

出國報告（出國類別：其他）

科技部人文司派員出席第30屆澳洲及紐
西蘭管理學會研討會

服務機關：科技部人文及社會科學研究發展司

姓名職稱：江佩穎助理研究員

派赴國家：澳大利亞

出國期間：105年12月5日至12月10日

報告日期：106年1月10日

摘 要

本部人文司派管理一學門業務承辦人赴澳大利亞布里斯本出席「第 30 屆澳洲及紐西蘭管理學會研討會」(the 30th annual Australian and New Zealand Academy of Management Conference, ANZAM 2016 Conference)，以掌握管理領域研究議題及趨勢。並拜會昆士蘭州政府貿易暨投資處國際教育及訓練部門，就推動科研發展及產學合作之策略等交換意見，作為本司推動相關業務之參考。

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壹、目的

本部任務之一為支援學術研究，透過補助學研機構進行學術研究，推動國家整體科研發展。為瞭解管理領域最新研究議題及趨勢，本部人文司派管理一學門業務承辦人江佩穎助理研究員出席「第 30 屆澳洲及紐西蘭管理學會研討會」(the 30th annual Australian & New Zealand Academy of Management Conference, ANZAM 2016 Conference)，有助於學門業務之規劃及推動。

此外，本次亦安排拜會昆士蘭州政府，瞭解澳洲推動科研發展及產學合作的策略，並期能建立聯繫資訊交流管道，以增進我國與紐澳地區之學者、學研機構及產業界共同合作。

貳、過程簡述

一、出席第 30 屆澳洲及紐西蘭管理學會研討會

(一)時間：105 年 12 月 6 日至 9 日

(二)會議過程

澳洲及紐西蘭管理學會(ANZAM)研討會為澳洲及紐西蘭管理學界的年度盛會，第 30 屆研討會於 105 年 12 月 6 日至 12 月 9 日於澳大利亞布里斯本召開，本屆係由昆士蘭科技大學(Queensland University of Technology, QUT)商學院主辦，研討會場在昆士蘭科技大學 Gardens Point 校區。會議主題為「新管理：為永續與公平的未來創新」(Under New Management: Innovating for sustainable and just futures)，以管理理論及組織研究、新創及小型企業、健康管理及組織、人力資源管理、跨國管理、領導及治理、管理教育及發展、組織行為、公部門管理及非營利組織、策略管理等 16 項議題對外公開徵求論文，並邀請英國、美國及澳大利亞之學者專家進行主題演講。

ANZAM 於 12 月 6 日先為研究生於昆士蘭大學(University of Queensland)安排一整天的 Doctoral Workshop，提供研究生發表研究構想、挑戰資深學者的觀點、與該領域傑出學者及其他研究生建立連繫網絡的機會。

大會主辦單位於 12 月 6 日下午 3 時 30 分開始辦理報到手續，領取名牌及會議資料，並安排參觀設置於該校科學與工程中心的立方體數位互動學習及展示場(the CUBE)。該展示空間是由 48 片觸碰式螢幕組成，公開提供大眾體驗、探索及參與昆士蘭科技大學的科學及工程研究。當日晚間於 QUT 校園內的舊市政廳辦理歡迎會，在小型樂團的演奏樂聲中，讓與會者輕鬆的互相認識及交流。



圖 1-1：QUT Gardens Point 校區一隅



圖 1-2：歡迎會中，學者交流情形



圖 1-3：數位互動學習及展示場(the CUBE)

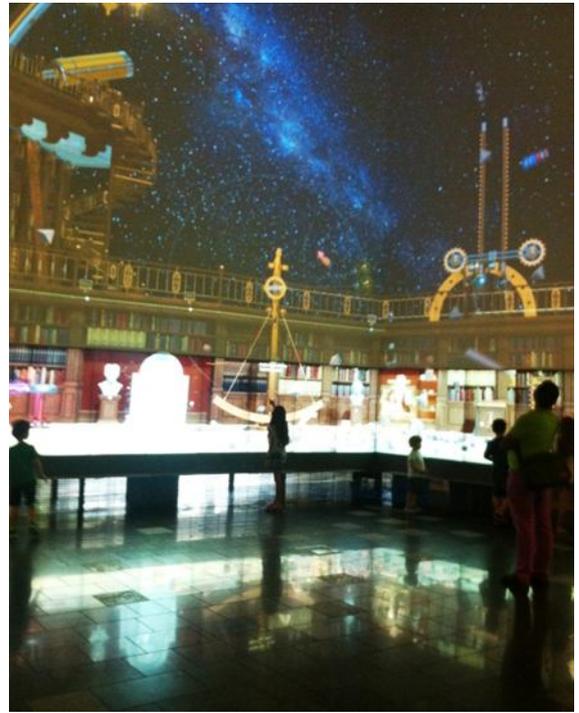


圖 1-4：由於展示內容生動活潑，又設計互動遊戲，特別吸引兒童的目光，使其自然而然獲得學習知識。

12月7日至12月9日全天安排主題演講、論文發表、頒發最佳論文獎等活動，詳細議程請參見附件。

在主題演講部分，共計安排4場次：

第1場安排於12月7日上午9:30至10:30，由布里斯本機場公司(Brisbane Airport Corporation Ltd.)執行長Julianne Alroe女士主講“Creating a world-class airport by thinking differently”，她提及永續及有效率的經營，需要寬廣的思維及挑戰既定規則。強調激勵員工是管理的重點之一，唯有快樂的員工才能提供優質的服務，賦予旅客最佳的體驗。第2場安排於12月8日上午11:00至12:00，由美國德州基督大學(Neeley School of Business, Texas Christian University) Mary Uhl-Bien教授主講“Do you hear what I hear? Harbingers of Change in Management Scholarship”，她說明學術研究的成本高昂，但大部分的研究成果並未對該領域產生主要的影響。學術研究必須與實際社會重新連結，注重研究的實質影響，而非對學校排名的影響。第3場次安排於12月8日下午16:20至17:20，邀請英國艾希特大學(University of Exeter)Steffen Böhm教授主講“Carbon Fetishism: Nature under new management?”，運用崇拜(fetishism)的概念，說明碳排放管理必須從環境、心理及經濟面向同時考量。Böhm教授也建議與會者至國際民航組織(The International Civil Aviation Organization, ICAO)網站上(<http://www.icao.int/environmental-protection/carbonoffset/pages/default.aspx>)計算一下搭飛機到布里斯本參加本次研討會的碳排放量，提醒自己要試著從其他方面減量。

第4場次則安排於12月9日上午11:10至12:10，由澳大利亞格里菲斯大學(Griffith University) Ian Lowe 教授主講“Managing for Sustainability”，提出永續是在管理我們對自然資源的消耗，並與環境的、經濟的及社會的產出取得平衡。永續意味著改善生活品質，同時不給下一代留下負擔。改變過去經濟至上，社會及環境議題擺一邊的思維方式，以均衡的生態為基礎，發展社會及經濟。每一場次主題演講均引起與會者的熱烈提問，並於會後與演講者討論相關議題。

在論文發表部分，依據主題區分為不同場次，最高有多達17場次同時進行論文發表。每場次進行的方式不一，由該場次主持人決定，有採取圓桌討論的方式，亦有採取輪流發表，再由與會者提問的方式。為鼓勵論文發表者，主辦單位於12月7日下午13:00至13:20頒發各議題之最佳論文獎，共計16篇。

此外，12月9日上午9時45分至10時40分，主辦單位特別安排一場“Sharpen your job market pitch with the Heads of School”讓新進研究者或教師，有機會向學院院長請益，以利其職涯發展。

依據主辦單位的統計，本次研討會總計約有來自27個國家480位學者專家參與，發表387篇論文。ANZAM年度研討會雖然主要是由紐、澳地區的大學輪流辦理，但也吸引了來自全球學者專家及研究生針對大會設定的徵稿議題，發表論文。



圖 1-3: 主題演講實況

二、拜會昆士蘭州政府貿易暨投資處國際教育及訓練部門

(一)時間：105 年 12 月 9 日上午 9 時 15 分至 10 時 15 分

(二)會談重點

為瞭解澳洲如何促進學術研究與產業發展的連結，本次特別至昆士蘭州政府貿易暨投資處國際教育及訓練部門(International Education and Training Unit, Trade and Investment Queensland)拜會。本次承蒙該部門 Executive Director Rebecca Hall 以及科學、信息技術與創新部科技實力與合作處(Science Capability, Engagement and Collaboration, Department of Science, Information Technology and Innovation)Manager Nina Shen 接見，雙方就昆士蘭州政府促進大學與產業之間互相合作所採取的機制，尤其是在人文及社會科學領域、推動科技教育與訓練的國際合作策略，以及作為補助學術研究經費之部門，如何評估受補助單位或學研人員的研究績效與其研究所帶來的社會、經濟影響等主題交換意見。會中 Executive Director Hall 並提及昆士蘭州政府為促進昆士蘭成為國際科技中心，預定於 2017 年 3 月 29 日至 31 日於布里斯本舉辦 Myriad Festival 之活動訊息(<http://myriad.live/>)，將邀集全球企業家、創新專家及投資者參與，也歡迎我國產學研界人士參加。



圖 2-1：會後合影。左起昆士蘭州政府貿易暨投資處國際教育及訓練部門 Executive Director Rebecca Hall、本部人文司江佩穎、昆士蘭州政府科學、信息技術與創新部科技實力與合作處 Manager Nina Shen

參、心得及建議

一、省思作業流程及方式

在 Ian Lowe 教授的主題演講中，有與會者提問：「如果演講者是大學校長，將採取哪些作法，使學校達到永續性的目標?」，Lowe 教授回應將從課程設計、教學內容調整等管理層面做出改變，更重要的是讓全體教職員工體認到為了達到永續性所採取的措施，的確會對這個社會帶來不同於以往的影響。

作為學術研究計畫補助業務的承辦人，這個提問也可以用來檢視我們在辦理各項獎勵及補助案件之審查及核定作業時，是否具備永續性的思維、所採取的流程及方式是否符合永續的理念。目前在補助專題研究計畫申請作業上，本部已採取線上申請作業，申請名冊及申請人資格切結書也可以電子公文函送本部，減少消耗紙張。在審查作業方面，本部已採用線上審查方式，召開複審會議時也多採用電子化會議方式辦理，會議資料盡量不以紙本方式提供。建議能夠再簡化申請書表及審查表格，降低申請及審查作業過程中使用電子產品的時間，節省能源，有助於減少碳排放量。

