



DEPARTMENT OF **MANAGEMENT**

RESEARCH REPORT **2008**

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HEAD OF DEPARTMENT'S REPORT

The University of Otago has been judged the premier research university in New Zealand. The Department of Management's vision is to ensure our research performance is in keeping with that of the university as a whole.

A small number of researchers in the department have, over the years published in the very top journals, such as, Academy of Management Review, Strategic Management Journal, Administrative Science Quarterly, Industrial Relations, and Human Relations. Since 2006 there has been an explicit strategy to have all members of the department properly engaged in research projects, publishing regularly in good academic journals and striving to publish in the top journals.

In 2012 all staff will be assessed in the PBRF round, which looks at the best four publications from each individual for the period 2006-2011.

The objective is that all staff will have four journal publications that are assessed as "B" or better on the Australian Deans' List, and that senior staff have four "A's" or better.

For the period 2006-8, 15/16 of the staff have published in peer-reviewed journals with an average of nearly three articles per staff member.

It is very pleasing to report that 10/16 of the staff have published between one and four "A" ranked articles and 13/16 have at least a "B" ranked publication for 2006-8.

While the prime goal for research publication is in peer-reviewed journals, there are other outlets and staff publish regularly in book chapters, books and conference proceedings.

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)

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

Senior Lecturers

Malcolm Cone BA PhD PGDipArts (Otago) AMNZAP MNZIM

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

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

Sara Walton BA MCom DipTour PGCertTertT(Otago)

Lecturers

Bronwyn Boon MCom PhD(Otago)

Virginia Cathro BSc MCom PGDipTertT(Otago)

Elizabeth Ditzel MCom(Otago) NZRG&ON

Jodyanne Kirkwood MCom PhD(Otago)

Diane Ruwhiu MCom Dip Grad(Otago)

Teaching Fellow

Andrew Patterson BCom(Otago)

Departmental Administrator

Kaye Jeffries

Research Administrator

Nancy Benington LLB(Otago)

Departmental Secretary (and Personal Assistant to Head of Department)

Leanne Skryba

Receptionist

Sue McSkimming

EDITORIAL BOARDS 2008

<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 Leadership & Organizational Studies</i>	André Everett
<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>	Vicky Browning
	Liz Ditzel
	Colin Campbell-Hunt
	Graham Elkin
	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
<i>Service Business: An International Journal</i>	André Everett

JOURNAL REVIEWS 2008

<i>Asia Pacific Journal of Human Resources</i>	Sara Walton
<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 Business and Economics Research</i>	Graham Elkin
<i>International Journal of Multiple Research Approaches</i>	Jodyanne Kirkwood
<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 and Organization</i>	Jodyanne Kirkwood
	Diane Ruwhiu
<i>Journal of Management Education</i>	André Everett
<i>Journal of Organizational Behavior</i>	Fiona Edgar
	Jodyanne Kirkwood
	Fiona Edgar
<i>Personnel Review</i>	Fiona Edgar
<i>Public Personnel Management</i>	Fiona Edgar
<i>Research and Practice in Human Resource Management</i>	Fiona Edgar
	Graham Elkin
<i>Society for the Advancement of Management, SAM Advanced Management Journal</i>	André Everett
<i>Transactions on Engineering Management</i>	Jodyanne Kirkwood

INTERNATIONAL VISITORS TO THE DEPARTMENT, SEMINAR TITLES

Professor Yehuda Baruch,
Norwich Business School, University of
East Anglia

Opening the 'Black Box' on academic reviewing and editing.

Kenneth Cafferkey,
National University of Ireland (Galway)

Assoc. Prof. Chris Cregan,
University of Melbourne

An investigation into the working conditions and job attitudes of textile homeworkers.

Professor Wolfgang Elsik
Vienna University of Business and
Economics

"Man is by nature a political animal" (Aristotle) - A political perspective on knowledge management

Brian Harney,
Judge Business School, University of
Cambridge

Dr. Stewart Johnson,
University of Melbourne

A test of two competing theories of control in multinational corporations.

Professor H. Kevin Steensma,
University of Washington, JA Valentine
Fellow

How does social identification influence the acceptance of role-altering strategic initiatives? An examination of HMO-employed physicians

Rachael Truscott
CIEAM Scholar, Queensland (with the
Department of Accountancy & Business
Law University of Technology)

Corporate social responsibility

Professor Eero Vaara,
Hanken School of Economics

On the darker side of globalization: A critical discursive perspective on the legitimation of shutdown decisions

Benno (Ben) Wilhelm
Lausitz University of Applied Sciences,
Berlin, Germany.

Challenges of architectural innovation in the automobile industry

STAFF RESEARCH

BRONWYN BOON

RESEARCH INTERESTS

Identity and Subjectivity
Discourse Analysis
Organization and Social Context – Particularly 'Place'
Not-for-profit organisation and performance

RESEARCH IN PROGRESS

- Participation in an evaluation project within the not-for-profit sector
 - Discourse analysis of the way in which creative identity is constituted within the New Zealand creative industries forum
 - Analysing the focus group research method
 - Writing from PhD thesis material on matters of organisation, disciplinary power and: time, place, career, and professionalism.
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SUPERVISION

PhD Theses

Walton, S. (2008). *Contesting natures: A discourse analysis of natural resource conflicts*. (Supervisors: Bronwyn Boon, Hugh Campbell)

Fiona Douglas (current). *What is the relationship between the management of the work environment of career guidance practitioners, and the development of their professional identity?* (Supervisors: Bronwyn Boon, Ian McAndrew)

Tresna Hunt (current). *Relational processes within leader-follower relationships*. (Supervisors: Bronwyn Boon, Vicky Browning)

Barrie Irving (current). *Career education as an inclusive practice: Locating social justice*. (Supervisors: Karen Nairn (Education), Bronwyn Boon)

