



DEPARTMENT OF **MANAGEMENT**

RESEARCH REPORT **2006**

CONTENTS

INTRODUCTION		3
DEPARTMENT STAFF		5
COLLABORATIVE RESEARCH PROGRAMMES		6
EDITORIAL BOARDS		7
JOURNAL REVIEWS		8
VISITORS		9
INDIVIDUAL STAFF RESEARCH	Research Interests	10
	Research in Progress	
	Grants Received 2006	
	Supervision 2006	
	Publications: 2001-2006	
	Journal Articles	
	Books	
	Chapters in Books	
	Full Refereed Conference Papers	
	Conferences Other	
	Edited Conference Proceedings	
	Audio-Visual Recordings	
	Cases	
	Teaching Notes	
	Working Papers	
	Reports	
	Book Reviews	
	Other	
DISSERTATIONS	PhD Theses	59
	MCom Theses	59
	Honours Dissertations	59
	MBus Dissertations	60
	MBus Projects	61
	Postgraduate Diplomas in Commerce	62
	MBA Project and Research Essay	62
	PhD Theses in Progress	62

INTRODUCTION

Our vision

is to be recognised as one of the leading departments of management and organisation studies in New Zealand and Australia, and respected internationally for our contributions to the study of these fields.

Growth in the volume and scope of research in the Department is evident in this year's report. Papers published in international and local journals have made contributions to many fields of organisation and management studies: the influence of ideologies on employment relations and HRM practice; contemporary practice in collective bargaining; international comparisons of manufacturing strategy; quality process improvement; the cultural contexts of management practice and cross cultural management; careers; sustainable management; patenting and competitive innovation; the management of credit unions; small-firm internationalisation strategies; the regional bases of international competitiveness; job stress; honesty and dishonesty at work; pro- and anti-social behaviour in the service encounter.

The Department's research is now being published in some of the more influential journals in the field: *Organization Science*; *Human Relations*; *Industrial Relations*; *Journal of Organisational Behaviour*; *R&D Management*; *Journal of International Marketing*. With growing frequency, staff are reviewing for the premier journals in management studies.

Researchers in the Department are increasingly active in a number of collaborative projects within the Department, with other Departments in the University, and with researchers elsewhere in New Zealand and offshore. One example is the 2006 collection of studies on Dunedin's business system, contributed in the main by members of the Department. Titled "On the Edge" and to be published by Otago University Press in 2007, the book explores the influence of Dunedin's extreme isolation on the development of business enterprise in the city and its hinterland.

This project is an example of the interest that many of our staff have in contemporary management practice. Much of the work reported in these pages has involved close involvement with practicing managers in structured research projects designed to improve our understanding of the challenges and opportunities confronting managers both at home and abroad.

Staff of the Department are playing leading roles in national and international research bodies. Professor Campbell-Hunt continues as co-leader of the FRST-funded national programme of research into the competitiveness of New Zealand's leading firms. In 2006, senior staff were appointed to roles in the two most influential international academic organisations in management studies: Professor Inkson chaired the Careers Division of the Academy of Management (to my knowledge, the first time a New Zealand academic has been honoured with the leading role of a Division chair); and Professor Grover was elected to the board of the European Group for Organisation Studies.

An external indicator of the Department's growing research reputation was the rating achieved in the 2006 Performance-based Research Funding exercise. This assessed the quality of publications produced by Department staff over the previous six years, along with evidence of international peer esteem for their work, and their contributions to the research environment. The result placed the Otago Management Department third in New Zealand, following very closely behind second ranked Victoria and ahead of all other universities bar Waikato.

The Department is pleased to be recognised for its recent research. Our contribution to the international academic community is one of three principal roles for which we believe we should be judged. It is in turn the driver of our other key roles: for our students through research-informed teaching, and for practicing managers through research-informed practice.

We intend to sustain our position among the most active contributors of research in management studies in New Zealand and Australia, for the benefit of all of our stakeholders.

Colin Campbell-Hunt
Head of Department

DEPARTMENT STAFF

Professor and Head of Department

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)

Associate Professors

André Everett BA MBA PhD(Nebraska)
Graham Elkin BA(Hons)(CNA) MSc(City) PGCertEd(Leeds) FCIPD

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
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 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

CANZ – COMPETITIVE ADVANTAGE NEW ZEALAND

Colin Campbell-Hunt is co-leader of a long-running national research programme into the international competitiveness of New Zealand's leading firms. Funded by the Foundation for Research Science and Technology, the programme is jointly managed by Victoria and Otago Universities and involves researchers in both the Departments of Management and Geography at Otago, as well as Massey (Albany), Victoria and Waikato Universities.

EMPLOYMENT RELATIONS/HRM PRACTICE

Fiona Edgar, Alan Geare, Ian McAndrew

This research on employer/employee ideology has so far produced one article (Employment relationships: ideology & HRM practice). The collaboration with the National University of Ireland, Galway extends this research to an international level.

National University of Ireland, Galway: Collaborative research project established. 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.

Fiona Edgar

I am part of collaborative research project with scholars from Massey University who sought my 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. I 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.

Fiona Edgar, Vicky Browning

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.

ETHICS, TECHNOLOGY AND NETWORK THEORY IN ORGANISATIONS

Malcolm Lewis, John Farnsworth

IMSSTV - International Manufacturing Strategy Surveys.

Tom Batley, Richard Greatbanks, André Everett

WORKING ON THE EDGE: A PORTRAIT OF BUSINESS IN DUNEDIN

Editors: **Kerr Inkson, Vicky Browning and Jodyanne Kirkwood**

Publisher: Otago University Press

This book, edited by faculty from the Department of Management, focuses on the opportunities and challenges of doing business on the edge of the global business community. Part 1 provides the business context of Dunedin, Part 2 the key industry sectors in Dunedin and Part 3 specific cases of successful businesses in Dunedin. Book chapters have been written by faculty from various disciplines within the Departments of Management and from the Department of Tourism and Geography. Contributions were also made from the Department of Management and Employment Relations, University of Auckland and also from staff of the Dunedin City Council. The book is due to be published in 2007 by the Otago University Press.

