



DEPARTMENT OF **MANAGEMENT**

RESEARCH REPORT **2005**

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DEPARTMENT STAFF

Associate Professor and Head of Department (*until 31 October 2005*)

Graham Elkin BA(Hons)(CNA) MSc(City) PGCertEd(Leeds) FCIPD

Professor and Head of Department (*from 01 November 2005*)

Colin Campbell-Hunt MA(Oxon) MBA(York) PhD(Well)

Professors

Alan Geare BA(Hons) PhD(Otago) AFNZIM

Steven Grover BA(Mich) MPhil PhD(Columbia)

Kerr Inkson MA(Hons)(Aberd) MPhil(London) PhD(Otago)

Senior Lecturers

Thomas Batley BSc(Hons) MSc(Manc) CEng FIMechE FIPENZ

Malcolm Cone BA PhD PGDipArts (Otago) AMNZAP MNZIM

Victoria Browning BA(Hons)(Natal) MA PhD(Cape Town)

Fiona Edgar BCom(Hons) PhD DipGrad(Otago) NZCSMgmt

André Everett BA MBA PhD(Nebraska)

Richard Greatbanks BSc(CNA) MSc PhD (Manc) CEng MIEE

Malcolm Lewis MA(Well) MPhil(Liv) PhD(Cape Town) IEng FIEIE

Ian McAndrew BCom(Hons)(NSW) MA PhD(III) AAMINZ

Alexander Sibbald BA(Hons)(Open) MSc(Strath) DMS(CNA) PGCertEd(Jordanhill)
FCIPD

Lecturers

Bronwyn Boon MCom PhD(Otago)

John Farnsworth MA(Hons), PhD (Cant) MANZPA

Zi-Lin He ME PhD(NU Singapore)

Elizabeth Ditzel MCom(Otago) NZRG&ON

Jodyanne Kirkwood MCom PhD(Otago)

Virginia Phillips BSc MCom PGDipTertT(Otago)

Diane Ruwhiu MCom Dip Grad(Otago)

Sara Walton BA MCom DipTour PGCertTertT(Otago)

Research Support Administrator

Nancy Benington LLB(Otago)

Computing Advisor

Gordon Still BInfoTech

Course Assistant and Tutor Organiser

Ewan McComb BCom DipGrad (Otago)

CANZ Researcher

Stuart King BA(Hons) MIntSt(Otago)

Departmental Administrator

Kaye Jeffries

Departmental Secretary (and Personal Assistant to Head of Department)

Leanne Skryba

Receptionist

Sue McSkimming

COLLABORATIVE RESEARCH PROGRAMMES WITHIN THE DEPARTMENT

Tom Batley

IMSSTV - International Manufacturing Strategy Surveys - with Richard Greatbanks & André Everett

Vicky Browning

Research and publications with Marketing department – Brendan Gray and Tony Garrett (Marketing Performance Centre) and with a Management Department colleague – Fiona Edgar into human resource management practices in New Zealand service firms. Collaborative journal article currently under review with The Services Industries Journal.

Fiona Edgar, Alan Geare, Ian McAndrew

Employment Relations/HRM Practice.

This research on employer/employee ideology has so far produced one article (Employment relationships: ideology & HRM practice. The collaboration with NUI Galway extends this research to an international level.

National University of Ireland, Galway: Collaborative research project established (Geare, Edgar and McAndrew). This is a comprehensive comparative study examining employment relations values and beliefs and best practice in HRM across NZ, Ireland and possibly Australia. Leading researchers from Ireland include Dr Tony Dundon and Dr Tony Royle. Our Australian collaborator is Professor Roy Green, from MGSM.

Part of collaborative research project with scholars from Massey University who sought input into research on 'brain drain'. Expertise in the area of best practice HRM was required enabling research data to be analysed within HRM framework. We provided framework & have worked jointly with this group (primarily Associate Professors Jill Hooks and Stuart Carr). Paper accepted for publication (in press 2007) in Research & Practice HRM.

Interdisciplinary research collaboration with Marketing Department. Topic: Strategic and Best Practice HRM. Data reported is result of Marketing Performance Centre study which explored sources of competitive advantage in NZ service firms. Results identified HRM considered to be a major source of competitive advantage.

EDITORIAL BOARDS 2004 & 2005

<i>Encyclopaedia of Career Studies</i>	Kerr Inkson
<i>International Human Resource Issues</i>	Alan Geare
<i>International Journal of Employment Studies</i>	Alan Geare
<i>Journal of Industrial Relations</i>	Alan Geare
<i>Journal of World Business (Guest Editor)</i>	Kerr Inkson
<i>Journal of Operations Management</i>	André Everett
<i>Journal of Organizational Behavior</i>	Kerr Inkson
<i>Journal of Organizational Change Management</i>	André Everett
<i>New Zealand Journal of Human Resource Management</i>	Alan Geare
	Kerr Inkson
<i>New Zealand Journal of Employment Studies</i>	Alan Geare
<i>Otago Management Graduate Review</i>	Vicky Browning
	Liz Ditzel
	Fiona Edgar
	Andre Everett
	Alan Geare (Editor)
	Steven Grover
	Sara Walton
	André Everett
	André Everett
	Kerr Inkson
<i>Production Planning and Control</i>	
<i>SAM Advanced Management Journal</i>	
<i>University of Auckland Business Review</i>	

JOURNAL REVIEWS 2004 & 2005

<i>Academy of Management Journal</i>	ZiLin He
<i>Academy of Management Review</i>	ZiLin He
<i>Asia Pacific Journal of Human Resources</i>	Sara Walton
<i>Decision Support Systems</i>	André Everett
<i>Education & Training</i>	André Everett
<i>Educational Technology and Society</i>	André Everett
<i>Entrepreneurship Theory and Practice</i>	Jodyanne Kirkwood
<i>Informing Science Journal</i>	André Everett
<i>Innovation: Management, Policy & Practice</i>	André Everett
<i>International Review of Public Administration</i>	André Everett
<i>International Journal of Manufacturing Technology and Management (special issue on International Manufacturing)</i>	André Everett
<i>Journal of Advanced Nursing</i>	André Everett
<i>Journal of Management Education</i>	Liz Ditzel
<i>Journal of Management Studies</i>	André Everett
<i>Journal of Operations Management</i>	ZiLin He
<i>Journal of Organizational Change Management</i>	André Everett
<i>Journal of International Business and Economy</i>	André Everett
<i>Journal of the Australian and New Zealand Academy of Management</i>	Vicky Browning
	André Everett
	Jodyanne Kirkwood
<i>International Journal of International of Integrated Manufacturing Systems</i>	Tom Batley
<i>International Journal of Quality & Reliability Management</i>	Tom Batley
<i>International Journal of Technology Management</i>	ZiLin He
<i>Personnel Review</i>	Fiona Edgar
<i>Production Planning and Control</i>	André Everett
<i>Society for the Advancement of Management, SAM Advanced Management Journal</i>	André Everett
<i>Stimulating Management Excellence in Small & Medium Enterprises</i>	
<i>Production Planning & Control (SMESME) Journal</i>	Tom Batley

INTERNATIONAL VISITORS TO THE DEPARTMENT

Professor Michael Elmes - WPI, Massachusetts, USA.

'Resisting artfully: Form and content in organizational resistance.'

Assistant Professor Deborah Gibbons - Naval Postgraduate School, Monterey, USA.

'Networking and public health systems.'

Professor Jerry Greenberg - Ohio State University, USA.

'Losing sleep over injustice.'

Emeritus Professor Geert Hofstede - University of Maastricht, The Netherlands.

J.A. Valentine Open Lecture

'How to be a World Citizen: Intercultural Cooperation for the 21st Century'.

Professor Carol T. Kulik - University of Melbourne, Australia.

Professor Janet Near - Indiana University, USA. William Evans Visiting Fellow

'Does type of wrongdoing affect the whistle-blowing process?'

Assistant Professor Leif Sanner - Örebro University, Sweden.

'Benchmarking business practices (Swedish Firm Foundation study)'

STAFF RESEARCH

TOM BATLEY

RESEARCH INTERESTS

Operations and Production Management
Small Business Operations Management
Quality Management, Service Quality Management, Total Quality Management
Just in Time Management
Operations Management Strategy
Innovation Management and Entrepreneurship
Computer Based Systems in Operations Management
Management Skills Development

RESEARCH IN PROGRESS

IMSSTV - Comparison of Manufacturing Strategies with 23 countries involved
Business Case Studies in Operations Management
Small Business Cases
Service quality in service industries and in manufacturing as a differentiator to provide competitive advantage
Just in Time systems in service industries
Ingenuity, product, and service innovation in NZ
Engineering management education
Management skills training

PUBLICATIONS 2000-2005

Journals

Juhl, H.J., Kristensen, K., Kanji, G.K., & Batley, T.W. (2000). Quality management: A comparison of cultural differences. *Total Quality Management* 11(1), 57-65.

Books, book chapters, monographs

Batley, T. (2002). *Business case studies in operations management*, 262 pp. Auckland: Prentice Hall with Pearson Education.
Batley, T. (2002). *Tutors guide to business case studies in operations management*, 110pp. Dunedin: Management Department, University of Otago.

Conferences

Batley, T. (2005). Canterbury Precision Engineers - A quality management improvement case study. In P. Ball, U. Bititci & J. MacBryde (Eds.), *Stimulating Manufacturing Excellence in Small & Medium Enterprises. Proceedings of the Seventh SMESME International Conference* (pp. 225-233). University of Strathclyde, UK: SMESME.
Batley, T., & Greatbanks, R. (2004). Total quality management - How important is the name for a quality improvement programme. In *People First, Serving our Stakeholders. Proceedings of the 18th Annual Conference of the Australian and New Zealand Academy of Management*, [CD-ROM]. Dunedin: ANZAM.

- Batley, T.W., Paynter, J., & Minnie Wing Man Hui (2004). Product promotion, product trial and product development through internet based free samples. In *Proceedings of the European Institute for Advanced Studies in Management 11th International Product Development Management Conference* (pp. 53-65). Dublin: The University of Dublin and the Institute for International Integration Studies.
- Batley, T. (2003). Adopting Just in Time principles and techniques: Beyond manufacturing firms. In D. Davis & R. Jenkins (Eds.), *Proceedings of the Australian and New Zealand Academy of Management 2003 Operations Management Symposium*. [CD ROM]. Sydney: University of Technology.
- Batley, T. (2001). Kiwi ingenuity, product and service innovation. In *Closing the Divide. Proceedings of the Australian and New Zealand Academy of Management International Conference 2001*. Auckland: Australian and New Zealand Academy of Management. CD ROM.
- Batley, T. (2001). Ingenuity and innovation New Zealand. In *Proceedings of the 8th European Operations Management Association International Conference* (pp. 765-769). Bath, UK.
- Greatbanks, R., & Batley, T. (2004). Quality deposits: Exploring potential methodologies and practical applications. In *People First, Serving our Stakeholders. Proceedings of the 18th Annual Conference of the Australian and New Zealand Academy of Management*, [CD-ROM]. Dunedin: ANZAM.

Cases, teaching notes

- Batley, T. (2005). Tiny Tots Toymakers. In P. Ramburuth & C. Welch (Eds.), *Casebook in international business. Australian and Asia-Pacific perspectives*, (pp. 115-121). Frenchs Forest, Australia: Pearson Education Australia.
- Batley, T. (2005). Tiny Tots Toymakers. In P. Ramburuth & C. Welch (Eds.), *Instructor's manual for casebook in international business. Australian and Asia-Pacific perspectives*, (pp. 1-3). Frenchs Forest, Australia: Pearson Education Australia.
- Batley, T. (2004). Canterbury Precision Engineers Ltd: Implementing quality management improvements in a smaller firm. In D. Waddel, T. Cummings, & C. Worley (Eds), *Organisation development and change* (2nd ed.) pp. 573-582. Melbourne, Australia: Thomson Publishers.
- Batley, T. (2003). Supreme Sportswear Ltd. *Case folio, A monthly digest of management case studies*, III(12), Institute of Chartered Financial Analysts of India, 29-34.
- Batley, T. (2003). Orb Clothing - Starting a small fashion clothing business. Case study and teaching notes. *European Case Clearing House* pp. 1-13. Cranfield.
- Batley, T. (2002). Continental Coach Tours: Quality and service in a service industry. In T. Batley (Ed.), *Business case studies in operations management* (pp. 106-112). Auckland: Prentice Hall.
- Batley, T. (2002). The new kitchen. In T. Batley (Ed.), *Business case studies in operations management* (pp. 229-235). Auckland: Prentice Hall.
- Batley, T. (2002). Continental Coach Tours: Quality and service in a service industry. In T. Batley (Ed.), *Tutors guide to business case studies in operations management* (pp. 50-52). Dunedin: Department of Management, University of Otago.
- Batley, T. (2002). Service quality: The new kitchen. In T. Batley (Ed.), *Tutors Guide to Business Case Studies in Operations Management* (pp. 100-103). Dunedin: Department of Management, University of Otago.
- Batley, T. (2001). The Pavlova Kitchen (Dunedin, New Zealand) Ltd. In M. Tein, M. Matthews & K. Bartol (Eds.), *Management: A Pacific Rim focus* (3rd ed.) (pp. 220-221). Roseville: Irwin/McGraw Hill.
- Batley, T. (2001). Veneer Products. In M. Tein, M. Matthews & K. Bartol (Eds.), *Management: A Pacific Rim focus* (3rd ed.) (pp. 198-201). Roseville: Irwin/McGraw Hill.
- Batley, T. (2000). The Lavender Growers case study and teaching notes. *European Case Clearing House*, Cranfield, 1-6.

