



DEPARTMENT OF **MANAGEMENT**

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RESEARCH REPORT **2010**

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## HEAD OF DEPARTMENT'S REPORT

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There has been a pleasing progression towards the research objectives mentioned in the last research reports. While this is partly a function of time – the objectives were set to the end of 2011 so each year there is a greater total of publications available, it is clear a higher proportion of the department are aiming for better quality journals.

The 2010 Australian Business Deans' Council (ABDC) list has regraded some journals. Some staff benefited as a B became an A, some lost out as an A was regraded to a B. Fortunately there is time before the end of 2011 for staff with productive research agendas to score again as many of the better journals have an 'on-line' version available up to two years before hard copy journals are printed.

### *Objectives*

a) All staff in the Department would have four journal publications ranked at B or better in the ABDC list.

(Achieved by 7/16. 13/16 have at least two articles at B or better).

b) Senior staff (SL above the bar, APs and Ps) have at least four ranked at A or better. (None have 4 after the regrading, but 6/8 have at least one at A or better, and 4/8 senior staff are expected to have achieved the goal by 2011).

While the prime goal for research publications is in peer-reviewed journals, staff make their research available through other outlets: books, book chapters, conference proceedings and film.

Three staff, Alan Geare, Fiona Edgar and Ian McAndrew, received recognition (Emerald Management Reviews Citation of Excellence) in 2010 for research publications.

## DEPARTMENT STAFF

### Professor and Head of Department

Alan Geare BA(Hons) PhD(Otago) AFNZIM

### Professors

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

Steven Grover BA(Mich) MPhil PhD(Columbia)

### 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

Paula O’Kane BSc PhD PGCHEP(Ulster) FHEA

Sara Walton BA MCom DipTour PGCertTertT(Otago)

### Lecturers

Bronwyn Boon MCom PhD(Otago)

Virginia Cathro BSc MCom PGDipTertT(Otago)

Jodyanne Kirkwood MCom PhD(Otago)

Diane Ruwhiu MCom Dip Grad(Otago)

### Postdoctoral Fellow

Dr Cheryl Rivers BAppSc BSc(Hons) MBA PhD (Qld.UT)

### 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 2010

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<i>Decision Sciences Journal of Innovative Education</i>	André Everett
<i>Engineering Asset Management Review</i>	Alan Geare
<i>International Journal of Business and Economics Research</i>	Graham Elkin
<i>International Journal of Employment Studies</i>	Alan Geare
<i>International Journal of Policy Studies</i>	André Everett
<i>Journal of Industrial Relations</i>	Alan Geare
<i>Journal of Industrial Relations and Human Resources</i>	Alan Geare
<i>Journal of Leadership &amp; Organizational Studies</i>	André Everett
<i>Journal of Management &amp; Organization</i>	Diane Ruwhiu
<i>Journal of Management Education</i>	André Everett
<i>Journal of Operations Management</i>	André Everett
<i>Journal of Organizational Change Management</i>	André Everett
<i>Leadership and Organization Development Journal</i>	Paula O’Kane
<i>New Zealand Journal of Employment Relations</i>	Alan Geare
<i>Otago Management Graduate Review</i>	André Everett
	Alan Geare (Editor)
	Richard Greatbanks
	Ian McAndrew
<i>Problems and Perspectives in Management</i>	Alan Geare
<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 2010

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<i>Business Horizons</i>	Graham Elkin
<i>Education and Training</i>	Paula O’Kane
<i>Educational Technology and Society</i>	André Everett
<i>Employee Relations</i>	Alan Geare
<i>Engineering Asset Management Review</i>	Alan Geare
<i>Group and Organisation Management</i>	Alan Geare
<i>Human Resource Management</i>	Fiona Edgar
<i>Human Resource Management Journal</i>	Alan Geare
<i>Industrial Relations</i>	Alan Geare
<i>Innovation: Management, Policy &amp; Practice</i>	André Everett
<i>International Journal of Human Resource Management</i>	Alan Geare
<i>International Small Business Journal</i>	Colin Campbell-Hunt
<i>Journal of Academic Ethics</i>	Cheryl Rivers
<i>Journal of Business Ethics</i>	André Everett
	Cheryl Rivers
<i>Journal of Cross Cultural Psychology</i>	Diane Ruwhiu
<i>Journal of Human Resource Costing and Accounting</i>	Alan Geare

<i>Journal of Industrial Relations</i>	Alan Geare
<i>Journal of Leadership &amp; Organizational Studies</i>	André Everett
<i>Journal of Management Education</i>	Diane Ruwhiu
<i>Journal of Management and Organization</i>	Colin Campbell-Hunt
	Graham Elkin
	Diane Ruwhiu
<i>Journal of Operations Management</i>	André Everett
<i>Journal of Organizational Behaviour</i>	Fiona Edgar
<i>Leadership and Organization Development Journal</i>	Paula O’Kane
<i>Management Communication Quarterly</i>	Paula O’Kane
<i>Production Planning and Control</i>	André Everett
<i>Public Personnel Management</i>	Fiona Edgar
<i>Research and Practice in Human Resource Management</i>	Fiona Edgar
	Graham Elkin
<i>SAM Advanced Management Journal</i>	André Everett
<i>Team Performance and Management</i>	Paula O’Kane
<i>Third Sector Review</i>	Jodyanne Kirkwood

## VISITORS TO THE DEPARTMENT, SEMINAR TITLES

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Professor Patrick Dawson, School of Management and Marketing, University of Woollongong, Australia	<i>New wine in old bottles: Making sense of social innovation</i>
Professor Sylvie Chetty, College of Business, Massey University	<i>Internationalisation of small and medium-size enterprises: Future research directions</i>
Dr Conor O’Kane, J.E. Cairnes School of Business & Economics, National University of Ireland, Galway.	<i>Top management leadership during the turnaround process: A research agenda.</i>
Yabin (Mike) Li, University of Xi’an Si’yuan, Peoples Republic of China.	<i>Social quality management: Background, definition and characteristics.</i>
Assoc. Prof. Martin Risak, University of Vienna, Marie Curie Fellow	<i>What factors are crucial for effective mediation of individual employment rights disputes?</i>

## STAFF RESEARCH

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### BRONWYN BOON

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#### RESEARCH INTERESTS

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

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#### RESEARCH IN PROGRESS

Participation in an evaluation project within the not-for-profit sector  
Writing from research on poverty, social exclusion, social capital and the role of community agencies  
Writing from PhD thesis material on matters of organisation, disciplinary power and: time, place, career, and professionalism.

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#### SUPERVISION

##### PhD Theses

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, Rebecca Stringer)

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)

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#### PUBLICATIONS 2005-2010

##### Journals

- Farnsworth, J., & Boon, B. (2010). Analysing group dynamics within the focus group. *Qualitative Research*, 10(5), 605-624. DOI: 10.1177/1468794110375223
- Boon, B; Jones, D., & Curnow, B. (2009) Out of the Blue: The dark side of creative enterprise. *Culture and Organisation*, 15(3-4), 361-377.
- 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. (2010). Accountability within an integrated contracting environment: A preliminary exploration of alignments and tensions. Paper presented at *The Australia & New Zealand Third Sector Research (ANZTSR) Conference*. UTS Sydney, 15<sup>th</sup>-16<sup>th</sup> November 2010.
- Brown, K., Boon, B., & Farnsworth, J. (2009). Poverty, social exclusion and bridging social capital: The brokering role of the third sector. In *Ethics of Human Development and Global Justice, Proceedings of the 8th International Conference of the International Development of Ethics Association* (pp. 113-120). Valencia, Spain: IDEA. ISBN: 978-84-7642-791-0
- 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., Jones, D., & Curnow, B. (2006). [Filming Aramoana: A tale of unwilling hosts and pushy guests?](#) In *Proceedings of the 2nd Meeting, Australasian Caucus of the Standing Conference on Organizational Symbolism*, (Abstract, p. 5). Massey

University (Albany Campus), New Zealand: Department of Management and International Business.

### **Book Review**

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

## COLIN CAMPBELL-HUNT

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### RESEARCH INTERESTS

SME Internationalisation  
Evolution of Competitive Capabilities  
Generic Competitive Strategy  
Strategy and Organization as Complex Adaptive Processes  
Social Entrepreneurship

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### RESEARCH IN PROGRESS

The last 11 years of my research life have been devoted to the Competitive Advantage New Zealand (CANZ) project. Concluded in mid-2009, this has been one of the longest-running programmes of research to be supported by the Foundation for Research Science and Technology in the social sciences. The question of how competitive advantages are created and evolve, especially in the context of a small isolated economy like New Zealand's, continues to fascinate me. I am currently working on several aspects of the challenges facing firms of SME scale as they internationalise: describing the generic strategies that they follow, how they learn, positions of power in global value chains, and the processes through which their competitive capabilities evolve.

A new line of work for me is social entrepreneurship, specifically the development and management of community-led biodiversity sanctuaries. This continues research done by my wife Diane who had a major role in the establishment of the eco-sanctuary at Orokonui north of Dunedin.