二、永續的思維及作法

呼應本次研討會的主題「永續」，主辦單位採取許多環保做法，包括盡量減少紙本文件的列印，除與會者名牌及會議議程表以紙本印製外，其餘論文摘要及全文等會議資料均可於大會網站下載，也另儲存於隨身碟中隨名牌發放予與會者。另外，提供與會者每人一個可重複使用的水瓶、準備較傳統塑膠杯減省 75%碳排放量的冷飲杯、以及會議午餐及茶點如有剩餘捐贈給 Ozharvest, Auscare, Micah Projects, Stepping Stone Clubhouse 機構等等作法，在在落實本次研討會的精神。



圖 3-1：會議資料儲存於隨身碟、使用較為環保的冷飲杯

而就本部現行規定中，補助國內舉辦國際學術研討會作業要點已明文規定：「基於保護生態環境及資訊共享原則，本部不再補助紙本印製之論文集。」，此類注重環境保護及維護生態永續發展的作法，可考慮擴大推動到其他補助業務，或於學門的研究成果發表會中積極落實。

三、賦予申請機構內部審核研究計畫內容之責任

本次與會期間，和紐西蘭學者交換意見時，得知在研究計畫申請流程上，學者所提的研究計畫書必須先通過學校內部審核後，再向紐西蘭政府提出申請補助。雖然競爭激烈，通過率不高，但通過雙重審核後，能夠獲得政府部門較為長期及充足的經費補助。

目前國內有一些大學的校內研究獎補助規定研究人員需先向本部提出專題研究計畫申請案，且未獲得本部補助，始能向校內申請研究補助經費。也有些學校規定未獲得本部補助之專題研究計畫，必須再提出申覆，申覆後仍未獲本部補助者，學校才願意考慮給予補助。因此，產生研究人員即使只需要校內補助其研究經費，也不得不先向本部提出專題研究計畫申請案及申覆案的現象。此舉不僅可能耽誤研究進程，也耗費本部的審查資源。

如果採取紐西蘭政府的方式，申請案須經申請機構由學術審查程序審查後推薦之，代表申請機構認可該研究計畫主持人之研究能力及申請案之內容，可以減少研究計畫品質良莠不齊的現象。目前本部在徵求學術攻頂研究計畫時，規定申請時需檢附申請機構推薦書，已具有上述的篩選效果。建議本部可以考量擴大至其他任務型的補助專案。視其辦理效果後，再逐漸適用於一般專題研究計畫之申請作業。

四、其他觀察

大會另設有 APP 提供下載安裝，除了可以自行安排會議行程，隨時接收會議最新訊息外，並具有社群功能，可發送訊息，或與其他與會者線上交流討論。為與會者提供後續的聯繫管道，有利於研究社群的形成。

Under New Management

Innovating for sustainable and just futures

30th ANZAM Conference

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

Program

www.anzam.org



Tuesday - 6 December

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

Wednesday - 7 December

8:00	Registration: Level 4, Z Block Foyer
9:00-9:30	Official Welcome Room Z411
9:30-10:30	Keynote Address: Ms Julianne Alroe, CEO and Managing Director, Brisbane Airport Corporation Ltd, "Creating a world-class airport by thinking differently". Chair: Kate Kearins. Room Z411
10:30-11:00	Morning Tea Level 4, Z Block & Level 5, P Block Organisational Behaviour Stream Get-together Level 6 Terrace, P Block

CONCURRENT SESSION ONE

Session	1.1	1.2	1.3	1.4	1.5	1.6	1.7	1.8
Room	Z503	Z504	Z606	Z607	P504	P505	P506	P506A
Stream	SM Inter 1 (14 P1)	ESSB Comp 1 (3 P1)	GGH Comp 1 (4 P1)	Research Symposium 1	HRM Inter 1 (6 P1)	TISGM Inter 1 (16 P1)	PO Inter 1 (12 P1)	MED Comp 1 (9 P1)
Chair	Kerry Brown	Lisa Daniel	Diana Rajendran		Amanda Gudmundsson	Rowena Barrett	Derek Walker	Peter McLean
11:00	465 Under New Management: Dynamic Capabilities for Moderating Challenges to Perth Retailers. <i>Simon, Alan; Bosholt, Janine</i>	024 Characteristics of the small business as a site for informal learning. <i>Coetzer, Alan; Kock, Henrik; Walto, Andreas</i>	244 Demographic Predictors of Work-Family Balance: A Fuzzy-Set Qualitative Comparative Perspective. <i>Farivar, Farveh; Geneste, Louis; Cameron, Roslyn</i>	Study of Australian Leadership: Initial findings and opportunities. <i>Peter Gahan, Bill Harley, Josh Healy, Jesse Olsen, Maden Adamovic, Max Theilacker, Leisa Sargent</i>	209 Psychological contracts of expatriates – the effects of personality factors on breach, violation and their impact on international assignment success. <i>Storz, Sandra</i>	363 Managing the Transition to Advanced Manufacturing: An Organic Approach. <i>Fallon, Wayne; Hurriyel, Hilal</i>	245 Leading People and Managing Things. <i>Sowunmi, Il, Dayo</i>	042 Crying in the Classroom: Narratives, Self-exposure and Reflexive Learning. <i>Hibbert, Paul</i>
11:20	309 Dynamic Capabilities of Firms: Cases in the Slow Fashion Industry. <i>Seifert, Miriam; Benson-Rea, Maureen</i>	322 The 'burden' of compliance in SMEs. <i>McKeown, Tui; Mazzaro, Tim; Gilles, Gudrun</i>	088 Job Autonomy, Work-Family Enrichment and Life Satisfaction: A Multi-Group Test of Gender Differences. <i>Haar, Jarrod; Harris, Candice; Thomas, Shana</i>		395 The impact of organisational career management practices from 1996 to 2015 on staff turnover and innovation. <i>Hess, Narelle; Jepsen, Denise</i>	227 The Iceberg of Sustainability. <i>Ryan, Emily; Pepper, Matthew; Munoz, Albert; Cooper, Paul</i>	390 The Status of Research on Leadership in Business Process Management: A Call for Action. <i>Bandam, Wasana; Syed, Rehan; French, Erica; Stewart, Glenn</i>	293 A collaborative approach to design and delivery of a flipped classroom: A cross-cultural management experience. <i>Kippist, Louise; Macmillan, Paul</i>
11:40	160 Competitive advantage of family businesses: The role of work group support. <i>Royer, Susanna; Bradley, Lisa</i>	370 Family Dynamics and Family Business Success in Small Scaled Family Owned business. <i>Ediriweera, Amali; Armstrong, Anona; Heenatigala, Kumudini</i>	401 Crossover of work-family conflict in supervisor-subordinate dyads in India: Does the quality of relationship matter? <i>Baral, Rupashree; Sampath, Pavithra</i>		052 Employability enhancement for career future: new practice of human resource management in Polish public organizations. <i>Matczak, Izabela</i>	463 Productivity Effects of Digital Technology. Does Complementary Policies Matter? <i>Shahiduzzaman, Md; Barrett, Rowena; Kowalkiewicz, Marek</i>	335 Cues: How power influences behaviour in project portfolio management. <i>Wynn, Conor; Smith, Liam; Killen, Catherine</i>	386 Facilitating engagement for deep learning: the role of authenticity and relevance in sustainability education. <i>Wallon, Sara; Carr, Sarah</i>
12:00	223 Under New Management: Is Democratic Governance the way forward for Organizations? <i>Malmgren, Mikael; Seymour, Steve</i>	403 Role of government in rural Malay family-based herbal entrepreneurship in Malaysia. <i>Ismail, Ismi; Paul, Kamal; Suandi, Toriman; Samah, Bahaman</i>		057 Career Aspiration, Job Satisfaction and Work-life Balance: A comparison between one-child employees and employees with siblings in China. <i>Xian, Huijing; Atkinson, Carol; Meng-Lewis, Yue</i>		050 Value chain management within tertiary education. <i>Cheng, Rong; Childerhouse, Paul; Young, Martin</i>	343 The influence of change management qualifications on stakeholder perceptions of project success and sustainable outcomes. <i>Davidson, Paul; Murphy, Shelley; French, Erica</i>	446 Sowing the Seeds of Change, Indigenising Business Curriculum. <i>Buxhji, Diane; Amoamo, Maria; Bragg, Corey; Thompson, Anna; Kapa-Bhair, Janine</i>

12:20-13:20	Lunch Level 4, Z Block & Level 5, P Block
13:00-13:20	Stream Awards The Cube, Level 4, P Block