Fa Niemi (current). *An investigation of knowledge management within online social media environments including blogs and online social networking sites addressing the question: "To what extent do virtual environments facilitate knowledge conversion within organisations?"* (Supervisors: Richard Greatbanks, Bronwyn Boon)

MBus

O'Leary, N. (2008). *The Weston option: A discursive investigation into community-based environmental resistance*. (Supervisor: Bronwyn Boon)

BCom(Hons)

Smith, C. (2008). *Student employees within the hospitality industry*. (Supervisors: Bronwyn Boon, Vicky Browning)

PUBLICATIONS 2003-2008

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

- Boon, B., & Farnsworth, J. (2008). Making the absent visible in poverty research. Verbal presentation at the *Australia & New Zealand Third Sector Research (ANZTSR) Conference*. AUT Campus Auckland, NZ.
- Farnsworth, J., & Boon, B. (2008). Qualitative methodology: Rethinking focus group as research tool. *Verbal presentation at the Sociological Association of Aotearoa New Zealand Conference*, Dunedin, New Zealand.
- 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/apolloanteportas/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*.

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.

SUPERVISION

PhD

Pellegrino, J. (2009). *Knowledge management in New Zealand organisations*. (Supervisors: Brendan Gray, Colin Campbell-Hunt)
Ruwhiu, D. (2009). *The sleeping Taniwha: Exploring the practical utility of Kaupapa Maori in firm performance*. (Supervisors: Colin Campbell-Hunt, Malcolm Cone)

PUBLICATIONS 2003-2008

Journals

Campbell-Hunt, C. (2007). Complexity in practice. *Human Relations*, 60(5), 793-823.
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.
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.
- Davenport, S., Campbell-Hunt, C., & Solomon, J. (2003). The dynamics of technology strategy: An exploratory study. *R & D Management*, 33(5), 481-499.

Books, book chapters, monographs

- Campbell, 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.

Conferences

- Campbell-Hunt C. (2008). Symbiosis or servant? Trajectories of SME growth in global value chains. In B. Gray (Ed.) *New Frontiers in International Entrepreneurship, Proceedings of the McGill International Entrepreneurship Conference* (pp. 375-395). Dunedin, New Zealand: Department of Marketing, University of Otago.
- Campbell-Hunt C., & Corbett, L. (2007). Symbiosis or servant? The dynamics of SME growth in global value chains. *OECD Global Conference on Enhancing the Role of SME in Global Value Chains*, Tokyo, 31 May – 1 June
- 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/>
- 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.
- 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.
- 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 Thesis in progress

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

SUPERVISION

BCom(Hons)

Myers, L. (2008). *Are there observable differences between the facilitative, evaluative and transformative mediator styles?* (Supervisor: Virginia Cathro)

PUBLICATIONS 2003-2008

Journals

- Kupka, B., Everett, A., & Cathro, V. (2008). Home alone and often unprepared – intercultural communication training for expatriated partners in German MNCs. *The International Journal of Human Resource Management*, 19(10), 1765-1791.
- 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.
- Gill, L., Phillips, V., & Farnsworth, J. (2006). Satisfaction experiences with tenancy mediation: Why is it so successful? *Systematic Practice and Action Research*, 19(4), 325-335.
- Phillips, V., & Bond, C. (2004). Undergraduates' experiences of critical thinking. *Higher Education Research & Development*, 23(3), 277-294.
- Phillips, V., & Cone, M. (2004). Intercultural negotiation: Negotiator definitions set practice emphasis? *Euro Asia Journal of Management*, 14(2), 169-184.

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

- 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.
- 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.

- 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.
- 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.

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

PhD

Ruwhiu, D. (2009). *The sleeping Taniwha: Exploring the practical utility of Kaupapa Maori in firm performance*. (Supervisors: Colin Campbell-Hunt, Malcolm Cone)

Virginia Cathro (current). *Cognitions of the process of mediation and negotiation in conflict resolution in New Zealand*. (Supervisors: Ian McAndrew, Malcolm Cone)

Raja Nerina Raja Yusof (current). *Internationalization strategies and operations of international retailers: Comparison of Asia and Europe*. (Supervisors: André Everett, Malcolm Cone)

Haina Zhang (current). *The impact of traditional Chinese cultures on work values in a comparative setting* (Supervisors: Malcolm Cone, André Everett, Graham Elkin)

MCom

Eleanor Hinds (current). *Comparing the cultural patterns of China and India*. (Supervisors: Malcolm Cone, André Everett)

PUBLICATIONS 2003-2008

Journals

Gao, H., Tian, Z., & Cone, M. (2008). A study on the determinants of nonmarket behaviours of Chinese firms. *Frontiers of Business Research in China*, 2(2), 303-321.

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.

- Sunaryo, L., & Cone, M. (2005). Guanxi-Network and KKN (Koneksi, Kolusi & Nepotisme). *Jurnal Manajemen Prasetiya Mulya*, 10(2), 53-67.
- Phillips, V., & Cone, M. (2004). Intercultural negotiation: Negotiator definitions set practice emphasis? *Euro Asia Journal of Management*, 14(2), 169-184.
- 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.

