

Annual Report for 2007

Australian Centre for Research in Employment
and Work (ACREW)

2007

Department of Management, Monash University



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ACREW Advisory Board

The ACREW Advisory Board met for the first time on Monday, 19th November.

The members are:

- Professor Peter Dowling, School of Marketing and International Business, Victoria University of Wellington, New Zealand
- Frances Feenstra, People Measures Pty Ltd
- Professor Rick Iverson, Management and Organizational Studies, Simon Fraser University, Canada
- Chris Meallin, Employee Relations Development, GM Holden Ltd
- Leonie Morgan, Industrial Relations Victoria, Department of Innovation, Industry and Regional Development
- Chris Walton, ACTU

At this meeting, Helen, Anne and Peter provided an overview of ACREW's activities.

The second meeting of the Advisory Board was held in early February, 2008.

Another 4 meetings will be held in 2008.

ACREW's purpose:

Who we are

The Australian Centre for Research in Employment and Work (ACREW) promotes collaborative research in a diverse range of areas, including industrial and employee relations, human resource management and organisational behaviour. ACREW seeks to encourage projects with multiple outcomes including high-quality academic publications, successful research grants, and recommendations that have both practical relevance to industry and social value.

Website: <http://www.buseco.monash.edu.au/mgt/research/acrew/>

What we do

Our research is based on sound and thorough understanding of relevant theoretical and conceptual frameworks; rigorous research design and methods; and a thorough and professional approach to the execution of research projects. ACREW researchers have extensive expertise and experience in all aspects of research, including:

- database searches and literature reviews;
- developing scales and assessment tools;
- quantitative research and analysis, such as designing, conducting and analysing surveys; and
- qualitative research and analysis, such as conducting case studies, interviews, focus groups.



Areas of Research

Our current Research Programs are in five broad areas:

- Human Resource Management;
- Employment and Work;
- Unions and Community;
- The Work Life Research Program; and
- Managing People in Global Markets.

Commissioned Research

We have a history of success in attracting external research funding, including contract research as well as national competitive grants. Our clients have included public and private sector organizations and non-profit organizations, such as Coles Myer, Visy Industries, Peninsula Health, the Australian Fair Pay Commission, WorkSafe, Monash Human Resources Division, several trade union organizations, and state and federal government entities.

How we disseminate research

- Publications in major Australian and international academic and professional journals;
- Dissemination of research findings through presentations to professional and academic audiences, workshops, and seminars;
- Media expert commentary (eg in *The Age*, *Herald-Sun*, *ABC Radio*, *HRMonthly*, and *Human Resources Magazine*); and
- Hosting and presenting at major local and international academic conferences.



National/International Multi-institutional Collaborative Research

ANNE BARDOEL

Collaborative research:

- Collaborating with Professor Donna Lero, University of Guelph on a Comparative social policy analysis of work and family initiatives. Christina Costa is also assisting on the research project.
- Collaborated with Professor Bob Drago on a manuscript entitled 'Bias Avoidance: Cross cultural differences in the US and Australian academe'. Submitted to Gender, work and Organization.
- Collaborating with Associate Professor Jarrod Haar, University of Waikato on analysis of International work/family conflict data.
- Collaborating with Drs Jane Maree Maher and Jo Lindsay, School of Political and Social Inquiry (PSI) on a project exploring New Configurations of Work and Family.
- Special issue editors for *Asia Pacific Journal of Human Resource*, with Associate Professor Jarrod Haar, University of Waikato and Professor Helen De Cieri, Director, ACREW.

HELEN DE CIERI

Collaborative research:

- a research project on global HRM, led by Professors Chris Brewster and Paul Sparrow;
- collaborating with Professor Peter Dowling, Victoria University of Wellington, New Zealand, and Monash colleagues Cherrie Zhu and Kate Hutchings, on a study of Chinese outward foreign direct investment;
- collaborating with international team (J. Richardson, Y. Baruch, R. Gephart and S. Leybourne) on a project on qualitative research.