EDITORIAL BOARDS 2004, 2005, 2006

<i>Career Development International</i>	Kerr Inkson (Guest Editor)
<i>Encyclopaedia of Career Studies</i>	Kerr Inkson
<i>Informing Science</i>	André Everett
<i>Journal International Human Resource Issues</i>	Alan Geare
<i>International Journal of Employment Studies</i>	Alan Geare
<i>International Journal of Production Planning and Control</i>	André Everett
<i>JANZAM, Journal of the Australia New Zealand Academy of Management</i>	Colin Campbell-Hunt (Editor)
<i>Journal of Asia Entrepreneurship and Sustainability</i>	Graham Elkin (Associate Editor)
<i>Journal of Industrial Relations</i>	Alan Geare
<i>Journal of Industrial Relations and Human Resources</i>	Alan Geare
<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>Journal of World Business</i>	Kerr Inkson (Guest Editor)
<i>New Zealand Journal of Employment Relations</i>	Alan Geare
<i>New Zealand Journal of Human Resource Management</i>	Alan Geare
	Kerr Inkson
<i>Otago Management Graduate Review</i>	Vicky Browning Liz Ditzel Fiona Edgar André Everett
	Alan Geare (Editor)
	Steven Grover
<i>Public Personnel Management</i>	Fiona Edgar
<i>SAM Advanced Management Journal</i>	André Everett
<i>Service Business</i>	André Everett
<i>University of Auckland Business Review</i>	Kerr Inkson

JOURNAL REVIEWS 2004, 2005, 2006

<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>British Journal of Management</i>	Colin Campbell-Hunt
<i>Decision Support Systems</i>	André Everett
<i>Education & Training</i>	André Everett
<i>Educational Technology and Society</i>	André Everett
<i>Employee Relations (UK)</i>	Alan Geare
<i>Entrepreneurship Theory and Practice</i>	Jodyanne Kirkwood
<i>Human Relations</i>	Colin Campbell-Hunt
<i>Informing Science Journal</i>	André Everett
<i>Innovation: Management, Policy & Practice</i>	André Everett
<i>International Journal of Manufacturing Technology and Management</i>	André Everett
<i>International Journal 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>Journal of Advanced Nursing</i>	Liz Ditzel
<i>International Review of Public Administration</i>	André Everett
<i>Journal of International Business and Economy</i>	André Everett
<i>Journal of Management and Organization</i>	Jodyanne Kirkwood
<i>Journal of Management Education</i>	André Everett
<i>Journal of Management Studies</i>	ZiLin He
<i>Journal of Operations Management</i>	André Everett
<i>Journal of Organizational Change Management</i>	André Everett
<i>Journal of International Business Studies</i>	Colin Campbell-Hunt
<i>Long Range Planning</i>	Colin Campbell-Hunt
<i>New Zealand Journal of Employment Relations</i>	Jodyanne Kirkwood
<i>Personnel Review</i>	Fiona Edgar
<i>Production Planning and Control</i>	André Everett
<i>Public Personnel Management</i>	Fiona Edgar
<i>Research and Practice in Human Resource Management</i>	Alex Sibbald
<i>SAM Advanced Management Journal</i>	André Everett
<i>Service Business: An International Journal</i>	André Everett
<i>Stimulating Management Excellence in Small & Medium Enterprises Production Planning & Control (SMESME) Journal</i>	Tom Batley

INTERNATIONAL VISITORS TO THE DEPARTMENT

Professor Jerry Greenberg, Ohio State University

Corporate Social Responsibility: Does the Motive Matter?

Professor Chun Hui, Chinese University of Hong Kong

Organisational citizenship behaviours: Antecedents, consequences, and cultural issues.

Professor Sunil Ashra - Area Chairperson (Economics) and Associate Professor, Management Development Institute India

The implications and potential of a burgeoning market - India.

Colin Mason, Hunter Centre for Entrepreneurship, University of Strathclyde

After the Exit: Acquisitions, Entrepreneurial Recycling and Regional Economic Development.

Michael Gurdon, Professor of Business, University of Vermont

USA Incubators and Economic Development Policy : The Vermont Center for Emerging Technologies Experience.

Bill Lucas, Massachusetts Institute of Technology

Entrepreneurship.

INDIVIDUAL 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 2001-2006

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., Greatbanks, R., & Everett, A. (2006). International manufacturing strategy survey in New Zealand 2005. In *Proceedings of the 2nd European Conference on Management of Technology, Technology and Global Integration* (pp. 43-50). Birmingham, UK: International Association for Management of Technology.
- 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.

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

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

SUPERVISION

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 2001-2006

Journals

Boon, B. (2006) When leisure and work are allies: The case of skiers and tourist resort hotels. *Career Development International*, 11(7), 594-608.
Prichard, C., Boon, B., Bill, A., & Jones, D. (2006). Creativity and class. *ephemera*, 6(4), 517-525.
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. (2006). Reading issues of locality and location within 'natural' landscapes. In *Organization, Identity, Locality II. Proceedings of A One-Day Conference on Critical Management Studies in Aotearoa/New Zealand* (pp. 8-13). Wellington, New Zealand.: OIL.
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

Pro social and anti social behaviour in the service encounter
Organisational Behaviour
Human resource practices in service organisations
Human resource development

RESEARCH IN PROGRESS

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

The focus of these research is:

- To determine what is pro social and anti social behaviour in the service encounter and the factors that could influence frontline employees to use either of these behaviours.
 - The human resources management practices currently used in small to medium service organisations in New Zealand which build competitive advantage for the organisation
-

GRANTS RECEIVED

University of Otago Grant

SUPERVISION

PhD Theses in progress

Tresna Hunt. The Cognitive Narrative Leadership Perspective (Supervisors: Steven Grover, Vicky Browning)

PUBLICATIONS 2001-2006

Journals

- Browning, V. (2006). The relationship between HRM practices and service behaviour in South African service organisations. *International Journal of Human Resource Management*, 17(7), 1321-1338.
- 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 ninth year, the programme has produced a book (*World Famous in New Zealand*, Auckland University Press 2001), and around 60 peer-reviewed journal articles and conference papers.