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### SUPERVISION

#### MBus

Johnson, R. (2010). *Does a family history on entrepreneurship affect an individual's entrepreneurial self-confidence?*

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### PUBLICATIONS 2005-2010

#### Journals

He, Z. L., Geng, X.-S., & Campbell-Hunt, C. (2009). Research collaboration and research output: A longitudinal study of 65 biomedical scientists in a New Zealand university. *Research Policy*, 38(2), 306-317.  
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.

### **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. (2009, September). Social entrepreneurship: The case of fenced eco-sanctuaries in New Zealand. *University of Otago Centre for Entrepreneurship Seminar Series*. Dunedin, New Zealand.

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. Verbal presentation at the *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 22<sup>nd</sup> *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 3<sup>rd</sup> 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 21<sup>st</sup> *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](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 47<sup>th</sup> 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.

**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

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**PUBLICATIONS 2005-2010**

**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.

**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**

Elkin, J., Cathro, V., & Elkin, G. (2010). The e-mentoring of expatriates: Mapping existing research domains and new opportunities. Paper presented at *Delivering World Class Research to Achieve Global Results the 11th International Human Resource Management Conference*. Birmingham, U.K.: Aston Business School.

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.

## Cases, teaching notes

Phillips, V. (2005). Nola Nails. In K. Bartol, M. Tein, M. Matthews & D. Martin (Eds.), *Management: A Pacific Rim Focus* (4<sup>th</sup> ed.) (p. 271). North Ryde: McGraw Hill.

## **MALCOLM CONE**

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### **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

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### **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]

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### **SUPERVISION**

#### **PhD**

Raja Nerina Raja Yusof (2010). *Internationalization strategies and operations of international retailers: Comparison of Asia and Europe*. (Supervisors: André Everett, Malcolm Cone)

#### **MCom**

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

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## PUBLICATIONS 2005-2010

### Journals

- Ruwhiu, D., & Cone, M. (2010). Advancing a pragmatist epistemology in organisational research. *Qualitative Research in Organizations and Management*, 5(2), 108-126.
- Elkin, G., Cone, M., & Liao, J. (2009). Chinese pragmatism and the learning organisation. *The Learning Organization*, 16(1), 69-83.
- 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.

### Conferences

- Raja Yusof, R. N., Everett, A. M., Cone, M. H., & Elkin, G. (2010). Crossvergence subsidiary culture and the transnational multinational enterprise. In *Managing and Competing in the New World Economic Order, Proceedings of Pan-Pacific Conference XXVII* (pp. 81-83). Nusa Dua Bali, Indonesia. Proceedings on paper and CD, ISBN 1-931649-26-X.
- Sunaryo, L., Everett, A. M., Cone, M. H., & Elkin, G. (2010). Phronesis-based research paradigm - for a study dealing with social complexity and unpredictability. In *Managing and Competing in the New World Economic Order, Proceedings of Pan-Pacific Conference XXVII* (pp. 286-288). Nusa Dua Bali, Indonesia. Proceedings on paper and CD, ISBN 1-931649-26-X.
- Zhang, H., Cone, M. H., Everett, A. M., & Elkin, G. (2010). Authentic leadership theory development: Theorizing on Chinese philosophy. In *Managing for Unknowable Futures, Proceedings of the 24th Annual Australian and New Zealand Academy of Management Conference* (CD ROM). Adelaide, Australia: ANZAM. ISBN 1-877040-82-7.
- Zhang, H., Cone, M. H., Everett, A. M., & Elkin, G. (2010). Contemporary leadership approaches in Chinese business. In *Managing and Competing in the New World Economic Order, Proceedings of Pan-Pacific Conference XXVII* (pp. 131-133). Nusa Dua Bali, Indonesia. Proceedings on paper and CD, ISBN 1-931649-26-X.
- Zhang, H., Cone, M. H., Everett, A. M., & Elkin, G. (2010). Contextualising transformational leadership theories in China: A philosophical perspective. In *Challenging the status quo – Breakthrough Innovations that Rejuvenate Organizations, Proceedings of the Decision Sciences Institute 41<sup>st</sup> Annual Meeting* (CD-ROM, pp. 4761-4766). San Diego: DSI. ISBN 0-9667118-0-7.
- Zhang, H., Cone, M. H., Everett, A. M., & Elkin, G. (2010). Developing a Chinese pragmatic leadership theory. Paper presented at *Dare to Care. Passion & Compassion in Management Practice & Research. The Academy of Management 2010 Annual Meeting*. Montreal, Canada: AOM.

- Zhang, H., Cone, M. H., Everett, A. M., & Elkin, G. (2010). Leading beautifully or leading properly? A philosophical and sociological perspective on aesthetic leadership in Chinese business. In *Innovation and Change in Chinese Organizations, Proceedings of the 4th International Association for Chinese Management Research (IACMR) Conference* (Abstract). Shanghai, China.
- Raja Yusof, R. N., Everett, A. M., & Cone, M. H. (2009). Islamic business practices as cultural influences in the internationalization of foreign retail multinational enterprises in Malaysia. In *Proceedings of the Academy of International Business South-East Asia Regional Conference* (pp. P093-1 to P093-22). Hong Kong: Academy of International Business.
- Sunaryo, L., Everett, A. M., & M. Cone, M. H. (2009). Chinese entrepreneurialism as self-organizing systems. In *Proceedings of Pan-Pacific Conference XXVI* (pp. 257-259). Shenzhen, China. Proceedings on paper and CD, ISBN 1-931649-25-1.
- Zhang, H., Cone, M. H., Everett, A. M., & Elkin, G. (2009). Contemporary leadership approaches in Chinese organizations. In *Proceedings of Pan-Pacific Conference XXVI* (pp. 171-173). Shenzhen, China. Proceedings on paper and CD, ISBN 1-931649-25-1.
- Zhang, H., Everett, A. M., Cone, M. H., & Elkin, G. (2009). Can employees' work-family life be enriched by leaders' behaviours? In *Celebrating 40 Years of Fellowship, Learning and Advancing the Practice of Decision Making, Proceedings of the 40<sup>th</sup> Annual Meeting of the Decision Sciences Institute (DSI)* (pp. 4031-4036). Louisiana, US: DSI.
- 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 6<sup>th</sup> 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 2<sup>nd</sup> 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 5<sup>th</sup> 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]

### **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.

### **Other**

- Ames, R., & Cone, M. (2007). *Living Chinese Philosophy: Confucianism and Daoism in 21<sup>st</sup> Century China*. DVD, School of Business, University of Otago, Dunedin.

## **FIONA EDGAR**

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### **RESEARCH INTERESTS**

Human Resource Management – The Employee Perspective  
Industrial Relations - Partnerships

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### **RESEARCH IN PROGRESS**

The Relationship between HRM and Performance

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### **SUPERVISION**

#### **PhD**

Ali Bavik (current). *Organizational culture in the hospitality sector in New Zealand*. (Supervisors: James Higham (Tourism), Fiona Edgar, Tara Duncan (Tourism))

#### **MCom**

Ewan McComb (current). *Does commitment have multiple foci?* (Supervisors: Fiona Edgar, Steven Grover)

Nora Wan Chik (current). *Relationship between job factors, organisational climate and work engagement of traffic police*. (Supervisor: Fiona Edgar)

#### **MBus**

Johnston, R. (2010). *An analysis of annualised hours*.

Partridge, L. (2010). *Time is of the essence: Flexible working arrangements*.

Smith, K. (2010). *Workplace preferences of baby boomers and Generation Y*.

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### **PUBLICATIONS 2005-2010**

#### **Journals**

Edgar, F., & Geare, A. (2010). Characteristics of high and low performing university departments as assessed by the performance based research fund (PBRF) assessment. *Australian Accounting Review*, 20(1), 55-63. doi: 10.1111/j.1835-2561.2010.00080.x

- McAndrew, I., Edgar, F., Geare, A., & Ballard, M. (2010). Employment relations ideologies and cooperative partnership approaches to bargaining: The New Zealand perspective. *Korean Journal of Industrial Relations*, 20(1), 53-80.
- Browning, V., Edgar, F., Gray, B., & Garrett, T. (2009). Realising competitive advantage through HRM in New Zealand service industries. *The Service Industries Journal*, 29(6), 741-760.
- Edgar, F., & Geare, A. (2009). Inside the "black box" and "HRM". *International Journal of Manpower*, 30(3), 220-236.
- Geare, A., Edgar, F., & McAndrew, I. (2009). Workplace values and beliefs: An empirical study of ideology, high commitment management and unionisation. *The International Journal of Human Resource Management*, 20(5), 1146-1171. **Winner of an Emerald Management Reviews Citation of Excellence 2009.**
- 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 *Analysis 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. **Winner of an Emerald Literati Network 2006 Award for Outstanding Paper.**

## Conferences

- Edgar, F., & Geare, A. (2009). Hammering away at the relationship between high commitment management and performance: Is the nail nearly in? In *Proceedings of the 5th Conference on Performance Measurement and Management Control* (CD ROM). Nice, France: European Institute for Advanced Studies in Management.
- Geare, A., Edgar, F., McAndrew, I., Harney, B., & Cafferkey, K. (2009). Ideology and HRM practice: Management and employee insights from Ireland and New Zealand. Paper presented at the *HRM Special Interest Group Workshop - Beyond the Enterprise:*