							8:00
							9:00-9:30
							9:30-10:30
							10:30-11:00
							11:00-12:20
1.9	1.10	1.11	1.12	1.13	1.14	1.15	Session
P512	P514	P413	P413A	P419	P421	O314	Room
SSM Comp 1 (15 P1)	HRM Comp 1 (6 P1)	OB Inter 1 (11 i1)	OB Inter 7 (11 i7)	LG Comp 1 (8 P1)	ESSB Comp 2 (3 P2)	IM Comp 1 (7 P1)	Stream
Melissa Edwards	Anna Wiewiora	Cameron Newton	Suki Sawang	Karen Becker	Per Davidsson	Maryam Omari	Chair
428 Corporate Social Responsibility in a developing country: Evidence from Large Companies in Vietnam. <u>Do, Lan</u> Huang, Xueli (Charlie); McMurray, Adela	254 HR Differentiation and Employee Creativity. <u>Eyamu, Samuel</u> ; Harley, Bill; Gahan, Peter	257 Linking Ethical Leadership to Employee Outcomes: The Role of Alienation from Work. <u>Fisher, Greg</u> ; <u>Nejati, Mehran</u> ; Sarker, Tapan	104 From upright to unfriendly: How the experience of anxiety influences helping behavior. Cheng, Bonnie; Jiang, Yuwei	015 Firm life cycle and advisory directors. <u>Bhuiyan, Md. Borhan</u> ; Habib, Ahsan; Hasan, Mostafa	097 Entrepreneurial Opportunities: Some Final(?) Nails in Their Coffin. <u>Davidsson, Per</u>	463 The Chinese Wall: Global Talent Management in Indian ICT Services Multinationals in China. <u>Thite, Mohan</u>	11:00
070 Poverty and Sustainable Management by Mining Multinational Corporations in Mekong Countries. <u>Pimpa, Nattavid</u>	182 Careers in the city: Employability and workability. <u>Kennedy, Jeffrey</u> ; Chan, Kim Yin; Arthur, Michael	200 Leadership styles as antecedents of employee turnover intentions and innovative work behaviour: A research framework. <u>Amankwaa, Albert</u> ; Susomrith, Pattanee; Brown, Alan	255 An Identity-Based Framework For Effectiveness in Complex Teams. <u>Baghav, Sonia</u> ; Gibson, Christina	251 Aboriginal & non-Aboriginal non-profit board directors on cultural knowledge and authentic leadership. <u>Bentscher, Ruth</u> ; Cooke, Nicholas	181 An investigation into the evolution of incubators' provisions to firms. <u>Douche, Jenny</u> ; Daellenbach, Urs; Davenport, Sally	102 Who Should We Learn About Failures From?: Evidence from the Global Airline Industry. <u>Min, Jungwon</u>	11:20
185 The relationship between social performance, staff perception of social performance and organisation culture: Social finance organisations in Victoria, Australia. <u>Sibley, Jonathan</u> ; Bandara, Priyanka; Hamilton, David	206 A missing link in work-family enrichment: The mediating role of self-efficacy to regulate work and life. <u>Chan, Xi Wen (Carys)</u> ; Kalliath, Thomas	379 Thriving at work through emotional social competence. <u>Bhartia, Abha</u> ; Vijayalakshmi, V	238 Strengthspotting as a facilitator of wellbeing contagion: How positive behaviour can infect organisational networks. <u>Lea, Rebecca</u> ; Almeida, Shamika; Capuli, Peter	275 Are long term directors the new inside directors? A qualitative study into the consequences of tenure on outside directors. <u>Elms, Natalie</u> ; Nicholson, Gavin	215 Exploring Entrepreneurial Ecosystems: Consistencies, Contrasts and Contributions. <u>Daniel, Lisa</u> ; Medlin, Chris; O'Connor, Alan; Stalsenko, Larissa; Vruk, Rowena; Hancock, Gary	167 Using Organisational Play to Overcome Organisational Constraints for Innovation. <u>Hsiao, Ruey-Lin</u> ; Ou, Su-Hua; Suseno, Yuliani	11:40
032 Corporate Social Responsibility and Service-Oriented Citizenship: Tests of Competing Explanations. <u>Bavik, Ali</u> ; Bavik, Yuen Lam	128 The effects of Cyberstacking through Social Media on Work-Life Conflict: A fuzzy-set qualitative comparative analysis. <u>Fatigar, Faris</u>		208 Stress perception in teams – A comparative study of mono- and multinational teams. <u>Leifels, Katrin</u>	431 CEO Humility, Narcissism, and Firm Innovation: A Paradox Perspective on CEO Traits. <u>Ou, Amy Y.</u> ; Zhang, Hongyu; Tsui, Anne; Wang, Hui	303 Building human, social, and psychological capital with online crowdfunding projects. <u>Macht, Stephanie</u> ; Chapman, Geoffrey	355 The Dynamic Global Integration and Local Responsiveness Framework: Understanding Strategic Movements of MNEs. <u>Liao, Tung-Shiao</u> ; Li, Mimi	12:00
							12:20-13:20
							13:00-13:20

13:20-15:00 CONCURRENT SESSION TWO									
Session	2.1	2.2	2.3	2.4	2.5	2.6	2.7	2.8	2.9
Room	Z503	Z504	Z606	Z607	P504	P505	P506	P506A	P512
Stream	PSNFP Inter 1 (13 i1)	ESSB Inter 1 (3 i1)	OB Comp 1 (11 P1)	SM Comp 1 (14 P1)	HRM Inter 2 (6 i2)	TISCM Inter 2 (16 i2)	SSM Comp 1 (15 P2)	PO Inter 2 (12 i2)	PO Comp 2 (12 P2)
Chair	Linda Colley	Conor O'Kane	Beni Halvorsen	David Stiles	Leisa Sargent	Terry Sloan	Melissa Edwards	Beverley Lloyd-Walker	Sam MacAuley
13:20	360 Institutional Logics and Social Return of Investment. Gurd, Bruce; Lim, Cheryl 037 Measuring Project Success in Local Government. Algeo, Chivonne; Morris, Austin; Wilkinson, Sara; Candusso, Damian	075 Management Implications for Small Auto Businesses due to the New 2014 Warrant of Fitness Regulations in New Zealand. Marriott, Jeffrey; Workneh, Zelalem; Nel, Pieter	364 Team Faultline "Types, Configuration and Influence" Evidence from Chinese Provincial Top Cardre Teams. Zhang, Yue	122 Influence your firm's resilience through its reputation: Results won't happen immediately but they will happen!. French, Erica; Tracey, Noel	361 Path dependence and the marginalisation of HR: Patterns of transformation and rigidity. Parkinson, Ann; Plimmer, Geoff	095 Can necessity be the mother of "innovation" or how do entrepreneurial milieus emerge? Or: Why do raspberries grow in Cambridge?. Gretzinger, Susanne; Royer, Susanne; Brown, Kerry; Burgess, John; Maltaske, Wenzel	393 Energy cultures of SMEs: understanding energy behaviour. Walton, Sara	452 Exploring Projects and Rituals. Lundin, Roif	420 Responding to multiple institutional logics in inter-institutional temporary organizations: A longitudinal study of the making of the 21st century hospital. Soderlund, Jonas; Pernsel, Sofia
13:40	461 Planning for Disaster in New Zealand's Public Sector. A Critical Review. Livschitz, Sarah; Sullivan-Taylor, Bridgette	142 The Moderating Role of Dynamic Managerial Capabilities in the Relationship between Asset Specificity and Entry Mode Choice: A Case of Small and Medium-sized Enterprises. Chung, Cindy	180 Cooperation in the face of conflict: The effects of Interorganizational trust beliefs. Holtgrave, Maximilian; Nienaber, Ann-Mare; Tzafir, Shay; Schewe, Gerhard	035 A Visual Approach on Strategy: The Visual-Talk Interplay in Powerpoint. Knight, Eric; Parouls, Sotirios; Heracleous, Loizos	405 Using Job-Embeddedness Theory (JET) to Explore Retention of Chefs in Remote Tasmania. Daly, Amanda; Styles, Leigh	351 Security in Export Supply Chains: A Dare Necessity from Integration perspective. Pratama, Dicky; Shee, Himanshu; Hede, Anne-Marie	449 Improving in Pursuit of a Circular Economy. Edwards, Melissa; Angus-Leppan, Tamsin; Berni, Suzanne	282 Managing Project Knowledge. Urwin, Gerry	432 Improving the delivery of UK Infrastructure: a business model perspective. Brady, Timothy; Nightingale, Paul; Davies, Andrew
14:00	329 Dealing with wicked' problems across organisations a systems perspective. Clark, Andrea; Brocklesby, John; Elias, Arun	314 Social media and innovation management in developing economies' SMEs: A conceptual framework. Dewi, Ambar	077 Migrant employees, job-embeddedness and intention to leave: The mediating influence of climate for inclusion. Halvorsen, Benji; Ng, Yin Lu	157 Strategy-as-practice as a response to the difficulties with assessing non-profit performance?. Sabert, Bianka; Graham, Wayne; Wynder, Monte; Lawley, Meredith	163 How does market orientation influence corporate entrepreneurship? The mediating role of human resource management strength. Tang, Guiyao; Yu, Bingjie; Chen, Yang	014 Exploring the Effects of Procurement Lead-Times on the JIT Supply and Logistics of Items in a Process Industrial Environment. Roy, Ram	388 Communal Screening Knowledge Transfer with Partial Template. Bhatt, Babita; Gureshi, Israr; Sutter, Christopher	391 An Understanding of Business Process Standardization. Goel, Kanika; Bandara, Wasana	318 Re-Imaging Projects in Light of the Private Finance Initiative (PFI). Alexander, James; Ackermann, Fran
14:20	320 An Analysis of Impediments to Collaboration in the New Zealand Public Sector. Jenkin, Nazanin; Lockhart, James	436 Entrepreneurs' coping matters: A pilot study investigating the mechanisms between top management team conflict and venture performance. Mu, Zhi Rong; Lin, Xiao Song; Bao, Hai Zhou	039 A cross-cultural theory of authentic leadership. Lux, Andrej; Grover, Steven; Teo, Stephen	168 Polychronicity in Managing Multiple Goals: The Effect of Governance Formalization and Governance Flexibility. Yang, Feifei; Shinkle, George; Goudsmit, Mirjam	017 From Devolution to Dissolution: Are HR specialists still relevant? Gao, Jennifer	338 Managing the project knowledge in SMEs: a conceptual framework. Nguyen, Ioan	056 Effects of internal labour migration on air and water pollution in China. Nielsen, Ingrid; Raftiq, Shuddha; Smyth, Russell	457 The Level of Importance of Potential Obstacles in Public-Private Partnership (PPP) Projects. Fung, Ivan; Jailton, Lara; Wang, Di	100 Avoiding the 'death spiral': How project orientated organisations manage adaptability in a market downturn. Moffatt, Jennifer; Colley, Vaughan; Rose, Timothy
14:40		439 Research Scientists' Role Transitions and Capacity Development: A focus on New Zealand's Science for Technological Innovation Challenge. O'Kane, Conor; Davenport, Sally; Ruckstuhl, Katharina	036 Servant Leadership, Employee Job Crafting, and Citizenship Behaviors: A Cross-Level Investigation. Bavik, Ali; Bavik, Yvon Larr	417 Alliance network Tie-strength, expansion speed, and high-tech venture performance. Shukla, Dhirendra; Mittal, Amita; Qureshi, Israr; Wang, Taiyuan	148 HRM and Social Exchange Theory: A study of disability workers in Australia. Meacham, Hannah; Cavanagh, Jillian; Shaw, Annie; Bartram, Tim	247 Collaborative innovation: A systematic review. Cumin, Dana; Callagher, Lisa		124 Insights into the importance of project organising in preventing species extinction in Australian. Willemssen, Madelon; Pollack, Julien; Algeo, Chivonne	
15:00-15:30	Afternoon Tea Level 4, Z Block & Level 5, P Block								

