover sheet with the paper title, author(s), affiliations, and contact details.</p> <p><i>This workshop requires pre-registration. Please see the conference website for details</i></p>
	WS-02	<p>Mixed methods research in business and management - <i>Roslyn Cameron; Xanthe Golenko; Farveh Farivar; Heinz Herrmann; Matt Xerri</i></p> <p>Mixed Methods Research (MMR) is considered the third methodological movement. The workshop will provide global updates on developments from within the MMR methodological movement. This workshop will cover the applications of MMR across business and management disciplines and sub-disciplines and will also showcase some foundational concepts in MMR, useful field instruments along with MMR prevalence studies in sports management, health management, project management, operations management and accounting. Innovations in MMR will also be presented and includes: Systematic Science Mapping, Multi-Level MMR, MM Action Research, QCA in MMR and Adaptive MMR for Complexity.</p>
3	WS-03	<p>Workplace wellbeing in the rough – <i>Laramie Tolentino; Carys Chan; Rebecca Mitchell; Patrick Garcial; Paula Brough; Ashlea Troth; Kate Hutchings; Katrina Radford; Hataya Sibunruang</i></p> <p><i>Workplace Wellbeing in the Rough</i> paper development workshop is a joint initiative between the Health and Wellbeing Research Unit (HoWRU) at Macquarie University and the Centre for Work, Organisation, and Wellbeing (WOW) at Griffith University. It offers an opportunity for wellbeing researchers and ANZAM members to discuss their work in a supportive environment and receive constructive feedback from leading scholars in the field of management and psychology. Participants will submit a near final manuscript on workplace wellbeing and related topics for review. The invited leading scholars and editors will act as mentors who will provide guidance on how to navigate challenges related to publishing high-impact research. The organisers and panel of mentors have strong publication records and experience as journal editors and editorial board members (e.g., Journal of Organizational Behavior, Journal of Vocational Behavior, Work and Stress, Stress and Health, International Journal of Stress Management, Group and Management Organization, Australian Journal of Management, Journal of Management and Organization).</p> <p><i>This workshop requires pre-registration. Please see the conference website for details</i></p>
	WS-04	<p>Integrating and embedding sustainable development goals for delivering responsible management education - <i>Fara Azmat; Mehran Nejati; Chamila Perera;</i></p> <p>This workshop is structured around three core themes that allow an in-depth discussion of how sustainable development goals may be integrated into curriculum, research, and student engagement to facilitate responsible management education across business schools in Australia. Assoc. Prof. Azmat (Deakin University) will lead a discussion on how Business Schools can embed SDGs across curriculum and research drawing upon the SDG blueprint developed by the PRME community in 2020 as a practical guide. The SDG blueprint lays out a number of frameworks, guidelines, examples and suggestions that can support Business Schools in their efforts to integrate the SDGs. The second discussion facilitated by Dr. Mehran Nejati (Edith Cowan University) will take a comparative approach to evaluating SDG integration in PRME-signatory business schools across Australia and Canada. It will share a summary of the findings from a comparative research study, funded through the Association of Commonwealth Universities, providing an overview of the current practices, and discussing opportunities and challenges for institutionalisation of sustainability and responsible management education. The final theme led by Dr. Perera (Swinburne University) will explore how carbon literacy can be integrated into business school curriculum, focusing on key issues such as student engagement. It will share experiences of developing integrated, specialised and trans-disciplinary approaches that empower and emancipate students' willingness to engage in climate actions.</p>
3	WS-05	<p>"Stop making the quizzes so difficult, B*TCH": Teaching Evaluations and Effects on Early Career Academics' Wellbeing - <i>Marissa Edwards; Erin Gallagher; Stuart Middleton; Elizabeth Nichols; Hafsa Ahmed</i></p> <p>Student evaluations of teaching are widely accepted as an important measure of educators' performance and used widely at higher education institutions throughout the world. While popular with university administrators, there are significant concerns about their validity. For example, researchers have demonstrated that student evaluations of teaching are</p>

		<p>subject to gender and racial biases, and that factors such as students' grade expectations influence overall evaluations of the course. Despite these findings, teaching evaluations are still seen as a measure of instructor effectiveness and used in tenure and promotion decisions; we suggest that this can lead to significant stress for educators, especially early career academics. It is therefore unsurprising that emerging research suggests that teaching evaluations have the potential to negatively affect faculty well-being. In this workshop, we reflect on the experience of receiving teaching evaluations. Along with the facilitator, presenters have varying degrees of teaching experience in different countries and we believe that this will contribute to a rich and vibrant discussion. The purpose of the proposed workshop is two-fold: First, we seek to explore experiences with teaching evaluations through sharing our individual stories. Here, we will focus on how we are evaluated at our institutions, the kind of evaluations we have received in the past, and how student feedback has influenced us as educators. Then in wider discussions with workshop participants, we will consider different teaching evaluation methods and how we have coped with receiving negative evaluations. Overall, participants will be equipped with coping strategies to use if they receive negative evaluations and gain an understanding of effective evaluation methods. This topic has received relatively little attention in the management literature, and we hope that this workshop will contribute to ongoing discussions and encourage future research.</p>