MICHELLE GREENWOOD

Collaborative research with:

- Dr. Harry van Buren III University of New Mexico, US;
- Prof. Ken Kamoche Nottingham Trent University, UK;
- Dr Brad Haylock Department of Design, Faculty of Art and Design Monash University.
- Michelle is noted as an "International collaborator" with Canadian Business Ethics Research Network

CATHY SHEEHAN

- Continuing research links with Prof Peter Dowling, Victoria University of Wellington (New Zealand), on a systematic review of IHRM project that is currently near to completion.
- Discussions related to the talent flow of Australian knowledge workers also continue with Dr Margot Edwards and Kaye Thorn from Massey University (New Zealand).
- Peter Holland, Cathy Sheehan and Ross Donohue were part of the Monash team that collaborated with Prof Andy Smith and Associate Prof Erica Smith from Charles Sturt University in the submission of a \$800,000 grant application to NCVER. The grant was not approved but the team has been invited to re-submit the application for consideration in 2008. The ongoing research is focused on skills development: specifically how the national skills base can be enhanced by improving retention and quality in apprenticeships and traineeships and how the competitiveness of Australian enterprises can be increased through the better development of workforce skills.

RAMANIE SAMARATUNGE

- International research collaboration with the Head, Dept of Public Administration, University of Sri Jayawardenapura, Sri Lanka in 2006-07



Publications/Research Output

Table 1: ACREW Research Output

Publication Category	Full publication details for 2007
TOTAL A1: 3 TOTAL B1: 7 TOTAL C1: 14 TOTAL E1: 3	
A1 (Research book):	<p>Holland, P., Sheehan, C., Donohue, R. & Pyman, A. 2007. <i>Contemporary issues & challenges in HRM</i> Tilde University Press, Australia</p> <p>Leighton, P., Syrett, M., Hecker, R. & Holland, P. 2007. <i>Out of the shadows: Managing self-employed, agency and outsourced workers</i> (1st edn.) Elsevier: Amsterdam</p> <p>Tharenou, P., Donohue, R. & Cooper, B. 2007. <i>Management research methods</i>. (1st edn.) Cambridge University Press, Cambridge</p>
B1 (Chapter in a research book):	<p>Buttigieg*, D., Deery, S. & Iverson, R. 2007. Mobilising members: Evidence from two enterprise bargaining agreements, In D. Buttigieg, Cockfield, S., Cooney, R., Jerrard, M. and Rainnie, A. (eds). <i>Trade unions in the community: Values, issues, shared interests and alliances</i>, Melbourne: Heidelberg Press.</p> <p>Greenwood, M. & De Cieri, H. 2007. Stakeholder theory and the ethicality of human resource management. In A. Pinnington, R. Macklin & T. Campbell, (Eds.) <i>Ethics in human resource management and employment relations</i>, Oxford: Oxford University Press.</p> <p>Hayes, W. & Jerrard, M. 2007. Traditional and instrumental union and community links: A case study of an EYU campaign. In Buttigieg, D., Cockfield, C., Cooney, R., Jerrard, M. and Rainnie, A. (eds) <i>Trade unions in the community - Values, issues, shared interests and alliances</i>, Heidelberg Press, Heidelberg, Victoria</p> <p>Jerrard, M. 2007. Building alliances to protect jobs: The AMIEU's response to live animal export. In Buttigieg, D., Cockfield, C., Cooney, R., Jerrard, M. and Rainnie, A. (eds) <i>Trade unions in the community - Values, issues, shared interests and alliances</i>, Heidelberg Press, Heidelberg, Victoria</p> <p>Jerrard, M., Cooney, R., Buttigieg, D., Cockfield, S., & Rainnie, A., 2007. Introduction: Union revitalisation and the community. In Buttigieg, D., Cockfield, S., Cooney, R., Jerrard, M. & Rainnie, A. (eds.) <i>Trade unions in the community: Values, issues, shared interests and alliances</i>, Melbourne: Heidelberg Press.</p> <p>Michailova, S. & Hutchings, K. 2007. Re-examining knowledge sharing in an intercultural context: Findings from the transition economies of China and Russia, In K. Hutchings and K. Mohannak (Eds) <i>Knowledge management in developing economies: A cross cultural and institutional approach</i>, London: Edward Elgar.</p> <p>Schapper, J. & Mayson, S. 2007. Valuing knowledge: A strategic approach to embedding research-led teaching in a large Australian university. In I. Morley (Ed) <i>The value of knowledge</i>, Oxford, Inter-Disciplinary Press</p> <p>Teicher, J., Holland, P., Pyman, A. & Cooper, B. 2007. Australian workers: Finding their voice? In R.B. Freeman, P. Boxall & P. Haynes (Eds.) <i>What workers say: Employee voice in the Anglo-American workplace</i>, IRL Press: USA</p>