								13:20-15:00
2.10	2.11	2.12	2.13	2.14	2.15	2.16	2.17	Session
P514	P413	P413A	P419	P421	O303A	O308	O314	Room
HRM Comp 2 (6 P2)	OB Inter 2 (11 I2)	LG Inter 1 (8 I1)	TISCM Comp 1 (16 P1)	OB Comp 2 (11 P2)	HMO Comp 1 (5 P1)	MCR Comp 1 (10 P1)	IM and TISCM (7 and 16) Inter 1 (7 I1)	Stream
Ed Ng	Adelle Bish	Vicky Browning	Ross Chapman	Herman Tse	Antonia Girardi	Sujana Adapa	Yuliani Suseno	Chair
331 Revisiting the black box in SHRM: An extension of the meta-analytical review of the HR-performance link. <u>Teo, Stephen Ho, Marcus, Nguyen, Diep, Okorogu, Chikodi</u>	342 Will the grass be greener on the other side? Managing employees' buy-in of change by leveraging employees' internal brand identification. Booth, Jessica	333 Ethical Self Transforming Leadership <u>Roux, Marianne, Härtel, Charmine</u>	033 Supply Strategy: A Quasi-Experiment on the Number and Location of Suppliers <u>Macau, Flavio, Duarte, Andre Luis, Souza, Rafael</u>	348 Role stressor interactions in the Australian transport industry. <u>Tucker, Michelle, Jimmieson, Nerina, Bardsley, Jane</u>	261 Combining aged care and child care in Australia: the opportunity to extend educational programs for intergenerational carers. <u>Fitzgerald, Anneke, Shacklock, Kate, Radford, Katrina, Vecchio, Nerina</u>	269 Understanding the Role of Materialism and Decision making styles of Adolescents on their Buying Behavior: Insights from India. <u>Srivastava, Arpita, Kumar, Vivek</u>	225 The Role of Social Capital on Expatriate Work Well-being. <u>Apriyani, Harum</u>	13:20
381 The Challenges in Business Process Improvement Training Transfer: An Exploration of Empirical Evidence from Australia. <u>Thennakoon, Dharshani, Bandara, Wasana, French, Erica</u>	099 A Smooth Negotiation Makes Us Happy - The Mediating Role of i-Deals between Leader-Member Exchange (LMX) and Organizational Citizenship Behavior (OCB) in the Chinese Context <u>Wong, Macy; Kwok, Man Lung Jonathan; Duan, Jingyun</u>	170 Challenges in conceptualising leader self-efficacy and its antecedents - what are we missing? <u>Skinner, Suzette</u>	385 Through the Community of Practice lens: Managing knowledge boundaries between firms and user communities. <u>Bandhwa, Krithika, Jösserand, Emmanuel, Schweitzer, Jochen</u>	297 Evaluating the Relationship between Job Engagement, Transformational Leadership, High-Performance Human Resource Practices, and Job Performance. <u>Pham-Thai, Nguyen, McMurray, Adela, Muchiri, Michael</u>	234 Understanding positivity in healthcare teams: A research odyssey. <u>Dadich, Ann, Kippist, Louise, Fulop, Liz, Hayes, Kathryn, Karimi, Leila, Smyth, Anne</u>	242 The role of emotional intelligence in sensory perception. <u>Papay, Ushai, Ashkariyasa, Neal, Tomba, Alastair</u>	064 The role of perceived organisational support in expatriate adjustment and assignment success. <u>Sokro, Evans, Pillay, Soma</u>	13:40
190 Location and Firm-specific Influences over the Adaptation of HRM Practices in Multinational Enterprises from Emerging Economies: Evidence from Indian MNE with Subsidiaries in Australia <u>Patel, Parth, Bhanugopan, Ramudu, Bathula, Hanoku</u>	239 Examining the Impact of Chinese Cultural Values on Emotional Labour Acting Strategies. <u>Chan, Bobbie, Woo, Ka-shing</u>	326 The influence of perceived responsible leadership on the three-component model of organisational commitment: A structural equation modeling with Australian employees. <u>Haque, Amlan, Fernando, Mario, Caputi, Peter</u>	308 Opportunism in Manufacturing Supply Chains in Uganda. <u>Eyaa, Sarah, Sriharan, Ramaswami, Ryan, Suzanne</u>	191 Does the Victim Become the Perpetrator? The Moderating Influences of Family Incivility and Self-Control on the Psychological Contract Violation and Counterproductive Workplace Behaviours Relationship. <u>Tham, Tsa Leng, Cooper, Brian, Donohue, Ross, Chew, Yin Teng</u>	221 Exemplary nurse and midwifery managers' coping strategies: an Australian study <u>Fulop, Liz, Shacklock, Kate</u>	169 On Motivating Sustainable Consumption: The Contrasting Effects of Guilt and Shame Emotions. <u>Chu, Maggie, Wan, Lisa C., Lau, Rebecca S.</u>	008 Onions, oceans and rainbows: Using metaphors to understand cultural differences in management. <u>Karsaklian, Eliane</u>	14:00
319 Experiencing flow at work: Evidence from human resource professionals. <u>Moloney, John, Kashi, Kia</u>	197 Tipping on the tightrope: The role of workplace passion and work-life balance on employee well-being. <u>Lajom, Jennifer Ann, Amarnani Rajiv, Restubog, Simon, Bordia, Prashant, Tang, Robert</u>	414 Humility in leadership - innovating a classic. <u>Sietsma, Simone</u>	327 Supply Chain Resilience - Beyond Flexibility and Redundancy. <u>Ahmad, Rizwan, Pulakanam, Venkat, Chowdhury, Mezbahuddin, Vargo, John</u>	179 How Do I Stay Proactive? Examining the Effect of Proactive Behavior and Breaks on Fatigue. <u>Ouyang, Kan, Lam, Wing, Cheng, Bonnie, Chen, Ziqiang</u>	038 An Empirical Examination of Patient Perceptions on Hospital Service Quality in Turkey: Implications for Evidence-Based Practice. <u>Akdere, Mesut, Top, Mehmet, Tekingündüz, Sabahattin</u>	164 Introversion/ Extraversion Personality Characteristics Affect Consumer Taste Preferences in Food Consumption Context. <u>Charoensuk, Vipada, Newby, Leonce, Muutink, Olav, Radel, Kylie</u>	080 Strategic asset seeking FDI and MNCs' performance: A perspective of an emerging economy. <u>Mi, Lili</u>	14:20
031 Developing Human Resources in the CIVETS Countries: Implications for Leadership and Innovation. <u>Akdere, Mesut</u>	291 OMG! Are you serious? The downward spiral of the water-cooler effect and the wicked problems it creates within the workplace context. <u>Slace Kent, Luke Houghton, Steven Grover</u>	061 Boardthink: Exploring the discourses and mind-sets of directors. <u>Inkson, Kerr, Carroll, Brigid, Ingley, Coral</u>	264 A meta-definition of sustainable supply chain management - mapping current understanding and future development. <u>Reetke, Hendrik, Olsen, Tava</u>	229 Non-preferred work tasks, job crafting and organizational citizenship behaviour: A preliminary analysis. <u>Rana, Vishal, Jordan, Peter, Tse, Herman, Jiang, Zhou</u>	069 Comparing Organizational and Individual Support: Employee Engagement and Turnover Intentions across public, NFP and FP organizations. <u>Brunetto, Yvonne, Farr-Wharton, Bert, Shacklock, Kate, Farr-Wharton, Rod, Neilson, Silvia</u>	005 Ground Theory and Emotional Engagement, What Do We Learn From the Field? <u>Sorbello, Alessandro, Karsaklian, Eliane</u>	021 A sustainability study of Temperature Controlled Warehouse and Cold Chain Business in Hong Kong <u>Yuen, Simon</u>	14:40
								15:00-15:30

