

Australian Centre for Research in Employment and Work

ACREW Report for 2006

The Australian Centre for Research in Employment and Work (ACREW) has been established to promote research and scholarship in the broad area of work and employment. A key aim for the Centre is the promotion of cross disciplinary and collaborative research from a diverse range of areas, including human resource management, industrial and employee relations and organisational behaviour. ACREW seeks to encourage projects spanning private, not-for-profit and government sectors. The Centre also seeks to encourage projects with multiple outcomes including publications of high quality and impact, activities that build towards nationally competitive grant applications, and recommendations that have both practical relevance to industry and have social value.

The specific aims of the research unit are:

- To conduct research that is socially responsive and socially responsible;
- To facilitate the attainment of high quality research and publications in the area of work and employment;
- To facilitate research in ways that contribute to our aims and are sustainable for ACREW researchers;
- To facilitate linkages between the Department of Management and other organisations (industry, government, non-profit organisations, and other universities).

Our research is organised around four major research programs and developing new research projects. The major research programs are: Trade Unions and Community; HRM, Workplace Climate and Workplace Relations; Managing Work-Life Issues; and International HRM. Developing projects include research on the ageing workforce, diversity management, and privacy and surveillance in the workplace.

Members of ACREW have published extensively in high-quality research outlets, have significant international reputations, organize and conduct major local and international conferences, and are members of editorial boards for major Australian and international academic journals. They have a strong history of success in attracting external research funding, including contract research as well as national competitive grants.

National/International Multi-institutional Collaborative Research

Our members have active research links with several research units and scholars around the world. These include: Kings College London; Cranfield University; Massey University, New Zealand; and Nanjing University, P.R. China. Some specific examples of our collaborations are provided below.

- Professor Teicher and Dr Holland are involved in a collaborative study of employee attitudes in six countries, with Richard Freeman (Harvard U. & London School of Economics), Alex Bryson (Policy Studies Institute, UK), Morley Gunderson (U. of Toronto, Canada), and Peter Boxall (U. of Auckland, New Zealand);
- Prof. De Cieri participated in a large international collaborative project, the Best Practice International HRM project, which led to a special issue of *Human Resource Management* (SSCI impact factor 2.378) in 2002;
- A/Prof. Bardoel is part of an international comparative study of work/life management issues, led by Professor Bob Drago, Professor of Labor Studies and Women's Studies, Pennsylvania State University.

Publications

Members of the ACREW group have published in highly-ranked international academic journals, including the following [JCR- (SSCI) Factors for 2005 are shown]:

- *Human Resource Management* (SSCI Impact Factor 2.378, ranked 4th of all journals in the management category);
- *British Journal of Industrial Relations* (SSCI Impact Factor 1.689, ranked 1st of all journals in the industrial relations and labor category);
- *Work, Employment and Society* (SSCI Impact Factor 0.736);
- *Cambridge Journal of Economics* (SSCI Impact Factor 0.772);
- *Journal of Management Studies* (SSCI Impact Factor 1.326);
- *New Technology Work and Employment* (SSCI Impact Factor 1.129);
- *International Journal of HRM* (SSCI impact factor 0.740); and
- *Relations Industrielles* (SSCI impact factor 0.500).

As leading contributors to scholarship in Australia, we have also published in the major Australian HRM/IR journals, including *Asia Pacific Journal of Human Resources*, *Journal of Industrial Relations* and *Labour & Industry*. These journals are not included in the JCR or other international journal indices; however, they are major outlets for HRM/IR research focused on Australia and these journals attract contributions from leading international scholars.

Editorships/Memberships of Journal Editorial Boards

Many of our members review for local and international academic journals. Several of our senior academics are active in editorial roles. Prof. De Cieri is a Departmental Editor (Strategic HRM and International IR) for the *Journal of International Business Studies* (SSCI impact factor 1.250). From 1996 to 2002, Prof De Cieri was editor of *APJHR*. Prof. Rainnie is Acting Executive Editor, *Labour & Industry*.