Publication Category	Full publication details for 2007
C1 (Refereed journal article):	<p>Buttigieg*, D., Deery, S. & Iverson, R. 2007. An event history analysis of union joining and leaving. <i>Journal of Applied Psychology</i> 92: 829-839.</p> <p>Bardoel, A. & De Cieri, H. 2007. Reconciling work and family responsibilities: a global perspective. <i>Anima, Indonesian Psychological Journal</i> 23 (1): 17-23.</p> <p>Bardoel, A., Morgan, L. & Santos, C. 2007. 'Quality' part time work in Australian organizations for HRD. <i>Human Resource Development International</i> 10 (3): 281-299.</p> <p>Barrett, R., & Mayson, S. 2007. Human Resource Management in growing small firms. <i>Small Business and Enterprise Development</i> 14 (2): 307-320.</p> <p>Burns, P. & Schapper, J. 2007. The Ethical case for affirmative action. <i>Journal of Business Ethics</i> 1-13.</p> <p>De Cieri, H., Wolfram Cox, J., & Fenwick, M. 2007. A review of international human resource management: Integration, interrogation, imitation. <i>International Journal of Management Review</i> 9 (4): 281-302.</p> <p>Donohue, R. 2007. Examining career persistence and career change intent using the career attitudes and strategies inventory. <i>Journal of Vocational Behaviour</i> 70 (2): 259-276</p> <p>Holland, P., Sheehan, C. & De Cieri, H. 2007. Attracting and retaining talent: exploring human resources development trends in Australia. <i>Human Resources Development International</i> 10 (3): 247-262.</p> <p>Inglis, L., D. Cray & Freeman, S. 2007. Managing the Arts: Leadership and decision making under dual rationalities. <i>Journal of Arts Management, Law and Society</i> 36 (4): 295-313.</p> <p>McGuire, D. & Hutchings, K. 2007. Visionary and transformative change; Revisiting and deconstructing the charismatic leadership of Martin Luther King. <i>Leadership and Organization Development</i> 28 (2): 154-166.</p> <p>McGuire, D., Todnem By, R. & Hutchings, K. 2007. Towards a model of human resource solutions for achieving intergenerational interaction in organizations. <i>Journal of European Industrial Training</i> 31 (8): 592-608.</p> <p>Minbaeva, D., Hutchings, K., & Thomson, S.B. 2007. Developing hybrid human resource management in post-Soviet Kazakhstan. <i>European Journal of International Management</i> 1 (4): 350-371.</p> <p>O'Donohue, W., Donohue, R. & Grimmer, M. 2007. Research into the psychological contract. <i>Human Resource Development International</i> 27 (2): 301-318.</p> <p>Rungrang, P. & Donohue, R. 2007. Transferability of skills and education and Thai academics' organisational commitment <i>Asia Pacific Journal of Education</i>. 27 (2): 171-187.</p> <p>Sheehan, C., Cooper, B., Holland, P. & De Cieri, H. 2007. The relationship between HRM avenues of political influence and perceived organizational performance. <i>Human Resource Management</i> 46 (4): 611-629.</p>

*NB: A/Professor Donna Buttigieg is a member of ACREW and her research has been funded by ACREW, however her DEST points are counted at Gippsland Campus.