15:30-17:10 CONCURRENT SESSION THREE							
Session	3.1	3.2	3.3	3.4	3.5	3.6	3.7
Room	Z503	Z504	Z606	Z607	P504	P505	P506
Stream	MCR and PSNFP (10 and 13) Inter 1 (10 H)	ESSB Comp 3 (3 P3)	GDI Comp 3 (4 P3)	SM Comp 2 (14 P2)	HRM Inter 3 (6 I3)	HMO Comp 2 (5 P2)	SSM Inter 1 (15 I1)
Chair	Sujana Adapa	Artemis Chang	Diane Rowhlu	David Stiles	Peter Holland	Anneke Fitzgerald	Sara Walton
15:30	207 Consumer Reactions to Service Failure: When Attractive Opposite-Sex Service Providers Make Mistakes. <u>Wan, Lisa C.</u>	001 Network-Based Informal Learning of Women Small Business Owners. <u>Sharafzad, Jalileh; Morris, Robyn</u>	399 Effects of the global financial crisis on pay equity in the Queensland public sector. <u>Colley, Linda</u>	189 'Mind the rigour-relevance gap': The guiding role of strategic knowledge-frames and metaphors-in-use in theory and practice. <u>Stiles, David; Jarrett, Denise</u>	404 Informal learning in the workplace: a framework to support an innovating environment. <u>Klein Marodin, Joyce; Waterhouse, Jennifer; Malik, Ashish</u>	079 How are Community Pharmacy owners managing their organisation's dual roles of being healthcare provider and retailer? <u>Scabill, Shane; Tracey, Marcel; Sayers, Janet; Warren, Lorraine</u>	304 Needing to connect: Problematic Mobile Phone Use Driving Social Responsibility. <u>Bond, Clare</u>
15:50	176 Communication and participation – the solution for non-profit management challenges? <u>Sabert, Bianca; Graham, Wayne; Lawley, Meredith; Wynder, Monte</u>	212 The Informal Cash Economy and New Zealand Small and Micro Businesses. <u>Yong, Sue</u>	347 Does the religiosity of managers influence their attitudes toward women as managers? –An examination of a mediated model in Bangladesh. <u>Biswas, Kumar; Patel, Parth</u>	047 Diversification or Desynchronicity: An Organisational Portfolio Perspective to Risk Reduction. <u>Shao, Xueleng; Qiu, Jane; Luo, Nanfeng</u>	121 Entrepreneurship, Professionalism and Leadership: A framework and measure for human capital development for the innovation economy. <u>Chan, Kim Yin; Ho, Ringo; Chernysenko, Oleksander; Chiu, Hong Choon; Kennedy, Jeffrey; Yu, Trevor; Uy, Marilyn</u>	278 Cultural consequences of cost control in public hospitals: An organisational level perspective. <u>Golenko, Xanthe; Fitzgerald, Anneke; Radford, Katrina</u>	250 When CSR and Positive Psychology Collide: Corporate Responsibility to Whom and for What? <u>Chia, Austin; Kern, Margaret</u>
16:10	243 Consumer engagements, resources, and roles for value co-creation. <u>Akareem, Husain</u>	256 Exploring the Diversity of SMEs: a taxonomic approach in a French Region. <u>Reboud, Sophie; Serboff, Thierry; Goy, Hervé; Mazzarol, Tim; Clark, Delwyn</u>	156 Gifting sales work and crafting late stage careers in the Pharmaceutical Industry. <u>Cutcher, Leanne; Foweraker, Barbara</u>	429 Under new management, tradition of innovation and innovation of tradition: the case of constructive disruption in a family firm. <u>Hermens, Antoine; Simpson, Ace; Berb, Marco</u>	187 Role of performance management systems in the Australian oil and gas industry. <u>Kumar, Sunil; Cameron, Roslyn</u>	132 Extending our understanding of implementation through Normalization Process Theory: A systematic scoping review of key implementation strategies. <u>Barbery, Gaery</u>	424 Organisational Social Responsibilities of University - Industry Research Centers - An Analytical Framework. <u>Hardie, Liz</u>
16:30	416 Exploring the Use of Current Subjective Measures to Manage Services in Victorian Public Library: A Case Study. <u>Shaikh, Wajeeh; Hollan, Rosalie; Staples, Warren</u>	286 Factors Contributing to the Escalation and De-Escalation of Family Business Conflict. <u>Efendy, Komala; Zolin, Roxanne; Chang, Artemis</u>	439 Pay Inequality and formalised payment systems in the UK: Gender, ethnicity and disability. <u>Woodhams, Carol</u>	451 Agency Problems in Service Outsourcing: Adverse Selection and Performance Ambiguity. <u>Bhattacharya, Ananya; Singh, Prakash</u>	397 The perception of talent management across different academic ranks within a mega distance learning university in South Africa. <u>Bezuidenhout, Adele</u>	129 Resilience and Team Cohesion amongst Senior Nurses. <u>Kosiol, Jennifer</u>	111 Community engagement and corporate social responsibility (CSR) standards in sustainable mineral and natural resource extraction: A case study of the Hunter Valley region in Australia. <u>Sarker, Tapan; Nejati, Mehran</u>
16:50				332 Managing innovation process for small firms: A case of managing paradox. <u>Lui, Steven; Walker, Benjamin; Jackson, Chris; Shinkle, George; Ozdemir, Salih</u>		352 The moderating effect of training effectiveness on organisational change and in role job performance. <u>Carlisle, Joanna; Bhanugopan, Ramudu</u>	
17:10 - 19:00	Project Organising Stream Get-together Wine and Cheese Level 6 Terrace, P Block						
19:00 - 23:00	Conference Dinner Room 360, Level 11, Y Block, OUT Gardens Point *Ticket holders only*						

							15:30-17:10
3.8	3.9	3.10	3.11	3.12	3.13	3.14	Session
P506A	P512	P514	P413	P413A	P419	P421	Room
MED Inter 1 (9 P1)	PO Comp 3 (12 P3)	HRM Comp 3 (6 P3)	OB Inter 3 (11 P3)	LG Inter 2 (8 P2)	TISCM Comp 2 (16 P2)	OB Comp 3 (11 P3)	Stream
Christa Wood	Erica French	Greg Fisher	Ken Parry	Peter Jordan	Cameron Newton	Remi Ayoko	Chair
204 Educating For Management: Australian and Chinese Perspectives. <u>Davidson, Paul</u> ; <u>Tsakissiris, Jane</u> ; <u>Guo, Yuanyuan</u>	094 Isomorphic forces and their effects on gender gap in Australian project-based organisations. <u>Baker, Marzena</u> ; <u>French, Erica</u> ; <u>Hatcher, Caroline</u>	065 Expatriate adjustment and assignment success: The significance of host country support. <u>Sokro, Evans</u> ; <u>Pillay, Soma</u>	041 Are Entrepreneurs Really the Happiest People on Earth? A Study of Entrepreneurial Emotional Labour. <u>Lau, Victor</u> ; <u>Wong, Yin Yee</u>	415 Leading In Turbulent Times: Preliminary Findings from an Investigation of Leadership Practices in the Australian Higher Education Sector. <u>Tiwari, Narayan</u>	146 Sustainable airports: breaking the pathways of organisational vulnerability. <u>Bongiovanni, Ivano</u> ; <u>Newton, Cameron</u>	460 How reflection strategy improves the effect of learning goals on performance outcomes in a complex decision - making task. <u>Yang, Miles</u> ; <u>Zhang, Yucheng</u>	15:30
321 Pursuing the 'Holy Grail' of HRM education – enhancing student engagement, academic performance AND industry relevance. <u>Jackman, Doug</u> ; <u>Sutiyono, Wahyu</u> ; <u>Weir, Brian</u>	252 Uncertainty as Opportunity: The Challenge of Project Based Careers. <u>Lloyd-Walker, Beverley</u> ; <u>Crawford, Lynn</u> ; <u>French, Erica</u>	153 An exploratory study of cultural attitude in majoring science in oil countries: Experience from Emirates, Qatar and Kuwait. <u>Mehrez, Ahmed</u>	368 A Qualitative Exploration of the Drivers of Transformative Work Design for Public Hospital Operating Theatres. <u>Hay, Georgia</u> ; <u>Parker, Sharon</u>	092 Public Sector Leadership Research in Australia and New Zealand: A Critical Assessment of the Current State of Play. <u>Jog, Samadluni</u>	133 Development of an Agent-based Model for the Dynamic Milk Collection Network. <u>Mumtaz, Mohammad</u>	305 Contagion Effects of Abusive Supervision Climate: A Multilevel Study. <u>Khan, Shahid</u> ; <u>Sendjaya, Sen</u> ; <u>Kiazad, Kotwar</u> ; <u>Cooper, Brian</u>	15:50
353 George Williams in Thailand: A Replication of an Ethical Decision-Making Exercise in a Large and Culturally Diverse Undergraduate Management Class. <u>Edwards, Marissa</u> ; <u>Gallagher, Erin</u>	188 Facilitators and Challenges for Learning within a Global Project-Based Organisation. <u>Wiewiora, Anna</u> ; <u>Chang, Artemis</u> ; <u>Smidt, Michelle</u>	013 The decision to repatriate: The case of self-initiated repatriate New Zealanders. <u>Ellis, David R.</u> ; <u>Yao, Christian</u> ; <u>Thorn, Kaye</u>	266 True colours: why personal values win out over organisational values when we face ethical dilemmas. <u>Lichtenstein, Scott</u> ; <u>Walton, Emma</u> ; <u>Parry, Ken</u>	010 Daily Fluctuations in Constructive and Destructive Leadership: A Dynamic-Physiological Perspective. <u>Volk, Stefan</u>	213 Green Supply Chain Management Practice and Performance Among Ugandan Manufacturing SMEs. <u>Namagembe Sheila, Sheila</u>	186 It takes two to tango: The role of newcomer and organisational factors during the socialisation process in small firms. <u>Field, Robbie</u>	16:10
425 Rubrics and "small data": a work-in-progress report. <u>Russell, Edward</u>	434 A Journey into the Known Unknowns of Project Knowledge: A review of the literature on how the project manager is influenced by knowledge domains. <u>Algeo, Thomas</u> ; <u>Algeo, Chivonne</u>	096 When Sustainability Meets Reality: Exploring the Careers of Elite Athletes. <u>Richardson, Julia</u> ; <u>McKenna, Steve</u>	435 Characterizing Organizational Ergonomic Ethics Culture: An Exploratory Study. <u>Mascarenhas S.J, Oswald</u> ; <u>D'Souza, AC</u> ; <u>Doris, Bara</u> ; <u>Anabel</u>	150 M&A and more women in the boardroom: Is this an answer to poor performance? <u>Garrow, Nigel</u> ; <u>Singh, Nivedita</u> ; <u>Segal, Steven</u>	408 Who are the early adopters in the diffusion of innovations? A literature review. <u>Riverola, Carla</u> ; <u>Dedehayir, Ozgur</u> ; <u>Mirafles, Francesco</u>	152 The Role of Organizational Support towards Security in Terrorism affected Pakistan: A Qualitative and Quantitative Exploration. <u>Junaid, Fatima</u> ; <u>Haar, Jarrod</u> ; <u>Parker, Janie</u>	16:30
455 Becoming 'Business Ready': An Overview of the International Internship Component of the Advanced Specialisation in International Business. <u>Sullivan-Taylor, Bridgette</u>		162 A Resource-Based Perspective on Work-Family Conflict: An Updated Meta-Analysis. <u>Liao, Ekip Yi</u> ; <u>Lau, Victor</u> ; <u>Hui, Ray</u> ; <u>KONG, Kaylee</u>	078 Crafting boundaries: Knowledge workers managing flexible work arrangements. <u>Field, Justin</u> ; <u>Smith-Ruig, Theresa</u> ; <u>Sheridan, Alison</u>	365 'Managing Followers' Impressions through Social Media: The Social Contagion Effect. <u>Jayasingam, Sharmila</u> ; <u>Garib, Singh</u> ; <u>Sharan, Kaur</u> ; <u>Ansari, Mahfooz</u> ; <u>Maniam, Nengaswary</u>	016 A Simulation based Optimization of inventory policies of the food grain distribution stage in Public Distribution System. <u>Kapoor, Rohit</u> ; <u>Ambekar, Sudhir</u>	366 Does Organisational Ethical Culture Influence Sales Personnel's Job Outcome? <u>Jaiswal, Mano</u> ; <u>D. Israel</u> ; <u>Bhatta, Abha</u>	16:50
							17:10 - 19:00
							19:00 - 21:00