Our editorial board memberships include: *Human Resource Management* (SSCI impact factor 2.378, ranked 4th of all journals in the management category); *Academy of Management Journal* (SSCI impact factor 2.200, ranked 5th of all journals in the management category); *Journal of Management* (SSCI impact factor 1.535); *New Technology, Work and Employment* editorial board (SSCI Impact Factor 1.129); *Asia Pacific Journal of Human Resources* (the major Australasian HRM journal, ranked 3 on a scale from 1 to 5 in the U. of Queensland journal rating 2003); *Journal of Industrial Relations*; and *Asian Journal of Entrepreneurship and Sustainability*. Also, several members have edited special issues of journals (*International J of HRM, New Technology, Work and Employment*).

Our research has been presented at highly competitive international conferences, including: US Academy of Management; Academy of International Business; Society of Industrial/Organizational Psychology; British Academy of Management; International Council of Small Business; and the Work, Employment and Society Conference.

As leading contributors to scholarship in Australia, our research has also been presented at the major Australasian conferences, including: AIRAANZ; Australia and New Zealand Academy of Management (ANZAM); and Australia and New Zealand Academy of International Business (ANZIBA).

ACREW Members

There are 35 members in ACREW.

The ACREW members are shown in the table in Appendix 1.

External Funding

Table 1 shows amounts granted in external research funding in 2006.

The external funding is detailed in the individual reports shown in Appendix 2.

	Project	\$ Amount
Category 1	(ZHU: 30% ACREW, 70 % IBRG) ARC Linkage Grant (2004-06), Business social protection behaviour in China, Nyland, Smyth & Zhu	\$111,945 (30%)
	(ZHU: 30% ACREW, 70 % IBRG) 2005-2007: CI on <i>Linkage Grant, The Social and Business Implications of Extending China's Social Security System</i> ; Smyth, R., Nyland, C., Zhu, C., Ramia, G. & Davies, G., Linkage with Shanghai Bureau of Labour and Social Security, China (LP0561084)	\$20,000 (for 2006) (30%)
Category 2	De Cieri, H., Teicher, J., Cooper, B., Costa, C. 2006. <i>Characteristics of low paid workers</i> . Australian Fair Pay Commission	\$37,696
	(ACREW 50%) Peninsula Health Organisational Climate Survey (Ewing, Mayson and Edwards)	\$25,250 (50%)
	The Implications for Victorian Low Paid Workers of Changes in Industrial Relations Legislation (Victorian Government) (with Rainnie, Jerrard and Cockfield).	\$24,000
Category 3	A. Rainnie, D. Buttigieg, S. Cockfield, & M. Jerrard The Implications for Victorian Low Paid Workers of Changes in Industrial Relations Legislation, from Office of the Workplace Rights Advocate	\$24,000
	De Cieri, H. & Bardoel, E.A. 2006-2008. <i>Applying a Conceptual Framework of Global Work-Life Strategies</i> . Society for Human Resource Management (SHRM) USA Research Foundation.	\$27,500
Category 4	-	
Other	Monash HR Mobility Project	\$49,550
	MONRAS (With FSBRU)	\$6,500

Table 1: External Research Funding in 2006

Higher Degree by Research Students

As shown in Appendix 3, ACREW members supervised 16 HDR students in 2006 (100% ACREW) and co-supervised 34 HDR students (supervision shared with other research concentrations).

One (1) HDR completion was supervised by and/or achieved by ACREW members in 2006. This was Gemma Clissold.

Research Output

As shown in Table 2, ACREW members were highly productive with regard to research outcomes in 2006.

These outcomes are detailed in the individual reports shown in Appendix 2.