Publication Category	Full publication details for 2007
E1 (Peer-reviewed full paper):	<p>Bardoel, A., De Cieri, H. & Mayson, S. 2007. A framework of work/life key performance indicators. In <i>Industry and Academia Collaborating to meet the challenges of the global economy</i>, 8th International Research Conference on Quality, Innovation and Knowledge. New Delhi, India 12-14 February.</p> <p>Bardoel, E.A., De Cieri, H. , Mayson, S., Crozier-Durham, M. & MacKenzie, S. 2007. <i>A framework of Work/Life key performance indicators</i>. Paper presented at the 8th international research conference on quality, innovation and knowledge management, 'Industry and Academia Collaborating to Meet the Challenges of the Global Economy', New Delhi, India, 11-14 February.</p> <p>Mayson, S. & Schapper, J. 2007. Internationalisation of academic work and global career mobility: Problems, perceptions and implications for developing academic staff across international borders, Quality, Innovation, Knowledge: The Eighth International Research Conference on Quality, Innovation and Knowledge Management Industry and Academia Collaborating to meet the challenges of the global economy, New Delhi, India, 12-14 February.</p>

Editorships/Memberships of Journal Editorial Boards

ANNE BARDOEL

Editor

Special issue editor (Work-life Management in Australia and New Zealand) for *Asia Pacific Journal of Human Resource*, with Associate Professor Jarrod Haar, University of Waikato and Professor Helen De Cieri.

Special issue editor (Community and Work-Life Issues in a Global Context: New Perspectives in a Changing World) for *Community, Work and Family* with Professor Helen De Cieri.

Adhoc Reviewer

Journal manuscripts for *Community, Work and Family*, *Journal of Organizational Behaviour*, *Journal of Occupational and Organizational Psychology* *Asia Pacific Journal of Human Resources*
Conference papers for *ANZAM*, *AIRRANZ*, *Community Work and Family*

HELEN DE CIERI

Editor

Guest Editor (Bardoel, A., Harrod, J. & De Cieri, H.), Special Issue, *Asia Pacific Journal of Human Resources*.

Guest Editor (Bardoel, A. & De Cieri, H.), Special Issue, *Community, Work and Family*.

Editorial Board

Member, Editorial Board, *Academy of Management Journal*

Member, Editorial Board, *Human Resource Management*

Member, Editorial Board, *Asia Pacific Journal of Human Resources*

Member, Editorial Board, *Journal of Management and Organisation*

Ad Hoc Reviewer

International Journal of Human Resource Management



Editorships/Memberships of Journal Editorial Boards

MICHELLE GREENWOOD

Editorial Board

Journal of Business Ethics

KATE HUTCHINGS

Editor

Asia Pacific Editor, *International Journal of Emerging Markets*

Editorial Board

Asia Pacific Journal of Human Resources

Strategic Change

Adhoc Reviewer

Human Resource Management

Personnel Review

CATHY SHEEHAN

Editor

Asia Pacific Journal of Human Resources (Book Review Editor)

Board member

Journal of Management and Organization (previously named *Journal of Australia and New Zealand Academy of Management*)

JULIAN TEICHER

Editor

Regional Editor, Asia Pacific Region, *Personnel Review*

Adhoc Reviewer

Asia Pacific Business Review

Asia Pacific HR

Australian Journal of Public Administration

International Journal of Employment Relations

International Employment Relations Review

International Journal of Manpower

Journal of Industrial Relations

Labour and Industry

Relations Industrielles

Manuscript Reviewer

Australian Council of Educational Research

Bureau of Immigration and Population Research

Harper and Row

Oxford University Press

Pearson International

Productivity Commission



Membership

There are 30 members in ACREW.