BRONWYN BOON

RESEARCH INTERESTS

Identity and Subjectivity
Discourse Analysis
Organization and Social Context – Particularly 'Place'
Creativity & Creative Industries

RESEARCH IN PROGRESS

- Writing from PhD thesis material on matters of organisation, disciplinary power and: time, place, career, and professionalism.
 - Discourse analysis of the way in which creativity is taken up within the management and organisation literature.
 - Development of research programme looking at the impact of a harsh and hostile environment on the social relations of organisation.
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GRANTS RECEIVED 2005

School of Business Research Grant "Examining the Creative: Part 1 – A Critical review of how creativity is conceptualised within the organisational studies literature"

SUPERVISION 2005

MCom Theses

- Ambang, T. (2005). *The relationship between indigenous and western leadership systems at the local level in the contemporary governance systems of Papua New Guinea*. (Supervisors: Bronwyn Boon, Malcolm Cone)
- Belk, M. (2005). *Transition economics - A Czech University reform: A study conducted in the Czech Republic of an economics university on the transition era*. (Supervisors: Malcolm Cone, Bronwyn Boon)

PhD Theses in Progress

- Ockwell, G. *A Critical Analysis of Corporate Outdoor Learning Experiences*. (Supervisors: Mike Boyes, Lisette Burrows, Bronwyn Boon)
- Walton, S. *Sustainable decisions? Narratives of sustainability and decision-making in New Zealand*. (Supervisors: Bronwyn Boon, Markus Milne, Hugh Campbell)
-

PUBLICATIONS 2000-2005

Journals

- Boon, B., Parker, B., Camb, S., & Munro, G. (2001). Beyond prose... but not without reason: Creativity in 'plastic cages'? *ephemera*, 1(3), 266-277.

Conferences

- Boon, B. (2004). Disciplining the young into time habitual hotel employees. In *People First, Serving our Stakeholders, Proceedings of the 18th Annual Conference of the Australian and New Zealand Academy of Management*, [CD-ROM]. Dunedin: ANZAM.
- Boon, B. (2003). Managing the global employment 'surfers': Making sense of hotel employee turnover. In A. Brown (Ed.), *Proceedings of the 17th Annual Conference of the Australian and New Zealand Academy of Management: Surfing the Waves*. [CD ROM], Fremantle: ANZAM.

PhD Thesis

- Boon, B. (2003). *Employee transience in the tourist resort of Queenstown: Subjectivity, resistance and place*.

VICKY BROWNING

RESEARCH INTERESTS

Human Resources Management
Service Management and Service Behaviour
Organisational Behaviour
Diversity
Knowledge Management

RESEARCH IN PROGRESS

1. *Service behaviour, service encounters and human resource management practices in service organisations*

The focus of this research is:

- To determine what is effective service behaviour from the perspective of both the service provider and customer
- To determine which variables might impact on possible abusive and manipulative behaviours within the service encounter and the consequences for both the service provider and customer.
- The human resources management practices currently used in small to medium service organisations in New Zealand and in South African service organisations which build competitive advantage for the organisation

2. *Cases*

Writing up cases on:

- the practice of knowledge management in small to medium New Zealand organisations.
 - Doing business on the edge – the case of the University of Otago
-

SUPERVISION 2005

PhD Theses in progress

Tresna Hunt *Interpersonal Safety and Leadership* (Supervisors: Steven Grover, Vicky Browning)

PUBLICATIONS 2000-2005

Journals

Browning, V., & Edgar, F. (2004). Employee Reactions to HRM from New Zealand and South Africa. *Journal of the Australian and New Zealand Academy of Management*, 10(2), 1-13.

Horwitz, F., Browning, V., Jain, H., & Steenkamp, A. (2002). Human resource practices and discrimination in South Africa: Overcoming the apartheid legacy. *International Journal of Human Resource Management*, 13, 1105-1118.

Conferences

Browning, V., & Edgar, F. (2003). Comparing apples with pears: HRM themes emerging from New Zealand and South Africa. In A. Brown (Ed.), *Proceedings of the 17th Annual Conference of the Australian and New Zealand Academy of Management: Surfing the Waves*. [Abstract, p. 171], Fremantle: ANZAM.

Browning, V. (2002). Human resource management practices and service-oriented behaviour: The understanding and perceptions of managers, frontline employees and customers in South African organisations. In *Marketing, Strategy, Economics, Operations and Human Resources: Insights on Service Activities. Proceedings of the 6th International Research Seminar in Service Management* (pp. 84-103). Les Londe Les Maures, France: Institut D'Administration des Entreprises - Univerite de Droit, D'Economie et des Sciences D'Aix - Marseille.

Other

Gray, B., Mallon, M., Edgar, F., & Browning, V. (2004). HRM practices to improve service firm competitiveness. In K. Deans (Ed.), *Proceedings of the 6th Australasian Services Research Workshop* (pp. 117-123). Dunedin: ASRW.

PhD Thesis

Browning, V. (2003). *An investigation into the link between human resource management practices and service-orientated behaviour in South African service organisations.*

COLIN CAMPBELL-HUNT

RESEARCH INTERESTS

Evolution of Competitive Capabilities
Strategy in the New Zealand Context
SME Internationalisation
Generic Competitive Strategy
Strategy and Organization as Complex Adaptive Processes

RESEARCH IN PROGRESS

For several years now my research has been focused on the development of world-class competitive capabilities in a group of exemplar New Zealand firms. I am co-leader of a major research programme funded by the Public Good Science Fund, Competitive Advantage New Zealand - CANZ. This involves a multi-disciplinary team of 10 principal researchers based at Victoria, Massey/Albany and Otago Universities. Now in its seventh year, the programme has produced a book (World Famous in New Zealand, Auckland University Press 2001), 20 conference papers and 8 peer-reviewed journal articles.

Interest in the project has been strong in both the international academic community and the community of management practice. Conference symposia dedicated to the work of the project have been given at the Australia New Zealand Academy of Management in Sydney in 2001 and the Academy of Management in Toronto in 2001. In the last year, I have given 25 keynote speeches and other presentations at conferences and seminars for practicing managers to disseminate the results of the research to those who can put it good use. Industry New Zealand has made extensive use of the work in designing its Fast Forward programme of support for high-potential export-oriented small New Zealand businesses.

In 2003, the CANZ project was awarded six further years of funding amounting to \$1.5 million. Work will continue on the internationalisation experience of New Zealand's SME-scale enterprises. In addition a new project has been launched that will look at the regional bases of competitive advantage, i.e. the ways in which firms derive international advantage from their local, regional roots. The project is based at Otago and is beginning with a study of the Dunedin region. A comparative study of another region will follow. The project involves several academics from the Department of Management, and from the Department of Geography.

SUPERVISION 2005

BCom(Hons) Dissertations

Casey, B. (2005). *Dynamically modelling social and intellectual capital in the search for prolonged value creation*. (Supervisor: Colin Campbell-Hunt)
O'Neill, B. (2005). *An analysis of cluster development in New Zealand*. (Supervisor: Colin Campbell-Hunt)

MBA Dissertations

Mess, H. (2005). *Resource based theory of internationalisation - theoretical evidence*. (Supervisor: Colin Campbell-Hunt)

MBA Projects

Mess, H. (2005). *Resource based theory of internationalisation - evidence from New Zealand*. (Supervisor: Colin Campbell-Hunt)

PUBLICATIONS 2000-2005

Journals

- Brocklesby, J., & Campbell-Hunt, C. (2004). The evolution of competitive capability in exemplar firms - A cognition and complex systems perspective. *International Journal of Organisational Transformation and Social Change*, 1(2-3), 143-162.
- Campbell-Hunt, C., Corbett, L., & Chetty, S. (2000). World famous in New Zealand: Growing world-competitive firms from a New Zealand base. *Victoria Economic Commentaries*, 1-10.
- Campbell-Hunt, C. (2000). What have we learned about generic competitive strategy: A meta-analysis. *Strategic Management Journal* 21, 127-154
- Chetty S. & Campbell-Hunt, C. (2004). A strategic approach to internationalization: A traditional versus a 'born-global' approach. *Journal of International Marketing*, 12(1), 57-81.
- Chetty, S., & Campbell-Hunt, C. (2003). Paths to internationalisation amongst small to medium sized firms: A global versus regional approach. *European Journal of Marketing*, 37(1), 796-820.
- Chetty, S., & Campbell-Hunt, C. (2003). Explosive international growth and problems of success amongst small to medium-sized firms. *International Small Business Journal*, 21(1), 5-27.
- Corbett, L., & Campbell-Hunt, C. (2002). Grappling with a gusher: Manufacturing's response to success in SMEs. *Journal of Operations Management*, 20, 495-517.
- Davenport, S., Campbell-Hunt, C., & Solomon, J. (2003). The dynamics of technology strategy: An exploratory study. *R & D Management*, 33(5), 481-499.

Books, Book chapters, monographs

- Campbell-Hunt, C., Brocklesby, J., Chetty, S., Corbett, L.M., Davenport, S., Jones, D., & Walsh, P. (2001). *World famous in New Zealand: How New Zealand's leading firms became world-class competitors*. Auckland: Auckland University Press.
- Campbell-Hunt, C., & Corbett, L.M. (2001). The path to competitive advantage: Strategic development in New Zealand firms during the 1990s. In J. Yeabsley (Ed.), *Global player? Wellington: NZIER Research Monograph 67*.
- Davenport, S., & Campbell-Hunt, C. (2001). Technology and innovation. In J. Yeabsley (Ed.), *Global player? Wellington: NZIER Research Monograph 67*.
- Geare, A., Campbell-Hunt, C., Ruwhiu, D., & Bull, R. (2005). *The New Zealand management supplement*. Auckland: McGraw-Hill Irwin.
- Knuckey, S., Johnston, H., Campbell-Hunt, C., Carlaw, K., Corbett, L., & Massey, C. (2002). *Firm foundations, A study of New Zealand business practices and performance*. Wellington: Ministry of Economic Development, 248 pp. (ISBN 0-478-26325-2).

Conferences

- Campbell-Hunt, C. (2005). The dynamics of emergent strategy co-evolutionary explanations of an enigma. Paper presented at the 21st Symposium of the European Group for Organization Studies. *Unlocking organizations*. Berlin: EGOS. http://www.egosnet.org/members/library.php?action=theme&conf_id=3&group_id=98
- Campbell-Hunt, C., Chetty, S., & Matear, S. (2005). Clustering at the edge: Growing businesses of global reach from thin soil [Abstract]. In Y. Doz & T. Kiyak (Eds.), *'Local Roots, Global Links', Proceedings of the 47th Annual Meeting of the Academy of International Business*. Quebec City, Canada: AIB. <http://aib.msu.edu/>
- Campbell-Hunt, C., & Daellenbach, U. (2004). A stakeholder theory of competitive advantage. Paper presented at the 20th Symposium of the European Group for Organization

- Studies. The organization as a set of dynamic relationships.* Ljubljana University, Slovenia: EGOS.
- Campbell-Hunt, C., & Chetty, S. (2002). Hidden invaders: Is SME internationalisation different? *Strategic Management Society Conference*, Paris.
- Campbell-Hunt, C. (2002). A window on internationalisation: The strategic importance of best practice research to the New Zealand economic development agenda. Invited address, *Entrepreneurial Development in New Zealand and Sweden*. A conference sponsored by NUTEK, the Swedish Business Development Agency, Stockholm.
- Campbell-Hunt, C. (2001). Bigger the boxing: Keep pouring the concrete. Exploring the Foundations of New Zealand's New Economy. Invited address. *Business New Zealand and Institute of Policy Studies, Changing Gear/Social Dividend Conference*, Wellington, www.vuw.ac.nz/inst-policy-studies
- Campbell-Hunt, C. (2001). In search of strategic leadership. *Keynote address, New Zealand Strategic Management Society Annual Conference*, Waikato University.
- Campbell-Hunt, C., Chetty, S., & Corbett, L.M. (2000). Building competitive capability the New Zealand way. In P.J. Mellalieu (Ed.), *Strategies for Sustainability and Success. Proceedings of the 8th Annual Educator's Conference*, (pp. 63-74). New Zealand Strategic Management Society.
- Campbell-Hunt, C. (2000). How owners influence the evolution of competitive capability. *Strategic Management Society Conference*, Vancouver.
- Chetty, S., & Campbell-Hunt, C. (2000). The evolution of internationalisation capability through business relationships. *American Marketing Academy*, Buenos Aires.
- Corbett, L.M., & Campbell-Hunt, C. (2000). Grappling with a gusher: Configurations of operations-environment fit. *Production and Operations Management Society Conference*, San Antonio Texas.
- Kirkwood, J & Campbell-Hunt, C. (2005). Using an integrated perspective to theorise gender differences in motivations for becoming an entrepreneur. Poster presentation at *Frontiers of Entrepreneurship Research, the Babson-Kauffman Entrepreneurship Research Conference*. Wellesley, Massachusetts, USA.
- Mitchell, A., Matear, S.M., & Campbell-Hunt, C. (2003). Configuring competitive strategies, resources and strategic positions: An exploratory examination of New Zealand high growth small firms. In J. Bell, T. Morrow, & D. Crossan (Eds.), *Proceedings of the 6th McGill Conference of International Entrepreneurship. Crossing boundaries and researching new frontiers [CD-ROM]*. Ireland, University of Ulster.

MALCOLM CONE

RESEARCH INTERESTS

Sociology of Knowledge
Cross Cultural Issues facing managers in the Asia Pacific
Non-Western Accounts of Rationality and Identity
Cultural Change and Convergence
Relationship between culture and development

RESEARCH IN PROGRESS

Topic: Shifts in economic practice that transform cultural norms.

Research is focused on emerging trends in economic activity on the Pacific Rim countries especially Peru, in the Americas and Indonesia, Vietnam, and Greater China in East Asia. The research brief is to study emerging organisational forms in these countries and contrast them with organisational forms in western economic environments. The study will be embedded in an awareness of culture and cultural adaptation taking place in these research sites.