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

- Elkin, G., & Cone, M. (2008). Why so few learning organizations in the West? Pragmatism (Chinese and American) may provide an answer. In *Work, Well-being and Performance: New Perspectives for the Modern Workplace, Proceedings of the IWP Conference 2008* (Abstract, p. 77). Sheffield, UK: Institute of Work Psychology.
- Sunaryo, L., Theivananthampillai, P., Everett, A., & Cone, M. (2008). Chinese social institutions imitating nature? Strategic action in pursuit of self-actualisation. In *Embracing Complexity: Advancing Ecological Understanding in Organization Studies, Proceedings of the 4th Organization Studies Summer Workshop*. Pissouri, Cyprus, 5-8 June 2008. One-page summary in book of abstracts; full papers online <http://www.egosnet.org/jart/prj3/egosnet/main.jart?rel=en&content-id=1227251866397&reserve-mode=active>
- 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.
- Sunaryo, L., Everett, A., & Cone, M. (2007). Impacts of socio-cultural values on learning and management in Chinese-Indonesian family businesses. In *Proceedings of the International Council for Small Business World Conference* [CD ROM file 591]. Turku, Finland. ISBN 951 564 263 9.
- Sunaryo, L., Everett, A., & Cone, M. (2006). The intertwining impacts of culture on Chinese-Indonesian and Japanese managerial values and business practices: A comparative study. In *Proceedings of the 5th Asia Academy of Management Conference* (CD ROM). Waseda University, Tokyo, Japan: Asia Academy of Management.
- Cone, M., & Everett, A. (2005). The role of social networks in business formalization and economic development: The contrasting routes chosen by rural China and a Post-Soviet Republic. In *Asia Pacific Economic Cooperation Symposium. Micro and small enterprise financing: A tool for mainstreaming the informal sector?* Lima, Peru: APEC. [PowerPoint, CD ROM]
- Cone, M., Tian, Z., & Everett, A. (2004). Entering the world's largest market: NZ Inc. in China. Paper presented at *Gateway to China*. Trade Summit. Auckland, New Zealand.
- Cone, M., Everett, A., & Hooker, I. (2004). Social capital and extended orders of cooperation in economic development. A comparative study in rural China and Post-Soviet Kyrgyzstan. In *Proceedings of the Inaugural Conference of the International Association for Chinese Management Research* [Abstract]. Beijing, China: IACMR.
- Cone, M., & Phillips, V. (2004). Accomplishing positive balance in cultural stereotype violations: A framing and re-framing of negotiation practice. In *Bridging with the Other: The Importance of*

- Dialogue in International Business, Proceedings of the Academy of International Business* (CD-ROM, Abstract, p. 149). Stockholm, Sweden: AIB.
- 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.
- Cone, M. (2003). Cross cultural approaches to knowledge management, China and France. In *Proceedings of the Pan-Pacific Conference XX*. Shanghai, China: Pan-Pacific Business Association.
- Cone, M., & Everett, A. (2003). Searching for synergies - knowledge management issues in a Sino-French IJV in China. In *Proceedings of the Pan-Pacific Conference XX* (pp. 293-295). Shanghai, China: Pan-Pacific Business Association.
- Cone, M., & Everett, A. (2003). Perfect markets and perfect information: Problems of interpretation in macro economic policy in emerging markets - A knowledge management approach. In *Proceedings of the 3rd International Conference of the Centre for the Study of International Institutions*. Innsbruck, Austria. Online: <http://uibk.ac.at/csi>.
- Cone, M., & Everett, A. (2003). Complexity, autonomous fields, and conjectural knowledge as illuminants of cross-cultural management behaviour in a Sino-French IJV in China. *Proceedings of the 34th Annual Meeting of the Decision Sciences Institute*. Washington DC: Decision Sciences Institute. CD ROM.
- Cone, M., & Everett, A. (2003). Culture, values and economic development. Market economies in socialist China. In *Transformations and interventions: Critical perspectives on economy and culture in post-socialist societies. Proceedings of the International Sociology Conference*. [Abstract]. Bishkek, Kyrgyzstan: American University - Central Asia.
- Phillips, V., & Cone, M. (2003). Intercultural negotiation: A new perspective. *Reflections and Directions. Proceedings of the AIRAANZ Conference*. Melbourne: AIRAANZ. Proceedings online: <http://www.mngt.waikato.ac.nz/depts/sml/airaanz/proceedings/Melbourne2003/introduction.pdf>.

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.
- Cone, M., Chen, D. (2006). *New Zealand and Chinese Business & Technological Collaboration (Alliance Formation Framework)*. (Asia Institute Research Series: No. 5 for NZTE & MFAT). Dunedin, NZ: Asia Institute.
- Cone, M. (Ed.). (2005). *The market for Chinese external tourism: The case for New Zealand*. (Asia Institute Research Series: No. 3 for NZTE). Dunedin, NZ: Asia Institute. ISSN 1176-9173.
- Cone, M. (Ed.). (2004). *Analysis of selected Chinese food and beverage markets*. (Asia Institute Research Series: No. 1 for NZTE). Dunedin, NZ: Asia Institute. ISSN 1176-9173.
- Cone, M. (Ed.). (2004). *Success strategies for New Zealand food and beverage firms in China*. (Asia Institute Research Series: No. 2 for NZTE). Dunedin, NZ: Asia Institute. ISSN 1176-9173.

Other

- 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.

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

My 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

MBus

Davis, M. (2008). *AJ Hackett Bungy. What factors motivate crew members to stay at AJ Hackett Bungy.* (Supervisor: Liz Ditzel)
Elkin, J. (2008). *Generation Y = The future. The Human Resources Institute of New Zealand's approach to Generation Y.* (Supervisor: Liz Ditzel)

PUBLICATIONS 2003-2008

PhD Thesis

Ditzel, E. (2008). *A study of perceived occupational stress, sense of community and burnout among New Zealand nurses.*

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.

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

Benchmarking Project – PBRF Project (\$8,879): Investigators Professor Alan Geare and Dr Fiona Edgar.

SUPERVISION

PhD

Ali Bavik (current). *Strategic human resource management in hotels in Cyprus and Hong Kong*. (Supervisors: James Higham (Tourism), Fiona Edgar, Tara Duncan (Tourism))

MBus

Aporo, N. (2008). *The acquisition of cultural competence in New Zealand mental health organisations*.

MBA

Wu, M. (2008). *Achieving business goals through strategic HRM*. (Supervisors: Fiona Edgar, André Everett).

PUBLICATIONS 2003-2008

Journals

- Edgar, F., Geare, F., & McAndrew, I. (2008). Dispelling a myth?: Union affiliation and its impact on attitudinal outcomes. *International Journal of Comparative Labour Law and Industrial Relations*, 24(4), 549-572
- Geare, A. J., & Edgar, F. (2008). Labour in New Zealand *Analisis Laboral*, April, 26-30.
- 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.
- 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.
- Geare, A., & Edgar, F. (2006). Stroking the nettle: New Zealand legislators and the issues of redundancy. *The International Journal of Comparative Labour Law and Industrial Relations*, 22/3, 369-383.

