



DEPARTMENT OF **MANAGEMENT**

RESEARCH REPORT **2007**

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OUR VISION

In past years the Department of Management has always had one or two researchers who published, or had published sometime in the past, in the very best journals Administrative Science Quarterly, Academy of Management Review, Strategic Management Journal, Journal of Management, Industrial Relations, Human Relations etc. The current strategy is to ensure that **all** academic staff are properly engaged in research and are publishing in good journals and striving to publish in the very best of journals.

Progress is certainly being made. There are a wide number of research projects underway in 2007, and an increasing percentage of the department are producing publications in good journals. A quick view of titles indicates the variety of research projects being undertaken.

In 2006, 11/19 (58%) of academic staff published in peer-reviewed journals and six of the eleven had at least one of their journal publications in an "A" journal.

This year, 14/19 (74%) of academic staff published in peer-reviewed journals, with five of the fourteen having at least one in an "A" journal.

While the goal for most research is publishing in peer-reviewed journals, there are other outlets. Staff also published chapters in books, authored books and published in conference proceedings.

While much research is dependent on inspiration, creativity and hard work, unfortunately money, to some degree, is also necessary for much research. Quite a number of department members obtained small School of Business and University of Otago grants, while Professor Campbell-Hunt continues with a large FRST grant. Four researchers obtained small FRST linked grants.

The department hopes to progress significantly from its position in the 2006 PBRF exercise, as we move towards the next PBRF round in 2012. This exercise will look at the four best research outputs from 2006-2011.

The department hopes that by 2011 all senior staff will have four A outputs, and all staff at least four B outputs.

Already in 2007, four staff have two or three outputs in A (or A*) journals, and further five have one A output.

DEPARTMENT STAFF

Professor and Head of Department

Alan Geare BA(Hons) PhD(Otago) AFNZIM

Professor

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

Associate Professors

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

André Everett BA MBA PhD(Nebraska)

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)

Virginia Cathro BSc MCom PGDipTertT(Otago)

Zi-Lin He ME PhD(NU Singapore)

Elizabeth Ditzel MCom(Otago) NZRG&ON

Jodyanne Kirkwood MCom PhD(Otago)

Diane Ruwhiu MCom Dip Grad(Otago)

Sara Walton BA MCom DipTour PGCertTertT(Otago)

Departmental Administrator

Kaye Jeffries

CANZ Researcher

Stuart King BA(Hons) MIntSt(Otago)

Computing Advisor

Gordon Still BInfoTech

Course Assistant and Tutor Organiser

Ewan McComb BCom DipGrad (Otago)

Research Administrator

Nancy Benington LLB(Otago)

Departmental Secretary (and Personal Assistant to Head of Department)

Leanne Skryba

Receptionist

Sue McSkimming

EDITORIAL BOARDS 2007

<i>International Journal of Business and Economics Research</i>	Graham Elkin
<i>International Journal of Employment Studies</i>	Alan Geare
<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 Change Management</i>	André Everett
<i>New Zealand Journal of Employment Relations</i>	Alan Geare
<i>Otago Management Graduate Review</i>	Liz Ditzel
	Colin Campbell-Hunt
	Virginia Cathro
	André Everett
	Alan Geare (Editor)
	Sara Walton
<i>Production Planning and Control</i>	André Everett
<i>Public Personnel Management</i>	Fiona Edgar
<i>SAM Advanced Management Journal</i>	André Everett

JOURNAL REVIEWS 2007

<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>Education & Training</i>	André Everett
<i>Employee Relations</i>	Alan Geare
<i>International Journal of Business and Economics</i>	Graham Elkin
<i>International Journal of Entrepreneurial Behaviour and Research</i>	Jodyanne Kirkwood
<i>International Journal of Technology Management</i>	ZiLin He
<i>Journal of Advanced Nursing</i>	Liz Ditzel
<i>Journal of Industrial Relations</i>	Alan Geare
<i>Journal of Information, Information Technology, and Organizations</i>	André Everett
<i>Journal of International Business and Economy</i>	André Everett
<i>Journal of Management</i>	Colin Campbell-Hunt
<i>Journal of Management and Organization</i>	Diane Ruwhiu
<i>Journal of Management Education</i>	André Everett
<i>Journal of Management Studies</i>	Colin Campbell-Hunt
	ZiLin He
<i>Management Research News</i>	Jodyanne Kirkwood
<i>Personnel Review</i>	Fiona Edgar
<i>Research and Practice in Human Resource Management</i>	Graham Elkin
<i>Society for the Advancement of Management, SAM Advanced Management Journal</i>	André Everett

INTERNATIONAL VISITORS TO THE DEPARTMENT

Professor Roger Ames
University of Hawaii

Confucianism and Deweyan Pragmatism: A dialogue.

Prof. Tom Tripp
Washington State University

Getting even: How and why both co-workers and customers seek revenge.

Professor Jerry Greenberg
The Ohio State University

Corporate social responsibility: Does the motive matter?

STAFF RESEARCH

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 a research programme within the not-for-profit sector
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SUPERVISION 2007

PhD Theses in Progress

Fiona Douglas - *Examination of the tensions between professionalism and managerialism for professional identity.*

Tresna Hunt - *Relational processes within leader-follower relationships*

Barrie Irving - *Career education as an inclusive practice: Locating social justice.*

Geoff Ockwell - *A critical analysis of corporate outdoor learning experiences.*

Sara Walton - *Sustainable decisions? Narratives of sustainability and decision-making in New Zealand.*

PUBLICATIONS 2002-2007

Journals

Boon, B. (2007). Working with the front-of-house boundary: Room attendants in the hotel guest room space. *Journal of Management & Organisation*, 13(2), 160-174.

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.

Book Chapter

Boon, B. (2007). Dunedin: A place on the edge of the world. In K. Inkson, V. Browning & J. Kirkwood (Eds.), *Working on the edge: A portrait of business in Dunedin* (pp. 68-77). Dunedin, NZ: Otago University Press. ISBN 978 1 877372 53 7.

Conferences

Jones, D., & Boon, B. (2007). The voice of the creative economy. In *Proceedings of Reconnecting Critical Management, The Fifth International Critical Management Studies Conference* <http://www.mngt.waikato.ac.nz/ejrot/cmsconference/2007/proceedings/apolloanteporas/jones.pdf>. Manchester: Manchester University.

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.

Book Review

- Boon, B. (2007). [Review of the book *Organization discourse: A language-ideology-power perspective*]. *Personnel Review*, 36(5), 834-836.

PhD Thesis

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

VICKY BROWNING

RESEARCH INTERESTS

Human Resources Management
Service Behaviour
Leadership
Human resource development
SMEs

RESEARCH IN PROGRESS

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

The focus of this research is:

- To determine the nature of frontline employee deviant behaviour in the service encounter from the perspective of both the service provider and customer and the factors that could influence employees to engage in such behaviour.
- To investigate the human resources management practices currently used in small to medium service organisations in New Zealand which build competitive advantage for the organisation

2. *Leadership development*

The focus of this research is on evaluating the implementation of a Leadership Development programme and its impact on the leadership culture of an organization.

3. *Online consumer complaints*

This research explores the form and motives behind consumers complaining on line and the implications this has for the service industry.

4. *Social networking in management education*

The research is exploring the use of social networking to facilitate and support student learning.

SUPERVISION 2007

PhD Theses in progress

Tresna Hunt - *Relational processes within leader-follower relationships.*

Karen Nicholas - *Protection motivation theory applied to business decision making: A mixed methods study.*

PUBLICATIONS 2002-2007

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.