Thursday - 8 December

7:30 - 9:00	Health Management Special Interest Group Workshop. Showcasing Leading Edge Health Management Research Collaborations (HM01.A) Liz Fulop, Katrina Radford, Ben Farr-Wharton, Mark Avery, Anne Smyth Room P413							
8:30	Registration Level 4, Z Block Foyer							
8:50-10:30	CONCURRENT SESSION FOUR							
Session	4.1	4.2	4.3	4.4	4.5	4.6	4.7	4.8
Room	Z503	Z504	Z606	Z607	P504	P505	P506	P506A
Stream	GDI Inter 1 (4 i1)	ESSB Comp 4 (3 P4)	GDI Comp 4 (4 P4)	CT and HMO inter (01 and 05 i)	CT Comp 2 (1 P2)	OB Inter 4 (11 i4)	SSM Inter 2 (15 i2)	LG Comp 2 (8 P2)
Chair	Dimitria Grousis	Judy Matthews	Leanne Cutcher	Megan Paull	Ramudu Bhanugopan	Amanda Gudmundsson	Wendy Stubbs	Martin Gummer
8:50	294 Managerial perspectives on diversity management interventions in Australian organisations. Dahanayake, Pradeepa; Rajendran, Diana		288 Transitions to Study and Work: Impacts on Australian Women's Health and Wellbeing. Daniels, Carolyn; Radet, Kylie; Hillman, Wendy	217 Understanding engagement in healthcare: A mixed methods study in a large nonprofit Australian hospital. Girardi, Antonia; Paull, Megan; Whitsed, Craig; Toohy, Danny; Monterosso, Leanne	330 The relationship between psychological contract breach, job Neglect and intention to leave: The mediating roles of Employee Forgiveness and Revenge intentions. Ahmed, Ezaz; Bhanugopan, Ramudu	145 Developing adaptive performance in cognition. Ward, Paul; Hutton, Rob; Hoffman, Robert; Gore, Julie; Conway, Gareth	205 Organisational Ethical Decision Making in Islamic Financial Institutions: A Conceptual Framework. Alziyadat, Naser; Ahmed, Habib	
9:10	112 Women and Mining: Work, Gender and Social Identities. Pimpa, Nallavud; Moore, Timothy	177 Learning by doing - The roles of business plan competition, self-efficacy, and policy in entrepreneurship education. Mu, Zhi Rong; Lin, Xiao Song; Zhang, Zhi Yun	324 Understanding Business Through Indigenous Cultural Context. Ruwihir, Diane; Cathro, Virginia	144 How People Scripting their Careers can Change Institutions in Health Care. Nigam, Amit, Dokko, Gina		262 Exploring the effect of workplace incivility on team performance. Arshad, Rasidah	090 The interaction of big and small (non) corporate actors in strategically managing the global anti-corruption radar. Schembera, Stelan	
9:30	134 Does TMT ethnic background diversity contribute to firm performance? The moderating role of socialization as a diversity management practice. Wang, Yue, Taksa, Lucy	354 Regulating for the public interest: an empirical analysis of the impact of regulation on the financial performance of small corporations in Australia. Li, Yongqiang; Armstrong, Anora; Clarke, Andrew	423 The devil is in the detail: Representation, diversity and inclusion for indigenous persons on AFL club websites. Ferrer, Justine; Turner, Paul	339 The "Ignorance" of the Weberian Organisational Behaviour in Australian Education. Teather, Susan	315 Commercially Focused Interdisciplinary Research: A Case Study of the BioPharma Thematic Research Initiative at the University of Auckland. Harding, Hope; Siedlok, Frank; Callagher, Lisa; Stephens, Anna	196 Construct Validation of the Passion for Work Scale in a Non-Western Context. Lajom, Jennifer Ann; Amarnani, Rajiv; Restubog, Simon; Bordia, Prashant; Tang, Robert	236 A Food-Hub to Realise Regional Sustainable Development: Enterprise Social Capital as Collective Engagement or Collaborative Chaos? Dhakal, Subas; Daniel, Lisa; Brown, Kerry	086 How does authentic leadership encourage team innovation amidst diversity? Bahmanna, Somayehsadat; Grover, Steven; Zhang, Jing
9:50		237 Expertise and entrepreneurial decision-making in business start-up: Evidence from Sri Lankan micro-entrepreneurs. Barababu, Nadeera; Barrett, Mary; Moerman, Lee	108 The "dark side" of social capital: How human capital influences elitism and exclusion. Ng, Eddy; Metz, Isabel; Stamper, Christina; Benschop, Yvonne	193 Perceived Employability of Laotian Business Graduates: skills, gender and social capital. Aphayvanh, Vipanone; Clarke, Marilyn	269 Australian Indigenous communities and business success - Three cases for hybridity. Radet, Kylie	201 How to compete in a volatile world - Creating the high trusted bank by integrating a sustainable business approach. Zacharial, Simone; Schewe, Gerhard	376 Inside the Minds of Chinese Immigrant Professionals: Change of Cultural Context on Effective Leadership Perceptions. Liang, Xiaoyan; Sendjaya, Sen; Abreysefara, Lakmal	
10:10		023 The Phenomenon of Returnee Entrepreneurs: New Venture Creation and the Interplay with the Institutional Environment. Gruenhagen, Jan; Hennik	406 What is a Maon business? A study in the identity of indigenous enterprise. Mika, Jason; Bensemann, Jo; Fabey, Nick		025 The Road to Hell is Paved with Good Intentions: The Mediating Role of I-Deals between Servant Leadership and Negative Outcomes. Kwok, Man Lung; Jonalhan, Wong; Macy, Duan; Jingyun	113 The relevance of carbon disclosure: How to disclose in order to achieve comparability in CO2-efficiency. Niehues, Nils; Dutzi, Andreas	218 Risk Governance: Basic Rationals and Tentative Findings from the German Banking Sector. Stein, Volker; Wiedemann, Arnd	
10:30-11:00	Morning Tea Level 4, Z Block & Level 5, P Block							
11:00-12:00	Keynote Address: Professor Mary Uhl-Bien, BNSF Railway Endowed Professor of Leadership, Professor of Management, Neeley School of Business, Texas Christian University, USA "Do you hear what I hear? Harbingers of Change in Management Scholarship". Chair: Lisa Bradley Room Z411							

							7:30 - 9:00
							8:30
							8:50-10:30
4.9	4.10	4.11	4.12	4.13	4.14	4.15	Session
P512	P514	P413A	P419	P421	O303A	O314	Room
PG Comp 4 (12 P4)	HRM Comp 4 (6 P4)	OB Inter 8 (118)	HRM Comp 7 (6 P7)	OB Comp 4 (11 P4)	MED Comp 2 (9 P2)	CMOS Comp 1 (2 P1)	Stream
Paul Davidson	Stephan Teo	Neal Ashkanasy	Bob Cavana	Ashlea Troth	Peter McLean	George Cairns	Chair
154 Five rules for innovation in megaprojects. <u>Davies, Andrew</u> , <u>Dodgson, Mark</u> , <u>Gann, David</u> , <u>MacAulay, Sam</u>		411 Construct Validity of a Territoriality Scale In the Context of Organisational Change. <u>Kronmoh, Momo</u> , <u>Ayoko, Oluremi</u> , <u>Ashkanasy, Neal</u>		412 A new look at procedure compliance: an engagement perspective. <u>Hu, Xiaowen</u> , <u>Griffin, Mark</u> , <u>Yeo, Gillian</u> , <u>Kanse, Lisette</u> , <u>Parkes, Katharine</u> , <u>Hodkiewicz, Melinda</u>		467 "Fly my pretties! Fly! Fly!" Dialectical and rhetorical transcendence in John Oliver's Net Neutrality intervention. <u>Sayers, Janet</u>	8:50
067 Management of uncertainty and adaptation in megaprojects. <u>Ford, Jerad</u> , <u>Spee, Paul</u> , <u>MacAulay, Sam</u> , <u>Steen, John</u>	155 Why Voice? Soloist or choir, does the song remain the same? <u>McWilliams, Alan</u> , <u>Holland, Peter</u>	346 Examining The Impacts Of Attitudinal And Contextual Factors On Proactive Personality – Proactive Behaviors And Organization Commitment Relationships: A Theoretical Framework. <u>Nguyen, Tuan</u> , <u>Nguyen, Khai</u>		359 Being "In the Know": Introducing Organisational Comprehension and its Nomological Net. <u>Leighton, Catherine</u> , <u>McShane, Steven</u>	192 Management Development Approaches: The Role of Informal Learning. <u>Booker, Karen</u> , <u>Bish, Adelle</u>	312 The utility of a Structuration Framework for investigating organisational change: reviewing five research studies. <u>Barratt-Fugh, Llandis</u>	9:10
325 A taxonomy of project barriers in complex projects. <u>Rezvani, Azadeh</u> , <u>Chang, Artemis</u> , <u>Wiewiora, Anna</u>	367 Employee empowerment practices and knowledge transfer: the role of individual-level mechanisms. <u>Yin, Yishuai</u>	419 Burnt-out but Fired-up: A Conceptual Map of the Dialectical Burnout/Engagement Relationship in Australian and Malaysian Academics. <u>Chan, Shirley</u> , <u>Biggs, Amanda</u>	313 Workplace bullying in New Zealand: Assessing the short-term impact of a national intervention. <u>Galley, Bevan</u> , <u>Bentley, Tim</u> , <u>Anderson, Danae</u> , <u>Tedestedt, Ronny</u>	141 When laughing makes a leader look bad: The influence of leader laughing on followers' support. <u>Cheng, David</u> , <u>Amarnani, Rajiv</u>	272 Coachable Moments in the Workplace – To what extent can they be informed by Teachable Moments? <u>Turner, Christina</u>	263 Branded Business Schools: Processes of Discursive Positioning. <u>Johnston, Alanah</u>	9:30
285 Transformational Procurement Model for Managing Major Projects. <u>Algeo, Chivonne</u> , <u>de Valence, Gerard</u>	123 Managing the impact of NeuroLeadership during organisational change. <u>Du Plessis, Andries</u> , <u>Badenhorst, Casper</u>	018 Personality and Contextual Influence on Team-Member Exchange. <u>Lau, Rebecca S.</u>	277 Workplace Dispute Settlement: The Importance of Employee Voice. <u>Van Gramberg, Birnading</u> , <u>Teicher, Julian</u> , <u>Cooper, Brian</u> , <u>Bamber, Greg</u>	053 Examining The Daily Experiences of Frontline Managers. <u>Troth, Ashlea</u> , <u>Townsend, Keith</u> , <u>Loudoun, Rebecca</u>	409 Renew, Refine and Re-use Knowledge Sustainability for Sustainable Organisations. <u>Bathnappullige, Sasikala</u>	011 Sugar-Coated Lies: Does the university have a duty of care for student debt? <u>Cairns, George</u>	9:50
437 Project Managing Controversial Projects: The Role of Stakeholder Management. <u>Lloyd-Walker, Beverley</u> , <u>Walker, Derek</u>	464 Engagement and Disengagement in the Workplace: Is there a difference? A Perspective of Different Constructs. <u>Bowles, Angela</u>		028 Drug Testing in the Australian Workplace: The Ethics of Testing or the Testing of Ethic? <u>Holland, Peter</u> , <u>Tham, Toe Leng</u>	040 Leadership Identity: using artefacts (and storytelling) to discover new insights. <u>Walton, Emma</u> , <u>Parry, Ken</u>		130 Uncovering New Perspectives on Authenticity: "Wivat! Can We Learn from Literary Theory and Literary Fiction?" <u>Pick, David</u> , <u>Soo, Christine</u> , <u>Tian, Amy</u>	10:10
							10:30-11:00
							11:00-12:00