The foundations for the research proposed here is that firms in each cultural group will be organized using socially accepted organisational principles that have no necessary correspondence to the organisational principles found in Western societies (Hamilton, 1994). Fei Xiaotong (1992) [1947]

SUPERVISION 2005

MCom Theses

Ambang, T. (2005). *The relationship between indigenous and western leadership systems at the local level in the contemporary governance systems of Papua New Guinea.*

(Supervisors: Bronwyn Boon, Malcolm Cone)

Sunaryo, L. (2005). *Managing a complex environment - social cultural perspectives . The case of Indonesia.* (Supervisor: Malcolm Cone)

PhD Theses in Progress

Kupka, B. *Development of International Communication Competence.* (Supervisors: André Everett, Malcolm Cone)

Phillips, V. *Culture and negotiation in New Zealand.* (Supervisors: Ian McAndrew, Malcolm Cone)

Raja N. *Institutional pressures and their effects on localisation strategies and legitimacy in Malaysia.* (Supervisors: André Everett, Malcolm Cone)

Ruwhiu, D. *Maori business development: Examining the role of social, cultural and economic capital.* (Supervisors: Colin Campbell-Hunt, Malcolm Cone)

Štrach, P. *Japanese management in Japanese companies overseas: A knowledge perspective.* (Supervisors: Malcolm Cone, Tony Garrett)

PUBLICATIONS 2000-2005

Journals

Cone, M. (2003). Information asymmetry and management control issues in a Sino-French IJV in China. *Euro Asia Journal of Management*, 13(1), 107-122.

- Cone, M. (2003). Corporate citizenship, the role of commercial organisations in an Islamic society. *Journal of Corporate Citizenship*, 9, 49-66.
- Cone, M. (2002). Neo-Modern Islam in Suharto's Indonesia. *New Zealand Journal of Asian Studies*, 4(2), 52-67.
- Cone, M., Tian, Z., & Everett, A. (2002). Property rights in common, from communes to town and village enterprises in rural China. *Journal of International Business and Economy*, 3(1), 87-104.
- Phillips, V., & Cone, M. (2004). Intercultural negotiation: Negotiator definitions set practice emphasis? *Euro Asia Journal of Management*, 14(2), 169-184.
- Sunaryo, L., & Cone, M. (2005). Guanxi-Network and KKN (Koneksi, Kolusi & Nepotisme). *Jurnal Manajemen Prasetya Mulya*, 10(2), 53-67.

Books, book chapters, monographs

- Tian, Z., & Cone, M.H. (2003). Cultural conflicts between Chinese managers and foreign managers in joint ventures. In I. Alon (Ed.), *Chinese culture, organizational behavior, and international business management* (pp.137-149). Westport, CT: Praeger.

Conferences

- Cone, M., & Everett, A. (2005). The role of social networks in business formalization and economic development: The contrasting routes chosen by rural China and a Post-Soviet Republic. In *Asia Pacific Economic Cooperation Symposium. Micro and small enterprise financing: A tool for mainstreaming the informal sector?* Lima, Peru: APEC. [PowerPoint, CD ROM]
- Cone, M., Tian, Z., & Everett, A. (2004). Entering the world's largest market: NZ Inc. in China. Paper presented at *Gateway to China*. Trade Summit. Auckland, New Zealand.
- Cone, M., Everett, A., & Hooker, I. (2004). Social capital and extended orders of cooperation in economic development. A comparative study in rural China and Post-Soviet Kyrgyzstan. In *Proceedings of the Inaugural Conference of the International Association for Chinese Management Research* [Abstract]. Beijing, China: IACMR.
- Cone, M., & Phillips, V. (2004). Accomplishing positive balance in cultural stereotype violations: A framing and re-framing of negotiation practice. In *Bridging with the Other: The Importance of Dialogue in International Business, Proceedings of the Academy of International Business* (CD-ROM, Abstract, p. 149). Stockholm, Sweden: AIB.
- Cone, M. (2003). Cross cultural approaches to knowledge management, China and France. In *Proceedings of the Pan-Pacific Conference XX*. Shanghai, China: Pan-Pacific Business Association.
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- Cone, M., & Everett, A. (2003). Perfect markets and perfect information: Problems of interpretation in macro economic policy in emerging markets - A knowledge management approach. In *Proceedings of the 3rd International Conference of the Centre for the Study of International Institutions*. Innsbruck, Austria. Online: <http://uibk.ac.at/csi>.
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- Cone, M. (2002). Town village enterprises: A sociological study. In *Proceedings of the Hawaii International Conference of Business*. Hawaii. CD ROM.

- Cone, M. (2001). Culture and development: A comparative study. East Asia and South America. In *Proceedings of the Pan-Pacific Business Association Conference* (pp. 99-103). Santiago. Pan-Pacific Business Association.
- Cone, M. (2001). Corporate citizenship in an Islamic society. A study of Islamic banking in Indonesia. In *Proceedings of the International Conference on Economic Diversification of Small States: Policies and Practice*. Universiti Brunei Darusslam.
- Cone, M. (2001). Culture, values and economic development. In S. Lee & L. Bolzmann (Eds.), *E-Globalisation in the New Millennium. Proceedings of the Pan-Pacific Conference XVIII* (pp. 99-102). Lincoln, Nebraska: Pan-Pacific Business Association.
- Cone, M. (2000). Joint ventures in China. In *Proceedings of the Industrial Management Conference*. (pp. 528-536). Beijing: China Aviation Press.
- Cone, M., & Tian, Z. (2000). Cultural conflicts between Chinese managers and foreign managers in JVC's management operation. In *Proceedings of the Fifth China-Japan International Symposium on Industrial Management* (pp. 528-536). Beijing: China Aviation Industry Press.
- Everett, A., & Cone, M. (2004). Electronic commerce management through social development oriented regulation: The Chinese approach. In *Proceedings of the Third International Conference on Information and Management Sciences* (pp. 114-122). Dunhuang, China.
- Phillips, V., & Cone, M. (2003). Intercultural negotiation: A new perspective. *Reflections and Directions. Proceedings of the AIRAANZ Conference*. Melbourne: AIRAANZ. Proceedings online: <http://www.mngt.waikato.ac.nz/depts/sml/airaanz/proceedings/Melbourne2003/introduction.pdf>.

Cases, teaching notes

- Cone, M. (2001). Midland and Ashun Universities. A case study of intercultural negotiation. In G. Elkin (Ed.), *Human resource management in action. Contemporary New Zealand cases-vol 2* (pp. 50-54). Palmerston North: Dunmore Press Limited.
- Cone, M. (2002). Midland and Ashun Universities. A case study of intercultural negotiation. In G. Elkin (Ed.), *Lessons with human resource management in action. Contemporary New Zealand cases-vol 2* (pp. 25-25). Dunedin: University of Otago.

Reports

- Cone, M. (Ed.). (2005). *The market for Chinese external tourism: The case for New Zealand*. (Asia Institute Research Series: No. 3 for NZTE). Dunedin, NZ: Asia Institute. ISSN 1176-9173.
- Cone, M. (Ed.). (2004). *Analysis of selected Chinese food and beverage markets*. (Asia Institute Research Series: No. 1 for NZTE). Dunedin, NZ: Asia Institute. ISSN 1176-9173.
- Cone, M. (Ed.). (2004). *Success strategies for New Zealand food and beverage firms in China*. (Asia Institute Research Series: No. 2 for NZTE). Dunedin, NZ: Asia Institute. ISSN 1176-9173.

Other

- Cone, M. (2004) *Communism, Buddhism and development. The role of women in social change in Yunnan and Tibet*. DVD Video, School of Business, University of Otago, Dunedin.
- Cone, M. (2003) *Releasing the dragon. Small business in China's market economy*. DVD Video, School of Business, University of Otago, Dunedin.

LIZ DITZEL

RESEARCH INTERESTS

Job stress, job burnout
Mentoring and women's career development
Health care systems and governance
Working patterns, such as shift-work, job sharing, family friendly workplaces
Human Resource Management
Small business management and entrepreneurship
Service sector management

RESEARCH IN PROGRESS

PhD in Progress: *Nurse burnout: Exploring the paradox of low burnout in a high stress environment.* (Supervisor: Steven Grover)

My current doctoral research examines the issue of nurses' work stress and burnout. It is widely known that nursing is an inherently stressful occupation, and may be becoming more stressful than ever before. However, less well known is that many nurses and other allied health professionals are not as burned out as might have been expected in a stressful profession, and that relative to other occupational groups, it appears that nurses are not progressing to the 'advanced' stage of burnout. My theoretical explanation for this is that many nurses somehow 'know' how to avoid or minimize their susceptibility to and/or experience of burnout, and that this knowledge is generated within the community of practice of nursing. This suggestion is based on the thesis that knowledge is 'socially' constructed among and with other people and it is deeply embedded in the context from whence it was generated. It also takes into account the findings of numerous studies validating the protective buffering role of social support against job stress and burnout. This research is significant because learning is central to a community of practice and studying communal work groups like nurses can afford us insights into the socially embedded nature of learning.

SUPERVISION 2005

BCom(Hons)

Pridham, J. (2005). *Participant's perceptions of the value of the conference experience: A Dunedin case study.* (Supervisor: Liz Ditzel)

MBA Projects

Brewerton, J (2005) *Sustainable competitive advantage through strategic management of Auckland Medical Aid Centre.* (Supervisor: Liz Ditzel)

Chen, L (2005) *A Start up business plan for Flip ice cream" and "Sino-foreign joint ventures: A management perspective"* (Supervisor: Liz Ditzel)

PUBLICATIONS 2000-2005

Journals

Hall, E., & Liddicoat, L. (2005). Challenges to developing effective family friendly work practices: Findings from New Zealand. *Research and Practice in Human Resource Management*, 13(1), 1-17.

- Hall, E. (2001). Burnout: Results of an empirical study of New Zealand nurses. *Contemporary Nurse*, 11(1), 72-83.
- Hall, E. (2001). Take-home tests: Educational fast food for the new millennium? *Journal of the Australian and New Zealand Academy of Management*, 7(2), 50-57.

Conferences

- Pirožek, P., Hall, L., & Štrach, P. (2004). Hospital governance: Learning from the Czech and New Zealand experience. In G. Mahony & G. Fisher (Eds.), *Dynamism and Challenges in Internationalisation, Proceedings of the 2004 Annual Conference of the Australia-New Zealand International Business Academy*, [CD-ROM]. Canberra: ANZIBA.
- Hall, L. (2004). Nurse Burnout: Exploring the Paradox of Low Burnout in a High Stress Environment. *Proceedings of the Canadian Nursing Research Conference: Transforming Health Care Through Nursing Research: Making it Happen*. (Abstract, p. 180). London, Ontario, Canada: The University of Western Ontario, School of Nursing.
- Hall, E. (2003). Nurse burnout: A case of swimming to shore rather than drowning? In *Surfing the Waves. Proceedings of the Australian and New Zealand Academy of Management Conference*. Fremantle, Australia: Australian and New Zealand Academy of Management. CD ROM.
- Hall, E. (2001). Take-home tests- Building a bridge between 'learning' and 'testing'. In *Closing the Divide. Proceedings of the Australian and New Zealand Academy of Management International Conference 2001*. Auckland: Australian and New Zealand Academy of Management. CD ROM.

Cases, teaching notes

- Hall, E. (2005). Cameo Cars. In K. Bartol, M. Tein, M. Matthews & D. Martin (Eds.), *Management: A Pacific Rim Focus* (4th ed.) (p. 589). North Ryde: McGraw Hill.
- Hall, E. (2005). The seriously Good Chocolate Company. In K. Bartol, M. Tein, M. Matthews & D. Martin (Eds.), *Management: A Pacific Rim Focus* (4th ed.) (pp. 307-308). North Ryde: McGraw Hill.
- Hall, E. (2005). ICE - a gourmet ice-cream company. In K. Bartol, M. Tein, M. Matthews & D. Martin (Eds.), *Management: A Pacific Rim Focus* (4th ed.) (pp. 516-517). North Ryde: McGraw Hill.
- Hall, E. (2005). Pumpkin Patch. In K. Bartol, M. Tein, M. Matthews & D. Martin (Eds.), *Management: A Pacific Rim Focus* (4th ed.) (p. 80). North Ryde: McGraw Hill.
- Hall, E. (2005). Happy Hens. In K. Bartol, M. Tein, M. Matthews & D. Martin (Eds.), *Management: A Pacific Rim Focus* (4th ed.) (pp. 235-236). North Ryde: McGraw Hill.
- Hall, E. (2003). Rip Curl girl. In K. Bartol, M. Tein, G. Matthews & D. Martin (Eds.), *Management: A Pacific Rim Focus, Enhanced Edition* (Supplemental CD ROM). Macquarie Park, NSW, Australia: McGraw-Hill.
- Hall, E. (2003). Funky flowers. In K. Bartol, M. Tein, G. Matthews & D. Martin (Eds.), *Management: A Pacific Rim Focus, Enhanced Edition* (Supplemental CD ROM). Macquarie Park, NSW, Australia: McGraw-Hill.
- Hall, E. (2001). R&R Sports. In G. Elkin (Ed.), *Human resource management in action. Contemporary New Zealand cases-Vol 2* (pp. 63-66). Palmerston North: Dunmore Press Limited.
- Hall, E. (2002). R&R Sports. In G. Elkin (Ed.), *Lessons with Human Resource Management in Action. Contemporary New Zealand Cases-Vol 2* (pp. 29-38). Dunedin: University of Otago.

Working papers

- Hall, E. (2005). *Nurse burnout in a high stress health care environment: Prognosis better than expected*. Working paper series, Department of Management, University of Otago [1171-5049].