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. Members of the research team have given over 50 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.

Research continues on the internationalisation experience of New Zealand's SME-scale enterprises. In addition a new project, based at Otago, has been launched that is looking at the regional bases of competitive advantage, i.e. the ways in which firms derive international advantage from their local, regional roots. A study of the Dunedin region has been completed, with a focus on the city's engineering, fashion and biotech sectors. A comparative study of the Christchurch region is just getting underway.

GRANTS RECEIVED

Foundation for research science and technology, Evolution of Competitive Capabilities, \$120,000.

SUPERVISION

PhD

Claudia Seifert: The Origins of Organisational Crisis.

PhD in progress

Juan Pellegrino

PUBLICATIONS 2001-2006

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.
- 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. (2006). *Ordnungsleistung* and the limits of managerial agency. Paper presented at the 22nd EGOS Colloquium. Bergen, Norway: European Group for Organization.
- Kirkwood, J., & Campbell-Hunt, C. (2006). Beyond push and pull factors – exploring the process of how women and men become entrepreneurs. In *Proceedings of the International Council for Small Business Conference, Unique Solutions for Unique Environments* (CD ROM, p. 1-10). Melbourne, Australia: International Council for Small Business.
- Kirkwood, J., & Campbell-Hunt, C. (2006). Using multiple paradigms to understand entrepreneurial motivations. In *Proceedings of the 3rd AGSE International Entrepreneurship Research Exchange* (Abstract). Auckland, New Zealand: AGSE.
- 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.

- 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.

VIRGINIA CATHRO (formerly 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)

SUPERVISION

Jemma Corbett: A Comparative Study Investigating the Influence of National Culture on the Negotiating Style of British and New Zealand Managers

A dissertation submitted to The University of Manchester for the degree of Master of Science in the Faculty of Humanities with Drs. A Zueva and H. Rogers

PUBLICATIONS 2001-2006

Journals

Gill, L., Phillips, V., & Farnsworth, J. (2006). Satisfaction experiences with tenancy mediation: Why is it so successful? *Systematic Practice and Action Research*, 19(4), 325-335.

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.

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 transforms 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

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 2001-2006

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 Prasetiya 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

- Sunaryo, L., Everett, A., & Cone, M. (2006). The intertwining impacts of culture on Chinese-Indonesian and Japanese managerial values and business practices: A comparative study. In *Proceedings of the 5th Asia Academy of Management Conference* (CD ROM). Waseda University, Tokyo, Japan: Asia Academy of Management.
- 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.
- 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.
- 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). Complexity, autonomous fields, and conjectural knowledge as illuminants of cross-cultural management behaviour in a Sino-French IJV in China. *Proceedings of the 34th Annual Meeting of the Decision Sciences Institute*. Washington DC: Decision Sciences Institute. CD ROM.
- 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. (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.
- 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:
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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.

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Reports

Cone, M., Chen, D. (Eds.) (2006). *New Zealand and Chinese Business & Technological Collaboration (Alliance Formation Framework)*. (Asia Institute Research Series: No. 5 for NZTE & MFAT). Dunedin, NZ: Asia Institute.

Cone, M. (Ed.). (2006). *An Investigation of the Indian Economy to identify Opportunities for New Zealand Firms in India*. (Asia Institute Research Series: No. 4 for NZTE). Dunedin, NZ: Asia Institute.

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

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.

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

PUBLICATIONS 2001-2006

Journals

- Ditzel, E., Štrach, P., & Pirozek, P. (2006, February 6). An inquiry into good hospital governance: A New Zealand-Czech comparison. *Health Research Policy and Systems, 4*(2). Retrieved March 06, 2006, from <http://www.health-policy-systems.com/content/4/1/2>
- 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

- Ditzel, E. (2006). Factors relating to nurses' burnout: Findings from a systematic literature review. In *Work, Stress, and Health 2006: Making a Difference in the Workplace* (Abstract, CD ROM). Miami, FL: American Psychological Association.
- 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.
Partnerships.

GRANTS RECEIVED

International Science and Technology Linkages Funding
School of Business Research Travel Grant

STUDENT SUPERVISION

MBus Project

Radcliffe, D. (2006). *Consultancy report for Farm XYZ. HRM on a New Zealand dry stock farm.*
Stewart, J. (2006). *Employee empowerment in a call centre: An exploratory study.*

PUBLICATIONS 2001-2006

Journals

- Geare, A., & Edgar, F. (2006). Stroking the nettle: New Zealand legislators and the issues of redundancy. *The International Journal of Comparative Labour Law and Industrial Relations*, 22/3, 369-383.
- Geare, A., Edgar, F., & Deng, M. (2006). Implementation and consumption of HRM: Stakeholder differences. *Research and Practice in HRM*, 14(2), 34-48.
- Geare, A., Edgar, F., & McAndrew, I. (2006). Employment relationships: Ideology and HRM practice. *International Journal of Human Resource Management*, 17(7), 1190-1208.
- 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

- Edgar, F., Geare, A, McAndrew, I., & Deng, M. (2006). Organisational ideology: An empirical examination. *2nd International Conference on Business, Management and Economics*. Cesme, Turkey: Yasar University.
- Geare, A., Edgar, F., & McAndrew, I. (2006). Employment ideology and HRM: An empirical study. In *21st Century Work - High Road or Low Road?*, *Proceedings of the 20th*

- Annual Conference of the Association of Industrial Relations Academics of Australia and New Zealand* (pp. 201-208). Adelaide, Australia: AIRAANZ.
- Geare, A., Edgar, F., McAndrew, I., & Deng, M. (2006). HRM and Unitarism: An empirical study of manager and worker employment ideologies. *2nd International Conference of Business Management and Economics*, Cesme, Turkey: Yasar University.
- 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].