Table 2: ACREW Membership (Percentage Involvement)

Percentage Involvement	Member Name
100% ACREW member – Total: 5	Anne Bardoel (Deputy Director)
	Donna Buttigieg
	Susan Mayson
	Cathy Sheehan
	Wendy Webber
50-90% ACREW member – Total: 11	Eve Anderson
	Rolf Bergman
	Sandra Cockfield
	Brian Cooper
	Helen De Cieri (Director)
	Ross Donohue
	Michelle Greenwood
	Peter Holland (Deputy Director)
	Loretta Inglis
	Marjorie Jerrard
	Jan Schapper
Less than 50% ACREW member – Total: 14	Susan Freeman
	Peter Gahan
	Glennis Hanley
	Kate Hutchings
	Christine Lee
	Tui McKeown
	Jeff McLean
	Marco Michelotti
	Andrew Pirola-Merlo
	Daniel Prajogo
	Ramanie Samaratunge
	Sen Sendjaya
	Wendy Smith
Cherrie Zhu	
TOTAL MEMBERS: 30	

Christina Costa, Kirsten McLean
Honorary Research Fellows: Marilyn Fenwick; Amanda Pyman.

External Funding

Table 3: External Research Funding in 2007.

	Project	Research Team	\$ Amount for 2007
Category 1			
Category 2	Victorian Workcover Authority/Worksafe: 'Labour hire research report'	Julian Teicher, Jeff Keddie, Lesley Day (MUARC), Susanne Tepe (RMIT), Eve Anderson, Brian Cooper	\$81,500
	Victorian Department of Innovation, Industry and Regional Development	Sandra Cockfield, Donna Buttigieg	\$14,545
Category 3	Society for Human Resource Management (SHRM) USA Research Foundation (2006 – 2008): Applying a Conceptual Framework of global work-life strategies	Helen De Cieri, Anne Bardoel	\$15,163
Category 4			
Other	HR staff literature review project	Anne Bardoel, Trish Pettit, Chris Costa	\$7,000
	HR review of staff development	Helen De Cieri, Marilyn Fenwick, Chris Costa	\$43,065

Higher Degree by Research Students

One (1) HDR completion was supervised by and/or achieved by ACREW members in 2007:

Table 4: ACREW HDR Completions in 2007.

ACREW Member	Student	Course	Thesis Title
Ross Donohue	Parisa Rungruang	PhD	Antecedents of organisation commitment: A longitudinal study of academics in Thailand

Major Events in 2007

RESEARCH SEMINARS AND VISITORS

Table 5: ACREW Research Seminars in 2007.

NAME	TITLE	DATE
ACREW Member Seminars		
Dr Susan Mayson and Dr Jan Schapper	Internationalisation of academic work and global career mobility: Problems, perceptions and implications for developing academic staff across international borders	22 October
Associate Professor Cherrie Zhu	Occupational safety in China: Possible contributions from the fields of safety culture and safety climate	15 October
Dr Cathy Sheehan	Developments and paradigms in international human resource management	3 September
Dr Susan Freeman	Networks and forms of capital in the visual arts	21 August
Dr Peter Holland and Dr Ross Donohue	Corporate universities in Australia: A silent revolution in strategic human resource development?	15 May
Visitor Seminars		
Theresa M. Welbourne, President & CEO, eePulse, Inc. and Adjunct Professor, University of Michigan	Data and dialogue driven leadership: A journey from research to practice and back again	29 November
Professor Bob Drago, Penn State University, USA	Business and balance: A new agenda for work, family and life	3 July
Dr. Isabel Metz, The University of Melbourne	Do social factors assist women's advancement in all organisations?	5 April
Dr. Finola Kerrigan, Department of Management, King's College London	Trade associations and corporate social responsibility: Evidence from the UK water and film industries	1 March
Seminars presented outside Monash by ACREW members		
Dr Cathy Sheehan, member of an ACREW team researching global talent flow, Keynote Presentation at the Eighth National Relocation Conference held by The Relocation Network in Sydney.	Australian professionals living and working overseas	21 June
Dr Marilyn Fenwick, Honorary Senior Research Fellow with ACREW and a member of a team researching global talent flow presented at The Relocation Network.	Better understanding of the expatriate professional	1 March
Dr Michelle Greenwood, member of the ACREW research team, invited seminar at the Department of Organisation and Management, UNSW	Social performance measurement and the Body Shop: Strategic management or accountability to stakeholders?	18 September
Professor Helen De Cieri, director of ACREW. Expert presentation for Ernst & Young Global Mobility Institute, Knowledge workshops, Sydney and Melbourne	HRM in China	29 & 31 May