4	WS-06	<p>HRM at the crossroads - <i>Justine Ferrer; Gerry Treuren; Peter Holland; Tim Bartram</i></p> <p>The purpose of this workshop/research symposium is to bring together HRM/OB and ER researchers to review, discuss and debate HRM within the context of a post covid environment. Using the State of HR profession 2022 research and an ideation process, the workshop will present the key findings about the current state and present the concerns or future areas of growth for the HR profession in the next five years. The workshop will then initiate 'ideate' as the next step to brainstorm with the attendees the current gaps for the profession and future research agendas. The session will engage key scholars in HR/OB and ER research to identify some possible ways forward for HR research on/in the profession. The collective voice will enable a robust discussion to share ideas, make connections and provide critical thinking around HRM.</p>
4	WS-07	<p>Why I rejected your R&amp;R - <i>Anna Carmella Ocampo; Neal M. Ashkanasy; Peter Jordan; Kevin Lowe; Ofer Zwikael; Herman Tse; Remi Ayoko</i></p> <p>The revision process can be a daunting task. Authors must convince the review team of the theoretical significance and technical adequacy of their research. The process of converting a risky R&amp;R to a published article, however, requires a compelling rejoinder letter. The lack of guidelines on the prescribed structure of rejoinder letters makes the task especially intimidating. The purpose of this workshop is to demystify the review process by understanding the decision points that editors consider when weighing the merits of an R&amp;R. In this workshop, we bring together seasoned Australian editors to discuss the costly mistakes that authors make in their rejoinder. To address these objectives, each participant will be required to read and respond to a preassigned review letter. Participating editors will then provide actionable feedback to help participants leverage their rejoinders to succeed in the revision process.</p>
4	WS-08	<p>Navigating Academic Constructs: Non-Indigenous Supervisory Practice with First Peoples and Māori HDR Candidates - <i>Diane Ruwhiu; Mark Jones; Cassino Doyle; Sharlene Leroy-Dyer; Ella Henry; Pauline Stanton; John Burgess; Mark Rose</i></p> <p>This workshop focuses on the experiences of First Peoples and Māori higher degree candidates and Indigenous / non-Indigenous academic supervisors in the management disciplines in Australia and Aotearoa / New Zealand universities. We share our experiences in navigating the student-supervisor relationship, identify challenges and opportunities and share strategies enacted to facilitate a successful HDR journey for the Indigenous student and supervisor. The workshop will highlight the perspectives of First Peoples and Māori candidates and supervisors in the HDR journey and their interactions with the Academy. Our community collective of accomplices include a Kariya (white) from Australia and a Pākehā (non-Māori) from Aotearoa who provide insights into their supervisory practice learnings and experiences with Indigenous candidates.</p>
5	WS-09	<p>ANZAM Educator of the Year Workshop: Work digitalisation and Graduates' work readiness: What business schools can do? - <i>Farveh Farivar</i></p> <p>In response to the COVID-19 pandemic and travel restrictions, the importance of global virtual teams and working remotely has increased dramatically. This raises the question of how business schools can increase students' employability in hybrid and remote working environments. This workshop will discuss an innovative teaching method that allows students to work in international virtual teams. This technique was adopted to reshape the HRM major at the Tasmanian School of Business and Economics in 2019. The case will be explained in the workshop.</p>
5	WS-10	<p>Publishing management learning and education scholarship – Prior registration encouraged see conference website for details - <i>Paul Hibbert; Stuart Middleton; David Jones</i></p> <p>Understanding the distinctive focus of the main journals in the management education domain is vital in enabling potential submitters to decide which is most suited to their topic and research approach. This includes understanding that the difference between three journals is not just a little tweaking of a manuscript but a contribution to the different methodological, philosophical, theoretical and practical orientations and traditions of the journal through engaging with work previously published. Understanding also entails appreciation of the topics and areas where journal editors, reviewers and readers have an interest in seeing further research develop. Authors may have more than one option when considering where to place their work, but an awareness of editorial remit and journal readership can provide guidance. The workshop will help scholars to position their work thoughtfully in the overlapping spaces occupied by the different management learning and education journals, namely Academy of Management Learning &amp; Education, the Journal of Management Education, and Management Learning. This workshop brings together editors and associate editors of these three leading journals in the field of management learning</p>