Other

- Edgar, F., & Geare, A. (2006). A flawed relationship. *Employment Today*, 109(March), 42-43.
- 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
Internationalisation of Management Education
Non- Western approaches to Management
Mind, Body, Emotion and Spirit at Work

RESEARCH IN PROGRESS

Applied Research

1. The application of a model of internationalisation of business schools.
 2. Case writing/research.
 4. International and comparative human resource management and organisational behaviour
 5. The contribution of non-Western voices to an emerging theory of management.
 6. Making room for Spirit and Emotion at work
-

PUBLICATIONS 2001-2006

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.
- 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., & Sharma, R. (2006). Preserving humanity in the confluence of change. In DP. Singh, J. Bhatnagar & A. Bhandarker (Eds.), *Future of work: Mastering change* (pp. 75-94). New Delhi, India: Excel Books.
- 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.

Conferences

- Elkin, G., & Strach, P. (2006). Mechanistic and organic approaches to management and organisation: Emerging indigenous evidence. Paper presented at the Business & Economics Society International Conference. Florence, Italy: Business & Economics Society International.
- 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.

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.
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- 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.
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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.
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- 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.

Working Paper

- Elkin, G., & Strach, P. (2006). Lessons from the indigenous east for western organisations? Mechanistic and organic approaches to organisation and management. Working paper series, Department of Management, University of Otago [1171-5049].

ANDRE EVERETT

RESEARCH INTERESTS

International Management and Strategies
China, Chinese Management
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, 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.

SUPERVISION

PhD Theses in Progress

- Dwyer, K. *Supply chain management knowledge in New Zealand: Diffusion and communities of practice*. (Supervisors: André Everett, Richard Greatbanks)
- 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, Stephen Atkins)
- 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)
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- Štrach, P., & Everett, A. (2006). Brand corrosion: Mass-marketing's threat to luxury automobile brands after merger and acquisition. *Journal of Product & Brand Management*, 15(2), 106-120.
- Štrach, P., & Everett, A. (2004). Is there anything left to learn from Japanese companies? *SAM Advanced Management Journal*, 69(3), 4-13.

Conferences

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- Everett, A., & Štrach, P. (2006). Mutual Attraction? Discussing Japanese Foreign Direct Investment in the Czech Republic. Paper presented at the 37th Annual Meeting of the Decision Sciences Institute. San Antonio, Texas: DSI.
- 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.

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- Lo, W., Everett, A., & Wong, Y. (2002). Business implications of how China regulates the Internet. In B. Saladin (Ed.) *33rd Annual Meeting of the Decision Sciences Institute* (pp. 309-314). San Diego, USA: Decision Sciences Institute.
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- Štrach, P., & Everett, A. (2005). Quality perceptions in Japanese subsidiaries in the Czech Republic. In *Quality Evolution - Way to Sustainable Growth, Proceedings of the Union of Japanese Scientists and Engineers International Conference on Quality*. Tokyo, Japan: Union of Japanese Scientists and Engineers.
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- Tsui, T., Paynter, J., & Everett, A. (2003). Development of a satisfaction index for New Zealand I-cafes. In *Proceedings of the 3rd International Conference on Electronic Business* (pp. 437-439). Singapore: ICEB. CD ROM.
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- Štrach, P., & Everett, A. (2005). Flextronics: The ins and outs of foreign direct investments in Central Europe. In P. Ramburuth & C. Welch (Eds.), *Casebook in international*

- business. Australian and Asia-Pacific Perspectives*, (pp. 200-207). Frenchs Forest, Australia: Pearson Education Australia.
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Working papers

- 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.

Book Reviews

- Everett, A. (2006). [Review of the book *Advances in human resource management in Asia*]. *Asian Business & Management*, 5, 145-147.

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 2001-2006

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
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Conferences

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construction of opaque transparency. 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.
- 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*.
- 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.
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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*, (p. 13). Auckland: New Zealand
Communication Association Inc.
- Lewis, M., & Farnsworth, J. (2005). Accounting for Levinas: Telecom New Zealand,
financialization and the dilemmas of business ethics. In *Levinas, Business, Ethics*
(pp. 65-73). UK: Centre for Philosophy and Political Economy, University of Leicester.

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

GRANTS RECEIVED

International Science and Technology Linkages Funding
School of Business Research Travel Grant

SUPERVISION

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 2001-2006

Journals

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- Edgar, F. & Geare, A. (2004). Employee demographics in human resource management research. *Research and Practice in Human Resource Management*, 12(1), 33-50.
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- Geare, A. (2003). Natural justice in dismissals and suspensions. *New Zealand Journal of Industrial Relations*, 28(3), 272-289.
- Geare, A. (2001). The Employment Contracts Act 1991-2000: A decade of change. *New Zealand Journal of Industrial Relations*, 26(3), 287-306.