Edited book

Inkson, K., Browning, V., & Kirkwood, J. (Eds.). (2007). *Working on the edge: A portrait of business in Dunedin*. Dunedin, NZ: Otago University Press. 261 pp. ISBN 978 1 877372 53 7

Book chapter

Browning, V., & King, S. (2007). The University of Otago: 'Scarfie City!'. In K. Inkson, V. Browning & J. Kirkwood (Eds.), *Working on the edge: A portrait of business in Dunedin* (pp. 155-168). Dunedin, NZ: Otago University Press. ISBN 978 1 877372 53 7.

Conferences

Browning, V. (2007). The darker side of paradise: An exploratory study into frontline employee deviant behaviour in the service encounter. In *Managing our Intellectual and Social Capital, Proceedings of the 21st Annual Conference of the Australian and New Zealand Academy of Management* [CD ROM pp. 1-20]. Sydney: ANZAM.

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 tenth year, the programme has produced a book (World Famous in New Zealand, Auckland University Press 2001), 23 peer-reviewed journal articles, 50 peer-reviewed conference papers, and given over 50 keynote speeches and other presentations at conferences and seminars for practicing managers and policy advisors to disseminate the results of the research.

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. New Zealand Trade and Enterprise has made extensive use of the work in designing its Fast Forward programme of support for high-potential export-oriented small New Zealand businesses. Contributions in 2007 include an invited address to the OECD Global Conference on Enhancing the Role of SME in Global Value Chains in Tokyo.

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

GRANTS RECEIVED 2007

Evolution of Competitive Capability in New Zealand Firms. Foundation for Research Science and Technology.

SUPERVISION 2007

PhD in progress

Saifon Chairungruang - *Women's entrepreneurship.*

Juan Pellegrino - *Knowledge management in New Zealand organisations.*

Diane Ruwhiu - *Maori business development: Examining the role of social, cultural and economic capital.*

PUBLICATIONS 2002-2007

Journals

- Campbell-Hunt, C. (2007). Complexity in practice. *Human Relations*, 60(5), 793-823.
- 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.
- Kirkwood, J., Campbell-Hunt, C. (2007). Using multiple paradigm research methodologies to gain insights into entrepreneurial motivations. *Journal of Enterprising Culture*, 15(3), 219-241.

Books, book chapters, monographs

- Campbell, C., & Campbell-Hunt, C. (2007). Dunedin's engineering industry: Evolution on the edge of the world. In K. Inkson, V. Browning & J. Kirkwood (Eds.), *Working on the edge: A portrait of business in Dunedin* (pp. 99-113). Dunedin, NZ: Otago University Press. ISBN 978 1 877372 53 7.
- Campbell-Hunt, C. (2007). Between virtuous and vicious cycles: The dynamics of the Dunedin economy. In K. Inkson, V. Browning & J. Kirkwood (Eds.), *Working on the edge: A portrait of business in Dunedin* (pp. 48-59). Dunedin, NZ: Otago University Press. ISBN 978 1 877372 53 7.
- 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.
- 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

RESEARCH INTERESTS

Industrial Relations

Negotiation, Mediation and Conflict Resolution, Intercultural Negotiation, Changing Nature of Work

Workplace Communication, Group Processes & Team Facilitation, Cross Cultural Teams
Intercultural Communication

RESEARCH IN PROGRESS

PhD Theses in progress

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

PUBLICATIONS 2002-2007

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.
- Kupka, B., & Cathro, V. (2007). Desperate housewives – social and professional isolation of German expatriated spouses. *The International Journal of Human Resource Management*, 18(6), 951-968.
- 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.

Book chapter

- Cathro, V., Greatbanks, R., & Everett, A. (2007). Cadbury Confectionery: Dunedin's sweet centre. In K. Inkson, V. Browning & J. Kirkwood (Eds.), *Working on the edge: A portrait of business in Dunedin* (pp. 169-178). Dunedin, NZ: Otago University Press. ISBN 978 1 877372 53 7.

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.
- Corbett, J., Cathro, V., Everett, A., Zueva, A., & Rogers, H. (2007). Veil of similarity hides genuine practice distinctions? In S. Lee & A. Everett (Eds.), *Digital Convergence and e-Globalization, Proceedings of the Pan Pacific Conference XXIV* (pp. 61-63). Dunedin & Queenstown: Pan Pacific Business Association. ISBN 1-931649-23-5.
- 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.
- 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.

MALCOLM CONE

RESEARCH INTERESTS

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

RESEARCH IN PROGRESS

Topic: Shifts in economic practice that transform cultural norms.

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

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

SUPERVISION 2007

PhD Theses

- Kupka, B. (2007). Creation of an instrument to assess intercultural communication competence for strategic international human resource management. (Supervisors: André Everett, Malcolm Cone)
- Štrach, P. (2007). Exploring relationships between parent companies and their subsidiaries: The case of Japanese multinationals. (Supervisors: Malcolm Cone, Tony Garrett)

PhD Theses in Progress

- 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)
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PUBLICATIONS 2002-2007

Journals

- Tian, Z., Gao, H., & Cone, M. (2007/2008). A study of the ethical issues of private entrepreneurs participating in politics in China. *Journal of Business Ethics*, Online 26 June 2007 <http://www.springerlink.com/content/a5u24468k1081392/?p=e348ba6e17f341908e467f83bd042bb9&pi=15>. Hard copy (2008). *80*(3), 627-642.
- 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

- Cone, M., & Elkin, G. (2007). Learning organisations and Chinese and American pragmatism: A way ahead for the West. In Z. Jinlong, Z. Wei, X. Xinping & L. Jianqiao (Eds.), *Globalization, Challenge and Management Transformation, Proceedings of the 6th International Conference on Management*, Vol. III (pp. 1829-1835). Beijing, China: Science Press.
- Sunaryo, L., Everett, A., & Cone, M. (2007). Mastering innovation for corporate growth - The impact of social institutions: A socio-cultural and historical perspective. In *Proceedings of the 2nd Indonesian Business Management Conference* [CD ROM pp. 296-302]. Jakarta, Indonesia.
- Sunaryo, L., Everett, A., & Cone, M. (2007). Chinese family firms in Indonesia – the emergence, rise and perspective of the next generation: A relationship and knowledge management perspective. In S. Lee & A. Everett (Eds.), *Digital Convergence and e-Globalization, Proceedings of the Pan Pacific Conference XXIV* (pp. 18-20). Dunedin & Queenstown: Pan Pacific Business Association. ISBN 1 931649 23 5.
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- 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.
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- 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.
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- 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.
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Cases, teaching notes

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

Reports

- Cone, M. (Ed.). (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.
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- 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

- Ames, R., & Cone, M. (2007). Living Chinese Philosophy: Confucianism and Daoism in 21st Century China. DVD, School of Business, University of Otago, Dunedin.
- Cone, M. (2004) *Communism, Buddhism and development. The role of women in social change in Yunnan and Tibet*. DVD, School of Business, University of Otago, Dunedin.
- Cone, M. (2003) *Releasing the dragon. Small business in China's market economy*. DVD, 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.

SUPERVISION 2007

BCom(Hons)

Kagan, Z. (2007). *Rural general practitioners in Otago/Southland: Why do they stay?*
Kelly, K. (2007). *Impressions of job applicants: Are content and appearance of the application letter important?*

PUBLICATIONS 2002-2007

PhD Thesis

Ditzel, E. (2007). *A study of perceived occupational stress, sense of community and burnout among New Zealand nurses*. Unpublished doctoral thesis, Department of Management, University of Otago.