- Widening the Horizons of International HRM*. Cardiff, Wales: British Academy of Management.
- Geare, A., Edgar, F., McAndrew, I., Harney, B., & Cafferkey, K. (2009). Bringing workers back in: A comparative assessment of employee orientations' towards HRM in Ireland and New Zealand. In *Proceedings of the 15<sup>th</sup> World Congress of the International Industrial Relations Association* (CD ROM). Sydney, Australia: IIRA & IRSA. **Selected as a plenary paper.**
- McAndrew, I., Edgar, F., & Geare, A. (2009). Collective bargaining under a mandate to collaborate: The recent New Zealand experience. Paper presented at *New Frontiers in Labor and Employment Policy, the 61<sup>st</sup> Annual Meeting of the Labor and Employment Relations Association*. San Francisco, CA: LERA.
- 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 7<sup>th</sup> 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 21<sup>st</sup> 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 25<sup>th</sup> International Labour Process Conference*. Amsterdam.
- Edgar, F., Geare, A., McAndrew, I., & Deng, M. (2006). Organisational ideology: An empirical examination. *2<sup>nd</sup> 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 *21<sup>st</sup> Century Work - High Road or Low Road?, Proceedings of the 20<sup>th</sup> 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. *2<sup>nd</sup> 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 19<sup>th</sup> 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 8<sup>th</sup> Conference on International Human Resource Management. Making a difference in a world of differences*. Cairns, Australia: Australian Human Resource Institute.

## **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.

## **Book review**

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

## GRAHAM ELKIN

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### 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

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### 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

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### SUPERVISION

#### PhD

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

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### PUBLICATIONS 2005-2010

#### Journals

- Greatbanks, R., Elkin, G., & Manville, G. (2010). The use and efficacy of anecdotal performance reporting in the third sector. *International Journal of Productivity and Performance Management*, 59(6), 571-585.
- Lowry, R., & Elkin, G. (2010). Using the human capability framework and opinions of dairy farmers to explore the shortage of dairy assistants in the New Zealand dairy industry. *New Zealand Journal of Employment Relations*, 35(1), 48-64.
- Elkin, G., Cone, M., & Liao, J. (2009). Chinese pragmatism and the learning organisation. *The Learning Organization*, 16(1), 69-83.
- Elkin, G., & King, S. (2009). The ethics of future business leaders: A cross-cultural comparison. *International Journal of Economics & Business Research*, 1(3), 263-276.
- Elkin, G. (2008). Rolling the oats. Instructors' notes. *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. **Winner of an Emerald Literati Network 2009 Award for Excellence (Highly Commended).**
- Elkin, G. R., & 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.

### **Books, book chapters, monographs**

- Elkin, G., & Browning, V. (2009). Organisational behaviour: People at work. In Department of Management (Eds.), *Management, organisations, and the business environment: A New Zealand focus*. North Ryde, NSW, Australia: McGraw Hill Custom Publishing.
- Elkin, G., Jackson, B., & Inkson, K. (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. (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.

### **Conferences**

- Elkin, J., Cathro, V., & Elkin, G. (2010). The e-mentoring of expatriates: Mapping existing research domains and new opportunities. Paper presented at *Delivering World Class Research to Achieve Global Results the 11th International Human Resource Management Conference*. Birmingham, U.K.: Aston Business School.
- Raja Yusof, R. N., Everett, A. M., Cone, M. H., & Elkin, G. (2010). Crossvergence subsidiary culture and the transnational multinational enterprise. In *Managing and Competing in the New World Economic Order, Proceedings of Pan-Pacific Conference XXVII* (pp. 81-83). Nusa Dua Bali, Indonesia. Proceedings on paper and CD, ISBN 1-931649-26-X.
- Sunaryo, L., Everett, A. M., Cone, M. H., & Elkin, G. (2010). Phronesis-based research paradigm - for a study dealing with social complexity and unpredictability. In *Managing and Competing in the New World Economic Order, Proceedings of Pan-Pacific Conference XXVII* (pp. 286-288). Nusa Dua Bali, Indonesia. Proceedings on paper and CD, ISBN 1-931649-26-X.

- Zhang, H., Cone, M. H., Everett, A. M., & Elkin, G. (2010). Authentic leadership theory development: Theorizing on Chinese philosophy. In *Managing for Unknowable Futures, Proceedings of the 24th Annual Australian and New Zealand Academy of Management Conference* (CD ROM). Adelaide, Australia: ANZAM. ISBN 1-877040-82-7.
- Zhang, H., Cone, M. H., Everett, A. M., & Elkin, G. (2010). Contemporary leadership approaches in Chinese business. In *Managing and Competing in the New World Economic Order, Proceedings of Pan-Pacific Conference XXVII* (pp. 131-133). Nusa Dua Bali, Indonesia. Proceedings on paper and CD, ISBN 1-931649-26-X.
- Zhang, H., Cone, M. H., Everett, A. M., & Elkin, G. (2010). Contextualising transformational leadership theories in China: A philosophical perspective. In *Challenging the status quo – Breakthrough Innovations that Rejuvenate Organizations, Proceedings of the Decision Sciences Institute 41<sup>st</sup> Annual Meeting* (CD-ROM, pp. 4761-4766). San Diego: DSI. ISBN 0-9667118-0-7.
- Zhang, H., Cone, M. H., Everett, A. M., & Elkin, G. (2010). Developing a Chinese pragmatic leadership theory. Paper presented at *Dare to Care. Passion & Compassion in Management Practice & Research. The Academy of Management 2010 Annual Meeting*. Montreal, Canada: AOM.
- Zhang, H., Cone, M. H., Everett, A. M., & Elkin, G. (2010). Leading beautifully or leading properly? A philosophical and sociological perspective on aesthetic leadership in Chinese business. In *Innovation and Change in Chinese Organizations, Proceedings of the 4th International Association for Chinese Management Research (IACMR) Conference* (Abstract). Shanghai, China.
- Templer, A., Elkin, G. R., Sharma, R., & Liao, J. (2009). Contrasting approaches to establishing the brand on international business education. Paper presented at *Renaissance & Renewal in Management Studies, the 9<sup>th</sup> EURAM Annual Conference*. Liverpool: European Academy of Management.
- Zhang, H., Cone, M. H., Everett, A. M., & Elkin, G. (2009). Contemporary leadership approaches in Chinese organizations. In *Proceedings of Pan-Pacific Conference XXVI* (pp. 171-173). Shenzhen, China. Proceedings on paper and CD, ISBN 1-931649-25-1.
- Zhang, H., Everett, A. M., Cone, M. H., & Elkin, G. (2009). Can employees' work-family life be enriched by leaders' behaviours? In *Celebrating 40 Years of Fellowship, Learning and Advancing the Practice of Decision Making, Proceedings of the 40<sup>th</sup> Annual Meeting of the Decision Sciences Institute (DSI)* (pp. 4031-4036). Louisiana, US: DSI.
- 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 6<sup>th</sup> 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.

### **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

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### 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

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### 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

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### SUPERVISION

#### PhD

Raja Nerina Raja Yusof (2010). *Internationalization strategies and operations of international retailers: Comparison of Asia and Europe*. (Supervisors: André Everett, Malcolm Cone)

Kirsty Dwyer *Is supply chain management a discipline? A comparative content analysis of academic and practitioner knowledge to determine disciplinary identity*. (Supervisors: André Everett, Jodyanne Kirkwood)

Jean-Baptiste Faucher (2010). *Knowledge creation: Innovation processes of complexity theory*. (Supervisors: Rob Lawson (Marketing), André Everett)

Evelyn Looi (current). *The impact of organisational culture on the performance of district health boards (DHBs) in New Zealand*. (Supervisors: Richard Greatbanks, André Everett)

Haina Zhang *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)

Jane Zhuang *Grounded in heritage: An exploration of traditional cultural clusters in China – The case of the Jingdezhen porcelain cluster* (Supervisor: Andre Everett)

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## PUBLICATIONS 2005-2010

### Journals

- Faucher, J.-B. P. L., Everett, A., & Lawson, R. (2010). Modeling the knowledge processing system through the lens of complexity theory: Social energies, leadership, and the LIFE model. *Journal of Information Technology Applications & Management*, 17(3), 190-210.
- Kupka, B., Everett, A., Atkins, S. G., Walters, L., Mertesacker, M., Graf, A., Walters, T. Hill, L. B., Richter, B., Bolten, J., & Dodd, C. (2009). The Intercultural Communication Motivation Scale – An instrument to assess motivational training needs of candidates for international assignments. *Human Resource Management*, 48(5), 717-744.
- 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.
- 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.