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).
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- Edgar, F., Geare, A., McAndrew, I., & Deng, M. (2006). Organisational ideology: An empirical examination. *2nd International Conference on Business, Management and Economics*. Cesme, Turkey: Yasar University.
- Geare, A., Edgar, F., McAndrew, I., & Deng, M. (2006). HRM and Unitarism: An empirical study of manager and worker employment ideologies. *2nd International Conference of Business Management and Economics*, Cesme, Turkey: Yasar University.
- Geare, A., Edgar, F., & McAndrew, I. (2006). Employment ideology and HRM: An empirical study. In *21st Century Work - High Road or Low Road?, Proceedings of the 20th Annual Conference of the Association of Industrial Relations Academics of Australia and New Zealand* (pp. 201-208). Adelaide, Australia: AIRAANZ.
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Other

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- 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 2001-2006

Journals

- McCarthy, G., & Greatbanks, R. (2006). Impact of EFQM excellence model on leadership in German and UK organisations. *International Journal of Quality and Reliability Management*, 23(9), 1068-1091.
- 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.
- Greatbanks, R., & Bamford, D. (2005). The use and application of quality management tools and techniques - everyday examples. *International Journal of Quality and Reliability Management*, 22(4), 376-392.
- Greatbanks, R. W., & Moxham, C. L. (2001). Prerequisites for the implementation of the SMED methodology: A study in a textile processing environment. *International Journal of Quality and Reliability Management*, 4(18), 404-414.
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- Batley, T., Greatbanks, R., & Everett, A. (2006). International manufacturing strategy survey in New Zealand 2005. In *Proceedings of the 2nd European Conference on Management of Technology, Technology and Global Integration* (pp. 43-50). Birmingham, UK: International Association for Management of Technology.
- 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.
- Baxter, C., Greatbanks, R. W., & Wiseman, N. (2002). The use of OEE with in SME manufacturing. In *Proceedings of the 5th SMESME International Conference* (pp. 335-339). Ashcroft International Business School, Danbury, Anglia University, Essex.
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- 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.
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- 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.

Cases, teaching notes

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

PUBLICATIONS 2001-2006

Journals

- Aquino, K., Grover, S., Goldman, B., & Folger, R. (2003). When push doesn't come to shove: Interpersonal forgiveness in workplace relationships. *Journal of Management Inquiry*, 12(3), 209-216.
- Bommer, W., Miles, W., & Grover, S. (2003). Does one good turn deserve another? Co-worker influences on employee citizenship. *Journal of Organizational Behavior*, 24, 181-196.
- Grover, S., & Hui, C. (2005). How job pressures and extrinsic rewards affect lying behavior. *The International Journal of Conflict Management*, 16(3), 424-437.
- Grover, S. (2005). The truth, the whole truth, and nothing but the truth: The causes and management of workplace lying. *The Academy of Management Executive*, 19(2), 148-157.

Books, book chapters, monographs

- Grover, S. (2005). The difficulties of telling the truth at work. In R.E. Kidwell Jr. & C.L. Martin (Eds.), *Managing organizational deviance* (pp. 157-172). Thousand Oaks: Sage Publications.

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- Aquino, K., Grover, S., Goldman, B., & Folger, R. (2001). The role of forgiveness in organization studies. 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.
- Grover, S., & Moorman, R. (2004). The role of leader honesty and consistency in organisational conscience. *Paper presented at The Organization as a Set of Dynamic Relationships, the Annual Colloquium of the European Group on Organization Studies (EGOS)*. Ljubljana, Slovenia: EGOS.
- Grover, S., Reed, A., & Aquino, K. (2002). Moral identity and the circle of moral regard: Reactions towards out-groups after September 11, 2001. Poster presentation at *Research, Knowledge and Practice: Enhancing Business and Government Capability. The Australian and New Zealand Academy of Management Conference*. Beechworth, Australia.

Book Reviews

- Grover, S. (2005). [Review of the book *Trust and distrust in organizations: Dilemmas and approaches*]. *Personnel Review*, 34(4), pp. 507-509.

RESEARCH IN PROGRESS

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

PUBLICATIONS 2001-2006

Journals

- He, Z. L., Lim, K., & Wong, P. H (2006). Entry and competitive dynamics in the mobile telecommunications market. *Research Policy*, 35, 1147-1165.
- He, Z.L., & Wong, P.K. (2004). Exploration vs. Exploitation: An empirical test of the ambidexterity hypothesis. *Organization Science*, 15(4), 481-494.
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Conferences

- He, Z. L., & Deng, M. (2006). The systematic noise in non-patent references: A study of New Zealand companies' patents. In *Proceedings of the Academy of Management Annual Meeting, Knowledge, Action and the Public Concern* (Abstract, p. 74). Atlanta, Georgia: Academy of Management.
- He, Z. L., Chen, D., & Deng, M. (2005). Collaborate for knowledge creation: An empirical investigation. In *A New Vision of Management in the 21st Century, Proceedings of the Academy of Management Annual Meeting* [Abstract p. 73]. Honolulu, Hawaii: Academy of Management.
- He, Z.L., Lim, K., & Wong, P.K. (2004). Snakes and ladders: A patent analysis of Ericsson, Motorola and Nokia in the wireless communications industry, 1980-2000. In *Innovation and Entrepreneurship for Sustainable Development, Proceedings of the IEEE International Engineering Management Conference* (pp. 22-26). Singapore: IEEE.
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- Wong, P.K., & He, Z.L. (2002). The impacts of knowledge interaction with manufacturing clients on KIBS firms innovation behaviour. *UNU/WIDER Conference on the New Economy in Development*, Helsinki. *UNU/WIDER Discussion Paper No. 2002/69* (Available at <http://www.wider.unu.edu/publications/dps/dps2002/dp2002-69.pdf>).
- Wong, P.K., & He, Z.L. (2001). The moderating effect of firm's internal climate for innovation on the impact of public R&D support programs. *DRUID Summer Conference Proceedings*, Aalborg.