Publication Category	Full publication details for 2006
<p>TOTAL A1: 6 TOTAL B1: 26 TOTAL C1: 40</p>	
A1 (Research book):	<p>Holland, P. & De Cieri, H. (Eds.) 2006. <i>Contemporary issues in human resource development</i>, Pearson Education: Sydney.</p> <p>Holland, P. Teicher, J. and Gough, R. (2006) <i>Employment Relations in the Asia-Pacific Region: Reflections and New Directions</i>. Routledge. UK.</p> <p>Leighton, P. Syrett, M. Hecker, R. and Hecker, R. (2006) <i>Out of the Shadows: Managing Self-employed, Agency and Outsourced Workers</i>. Butterworth Heinemann. London.</p> <p>Teicher, J., Holland, P. and Gough, R. (2006) <i>Employment Relations in Australia</i> (2nd eds). Pearson Education. Australia.</p> <p>(70% ACREW, 20% IBRG) <i>Labour Law and Labour Market Regulation</i>, Editors: Arup GAHAN Howe Johnstone Mitchell and O'Donnell, Publisher: Federation Press, Sydney, (2006) 752pp.</p> <p>(J Teicher, 30% ACREW) Teicher, J., Lambert R. & O'Rourke A., eds. <i>WorkChoices: The New Industrial Relations Agenda</i>, Pearson Education Australia</p>
B1 (Chapter in a research book):	<p>(30% ACREW, 70% IBRG) Zhu, C. J. (2006) Human Resource Management in China. In Nankervis, A.; Chatterjee, S. & Coffey, J. (Eds) "<i>Perspectives of Human Resource Management in the Asia Pacific</i>", pp 12-40. French Gores, Sydney: Pearson Education Australia.</p> <p>De Cieri, H. & Dowling, P.J. 2006. Strategic human resource management in multinational enterprises: Developments and directions. In I. Björkman & G. Stahl, (Eds.) <i>Handbook of international HRM research</i>. Cheltenham, UK: Edward Elgar.</p> <p>De Cieri, H. & Holland, P. 2006. The strategic role of human resource development. In P. Holland & H De Cieri (Eds.) <i>Contemporary issues in</i></p>

human resource development, Pearson Education: Sydney.

De Cieri, H. & Fenwick, M. 2006. Global human resource development. In P. Holland & H De Cieri (Eds.) *Contemporary issues in human resource development*, Pearson Education: Sydney.

Donohue, R. (2006). The evolution of career management. In P Holland, & H. De Cieri (Eds). *Contemporary Issues in Human Resource Development* (pp. 211-236). Sydney: Pearson Australia

(10% ACREW, 80% IBRG) Freeman, S. & Lim, C. (2006) 'Trust, Dependency and Reciprocity: Interconnections of Key Dimensions of Guanxi', in *Studies of Small and Medium Enterprises in East Asia: Small and Medium Enterprises in East Asia – Sectoral and regional Dimensions*, Volume 4 by Charles Harvie and Boon-Chye Lee (Editors), University of Wollongong, Section II. International Perspectives and Linkages, Chapter 5, published by Edward Elgar, Cheltenham, UK. .

(10% ACREW, 80% IBRG) Freeman, S., Matanda, M. & Lam, T. (2006) 'The relationship between market orientation, internal marketing process and Guanxi', in *The Global China - Institutional Challenges*, published by Routledge, London, edited by Russell Smyth and Madhumita Bhattacharya, pp. 1-22 .

Greenwood M.R., Holland P. and Choong K. (2006) 'Re-evaluating drug testing: questions of moral and symbolic control in John Deckop , Robert Giacalone and Carole L. Jurkiewicz (eds) *Human Resource Management Ethics* Information Age Publishing: Greenwich CT pages 161-180

(50% ACREW, 50% IBRG) 2006. Hutchings, K. "Diversity and HRD", In *Contemporary Issues in Human Resource Development: An Australian Perspective*, Ed. P.Holland & H. De Cieri, Melbourne: Pearson.

Gough, R., Holland, P. & Teicher, J. (2006) Employment Relations in the Asia Pacific Region in Holland, P. Teicher, J. and Gough, R. (eds.) *Employment Relations in the in the Asia-Pacific Region: Reflections and New Directions*. Routledge. UK.

Teicher, J., Van Gramberg, B. & Holland, P. J. (2006). Outsourcing in Electricity Generation and Union Responses in Holland, P. Teicher, J. and Gough, R. (eds.) *Employment Relations in the Asia-Pacific Region: Reflections and New Directions*. Routledge. UK.

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De Cieri, H. & Holland, P. (2006) The strategic role of human resource development. In *Human Resource Development: A Contemporary Perspective* (eds) by Holland, P. & De Cieri, H. Pearson Education. Australia.