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.

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.

Cases, teaching notes

- Ditzel, E. (2007). Shadow Gourmet. In H. H. Frederick, D.F. Kuratko, & R. M. Hodgetts, *Entrepreneurship: Theory, process and practice. Asia Pacific Edition* (pp. 289-293). Melbourne, Australia: Thomson. ISBN 0 0 17012880 6.
- 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. (2002). R&R Sports. In G. Elkin (Ed.), *Lessons with Human Resource Management in Action. Contemporary New Zealand Cases-Vol 2* (pp. 29-38). Dunedin: University of Otago.

Working papers

- Hall, E. (2005). *Nurse burnout in a high stress health care environment: Prognosis better than expected*. Working paper series, Department of Management, University of Otago [1171-5049].
- Štrach, P., Hall, E., & Pirožek, P. (2004). *Hospital Governance: Analysing the Czech and New Zealand Experience*. Working Paper Series, Management Department, University of Otago [1171-5049].

FIONA EDGAR

RESEARCH INTERESTS

Human Resource Management – The Employee Perspective
Industrial Relations - Partnerships

RESEARCH IN PROGRESS

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

GRANTS RECEIVED 2007

School of Business Research Project (\$3000)

STUDENT SUPERVISION 2007

PhD – in progress

Ali Bavik - *Strategic human resource management in hotels in Cyprus and Hong Kong.*

PUBLICATIONS 2002-2007

Journals

- Edgar, F., & Geare, A. (2007). Legislating for best practice HRM: The New Zealand approach. *Public Personnel Management*, 36(3), 183-196.
- Geare, A. J., Edgar, F. E., & McAndrew, I. (2007). The impact of a unitary regulatory and HRM framework: Managerial and worker views from New Zealand. *Journal of Industrial Relations and Human Resources*, 9(1), 55-83.
- 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.
- Hooks, J., Edgar, F., Inkson, K., Carr, S., Edwards, M., Jackson, D., Thorn, K., & Allfree, N. (2007). Building organisational commitment to counteract brain drain from southern hemisphere accountancy firms. *Research and Practice in Human Resource Management*, 15(1), 1-21.
- 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.

Conferences

- Browning, V., & Edgar, F. (2003). Comparing apples with pears: HRM themes emerging from New Zealand and South Africa. In A. Brown (Ed.), *Proceedings of the 17th Annual Conference of the Australian and New Zealand Academy of Management: Surfing the Waves*. [Abstract, p. 171], Fremantle: ANZAM.
- Edgar, F., Geare, A., & McAndrew, I. (2007). Employment relations ideology: An empirical study. In *Research Matters, Proceedings of the 7th International Business Research Conference* [CD ROM] Sydney, Australia: World Business Institute.
- 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.
- 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.
- Geare, A., & Edgar, F. (2007). The 'black box' between human resource management practice and organisational performance. In *Managing our Intellectual and Social Capital, Proceedings of the 21st Annual Conference of the Australian and New Zealand Academy of Management* [CD ROM pp. 1-17]. Sydney: ANZAM. Best paper award for HRM and HRD stream.
- Geare, A., & Edgar, F. (2007). The role of shared values in HRM. In *Proceedings of the 2007 EABR(Business) Conference and the 2007 ETLC(Teaching) Conference* [Abstract, p.14]. Venice, Italy: Clute Institute for Academic Research. ISSN 1539 8757.
- 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.
- 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.
- McAndrew, I., Edgar, F., Geare, A., & Ballard, M. (2007). Employment relations ideologies and employers' propensity to partner with unions. In *Proceedings of the 25th International Labour Process Conference*. Amsterdam.

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].

Books

- Geare, A. J., & Edgar, F. J. (2007). *Employment relations: New Zealand and abroad*. Dunedin, NZ: Otago University Press, 389pp. ISBN 978 1 877372 43 8.

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.

Book review

Edgar, F. (2007). [Review of the book *Just Work*]. *Personnel Review*, 36(6), 1000-1002.

PhD Thesis

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

GRAHAM ELKIN

RESEARCH INTERESTS

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.
 3. International and comparative human resource management and organisational behaviour
 4. The contribution of non-Western voices to an emerging theory of management
 - 5 Learning Organisations and Chinese philosophy.
-

SUPERVISION 2007

BCom(Hons)

Lowry, R. (2007). *Formal training and development in the New Zealand dairy industry.*

PUBLICATIONS 2002-2007

Journals

- Elkin, G., & Sharma, R. (2007). People, organisations and management: Lessons for the industrialised world from the rest of the world. *Global Business and Economics Review*, 9(4), 395-417.
- 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.
- 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. (2007). The Kissing Gate: On the edge of the edge. In K. Inkson, V. Browning & J. Kirkwood (Eds.), *Working on the edge: A portrait of business in Dunedin* (pp. 230-237). Dunedin, NZ: Otago University Press. ISBN 978 1 877372 53 7.
- Elkin, G., & Sharma, R. (2006). Preserving humanity in the confluence of change. In D.P. 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.

Conferences

- Cone, M., & Elkin, G. (2007). Learning organisations and Chinese and American pragmatism: A way ahead for the West. In Z. Jinlong, Z. Wei, X. Xinping & L. Jianqiao (Eds.), *Globalization, Challenge and Management Transformation, Proceedings of the 6th International Conference on Management*, Vol. III (pp. 1829-1835). Beijing, China: Science Press.
- Elkin, G., & Štrach, 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.

Cases, teaching notes

- Elkin, G. (2002). United Milk Products. In T. Batley (Ed.), *Business Case Studies in Operations Management* (pp. 236-241). Auckland: Prentice Hall.
- Elkin, G. (2002). United Milk Products. In T. Batley (Ed.), *Tutor's Guide to Business Case Studies in Operations Management* (pp.104-106). Dunedin: Department of Management, University of Otago.
- Lawrence, J., & Elkin, G. (2003). Central Manawatu Timber. In G. Elkin (Ed.), *Facilitating Case Learning, Refereed Teaching Notes and Resources* (pp. 19-28). Dunedin: Department of Management, University of Otago.

Reports

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

Working Paper

- Elkin, G., & King, S. (2007). *The ethics of future business leaders: A cross-cultural comparison*. 07/02 Working paper series. Department of Management, University of Otago [1171-5049].
- Elkin, G., & Strach, P. (2006). *Lessons from the indigenous east for western organisations? Mechanistic and organic approaches to organisation and management*. 06/02 Working paper series, Department of Management, University of Otago [1171-5049].

ANDRE EVERETT

RESEARCH INTERESTS

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

RESEARCH IN PROGRESS

International competitiveness
International transferability of management approaches
Cultural influences on international business
China, Chinese management approaches, and new economic development models (particularly town and village enterprises)
Knowledge management
Operations strategy
Just-in-time, lean, and supply chain management
Quality management, particularly service quality measurement
Experiential education methodologies, particularly site visits
Automobile manufacturing industry and luxury brands

SUPERVISION 2007

PhD Thesis

Kupka, B. (2007). Creation of an instrument to assess intercultural communication competence for strategic international human resource management.

MCom

Thiebault, S. (2007). Managing the extension of luxury fashion brands' image when 'marketing' global brands to a mature vs. developing market: the case of Paris vs. Shanghai.

MBus Dissertation

Nasheri, E. (2007). Improving customer satisfaction in service organisations: An assessment of student expectation, perception and importance of service attributes at University College to improve overall service quality.