## Book Chapters

- Faucher, J.-B. P. L., Everett, A. M., & Lawson, R. (2008). What do we know about knowledge? In A. Koohang, K. Harman, & J. Britz (Eds.), *Knowledge management: Theoretical foundations* (pp. 41-77). Santa Rosa, CA: Informing Science Press.
- 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

- Dwyer, K., Everett, A., & Kirkwood, J. (2010). Can SCM be a discipline? Comparing academic and practitioner perceptions on the degree of coherence. In *Challenging the status quo – Breakthrough Innovations that Rejuvenate Organizations, Proceedings of the Decision Sciences Institute 41st Annual Meeting* (CD-ROM, pp. 4591-4596). San Diego: DSI. ISBN 0-9667118-0-7.
- Faucher, J.-B. P. L., Everett, A., & Lawson, R. (2010). Exploring knowledge processing in a social complex adaptive organization: Wikipedia through the lens of the LIFE model. In *Proceedings of the 5th International Conference on IT Applications and Management* (pp. 27-51). Seoul, Korea: The Korea Database Society.
- Kupka, B., Everett, A., & Štrach, P. (2010). Developing culture guides for expatriates using virtual collaboration. Paper presented at *Dare to Care. Passion & Compassion in Management Practice & Research. The Academy of Management 2010 Annual Meeting*. Montreal, Canada: AOM.
- Raja Yusof, R. N., Everett, A. M., Cone, M. H., & Elkin, G. (2010). Crossvergence subsidiary culture and the transnational multinational enterprise. In *Managing and Competing in the New World Economic Order, Proceedings of Pan-Pacific Conference XXVII* (pp. 81-83). Nusa Dua Bali, Indonesia. Proceedings on paper and CD, ISBN 1-931649-26-X.
- Sunaryo, L., Everett, A. M., Cone, M. H., & Elkin, G. (2010). Phronesis-based research paradigm - for a study dealing with social complexity and unpredictability. In *Managing and Competing in the New World Economic Order, Proceedings of Pan-Pacific Conference XXVII* (pp. 286-288). Nusa Dua Bali, Indonesia. Proceedings on paper and CD, ISBN 1-931649-26-X.
- Zhang, H., Cone, M. H., Everett, A. M., & Elkin, G. (2010). Authentic leadership theory development: Theorizing on Chinese philosophy. In *Managing for Unknowable Futures, Proceedings of the 24th Annual Australian and New Zealand Academy of*

- Management Conference* (CD ROM). Adelaide, Australia: ANZAM. ISBN 1-877040-82-7.
- Zhang, H., Cone, M. H., Everett, A. M., & Elkin, G. (2010). Contemporary leadership approaches in Chinese business. In *Managing and Competing in the New World Economic Order, Proceedings of Pan-Pacific Conference XXVII* (pp. 131-133). Nusa Dua Bali, Indonesia. Proceedings on paper and CD, ISBN 1-931649-26-X.
- Zhang, H., Cone, M. H., Everett, A. M., & Elkin, G. (2010). Contextualising transformational leadership theories in China: A philosophical perspective. In *Challenging the status quo – Breakthrough Innovations that Rejuvenate Organizations, Proceedings of the Decision Sciences Institute 41<sup>st</sup> Annual Meeting* (CD-ROM, pp. 4761-4766). San Diego: DSI. ISBN 0-9667118-0-7.
- Zhang, H., Cone, M. H., Everett, A. M., & Elkin, G. (2010). Developing a Chinese pragmatic leadership theory. Paper presented at *Dare to Care. Passion & Compassion in Management Practice & Research. The Academy of Management 2010 Annual Meeting*. Montreal, Canada: AOM.
- Zhang, H., Cone, M. H., Everett, A. M., & Elkin, G. (2010). Leading beautifully or leading properly? A philosophical and sociological perspective on aesthetic leadership in Chinese business. In *Innovation and Change in Chinese Organizations, Proceedings of the 4th International Association for Chinese Management Research (IACMR) Conference* (Abstract). Shanghai, China.
- Biggemann, S., & Everett, A. M. (2009). Moving from low-cost to true partnerships: Dynamic governance mechanisms. In *Proceedings of Pan-Pacific Conference XXVI* (pp. 34-36). Shenzhen, China. By Proceedings on paper and CD, ISBN 1-931649-25-1.
- Cho, J., Seo, I., & Everett, A. M. (2009). Moving pattern discovery using spatio-temporal data mart and data visualization. In *Proceedings of Pan-Pacific Conference XXVI* (pp. 230-232). Shenzhen, China. Proceedings on paper and CD, ISBN 1-931649-25-1.
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### **Edited Proceedings**

- Lee, S. M., & Everett, A. M. (Eds.) (2007). Digital Convergence and e-Globalization, *Proceedings of the Pan Pacific Conference XXIV*. Pan Pacific Business Association, Dunedin & Queenstown.

### **Working paper**

- Štrach, P., & Everett, A. (2005). Globalizing luxury automobiles through mergers: Three brands at the crossroads (*Working Paper Series 05/2005*). ŠkodaAuto Vysoká škola (ŠkodaAuto College), Mladá Boleslav, Czech Republic, 2005. ISSN 1801-4313 (online ISSN 1801-4445), 48 pages. Also as *Working Paper 05/05*, Department of Management, University of Otago, 2005, ISSN 1171-5049.

### **Book Review**

- Everett, A. (2006). [Review of the book *Advances in human resource management in Asia* by J. B. Kidd, X. Li, & F.-J. Richter (Eds.)]. *Asian Business & Management*, 5, 145-147.

## ALAN GEARE

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### RESEARCH INTERESTS

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

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### RESEARCH IN PROGRESS

HRM and performance  
Workplace values and beliefs  
Workplace partnerships

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### SUPERVISION

#### PhD

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

#### BCom(Hons)

Robertson, S. (2010). *Discipline severity and participant gender. The difference between participant genders when considering the severity of a disciplinary event*.

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### PUBLICATIONS 2005-2010

#### Journals

- Edgar, F., & Geare, A. (2010). Characteristics of high and low performing university departments as assessed by the performance based research fund (PBRF) assessment. *Australian Accounting Review*, 20(1), 55-63. doi: 10.1111/j.1835-2561.2010.00080.x
- McAndrew, I., Edgar, F., Geare, A., & Ballard, M. (2010). Employment relations ideologies and cooperative partnership approaches to bargaining: The New Zealand perspective. *Korean Journal of Industrial Relations*, 20(1), 53-80.
- Abdul-Halim, H., Che-Ha, N., & Geare, A. (2009). The influence of business strategy on the decision to outsource human resource activities. *Journal of Human Resource Costing & Accounting*, 13(4), 274-293.

- Edgar, F., & Geare, A. (2009). Inside the "black box" and "HRM". *International Journal of Manpower*, 30(3), 220-236.
- Geare, A., Edgar, F., & McAndrew, I. (2009). Workplace values and beliefs: An empirical study of ideology, high commitment management and unionisation. *The International Journal of Human Resource Management*, 20(5), 1146-1171. **Winner of an Emerald Management Reviews Citation of Excellence 2009.**
- 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.
- Geare, A. (2007). Legal rights of employees in the event of dismissal: The New Zealand situation. *International Journal of Comparative Labour Law and Industrial Relations*, 23(2), 267-283.
- 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 Human Resource Management*, 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). HRM practice and employee attitudes: Different measures - different results. *Personnel Review*, 34(5), 534-549. **Winner of an Emerald Literati Network 2006 Award for Outstanding Paper.**

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- Geare, A. (2007). Employment relations in New Zealand. In K. Bartol, G. Mathews, M. Tein & B. Sharma (Eds.), *Management: A Pacific Rim focus* (5<sup>th</sup> ed.). Sydney, Australia: McGraw-Hill. ISBN 0 07 471189x
- 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.
- Geare, A., Campbell-Hunt, C., Ruwhiu, D., & Bull, R. (2005). *The New Zealand management supplement*. Auckland: McGraw-Hill Irwin.

### **Conferences**

- Edgar, F., & Geare, A. (2009). Hammering away at the relationship between high commitment management and performance: Is the nail nearly in? In *Proceedings of the 5th Conference on Performance Measurement and Management Control* (CD ROM). Nice, France: European Institute for Advanced Studies in Management.

- Geare, A., Edgar, F., McAndrew, I., Harney, B., & Cafferkey, K. (2009). Ideology and HRM practice: Management and employee insights from Ireland and New Zealand. Paper presented at the *HRM Special Interest Group Workshop - Beyond the Enterprise: Widening the Horizons of International HRM*. Cardiff, Wales: British Academy of Management.
- Geare, A., Edgar, F., McAndrew, I., Harney, B., & Cafferkey, K. (2009). Bringing workers back in: A comparative assessment of employee orientations' towards HRM in Ireland and New Zealand. In *Proceedings of the 15<sup>th</sup> World Congress of the International Industrial Relations Association* (CD ROM). Sydney, Australia: IIRA & IRSA. **Selected as a plenary paper.**
- McAndrew, I., Edgar, F., & Geare, A. (2009). Collective bargaining under a mandate to collaborate: The recent New Zealand experience. Paper presented at *New Frontiers in Labor and Employment Policy, the 61<sup>st</sup> Annual Meeting of the Labor and Employment Relations Association*. San Francisco, CA: LERA.
- 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 7<sup>th</sup> 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 21<sup>st</sup> 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 25<sup>th</sup> International Labour Process Conference*. Amsterdam.
- Edgar, F., Geare, A., McAndrew, I., & Deng, M. (2006). Organisational ideology: An empirical examination. *2<sup>nd</sup> 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. *2<sup>nd</sup> 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 *21<sup>st</sup> Century Work - High Road or Low Road?, Proceedings of the 20<sup>th</sup> 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 8<sup>th</sup> 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

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### 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, particularly in a Lean Healthcare context, is also of interest.