- Geare, A., Edgar, F., & Deng, M. (2006). Implementation and consumption of HRM: Stakeholder differences. *Research and Practice in HRM*, 14(2), 34-48.
- Geare, A., Edgar, F., & McAndrew, I. (2006). Employment relationships: Ideology and HRM practice. *International Journal of Human Resource Management*, 17(7), 1190-1208.
- Edgar, F. & Geare, A., (2005), Employee voice on human resource management, *Asia Pacific Journal Human Resources*, 43(3):361-380.
- Edgar, F., & Geare, A. (2005). HRM practice and employee attitudes: Different measures - different results. *Personnel Review*, 34(5), 534-549
- Browning, V., & Edgar, F. (2004). Employee reactions to HRM from New Zealand and South Africa. *Journal of the Australian and New Zealand Academy of Management*, 10(2), 1-13.
- Edgar, F. & Geare, A. (2004). Employee demographics in human resource management research. *Research and Practice in Human Resource Management*, 12(1), 33-50.
- Edgar, F. (2003). Equal employment opportunities: An empirical examination of employer and employee attitudes. *International Journal of Employment Studies*, 11(1), 97-130.
- Edgar, F. (2003). Employee-centred human resource management practices. *New Zealand Journal of Industrial Relations*, 26(3), 329-340.

Conferences

- Edgar, F., & Geare, A. (2008). Human resource management and performance in a New Zealand tertiary sector setting. In *Proceedings of the AIBE Summer Conference* (pp. 62-70). Stockholm, Sweden: International Academy of Business and Economics.
- 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.
- 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.
- 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.
- Edgar, F., Geare, A, McAndrew, I., & Deng, M. (2006). Organisational ideology: An empirical examination. *2nd International Conference on Business, Management and Economics*. Cesme, Turkey: Yasar University.
- Geare, A., Edgar, F., & McAndrew, I. (2006). Employment ideology and HRM: An empirical study. In *21st Century Work - High Road or Low Road?*, *Proceedings of the 20th Annual Conference of the Association of Industrial Relations Academics of Australia and New Zealand* (pp. 201-208). Adelaide, Australia: AIRAANZ.
- Geare, A. Edgar F. McAndrew, I. & Deng, M. (2006). HRM and Unitarism: An empirical study of manager and worker employment ideologies. *2nd International Conference of Business Management and Economics*, Cesme, Turkey: Yasar University.
- 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.
- Browning, V., & Edgar, F. (2003). Comparing apples with pears: HRM themes emerging from New Zealand and South Africa. In A. Brown (Ed.), *Proceedings of the 17th Annual Conference of the Australian and New Zealand Academy of Management: Surfing the Waves*. [Abstract, p. 171], Fremantle: ANZAM.
- Edgar, F. (2003). Human resource management practice: The employees' perspective. In A. Brown (Ed.), *Proceedings of the 17th Annual Conference of the Australian and New Zealand Academy of Management: Surfing the Waves*. [CD-ROM], Fremantle: ANZAM.

Books

Edgar, F. (2008). *Monograph: Regulating for best practice in HRM*, VDM-Publishing, Germany. (PhD Dissertation), 384pp.

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
Social entrepreneurship

RESEARCH IN PROGRESS

Case writing/research.
The contribution of non-Western voices to an emerging theory of management
Learning organisations and Chinese philosophy
Social entrepreneurship – case based research

SUPERVISION

PhD

Haina Zhang - The impact of traditional Chinese cultures on work values in a comparative setting
(Supervisors: Malcolm Cone, André Everett, Graham Elkin)

MCom

Schlaadt, R. (2009). *Retirement for New Zealanders in 2025*. (Supervisors: Graham Elkin, Alan Geare)

Sharon Biribo (current). *Infectious disease surveillance – Organisational readiness for change in the Fiji Ministry of Health* (Supervisors: Patricia Priest (Preventative & Social Medicine), Graham Elkin)

MBUS(DISSERTATION)

Davis, M. (2008). *Work life integration. A 21st century paradigm*. (Supervisor: Graham Elkin)

PUBLICATIONS 2003-2008

Journals

- Elkin, G. (2008). Instructors' Notes. Rolling the oats. *Journal of the International Academy for Case Studies*, 14(6), 53-57.
- Elkin, G. (2008). Rolling the oats. *Journal of the International Academy for Case Studies*, 14(5), 71-81.
- Elkin, G., Farnsworth, J., & Templer, A. (2008). Strategy and the internationalisation of universities. *International Journal of Educational Management*, 22(3), 239-250.
- Elkin, G., Templer, A., Sharma, R., & Liao, J. (2008). Internationalisation of business education: A comparison of Eastern and Western universities. *Euro Asia Journal of Management*, 36(18), 85-101.
- 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.

Lawrence, J., & Elkin, G. (2003). Central Manawatu Timber. *Journal of the Australian and New Zealand Academy of Management*, 9(2), 17-29.

Books, book chapters, monographs

- Elkin, G., Jackson, B., & Inkson, K. (Eds.). (2008). *Lecturer's guide to organisational behaviour in New Zealand. Theory and practice* (3rd ed., CR-ROM). Auckland: Pearson Education New Zealand.
- Elkin, G., Jackson, B., & Inkson, K. (Eds.). (2008). *Organisational behaviour in New Zealand. Theory and practice* (3rd ed.). Auckland: Pearson Education New Zealand. 360pp.
- Elkin, G., & Inkson, K. (2008). Landscape with travellers: The context of careers in developed nations. In J. A. Athanasou & R. Van Esbroeck (Eds.), *International handbook of career guidance* (pp. 69-94). Springer.
- 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.