PhD Theses in Progress

Sven Casey - *Cross-national comparison of the relationship between entrepreneurship and innovation.*

Dwyer, K. *Supply chain management knowledge in New Zealand: Diffusion and communities of practice.*

Jean-Baptiste Faucher - *Knowledge creation: Innovation processes of complexity theory.*

Raja Nerina Raja Yusof - *Internationalization strategies and operations of international retailers: Comparison of Asia and Europe.*

Lenny Sunaryo - *Chinese social institutions imitating nature? Strategic action in pursuit of self-actualisation.*

Haina Zhang - *The impact of traditional Chinese cultures on work values in a comparative setting.*

PUBLICATIONS 2002-2007

Journals

- Cone, M., & Everett, A. (2003). Information asymmetry and management control issues in a Sino-French IJV in China. *Euro Asia Journal of Management*, 13(1), 107-122.
- Corbett, J., Cathro, V., Everett, A., Zueva, A., & Rogers, H. (2007). Veil of similarity hides genuine practice distinctions? In S. Lee & A. Everett (Eds.), *Digital Convergence and e-Globalization, Proceedings of the Pan Pacific Conference XXIV* (pp. 61-63). Dunedin & Queenstown: Pan Pacific Business Association. ISBN 1-931649-23-5.
- 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.
- Everett, A., Wong, Y., & Paynter, J. (2004-5). Balancing employee and employer rights: An international comparison of e-mail privacy in the workplace. *Journal of Individual Employment Rights*, 11(4), 291-311.
- Everett, A., Wong, Y., Hong, L., & Evans, N. (2002). The influence of Chinese American cultural values on workplace communication, innovation and teamwork. *Innovation: Management, Policy & Practice*, 41(1-3), 113-128.
- Kupka, B., Everett, A. M., & Wildermuth, S. (2007). The rainbow model of intercultural communication competence: A review and extension of existing research. *Intercultural Communication Studies*, 16(2), 18-36.
- McAlevy, L., & Everett, A. (2003). How can the quality gap be bridged? Avoiding a future of specialist isolation through statistics education. *TQM and Business Excellence*, 14(7), 801-810.
- Štrach, P., & Everett, A. (2007). International manufacturing in/divestment strategy: Flextronics in the Czech Republic. *International Journal of Manufacturing Technology and Management, Special Issue International Manufacturing: The Key Factors in Understanding Manufacturing in International Settings*, 11(1), 115-132.
- Štrach, P., & Everett, A. (2006). Japanese foreign direct investment in the Czech Republic: A motivational analysis. *Problems and Perspectives in Management*, 4(1), 22-31.
- Štrach, P., & Everett, A. (2006). Knowledge transfer within Japanese multinationals: Building a theory. *Journal of Knowledge Management*, 10(1), 55-68.
- 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.
- Everett, A., Wong, Y., & Paynter, J. (2004-2005). Balancing employee and employer rights: An international comparison of e-mail privacy in the workplace. *Journal of Individual Employment Rights*, 11(4), 291-311.
- Štrach, P., & Everett, A. (2004). Is there anything left to learn from Japanese companies? *SAM Advanced Management Journal*, 69(3), 4-13.

Book Chapter

- Cathro, V., Greatbanks, R., & Everett, A. (2007). Cadbury Confectionery: Dunedin's sweet centre. In K. Inkson, V. Browning & J. Kirkwood (Eds.), *Working on the edge: A portrait of business in Dunedin* (pp. 169-178). Dunedin, NZ: Otago University Press. ISBN 978 1 877372 53 7.

Conferences

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- 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.
- 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., Edgar, F., Geare, A., & Ballard, M. (2007). Employment relations ideologies and employers' propensity to partner with unions. In *Proceedings of the 25th International Labour Process Conference*. Amsterdam.

Other

- Edgar, F., & Geare, A. (2006). A flawed relationship. *Employment Today*, 109(March), 42-43.

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.

SUPERVISION

MBus project

Watson, M. (2007). *Business excellence: Examining the Malcolm Baldrige criteria and its application to a local government environment*.

BCom(Hons)

Fraser, L. (2007). *Quality deposits: A comparative study within the manufacturing and service sectors*.

PUBLICATIONS 2002-2007

Journals

Dale, B. G., Williams, A. R. T., van der Wiele, T., & Greatbanks, R. W. (2002). Organisational change through quality deposits. *Quality Engineering (USA)*, 14(3), 381-389.

Greatbanks, R., & Tapp, D. (2007). The impact of balanced scorecards in a public sector environment: Empirical evidence from Dunedin City Council, New Zealand. *International Journal of Production and Operations Management*, 27(8), 39-59.

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.

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.

Wang, Y. M., Greatbanks, R. W., & Yang, J. B. (2005). Interval efficiency assessment using data envelopment analysis. *Fuzzy Sets and Systems*, 153, 347-370.

Books, book chapters, monographs

Cathro, V., Greatbanks, R., & Everett, A. (2007). Cadbury Confectionery: Dunedin's sweet centre. In K. Inkson, V. Browning & J. Kirkwood (Eds.), *Working on the edge: A portrait of business in Dunedin* (pp. 169-178). Dunedin, NZ: Otago University Press. ISBN 978 1 877372 53 7.

Greatbanks, R. (2007). Fisher & Paykel: Top drawer. In K. Inkson, V. Browning & J. Kirkwood (Eds.), *Working on the edge: A portrait of business in Dunedin* (pp. 169-178). Dunedin, NZ: Otago University Press. ISBN 978 1 877372 53 7.

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Greatbanks, R. W., & McNeil, R. A. (2002). *The true effectiveness of quality related initiatives in the UK engineering sector*. Engineering Quality Forum (EQF) & IQA (Institute of Quality Assurance), ISBN 1 84019 156 2, London.

McCarthy, G., Greatbanks, R., & Yang, J. B. *Guidelines for self-assessment*. Working Paper Series 0203, Manchester School of Management of UMIST, UK. ISBN 1 86115 117 9.

Conferences

Bamford, D., & Greatbanks, R. (2005). Examining organisational change through the analysis of quality deposits: A methodology. In *Proceedings of EurOMA 2005 Conference* (pp. 1295-1304). Budapest, Hungary.

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.
- Greatbanks, R. (2007). Operational change and its effect on operational measurement: Empirical evidence from New Zealand's manufacturing sector. In A. Neely, M. Kennerly & A. Walters (Eds.), *Performance Measurement and Management: Public and Private, Proceedings of PMA 2006* (pp. 297-304). London, UK: Performance Measurement Association.
- 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.
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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.
- Patel, S., & Greatbanks, R. W. (2002). A set-up time reduction and mistake proofing implementation framework for SMEs. In *Proceedings of the 5th SMESME International Conference* (pp. 319–326). Ashcroft International Business School, Danbury, Anglia University, Essex.
- Sutrisno, A. H., & Greatbanks, R. W. (2002). Exploring the relationship between business process management and balanced scorecard approaches to organisational performance. In *Proceedings of the 2002 Performance Management Association International Conference*. Boston, USA.
- Wong, Y. H., Greatbanks, R., & Yang, J. B. (2004). Performance assessment of financial service providers using DEA and the ER approach. *The UK OR46*, York.