12:00-13:20 CONCURRENT SESSION FIVE							
Session	5.1	5.2	5.3	5.4	5.5	5.6	5.7
Room	Z503	Z504	Z606	Z607	P504	P505	P506
Stream	Research Symposium 5	ESSB Comp 6 (3 P6)	GDI Comp 2 (4 P2)	SM Inter 2 (14 P2)	Workshop 4	C1 Inter 1 (1 P1)	PSNFP Comp 2 (13 P2)
Chair		George Cairns	Jason Mlka	Susanne Royer		Lars Bengtsson	Yvonne Brunetto
12:00	Innovation, ecosystems and platforms. Ozgur Dedehayir, Marko Seppanen, Marek Kowalkiewicz, Matthew Flynn	235 Corporate Entrepreneurship (CE) and Effectuation: How Endogenous Ideas Are Developed Into New Products. Parker, Jennifer, Corner, Patricia (Trish), Singh, Smita	116 Disability and in-work poverty in an advanced industrial nation: The lived experience of multiple disadvantage in the UK. Rigbards, James, Sang, Kate	117 Protecting the Intangible: China, Intellectual Property, and the Dilemma of Market Commitment. Hou, Si Yao (Vanessa)	Leadership roles in academic professional organisations. Kevin Lowe, Kate Kearns, Neal Ashkanasy, Peter Jordan, Leisa Sargent, Elisabeth George, Mary Uhl-Bien	226 Hotel innovations and non-financial performance - The role of sustainable HRM. Wikhamn, Wajida, Wikhamn, Bjorn	007 A Contemporary Conceptualization of Public Sector Leadership. Hamer, Benjamin
12:20		418 Making Risk Meaningful: Learnings from a context-specific crisis scenario. Latheren, Kate, Mehta, Amisha, Cairns, George	345 Exploring the Opportunities and Barriers to Career Progression of Women in Small and Medium-sized Accounting Firms in India. Adapa, Sujana, Sheridan, Alison	413 The Coevolution of Firm's Business Model and Enterprise Information System Adoption. Niu, Jiping		151 Joint Business Model Innovation for Distributed Solar Energy - A small solar energy company in partnership with a large MNE utility. Ahlgren, Kajsa, Wadlin, Jessica, Bengtsson, Lars	219 Reframing leadership within the context of nonprofit organisations: A conceptual model. Ramasamy, Ancy, Muchiri, Michael, Sablok, Gitika
12:40		292 Investigating Critical Obstacles to entrepreneurship in emerging economies: A comparative study between males and females in Qatar. Mehrez, Ahmed	115 Risky business: Ethnicity and tax compliance practices of small business operators. Yong, Sue, Mooney, Stelagh	249 The analysis of effectiveness and efficiency for alliance strategy - evidence from Airline Industry. Lin, Bo, Kaur, Sharan		438 Disrupting poverty in rural Nepal: Transformations of women through tourism entrepreneurship. Radel, Kylie, Hillman, Wendy	051 Comparing street-level bureaucrats' differing perceptions of the management support in Australia. Brunetto, Yvonne, Xerri, Matthew, Shacklock, Kate, Farr-Wharton, Rod, Farr-Wharton, Ben
13:00		147 What is an opportunity? Empirical evidence of how entrepreneurs discover and create opportunities. Dyson, Manuel				002 Analysis of Islamic Banking in the UAE during the Financial Crisis. Tiemsani, Issam	233 The resilience of public servants - what it is, what helps and what hinders it. Plimmer, Geoff, Berman, Evan, Kuntz, Joana, Malinen, Sanna, Naswall, Katharina
13:20-14:20	Lunch Level 4, Z Block & Level 5, P Block						

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

14:20-16:00

CONCURRENT SESSION SIX

Session	6.1	6.2	6.3	6.4	6.5	6.6	6.7	6.8
Room	Z503	Z504	Z606	Z607	P504	P505	P506	P506A
Stream	GDI Inter 2 (4 i2)	ESSB Inter 2 (3 i2)	MED Inter 2 (9 i2)	SM Inter 3 (14 i3)	HRM Inter 4 (6 i4)	HMO Inter 1 (5 i1)	SSM and MCR Inter (15 and 10 i)	MCR Comp 2 (10 P2)
Chair	Diane Ruwhui	Antoine Hermens	Christa Wood	Melanie Bryant	Lisa Bradley	Kalhy Eljiz	Wendy Stubbs	Rachel Johns
14:20	178 Cultural determinants of the retirement intentions of Indian and Chinese immigrants in Australia. A conceptual model Caines, Valerie; Manoharan, Ashokkumar 194	158 Living Through Uncertainties as the Norm: Lessons from New Zealand Regional Family Businesses. Wu, Julia; Kuhns, Joy; Habib, Ahsan 224 Future generation of entrepreneurs: student entrepreneurs Marchand, Julien; Sood, Suresh; Hermens, Antoine	140 Blended Workplace Learning: The Importance of Human Interaction Hewett, Sumit; Becker, Karen; Bish, Adelle 357 Critical success factors of knowledge management in higher education Alshahrani, Abdulaziz; Dadich, Ann; Kilkauer, Thomas	456 Strategic Management of Resilience in Practice-Public-Private Sector Joint-Up Approaches to Disaster Risk Reduction Sullivan-Taylor, Bridgette 383 Scenario thinking: An empirical examination of scenarios for strategic thinking to manage disruptions in the contextual environment Hew, Aiwun	210 Changing connectivity expectations in psychological contracts: What does this mean for Western and Eastern-based organizations? Obushenkova, Lena; Kim, HeeSun; Woo, SungHo 371 Measuring Developmental Readiness: EPL Efficacy, Career and Development Motivation Chernyshenko, Oleksander; HO, Ringo; Chan, Kim Yin; Yu, Trevor; Uy, Marilyn	058 Emotions and mindlines in healthcare Hodgins, Michael; Dadich, Ann; Vickers, Margaret 159 Public Hospitals and the Clinical Directorate Structure: Impacts on Communication Keenan, Marina; McGrath, Michael; Wilson-Evered, Elisabeth 276 Developing an evidenced based pedagogy to support Intergenerational Care Programs in Australia: A systematic review of international programs and practices Cartmel, Jennifer; Radford, Katrina; Dawson, Cindy; Fitzgerald, Anneke; Vecchio, Nerina; Macfarlane, Kym	466 CSR for HRM: A quest for socially responsible HRM Sanyaya, Harsha; Eweje, Gabriel 441 Sustainable Human Resource Management: Rethinking a Conceptual Framework Mak, Alex 407 Institutional Theory as a Driver of CSR: An Integrative Framework Mishra, Nidhi; Dash, Sanket 118 Does the presence of innovative teachers affect educational outcomes and school quality? Evidences from a natural experiment in India Ranjan, Rajiv	283 An understanding of Transformative Service Research, Social Marketing and CSR literature Johns, Rachel 280 Political Branding: A Consumer Perspective on Australian Political Parties Gimmer, Marlin; Grube, Dennis 114 The Influence of Incidental Similarity on Consumer Reactions to Observable Service Failures Wan, Lisa C.; Wyer, Jr, Robert S. 300 Accessibility and service recovery through co-creation Johns, Rachel; Darcy, Simon; Dickson, Tracey 369 How Do Consumers Respond to Different Colours of A Package? The Case of Local Food Product in Indonesia Widjayanti, Arifiani; Pare, Vipul
14:40	Evaluative judgments of managers toward migrants in hiring for management positions Sullana, Nasreen	230 Survival of the Fittest: A Study of the Effects of Chinese Entrepreneurship in Kenya Okumu, Charles; Dela Rama, Marie	232 Leading through emotional labour: Child protection assessment officers in high quality centre Chapman, Lisa; Evans, Michelle	410 Employee trust dynamics during organisational change: a context of merger between Waiariki Institute of Technology and Bay of Plenty Polytechnic Voss, Bart; Aliyu, Olayemi 396 Towards an Epistemic Technology of Strategy Making Downs, Jason	444 Occupational Stress and Employee Engagement -- Can U Explain it Better? Simon, Nishanthini; Amarakoon, Upamai	276 Developing an evidenced based pedagogy to support Intergenerational Care Programs in Australia: A systematic review of international programs and practices Cartmel, Jennifer; Radford, Katrina; Dawson, Cindy; Fitzgerald, Anneke; Vecchio, Nerina; Macfarlane, Kym	118 Does the presence of innovative teachers affect educational outcomes and school quality? Evidences from a natural experiment in India Ranjan, Rajiv	300 Accessibility and service recovery through co-creation Johns, Rachel; Darcy, Simon; Dickson, Tracey 369 How Do Consumers Respond to Different Colours of A Package? The Case of Local Food Product in Indonesia Widjayanti, Arifiani; Pare, Vipul
15:00	241 When organisational policy fails: barriers inhibiting the career progression of women in agribusiness Cooper, Karyn; Farr-Wharton, Ben; Brown, Kerry	230 Survival of the Fittest: A Study of the Effects of Chinese Entrepreneurship in Kenya Okumu, Charles; Dela Rama, Marie	232 Leading through emotional labour: Child protection assessment officers in high quality centre Chapman, Lisa; Evans, Michelle	410 Employee trust dynamics during organisational change: a context of merger between Waiariki Institute of Technology and Bay of Plenty Polytechnic Voss, Bart; Aliyu, Olayemi 396 Towards an Epistemic Technology of Strategy Making Downs, Jason	444 Occupational Stress and Employee Engagement -- Can U Explain it Better? Simon, Nishanthini; Amarakoon, Upamai	276 Developing an evidenced based pedagogy to support Intergenerational Care Programs in Australia: A systematic review of international programs and practices Cartmel, Jennifer; Radford, Katrina; Dawson, Cindy; Fitzgerald, Anneke; Vecchio, Nerina; Macfarlane, Kym	118 Does the presence of innovative teachers affect educational outcomes and school quality? Evidences from a natural experiment in India Ranjan, Rajiv	300 Accessibility and service recovery through co-creation Johns, Rachel; Darcy, Simon; Dickson, Tracey 369 How Do Consumers Respond to Different Colours of A Package? The Case of Local Food Product in Indonesia Widjayanti, Arifiani; Pare, Vipul
15:20	290 Fire Keepers and Fire Seekers: A Dual Entrepreneurial Strategy for Developing Indigenous Economies in a Globalized World Dell, Kiri; Houkamau, Carla	279 The Secret Recipe for Economic Jam: Local Premium Food Systems as Entrepreneurial Eco-systems for Sustainable Regional Development Daniel, Lisa; Tucci, Paolo 306 Small firm growth and performance: A systematic review and research agenda Gronum, Sarel; Verreynne, Martie-Louise; Scheepers, Margarietha	311 Demand and Development of Graduate Skills: Examining employer perspectives using a mixed methods study Girardi, Antonia; Whilsed, Craig; Paull, Megan; Omari, Maryam; Ogilvie, Madeleine	410 Employee trust dynamics during organisational change: a context of merger between Waiariki Institute of Technology and Bay of Plenty Polytechnic Voss, Bart; Aliyu, Olayemi 396 Towards an Epistemic Technology of Strategy Making Downs, Jason	444 Occupational Stress and Employee Engagement -- Can U Explain it Better? Simon, Nishanthini; Amarakoon, Upamai	276 Developing an evidenced based pedagogy to support Intergenerational Care Programs in Australia: A systematic review of international programs and practices Cartmel, Jennifer; Radford, Katrina; Dawson, Cindy; Fitzgerald, Anneke; Vecchio, Nerina; Macfarlane, Kym	118 Does the presence of innovative teachers affect educational outcomes and school quality? Evidences from a natural experiment in India Ranjan, Rajiv	300 Accessibility and service recovery through co-creation Johns, Rachel; Darcy, Simon; Dickson, Tracey 369 How Do Consumers Respond to Different Colours of A Package? The Case of Local Food Product in Indonesia Widjayanti, Arifiani; Pare, Vipul
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16:00-16:20	Afternoon Tea Level 4, Z Block & Level 5, P Block							
16:20-17:20	Keynote Address: Professor Steffen Böhm, University of Exeter. Carbon Fetishism: Nature under new management? Chair: Rowena Barrett Room Z411							
17:20-17:40	Excellence Awards Presentation Room Z411							
17:45-19:00	Networking Drinks Level 4, Z Block Foyer							