Major Events in 2007 - continued

INAUGURAL WORK-LIFE RESEARCH WORKSHOP

The *Inaugural ACREW Work-Life Research Workshop* was held in Melbourne on Monday, 3 December 2007. Participants included 12 invited academics from Australian and New Zealand universities. Participants presented their current work-life research papers and received constructive feedback from other participants to enable them to move their research towards publication. In conjunction with the workshop, there will be a special issue of *Asia Pacific Journal of Human Resources* focused on Work-Life, co-edited by Anne Bardoel, Jarrod Haar (Waikato U.) and Helen De Cieri.

Scholarly and Professional Development

ANNE BARDOEL

Master Class 9 for PhD Supervisors 'Publication and Co-publication', Thursday August 23, 2007.

Commissioned Research

WORKSAFE LABOUR HIRE RESEARCH REPORT

A team of ACREW members completed a research project for Worksafe in 2007. If you are interested in reading about this research project, a copy of this research report can be found at:

<http://www.buseco.monash.edu.au/mgt/research/acrew/commissioned-research.html>

or

http://www.worksafe.vic.gov.au/wps/wcm/resources/file/ebfdde48d9368e8/ACREW_research_report_labour_hire.pdf

MONASH STAFF EXPERIENCE

In 2007, Trisha Pettit, Christina Costa and Anne Bardoel completed a literature review, to provide the Monash University Human Resources Division with information about the key elements of a positive staff experience. Strategic considerations when developing or implementing a staff experience model are also discussed. This review draws from the literature the key facets linked to job experiences and covers elements such as: job satisfaction and dissatisfaction; commitment and motivation; attraction and retention specifically in relation to university or higher education employees.

STAFF DEVELOPMENT - MAPPING REPORT

In September 2007, ACREW was commissioned by Monash HR Division to prepare a report on: 'University-wide Review of Staff Development: Mapping report of current staff development activities provided within and by Monash for academic and general staff'. This project was managed by Dr Marilyn Fenwick, ACREW Honorary Senior Research Fellow, assisted by Christina Costa, Trisha Pettit, and Audrey Bujdoss.

The purpose of this report was to map the types of staff development activities offered in Monash faculties, divisions and campuses for academic and general staff; the strategic framework in which development activities are deployed; the extent to which internal and external development providers are used; and, to clarify/describe the current roles, responsibilities and relationships of the providers involved in the delivering staff development.

Other Activities

ANNE BARDOEL

- Bardoel, A. & De Cieri, H. 2007 Work life strategies in multinational enterprises: evidence from three case studies. *Making the Connections in a Global Context*, Community, Work and Family II International Conference, Lisbon, Portugal, pp.14
- Bardoel, A., Married to your work. Herald Sun, Monday, August 13, 2007, pg 18

Professional Memberships

- Appointed by the Victorian Government to the Working Families Council which is a ten member government advisory group representing a broad range of unions, employer groups and academics.
- President of the Work/Life Association (Vic). In this role actively promote discussion among business leaders and policy makers about work/life issues through regular roundtables. On behalf of the association successfully submitted application for funding (\$15,000) to the Working Families Targeted Grants Program, 2007. The funds support the *Work/life Association – Work/Life Signpost Project* which aims to develop a set of work/life information and resources for WLA members, who are predominantly employers and HR managers committed to improving work practices for the benefit of individuals and the business to

Visiting Colleagues

- Professor Bob Drago, Pennsylvania State University who presented at an ACREW Seminar.

Print Media

- *Herald Sun*, Praise for putting his kids in the premier position (Steve Bracks), July 28, 2007, p.7
- *Herald Sun*, Invited Opinion Piece, Married to your work, August 13, 2007.