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.
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RESEARCH IN PROGRESS

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

PUBLICATIONS 2002-2007

Journals

- He, Z., & Deng, M. (2007). The evidence of systematic noise in non-patent references: A study of New Zealand companies' patents. *Scientometrics*, 72(1), 149-166.
- 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.
- Wong, P.K., & He, Z.L. (2005). A Comparative study of innovation behaviour in Singapore's KIBS and manufacturing firms. *The Service Industries Journal*, 25(1), 23-42.
- Wong, P.K., & He, Z.L. (2003). The moderating effect of firm's internal climate for innovation on the impact of public R&D support programs. *International Journal of Entrepreneurship and Innovation Management*, 3(5/6),525-545.

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.
- He, Z.L., & Wong, P.K. (2003). Spatial pattern of innovation networks and its impact on firm innovation performance. *Academy of Management Annual Meeting*, Seattle.
- He, Z.L., & Wong, P.K. (2003). Foreign subsidiary innovation and local environment in developing countries - evidence from Singapore and Thailand. *AIB Annual Meeting*, California.
- He, Z.L., & Wong, P.K. (2002). Exploration vs. exploitation: An empirical test of the impact of innovation strategy on firm performance. *Academy of Management Annual Meeting*, Denver.
- 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>).

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>

Book review

- Hi, Z. (2007). [Review of the book *The economics of the European patent system: IP policy for innovation and competition*]. *Innovation: Management, Policy & Practice*, 9, 88-89.

JODYANNE KIRKWOOD

RESEARCH INTERESTS

Entrepreneurship and Small Business Management
Ecopreneurs
Women entrepreneurs
Entrepreneurship and the family

RESEARCH IN PROGRESS

Ecopreneurs. Joint research with Sara Walton.

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

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

GRANTS RECEIVED 2007

University of Otago Research Grant *The role of the family in making entrepreneurial decisions.* \$10, 991. Principle investigator.

SUPERVISION 2007

PhD – in progress

Sven Casey - *Cross-national comparison of the relationship between entrepreneurship and innovation.*

MCom

Curnow, B. (2007). *Social capital in small- and medium-sized enterprises (SMEs) in Lima, Peru.*

PUBLICATIONS 2002-2007

Journals

Kirkwood, J. (2007). Igniting the entrepreneurial spirit: Is the role parents play gendered? *International Journal of Entrepreneurial Behaviour & Research*, 13(1), 39-59.

Kirkwood, J. (2007). Tall poppy syndrome: Implications for entrepreneurship in New Zealand. *Journal of Management and Organization*, 13(4), 366-382.

Kirkwood, J., Campbell-Hunt, C. (2007). Using multiple paradigm research methodologies to gain insights into entrepreneurial motivations. *Journal of Enterprising Culture*, 15(3), 219-241.

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.

Edited book

Inkson, K., Browning, V., & Kirkwood, J. (Eds.). (2007). *Working on the edge: A portrait of business in Dunedin.* Dunedin, NZ: Otago University Press. 261 pp. ISBN 978 1 877372 53 7

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).

Inkson, K., & Kirkwood, J. (2007). Dunedin: Animation Research Ltd: The yachts that came to life. In K. Inkson, V. Browning & J. Kirkwood (Eds.), *Working on the edge: A portrait of*

business in Dunedin (pp. 208-219). Dunedin, NZ: Otago University Press. ISBN 978 1 877372 53 7.

Kirkwood, J., & Harris, P. (2007). Programming entrepreneurs for Dunedin's future. In K. Inkson, V. Browning & J. Kirkwood (Eds.), *Working on the edge: A portrait of business in Dunedin* (pp. 88-96). Dunedin, NZ: Otago University Press. ISBN 978 1 877372 53 7.

Conferences

- Kirkwood, J. (2007). Knocking our tallest poppies – entrepreneurs and the Tall Poppy Syndrome. In *Building Sustainable Growth in SMEs. Proceedings of the Small Enterprise Conference*. Manukau City, New Zealand.
- Kirkwood, J. (2007). How entrepreneurs achieve growth – comparing aspired and actual growth. In *Proceedings of the ICSB World Conference* [CD ROM pp. 1-20]. Turku, Finland: International Council for Small Business.
- 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.
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- 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. (2007). Dick Hubbard: Entrepreneur and mayor. In H. H. Frederick, D.F. Kuratko, & R. M. Hodgetts, *Entrepreneurship: Theory, process and practice. Asia Pacific Edition*. Melbourne, Australia: Thomson. ISBN 0 0 17012880 6.
- 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.
- 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.

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.

Book review

- Kirkwood, J. (2007). [Review of the book *Women entrepreneurs across racial lines: Issues of human capital, financial capital and network structures*]. *Women in Management Review*, 22(5), 428-430.

Other

- Kirkwood, J. (2007). To grow or not to grow? *NZ Business* 21(2), 40-41.
- Kirkwood, J. (2006). Cutting down our tallest poppies. *NZ Business*, 20(3), 16-17.

MALCOLM LEWIS

RESEARCH INTERESTS

Sociology of organisations
Organisational Theory
Governance
Management knowledge
Control in Organisations
Organisational Behaviour
Post-Structuralism
Discourse analysis
Technology and the labour process

RESEARCH IN PROGRESS

1 The extent of organisational knowledge on the decision making process at board level. For a number of years MBA students at Otago have been asked to predict the future based on a number of topics, for example how will population, energy, family, media etc be in the year 2004? This has yielded a data set which has been remarkably consistent over time. Given this what would a group of current senior directors say in terms of the same exercise?

To this end directors were put through the process in Auckland at the same time as Otago Auckland based Executive MBA students were undertaking the exercise. This work is now being written up for publication with a view to developing a profile of what directors should know to be strategically effective.

2 Continuing with the theme of management knowledge in relation to the assumptions underlying director's activities. Currently, the theoretical framework is being constructed and the research problem is being defined. It is anticipated that this will be a long-term research issue.

Paper in progress: If I don't know this, what else don't I know? This paper examines the limitations of management knowledge in relation to a paradigm framework.

Teaching on MBA programmes. Research into the limits of management knowledge as outlined in previous research suggests that there must be a curriculum that should address the issues. To this end, the work I have undertaken over the past 25 years outlines curriculum development and changes and examines the responses of MBA students in relation to the programme.

SUPERVISION 2007

PhD Theses in Progress

Gardiner, Claire. *Foreign Exchange Centre*. (Supervisors: Alan McGregor, Malcolm Lewis)
Piggin, Joe. *A Power, politics and the policy process in New Zealand Sport*. (Supervisors: Steve Jackson, Malcolm Lewis)

RESEARCH OUTPUTS 2002-2007

Journals

Lewis, M., & Farnsworth, J. (2007). Financialisation and the ethical moment: Levinas and the encounter with the business practice. *Society and Business Review*, 2(2), 179-192.
Piggin, J., Jackson, S., & Lewis, M. (2007). Classify, divide and conquer: Shaping physical activity discourse through national public policy, *New Zealand Sociology*, 22(2), 274-293.

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., & 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].
- Yu, K., Hyndman, H., & Lewis, M. (2007). *A critical metamorphosis: Memoirs of critical management education from a student perspective*. Department of Management Working Paper Series 07/01. 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

Dr McAndrew's research interests lie in the areas of labour and employment relations, especially collective bargaining and workplace partnership, and the mediation and adjudication of employment and industrial disputes.

Ian has an active research collaboration with Management Department colleagues Alan Geare and Fiona Edgar, and a network of overseas collaborators, that ranges across human resources and industrial relations practices, workplace partnership, and managerial values and ideologies.

In addition, Ian's long-standing project on employment arbitration decisions, centred in the database of some 12,000 Employment Tribunal decisions issued 1991 – 2003 has now been expanded to an international comparative study in collaboration with Professors Michael Gurdon of the University of Vermont and Martin Risak of the University of Vienna.