		<p>and education. In the first part, the editors will introduce their journals and discuss with the audience how to understand and relate to the differences between them. In the second part, workshop participants will receive specific individual feedback on their work-in-progress and paper ideas, through engagement with editors and associate editors.</p> <p><i>The facilitators encourage the submission of a paper idea prior to the workshop. Please see the conference website for details</i></p>
5	WS-11	<p>The art of developing interesting and impactful research - <i>Jorgen Sandberg; Victoria Lister</i></p> <p>Developing interesting and impactful research typically involves two core ingredients: the construction of novel research phenomena to investigate, and the development of theories about those phenomena. However, despite its centrality, what characterizes a research phenomenon more precisely, and how research phenomena are generated and established in research, are rarely discussed in the literature. Instead, the process of defining and constructing research phenomena are often neglected and reduced to a simple choosing of some given, already established phenomena, such as ‘authentic leadership’, ‘strategic decision making’, and ‘trust’. Similarly, despite a key goal for research is theory development, researchers often have a poor understanding of what theory is and stands for. Expressions such as ‘theory development’, ‘theory building’, and ‘theoretical contribution’ are frequently used in research texts as if the meaning of ‘theory’ is obvious to researchers. This, however, is not the case. This is problematic because without a clear understanding of what theory means and stands for beyond a celebratory term, it is difficult to develop and evaluate theories, and ultimately to advance human understanding beyond mere empirical description and hypothesis testing. This workshop has two interrelated purposes: First, to propose and elaborate a framework that enables researchers to generate and establish research phenomena other than the ones currently available for grabs in their specific subject area of interest and, based that, produce more imaginative and impactful research. Second, to propose and elaborate a typology that clarifies the meaning of ‘theory’, which enables researchers to develop and assess knowledge in more varied ways and for a broader set of purposes than is typically recognized.</p>
7	WS-12	<p>Flourishing in leadership - <i>Toby Newstead; Joey Crawford; Albert Amankwaa; Desmond Ayentimi; Melanie Bryant</i></p> <p>Leadership behaviours, values, and attitudes manifest across formal management roles and informal relationships. Indeed, individuals often occupy both formal roles (e.g., manager, subject convenor), volunteer leadership roles (e.g., football captain), and informal relationships as followers. This workshop draws on these relationships to build a sense of leader awareness needed to craft a leadership philosophy. Understanding our leadership philosophy is particularly relevant to academic staff and practitioners as universities and organisations increasingly engage in distributed leadership models that require heightened responsibility and accountability at all levels of the organisation. It is also important to understand the virtues that compose our character that can serve as a cornerstone for our leadership practice and philosophy. For example, virtues such as justice, wisdom, and courage compose good character and enable individual and collective flourishing (Aristotle, 350BCE/1962; Peterson &amp; Seligman, 2004), particularly in organisational contexts that require adaptability and agility. This workshop will provide participants with the opportunity to practice and experience leadership, and to identify the virtues that inform their unique/individual leadership philosophy. To do so, attendees will participate in the collaborative Adaptability Bridge Building team activity. Throughout this fun and interactive activity, participants will work in teams across various scenarios to build and identify leadership skills as well as other skills including creativity and innovation, adaptability, and collaboration. On completion of the exercise, participants will be provided with an opportunity to reflect on their leadership practices and philosophies, the virtues that guide these, and how these influence our behaviours as leaders and followers.</p>
7	WS-13	<p>Moderated Mediating Effects in Management Studies – Types and Best-Practice Analytical Procedures - Prior registration encouraged see conference website for details <i>Gordon W. Cheung; Helena D. Cooper-Thomas</i></p> <p>In recent years, many management researchers have proposed models integrating moderation and mediation to investigate whether a mediating effect differs across the level of another variable (moderator). However, many studies fail to use the correct analytical procedures to test their moderated mediation hypotheses, resulting in lower power tests, attenuated estimated parameters, and incorrect conclusions. We will distinguish three types of moderated mediation based on the moderator’s nature and suggest the appropriate analytical procedures for each type. The first type involves a categorical variable moderator, typically analyzed with a multiple-group analysis. However, the traditional approach based on constrained and unconstrained models fails to estimate the effect size of moderated mediation. We recommend using the direct comparison approach (Lau &amp; Cheung 2012) that compares the mediating effects across groups. The second type involves a continuous latent variable as a moderator, typically analyzed with