Štrach, P., Hall, E., & Pirožek, P. (2004). *Hospital Governance: Analysing the Czech and New Zealand Experience*. Working Paper Series, Management Department, University of Otago [1171-5049].

FIONA EDGAR

RESEARCH INTERESTS

Human Resource Management – The Employee Perspective
Industrial Relations - Partnerships

RESEARCH IN PROGRESS

Managerial and non-managerial ideological orientations towards employment relationships
The relationship of employer and employee ideology to high commitment management and employee commitment
Employer and Union attitudes toward, and experiences of, collective bargaining

GRANTS RECEIVED 2005

School of Business Research – Employee orientations towards employment (\$3,950):
Principal Investigator

Otago Research Grant – The Relationship of employer and employee ideology to high
commitment management and employee commitment (\$6,930): Principal Investigator

Otago Research Grant – Employer attitudes toward and experiences of collective bargaining
in the South Island (\$15,550): Principal Investigator – Dr Ian McAndrew, Researcher -
Dr Fiona Edgar

STUDENT SUPERVISION 2005

MBus Project

Nasheri, E. (2005). *Prevalence and perception of sexually harassing behaviours: The influence of gender and power in New Zealand academia*. (Supervisors: Fiona Edgar, Alan Geare)

PUBLICATIONS 2000-2005

Journals

Edgar, F. & Geare, A., (2005), Employee voice on human resource management, *Asia Pacific Journal Human Resources*, 43(3):361-380.

Edgar, F., & Geare, A. (2005). HRM practice and employee attitudes: Different measures - different results. *Personnel Review*, 34(5), 534-549

Browning, V., & Edgar, F. (2004). Employee reactions to HRM from New Zealand and South Africa. *Journal of the Australian and New Zealand Academy of Management*, 10(2), 1-13.

Edgar, F. & Geare, A. (2004). Employee demographics in human resource management research. *Research and Practice in Human Resource Management*, 12(1), 33-50.

Edgar, F. (2003). Equal employment opportunities: An empirical examination of employer and employee attitudes. *International Journal of Employment Studies*, 11(1), 97-130.

Edgar, F. (2003). Employee-centred human resource management practices. *New Zealand Journal of Industrial Relations*, 26(3), 329-340.

Edgar, F. (2001). Equal employment opportunity: Outcomes in the New Zealand public service. *New Zealand Journal of Industrial Relations*, 26(2), 217-226.

Conferences

- Browning, V., & Edgar, F. (2003). Comparing apples with pears: HRM themes emerging from New Zealand and South Africa. In A. Brown (Ed.), *Proceedings of the 17th Annual Conference of the Australian and New Zealand Academy of Management: Surfing the Waves*. [Abstract, p. 171], Fremantle: ANZAM.
- Edgar, F. (2003). Human resource management practice: The employees' perspective. In A. Brown (Ed.), *Proceedings of the 17th Annual Conference of the Australian and New Zealand Academy of Management: Surfing the Waves*. [CD-ROM], Fremantle: ANZAM.
- Edgar, F., & Mallon, M. (2002). Best practice 'soft' HRM: Forcing the employer's arm. In *Research, Knowledge and Practice: Enhancing Business and Government Capability. Proceedings of the Australian and New Zealand Academy of Management Conference*. Melbourne: Australian and New Zealand Academy of Management. CD ROM.
- Edgar, F. (2001). The contribution of legislating for desirable employment practice: Judicial interpretation of the 'good employer' principle. In *Closing the Divide. Proceedings of the Australian and New Zealand Academy of Management International Conference 2001*. Auckland: Australian and New Zealand Academy of Management. CD ROM.
- Geare, A., Edgar, F., & McAndrew, I. (2005). Legislative inertia: New Zealand's reaction to the issue of redundancy. In *Reworking Work, Proceedings of the 19th Annual Conference of the Association of Industrial Relations Academics of Australia and New Zealand*. Sydney, Australia: AIRAANZ.
- Geare, A., Edgar, F., & Deng, M. (2005). Effective HRM: A significant perceptual difference. In *Proceedings of the 8th Conference on International Human Resource Management. Making a difference in a world of differences*. Cairns, Australia: Australian Human Resource Institute.

Working papers

- Edgar, F. *Human resource management practice: The employee's perspective*. Department of Management Working Paper Series 02/02, University of Otago [1171-5049].
- Edgar, F. *The contribution of legislation for desirable employment practice: the mobilisation of the 'good employer' provision*. Department of Management Working Paper Series 00/01 University of Otago [1171-5049].

Other

- Gray, B., Mallon, M., Edgar, F., & Browning, V. (2004). HRM practices to improve service firm competitiveness. In K. Deans (Ed.), *Proceedings of the 6th Australasian Services Research Workshop* (pp. 117-123). Dunedin: ASRW.

PhD Thesis

- Edgar, F. (2003). *The impact of good employer obligation on personnel practices*.

GRAHAM ELKIN

RESEARCH INTERESTS

Management Education Processes
Organisational Behaviour
Case Writing and Learning
Support Groups for Senior Executives
Internationalisation of Management Education

RESEARCH IN PROGRESS

Applied Research

1. The application of a model of internationalisation of business schools.
 2. Case writing/research.
 3. Individual centred approach to management learning.
 4. International and comparative human resource management and organisational behaviour
 5. The contribution of non-western voices to an emerging theory of management.
-

PUBLICATIONS 2000-2005

Journals

- Elkin, G., Devjee, F., & Farnsworth, J. (2005). Visualising the 'internationalisation' of universities. *International Journal of Educational Management*, 19(4), 318-329.
- Elkin, G. (2002). Student learning through case research and writing. *Journal of the Australian and New Zealand Academy of Management*, 8(1), 1-8.
- Elkin, G., & Inkson, K. (2001). The power of 'can do'. *Employment Today* 59, 55-56.
- Elkin, G., & Sutton, Z. (2000). Careers advisors in New Zealand secondary schools: A challenging role for the 21st century. *Australian Journal of Career Development*, 9(3), 7-12.
- Lawrence, J., & Elkin, G. (2003). Central Manawatu Timber. *Journal of the Australian and New Zealand Academy of Management*, 9(2), 17-29.

Books, book chapters, monographs

- Elkin, G., Jackson, B., & Inkson, K. (Eds.). (2004). *Organisational behaviour in New Zealand. Theory and practice* (2nd ed.). Auckland: Pearson Education New Zealand.
- Elkin, G. (Ed.). (2002). *Lessons with...human resource management in action. Contemporary New Zealand cases - Vol. 2*. Dunedin: University of Otago.
- Elkin, G. (Ed.). (2001). *Human resource management in action. Contemporary New Zealand cases - Vol. 2*. Palmerston North: Dunmore Press Limited.
- Elkin, G. (2001). Ageism in the 'Quarter Acre, Pavlova Paradise' - will she be right? In I. Glover and M. Branine, *Ageism in work and employment* (pp. 255-267). Ashgate Publishing Company, Burlington, USA.
- Elkin, G. (2001). Female school principals: Where are they? In M. Tein, M. Matthews & K. Bartol (Eds.), *Management: A Pacific Rim focus* (3rd ed.) (pp. 406-407). Roseville: Irwin/McGraw Hill.
- Elkin, G., & Inkson, K. (2000). *Organisational behaviour in New Zealand*. Auckland: Pearson Education.

Conferences

- Elkin, G., & Strach, P. (2004). Developing our vision: Internationalisation of business schools. In G. Mahony & G. Fisher (Eds.), *Dynamism and Challenges in Internationalisation*,

- Proceedings of the 2004 Annual Conference of the Australia-New Zealand International Business Academy*, [CD-ROM]. Canberra: ANZIBA.
- Elkin, G., & Devjee, F. (2004). Workplace learning for university credit in New Zealand business schools. In *Learning Partnerships in the Global Classroom. Weaving the threads of knowledge, Proceedings of the 5th Asia Pacific Cooperative Education Conference*, [CD-ROM]. Auckland: APCEC.
- Elkin, G., & Devjee, F. (2004). What is internationalisation of business education. In *People First, Serving our Stakeholders, Proceedings of the 18th Annual Conference of the Australian and New Zealand Academy of Management*, [CD-ROM]. Dunedin: ANZAM.
- Elkin, G., & Devjee, F. (2003). Visualising the 'internationalisation' of business schools. In *The Challenge of International Business. Proceedings of the ANZIBA International Business Academy Conference*. Dunedin: Australia and New Zealand International Business Academy. CD ROM.
- Elkin, G., & Devjee, F. (2003). Visualising the internationalisation of universities and business schools. *Program and abstracts of the 17th Annual Conference of the Australian and New Zealand Academy of Management: Surfing the Waves*, 174.
- Elkin, G. (2001). What are we doing with cases? Student learning through case writing. In *Closing the Divide. Proceedings of the Australian and New Zealand Academy of Management Conference*. Auckland: Australian and New Zealand Academy of Management. CD ROM.
- Elkin, G. (2001). Making space for organic, networked, interpersonal communication in organisations. In *Making Space for Communication. Proceedings of the New Zealand Communication Association Inc. National Annual Conference 2001*. (pp. 5-12). Auckland: New Zealand Communication Association.
- Elkin, G. (2000). Learning through designing learning: A student case writing programme. In *The Leap Ahead. Managing for the New Millennium. Proceedings of the Australian and New Zealand Academy of Management International Conference 2000*. Sydney: Australian and New Zealand Academy of Management. CD ROM.

Cases, teaching notes

- Elkin, G. (2002). United Milk Products. In T. Batley (Ed.), *Business Case Studies in Operations Management* (pp. 236-241). Auckland: Prentice Hall.
- Elkin, G. (2002). United Milk Products. In T. Batley (Ed.), *Tutor's Guide to Business Case Studies in Operations Management* (pp.104-106). Dunedin: Department of Management, University of Otago.
- Elkin, G. (2001). Horizon Pacific Television. In M. Tein, M. Matthews & K. Bartol (Eds.), *Management: A Pacific Rim focus* (3rd ed.) (pp. 432-434). Roseville: Irwin/McGraw Hill.
- Elkin, G. (2001). Regional culture builders. In G. Elkin (Ed.), *Human resource management in action. Contemporary New Zealand cases-vol 2* (pp. 55-59). Palmerston North: Dunmore Press Limited.
- Lawrence, J., & Elkin, G. (2003). Central Manawatu Timber. In G. Elkin (Ed.), *Facilitating Case Learning, Refereed Teaching Notes and Resources* (pp. 19-28). Dunedin: Department of Management, University of Otago.

Reports

- Devjee, F., & Elkin, G. (2004). *Report on workplace learning*. Department of Management, University of Otago. Commissioned by Higher Education Development Centre, University of Otago. Funded by University Otago Calt Grant.
- Devjee, F., & Elkin, G. (2004). *CALT report: Internationalisation 2*. Department of Management, University of Otago. Commissioned by Higher Education Development Centre, University of Otago. Funded by University Otago Calt Grant.
- Massey, C., Elkin, G., Mallon, M., Page, C., Ruth, D., & Wilson, M. (2004). *A framework for building management capability in New Zealand*. (Report Commissioned by the Ministry of Economic Development). New Zealand Centre for SME Research.

ANDRE EVERETT

RESEARCH INTERESTS

International Management and Strategies
China, Chinese Management, Internet Regulation in China
Knowledge Management
International Competitiveness and Clusters
Operations Strategy, JIT
Automobile and Luxury Brands
Service Management, Quality Management
Survey Design

RESEARCH IN PROGRESS

- ~ Several research areas, primarily at the intersection of international, strategic, knowledge, and operations management.
 - ~ International and intercultural differences focusing on China, specifically knowledge management, international joint ventures, development of new business models, e-commerce related regulation of the Internet, advertising, and other China-related management topics, principally at the strategy level.
 - ~ Integration of strategies across organisational functions (systems-oriented strategic management), change management, evolution of organisational strategies and functional strategies.
 - ~ Customer needs determination, satisfaction measurement, and enhancement, primarily developing the EPI methodology, a three-dimensional replacement for the ServQual service measurement model.
 - ~ Experiential learning, with a focus on site visits and cases.
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SUPERVISION 2005

PhD Theses in Progress

Dwyer, K. *Supply chain management knowledge in New Zealand: Diffusion and communities of practice*. (Supervisors: André Everett, Colin Campbell-Hunt)
Faucher, J.-B. *Managing organizational innovation, knowledge management and leadership in complex environments*. (Supervisors: André Everett, Rob Lawson)
Kupka, B. *Intercultural communication training to enhance international communication competence in expatriates*. (Supervisors: André Everett, Malcolm Cone)
Raja N. *Institutional pressures and their effects on localisation strategies and legitimacy in Malaysia*. (Supervisors: André Everett, Malcolm Cone)
Sunaryo, L. *Economic behaviour of overseas Chinese in Indonesia*. (Supervisors: André Everett, Malcolm Cone)

PUBLICATIONS 2000 - 2005

Journals

Adler, R., & Everett, A. (2001). A changed destiny for management accounting. *Journal of Social Sciences*, 14(2), 277-285.
Adler, R., Everett, A., & Waldron, M. (2000). Advanced management accounting techniques in manufacturing: Utilization, benefits and barriers to implementation. *Accounting Forum*, 24(2), 131-150.

- Cone, M., & Everett, A. (2003). Information asymmetry and management control issues in a Sino-French IJV in China. *Euro Asia Journal of Management*, 13(1), 107-122.
- Cone, M., Tian, Z., & Everett, A. (2002). Property rights in common, from communes to town and village enterprises in rural China. *Journal of International Business and Economy*, 3(1), 87-104.
- McAlevey, L., & Everett, A. (2003). How can the quality gap be bridged? Avoiding a future of specialist isolation through statistics education. *TQM and Business Excellence*, 14(7), 801-810.
- McAlevey, L., Everett, A. & Sullivan, C. (2001). Evolution in business statistics curricula: Learning from the 'Making Statistics More Effective in Schools of Business' conference. *The Statistician* 50(3), 321-333.
- Štrach, P., & Everett, A. (2004). Is there anything left to learn from Japanese companies? *SAM Advanced Management Journal*, 69(3), 4-13.