Conferences

- Elkin, G., & Cone, M. (2008). Why so few learning organizations in the West? Pragmatism (Chinese and American) may provide an answer. In *Work, Well-being and Performance: New Perspectives for the Modern Workplace, Proceedings of the IWP Conference 2008* (Abstract, p. 77). Sheffield, UK: Institute of Work Psychology.
- Elkin, J., & Elkin, G. (2008). E-mentoring: Improving mentoring to reduce expatriate failure. In *Proceedings of the 2008 Oxford Business & Economics Conference* (pp. 1-39). Oxford, UK: Association for Business & Economics Research.
- Templer, A., Elkin, G., Sharma, R., & Liao, J. (2008). A comparative study of the international activities in business schools. In *Proceedings of the Administrative Sciences Association of Canada*, Halifax, Nova Scotia, Canada, Vol. 29, Management Education Division, pp. 16-27.
- 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

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 Papers

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., & Štrach, 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

PhD

Sunaryo, L. (2009). *Chinese social institutions imitating nature? Strategic action in pursuit of self-actualisation*. (Supervisors: André Everett, Malcolm Cone)

Kirsty Dwyer (current). *Challenging the synthetic reality of supply chain management: A comparative content analysis of the academic and practitioner knowledge bases to determine disciplinary identity* (Supervisors: André Everett, Jodyanne Kirkwood)

Jean-Baptiste Faucher (current). *Knowledge creation: Innovation processes of complexity theory*. (Supervisors: Rob Lawson (Marketing), André Everett)

Evelyn Looi (current). *Knowledge management in maintaining quality assurance of higher education institutions* (Supervisors: Richard Greatbanks, André Everett)

Raja Nerina Raja Yusof (current). *Internationalization strategies and operations of international retailers: Comparison of Asia and Europe*. (Supervisors: André Everett, Malcolm Cone)

Haina Zhang (current). *The impact of traditional Chinese cultures on work values in a comparative setting* (Supervisors: Malcolm Cone, André Everett, Graham Elkin)

MCom

Eleanor Hinds (current). *Comparing the cultural patterns of China and India*. (Supervisors: Malcolm Cone, André Everett)

MBus

Peat, N. J. (2008). Orion Health: Strategic insights for Indian market entry.

MBA

Wu, Yujie (Melinda). (Project) "Straylight Human Resource Policies and Practices: Analysis and Recommendations" for Straylight Systems (meaningful play computer training games).
(Essay) "Factors Influencing the Design of Human Resource Policies and Practices in Small Knowledge-Intensive Firms." 2008/2009

PUBLICATIONS 2003-2008

Journals

- Faucher, J.-B. P. L., Everett, A., & Lawson, R. (2008). Reconstituting knowledge management. *Journal of Knowledge Management*, 12(3), 3-16.
- Kupka, B., & Everett, A. (2008). Far and away – Facilitating employee international assignments with the Intercultural Knowledge Scale (ICKS). *Intercultural Communication Studies*, 17(2), 257-274.
- Kupka, B., & Everett, A. M. (2008). Moscow on the Hudson: Assessing expatriates' affective fit in host cultures with the intercultural communication affinity scale. *European Journal of International Management*, 2(3), 234-249.
- Kupka, B., Everett, A., & Cathro, V. (2008). Home alone and often unprepared – intercultural communication training for expatriated partners in German MNCs. *The International Journal of Human Resource Management*, 19(10), 1765-1791.
- Štrach, P., & Everett, A. (2008). Transforming research case studies into teaching cases. *Qualitative Research in Organizations and Management: An International Journal*, 3(3), 199-214.
- Wong, Y.-Y., Everett, A., & Nicholson, J. D. (2008). National culture and innovation capability: some observations concerning Chinese-Americans. *Management Research News*, 31(9), pp. 697-712.
- 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.
- 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.
- 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.
- 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.
- McAlevey, L., & Everett, A. (2003). How can the quality gap be bridged? Avoiding a future of specialist isolation through statistics education. *TQM and Business Excellence*, 14(7), 801-810.

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.

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ALAN GEARE

RESEARCH INTERESTS

Employment relations
Human resource management and productivity
Negotiations
Partnerships
Grievance systems
Workplace partnerships

RESEARCH IN PROGRESS

HRM and performance
Workplace values and beliefs
Workplace partnerships

GRANTS RECEIVED

Benchmarking Project – PBRF Project (\$8,879): Investigators Professor Alan Geare and Dr Fiona Edgar.

SUPERVISION

PhD

Kelly Honey (current). *Assessing the real value of the interest based approach to bargaining*. (Supervisors: Ian McAndrew, Alan Geare, Cheryl Rivers)

Julie Morton (current). *Experiencing workplace bullying in New Zealand*. (Supervisors: Alan Geare, Ian McAndrew)

Karen Nicholas (current). *Isomorphic forces in innovation*. (Supervisors: Alan Geare, Jodyanne Kirkwood)

MCom

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- Edgar, F., & Geare, A. (2008). Human resource management and performance in a New Zealand tertiary sector setting. In *Proceedings of the AIBE Summer Conference* (pp. 62-70). Stockholm, Sweden: International Academy of Business and Economics.
- 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.
- Geare, A. (2007). Legal rights of employees in the event of dismissal: The New Zealand situation. 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. (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.
- 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.
- Edgar, F., Geare, A, McAndrew, I., & Deng, M. (2006). Organisational ideology: An empirical examination. *2nd International Conference on Business, Management and Economics*. Cesme, Turkey: Yasar University.
- Geare, A. Edgar F. McAndrew, I. & Deng, M. (2006). HRM and Unitarism: An empirical study of manager and worker employment ideologies. *2nd International Conference of Business Management and Economics*, Cesme, Turkey: Yasar University.

- Geare, A., Edgar, F., & McAndrew, I. (2006). Employment ideology and HRM: An empirical study. In *21st Century Work - High Road or Low Road?, Proceedings of the 20th Annual Conference of the Association of Industrial Relations Academics of Australia and New Zealand* (pp. 201-208). Adelaide, Australia: AIRAANZ.
- 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.