Working Paper

- He, Z. L., Lim, K., & Wong, P.K. (2006) The dynamics of entry in the mobile telecommunications industry. Working Paper available at Social Science Research Network (Abstract, February 27, 2006): <http://ssrn.com/abstract=888523>

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.

PUBLICATIONS 2001-2006

Journals

- Alach, P., & Inkson, K. (2004). The new office temp: Alternative models of contingent labour. *New Zealand Journal of Employment Relations*, 29(3), 37-52.
- Carr, S., Inkson, K., & Thorn, K. (2005). From global careers to talent flow: Reinterpreting 'brain drain'. *Journal of World Business*, 40(4), 386-398.
- Inkson, K., & Parker, P. (2005). 'Boundaryless' careers and transfer of knowledge: A 'Middle Earth' perspective. *Higher Education Policy*, 18, 313-325.
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- Inkson, K. (2004). Images of career: Nine key metaphors. *Journal of Vocational Behavior*, 65(1), 96-111.
- Inkson, K., & Carr, S.C. (2004). International talent flow and global careers: An Australasian perspective. *Australian Journal of Career Development*, 13(3), 23-28.
- Inkson, K., Carr, S.C., Edwards, M., Thorn, K., Jackson, D., Allfree, N., & Hooks, J. (2004). From brain drain to talent flow: Views of Kiwi expatriates. *University of Auckland Business Review*, 6(2), 29-39.
- Inkson, K. & Myers, B. (2003). "The big O.E.": International travel and career development. *Career Development International*, 8(4), 170-181.
- Inkson, K., Furbish, D., & Parker, P. (2002). Fast forward: Careers research in New Zealand. *Australian Journal of Career Development*, 11(3), 35-44.
- Inkson, K. (2002). The transfiguration of careers: Evidence from New Zealand. *International Careers Journal*, 3, 1. www.careers-cafe.com.
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- Parker, P., Arthur, M.B., & Inkson, K. (2004). Career communities: A preliminary exploration of member-defined career support structures. *Journal of Organizational Behavior*, 27, 489-514.

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- Thomas, D. C., & Inkson, K. (2005). Cultural intelligence: People skills for a global workplace. *Consulting to Management*, 16(1), 5-9.
- Thomas, D. C., & Inkson, K. (2004). Cultivating your cultural intelligence. *Security Management*, 48(8), 30-33.

Books, book chapters, monographs

- Alach, P., & Inkson, K. (2003). *"Temping": A study of temporary office workers in Auckland*. Report Number 2003/2, Labour Market Dynamics Research Programme, Massey University, 74 pp.
- Arthur, M.B., & Inkson, K. (2003). Career development: Extending the "organizational careers" framework. In S. G. Niles (Ed.), *Adult career development: Concepts, issues, and practices* (3rd ed., pp. 285-304). Columbus, OH: National Career Development Association.
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- Inkson, K. & Best, A. (2005). Potting for profit, potting for pleasure: Commerce versus craft in home-based business. In J. Sayers & N. Monin (Eds.), *The global garage: Home-Based business in New Zealand* (pp. 205-221). Palmerston North: Dunmore Press.
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- Inkson, K. (2003). Effective organisation structure. In F. Sligo (Ed.), *The New Zealand General Manager's Handbook* (pp. 31-46). Auckland: Commerce Clearing House.
- Inkson, K., & Kolb, D. (2002). *Management: New Zealand perspectives* (3rd ed.). Auckland: Prentice-Hall, 484 pp.
- Inkson, K. (2002). Thinking creatively about careers: The use of metaphor. In M. Peiperl, M.B. Arthur, R. Goffee & N. Anand (Eds.), *Career creativity: Explorations in the re-making of work* (pp. 15-34). Oxford: Oxford University Press.
- McLaren, E., Firkin, P., Spoonley, P., Dupuis, A., de Bruin, A., & Inkson, K. (2004). *At the margins: Contingency, Precariousness and non-standard work*. Report No. 2004/1, Labour Market Dynamics Research Programme, Massey University, 81 pp.
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Conferences

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- Carr, S., Inkson, K., Thorn, K., Jackson, D., Edwards, M., Hooks, J., & Allfree, N. (2005). Does achievement motivation predict reverse brain drain? An online study of the Kiwi diaspora. In *1995-2005: A Decade of Progress in Science & Practice, Proceedings of the 6th Australian Industrial & Organisational Psychology Conference* [Abstract, p. 47]. Gold Coast, Australia.