Books, book chapters, monographs

- Everett, A. (2000). Strategic management of international business relationships with New Zealand: A primer for executives and investors. In U. Haley (Ed.), *Strategic management in the Asia-Pacific: Harnessing regional and organizational change for competitive advantage* (pp. 211-249). Oxford, UK: Butterworth-Heinemann. ISBN 07506 41290.
- Everett, A. (2000). Characteristics of post-crisis New Zealand. In U. Haley (Ed.), *Strategic management in the Asia-Pacific: Harnessing regional and organizational change for competitive advantage* (pp. 250-251). Oxford, UK: Butterworth-Heinemann. ISBN 07506 41290.

Conferences

- Cone, M., Everett, A., & Hooker, I. (2004). Social capital and extended orders of cooperation in economic development. A comparative study in rural China and Post-Soviet Kyrgyzstan. In *Proceedings of the Inaugural Conference of the International Association for Chinese Management Research* [Abstract]. Beijing, China: IACMR.
- Cone, M., Tian, Z., & Everett, A. (2004). Entering the world's largest market: NZ Inc. in China. Paper presented at *Gateway to China*. Trade Summit. Auckland, New Zealand.
- Cone, M., & Everett, A. (2003). Complexity, autonomous fields, and conjectural knowledge as illuminants of cross-cultural management behaviour in a Sino-French IJV in China. In *Proceedings of the 34th Annual Meeting of the Decision Sciences Institute*. Washington DC: Decision Sciences Institute. CD ROM.
- Cone, M., & Everett, A. (2003). Perfect markets and perfect information: Problems of interpretation in macro economic policy in emerging markets: A knowledge management approach. In *Proceedings of the 3rd International Conference of the Centre for the Study of International Institutions*. Innsbruck, Austria. Online: <http://uibk.ac.at/csi>.
- Cone, M., & Everett, A. (2003). Culture, values and economic development. Market economies in socialist China. In *Transformations and interventions: Critical perspectives on economy and culture in post-socialist societies. Proceedings of the International Sociology Conference*. [Abstract]. Bishkek, Kyrgyzstan: American University - Central Asia.
- Cone, M., & Everett, A. (2003). Searching for synergies - knowledge management issues in a Sino-French IJV in China. In *Proceedings of the Pan-Pacific Conference XX* (pp. 293-295). Shanghai, China. Pan-Pacific Business Association.
- Everett, A., & Štrach, P. (2005). The knowledge-creating company as the core of Japanese management. In *Facilitating Decision Making at the Functional Interface, Proceedings of the 36th Annual Meeting of the Decision Sciences Institute* (CD-ROM, pp. 15051-15056). San Francisco, CA: Decision Sciences Institute.
- Everett, A., & Štrach, P. (2005). International takeovers of luxury brands by major transnational automobile manufacturers: The case of Jaguar. In *New Developments in International Business. Proceedings of the DAEHAN Association of Business Administration, Korea International Conference* (pp. 67-88). Shanghai, China: DAEHAN Association of Business Administration, Korea.

- Everett, A., & Cone, M. (2005). The role of social networks in business formalization and economic development: The contrasting routes chosen by rural China and a Post-Soviet Republic. In *Micro and Small Enterprise Financing: A Tool for Mainstreaming the Informal Sector, Proceedings of the Asia-Pacific Economic Cooperation Symposium* [PPT presentation, CD ROM]. Lima, Peru: APEC.
- Everett, A., & Cone, M. (2004). Electronic commerce management through social development oriented regulation: The Chinese approach. In E.Y. Li (Ed.), *Proceedings of the Third International Conference on Information and Management Sciences*, (pp. 114-122). Dunhuang, China: Information and Management Sciences.
- Everett, A., & Wong, Y. (2004). The influence of Chinese American cultural values on workplace communication, innovation, and teamwork. In *Proceedings of the 35th Annual Meeting of the Decision Sciences Institute* (CD-ROM, pp. 7571-7576). Boston, Massachusetts: Decision Sciences Institute.
- Everett, A., Paynter, J., & Zhang, I. (2003). The development of electronic banking in China: Website evaluation and customer survey results. In *Proceedings of the 34th Annual Meeting of the Decision Sciences Institute*. Washington DC: Decision Sciences Institute. CD ROM.
- Everett, A., & Wong, Y. (2000). 'Not just a field trip'- The role of site visits in business education. In M. Swink (Ed.), *31st Annual Meeting of the Decision Sciences Institute* (3:202). Athens, Georgia, USA: Georgia State University.
- Everett, A., Latu, T., & Wong, Y. (2000) The EPI approach to measuring customer satisfaction. In M. Swink (Ed.), *Proceedings of the 31st Annual Meeting of the Decision Sciences Institute*. (3:1227-1229). Athens, Georgia, USA: Georgia State University.
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Štrach, P., & Everett, A. (2005). Globalizing luxury automobiles through mergers: Three brands at the crossroads (Working Paper Series 05/2005). ŠkodaAuto Vysoká škola (ŠkodaAuto College), Mladá Boleslav, Czech Republic, 2005. ISSN 1801-4313 (online ISSN 1801-4445), 48 pages. Also as Working Paper 05/05, Department of Management, University of Otago, 2005, ISSN 1171-5049.

JOHN FARNSWORTH

RESEARCH INTERESTS

Small Group Communication and Dynamics (with Virginia Phillips)
Social Research Methodology (Qualitative and Ethnographic)
The Interaction of Media Institutions, Occupations and Technologies with a Current Focus on
Television Scheduling and on New Media Technologies (with Dr. Terry Austrin, University of
Canterbury)
Supervision Practice

RESEARCH IN PROGRESS

- ~ Sound Technologies and Production of Mobile Networks (paper for *Senses* conference, London) with Terry Austrin, University of Canterbury.
 - ~ Listening, Technology, Social Space and Detection: Social Theory, Fieldwork and Coppola's *The Conversation* with Terry Austrin, University of Canterbury.
 - ~ Small Group Communication and Comprehension (Two papers with Virginia Phillips).
 - ~ Sociology of Contemporary New Zealand Television Scheduling: Models and Issues.
 - ~ Historical Patterns of Television Scheduling: New Zealand as a Case Study.
 - ~ Foundations of Supervision Practice in Clinical and Educational Contexts.
-

PUBLICATIONS 2000-2005

Journals

- Austrin, T., & Farnsworth, J. (2002). Reworking sociology: Bruno Latour's feeling for genre. *New Zealand Sociology*, 17(1), 1-19.
- Elkin, G., Devjee, F., & Farnsworth, J. (2005). Visualising the 'internationalisation' of universities. *International Journal of Educational Management*, 19(4), 318-329.

Conferences

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- Farnsworth, J., & Austrin, T. (2004). Sound technologies, mobility and the production of social networks. Paper presented at *The Senses, An interdisciplinary conference at the London College of Music & Media*.
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Book Reviews

- Farnsworth, J. (2003). [Review of the book *The action manual: Techniques for enlivening group process and individual counselling*]. *Australia and New Zealand Psychodrama Journal*, 12, December, 85-87

Working papers

Austrin, T., & Farnsworth, J. (2002). *Listening, technology, social space and detection: Social theory, fieldwork and Coppola's 'The Conversation.'* Working paper series, Film and Media Studies, University of Otago.

Other

Farnsworth, J. & Ellis, M. (2004). Experiencing a dialogue across cultures. [Conference report] *Newsletter of the Australian and New Zealand Psychodrama Association Inc.*, No. 34, p. 8.

Farnsworth, J., & Hutchison, I. (Eds). (2002). *New Zealand television: A reader*. Palmerston North: Dunmore Press.

Farnsworth, J. (2002). Local and global contexts of New Zealand television. In J. Farnsworth & I. Hutchison (Eds), *New Zealand television: A reader*. Palmerston North: Dunmore Press.

ALAN GEARE

RESEARCH INTERESTS

Industrial Relations/Employment Relations
General Management
Human Resource Management

RESEARCH IN PROGRESS

Workplace values and beliefs
Ideologies
High Commitment Management
Employment Relations in New Zealand (text)
Legislative approach to redundancy

SUPERVISION 2005

MBus Project

Nasheri, E. (2005). *Prevalence and perception of sexually harassing behaviours: The influence of gender and power in New Zealand academia*. (Supervisors: Fiona Edgar, Alan Geare)

PhD Theses in Progress

Morton, J. *Experiencing workplace bullying*. (Supervisors: Alan Geare, Ian McAndrew, Steven Grover)

Seifert, C. *The genesis of organisational crisis: Exploration and theory building*. (Supervisors: Colin Campbell-Hunt, Alan Geare)

PUBLICATIONS 2000-2005

Journals

- Edgar, F., & Geare, A. (2005). HRM practice and employee attitudes: Different measures - different results. *Personnel Review*, 34(5), 534-549.
- Edgar, F. & Geare, A. (2004). Employee demographics in human resource management research. *Research and Practice in Human Resource Management*, 12(1), 33-50.
- Geare, A. (2004). Labour in New Zealand. *Bulletin of Comparative Labour Relations*, 49, 123-130. Reprint of Geare, A. (2002). El trabajo en Nueva Zelanda. *Analisis Laboral*, 26(303) September, pp. XLII-XLIV.
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Books, book chapters, monographs

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- Geare, A., Sibbald, A., Ruwhiu, D. & Kirkwood, J. (2002). *Management functions*. Dunedin: Department of Management, University of Otago, 163pp. (ISBN 1-877139-49-1)(110-301).
- Geare, A. (2001). The 'Hawthorne Effect'. In J. Michie (Ed.), *Readers guide to the social sciences*. (pp. 702-703). London: Fitzroy Dearborn.
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- Geare, A., Edgar, F., & McAndrew, I. (2005). Legislative inertia: New Zealand's reaction to the issue of redundancy. In *Reworking Work, Proceedings of the 19th Annual Conference of the Association of Industrial Relations Academics of Australia and New Zealand*. Sydney, Australia: AIRAANZ.

Other

- McAndrew, I., & Geare, A. (Eds.) (2002) Celebrating Excellence. *Proceedings of the 16th AIRAANZ Conference, Volumes 1 and 2*, Association of Industrial Relations Academics of Australia and New Zealand, Queenstown.

RICHARD GREATBANKS

RESEARCH INTERESTS

Richard's research interests are in the areas of quality process improvement and performance measurement, particularly in conjunction with SME manufacturing companies. The development and application of six sigma approaches to service quality is also of interest.

PUBLICATIONS 2000-2005

Journals

- Dale, B. G., Williams, A. R. T., van der Wiele, T., & Greatbanks, R. W. (2002). Organisational change through quality deposits. *Quality Engineering (USA)*, 14(3), 381-389.
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- Greatbanks, R. W., Dal, B., & Tugwell, P. A. (2000). Overall equipment effectiveness as a measure of operational improvement: A practical analysis. *International Journal of Operations and Production Management*, 20(12), 1488-1502.
- Wang, Y. M., Greatbanks, R. W., & Yang, J. B. (2005). Interval efficiency assessment using data envelopment analysis. *Fuzzy Sets and Systems*, 153, 347-370.

Books, book chapters, monographs

- Greatbanks, R. W., & McNeil, R. A. (2002). *The true effectiveness of quality related initiatives in the UK engineering sector*. Engineering Quality Forum (EQF) & IQA (Institute of Quality Assurance), ISBN 1 84019 156 2, London.
- McCarthy, G., Greatbanks, R., & Yang, J. B. *Guidelines for self-assessment*. Working Paper Series 0203, Manchester School of Management of UMIST, UK. ISBN 1 86115 117 9.

Conferences

- Ahmed, A., Yang, J. B., Greatbanks, R. W., & Dale, B. G. (2001). Organisational self-assessment: A way forward for application of multiple criteria decision making. In *Proceedings of International Conference on Multi-Criteria Decision Making: Theory and Applications in Technology, Business and Economics*. Cairo, Egypt.
- Bamford, D., & Greatbanks, R. (2005). Examining organisational change through the analysis of quality deposits: A methodology. In *Proceedings of EurOMA 2005 Conference* (pp. 1295-1304). Budapest, Hungary.
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- Greatbanks, R., & Batley, T. (2004). Quality deposits: Exploring potential methodologies and practical applications. In *People first, serving our stakeholders. Proceedings of the 18th Annual Conference of the Australian and New Zealand Academy of Management*, [CD-ROM]. Dunedin: ANZAM.
- McCarthy, G., Greatbanks, R. W., & Yang, J.B. (2002). Making self-assessment work for your organisation. *7th World Congress on TQM*. Verona, Italy.
- Moxham, C., & Greatbanks, R. (2004). Measuring performance in the voluntary and community sector. In *People first, serving our stakeholders. Proceedings of the 18th Annual Conference of the Australian and New Zealand Academy of Management*, [CD-ROM]. Dunedin: ANZAM.
- Moxham, C. L., & Greatbanks, R. W. (2000). Barriers to team working within a textile SME: Lessons to be learnt. In *Proceedings of the Third SMESME International Conference*. Coventry UK.
- Moxham, C. L., & Greatbanks, R. W. (2000). Does changing demand necessitate change in performance measures? A practical case study analysis. In *Proceedings of the International conference on Performance measurement: Past Present and Future* (pp. 387-394). University of Cambridge.
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- Sutrisno, A. H., & Greatbanks, R. W. (2002). Exploring the relationship between business process management and balanced scorecard approaches to organisational performance. In *Proceedings of the 2002 Performance Management Association International Conference*. Boston, USA.
- Wong, Y. H., Greatbanks, R., & Yang, J. B. (2004). Performance assessment of financial service providers using DEA and the ER approach. *The UK OR46*, York.