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Mayson, S. & Barrett, R. (2006) HRM in small growing firms: Evidence from Australia. In R..Henneman, & J. Tansky (eds.) *Human Resource Strategies for the High Growth Entrepreneurial Firm* Information Age Publishing Inc. Greenwich, Ct.
ISBN 1-9306 08-14-04 & ISBN 1-9306 08-15-2

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ISBN 0733971571

McKeown, Tui & Teicher, Julian, (2006)
"HRD in a Deregulated Environment ", in Holland, Peter & DeCieri, Helen (eds) *Contemporary Issues in Human Resource Development: An Australian Perspective* , Pearsons, Melbourne

(70% ACREW, 20% IBRG) 2006 'The Repertoires of Labour Market Regulation' in *Labour Law and Labour Market Regulation*, GAHAN and Brosnan, pp. 127-146.

(70% ACREW, 20% IBRG) 2006 'Trade Unions as Regulators: Theoretical and Empirical Perspective,' in *Labour Law and Labour Market Regulation*, GAHAN, pp. 261-281.

(30% ACREW, 70% IBRG) Smith, W. (2006) "Japanese management and Japanese miracles: the global sweep of Japanese economic and religious organisations" in Hendry, J. and Wong, Dixon (eds) *Dismantling the East-West Dichotomy: Views from Japanese Anthropology* London: RoutledgeCurzon, JAWS Series, pp.74-80

(J Teicher, 30% ACREW) Teicher, J., Lambert R. & O'Rourke, A. (2006), 'Introduction: The *Work Choices* Act as the Triumph of Neoliberalism' in J Teicher, R. Lambert & A. O'Rourke(eds), *WorkChoices: The New Industrial Relations Agenda*, Pearson Education Australia, Sydney, pp.1-9.

(J Teicher, 30% ACREW) Teicher, J., O'Rourke, A. & Pyman, A. (2006), 'Abolishing the Independent Umpire:the Demise of Equity' in J Teicher, R. Lambert & A O'Rourke (eds), *WorkChoices: The New Industrial Relations Agenda*, Pearson Education Australia, Sydney, pp.142-159

(J Teicher, 30% ACREW) Lambert, R., O'Rourke, A. & J Teicher (2006), 'Conclusion: *WorkChoices* and the Struggle for Australian Society' in J Teicher, R Lambert & A O'Rourke (eds), *WorkChoices: The New Industrial Relations Agenda*, Pearson Education Australia, Sydney, pp.160-163

Bardoel, E.A. (2006). 'Work-life and HRD' in P. Holland, & H. De Cieri (eds.), *Contemporary Issues in Human Resource Development: An Australian Perspective*, Pearson Education: Sydney, 237-259.

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(30% ACREW, 70% IBRG) Zhao, S. M.; Zhu, C. J.; ENGLE, A. D., & MENDENHALI, M. E. (2006). 'Kuaguo gongsi gongxiaoxue: Kuaguo gongsi renli ziyuan guanli xinxuepai' ('Transnational ergonomics: A new school of transnational human resource management'). *Jingji Guanli – Xin Guanli (Economic Management-New Management)* (the core publication in the category of economics and management in China, and the journal of China Academy of Social Sciences). Vol 12: 4-10. Beijing: Jingji Guanli Zazhi She (The Publishing House of the Journal of Economic Management).

(30% ACREW, 70% IBRG) Smyth R.; Nyland, C. & Zhu, C. J. (2006) What determines the extent to which employers will comply with their social security obligations? Evidence from Chinese firm level data. *Social Policy and Administration*, 40 (2):196-214.

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Merlot, E.S., Fenwick, M. & De Cieri, H. (2006). Applying a strategic international human resource management framework to international non-governmental organizations. *International Journal of Human Resource Development and Management*. 2/3/4: 313-327.

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(10% ACREW, 80% IBRG) Freeman, S. and Reid, I. (2006) 'Constraints Facing Small Western Firms in Transitional Markets', *European Business Review*, Vol. 18 No. 3. pp. 187-213.

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(50% ACREW, 50% IBRG) 2006. Hutchings, K. and Weir, D. "Understanding Networking in China and The Arab World: Lessons for International Managers", *Journal of European Industrial Training*, 30(4):272-290

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(50% ACREW, 50% IBRG) 2006. McGuire, D. and Hutchings, K. A Machiavellian Analysis of Organizational Change", *Journal of Organisational Change Management*, 19(2):192-209.