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

Virginia Cathro - *Cognitions of the process of mediation and negotiation in conflict resolution in New Zealand.*

Fiona Douglas - *Examination of the tensions between professionalism and managerialism for professional identity.*

Kelly Honey - *Assessing the real value of the interest based approach to bargaining.*

Julie Morton - *Experiencing workplace bullying in New Zealand.*

BCom(Hons)

Baynes, P. (2007). *Collective bargaining in New Zealand: An evaluation of the duty to bargain in good faith.*

PUBLICATIONS 2002-2007

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. J., Edgar, F. E., & McAndrew, I. (2007). The impact of a unitary regulatory and HRM framework: Managerial and worker views from New Zealand. *Journal of Industrial Relations and Human Resources*, 9(1), 55-83.

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

McAndrew, I. (2006). Employers, unions and workplace partnership in New Zealand. *New Zealand Journal of Employment Relations*, 31(3), 51-65.

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.

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.

Edgar, F., Geare, A., McAndrew, I., & Deng, M. (2006). Organisational ideology: An empirical examination. In *Proceedings of the 2nd International Conference on Business, Management and Economics* [CD ROM pp. 1-19]. Cesme, Turkey: Yasar University.

Edgar, F., Geare, A., & McAndrew, I. (2007). Employment relations ideology: An empirical study. In *Research Matters, Proceedings of the 7th International Business Research Conference* [CD ROM] Sydney, Australia: World Business Institute.

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. (2006). HRM and Unitarism: An empirical study of manager and worker employment ideologies. *2nd International Conference of Business Management and Economics* [CD ROM pp. 1-20], 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* (pp. 213-220). Sydney, Australia: AIRAANZ.
- McAndrew, I., Edgar, F., Geare, A., & Ballard, M. (2007). Employment relations ideologies and employers' propensity to partner with unions. In *Proceedings of the 25th International Labour Process Conference*. Amsterdam.
- McAndrew, I. (2006). Employers, unions and workplace partnership in New Zealand. In *Proceedings of the Twelfth Conference on Labour, Employment and Work*. Wellington: Institute of Geography, Victoria University of Wellington and the Industrial Relations Centre. Proceedings online at <http://www.victoria.ac.nz/geo/news-and-events/lew12/papers/LEW12-McAndrew-EmployersUnionsWorkplacePartnership.pdf>
- McAndrew, I. (2006). Using media to enhance experiential learning of negotiation. In R. Spronken-Smith (Ed.), *Proceedings of the Spotlight on Teaching at Otago Conference* [Abstract p. 11]. Dunedin, NZ: HEDC, University of Otago.
- 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.

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 2002-2007

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.
- 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. (2007). Dick Hubbard: Entrepreneur and mayor. In H. H. Frederick, D.F. Kuratko, & R. M. Hodgetts, *Entrepreneurship: Theory, process and practice. Asia Pacific Edition*. Melbourne, Australia: Thomson. ISBN 0 0 17012880 6.
- 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.
- 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.

Reports

- Broughton, P., Wilson, T., & Ruwhiu, D. (2007). *Building business partnerships: Closer collaboration between Maori and general business communities*. A Report for the Hui Taumata Action Taskforce. ISBN 0 475 12299 2

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.

PUBLICATIONS 2002-2007

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.

Conferences

- Sibbald, A., & McAlevey, L. (2007). Are mergers of mutual benefit?: The New Zealand credit unions' experience. In S. Lee & A. Everett (Eds.), *Digital Convergence and e-Globalization, Proceedings of the Pan Pacific Conference XXIV* (pp. 110-112). Dunedin & Queenstown: Pan Pacific Business Association. ISBN 1-931649-23-5.

Books, book chapters, monographs

- Sibbald, A. (2007). Credit Union Otago: The common bond. In K. Inkson, V. Browning & J. Kirkwood (Eds.), *Working on the edge: A portrait of business in Dunedin* (pp. 187-197). Dunedin, NZ: Otago University Press. ISBN 978 1 877372 53 7.
- 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.

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, 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 2002-2007

PhD Thesis

Walton, S. (2007). *Contesting natures: A discourse analysis of natural resource conflicts*. Unpublished doctoral thesis, Department of Management, University of Otago.

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. (2007). Site the mine in our backyard! Discursive strategies of community stakeholders in an environmental conflict in New Zealand. *Organization & Environment*, 20(2), 177-203.
- 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.

Book chapter

Walton, S. (2007). Natural History New Zealand: Being located in the wildlife capital of New Zealand. In K. Inkson, V. Browning & J. Kirkwood (Eds.), *Working on the edge: A portrait of business in Dunedin* (pp. 198-207). Dunedin, NZ: Otago University Press. ISBN 978 1 877372 53 7.

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.
- 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. (2007). Where am I located? Being critical and researching organisations and the natural environment. In *Organizing the Postcolonial in Aotearoa/New Zealand, Proceedings of Organization, Identity, Locality III, A one day symposium on being a critical organisational scholar in Aotearoa/New Zealand* [online <http://www.massey.ac.nz/~cprichar/oil.htm>]. Massey University, Albany.
- 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 64th 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.

Working papers

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

Research reports

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

DISSERTATIONS

PHD THESES

- Boon, B. (2003). *Employee transience in the tourist resort of Queenstown: Subjectivity, resistance and place*. (Supervisors: Mary Mallon, Hazel Tucker)
- Browning, V. (2003). *An investigation into the link between human resource management practices and service-orientated behaviour in South African service organisations*. (Supervisor: Frank Horwitz)
- Catley, B. (2004). *The undecidability of violence*. (Supervisor: Malcolm Lewis)
- Cone, M. *Neo-Modern Islam in Indonesia. A study of the beliefs and values of Middle Class Muslims in West Java*.
- Edgar, F. (2003). *The impact of good employer obligation on personnel practices*. (Supervisors: Mary Mallon, Ian McAndrew)
- Kirkwood, J. (2004). *One size doesn't fit all: Gender differences in motivations for becoming an entrepreneur*. (Supervisors: Colin Campbell-Hunt, Malcolm Cone, Sheelagh Matear)
- Kupka, B. (2007). *Creation of an instrument to assess intercultural communication competence for strategic international human resource management*. (Supervisors: André Everett, Malcolm Cone)
- Richardson, J. (2002). *The experience of expatriation*. (Supervisors: Mary Mallon, Malcolm Lewis)
- Seifert, C. (2006). *The genesis of organisational crisis: Exploration and theory building*. (Supervisors: Colin Campbell-Hunt, Alan Geare)
- Stager-Jacques, L. (2003). *Cognitive interplay between creative and organisational experiences*. (Supervisor: Malcolm Lewis)
- Štrach, P. (2007). *Japanese management in Japanese companies overseas: A knowledge perspective*. (Supervisors: Malcolm Cone, Tony Garrett)
- Wilson, L. (2003). *Role differentiation in a professionalizing occupation: The case of occupational therapy, New Zealand*.
-