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.

RESEARCH IN PROGRESS

SUPERVISION

PhD

Kristin Kraggerud (current). *A cross national study of organisational attitudes toward corporate social responsibility*. (Supervisors: Richard Greatbanks, Sara Walton)

Evelyn Looi (current). *Knowledge management in maintaining quality assurance of higher education institutions* (Supervisors: Richard Greatbanks, André Everett)

Fa Niemi (current). *An investigation of knowledge management within online social media environments including blogs and online social networking sites addressing the question: "To what extent do virtual environments facilitate knowledge conversion within organisations?"* (Supervisors: Richard Greatbanks, Bronwyn Boon)

MBus

Aporo, N. (2008). *Performance measurement at Aotearoa Seafoods Limited: A governance perspective*. (Supervisor: Richard Greatbanks)

BCom(Hons)

Walsh, A. (2008). *Perceptions of service quality at Student Health: An analysis using gap 1 and 5 of a synthesised service quality model*. (Supervisor: Richard Greatbanks)

PUBLICATIONS 2003-2008

Journals

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.

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.

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.

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

Books, book chapters, monographs

Greatbanks, R. (2008). Operations management. In K. Bartol, M. Tein, G. Matthews, & B. Sharma (Eds.), *Management: A Pacific rim focus* (5th ed.). (pp. 636-686). Sydney, Australia: McGraw Hill.

- 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.
- Greatbanks, R. W. (2007). Chapter 17 Operations management. In K. Bartol, G. Mathews, M. Tein & B. Sharma (Eds.), *Management: A Pacific Rim focus* (5th ed.). Sydney, Australia: McGraw-Hill. ISBN 0 07 471189x
- 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

- Martin-Niemi, F., & Greatbanks, G. (2008). SME knowledge transfer through social networking: Leveraging storytelling for improved communication. In M. Purvis & B. T. R. Savarimuthu (Eds.), *Computer-Mediated Social Networking, Proceedings of the First International Conference, ICCMSN 2008* (pp. 86-92). Dunedin, NZ: ICCMSN.
- 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.
- 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.
- 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. (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.
- 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.
- 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.
- 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.

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.

SUPERVISION

PhD

Kirsty Dwyer (current). *Challenging the synthetic reality of supply chain management: A comparative content analysis of the academic and practitioner knowledge bases to determine disciplinary identity* (Supervisors: André Everett, Jodyanne Kirkwood)

Gunn Kro (current). *What does "success" mean for women entrepreneurs?* (Supervisors: Brendan Gray (Entrepreneurship), Jodyanne Kirkwood, Tara Duncan (Tourism))

Karen Nicholas (current). *Isomorphic forces in innovation.* (Supervisors: Alan Geare, Jodyanne Kirkwood)

PUBLICATIONS 2003-2008

Journals

- Kirkwood, J., & Tootell, B. (2008). Is entrepreneurship the answer to achieving work-family balance? *Journal of Management and Organization*, 14(3), 285-302.
- 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

- 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.
- Kirkwood, J. (2003). The role of family: Comparing women and men entrepreneurs. In M. Hall (Ed.), *Proceedings of the International Council for Small Business, 48th World Conference*. Belfast, Northern Ireland. CD ROM.

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. (2003). Yvonne Sutherland of "Happy Hens". In K. Bartol, M. Tein, G. Matthews & D. Martin (Eds), *Management: A Pacific Rim Focus*, Enhanced Edition (Supplemental CD ROM). Macquarie Park, NSW, Australia: McGraw-Hill.
- Kirkwood, J., & Ruwhiu, D. (2003). Growth at Hubbard's Foods. In G. Elkin (Ed.), *Facilitating Case Learning, Refereed Teaching Notes and Resources* (pp. 47-56). Dunedin: Department of Management, University of Otago.

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., & Mackie, B. (2007). Fun, friends and being a good employer. *Her Business*, 77, 58-59.

Kirkwood, J. (2006). Cutting down our tallest poppies. *NZ Business*, 20(3), 16-17.

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.

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. In addition, Ian will be working on a major study of employment mediation in New Zealand with Professor Risak who will be a visiting scholar at the Otago University Management Department for that project throughout 2010.

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.

Facilitation of Collective Bargaining Disputes: the 2004 amendments to New Zealand labour market regulations authorised the Employment Relations Authority, an investigative and adjudicatory body, to 'facilitate' resolution of collective bargaining disputes that proved difficult or impossible of resolution by negotiation or mediation. A study into the nature and outcomes of this process, largely undefined in legislation, has commenced in mid-2009.

Industrial Relations Research Centre

Under the direction of Dr Ian McAndrew the Industrial Relations Research Centre has developed an extensive database of all New Zealand Employment Court and Tribunal decisions, dating back to those institutions' creation in 1991. The database is designed to provide for the close analysis of decision-making trends by the Employment Tribunal and Court. This is done primarily by examining the relationships between a wide number of variables extracted from the decisions themselves.

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

GRANTS RECEIVED

Benchmarking Project – PBRF Project (\$8,879): Investigators Professor Alan Geare and Dr Fiona Edgar.