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- Greatbanks, R. W., & Moxham, C. L. (2002). WJK Yarn Ltd. In T. Batley (Ed.), *Business case studies in operations management*. Auckland: Prentice Hall.
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- Greatbanks R. W. (2002). Clearline Instrumentation Ltd. In T. Batley (Ed.), *Tutors guide to business case studies in operations management*. Dunedin: Department of Management, University of Otago.

STEVEN GROVER

RESEARCH INTERESTS

Honesty and Dishonesty in the Workplace
Human Resource Policy Influences on Work and Family
Survivor Reactions to Co-worker Exits
Emotion in the Workplace

RESEARCH IN PROGRESS

Professor Grover has studied honesty and dishonesty in organisations for 15 years. His current research programme examines the effect of honest and dishonest leader behaviour on followers. This programme includes multiple studies, including one on value congruity and truth-telling and one to develop a measure of leader honesty. He is convening a mini-conference on leader honesty at the 2006 meetings of the European Group on Organization Studies. In addition to his research programme on leader honesty, Professor Grover has ongoing projects investigating internet usage policies and sales representative honesty.

SUPERVISION 2005

BCom(Hons)

Woolley, L. (2005). *Leader integrity: Development of the leader integrity scale based on behavioural definition of integrity*. (Supervisor: Steven Grover)
Worthington, A. (2005). *The role of respect in leadership*. (Supervisor: Steven Grover)

PhD Theses in Progress

Ditzel, E. *Nurse burnout: Exploring the paradox of low burnout in a high stress environment*. (Supervisor: Steven Grover)
Hunt, T. *The role of value congruence in reactions to leader (dis)honesty*. (Supervisors: Steven Grover, Vicky Browning)
Morton, J. *Experiencing workplace bullying*. (Supervisors: Alan Geare, Ian McAndrew, Steven Grover)

PUBLICATIONS 2000-2005

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Collaborate for Knowledge Creation: A Longitudinal Study of Biomedical Scientists
Entry and Competitive Dynamics in the Mobile Telecommunications Market

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KERR INKSON

RESEARCH INTERESTS

Careers and career management, particularly entry to the workforce
Flexible forms of career
International careers
The "brain drain"
The use of metaphor in career discourse and theory

RESEARCH IN PROGRESS

Projects on the use of metaphor in career theory and practice; the development of personal "career capital"; the work experience of contingent workers, temporary workers and contractors; travel and migration as career development experience; international careers; careers in cross-cultural context and "cultural intelligence", "brain drain" phenomena, and pathways to sustainable employment. Invited contributions to several international research collections. Member, Labour Market Dynamics Research Programme, from 2002.

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Hunter, I., & Inkson, K. (2001). Robert Laidlaw, human resource manager. In G. Elkin (Ed.), *Human resource management in action*, (Vol. 2, pp. 149-152). Palmerston North: Dunmore Press.

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JODYANNE KIRKWOOD

RESEARCH INTERESTS

Entrepreneurship and Small Business Management
Women entrepreneurs
Entrepreneurship and the family
Entrepreneurs and work-family balance
Entrepreneurs and the Tall Poppy Syndrome

RESEARCH IN PROGRESS

Entrepreneurship and the family. How parents, partners and children effect entrepreneurial decisions.

The Tall Poppy Syndrome – how New Zealand entrepreneurs experience it.

Work-family balance - How women entrepreneurs manage this balance. Joint research with Beth Mackie, Massey University, Palmerston North.

Succession planning for entrepreneurs in Dunedin. Joint research with Peter Harris, Economic Development Unit, Dunedin City Council.

SUPERVISION 2005

MBus Project

Parfitt, H. (2005). *Service quality in a small Dunedin business: Stewarts Coffee*. (Supervisor: Jodyanne Kirkwood)

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PUBLICATIONS 2000-2005

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Kirkwood, J., & Ruwhiu, D. (2003). Growth at Hubbard's Foods? *Journal of the Australian and New Zealand Academy of Management, Special Edition Management Cases*, 9(2), 47-57.

Book Chapters

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RESEARCH INTERESTS

Collective Bargaining and Workplace Partnership
Employment and Labour Law
Negotiation, Mediation, Grievance Adjudication
National and International Regulation of Industrial Relations

RESEARCH IN PROGRESS

Managerial Ideology, Workplace Values, Union-Management Partnership, and Collective Bargaining: this research embraces and brings together projects on workplace partnership arising out of a stocktake of union-management partnerships conducted in 2006 with Deloitte Human Capital NZ for the Partnership Resource Centre of the Department of Labour, research on managerial and worker ideology, human resource and high commitment managerial practices, and union impact conducted in collaboration with Otago colleagues Alan Geare and Fiona Edgar, and an examination of resistance to collective bargaining amongst both employers and employees, seeking to explain the stagnation of collective bargaining in a regulatory environment intended to promote bargaining, being conducted in conjunction with colleagues at Massey University.

Justice in Employment: the Adjudication Decisions of the New Zealand Employment Tribunal. A database of Employment Tribunal adjudication decisions (and Employment Court judgments) has been under analysis at the Industrial Relations Research Centre of the Department of Management at the University of Otago since 1995.

The variables captured for the database are in several categories: the issues involved in the case; characteristics of the parties, including gender, occupation, industry, and representation; characteristics of the Tribunal adjudicator, hearing and decision, including for example the gender of the adjudicator, location and length of the hearing, and length of the decision; and various measures of the outcomes of the cases – who won, who lost, and the nature of remedies awarded, if any.

Analysis of the database has now been extended to international collaboration with colleagues at the University of Vermont comparing arbitration decision processes and outcomes of the Vermont Labor Relations Board. Further international comparison is targeted for the Austrian Labour Courts system with colleagues at the University of Vienna.

Industrial Relations Research Centre

Under the direction of Dr Ian McAndrew the Industrial Relations Research Centre has developed an extensive database of all New Zealand Employment Court and Tribunal decisions, dating back to those institutions' creation in 1991.

The database is designed to provide for the close analysis of decision-making trends by the Employment Tribunal and Court. This is done primarily by examining the relationships between a wide number of variables extracted from the decisions themselves.

This research has now been augmented by construction of a database of decisions of the Vermont Labor Relations Board in collaboration with colleagues at the University of Vermont, to begin international comparative study of employment arbitration decisions and decision-making processes.

GRANTS RECEIVED

Otago Research Grant. Collective Bargaining under the Employment Relations Act. \$15,550.
Principal Investigator – Dr Ian McAndrew, Researcher - Dr Fiona Edgar

This research, undertaken in collaboration with colleagues at Massey University, is focused on collective bargaining under the Employment Relations Act 2000, and particularly on employer and employee resistance to bargaining and factors associated with the growth or stagnation of collective bargaining.

Otago CALT Innovation in Teaching Grant. Interactive simulated negotiation skills project.
\$10,000. Principal Investigator – Dr Ian McAndrew

This project involves the development of an interactive DVD-based approach to teaching negotiation and mediation.

SUPERVISION

PhD Theses in Progress

Morton, J. *Experiencing workplace bullying*. (Supervisors: Alan Geare, Ian McAndrew, Steven Grover)
Phillips, V. *Culture and negotiation in New Zealand*. (Supervisors: Ian McAndrew, Malcolm Cone)

PUBLICATIONS

Journals

- Foster, B., & McAndrew, I. (2003). Growth and innovation through good faith collective bargaining: An introduction to the conference collection. *New Zealand Journal of Industrial Relations*, 28(2), 118-120.
- McAndrew, I., & Phillips, V. (2005). Documenting play: Using videotaped interviews to debrief collective bargaining games. *Human Resource Management Review* 15(3), 214-225.
- McAndrew, I. (2003). Final offer arbitration: A New Zealand variation. *Industrial Relations*, 42(4), 736-744.
- McAndrew, I., & Penn, S. (2003). Collective bargaining under the ERA 2000: Report of a workshop on negotiation, representation and conflict management. *New Zealand Journal of Industrial Relations*, 28(2), 323-347.
- McAndrew, I. (2002). Determinations of the Employment Relations Authority. *New Zealand Journal of Industrial Relations*, 27(3), 323-347.
- McAndrew, I. (2001). Adjudication outcomes in the Employment Tribunal: Some early comparisons with the Employment Relations Authority. *New Zealand Journal of Industrial Relations*, 26(3), 341-348.
- McAndrew, I. (2001). Declining fortunes in misconduct dismissal cases. *Law Talk*, (556).
- McAndrew, I. (2000). Explaining decision-making delays in the Employment Tribunal. *Law Talk*, (534).
- McAndrew, I. (2000). Adjudication in the Employment Tribunal: Some facts and figures on dismissal for misconduct. *New Zealand Journal of Industrial Relations*, 25(3), 303-315.

Books, book chapters, monographs

- McAndrew, I., Morton, J., & Geare, A. (2004). The employment institutions. In E. Rasmussen (Ed.), *Employment relationships: New Zealand's Employment Relations Act* (pp. 98-118). Auckland: Auckland University Press. [ISBN 1-86940-313-4].

Conferences

- Beck, K., & McAndrew, I. (2002). Decisions and damages: Are they predictable? In *Proceedings of the 2002 New Zealand Law Society Employment Conference*. (pp. 211-234), Wellington.
- Geare, A., Edgar, F., & McAndrew, I. (2005). Legislative inertia: New Zealand's reaction to the issue of redundancy. In *Reworking Work, Proceedings of the 19th Annual Conference of the Association of Industrial Relations Academics of Australia and New Zealand*. Sydney, Australia: AIRAANZ.
- McAndrew, I. (2004). Employment dispute resolution in New Zealand. In *Proceedings of the Industrial Relations Research Association 56th Annual Meeting*. San Diego. Online: <http://www.irra.uiuc.edu/meetings/Annual/2004/DRHighlights.htm>
- McAndrew, I., & Phillips, V. (2004). Roll tape: Teaching collective bargaining through simulation. In *Proceedings of the 4th International Employment Relations Association: Teaching, Learning and Research Conference*. Ballarat, Victoria. IERA.
- McAndrew, I. (2001). The South Island ports dispute: Why it happened and what it means. *Maritime History Beyond 2000: An International Conference of the Australian Association for Maritime History on Maritime History and Heritage*. Fremantle.
- McAndrew, I. (2001). The right to fair treatment on the job in New Zealand. *Industrial Relations Research Association, 53rd Annual Meeting*, New Orleans.

Other

- McAndrew, I., & Geare, A. (Eds.) (2002) Celebrating Excellence. *Proceedings of the 16th AIRAANZ Conference, Volumes 1 and 2*, Association of Industrial Relations Academics of Australia and New Zealand, Queenstown.

VIRGINIA PHILLIPS

RESEARCH INTERESTS

Industrial Relations
Negotiation, Mediation and Conflict Resolution, Intercultural Negotiation, Changing Nature of Work
Workplace Communication, Group Processes & Team Facilitation, Cross Cultural Teams
Intercultural Communication

RESEARCH IN PROGRESS

PhD Theses in progress

Culture and Negotiation in New Zealand; An exploration of New Zealanders' preferences and expectations in the conflict resolution process of negotiation and mediation.
(Supervisors: Ian McAndrew, Malcolm Cone)

PUBLICATIONS 2000-2005

Journals

- Phillips, V., & Bond, C. (2004). Undergraduates' experiences of critical thinking. *Higher Education Research & Development*, 23(3), 277-294.
- Phillips, V., & Cone, M. (2004). Intercultural negotiation: Negotiator definitions set practice emphasis? *Euro Asia Journal of Management*, 14(2), 169-184.

Conferences

- Cone, M., & Phillips, V. (2004). Accomplishing positive balance in cultural stereotype violations: A framing and re-framing of negotiation practice. In *Bridging with the Other: The Importance of Dialogue in International Business, Proceedings of the Academy of International Business* (CD-ROM, Abstract, p. 149). Stockholm, Sweden: AIB.
- Farnsworth, J., & Phillips, V. (2002). Reflecting on practice: Teaching good management skills. In *Proceedings of An Interdisciplinary Conference on Teaching and Learning Research in Higher Education* [Abstract]. Dunedin: Tertiary Education Research in New Zealand.
- Farnsworth, J., & Phillips, V. (2001). Teaching interpersonal communication: Identifying and resolving some paradoxes within a systems framework. In 2001 Odyssey. Making Space for Communication. *Proceedings of the New Zealand Communication Association Inc. National Annual Conference 2001*, (13). Auckland: New Zealand Communication Association Inc.
- Kupka, B., & Phillips, V. (2005). Realigning the heartbeat of intercultural communication competence assessment for healthy intercultural communication training. In *Proceedings of the National Communication Association Annual Convention* [Abstract]. Boston: NCA.
- McAndrew, I., & Phillips, V. (2004). Roll tape: Teaching collective bargaining through simulation. In *Proceedings of the 4th International Employment Relations Association: Teaching, Learning and Research Conference*. Ballarat, Victoria. IERA.
- Phillips, V., & Cone, M. (2003). Intercultural negotiation: A new perspective. *Reflections and Directions. Proceedings of the AIRAANZ Conference*. Melbourne: Association of Industrial Relations Academics of Australian and New Zealand. Proceedings online: <http://www.mngt.waikato.ac.nz/depts/sml/airaanz/proceedings/Melbourne2003/introduction.pdf>.