Expert Radio Commentary

- ABC Derek Guille, Evening Program (March 6, 2007) Discussion on Relationship Australia Report Unexpected Tragedy.
- Radio 2UE Sydney hosted by Prue Macsween Discussion on workaholism (May 5, 2007).
- ABC Mid North Coast Morning program Discussion on Family friendly workplaces (October 15, 2007).

Keynote Speeches

- Reconciling work and family responsibilities: A global perspective. *Improving Quality of Human Life: A Multidisciplinary Approach on Strategic Relevance for Urban Issues*, University of Surabaya (Keynote Speaker) at JW Marriot Hotel Surabaya, Indonesia, September 6, 2007.
- Work/family trends and work/life issues (Keynote Speaker), *An Informed Look Forward: A Workshop On Social And Cultural Trends To Shape A 10 Year Research Plan for the ARRB Group Ltd* (Friday, November 16, 2008)
- 'Ideal workers' and the concept of bias avoidance. *Work Life Panel and Keynote speaker, Equal Opportunity Practitioners in Higher Education Australasia (EOPHEA) Conference* for Thursday 22nd November



DONNA BUTTIGIEG

Edited Books

- Buttigieg, D., Cockfield, S., Cooney, R., Jerrard, M. and Rainnie, A. 2007. *Trade unions in the community: Values, issues, shared interests and alliances*, Melbourne: Heidelberg Press.

Chapters in Books

- Buttigieg, D., Cockfield, S., Cooney, R., Jerrard, M. and Rainnie, A. 2007. Introduction. In D. Buttigieg, Cockfield, S., Cooney, R., Jerrard, M. and Rainnie, A. (eds). *Trade unions in the community: Values, issues, shared interests and alliances*, Melbourne: Heidelberg Press.

Conference Presentations

- Buttigieg, D., Deery, S. and Iverson, R. 2007. *Towards a better understanding of union mobilization and collective action*, Invited paper to Symposium at EAWOP, Sweden.

Technical Reports

- Rainnie, A., Cockfield, S., Buttigieg, D., Jerrard, M. 2007. *Low paid workers in South Eastern Victoria*, Report for the Workplace Rights Advocate.

Industry Presentations

- Buttigieg, D. (2007). Ageing Workers and HRM, presented to the Board of Directors, *Business Skills Victoria*.

Departmental and Faculty Seminars

- Buttigieg, D., Deery, S and Iverson, R 2007. *Towards an understanding of mobilisation and collective action*, Paper presented as part of the Academic Exchange Forum, Gippsland.

HELEN DE CIERI

Edited Book (non-DEST)

- Hutchings, K. & De Cieri, H. (Eds.) 2007. *Readings in international human resource management*, Ashgate: London.

Service for Academic Conferences

- Member, International Committee of the HR division of Academy of Management, 2006-7.

Examination of Research Grant Applications

- Australian-based Reader, Australian Research Council grant assessment process, 2001-present.

Conference Presentations (non-DEST)

- Bardoel, E.A. & De Cieri, H. 2007. *Work/life strategies in multinational enterprises: Evidence from three case studies*. Paper presented at Community, Work and Family II International Conference 12th-14th April, 2007, Lisbon, Portugal (<http://cwf2007.cies.iscte.pt/>).
- Dowling, P.J. & De Cieri, H. 2007. Presentation in *Brain Circulation or International Talent Flow: The Human Resource Challenge in the 21st Century*. Symposium presentation at the Academy of Management Meetings, Philadelphia PA, August.
- De Cieri, H. & Bardoel, E.A. (2007). Globalization of human resource management: line managers and HR business partners. Symposium presentation in *Building Bridges in IHRM Research: Linking Structures, Strategy, Technology, Process and Sourcing* symposium at the Academy of Management Meetings, Philadelphia PA, August.

Helen De Cieri – cont.

- De Cieri, H. & Hutchings, K. 2007. *Global human resource management from Australian and Asian viewpoints*. Presentation in Global HRM symposium, International Human Resource Management Conference, Tallinn, Estonia, June 14-17.
- McNulty, Y., De Cieri, H. & Hutchings, K. (2007). *Measuring expatriate return on investment: Empirical evidence from global firms*. Competitive paper presented at the Academy of Management Annual Meetings, Philadelphia USA, August 2007.