								14:20-16:00
6.9	6.10	6.11	6.12	6.13	6.14	6.15	6.16	Session
P512	P514	P413	P413A	P419	P421	0308	0314	Room
PO Comp 5 (12 P5)	HRM Comp 5 (6 P5)	OB Inter 5 (11 P5)	PSNFP Comp 1 (13 P1)	TISCM Comp 3 (16 P3)	OB Comp 5 (11 P5)	Workshop 3	CMQS Comp 2 (2 P2)	Stream
Chivonne Algeo	Jarrod Haar	Vicky Browning	Bruce Gurd	Arun Elias	John Motineux		Bill Harley	Chair
299 Project Portfolio Value Creation in the Context of Culture. Laursen, Markus; Killen, Catherine	125 Supervisor Support, OBSE, Work-Family Enrichment, and Turnover Intentions: A Two-Study Test of Mediation. Haar, Jarrod; Ho, Marcus; Xu, Bo	341 Advice, Beliance, Work and Social Networks for Project Success. Monaghan, Allison; Chung, Kon Shing Kenneth	054 Exploring a Pre-Theoretical Management Phenomenon Promising Ways Forward for Researching Social Innovation in Organisations. Taylor, Rachel; Tomgsa, Nuttaneeya (Ann); Anndel, Anthony	183 Analysing Continuous Improvement in the New Zealand Public Sector: A Systems Approach. Elias, Anar; Davis, Dona	447 The Relationship among Social Capital Dimensions, Autonomous Motivation and Tacit Knowledge Sharing. Naheed, Khawar; Mat, Isa; Rosmah	An innovative way to engage and communicate with your people. Sukanlaya Sawang, Glenda Caldwell, Mirko Guaraldo, Markus Rittenbruch, Jared Donovan, Saverine Mayere, Michael Malloy, Marcus Firth.	459 Integrating Sustainable Development and Practical Wisdom as Practices of Organising. Kuipers, Wendelin	14:20
372 Project success in complex projects: A systematic literature review. Bezvani, Azadeh; Chang, Artemis; Wiewiora, Anna	198 Integrating a dynamic capabilities framework into workplace e-learning process evaluations. Costello, James; McNaughton, Rod	310 The Influences of Front-line Managerial Compassion on Employees' Emotions: A new interaction model. Wang, Yunong; Lawrence, Sandra; Ramsay, Sheryl; Troth, Ashlea	253 Australian university business schools: on a social mission. Hogan, Owen; Brunetto, Yvonne	149 Government support measures and innovation capabilities: The case of developing economy SMEs. Nguyen, Tam; Verreynne, Martie-Louise; Steen, John	426 Newcomer-Incumbent Relationships During Post-Merger Integration. Vu, Minh; Ozdemir, Salih		143 Can Qualitative Researchers Reclaim Rigour?: Challenging Positivist Conceptualisations of Rigour in Management Scholarship. Harley, Bill	14:40
349 The Impact of Value Co-creation on Project Performance Moderated by Requirements Uncertainty—Evidence from Chilean Construction Industry. Heredia Rojas, Boris; Liu, Li	131 Just benefits: Perceived fairness of employee benefits in a large finance organisation. Laundon, Mellinda	296 Wise Proactivity: Balanced Consideration of Context, Others, and Self when Making Things Happen. Parker, Sharon; Liao, Jenny; Wang, Ying	402 Partner Selection and Scaling Public Services: Exploring the Community Service Center Scheme in India. Qureshi, Israr; Sutter, Christopher	392 The role of novelty - centred business model innovation for innovation performance. Tavassoli, Sarah; Bengtsson, Lars	380 Managing a managerial career in the Australian Aged Care sector: career orientation and role transition. Meissner, Ellen; Radford, Katrina		110 The potential for workplace democracy in an age of inequality. Delaney, Helen; Casey, Catherine	15:00
356 Exploring antecedents of employee engagement in a project-based organisation (PBO). Stanley, Tracy; Matthews, Judy; Davidson, Paul	271 Technology and workplace connectivity: Are managers the meat in the sandwich?. Plester, Barbara; Obushenkova, Lena; Kolb, Dart; Haworth, Nigel	195 Positive Psychological Capital and Employee Retention: Why managers shouldn't abandon all hope. Chapman, Geoffrey; Radford, Katrina; Halvorsen, Beni	063 Psychological Safety Climate and Workplace Bullying in Vietnam's Public Sector. Nguyen, Diep; Teo, Stephen; Grover, Steven; Nguyen, Nguyen	211 Actor-Network Theory as a Processual Approach to Understanding Collaborative Practice in Innovative Construction Supply Chains. Pablo, Zelinna; London, Keny	049 A Theoretical Exploration of Australian Soldiers' Regulation of the Core Army Values: Courage, Initiative, Respect and Teamwork. Newton, Cameron; Mazur, Alicia; Dovic, Broe; Bradley, Lisa		317 Authority and Contestation—Sovereign Power and Organising Governance—Insights from the Apparel Industry of Bangladesh. Alamgir, Fahreen	15:20
026 A 'lived experienced' tool for managing and building project delivery capability. van der Horst, Bronte	377 An Assessment of Performance Appraisal satisfaction levels among Physicians: Investigation from the healthcare sector in Qatar. Meltzer, Ahmed	127 The impact of Team Temporal Leadership on Employee Engagement and Team Performance. Mudannayake, Buddhika; Bhanugopan, Ramudu; Lockhart, Pamela	091 Whanau Ora: Towards a Structure for Sustainable Social Service Delivery. Murphy, Lyn; Quilty, Terry; Jones, Jill	387 Open Innovation: Do inbound and outbound practices affect firm performance?. Garib, Singh; Sharan, Kaur; Jayasingam, Sharmila; Klobes, Jane	019 An Examination of the Mediated Model of Theory of Planned Behaviour to Understand Gender Equity Initiatives of HR Managers in Bangladesh. Biswas, Kumar; Patel, Parth	101 The Coordination of Buyer-Supplier Transactions within Supply Chains. Albuloushi, Nour; Cox, Stephen; Salunka, Sandeep	15:40	
								16:00-16:20
								16:20-17:20
								17:20-17:40
								17:45-19:00

Friday - 9 December

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