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### SUPERVISION

#### PhD

Evelyn Looi (current). *The impact of organisational culture on the performance of district health boards (DHBs) in New Zealand*. (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

Fortes, J. (2010). *Product life-cycle analysis of carbon - management perspective*.

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### PUBLICATIONS 2005-2010

#### Journals

- Bamford, D., & Greatbanks, R. (2010). Understanding operational strategies by examining quality deposits. *OR Insight*, 23(1), 44-56.
- Greatbanks, R., Elkin, G., & Manville, G. (2010). The use and efficacy of anecdotal performance reporting in the third sector. *International Journal of Productivity and Performance Management*, 59(6), 571-585.
- Martin-Niemi, F., & Greatbanks, R. (2010). The ba of blogs: Enabling conditions for knowledge conversion in blog communities. *VINE: The Journal of Information and Knowledge Management Systems*, 40(1), 7-23.
- 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. Matthews, M. Tein & B. Sharma (Eds.), *Management: A Pacific Rim focus* (5<sup>th</sup> ed.). Sydney, Australia: McGraw-Hill. ISBN 0 07 471189x

### **Conferences**

- Greatbanks, R., & Walton, S. (2009). Mapping environmental performance indicators: A proposed model. In *Performance Measurement: Theory and Practice, Proceedings of the Performance Measurement (PMA) Conference*. Dunedin, NZ: PMA. Retrieved from <http://www.pma.otago.ac.nz/pma-cd/papers.html>
- 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 2<sup>nd</sup> 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.

RESEARCH INTERESTS

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RESEARCH IN PROGRESS

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PUBLICATIONS 2005-2010

**Journals**

- Moorman, R., & Grover, S. (2009). Why does leader integrity matter to followers? An uncertainty management-based explanation. *International Journal of Leadership Studies*, 5(2), 102-114.
- Grover, S. (2005). The truth, the whole truth, and nothing but the truth: The causes and management of workplace lying. *The Academy of Management Executive*, 19(2), 148-157.
- Grover, S., & Hui, C. (2005). How job pressures and extrinsic rewards affect lying behavior. *The International Journal of Conflict Management*, 16(3), 424-437.

**Book Chapters**

- Grover, S. L. (2010). Lying to bosses, subordinates, peers, and the Outside World: Motivations and Consequences. In J. Greenberg (Ed.), *Insidious workplace behaviour* (pp. 207-235). NY, USA: Routledge. ISBN 978-1-84872-859-2.
- Gibbons, D. E., & Grover, S. L. (2006). Network factors in leader-member relationships. In G. B. Graen & J. A. Graen (Eds.), *Sharing network leadership* (pp. 63-93). USA: Information Age Publishing. ISBN-13: 978-59311-529-6.
- Grover, S. (2005). The difficulties of telling the truth at work. In R. E. Kidwell Jr. & C. L. Martin (Eds.), *Managing organizational deviance* (pp. 157-172). Thousand Oaks: Sage Publications.

**Book review**

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

**Other**

- Grover, S. L., & Moorman, R. H. (2007). Grasping the meaning and interpretation of integrity in business leadership [Editorial]. *European Management Journal*, 25(3), 167-170.

## JODYANNE KIRKWOOD

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### RESEARCH INTERESTS

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

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### 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.

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### SUPERVISION

#### PhD

Kirsty Dwyer *Is supply chain management a discipline? A comparative content analysis of academic and practitioner knowledge 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))

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### PUBLICATIONS 2005-2010

#### Journals

Gray, B., & Kirkwood, J. (2010). Issues in experiential entrepreneurship education – Introduction to the Special Issue. *International Review of Entrepreneurship*, 8(1), 3-18.

Kirkwood, J., & Walton, S. (2010). What motivates ecopreneurs to start businesses? *International Journal of Entrepreneurial Behaviour and Research*, 16(3), 204-228. doi: 10.1108/13552551011042799

Kirkwood, J., & Walton, S. (2010). How ecopreneurs' green values affect their international engagement in supply chain management. *Journal of International Entrepreneurship*, 8, 200-217. DOI 10.1007/s10843-010-0056-8

Kirkwood, J. (2009). To grow or not? Growing small service firms. *Journal of Small Business and Enterprise Development*, 16(3), 485-503.

- Kirkwood, J. (2009). Spousal roles on motivations for entrepreneurship: A qualitative study in New Zealand. *Journal of Family and Economic Issues*, Online first.
- Kirkwood, J. (2009). Is a lack of confidence hindering women entrepreneurs? *International Journal of Gender and Entrepreneurship*, 1(2), 118-133.
- Kirkwood, J. (2009). Motivational factors in a push-pull theory of entrepreneurship. *Gender in Management: An International Journal*, 24(5), 346-364.
- Kirkwood, J., & Gray, B. (2009). From entrepreneur to mayor: Assessing the impact of the founder's changing reputation on Hubbard Foods Ltd. *Australasian Marketing Journal*, 17, 115-124.
- 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.

### **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**

- Dwyer, K., Everett, A., & Kirkwood, J. (2010). Can SCM be a discipline? Comparing academic and practitioner perceptions on the degree of coherence. In *Challenging the status quo – Breakthrough Innovations that Rejuvenate Organizations, Proceedings of the Decision Sciences Institute 41st Annual Meeting* (CD-ROM, pp. 4591-4596). San Diego: DSI. ISBN 0-9667118-0-7.
- Kirkwood, J., & Walton, S. (2009). Ecopreneurs: Are their motivations for starting businesses similar or different to entrepreneurs? In *Start Small – Think Big, Proceedings of the 22nd Annual Conference of the Small Enterprise Association of Australia and New Zealand* (CD ROM). Wellington, New Zealand: New Zealand Centre for SME Research, Massey University.

- Walton, S., & Kirkwood, J. (2009). Making greening matter! Ecopreneurs commitment to environmental concerns and economic success. In G. T. Solomon (Ed.), *Proceedings of the Sixty-Sixth Annual Meeting of the Academy of Management* (CD), ISSN 1543-8643. Chicago, USA. **Selected for best paper proceedings.**
- Kirkwood, J., & Walton, S. (2008). How ecopreneurs' green values affect their international engagement. In B. Gray (Ed.), *New Frontiers in International Entrepreneurship (IE): Bridging the Gaps Between North & South and East & West, Proceedings of the McGill International Entrepreneurship Conference* [CD-ROM], (pp. 139-160). Dunedin, New Zealand: Department of Marketing: University of Otago.
- 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 3<sup>rd</sup> 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 2<sup>nd</sup> 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.

### 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.

### 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 conflict resolution, 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, employment and labour dispute resolution, 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 is working on a major study of employment mediation in New Zealand with Professor Risak who is a visiting scholar at the Otago University Management Department for that project throughout 2010.

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## **RESEARCH IN PROGRESS**

**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.

**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, is continuing. An allied project is refreshing earlier work on the unique negotiation – mediation – adjudication

process of dispute resolution for collective bargaining disputes involving the New Zealand Police.

### **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.

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## **SUPERVISION**

### **PhD**

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

### **MCom**

Andy Patterson (2010). *Employment ideology and grievance adjudication.* (Supervisor: Ian McAndrew)

### **MBus**

Partridge, L. (2010). *The facilitation of collective bargaining. If facilitation is an eleventh hour rescue ship, how does one receive the right to embark?*

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## **PUBLICATIONS 2005-2010**

### **Journals**

McAndrew, I., Edgar, F., Geare, A., & Ballard, M. (2010). Employment relations ideologies and cooperative partnership approaches to bargaining: The New Zealand perspective. *Korean Journal of Industrial Relations*, 20(1), 53-80.

Geare, A., Edgar, F., & McAndrew, I. (2009). Workplace values and beliefs: An empirical study of ideology, high commitment management and unionisation. *The International Journal of Human Resource Management*, 20(5), 1146-1171. **Winner of an Emerald Management Reviews Citation of Excellence 2009.**

- 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.

### Book Chapter

- McAndrew, I. (2010). The employment institutions. In E. Rasmussen (Ed.), *Employment relationships. Workers, unions and employers in New Zealand* (pp.74-92). Auckland, New Zealand: Auckland University Press. [ISBN 978 86940 449 9]

### Conferences

- Geare, A., Edgar, F., McAndrew, I., Harney, B., & Cafferkey, K. (2009). Ideology and HRM practice: Management and employee insights from Ireland and New Zealand. Paper presented at the *HRM Special Interest Group Workshop - Beyond the Enterprise: Widening the Horizons of International HRM*. Cardiff, Wales: British Academy of Management.
- Geare, A., Edgar, F., McAndrew, I., Harney, B., & Cafferkey, K. (2009). Bringing workers back in: A comparative assessment of employee orientations' towards HRM in Ireland and New Zealand. In *Proceedings of the 15<sup>th</sup> World Congress of the International Industrial Relations Association* (CD ROM). Sydney, Australia: IIRA & IRSA. **Selected as a plenary paper.**
- McAndrew, I., Edgar, F., & Geare, A. (2009). Collective bargaining under a mandate to collaborate: The recent New Zealand experience. Paper presented at *New Frontiers in Labor and Employment Policy, the 61<sup>st</sup> Annual Meeting of the Labor and Employment Relations Association*. San Francisco, CA: LERA.
- 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 7<sup>th</sup> 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 25<sup>th</sup> International Labour Process Conference*. Amsterdam.
- Edgar, F., Geare, A., McAndrew, I., & Deng, M. (2006). Organisational ideology: An empirical examination. In *Proceedings of the 2<sup>nd</sup> 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 *21<sup>st</sup> Century Work - High Road or Low Road?, Proceedings of the 20<sup>th</sup> 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 *21<sup>st</sup> Century Work - High Road or Low Road?, Proceedings of the 20<sup>th</sup> 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. *2<sup>nd</sup> 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.