(50% ACREW, 50% IBRG) 2006. Hutchings, K. and Michailova, S. "Impacts of Culture and Institutions on Knowledge Sharing in Russia and China", *International Journal of Emerging Markets*, 1(1): 21-34.

(50% ACREW, 50% IBRG) 2006. Hutchings, K., and Ratnasari, S. "Culture Shock in Indonesia: The Experience of Relocated Domestic Employees and their Families", *Cross Cultural Management*, 13(1):114-131.

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(D. Prajogo, 5% ACREW) 2006 Stimulus and Innovation Capacity: Integrating the Human and Technological Sides of Innovation Management - An Australian Study", *R&D Management*, Vol. 36, No. 5, pp. 499-515

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	<p><i>Production Management</i>, Vol. 26, No. 12, pp. 1374-1390</p> <p>(D. Prajogo, 5% ACREW) Prajogo, D. I. (2006), "Progress of quality management practices in Australian manufacturing firms", <i>TQM Magazine</i>, Vol. 18, No. 5, pp. 501-513</p> <p>(D. Prajogo, 5% ACREW) Prajogo, D. I. and Brown, A. (2006), "Approaches to adopting quality management in SMEs and the impact on quality management practices and performance", <i>Total Quality Management & Business Excellence</i>, Vol. 17, No. 5, pp. 555-566</p> <p>(D. Prajogo, 5% ACREW) Prajogo, D. I. and Sohal, A. S. (2006), "The Integration of TQM and Technology and R&D Management in Determining Organizational Performance - An Australian Perspective", <i>Omega - International Journal of Management Science</i>, Vol. 34, No. 3, pp. 296-312</p> <p>(D. Prajogo, 5% ACREW) Prajogo, D. I. and Sohal, A. S. (2006), "The Relationship between Organization Strategy, Total Quality Management (TQM), and Organization Performance - The Mediating Role of TQM", <i>European Journal of Operational Research</i>, Vol. 168, No. 1, pp. 35-30</p> <p>2006 Holland, P., Sheehan, C., & DeCieri, H Talent quest, <i>Monash Business Review</i>, 2(2): 15-17.</p> <p>Pyman, A., Cooper, B., Teicher, J. & Holland, P. (2006). A comparison of the effectiveness of employee voice arrangements in Australia. <i>Industrial Relations Journal</i>, 37(5), 543-559.</p> <p>Jerrard, M.A., 2006, Meat Industry Unions, Industry Restructuring, and Industrial Relations Change in New Zealand and Australia, <i>New Zealand Journal of Employment Relations</i>, Vol. 1, No. 1, 37-59</p> <p>Howell, S., Buttigieg, D. and Webber, W. (2006). Management Attitudes to Older Workers in the Retail Sector, <i>Monash Business Review</i></p> <p>(J Teicher, 30% ACREW) Anderson, E, Pyman, A & Teicher, J, 'Cultural Tensions – exploring call centres in the public sector', <i>International Journal of Human Resources Development and Management</i>, Vol.6, Nos. 2/3/4, 2006, pp 279-296</p> <p>(J Teicher, 30% ACREW) Gough R, Holland P & Teicher J, 'Globalization, Labour Standards and Flexibility in the Asia Pacific Region', <i>Asia Pacific Business Review</i>, Vol 12(2), April, pp 257-259</p> <p>(J Teicher, 30% ACREW) Teicher, J., Alam, Q. & Gramberg, B. 'Managing trust and relationships in PPPS: Some Australian experiences', <i>International Review of Administrative Sciences</i>, Vol 72(1), March, pp 85-100.</p> <p>Bardoel, E.A. & De Cieri, H. (2006). Developing a work/life strategy in a multinational enterprise (MNE), A Sloan Work and Family Encyclopaedia Entry, Sloan Work and Family Research Network, http://wfnetwork.bc.edu/encyclopedia_entry.php?id=3814&area=All</p> <p>Water, M. A. & Bardoel, E.A. (2006). Work-family policies in the context of higher education: Useful or symbolic?, <i>Asia Pacific Journal of Human Resources</i>, 44,1, 1-16</p>
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Table 2: Research Output in 2006

Major Events in 2006

Conference

In 2006, ACREW held the ACREW/KCL Conference 2006

Conference Theme - Socially responsive, socially responsible approaches to employment and work

Hosted by Australian Centre for Research in Employment and Work, Monash University and The

Department of Management, Kings College, London

Monash University Prato Centre, Tuscany, Italy

1-4 July, 2006

The outcomes of this conference are detailed in Appendix 4.