SUPERVISION

PhD

Virginia Cathro (current). *Cognitions of the process of mediation and negotiation in conflict resolution in New Zealand*. (Supervisors: Ian McAndrew, Malcolm Cone)

Fiona Douglas (current). *What is the relationship between the management of the work environment of career guidance practitioners, and the development of their professional identity?* (Supervisors: Bronwyn Boon, Ian McAndrew)

Kelly Honey (current). *Assessing the real value of the interest based approach to bargaining*. (Supervisors: Ian McAndrew, Alan Geare, Cheryl Rivers)

Julie Morton (current). *Experiencing workplace bullying in New Zealand*. (Supervisors: Alan Geare, Ian McAndrew)

BCom(Hons)

Bell, I. (2008). *Challenging the effectiveness of interest based bargaining in negotiation. An exploratory study*. (Supervisor: Ian McAndrew)

Passingham, R. (2008). *Tertiary student perceptions of the police: A New Zealand Study*. (Supervisor: Ian McAndrew)

Wilson, A. (2008). *To be or not to be...a union member: A study of attitudes towards union membership*. (Supervisor: Ian McAndrew)

PUBLICATIONS 2003-2008

Journals

Edgar, F., Geare, F., & McAndrew, I. (2008). Dispelling a myth?: Union affiliation and its impact on attitudinal outcomes. *International Journal of Comparative Labour Law and Industrial Relations*, 24(4), 549-572

McAndrew, I. (2008). Teaching employment relations: A personal account. *Employment Relations Record*, 8(2), 83-95.

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.

Foster, B., & McAndrew, I. (2003). Growth and innovation through good faith collective bargaining: An introduction to the conference collection. *New Zealand Journal of Industrial Relations*, 28(2), 118-120.

- McAndrew, I. (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.

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

- Barton, M., Hanton, L., McAndrew, I. C., & Woodhouse, A. (2008). Engaging students in learning. In C. Bond & R. Spronken-Smith (Eds.), *Proceedings of the Spotlight on Teaching at Otago Conference*, (pp. 49). Dunedin, New Zealand: HEDC, University of Otago.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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. (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.

Audio-visual recordings

- McAndrew, I. (2007). *Ponderosa County: An instructional negotiation film*. Writer & Producer. University of Otago, HEDC Educational Media.

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 Thesis

Ruwhiu, D. (2009). *The sleeping Taniwha: Exploring the practical utility of Kaupapa Maori in firm performance*. (Supervisors: Colin Campbell-Hunt, Malcolm Cone)

PUBLICATIONS 2003-2008

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., & Walton, S. (2008). How ecopreneurs' green values affect their international engagement. In B. Gray (Ed.) *New Frontiers in International Entrepreneurship, Proceedings of the McGill International Entrepreneurship Conference* (pp. 139-160). Dunedin, New Zealand: Department of Marketing, University of Otago.

Ruwhiu, D. (2008). Raranga korero: The utility of narrative analysis for kaupapa Maori research. In *Managing in the Pacific Century, Proceedings of the 22nd ANZAM Conference* [CD-ROM]. Auckland, New Zealand: Australian and New Zealand Academy of Management.

Ruwhiu, D. (2008). Whakawhanaungatanga - culturally situating the organisational researcher. In *Managing in the Pacific Century, Proceedings of the 22nd ANZAM Conference* [CD-ROM]. Auckland, New Zealand: Australian and New Zealand Academy of Management.

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.
- 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

Reports

- Broughton, P., Wilson, T., & Ruwhiu, D. R. (2008). Building business partnerships: Closer collaboration between Māori and general business communities. Commissioned by Hui Taumata Action Taskforce. Wellington, New Zealand: Hui Taumata, 71p.

Conferences Other

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

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

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.

SUPERVISION

PhD

Kristin Kraggerud (current). *A cross national study of organisational attitudes toward corporate social responsibility*. (Supervisors: Richard Greatbanks, Sara Walton)

PUBLICATIONS 2003-2008

PhD Thesis

Walton, S. (2008). *Contesting natures: A discourse analysis of natural resource conflicts*. Unpublished doctoral thesis, Department of Management, University of Otago.

Journals

- 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.
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- 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*.
- Ditzel, L. (2008). *A study of perceived occupational stress, burnout and sense of community among New Zealand nurses*. (Supervisor: Steven Grover)
- 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)
- Pellegrino, J. (2009). *Knowledge management in New Zealand organisations*. (Supervisors: Brendan Gray, Colin Campbell-Hunt)
- Ruwhiu, D. (2009). *The sleeping Taniwha: Exploring the practical utility of Kaupapa Maori in firm performance*. (Supervisors: Colin Campbell-Hunt, Malcolm Cone)
- 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)
- Sunaryo, L. (2009). *Chinese social institutions imitating nature? Strategic action in pursuit of self-actualisation*. (Supervisors: André Everett, Malcolm Cone)
- Walton, S. (2008). *Contesting natures: A discourse analysis of natural resource conflicts*. (Supervisors: Bronwyn Boon, Hugh Campbell)
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- 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)
- Schlaadt, R. (2009). *Retirement for New Zealanders in 2025*. (Supervisors: Graham Elkin, 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)
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- 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)
- 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)
- Haslett, A. (2008). *Human resource management practices and knowledge creation within small food businesses*. (Supervisor: Vicky Browning)
- 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)
- Lowry, R. (2007). *Formal training and development in the New Zealand dairy industry*. (Supervisor: Graham Elkin)
- Myers, L. (2008). *Are there observable differences between the facilitative, evaluative and transformative mediator styles?* (Supervisor: Virginia Cathro)
- O'Neill, B. (2005). *An analysis of cluster development in New Zealand*. (Supervisor: Sara Walton)
- Passingham, R. (2008). *Tertiary student perceptions of the police: A New Zealand Study*. (Supervisor: Ian McAndrew)
- 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)
- Smith, C. (2008). *Student employees within the hospitality industry*. (Supervisors: Bronwyn Boon, Vicky Browning)
- 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)
- Walsh, A. (2008). *Perceptions of service quality at Student Health: An analysis using gap 1 and 5 of a synthesised service quality model*. (Supervisor: Richard Greatbanks)
- Wilson, A. (2008). *To be or not to be... a union member: A study of attitudes towards union membership*. (Supervisor: Ian McAndrew)
- Woolley, L. (2005). *Leader integrity: Development of the leader integrity scale based on a behavioural definition of integrity*. (Supervisor: Steven Grover)
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- Aporo, N. (2008). *The acquisition of cultural competence in New Zealand mental health organisations*. (Supervisor: Fiona Edgar)
- Davis, M. (2008). *Work life integration. A 21st century paradigm*. (Supervisor: Graham Elkin)
- Brown, B. (2006). *Examining the role of internal agents in creating sustainable organisations*. (Supervisor: Diane Ruwhiu)
- 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, J. (2008). *E-mentoring: A tool for the management of Generation Y*. (Supervisor: Victoria 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)
- 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)
- 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)
- O'Leary, N. (2008). *The Weston option: A discursive investigation into community-based environmental resistance*. (Supervisor: Bronwyn Boon)
- 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)
- 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)
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- Aporo, N. (2008). *Performance measurement at Aotearoa Seafoods Limited: A governance perspective*. (Supervisor: Richard Greatbanks)
- Brown, B. (2006). *Sustainability at the Dunedin City Council*. (Supervisor: Diane Ruwhiu)
- Davis, M. (2008). *AJ Hackett Bungy. What factors motivate crew members to stay at AJ Hackett Bungy*. (Supervisor: Liz Ditzel)
- 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, J. (2008). *Generation Y = The future. The Human Resources Institute of New Zealand's approach to Generation Y*. (Supervisor: Liz Ditzel)