- Cohen, L., Inkson, K., & Mayrhofer, W. (convenors) (2002). Careers: New voices, new dialogues, new hope. *Stream 14, European Group for Organization Studies, Annual Colloquium*. Barcelona.
- Dupuis, A., Inkson, K., & McLaren, E. (2004). Pathways to employment for young New Zealanders: The role of social capital. *Ninth Conference on Labour, Employment and Work*. Victoria University of Wellington.
- Edwards, M., Carr, S., Jackson, D., Allfree, N., Hooks, J., & Inkson, K. (2005). The New Zealand Talent Flow Programme: Perceptions of strengths gained from the migration experience. *Shifting the Boundaries of Employment and Work, Conference of the Australian Centre for Research in Employment and Work* [Poster presentation]. Melbourne, Australia.
- Hooks, J., Carr, S., Edwards, M., Jackson, D., Thorn, K., & Allfree, N. (2005). Kiwi talent and the 'Brain Drain': The propensity of accountants and other business professionals to return. In *Proceedings of the Seventeenth Asian-Pacific Conference on International Accounting Issues* [Abstract, p. 42]. Wellington, New Zealand. Victoria University of Wellington & California State University.
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- Inkson, K. (2003). Proteanism and boundarylessness as metaphors: Can they be integrated? *Academy of Management Annual Meeting*. Seattle.
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- Inkson, K. (2005). Perspectives from business on the development of careers. *Invited address, Career Development: Building on Foundations and Imagining Possibilities, Proceedings of the National Career Development Association Global Conference*. Orlando, FL: NCDA.
- Inkson, K., & Amundson, N. (2005). Metaphors for career: Theory and counseling practice. In *Career Development: Building on Foundations and Imagining Possibilities, Proceedings of the National Career Development Association Global Conference* [Abstract, p.38]. Orlando, FL: NCDA.
- Inkson, K., Edwards, M.F., Jackson, D., & de Cieri, H. (2004). Brain drain and talent flow: An Australian/New Zealand HR Issue. *Workshop, Australian and New Zealand Academy of Management*. Dunedin.
- Inkson, K., Carr, S.C., Thorn, K., Jackson, D., Edwards, M.F., Hooks, J., & Allfree, N. (2004). The New Zealand brain drain: Differentiating returning from non-returning kiwis. *Ninth Conference on Labour, Employment and Work*. Victoria University of Wellington.
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- Inkson, K. (2002). The new careers: The role of human resource management in contested terrain. *British Academy of Management*. London.
- Inkson, K. (2001). Twenty-first century careers: The new challenges to individual responsibility. *New Zealand Psychological Society Annual Conference*. Auckland.
- Inkson, K., Amundson, N., & Parker, P. (2001). Metaphors for career. *Professional development workshop, Academy of Management Annual Conference*. Washington DC.
- Inkson, K. (2001). 2001 - a career odyssey: Metaphors, epic journeys, the new careers, and Kubrick. *European Group for Organizational Studies, Annual Colloquium*. Lyon, France.
- Richardson, J., Salomon, S. M., Inkson, K., & Pringle, J. (2005). Personal transformation through international careers: Butterfly or moth? In *A New Vision of Management in the 21st Century, The Academy of Management Annual Meeting* [Abstract]. Honolulu, Hawaii. Academy of Management.
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Research Reports

- Dupuis, A., Inkson, K., & McLaren, E. (2005). Pathways to employment: A study of the employment-related behaviour of young people in New Zealand. Research report No. 1/2005. Labour Market Dynamics Research Programme, Massey University, 70 pp.
- Hooks, J., Carr, S., Edwards, M., Inkson, K., Jackson, D., Thorn, K., & Allfree, N. (2005). Kiwi Talent Flow: A Study of Chartered Accountants and Business Professionals Overseas. Discussion Paper Series 220, School of Accountancy, Massey University, College of Business.
- Hooks, J., Inkson, K., Carr, S., Edwards, M., Jackson, D., Thorn, K., & Allfree, N. (2005). New Zealand Talent Flow Programme: Stage One Results. General report for interested parties.. New Zealand Talent Flow programme, Massey University, College of Business.
- Inkson, K., Carr, S., Cameron, J., Allfree, N., Thorn, K., & Hooks, J. (2004). New Zealand Talent Flow Programme: Preliminary Results. New Zealand Talent Flow programme, Massey University, College of Business.

Cases, teaching notes

- Attwood, S., & Inkson, K. (2002). Oxygen Business Solutions: A "shared services" case. In T.W. Batley (Ed.), *Business case studies in operations management* (pp. 15-21). Auckland: Prentice Hall.
- 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.
- Inkson, K. (2002). Express Data: Adding value as a middleman. In T.W. Batley (Ed.), *Business case studies in operations management* (pp. 34-40). Auckland: Prentice Hall.
- Inkson, K. (2001). The rent-a-managers. In G. Elkin (Ed.), *Human resource management in action*, (Vol. 2, pp. 24-29). Palmerston North: Dunmore Press.
- Inkson, K. (2001). Spot the resource. In G. Elkin (Ed.), *Human resource management in action*, (Vol. 2, pp. 85-86). Palmerston North: Dunmore Press.

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.

PUBLICATIONS 2001-2006

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.

Book Chapters

Geare, A., Sibbald, A., Ruwhiu, D. & Kirkwood, J. (2002). *Management functions*. Dunedin: Department of Management, University of Otago, 163pp. (ISBN 1-877139-49-1).

Conferences

Kirkwood, J., & Campbell-Hunt, C. (2006). Beyond push and pull factors – exploring the process of how women and men become entrepreneurs. In *Proceedings of the International Council for Small Business Conference, Unique Solutions for Unique Environments* (CD ROM, p. 1-10). Melbourne, Australia: International Council for Small Business.

Kirkwood, J., & Campbell-Hunt, C. (2006). Using multiple paradigms to understand entrepreneurial motivations. In *Proceedings of the 3rd AGSE International Entrepreneurship Research Exchange* (Abstract). Auckland, New Zealand: AGSE.

Kirkwood, J. (2005). Gender differences in defining an 'entrepreneur'. In M. Gillin et al. (eds.) *Regional Frontiers of Entrepreneurship Research, Proceedings of the 2nd AGSE International Entrepreneurship Research Exchange* (p. 425). Melbourne, Australia. ISBN 0 85590 809 2.

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.

Kirkwood, J. (2004). Theorising gender differences in motivations for becoming an entrepreneur. In M. Hall (Ed.), *Entrepreneurship & SME Development, Proceedings of the 27th Annual Institute for Small Business Affairs National Conference* (CD-ROM, pp. 1-14). Newcastle, England: ISBA. ISBN 1 900862 65 4.

Kirkwood, J., & Mackie, B. (2004). Working the nightshift - how do women entrepreneurs balance work and family? 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.