MCOM THESES

- Ambang, T. (2006). *Exploring the tension between traditional and Western governance systems in contemporary Papua New Guinea: An experience of Western provincial administration*. (Supervisor: Bronwyn Boon)
- Belk, M. (2005). *Transition economics - A Czech university reform*. (Supervisors: Bronwyn Boon, Malcolm Cone)
- Curnow, B. (2007). *Social capital in small- and medium-sized enterprises (SMEs) in Lima, Peru*. (Supervisor: Jodyanne Kirkwood)
- Devjee, F. (2004). *A framework to analyse 'Internationalisation in higher education*. (Supervisor: Graham Elkin)
- Dwyer, K. (2003). *Web-based procurement in New Zealand: Exploring the concepts behind the decision to implement*. (Supervisors: André Everett, Diane Ruwhiu)
- Faul, J. (2004). *Informal SME networks: A Bourdieu based perspective*. (Supervisor: Malcolm Cone)
- Henderson, K. (2003). *Developing grape expectations: A dyadic examination of the effectiveness of supplier development relationships in the South Island wine industry*. (Supervisors: André Everett, Diane Ruwhiu)
- Lees, D. (2003). *An investigation into the impacts of the one child policy on Confucian family practice in China*. (Supervisor: Malcolm Cone)
- Morton, J. (2003). *Reducing legalism: The impact of the Employment Relations Act 2000*. (Supervisor: Alan Geare)
- Sunaryo, L. (2005). *Managing a complex environment - social cultural perspectives . The case of Indonesia*. (Supervisor: Malcolm Cone)
- Thiebault, S. (2007). *Managing the extension of luxury fashion brands' image when 'marketing' global brands to a mature vs. developing market: the case of Paris vs. Shanghai*. (Supervisor: Colin Campbell-Hunt)
-

BCOM(HONS) DISSERTATIONS

- Baynes, P. (2007). *Collective bargaining in New Zealand: An evaluation of the duty to bargain in good faith.* (Supervisor: Ian McAndrew)
- Belk, M. (2005). *Transition economics – A Czech university reform.* (Supervisor: Malcolm Cone)
- Casey, B. (2005). *Dynamically modelling social and intellectual capital in the search for prolonged value creation.* (Supervisor: Colin Campbell-Hunt)
- Cockcroft, M. (2003). *An analysis of labour turnover at Alliance Lorneville: Why do employees leave?* (Supervisors: Liz Hall, André Everett)
- Davidson, B. (2003). *Global sourcing in New Zealand manufacturing firms: A quantitative investigation.* (Supervisor: André Everett)
- Debono, J. (2001). *A study examining the possibility of sexist jurisprudence in decisions of the employment sexual harassment grievances.* (Supervisor: Alan Geare)
- Fraser, L. (2007). *Quality deposits: A comparative study within the manufacturing and service sectors.* (Supervisor: Richard Greatbanks)
- Geraghty, S. (2005). *Recognition, understanding and presence of strategies in Central Otago vineyards.* (Supervisor: Liz Ditzel)
- Jehle, S. (2002). *Investigating the wider applicability of the GLOBE dimensions to the New Zealand medical industry.* (Supervisors: Virginia Phillips, Malcolm Cone)
- Kagan, Z. (2007). *Rural general practitioners in Otago/Southland: Why do they stay?* (Supervisor: Liz Ditzel)
- Kelly, K. (2007). *Impressions of job applicants: Are content and appearance of the application letter important?* (Supervisor: Liz Ditzel)
- Klein, K. (2004). *Investigating the use of human resource management best practice in New Zealand firms.* (Supervisor: Fiona Edgar, Vicky Browning)
- Kull, D. (2002). *An examination of the adoption of information technologies in a grocery supply chain at the retail level.* (Supervisor: Diane Ruwhiu)
- Lees, D. (2001). *Unmasking western representations of China: Media, culture, liberal democracy and human rights, implications seen through Bourdieu's Theory of Practice.* (Supervisor: Malcolm Cone)
- Le Nedelec, A. (2002). *Where are all the women in education management? A case study of eight women secondary teachers.* (Supervisor: Liz Hall)
- Lowry, R. (2007). *Formal training and development in the New Zealand dairy industry.* (Supervisor: Graham Elkin)
- McKay, J. (2001). *The obligation to bargain in good faith: Can it still apply at impasse?* (Supervisor: Ian McAndrew)
- Oliver, S. (2001). *Factors influencing a successful return to work following acquired impairment.* (Supervisor: Ian McAndrew)
- O'Neill, B. (2005). *An analysis of cluster development in New Zealand.* (Supervisor: Sara Walton)
- Perrano, D. (2007). *The process of conducting an ecological footprint: An organisational approach* (Supervisor: Sara Walton)
- Pridham, J. (2005). *Participant's perceptions of the value of the conference experience: A Dunedin case study.* (Supervisor: Liz Ditzel)
- Robison, N. (2002). *Business incubators in New Zealand: A life cycle classification.* (Supervisor: André Everett)
- Stapleton, C. (2002). *A glass ceiling? An investigation into the existence of barriers to senior rank, for female officers in the New Zealand.* (Supervisor: Sara Walton)
- Stevens, M. (2003). *Becoming he(a)rd: Locating an ideology critique in the music industry.* (Supervisor: Bronwyn Boon)
- Stevenson, J. (2006). *Organisational commitment: Differences between employees within urban and rural settings.* (Supervisor: Steven Grover)
- Thompson, M. (2002). *Tertiary education and higher qualifications: Students' perceptions.* (Supervisor: Liz Hall)
- Woolley, L. (2005). *Leader integrity: Development of the leader integrity scale based on a behavioural definition of integrity.* (Supervisor: Steven Grover)
- Worthington, A. (2005). *The role of respect in leadership.* (Supervisor: Steven Grover)

MBUS DISSERTATIONS

- Blakely, J. (2001). *Global sourcing in New Zealand: A cross method analysis*. (Supervisor: Diane Ruwhiu)
- Bradley, S. (2001). *Performance appraisal of sports coaches: A New Zealand analysis*. (Supervisor: Ian McAndrew)
- Brown, B. (2006). *Examining the role of internal agents in creating sustainable organisations*. (Supervisor: Diane Ruwhiu)
- Caskey, K. (2001). *Motivations for strategic alliance formation: A New Zealand perspective*. (Supervisor: André Everett)
- Day, A. (2002). *A study of call centres and call centre work in Dunedin*. (Supervisor: Liz Hall)
- Dowling, S. (2005). *Measuring the effectiveness of training: An examination of the hospitality industry in New Zealand*. (Supervisor: Sara Walton)
- Duff, R. (2004). *Union free-riding: Union perceptions and strategies under the Employment Relations Act and the expected effects of the Employment Relations Law Reform Bill*. (Supervisor: Alan Geare)
- Elkin, T. (2002). *Motives for volunteering in different types of organisations in the Otago region*. (Supervisors: Steven Grover, Vicky Browning)
- Elliott, H. (2003). *The Gestaltist value of resource combinations*. (Supervisor: Colin Campbell-Hunt)
- Galland, W. (2003). *An exploration into supplier selection and retention practices of Dunedin small businesses*. (Supervisor: Diane Ruwhiu)
- Geddes, S. (2001). *The ANZ branch manager. A study examining the selection of branch managers, and the implications of this on effective leadership practices within a sales culture*. (Supervisor: Graham Elkin)
- George, L. (2002). *Attitudes and perceptions about the trades as a potential career choice: A study of Otago university students*. (Supervisor: Liz Hall)
- Henare, D. (2003). *An evaluation of employment protection legislation in New Zealand*. (Supervisor: Alan Geare)
- Kaur, R. (2003). *Work motivational changes amongst senior managers during pre merger, merger and post merger stages in RHB Bank*. (Supervisor: Vicky Browning)
- Keenan, V. (2004). *Service quality in New Zealand ecotourism businesses*. (Supervisor: Tom Batley)
- McLaughlin, J. (2003). *Concreting the clover. A study of Japan the 'Construction State' and one local government election*. (Supervisor: Malcolm Cone)
- Marshall, V. (2001). *Generation X: What will it take to make them stay?* (Supervisor: Sara Walton)
- Mess, H. (2005). *Resource based theory of internationalisation – theoretical evidence*. (Supervisor: Colin Campbell-Hunt)
- Nasheri, E. (2007). *Improving customer satisfaction in service organisations: An assessment of student expectation, perception and importance of service attributes at University College to improve overall service quality*. (Supervisor: André Everett)
- Nicoll, G. (2001). *Are we OD'ing on American OD?* (Supervisor: Malcolm Cone)
- Nieborg, J. (2002). *Two possible contrasting pressures upon New Zealand business: The economic versus the environment*. (Supervisor: Malcolm Cone)
- Olsen, M. (2004). *The use of multi-source feedback in New Zealand organisations*. (Supervisor: Liz Ditzel)
- Owen, S. (2004). *Project expatriation: An exploratory examination*. (Supervisor: André Everett)
- Parfitt, H. (2005). *Global sourcing practices in the New Zealand manufacturing industry*. (Supervisor: Diane Ruwhiu)
- Radcliffe, D. (2006). *An Examination of Performance Appraisals on New Zealand Dry Stock Farms*. (Supervisor: Alex Sibbald)
- Sim, A. (2003). *An examination of customer satisfaction measurement models and their practical application for improvement of service*. (Supervisor: André Everett)
- Stewart, J. (2006). *The role of women in New Zealand family businesses*. (Supervisor: Alex Sibbald)
- Tregidga, H. (2002). *The shared meaning of sustainability within the New Zealand business context and its implications: A Delphi study*. (Supervisor: Sara Walton)
- Watson, M. (2007). *Putting your best foot forward: Examining the prevalence of appearance discrimination in pre-employment practice*. (Supervisor: Steven Grover)
- Werstein, H. (2006). *Investigating a novel matrix that coalesces international new venture and licensing theory*. (Supervisor: Colin Campbell-Hunt)