- 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)
- 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)
- McLaughlin, J. (2003). *Albatross Golf Tours. Targeting Japan*. (Supervisor: Alex Sibbald)
- 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)
- Olsen, M. (2004). *Recommendations for improving the use of process controls in a manufacturing organisation*. (Supervisor: Sara Walton)
- Owen, S. (2004). *Entering the Australian market: Market entry strategies for DebtorInfo New Zealand Ltd*. (Supervisor: André Everett)
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- Theissen, C. (2004). *The impact of organisational restructuring on employee commitment at the Otago Polytechnic*. (Supervisor: Fiona Edgar)
- Watson, M. (2007). *Business excellence: Examining the Malcolm Baldrige Criteria and its application to a local government environment*. (Supervisor: Richard Greatbanks)

POSTGRADUATE DIPLOMAS IN COMMERCE

- Jereb, C. (2004). *The impact of information technology on temporary employee recruitment - An exploratory investigation based on German energy companies*. (Supervisor: André Everett, Fiona Edgar)
- McComb, E. (2006). *An evaluation of the three-component model of commitment among New Zealand general practitioners*. (Supervisor: Steven Grover)
- Schlaadt, R. (2005). *Retirement at 70: Voluntary or compulsory*. (Supervisor: Alex Sibbald)

MBA PROJECTS AND RESEARCH ESSAYS

- Cardno, B. (2005). *Albany Nurseries Ltd growth strategy*. (Supervisor: Jodyanne Kirkwood)
- Janosik, K. (2004). *The goods transportation industry: an analysis of the evolving trends in New Zealand's shipping industry. Implementing a container/break-bulk business at Eastland Port Limited*. (Supervisor: Diane Ruwhiu)
- Makhija, A. (2005). *Business process improvement: A framework*. (Supervisor: Diane Ruwhiu)
- Panicker, P. (2004). *Warehousing for Cottonsoft Ltd, and Storage and Materials Management*. (Supervisor: Tom Batley)

PHD THESES IN PROGRESS

- Ali Bavik - *Strategic human resource management in hotels in Cyprus and Hong Kong*. (Supervisors: James Higham (Tourism), Fiona Edgar, Tara Duncan (Tourism))

Virginia Cathro - *Cognitions of the process of mediation and negotiation in conflict resolution in New Zealand.* (Supervisors: Ian McAndrew, Malcolm Cone)

Fiona Douglas - *What is the relationship between the management of the work environment of career guidance practitioners, and the development of their professional identity?* (Supervisors: Bronwyn Boon, Ian McAndrew)

Kirsty Dwyer - *Challenging the synthesis reality of Supply Chain Management: A content analysis to determine disciplinary identity?* (Supervisors: André Everett, Jodyanne Kirkwood)

Jean-Baptiste Faucher - *Knowledge creation: Innovation processes of complexity theory* (Supervisors: Rob Lawson (Marketing), André Everett)

Kelly Honey - *Assessing the real value of the interest based approach to bargaining.* (Supervisors: Ian McAndrew, Alan Geare, Cheryl Rivers)

Tresna Hunt - *Relational processes within leader-follower relationships.* (Supervisors: Bronwyn Boon, Vicky Browning)

Barrie Irving - *Career education as an inclusive practice: Locating social justice.* (Supervisors: Karen Nairn (Education), Bronwyn Boon)

Kristin Kraggerud - *A cross national study of organisational attitudes toward corporate social responsibility.* (Supervisors: Richard Greatbanks, Sara Walton)

Gunn Kro - *What does "success" mean for women entrepreneurs?* (Supervisors: Brendan Gray (Entrepreneurship), Jodyanne Kirkwood, Tara Duncan (Tourism))

Evelyn Looi - *Knowledge management in maintaining quality assurance of higher education institutions* (Supervisors: Richard Greatbanks, André Everett)

Julie Morton - *Experiencing workplace bullying in New Zealand.* (Supervisors: Alan Geare, Ian McAndrew)

Karen Nicholas - *Isomorphic forces in innovation.* (Supervisors: Alan Geare, Jodyanne Kirkwood)

Fa Niemi - *An Investigation of knowledge management within online social media environments including blogs and online social networking sites addressing the question: "To what extent do virtual environments facilitate knowledge conversion within organisations?"* (Supervisors: Richard Greatbanks)

Raja Nerina Raja Yusof - *Internationalization strategies and operations of international retailers: Comparison of Asia and Europe.* (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, Graham Elkin)

MCOM IN PROGRESS

Sharon Biribo - *Infectious disease surveillance – Organisational readiness for change in the Fiji Ministry of Health* (Supervisors: Patricia Priest (Preventative & Social Medicine), Graham Elkin)

Eleanor Hinds (current). *Comparing the cultural patterns of China and India.* (Supervisors: Malcolm Cone, André Everett)