- Kirkwood, J., & Mackie, B. (2004). Does entrepreneurship really offer a flexible working environment? In *International Business and Global Project Management, Proceedings of the Pan-Pacific Business Association Conference XXI* (CD-ROM, pp. 351-353). Anchorage, Alaska, USA: Pan-Pacific Business Association. ISBN 1 931649 18 11.
- Kirkwood, J. (2003). The role of family: Comparing women and men entrepreneurs. In M. Hall (Ed.), *Proceedings of the International Council for Small Business, 48th World Conference*. Belfast, Northern Ireland. CD ROM.
- 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., & Kirkwood, J. (2002). Service operations management at Kelly Tarlton's Antarctic Encounter and Underwater World. In J. Zahrly (Ed.), *Proceedings of the North American Case Research Association Conference 16(1)*, (p. 108). Banff, Canada.
- 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.

Cases, teaching notes

- Kirkwood, J. (2003). Yvonne Sutherland of "Happy Hens". 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.
- 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.
- 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].

PhD Thesis

- Kirkwood, J. (2004). *One size doesn't fit all: Gender differences in motivations for becoming an entrepreneur*. Unpublished PhD thesis, University of Otago.

MALCOLM LEWIS

RESEARCH INTERESTS

Pedagogy
Sociology of organisations
Organisational Theory and Control in Organisations
Management knowledge
Organisational Behaviour
Post-Structuralism
Technology and the labour process
Ethics

RESEARCH IN PROGRESS

- a) Ethics, Technology and Justice, The face and the Other, through the work of Levinas and Latour
 - b) Innovation and method in teaching critical management theory at undergrad, postgrad and MBA levels.
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SUPERVISION

PhD Theses in Progress

Gardiner, C. Foreign Exchange Centre. (Supervisors: Malcolm Lewis, Alan McGregor)
Piggin, Joe. A Discourse analysis of SPARC Literature. (Supervisors: Malcolm Lewis, Steve Jackson)

RESEARCH OUTPUTS 2001-2006

Conferences

- Lewis, M., & Farnsworth, J. (2006). Levinasian ethics and the tyranny of transparent accounting: The political face in annual reports. In *Proceedings of the 2nd Meeting, Australasian Caucus of the Standing Conference on Organizational Symbolism (ACSCOS)* (Abstract, p. 15). Massey Albany, Auckland.
- Lewis, M. & J. Farnsworth (2006) The tyranny of transparent accounting: Corporate face and Levinasian ethics as a political critique of business practice *North American Levinas Society Conference*, Purdue University, May 13-15
- Lewis, M., & Farnsworth, J. (2005). Accounting for Levinas: Telecom New Zealand, financialization and the dilemmas of business ethics. In *Levinas, Business, Ethics* (pp. 65-73). UK: Centre for Philosophy and Political Economy, University of Leicester.

Working Papers

Farnsworth, J., & Lewis, M. (2006). *The tyranny of transparent accounting: Corporate face and Levinasian ethics as a political critique of business practice*. Working paper series, Department of Management, University of Otago [1171-5049].

Conference Other

Lewis, M. (2003). Waves, tides and rocky places: Crashes and governances. In *Surfing the Waves*. Proceedings of Australian and New Zealand Academy of Management Conference. Fremantle: Australian and New Zealand Academy of Management. Abstract, p. 180.

IAN MCANDREW

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.

SUPERVISION

PhD Theses in Progress

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

Cathro, 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.
- Geare, A., Edgar, F., & McAndrew, I. (2006). Employment relationships: Ideology and HRM practice. *International Journal of Human Resource Management*, 17(7), 1190-1208.
- 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).

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.
- Foster, B., McAndrew, I., Murrie, J., & Laird, I. (2006). Employer attitudes to collective bargaining in New Zealand. In *21st Century Work - High Road or Low Road?, Proceedings of the 20th Annual Conference of the Association of Industrial Relations Academics of Australia and New Zealand* (pp. 179-190). Adelaide, Australia: AIRAANZ.
- Geare, A., Edgar, F., & McAndrew, I. (2006). Employment ideology and HRM: An empirical study. In *21st Century Work - High Road or Low Road?, Proceedings of the 20th Annual Conference of the Association of Industrial Relations Academics of Australia and New Zealand* (pp. 201-208). Adelaide, Australia: AIRAANZ.
- Geare, A., Edgar, F., McAndrew, I. & Deng, M. (2006). HRM and Unitarism: An empirical study of manager and worker employment ideologies. *2nd International Conference of Business Management and Economics*, Cesme, Turkey: Yasar University.
- 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.

Reports

Ballard, M., & McAndrew, I. (2006). *Illustrated Report & Stocktake on Workplace Partnership In New Zealand*. Report commissioned by the Partnership Resource Centre, Department of Labour.

McAndrew, I. (2006). *Employer ideology and workplace partnership*. Report submitted to the Partnership Resource Centre, Department of Labour.

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.

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)

PUBLICATIONS 2001-2006

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. Zahrlly (Ed.), *Proceedings of the North American Case Research Association Conference 16(1)*, (p. 125), Banff, Canada.
- Ruwhiu, D., & Wolfgramm, R. (2006). Kaupapa Maori research: A contribution to critical management studies in New Zealand. In *Organization, Identity, Locality II. Proceedings of A One-Day Conference on Critical Management Studies in Aotearoa/New Zealand* (pp. 51-58). Wellington, New Zealand: OIL.
- 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.

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].

Conferences Other

Ruwhiu, D. (2006). Operations management. Guest Speaker at *Southern Maori Business Network Annual Hui*. Cromwell, New Zealand.

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

MBA Dissertation

Stewart, J. (2006). *The Role of Women in New Zealand Family Businesses*

PUBLICATIONS 2001-2006

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.

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 2001-2006

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., Kearins, K., & Walton, S. (2006). Creating adventures in wonderland: The journey metaphor and environmental sustainability. *Organization*, 13(6), 801-839.
- 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.

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

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