Cases, teaching notes

- Phillips, V. (2005). Nola Nails. In K. Bartol, M. Tein, M. Matthews & D. Martin (Eds.), *Management: A Pacific Rim Focus* (4th ed.) (p. 271). North Ryde: McGraw Hill.
- Phillips, V. (2003). Girl trouble at Paperworks. In K. Bartol, M. Tein, G. Matthews & D. Martin (Eds), *Management: A Pacific Rim Focus*, Enhanced Edition (Supplemental CD ROM). Macquarie Park Australia: McGraw-Hill.
- Phillips, V. (2002). Gymsports. In G. Elkin (Ed.), *Lessons with human resource management in action. Contemporary New Zealand cases-vol 2* (pp. 13-15). Dunedin: University of Otago.
- Phillips, V. (2001). Gymsports. In G. Elkin (Ed.), *Human resource management in action. Contemporary New Zealand cases-Vol 2*. (pp. 30-32). Palmerston North: Dunmore Press Limited.

DIANE RUWHIU

RESEARCH INTERESTS

Supply Chain Management
Operations Management
Environmental Management
Social-cultural resources and capabilities
Indigenous business practice

RESEARCH IN PROGRESS

My PhD research focus is examining aspects of socio-cultural resources distinctive to Indigenous Maori business practice in New Zealand. The project utilises an Indigenous methodology, Kaupapa Maori Research. My argument is that Indigenous organizations have distinct resources and capabilities (particularly intangible resources and capabilities drawn from the relationship between social, cultural and economic capital) derived from their cultural landscape and the complementarities evident in their engagement with non-Indigenous entities and actors.

Case studies focusing on Operations Management, Quality Management and Supply Chain Management for use in teaching.

PhD Theses in Progress

Maori business development: Examining the role of social, cultural and economic capital.
(Supervisors: Colin Campbell-Hunt, Malcolm Cone)

STUDENT SUPERVISION 2005

MBA Projects and Research Essays

Makhija, A. (2005). *Business process improvement: A framework.* (Supervisor: Diane Ruwhiu)

PUBLICATIONS 2000-2005

Journals

Kirkwood, J., & Ruwhiu, D. (2003). Growth at Hubbard's Foods. *Journal of the Australian and New Zealand Academy of Management, Special Edition Management Cases*, 9(2), 47-57.

Conferences

Kirkwood, J., & Ruwhiu, D. (2002). Can Hubbard's continue as a socially responsible company? In J. Zahrly (Ed.), *Proceedings of the North American Case Research Association Conference 16(1)*, (p. 125), Banff, Canada.

Ruwhiu, D. (2005). Breaking the mould: Moving beyond traditional conceptions of competitiveness. Key note speaker at *Te Ara Matariki: Pathways to New Beginnings Conference*. Rotorua, New Zealand: Centre for Māori Innovation & Development, Auckland University of Technology and The University of Auckland Business School.

- Ruwhiu, D. (2005). Creative counting: What makes indigenous business indigenous? Paper presented at the *IAOS Satellite Meeting on Measuring Small and Indigenous Populations*. Wellington, NZ: International Association of Official Statistics.
- Ruwhiu, D. (2004). Māori business development: Developing an indigenous methodology. In *People First, Serving our Stakeholders, Proceedings of the 18th Annual Conference of the Australian and New Zealand Academy of Management*, [CD-ROM]. Dunedin: ANZAM.
- Ruwhiu, D., Kirkwood, J., & Walton, S. (2002). Exploring social capital - A case study of Hubbard's Foods Limited. In *Research, Knowledge and Practice: Enhancing Business and Government Capability. Proceedings of the Australian and New Zealand Academy of Management Conference*. Beechworth, Australia: Australian and New Zealand Academy of Management. CD ROM.
- Ruwhiu, D., & Kirkwood, J. (2002). Service operations management at Kelly Tarlton's Antarctic Encounter and Underwater World. In J. Zahrlly (Ed.), *Proceedings of the North American Case Research Association Conference 16(1)*, (p. 108). Banff, Canada.
- Ruwhiu, D. (2001). Information technology solutions and supply chain management: A case study of a grocery supply chain in New Zealand. In *International Conference of the Production Operations Management Society*. Sao Paulo: Fundacao Getulio Vargas. CD ROM.
- Walton, S., & Ruwhiu, D. (2004). Cutting and pasting: Encouraging learning about sustainability values with management students. Paper presented at *Creating Actionable Knowledge, The Sixty-Fourth Annual Meeting of the Academy of Management*. New Orleans, USA: Academy of Management.

Books, Book chapters, monographs

- Geare, A., Campbell-Hunt, C., Ruwhiu, D., & Bull, R. (2005). *The New Zealand management supplement*. Auckland: McGraw-Hill Irwin.

Cases, teaching notes

- Kirkwood, J., & Ruwhiu, D. (2003). Growth at Hubbard's Foods. In G. Elkin (Ed.), *Facilitating Case Learning, Refereed Teaching Notes and Resources* (pp. 47-56). Dunedin: Department of Management, University of Otago.
- Kirkwood, J & Ruwhiu, D. (2002). Hubbard's Foods. In G. Elkin (Ed.) *Lessons with...human resource management in action. Contemporary New Zealand cases - Vol. 2*. Dunedin: University of Otago.
- Kirkwood, J & Ruwhiu, D. (2002). Kelly Tarlton's. In K. Inkson & D. Kolb, (eds.) *Management: New Zealand perspectives* (3rd ed.). Auckland: Prentice-Hall.
- Kirkwood, J & Ruwhiu, D. (2002). Kelly Tarlton's Antarctic Encounter and Underwater World. In T. Batley (Ed.), *Business case studies in operations management*. Auckland: Prentice Hall.
- Kirkwood, J & Ruwhiu, D. (2002). Kelly Tarlton's Antarctic Encounter and Underwater World. In T. Batley (Ed.), *Tutors guide to business case studies in operations management*. Dunedin: Department of Management, University of Otago.
- Kirkwood, J & Ruwhiu, D. (2001). Hubbard's Foods. In G. Elkin (Ed.) *Human resource management in action. Contemporary New Zealand cases - Vol. 2*. Palmerston North: Dunmore Press Limited.
- Kirkwood, J., & Ruwhiu, D. (2000). Case study - Kelly Tarlton's Antarctic Encounter and Underwater World. *European Case Clearing House*, Cranfield University.
- Kirkwood, J., & Ruwhiu, D. (2000). Case study - Hubbard's Foods Limited. *European Case Clearing House*, Cranfield University.
- Ruwhiu, D & Kirkwood, J. (2002). Clear Communications Ltd. In T. Batley (Ed.), *Business case studies in operations management*. Auckland: Prentice Hall.
- Ruwhiu, D & Kirkwood, J. (2002). Clear Communications Ltd. In T. Batley (Ed.), *Tutors guide to business case studies in operations management*. Dunedin: Department of Management, University of Otago.

Ruwhiu, D., & Kirkwood, J. (2001). CLEAR Communications Limited: Case study and teaching note. In *European Case Clearing House Collection* (601-032-1) Wharley End: The European Case Clearing House.

Working papers

Ruwhiu, D., Kirkwood, J., & Walton, S. (2002). *What is social capital? Understanding social capital at Hubbard's Foods Limited*. Department of Management Working Paper Series 02/01. University of Otago [1171-5049].

ALEX SIBBALD

RESEARCH INTERESTS

Credit Unions, Development of Theory.
Co-operatives in the Global Economy.
Personnel Management – Compensation Strategies.
Small-Medium Business Management.

RESEARCH IN PROGRESS

With Lynn McAlevey of the Department of Finance and Quantitative Analysis, on studies of NZ credit union mergers, and the relationship to efficiencies of credit unions.

With Lynn McAlevey and Alan Robb(University of Canterbury) on credit unions` accountability to their members.

With Lynn McAlevey and David Tripe (Massey University) on data envelopment analysis of NZ credit unions.

SUPERVISION 2005

BCom(Hons)

Geraghty, S. (2005). *Recognition, understanding and presence of strategies in Central Otago vineyards.* (Supervisor: Alex Sibbald)

MBus Dissertations

Theissen, C. (2005). *Can job evaluation really measure job worth?* (Supervisor: Alex Sibbald)

Post Graduate Diplomas in Commerce

Schlaadt, R. (2005). *Retirement at 70: Voluntary or compulsory?* (Supervisor: Alex Sibbald)

PUBLICATIONS 2000-2005

Journals

Sibbald, A., & McAlevey, L. (2003). Examination of economies of scale in credit unions: A New Zealand study. *Applied Economics*, 35(11), 1255-1264.

Sibbald, A., Ferguson, C., & McKillop, D. (2002). An examination of key factors of influence in the development process of credit union industries. *Annals of Public and Cooperative Economics*, 73(3), 399-428.

Books, book chapters, monographs

Ferguson, C., McKillop, D., & Sibbald, A. (2004). Credit Union development in reforming economies: The contrasting cases of Poland and Ukraine. In S. Karafolas, R. Spear, & Y. Stryjan (Eds), *Local society & global economy: The role of co-operatives* (pp 55-68). Hellin, Athens: ICA.

Sibbald, A. (2005). Performance bonus systems: How well do they relate?. In K. Bartol, M. Tein, G. Mathews and D Martin (Eds.), *Management: A Pacific Rim focus* (4th ed.) (pp. 393-396). North Ryde, NSW: McGraw-Hill Irwin.

Cases, teaching notes

Sibbald, A. (2002). Credit Union Otago: Prospering in a competitive environment. In T. Batley (Ed.), *Business Case Studies in Operations Management* (pp.131-142). Auckland, New Zealand: Prentice Hall for Pearson Education.

Sibbald, A. (2002). Credit Union Otago: Prospering in a competitive environment. In T. Batley (Ed.), *Tutors Guide to Business Case Studies in Operations Management* (pp. 60-64). Dunedin: Department of Management, University of Otago.

Sibbald, A. (2001). Spylaw Enterprises. In G. Elkin (Ed.), *Lessons with Human Resource Management in Action. Contemporary New Zealand Cases-Vol 2* (pp. 61-65). Dunedin: University of Otago.

Sibbald, A. (2001). Spylaw Enterprises. In G. Elkin (Ed.), *Human resource management in action. Contemporary New Zealand cases-vol 2.* (pp. 76-81). Palmerston North: Dunmore Press Limited.

Working papers

Sibbald, A., & McAlevey, L. (2000). Further examination of economics of scale in credit unions: A New Zealand study. *Financial Service Research Forum*, The Queen's University of Belfast and University of Ulster, <http://ubs1.ubs.ulst.ac.uk/~charlie/fsrf.htm>.

SARA WALTON

RESEARCH INTERESTS

Organisations and the natural environment
Sustainable development
Community and business as stakeholder
Discursive approaches to organisation studies
TBL – ecological, economic and social reporting

RESEARCH IN PROGRESS

PhD. Theses: *Sustainable decisions? Narratives of sustainability and decision-making in New Zealand*. (Supervisors: Bronwyn Boon, Markus Milne, Hugh Campbell)

Triple Bottom Line reporting project.

My main research focus is my PhD, which explores the notion of sustainability through examining three decisions made in a community in the South Island of New Zealand. Through talking to the people involved with the particular decisions I will attempt to develop a framework for understanding the dynamics involved in the decision-making process.

I am also involved in a project with two members of the Accountancy department at Otago analysing Triple Bottom Line or sustainability reports produced by business organisations. We have analysed all eight reports produced by members of the New Zealand Business Council for Sustainable Development this year and have developed the framework for this being an ongoing yearly project.

PUBLICATIONS 2000-2005

Journals

- Catley, B., Grice, S., & Walton, S. (2002). Bitter to the loyal end? Notes on resisting melancholy, after globalisation. *ephemera: critical dialogues on organisation*, 2(3), 246-257.
- Mallon, M., & Walton, S. (2005). Career and learning: The ins and outs of it. *Personnel Review*, 34(4), 468-487.
- Milne, M., Tregidga, H., & Walton, S. (2003). The triple bottom line: Benchmarking New Zealand's early reporters. *University of Auckland Business Review*, 5(2), 36-48.
- Walton, S., & Mallon, M. (2004). Redefining the boundaries? Making sense of career in contemporary New Zealand. *Asia Pacific Journal of Human Resources*, 42(1), 75-95.
- Walton, S., Grice, S., & Catley, B. (2003). The Monteith's Affair: Bitter to the loyal end? *Journal of the Australian and New Zealand Academy of Management*, 9(2), 70-75.

Conferences

- Kearins, K., Milne, M., & Walton, S. (2003). The business journey to sustainability: Destination not defined! In *Democracy in a Knowledge Economy. Proceedings of the Academy of Management 63rd Annual Meeting*. Seattle, USA: Academy of Management. CD ROM.
- Mallon, M., & Walton, S. (2001). The ins and outs of it: Representations of learning on diverse career journeys. In *The Odyssey of Organizing, Proceedings of the European Group for Organizational Studies, 17th Colloquium*. Lyon, France. CD ROM.

- Milne, M., Tregidga, H., & Walton, S. (2003). Playing with magic lanterns? The New Zealand Business Council of Sustainable Development and corporate triple-bottom line reporting. In *Critique and Inclusivity: Opening the Agenda. Proceedings of the 3rd International Critical Management Conference*. Lancaster University: Critical Management Studies. CD ROM.
- Ruwhiu, D., Kirkwood, J., & Walton, S. (2002). Exploring social capital - A case study of Hubbard's Foods Limited. In *Research, Knowledge and Practice: Enhancing Business and Government Capability. Proceedings of the Australian and New Zealand Academy of Management Conference*. Beechworth, Australia: Australian and New Zealand Academy of Management. CD ROM.
- Walton, S. (2004). Staking a claim: Exploring stakeholder strategies in an environmental conflict. In *People First, Serving our Stakeholders, Proceedings of the 18th Annual Conference of the Australian and New Zealand Academy of Management*, [CD-ROM]. Dunedin: ANZAM.
- Walton, S., & Ruwhiu, D. (2004). Cutting and pasting: Encouraging learning about sustainability values with management students. Paper presented at *Creating Actionable Knowledge, The Sixty-Fourth Annual Meeting of the Academy of Management*. New Orleans, USA: Academy of Management.
- Walton, S. (2003). To be or not to be? Exploring contestations of how we 'ought to' develop sustainably. In *Organization Analysis Informing Social and Global Development. Proceedings of the 19th Colloquium of the European Group of Organization Studies*. Copenhagen: European Group of Organization Studies.
- Walton, S. (2000). Reframing career's boundaries: A lesson from the past. In *The Leap Ahead. Managing for the New Millennium. Proceedings of the Australian and New Zealand Academy of Management International Conference 2000*. Sydney: Australian and New Zealand Academy of Management. CD ROM.