PROCESS to estimate the moderated mediating effects. Cheung and Lau (2017) demonstrate with simulations that regression procedures (including PROCESS), which ignore measurement errors, result in biased estimates of the confidence intervals for testing moderated mediating effects. We recommend using the latent moderated structural equations modeling (LMS) approach that provides accurate estimated parameters and confidence intervals. For analyzing more complex models, we will demonstrate the reliability-corrected single indicator LMS (RCSLMS) recommended by Cheung, Cooper-Thomas, Lau, and Wang (2021), which lowers the computing requirements. The third type involves a variable at a higher level as a moderator, which is usually referred to as cross-level moderated mediation. We will explain the best- practice analytical procedures based on the study by Lau, Cheung, and Cooper-Thomas (2021) that examines a higher-level variable moderating the mediating effects at both the lower and higher levels. Finally, we will explain the analytical procedures for testing a moderated mediating effect that involves variables at multiple levels.</p> <p><i>The facilitators suggest submitting questions in advance will help you get the most out of the session. Please see conference website for details</i></p>

7	WS-14	<p>Designing the perfect escape plan: Creating engaging activities in management education through gamification - <i>Geoffrey Chapman</i></p> <p>The modern student cohort is characterised by a desire for enjoyment and fun, with little tolerance for boredom. This is particularly the case in online classrooms, which often suffer from reduced student engagement. Accordingly, and exacerbated by the recent shift towards a heavier reliance on online education following the COVID-19 pandemic, there is a pressing need for management educators to develop innovative ways to improve student experience, both in the physical classroom, and in online learning environments. To address this engagement deficit, various examples of gamification and game-based learning (e.g., simulations or role plays) have been developed for use in educational settings. Escape rooms are becoming increasingly popular recreational activities around the world, but they have only recently been applied to education. The ability to modify nearly every element of an online escape room (e.g., the content of the puzzles, the context of the scenario, the degree of interactivity, the extent of game elements used, etc.) makes it ideal as a form of technology-enhanced learning. With a high degree of flexibility, individual educators can determine the most suitable way to deliver their learning content. In this workshop we will demonstrate how escape room activities can be used in both physical and virtual learning environments. Attendees will be invited to develop their own lesson plans join a growing community of practice and develop their own versions of technology-enhanced learning activities.</p>
8	WS-15	<p>Different models of career success - <i>Bill Harley; Tine Köhler; Leisa Sargent; Dan Caprar; Alex Luksyte</i></p> <p>The COVID-19 pandemic has challenged Australian and New Zealand higher education and disrupted academic careers, often very profoundly. As the situation moves back towards 'COVID normal', it is timely to consider the possibilities for career success. We all want to be successful academics. But what does that mean? And how should we pursue success? It is common to be told that success is measured in publications, citations, grants and prizes, and that the best way to achieve it is to prioritise work over everything else and to be ruthlessly competitive and instrumental. But is that the only, or even the best, way to define success? And is that the best way to achieve success? This symposium will consider the problems inherent in subscribing to this kind of conception of success and the different ways that we can understand what a successful career is and how to achieve it. In doing so, participants will be encouraged to think about what they want from their careers and provided with insights and resources to help them pursue different dimensions of success.</p>
8	WS-16	<p>How are universities, business schools and academics being managed? International ANZAM-IFSAM session - <i>Greg Bamber, Kerry Brown, Nic Beech, Katy Mason, Silviya Svejenova, Sergio Wanderley</i></p> <p><i>This conference is on the 20th anniversary of the ANZAM-IFSAM (International Federation of Scholarly Associations of Management) World Congress hosted by Griffith University at the Gold Coast in 2002. Since then there have been many changes to the ways in which universities, business schools and academics are managed. We consider international trends that are shaping our industry and how we may better facilitate flourishing in our new normal. The workshop aims to discuss how we may foster transparent decision making, academic freedom, decent work, workplace wellbeing, fair career prospects and conflict resolution, while avoiding employment precarity, micro-management, discrimination, wage theft, work intensification, bullying, harassment, cronyism, surveillance, and health (including mental health) challenges for academics. What are the key institutional changes in 'neo-liberal' universities? What are the implications of the use of new technologies? What is the future of work for academics' roles and voices in universities? What are the causes and consequences of such transformations? How should we frame our analyses in terms of theory? Distinguished international professors will lead the workshop from IFSAM and the British Academy of Management (BAM). BAM was a founder member of IFSAM. At IFSAM General Assemblies, ANZAM currently has observer status via Zoom.</i></p>