### **Audio-visual recording**

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

### RESEARCH INTERESTS

- Computer-Mediated Communication
  - Interpersonal Communication
  - Transfer of Learning
  - Computer-Aided Qualitative Data Analysis
  - Pedagogic Research
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### RESEARCH IN PROGRESS

- Social Media in Internal Communication
  - Reflective Learning Journals as a method of Transfer
  - Evaluation of Public Sector Training
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### PUBLICATIONS 2005-2010

#### Journals

Palmer M., O'Kane, P., & Owens, M. (2009). Betwixt spaces: Student accounts of turning point experiences in the first-year transition. *Studies in Higher Education, 34*, 37-54.

O'Kane, P., & Hargie, O. (2007). Intentional and unintentional consequences of substituting face-to-face interaction with E-mail: An employee-based perspective. *Interacting with Computers, 19*, 20-32.

O'Kane, P., Palmer, M., & Hargie, O. (2007). Workplace Interactions and the polymorphic role of E-mail. *Leadership and Organizational Development Journal, 28*, 308-324.

Palmer, M., & O'Kane, P. (2007). Strategy as practice: Interactive governance spaces and the corporate strategies of retail TNCs. *Journal of Economic Geography, 7*, 515-535.

#### Book Chapter

O'Kane, P., Hargie, O., & Tourish D. (2009). Auditing the virtual workplace. In O. Hargie & D. Tourish, (Eds.), *Auditing organizational communication*. London: Routledge.

#### Conferences

Falls, D., O'Kane, P. M., & McCracken, M. (2010). Workplace Web 2.0: Mapping the research agenda. Paper presented at *West meets East. Enlightening. Balancing. Transcending. The 71<sup>st</sup> Academy of Management Annual Meeting*. San Antonio, Texas: AOM.

Brown, T. C., McCracken, M., & O'Kane, P. M. (2009). Revisiting transfer through a qualitative analysis of reflective learning journals. Paper presented at *Green*

*Management Matters. The 70<sup>th</sup> Academy of Management Annual Meeting.* Chicago, Illinois: AOM.

- Palmer, M, O’Kane, P., & Owens, M. (2008). Betwixt spaces: Trajectories, transitions and turning points of the first year university student. Paper presented at the *Academy of Marketing Conference, Aberdeen*. (Nominated for best Paper Award in the Higher Education Track.)
- O’Kane, P., & Palmer, M. (2008). Teaching CAQDAS in the context of NVivo: Reflections and experiences. Paper presented at the *1<sup>st</sup> International Seminar on Computer-Aided Qualitative Research: Enhancing Qualitative Data Analysis through the use of QDA Software Tools, Amsterdam*.
- O’Kane, P., & Palmer, M. (2007). Musical mails: Social and political manoeuvring within E-mail exchanges. Paper presented at *Doing Well by Doing Good, the Academy of Management Annual Meeting*. Philadelphia.
- Palmer, M., & O’Kane, P. (2006). Interactive governance spaces: The role of argumentation in securities analysts’ discourse. Paper presented at the *British Academy of Management Conference, Belfast*.
- Palmer, M., & O’Kane, P. (2006). Interactive governance spaces and retail TNC strategizing: Implications and opportunities for retail and economic geography theorizing. Paper presented at the *Globalizing Retail Seminar, University of Surrey*.
- O’Kane, P., & Hargie, O. (2005). How was cyberspace for you? Differences between men and women’s usage of E-mail in the workplace. Paper presented at the *British Academy of Management Conference, Oxford*.

### **Book Review**

- O’Kane, P. (2007). [Review of the book *What Is E-Business? How the Internet transforms Organizations* by F. Li]. *International Journal of Business Science and Applied Management*, 2, 52-53.

## CHERYL RIVERS

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### RESEARCH INTERESTS

The influence of culture on ethical decision-making in a negotiation context.  
Defining types of ethically ambiguous negotiation tactics.  
Influence of relationships on negotiation process.  
Cultural differences in understanding of corporate social responsibility.  
Corporate – community relations in the mining industry.

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### RESEARCH IN PROGRESS

I am continuing my research on commercial negotiations with the Chinese and the challenges because of the porous legal environment.

I am also establishing collaborative research projects with colleagues in the Business School on “social license to operate” for mining companies in New Zealand and Australia and on the influence of personal values on female researchers’ success at getting published.

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### SUPERVISION

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

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### PUBLICATIONS 2005-2010

#### Journals

- Rivers, C. (2009) Negotiating with the Chinese: EANTS and all. *Thunderbird International Business Review*, 51(5), 473-489.
- Yang X. H., & Rivers C. (2009). What drives CSR practices in MNE subsidiaries? *Journal of Business Ethics*, 86(2), 1-28.
- Volkema, R., & Rivers, C. (2008). Negotiating over the Internet: Insights from a cross-cultural exercise. *Journal of Education for Business*, 83(3), 165-172.
- Rivers, C., & Lytle, A. (2007). Lying, cheating foreigners!! Negotiation ethics across cultures. *International Negotiation: A Journal of Theory and Practice*, 12(1), 1-28.

#### Conferences

- Rivers, C., & Walton, S. (2009). The first step to engaging community stakeholders in greenfield operations: Understanding their perspective. In *Finding Solutions to Global Problems through Stakeholder Engagement, New Social Partnerships and Strategic Alliances for a Sustainable Enterprise Economy*, Asia Pacific Academy of

*Business in Society Conference* (Abstract). Brisbane, Australia: Asia Pacific Academy of Business in Society. Retrieved from <http://www.apabis.org/asset/media/rivers-walton.pdf>

- Rivers, C. (2008). Negotiating with the Chinese: Their views on tactics and relationships. Paper presented to *International Association of Conflict Management Annual Conference*, Chicago, USA.
- Rivers C., & Yang, X. H. (2007). Antecedents of company attitude to corporate social responsibility in the international environment. Paper presented to *Academy of Management 2007 Annual Meeting*, Philadelphia, USA.
- Boyce G., & Rivers, C. (2006). Relationships, rules and roles: Applying the 3Rs to negotiation processes in the British Maritime Industry. Paper presented at the *International Association of Conflict Management Annual Conference*, Montreal, Canada.
- Rivers, C., & Yang, X. H. (2006). Corporate social responsibility across borders: How do social and organisational contexts influence company attitude to CSR? Paper presented to *Academy of International Business 2006 Annual Meeting*, Beijing, China.
- Rivers, C. J., & Druckman, D. (2006). Graduate Students and Gurus Symposium. Organised for *International Association of Conflict Management Annual Conference*, Montreal, Canada.
- Rivers, C., Yang, X. H., Ratten, V., & Healy, M. (2005). Corporate social responsibility in different societies: The interplay of organizational and social context on understanding of CSR. Paper presented to *Australian & New Zealand International Business Academy Conference*, Melbourne, Australia.
- Rivers, C. (2005). Lying, cheating foreigners!! Negotiation ethics across cultures. Paper presented at *18<sup>th</sup> International Association of Conflict Management Annual Conference*, Seville, Spain. **Received "outstanding theoretical paper" award.**
- Rivers, C. J., & Druckman, D. (2005). Graduate Students and Gurus Symposium. Organised for *International Association of Conflict Management Annual Conference*, Montreal, Canada.
- Torgersen, C.-E., & Rivers, C. (2005). The construction of reputation in negotiation. Paper presented at *International Association of Conflict Management Annual Conference*, Seville, Spain.
- Volkema, R., & Rivers, C. (2005). Negotiating over the internet: A cross-cultural experience. Paper presented at *Eastern Academy of Management*, Cape Town, South Africa.

### **Cases, teaching notes**

- Rivers, C. (2008). A tale of two countries. In C. Hill, T. Cronk & R. Wickramasekera (Eds.), *Global Business Today: An Asia-Pacific Perspective*. Melbourne, Australia: McGraw-Hill Education.

**RESEARCH INTERESTS**

Māori economic development  
Indigenous knowledge frameworks in research and practice  
Social-cultural resources and capabilities  
The ethics of social responsibility in supply chain management & logistics

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**RESEARCH IN PROGRESS**

My research focus is examining aspects of socio-cultural resources distinctive to Indigenous organisations, specifically Maori business practice in New Zealand. I draw from the premise 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. In addition, I also have interest in making the connections between kaupapa Māori (Māori worldview) and other traditional forms of knowledge such as Chinese pragmatism and Native American Indian that are guided by alternative philosophic frameworks to provide a platform for a culturally attuned response to mainstream organisational research and practice.