Cases, teaching notes

- Catley, B., Grice, S., & Walton, S. (2002). The Monteith's affair: Bitter to the loyal end? In Geare, A., Sibbald, A., Ruwhiu, D., & Kirkwood, J., *Management functions* (pp. 147-163). Dunedin: Department of Management, University of Otago.
- Walton, S., Grice, S., & Catley, B. (2003). The Monteith's affair: Bitter to the loyal end? In G. Elkin (Ed.), *Facilitating Case Learning, Refereed Teaching Notes and Resources* (pp. 65-79). Dunedin: Department of Management, University of Otago.
- Walton, S. (2001). Career stories: The changing world of work. In G. Elkin (Ed.), *Human resource management in action. Contemporary New Zealand cases-vol 2*. (pp. 87-91). Palmerston North: Dunmore Press Limited.

Working papers

- Ruwhiu, D., Kirkwood, J., & Walton, S. (2002). *What is social capital? Understanding social capital at Hubbard's Foods Limited*. Department of Management Working Paper Series 02/01. University of Otago [1171-5049].

Research reports

- Milne, M.J., Tregidga, H.M., & Walton, S. (2003). *Triple-bottom-line reporting at Watercare Services Ltd: A benchmarking analysis & commentary*, Report Commissioned by Watercare Services Ltd, Auckland, March, pp.30.

DISSERTATIONS

PHD THESES

- Boon, B. (2003). *Employee transience in the tourist resort of Queenstown: Subjectivity, resistance and place*. (Supervisors: Mary Mallon, Hazel Tucker)
- Browning, V. (2003). *An investigation into the link between human resource management practices and service-orientated behaviour in South African service organisations*. (Supervisor: Frank Horwitz)
- Catley, B. (2004). *The undecidability of violence*. (Supervisor: Malcolm Lewis)
- Cone, M. *Neo-Modern Islam in Indonesia. A study of the beliefs and values of Middle Class Muslims in West Java*.
- Edgar, F. (2003). *The impact of good employer obligation on personnel practices*. (Supervisors: Mary Mallon, Ian McAndrew)
- Kirkwood, J. (2004). *One size doesn't fit all: Gender differences in motivations for becoming an entrepreneur*. (Supervisors: Colin Campbell-Hunt, Malcolm Cone, Sheelagh Matear)
- Richardson, J. (2002). *The experience of expatriation*. (Supervisors: Mary Mallon, Malcolm Lewis)
- Stager-Jacques, L. (2003). *Cognitive interplay between creative and organisational experiences*. (Supervisor: Malcolm Lewis)
- Wilson, L. (2003). *Role differentiation in a professionalizing occupation: The case of occupational therapy, New Zealand*.
-

MCOM THESES

- Belk, M. (2005). *Transition economics - A Czech university reform*. (Supervisor: Malcolm Cone)
- Cartner, M. (2000). *Management of university research: A grounded theory explanation*. (Supervisor: Ralph Stablein)
- Caskey, M. (2000). *A constructivist model for management education: An integrated experiential and holistic framework*. (Supervisors: Graham Elkin, Mary Mallon)
- Devjee, F. (2004). *A framework to analyse 'Internationalisation in higher education*. (Supervisor: Graham Elkin)
- Dwyer, K. (2003). *Web-based procurement in New Zealand: Exploring the concepts behind the decision to implement*. (Supervisors: André Everett, Diane Ruwhiu)
- Faul, J. (2004). *Informal SME networks: A Bourdieu based perspective*. (Supervisor: Malcolm Cone)
- Henderson, K. (2003). *Developing grape expectations: A dyadic examination of the effectiveness of supplier development relationships in the South Island wine industry*. (Supervisors: André Everett, Diane Ruwhiu)
- Lees, D. (2003). *An investigation into the impacts of the one child policy on Confucian family practice in China*. (Supervisor: Malcolm Cone)
- Morton, J. (2003). *Reducing legalism: The impact of the Employment Relations Act 2000*. (Supervisor: Alan Geare)
- Sunaryo, L. (2005). *Managing a complex environment - social cultural perspectives . The case of Indonesia*. (Supervisor: Malcolm Cone)
- Walton, S. (2000). *Exploring career: A study of career meanings in changing workplaces*. (Supervisors: Mary Mallon, Alex Sibbald)
-

BCOM(HONS) DISSERTATIONS

- Breingan, S. (2000). *Online recruitment in NZ: An employer's perspective*. (Supervisor: Alex Sibbald)

- Chamberlain, J. (2000). *The professional body: how disciplinary mechanisms teach female university students a discourse of professionalism*. (Supervisors: Bronwyn Boon, Malcolm Lewis)
- Cockcroft, M. (2003). *An analysis of labour turnover at Alliance Lorneville: Why do employees leave?* (Supervisors: Liz Hall, André Everett)
- Davidson, B. (2003). *Global sourcing in New Zealand manufacturing firms: A quantitative investigation*. (Supervisor: André Everett)
- Debono, J. (2001). *A study examining the possibility of sexist jurisprudence in decisions of the employment sexual harassment grievances*. (Supervisor: Alan Geare)
- Dawson, C. (2000). *The privatisation of ACC and its effect on NZ small businesses*. (Supervisor: Alex Sibbald)
- Frisby, K. (2000). *An exploration of business plans in Dunedin small businesses*. (Supervisor: Alex Sibbald)
- Henderson, K. (2000). *Outsourcing in New Zealand: A quantitative examination of outsourcing in the motor vehicle industry of Southland and Otago*. (Supervisor: Diane Ruwhiu)
- Jehle, S. (2002). *Investigating the wider applicability of the GLOBE dimensions to the New Zealand medical industry*. (Supervisors: Virginia Phillips, Malcolm Cone)
- Klein, K. (2004). *Investigating the use of human resource management best practice in New Zealand firms*. (Supervisor: Fiona Edgar, Vicky Browning)
- Kull, D. (2002). *An examination of the adoption of information technologies in a grocery supply chain at the retail level*. (Supervisor: Diane Ruwhiu)
- Lees, D. (2001). *Unmasking western representations of China: Media, culture, liberal democracy and human rights, implications seen through Bourdieu's Theory of Practice*. (Supervisor: Malcolm Cone)
- Le Nedelec, A. (2002). *Where are all the women in education management? A case study of eight women secondary teachers*. (Supervisor: Liz Hall)
- Lo, W. (2000). *Corporate culture as normative control: A study of Hong Kong employees in a team-based organisation*. (Supervisors: Shayne Grice, Malcolm Cone)
- Lynch, A. (2000). *Taking a trip: A critical analysis of the discourse of workplace drug testing*. (Supervisors: Bronwyn Boon, Malcolm Lewis)
- McKay, J. (2001). *The obligation to bargain in good faith: Can it still apply at impasse?* (Supervisor: Ian McAndrew)
- Mogensen, P.J. (2000). *Reinstatement as a remedy for unjustified dismissal*. (Supervisor: Ian McAndrew)
- Oliver, S. (2001). *Factors influencing a successful return to work following acquired impairment*. (Supervisor: Ian McAndrew)
- O'Sullivan, D. (2000). *Came a hot Friday ('casual Fridays')*. (Supervisor: Sara Walton)
- Parry, C. (2000). *HRM in merger and acquisition activity: Lessons from the literature*. (Supervisor: Liz Hall)
- Price, K. (2000). *Police stress: Its spillover effects from work to home*. (Supervisor: Liz Hall)
- Robison, N. (2002). *Business incubators in New Zealand: A life cycle classification*. (Supervisor: André Everett)
- Sim, L. (2000). *The naked truth: Are we really what we wear? An analysis of clothing in the workplace*. (Supervisor: Liz Hall)
- Stapleton, C. (2002). *A glass ceiling? An investigation into the existence of barriers to senior rank, for female officers in the New Zealand*. (Supervisor: Sara Walton)
- Thompson, M. (2002). *Tertiary education and higher qualifications: Students' perceptions*. (Supervisor: Liz Hall)

MBUS DISSERTATIONS

- Anderson, S. (2000). *Cultural currency a critical analysis of the dynamics involved in negotiating the Treaty of Waitangi in NZ*. (Supervisor: Malcolm Lewis)
- Blakely, J. (2001). *Global sourcing in New Zealand: A cross method analysis*. (Supervisor: Diane Ruwhiu)
- Bradley, S. (2001). *Performance appraisal of sports coaches: A New Zealand analysis*. (Supervisor: Ian McAndrew)

- Caskey, K. (2001). *Motivations for strategic alliance formation: A New Zealand perspective*. (Supervisor: André Everett)
- Day, A. (2002). *A study of call centres and call centre work in Dunedin*. (Supervisor: Liz Hall)
- Dowling, S. (2005). *Measuring the effectiveness of training: An examination of the hospitality industry in New Zealand*. (Supervisor: Sara Walton)
- Duff, R. (2004). *Union free-riding: Union perceptions and strategies under the Employment Relations Act and the expected effects of the Employment Relations Law Reform Bill*. (Supervisor: Alan Geare)
- Elkin, T. (2002). *Motives for volunteering in different types of organisations in the Otago region*. (Supervisors: Steven Grover, Vicky Browning)
- Elliott, H. (2003). *The Gestaltist value of resource combinations*. (Supervisor: Colin Campbell-Hunt)
- Galland, W. (2003). *An exploration into supplier selection and retention practices of Dunedin small businesses*. (Supervisor: Diane Ruwhiu)
- Geddes, S. (2001). *The ANZ branch manager. A study examining the selection of branch managers, and the implications of this on effective leadership practices within a sales culture*. (Supervisor: Graham Elkin)
- George, L. (2002). *Attitudes and perceptions about the trades as a potential career choice: A study of Otago university students*. (Supervisor: Liz Hall)
- Henare, D. (2003). *An evaluation of employment protection legislation in New Zealand*. (Supervisor: Alan Geare)
- Heywood V. (2000). *An exploration of buyer-supplier relationships and early supplier involvement within a NZ manufacturer's supply chain*. (Supervisor: Diane Ruwhiu)
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- Nieborg, J. (2002). *Two possible contrasting pressures upon New Zealand business: The economic versus the environment*. (Supervisor: Malcolm Cone)
- Olsen, M. (2004). *The use of multi-source feedback in New Zealand organisations*. (Supervisor: Liz Ditzel)
- Owen, S. (2004). *Project expatriation: An exploratory examination*. (Supervisor: André Everett)
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- Bradley, S. (2001). *Collective bulk buying for rugby clubs: A report for the Otago Rugby Football Union.* (Supervisor: Alan Geare)
- Cassen, P. (2000). *Staff development in a training institution.* (Supervisor: Alex Sibbald)
- Day, A. (2002). *The design and implementation of a rewards system for I.C.E.* (Supervisor: Liz Hall)
- Dowling, S. (2005). *Hotel chain XYZ - training for the future.* (Supervisor: Sara Walton)
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- Owen, S. (2004). *Entering the Australian market: Market entry strategies for DebtorInfo New Zealand Ltd.* (Supervisor: André Everett)
- Parfitt, H. (2005). *Service quality in a small Dunedin business: Stewarts Coffee.* (Supervisor: Jodyanne Kirkwood)
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- Roseveare, J. (2002). *Engendering commitment and loyalty of part-time employees within Whitcoulls*. (Supervisor: Mearl Caskey)
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- Devjee, F. (2002). *University internships. Investigation in teaching and learning in internships*. (Supervisor: Graham Elkin, Michael Hall)
- Gill, L. (2002). *Bullying in (leadership) style*. (Supervisor: Alan Geare)
- Jereb, C. (2004). *The impact of information technology on temporary employee recruitment - An exploratory investigation based on German energy companies*. (Supervisor: André Everett, Fiona Edgar)
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- Schlaadt, R. (2005). *Retirement at 70: Voluntary or compulsory*. (Supervisor: Alex Sibbald)
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- Janosik, K. (2004). *The goods transportation industry: an analysis of the evolving trends in New Zealand's shipping industry. Implementing a container/break-bulk business at Eastland Port Limited*. (Supervisor: Diane Ruwhiu)
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- Ditzel, E. *Nurse burnout: Exploring the paradox of low burnout in a high stress environment*. (Supervisor: Steven Grover)
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- Hunt, T. *The role of value congruence in reactions to leader (dis)honesty*. (Supervisors: Steven Grover, Vicky Browning)
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- Phillips, V. *Culture and negotiation in New Zealand*. (Supervisors: Ian McAndrew, Malcolm Cone)
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- Ruwhiu, D. *Maori business development: Examining the role of social, cultural and economic capital*. (Supervisors: Colin Campbell-Hunt, Malcolm Cone)
- Seifert, C. *The genesis of organisational crisis: Exploration and theory building*. (Supervisors: Colin Campbell-Hunt, Alan Geare)
- Sunaryo, L. *Economic behaviour of overseas Chinese in Indonesia*. (Supervisors: André Everett, Malcolm Cone)
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