Research Seminars

We had 3 seminars by international visitors in 2006, as shown in the following table.

NAME	TITLE	DATE
Prof Peter Turnbull, Cardiff Business School, Cardiff University	Labour and the Global Economy	Tuesday, 31 January, 2006
Mark Huselid, Professor of HR Strategy, Rutgers University	Strategic Human Resource Management: Where do we go from here?	Thursday, 25 May 2006
Jarrod Haar, Waikato Management School, University of Waikato, New Zealand	Negative Attitudes towards Work-Family Practice Use and Job Outcomes: How Employees Cope with the Dark-Side of Helping	Tuesday, 5 December 2006

Table 3: ACREW International Visitor Seminars

We introduced a monthly seminar series, inviting ACREW members to present on their ACREW-funded projects as shown in Table 4.

NAME	TITLE	DATE
Presented by Susan Freeman and Loretta Inglis	Leadership in Australian Arts Organisations: An exploratory study	Wednesday, 1 November 2006
Presented by Anne Bardeel, Helen De Cieri and Susan Mayson	Key Performance Indicators (KPI) of work-life best practice	Tuesday, 24 October 2006
Presented by Donna Buttigieg and Sandra Cockfield	Union and Community Relationships in Victoria	Tuesday, 3 October 2006
Presented by Cathy Sheehan, Christina Costa, Helen De Cieri, Marilyn Fenwick	Talent Flow: Australian Professionals Living and Working Overseas	Tuesday, 12 December 2006

Table 4: ACREW-funded project seminars

This series will continue in 2007 – seminars have been planned through to August 2007.

Scholarly and Professional Development for ACREW Members

We have encouraged ACREW members to develop their research skills and knowledge in several ways:

Meeting and workshop on developing Research Strategy - Friday, 25th August 2006

Graeme Russell (Manager, Business Development, Faculty of Business and Economics) is offering an opportunity for ACREW members to work together on identifying research and other opportunities; and then working out strategies and actions to pursue these opportunities.

This session is aimed at all ACREW members, but especially those that have received ACREW funding for research projects.

Scale Construction and Validation Workshop – Wednesday, 29 November 2006

Survey researchers typically use multi-item measures or scales to measure complex constructs. This course is a primer on scale construction and validation. At the end of the course you will have acquired knowledge and learnt skills in how to construct and validate a multi-item measure, and how to critique published scales in your field.

Presented by: Ross Donohue and Brian Cooper

Writing for Publication workshops with Carla Taines.

ACREW members have been encouraged to participate in the writing workshops. Helen De Cieri has participated in the workshops as an advisor.

12 ACREW members have participated, as shown in Table 5.

Member	Attended 'Introductory Workshop'	Attended 'Advanced Workshop'
Cathy Sheehan*	√	√
Gemma Clissold*	√	√
Peter Holland**	√	√
Anne Bardoel	√	√
Susan Freeman	√	√
Ross Donohue**	√	
Sue Mayson*	√	
Jan Schapper*	√	
Tui McKeown*	√	
Daniel Prajago	√	
Cherrie Zhu	√	
Andrew Pirola-Merlot	√	√
Loretta Inglis – Volunteered but workshop did not proceed		

* Performance Reviewer – Helen De Cieri

** Performance Reviewer – Anne Bardoel

Table 5: Participation in 'Writing for Publication' Workshops

Monash Malaysia Staff Members

In 2006 four staff members from the Malaysia campus joined ACREW:

Adlina Ahmad, Tee Ding Ding, Mudiarsan Kuppusamy and Karthyeni Purushothaman

APPENDIX 1

Table of ACREW Members

APPENDIX 2

Individual Reports Submitted by ACREW Members

APPENDIX 3

Higher Degree by Research Students

APPENDIX 4

ACREW/KCL 2006 CONFERENCE: Report and Outcomes

APPENDIX 1

Percentage Involvement	Member Name	Responded to request for information for this 2006 report?
100% ACREW member – Total: 13	Eve Anderson	No
	Anne Bardoel (Deputy Director)	Yes
	Rowena Barrett	No (on leave)
	Donna Buttigieg	Yes
	Gemma Clissold	Yes
	Sandra Cockfield	Yes
	Ross Donohue	Yes
	Peter Holland	Yes
	Marjorie Jerrard	Yes
	Al Rainnie	No
	Jan Schapper	No (on OSP)
	Cathy Sheehan	Yes
	Wendy Webber	Yes
50-90% ACREW member – Total: 5	Rolf Bergman	Yes
	Pat Davis	Yes
	Helen De Cieri (Director)	Yes
	Peter Gahan	Yes
	Michelle Greenwood	Yes
50% or less ACREW member – Total: 17	Susan Freeman	Yes
	Kate Hutchings	Yes
	Glennis Hanley	Yes
	Loretta Inglis	Yes
	Christine Lee	Yes
	Susan Mayson	Yes
	Tui McKeown	Yes
	Jeff McLean	Yes
	Marco Michelotti	Yes
	Liam Page	Yes
	Andrew Pirola-Merlo	Yes
	Daniel Prajogo	Yes
	Ramanie Samaratunge	No
	Sen Sendjaya	Yes
	Wendy Smith	Yes
	Julian Teicher	Yes
	Cherrie Zhu	Yes
TOTAL MEMBERS: 35		

APPENDIX 4

Conference jointly hosted by the Australian Centre for Research in Employment and Work (ACREW) and the Department of Management, King's College London, held at the Monash University Prato Centre, 1-4 July 2006.

Funding was provided through the Monash/Kings College London collaboration. The focus for the conference, on socially responsive and socially responsible forms of employment and work, represents one of the areas identified as a priority for the Monash-KCL conference grants. Many of the presented papers explored important aspects of 'comparative institutional strategies and management systems'.

The conference program was designed to appeal to researchers in human resource management, industrial and employee relations, organisational behaviour, and general management. The conference included five streams, to enable focused discussion on areas of shared interest and research activity:

- HRM, performance and worker well-being
- Managing work-life balance
- Employment and management in call centres and service work
- Employment and employment relations in small workplaces
- Partnership or community/social movement unionism? Where now for trade unions?

There were around 180 delegates in total. The Vice-Chancellor Professor Richard Larkins opened the conference and the keynote speakers included prominent academics from Europe and North America. Delegates included representatives from Australia, New Zealand, USA, Canada, the UK, Hong Kong, Finland, South Africa and Mexico.

Sponsorship for the conference was obtained from: *Monash Business Review*, the *Monash Graduate School of Business*, CIT Travel, and the Work/Life Association.

RESEARCH OUTCOMES

Overall conference outcome:

- The July 2006 issue of *Monash Business Review* featured several of the conference papers.

Conference stream on 'HRM, performance and worker well-being':

- Professor Helen De Cieri has had discussions with David Guest, the Co-chair from KCL, about co-editing a book of selected papers from the conference.

Conference stream on 'Employment and management in call centres and service work':

- Professor Al Rainnie (Monash) is editing a special edition of the *Journal of Industrial Relations*, including papers presented in this stream.

Conference stream on 'Partnership or community/social movement unionism? Where now for trade unions?':

- Dr Donna Buttigieg (Monash) is editing a special issue of the *Labor Studies Journal*, including papers presented in this stream.
- Collaborative research is occurring between several conference delegates regarding community and unionism - money will be sought from the Ford Foundation.
- Collaborative research is also being undertaken with respect to older workers, between Monash academics and academics from England and Scotland.

Conference stream on 'Employment and employment relations in small workplaces':

- Six of the papers presented in the small business stream will be published as chapters in Barrett, R. & Mayson, S. (Eds) *International Handbook of HRM and Entrepreneurship*, Edward Elgar.

Conference stream on 'Managing work-life balance':

- One of the papers from the stream was published in the *Monash Business Review*: "One step forward, two steps back" by Santha Fernandez.
- Another outcome that is currently being negotiated is a research collaboration between Monash academics and Steven Poelmans, Director for the International Center for Work and Family, IESE Business School, Barcelona.