My current research program includes:

An Otago Research grant 2011 project - examining indigeneity as a distinctive market position and source of advantage, identifying critical success factors for Māori agribusinesses currently engaged in international trade.

An Otago Research grant 2012 project - exploring cluster development in Maori tourism with Dr Anna Thompson (Otago, Tourism department).

A multidisciplinary study exploring the feasibility for Māori participation in non-renewable resource exploration and exploitation. Other investigators are: Jacinta Ruru (Law); Michelle Thompson-Fawcett (Geography); Katharina Ruckstuhl (Research & Enterprise); Andrew Gorman (Geology); Janet Stephenson (CSAFEE).

A research project exploring the introduction of indigenous knowledge into business school curriculum with Brigid Casey (Otago School of business teaching & learning facilitator).

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**SUPERVISION**

**MBus**

Fortes, J. (2010). *The Triple Bottom Line in New Zealand's Banking Industry*.

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## **PUBLICATIONS 2005-2010**

### **Journal**

Ruwhiu, D., & Cone, M. (2010). Advancing a pragmatist epistemology in organisational research. *Qualitative Research in Organizations and Management*, 5(2), 108-126.

### **Conferences**

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., & Wolfgramm, R. (2005). Revealing the key to research in indigenous organizations. Paper presented at *Unlocking Organization, The twenty-first European Group for Organizational Studies Colloquium*. Berlin: Freie Universitat.

### **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.

## **Report**

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.

## **PhD Thesis**

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

## RESEARCH INTERESTS

Organisations and Sustainability: Ecological & Carbon Footprints, TBL Reporting  
Natural Resource Conflicts: Stakeholder Analysis  
Discourse Analysis: Discourse Theory  
Qualitative Research Methods: Interviewing, Case Studies, Content Analysis  
Critical Management Studies

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## RESEARCH IN PROGRESS

### **Ecopreneurs in New Zealand**

This research began with a seed grant from the Centre of Entrepreneurship at the School of Business to explore ecopreneurial businesses through a case study analysis. After realising the increasing relevance of this type of business Dr Jodyanne Kirkwood and myself gained a University Research Grant to survey ecopreneurs throughout New Zealand. We are currently developing the survey and database of ecopreneurs at present.

### **Carbon footprints & Life Cycle Analysis**

As part of a project examining business responses to climate change this research uses standards developed in the UK to examine the carbon emissions involved in the full life cycle of a product. The aim is to see what is involved in the process of examining products in this way, to explore responsibilities for emissions and organisational performance measurement techniques.

### **Stakeholders & natural resource conflicts**

Building on research conducted as part of my doctorate I continue to examine natural resource conflicts involving organisations. Currently I am working with Dr Cheryl Rivers looking at the conflict over the Nevis River using a method developed from previous work. Future work planned is a investigation into the notion of a 'social license to operate' for the mining industry in New Zealand.

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## PUBLICATIONS 2005-2010

### **Journals**

- Kirkwood, J., & Walton, S. (2010). What motivates ecopreneurs to start businesses? *International Journal of Entrepreneurial Behaviour and Research*, 16(3), 204-228. doi: 10.1108/13552551011042799
- Kirkwood, J., & Walton, S. (2010). How ecopreneurs' green values affect their international engagement in supply chain management. *Journal of International Entrepreneurship*, 8, 200-217. DOI 10.1007/s10843-010-0056-8

- Milne, M., Tregidga, H., & Walton, S. (2009). Words not action! The ideological role of sustainable development reporting. *Accounting, Auditing & Accountability Journal*, 22(8), 1211-1257. **Winner of the Mary Parker Follett Award for 2009.**
- 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.
- Milne, M., Kearins, K., & Walton, S. (2006). Creating adventures in wonderland: The journey metaphor and environmental sustainability. *Organization*, 13(6), 801-839.
- Mallon, M., & Walton, S. (2005). Career and learning: The ins and outs of it. *Personnel Review*, 34(4), 468-487.

### Book chapter

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

### Conferences

- Greatbanks, R., & Walton, S. (2009). Mapping environmental performance indicators: A proposed model. In *Performance Measurement: Theory and Practice, Proceedings of the Performance Measurement (PMA) Conference*. Dunedin, NZ: PMA. Retrieved from <http://www.pma.otago.ac.nz/pma-cd/papers.html>
- Kirkwood, J., & Walton, S. (2009). Ecopreneurs: Are their motivations for starting businesses similar or different to entrepreneurs? In *Start Small – Think Big, Proceedings of the 22nd Annual Conference of the Small Enterprise Association of Australia and New Zealand* (CD ROM). Wellington, New Zealand: New Zealand Centre for SME Research, Massey University.
- Rivers, C., & Walton, S. (2009). The first step to engaging community stakeholders in greenfield operations: Understanding their perspective. In *Finding Solutions to Global Problems through Stakeholder Engagement, New Social Partnerships and Strategic Alliances for a Sustainable Enterprise Economy, Asia Pacific Academy of Business in Society Conference* (Abstract). Brisbane, Australia: Asia Pacific Academy of Business in Society. Retrieved from <http://www.apabis.org/asset/media/rivers-walton.pdf>
- Walton, S., & Kirkwood, J. (2009). Making greening matter! Ecopreneurs commitment to environmental concerns and economic success. In G. T. Solomon (Ed.), *Proceedings of the Sixty-Sixth Annual Meeting of the Academy of Management* (CD), ISSN 1543-8643. Chicago, USA. **Selected for best paper proceedings.**
- Kirkwood, J., & Walton, S. (2008). How ecopreneurs' green values affect their international engagement. In B. Gray (Ed.) *New Frontiers in International Entrepreneurship (IE): Bridging the Gaps Between North & South and East & West, Proceedings of the McGill International Entrepreneurship Conference* [CD-ROM], (pp. 139-160). Dunedin, New Zealand: Department of Marketing: University of Otago.
- Milne, M., Tregidga, H., & Walton, S. (2008). Words of action: The centrist and pragmatic discourse of sustainable development reporting. In *The Questions We Ask*,

*Proceedings of the Academy of Management 2008 Annual Meeting* (CD-ROM).  
Anaheim, California: Academy of Management. **Winner of best paper in section.**  
Walton, S. (2007). Where am I located? Being critical and researching organisations and the natural environment. In *Organizing the Postcolonial in Aotearoa/New Zealand, Proceedings of Organization, Identity, Locality III, A one day symposium on being a critical organisational scholar in Aotearoa/New Zealand* [online <http://www.massey.ac.nz/~cprichar/oil.htm>]. Massey University, Albany.

#### **PhD Thesis**

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

## STUDENT PUBLICATIONS

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### Journal Articles

- Douglas, F. (2010). Sustaining the self: Implications for the development of career practitioners' professional identity. *Australian Journal of Career Development, 19*(3), 24-32.
- Douglas, F. (2010). Striving to be professional in a post-professional world. *The Spanish Journal of Career Guidance and Counseling, 21*(3), 561-570.
- Douglas, F. (2010). Becoming a 'professional': Researching the development of career practitioners' professional identity in a New Zealand context. *Career Development and Research, 24*, 23-27.
- Irving, B. A. (2010) Making a difference? Developing career education as a socially just practice. *Australian Journal of Career Development, 19*(3), 15-23.
- Irving, B. A. (2010) Connecting career education with social justice: relating theory to practice in New Zealand secondary schools. *Career Research and Development, 24*, 19-22.
- Irving, B. A. (2010). Shifting careers: (re)constructing career education as a socially just practice. *International Journal for Educational and Vocational Guidance, 10*, 49-63. Doi: 10.1007/s10775-009-9172-1
- Irving, B. A. (2009). Locating social justice in career education: what can a small-scale study from New Zealand tell us? *Australian Journal of Career Development, 18*(2), 13-23.
- Martin-Niemi, F., & Greatbanks, R. (2010). The ba of blogs: Enabling conditions for knowledge conversion in blog communities. *VINE: The Journal of Information and Knowledge Management Systems, 40*(1), 7-23.
- Kwan, H. K., Mao, Y., & Zhang, H. (2010). The impact of role modeling on proteges' personal learning and work-to-family enrichment. *Journal of Vocational Behaviour, 77*(2), 313-322. DOI: 10.1016/j.jvb.2010.04.009

### Conference Publications

- Douglas, F. (2011). Between a rock and a hard place: Resistance and the construction of professional identity. Paper presented at *Career Development Association of Australia/International Association of Educational and Vocational Guidance Conference*. Cairns, Australia, 26-28 April.
- Douglas, F. (2010). Sustaining the self: The delicate green shoots of career development practitioners' professional identity'. Paper presented at *Greening Career Development. Career Development Association of Australia National Conference*. Adelaide 7-10 April.
- Douglas, F. (2009). If you love your work, do you thank a career consultant? Paper presented at *Transforming Careers, Unleashing Potential. Careers Services rapuara and AISOP International Careers Conference*. Wellington, New Zealand. 19-21 November.
- Douglas, F. (2009). Anyone can do guidance ... Losing and finding professional identity in a complex chain of services. Paper presented at *Coherence, Co-operation and Quality in Guidance and Counselling, International Association of Educational and Vocational Guidance Conference*. University of Jyväskylä, Finland. 3-5 June.  
[http://ktl.jyu.fi/ktl/iaevg2009fin/full\\_papers](http://ktl.jyu.fi/ktl/iaevg2009fin/full_papers)