Yii Ying, T. (2002). *A New Zealand study of perceived alienation during repatriation*. (Supervisor: Malcolm Cone)

MBUS PROJECTS

- Blakely, J. (2001). *The transformation of purchasing in New Zealand*. (Supervisor: Diane Ruwhiu)
- Bradley, S. (2001). *Collective bulk buying for rugby clubs: A report for the Otago Rugby Football Union*. (Supervisor: Alan Geare)
- Brown, B. (2006). *Sustainability at the Dunedin City Council*. (Supervisor: Diane Ruwhiu)
- Day, A. (2002). *The design and implementation of a rewards system for I.C.E.* (Supervisor: Liz Hall)
- Dowling, S. (2005). *Hotel chain XYZ - training for the future*. (Supervisor: Sara Walton)
- Duff, R. (2004). *Towards an end-user value-based strategy for a proposed Invercargill farmers' market*. (Supervisor: André Everett)
- Elkin, T. (2004). *Human resource management practices in Otago churches: Investigation and recommendations*. (Supervisor: Vicky Browning)
- Elliott, H. (2004). *Total quality management, sustainable competitive advantage, and the resource-based view*. (Supervisor: Colin Campbell-Hunt)
- Ford, S. (2006). *Sustainable business practices in Dunedin: A survey*. (Supervisor: Sara Walton)
- Galland, W. (2003). *Changing layout at Cableways*. (Supervisor: Jodyanne Kirkwood)
- Geddes, S. (2001). *If it's not a Jimmy's, it's just a pie*. (Supervisor: Jodyanne Kirkwood)
- George, L. (2002). *A development strategy of the first aid training programme for the Southern Red Cross*. (Supervisor: Mearl Caskey)
- Heward, R. (2001). *Collective bulk buying for rugby clubs: A report for the Otago Rugby Football Union*. (Supervisor: Alan Geare)
- Hill, J. (2001). *Lifeline Otago*. (Supervisor: Alex Sibbald)
- Kaur, R. (2003). *An examination of transformational leadership as mechanism of value change in a Malaysian Bank*. (Supervisor: Steven Grover)
- Keenan, V. (2004). *Increasing capacity at Monarch Wildlife Cruises and Tours: A case study*. (Supervisor: Jodyanne Kirkwood)
- Logan, K. (2001). *Service quality at KiwiPaka YHA*. (Supervisor: André Everett)
- McIntosh, D. (2001). *Labour market regulation in the Dunedin hair industry*. (Supervisor: Ian McAndrew)
- McLaughlin, J. (2003). *Albatross Golf Tours. Targeting Japan*. (Supervisor: Alex Sibbald)
- McNeill, T. (2002). *Quality management at Fulton Hogan Southland. An evaluation of the quality management systems at Fulton Hogan Southland Road Marking*. (Supervisor: Diane Ruwhiu)
- Marshall, V. (2001) *Report on proposed alterations to create an open-plan environment at Deloitte in Dunedin*. (Supervisor: Graham Elkin)
- Mess, H. (2005). *Resource based theory of internationalisation – evidence from New Zealand*. (Supervisor: Colin Campbell-Hunt)
- Nasheri, E. (2005). *Prevalence and perception of sexually harassing behaviours: The influence of gender and power in New Zealand academia*. (Supervisors: Fiona Edgar, Alan Geare)
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- Devjee, F. (2002). *University internships. Investigation in teaching and learning in internships*. (Supervisor: Graham Elkin, Michael Hall)
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- Christine Casey - *A cross national study of organisational attitudes toward corporate social responsibility*. (Supervisors: Richard Greatbanks, Sara Walton)
- Sven Casey - *Cross-national comparison of the relationship between entrepreneurship and innovation*. (Supervisors: André Everett, Jodyanne Kirkwood)
- Virginia Cathro - *Cognitions of the process of mediation and negotiation in conflict resolution in New Zealand*. (Supervisors: Ian McAndrew, Malcolm Cone)
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- Kelly Honey - *The applicability & efficacy of particular negotiation strategies in a business context.* (Supervisors: Ian McAndrew, Alan Geare)
- Tresna Hunt - *Relational processes within leader-follower relationships.* (Supervisors: Bronwyn Boon, Vicky Browning)
- Barrie Irving (Education & Management) - *Career education as an inclusive practice: Locating social justice.* (Supervisors: Karen Nairn, Education, Bronwyn Boon)
- Julie Morton - *Experiencing workplace bullying in New Zealand.* (Supervisors: Alan Geare, Ian McAndrew)
- Karen Nicholas - *Protection motivation theory applied to business decision making: A mixed methods study.* (Supervisors: Alan Geare, Vicky Browning)
- Juan Pellegrino - *Knowledge management in New Zealand organisations.* (Marketing and Management) (Supervisors: Brendan Gray - Mktg, Colin Campbell-Hunt)
- Raja Nerina Raja Yusof - *Internationalization strategies and operations of international retailers: Comparison of Asia and Europe.* (Supervisors: André Everett, Malcolm Cone)
- Diane Ruwhiu - *Maori business development: Examining the role of social, cultural and economic capital.* (Supervisors: Colin Campbell-Hunt, Malcolm Cone)
- Lenny Sunaryo - *Chinese social institutions imitating nature? Strategic action in pursuit of self-actualisation.* (Supervisors: André Everett, Malcolm Cone)
- Haina Zhang - *The impact of traditional Chinese cultures on work values in a comparative setting* (Supervisors: Malcolm Cone, André Everett)