- Irving, B. A. (2010). Making a difference? Developing career education as a socially just practice. *Making a difference. Conference of the Career Development Association of Australia*. Adelaide, Australia, April.
- Irving, B. A. (2009). Developing socially just career programmes: From theory to practice. *Transforming Careers: Unleashing Potential. International Conference of the IAEVG*, Wellington, New Zealand, November.
- Irving, B. A. (2009). Putting social justice into practice: a New Zealand insight into career education. *Coherence, Co-operation and Quality in Guidance and Counselling. International Conference of the IAEVG*. Jyväskylä, Finland. June.
- Irving, B. A. (2009). Career down the wrong path? (Re)positioning career education as a socially just practice. *When theory and practice are combined, the fruit of this convergence is enlightenment. Career Practitioners Association of New Zealand & Otago Polytechnic 2nd Career Research Symposium*, Dunedin, New Zealand. March.
- Patterson, A. (2011). Employment ideology and grievance adjudication: An empirical examination of adjudicators' ideological predispositions, other characteristics, and personal grievance case determinations. In *Proceedings of the 14th Annual Waikato Management School Student Research Conference [CD ROM]*. Hamilton: Waikato Management School, Waikato University.
- Patterson, A., & McAndrew, I. (2010). Employment ideology and grievance adjudication: An empirical examination of adjudicators' ideological predispositions and grievance case determinations. In *Sustainability, Inclusiveness and Governance: People management issues in the organisation of the future, Proceedings of the 10th Annual Pacific Employment Relations Association Conference* (pp. 137-149). Ballarat, Australia: Pacific Employment Relations Association.
- Zhang, H., Everett, A., Cone, M., & Elkin, G. (2011). Chinese business leadership approaches: A sociological and philosophical perspective. In S. M. Lee & A. Nishio (Eds.), *Proceedings of the Pan-Pacific Conference XXVIII* (pp. 190-192).
- Zhang, H. (2010). Contemporary charismatic leadership in Chinese organizations. Paper presented at the *School of Asian Studies Seventh Graduate Conference*. Auckland, NZ.
- Zhang, H., Cone, M. H., Everett, A. M., & Elkin, G. (2010). Authentic leadership theory development: Theorizing on Chinese philosophy. In *Managing for Unknowable Futures, Proceedings of the 24th Annual Australian and New Zealand Academy of Management Conference* (CD ROM). Adelaide, Australia: ANZAM. ISBN 1-877040-82-7.

## DISSERTATIONS

### PHD

- Catley, B. (2004). *The undecidability of violence*. (Supervisor: Malcolm Lewis)
- Ditzel, L. (2008). *A study of perceived occupational stress, burnout and sense of community among New Zealand nurses*. (Supervisor: Steven Grover)
- Faucher, J.-B. (2010). *Knowledge creation: Innovation processes of complexity theory*. (Supervisors: Rob Lawson (Marketing), André Everett)
- 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)
- Raja Yusof, R. N. (2010). *Internationalization strategies and operations of international retailers: Comparison of Asia and Europe*. (Supervisors: André Everett, Malcolm Cone)
- 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)
- 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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### MCOM

- 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)
- Faul, J. (2004). *Informal SME networks: A Bourdieu based perspective*. (Supervisor: Malcolm Cone)
- Patterson, A. (2010). *Employment ideology and grievance adjudication*. (Supervisor: Ian McAndrew)

- 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)
- 

## **BCOM(HONS)**

- 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)
- Bell, I. (2009). *Challenging the effectiveness of interest based bargaining in negotiation. An exploratory study*. (Supervisor: Ian McAndrew)
- Casey, B. (2005). *Dynamically modelling social and intellectual capital in the search for prolonged value creation*. (Supervisor: Colin Campbell-Hunt)
- 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)
- Robertson, S. (2010). *Discipline severity and participant gender. The difference between participant genders when considering the severity of a disciplinary event*. (Supervisor: Alan Geare)

- Smith, C. (2008). *Student employees within the hospitality industry*. (Supervisors: Bronwyn Boon, Vicky Browning)
- Smith, K. (2010). *Workplace preferences of baby boomers and Generation Y*. (Supervisor: Fiona Edgar)
- 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)
- Worthington, A. (2005). *The role of respect in leadership*. (Supervisor: Steven Grover)
- 

### **MBUS(DISSERTATIONS)**

- 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)
- Fortes, J. (2010). *Product life-cycle analysis of carbon - management perspective*. (Supervisor: Richard Greatbanks)
- Johnson, R. (2010). *Does a family history of entrepreneurship affect an individual's entrepreneurial self-confidence?* (Supervisor: Colin Campbell-Hunt)
- Keenan, V. (2004). *Service quality in New Zealand ecotourism businesses*. (Supervisor: Tom Batley)
- Mess, H. (2005). *Resource based theory of internationalisation – theoretical evidence*. (Supervisor: Colin Campbell-Hunt)
- Mulholland, K. (2009). *Managing Generation Y. The KPMG way*. (Supervisor: Liz Ditzel)
- 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: André Everett)
- 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)
- Partridge, L. (2010). *Time is of the essence: Flexible working arrangements*. (Supervisor: Fiona Edgar)
- Radcliffe, D. (2006). *An Examination of Performance Appraisals on New Zealand Dry Stock Farms*. (Supervisor: Alex Sibbald)
- Stewart, J. (2006). *The role of women in New Zealand family businesses*. (Supervisor: Alex Sibbald)
- Stroehle, F. (2009/2010). *The case for cultural adaptation: A new website and online strategy for Qiyitang (Shanghai) Trading Co - A New Zealand WOFE in China*. (Supervisor: André Everett)
- 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)
- Wilson, J. (2009). *Dynamic capabilities and sustained advantage in hypercompetitive rugged landscapes*. (Supervisor: Colin Campbell-Hunt)
- 

## **MBUS(PROJECTS)**

- 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)
- Fortes, J. (2010). *The Triple Bottom Line in New Zealand's Banking Industry*. (Supervisor: Diane Ruwhiu)
- Johnston, R. (2010). *An analysis of annualised hours*. (Supervisor: Fiona Edgar)
- Keenan, V. (2004). *Increasing capacity at Monarch Wildlife Cruises and Tours: A case study*. (Supervisor: Jodyanne Kirkwood)
- 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)
- Parfitt, H. (2005). *Service quality in a small Dunedin business: Stewarts Coffee*. (Supervisor: Jodyanne Kirkwood)
- Partridge, L. (2010). *The facilitation of collective bargaining. If facilitation is an eleventh hour rescue ship, how does one receive the right to embark?* (Supervisor: Ian McAndrew)
- Peat, N. (2008). *Orion Health: Strategic insights for Indian market entry*. (Supervisor: André Everett)
- Radcliffe, D. (2006). *Consultancy report for farm XYZ. HRM on a New Zealand dry stock farm*. (Supervisor: Fiona Edgar)
- Smith, K. (2009). *Malcam Charitable Trust – Succession planning*. (Supervisor: Graham Elkin)
- Stewart, J. (2006). *Employee empowerment in a call centre: An exploratory study*. (Supervisor: Fiona Edgar)
- Stroehle, F. (2009/2010). *The case for cultural adaptation: A new website and online strategy for Qiyitang (Shanghai) Trading Co - A New Zealand WOFE in China*. (Supervisor: André Everett)
- 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)
- Wilson, J. (2009). *An exploratory study of the organisational structure, mechanisms and processes that enable successful adaptation in a turbulent environment*. (Supervisor: Fiona Edgar).

## **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)
- Mulholland K. (2009). *Managing Generation Y the KPMG way*. (Supervisor: Liz Ditzel)
- 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)

- Niemi, F. (2008). *Development of knowledge management strategy for virtual project teams*. (Supervisor: Richard Greatbanks)
- Panicker, P. (2004). *Warehousing for Cottonsoft Ltd, and Storage and Materials Management*. (Supervisor: Tom Batley)
- Robichaud, M. (2007). *Business and process improvement within healthcare*. (Supervisor: Richard Greatbanks)
- Wu, M. (2008). *Achieving business goals through strategic HRM*. (Supervisors: Fiona Edgar, André Everett).
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## **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))
- 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 - *Is supply chain management a discipline? A comparative content analysis of academic and practitioner knowledge to determine disciplinary identity*. (Supervisors: André Everett, Jodyanne Kirkwood)
- Kelly Honey - *Assessing the real value of the interest based approach to bargaining*. (Supervisors: Ian McAndrew, Alan Geare, Cheryl Rivers)
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- Gunn Kro - *What does "success" mean for women entrepreneurs?* (Supervisors: Brendan Gray (Entrepreneurship), Jodyanne Kirkwood, Tara Duncan (Tourism))
- Evelyn Looi - *The impact of organisational culture on the performance of district health boards (DHBs) in New Zealand*. (Supervisors: Richard Greatbanks, André Everett)
- 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)
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Eleanor Hinds - *Comparing the cultural patterns of China and India*. (Supervisors: Malcolm Cone, André Everett)