PETER HOLLAND

Media

ACREW-funded research being conducted by Julian Teicher, Peter Holland, Amanda Pyman and Brian Cooper was recently covered in the media, including The Australian, The Age, and the Daily Telegraph (see links below). The national survey of 1,023 employees focused on five key areas, including experiences of employment, employee influence and involvement, and management.

<http://www.theaustralian.news.com.au/story/0,25197,22802624-36418,00.html>

<http://news.theage.com.au/lowpaid-workers-unhappy-on-awas-study/20071122-1c4q.html>

<http://www.news.com.au/dailytelegraph/story/0,22049,22802624-5006505,00.html>

Holland, P., Teicher, J. & Gough, R. (Eds) 2007 *Employment Relations in the Asia-Pacific Region: Reflections & New Directions* (1st edn.) Routledge Taylor Francis: USA/Canada

KATE HUTCHINGS

Executive Training

- *Executive Training course* on HRD, visiting delegation from *Beijing Baotao HR Management Group*

Visiting Colleagues

- Prof. Beverly Metcalfe, Liverpool Hope University

Conference Publications: Extract of Paper

- McNulty, Y., De Cieri, H., & Hutchings, K. 2007. Measuring expatriate return on investment: evidence from global firms. *Academy of Management Conference*. August. Philadelphia, USA: AOM.
- De Cieri, H. & Hutchings, K. 2007. Global human resource management from Australian and Asian viewpoints. *Proceedings of the 9th Conference on International Human Resource Management*, Symposia, June, Tallinn, Estonia: IHRM.

CHRISTINE LEE (30% ACREW affiliation)
DEST points counted at Gippsland Campus

Journal article and Book chapter

- Lee, C. 2007. Just what the doctor ordered. *Monash Business Review* 3(3):10-12.
- Lee, C. 2007. The theory v practice balance at universities. E-book: Volume 46 of the At the Interface Series - The Value of Knowledge. Morley, I (ed.) Inter-Disciplinary Press. ISBN: 978-1-904710-45-5.

Conference presentations

- Lee, C., McMurray, A., Galloway, G., Bergin-Seers, S. & O'Mahony, B. 2007. Seasonality and the tourism industry. Pacific Employment Relations Association, (PERA), 7th Teaching, Learning and Research Conference. Sunshine Coast, 14-16 November.
- Lee, C., Morgan, D., Gaulton, R. & Townsend, P. 2007. A case study on accommodation providers in a coastal destination in Victoria, Australia. Pacific Employment Relations Association, (PERA), 7th Teaching, Learning and Research Conference. Sunshine Coast, 14-16 November.
- Lee, C. & Galloway, G. 2007. Ethical challenges in conducting research with ethnic communities. (3rd) National Research Ethics Conference: "The Ethics of Good Research". Australian Government National Health and Medical Research Council (NHMRC). Melbourne, 17-18 October.
- Lee, C. 2007. Mental health: Medical tourism to the rescue? Recovering in Gippsland: First Gippsland Mental Health Conference. Churchill, 12-13 October.
- Beeton, S, Bergin-Seers, S and Lee, C. 2007. Environmentally sustainable practices of Victorian Tourism Enterprises. BEST Education Network Think Tank VII Conference: Innovations for Sustainable Tourism. June 21-24, Arizona.
- Lee, C. 2007. Medical tourism, addressing future healthcare needs. Latrobe Regional Hospital Inaugural Research Day. Traralgon, 6th July.
- Lee, C. & Spisto, M. 2007. Medical tourism, the future of health services. 12th International Conference on ISO 9000 and TQM, Taichung, 9-11 April.
- Lee, C. & Galloway, G. 2007. Addressing the negligible usage of parks by ethnic communities. 12th International Conference on ISO 9000 and TQM, Taichung, 9-11 April.
- Lee, C. 2007. The theory v practice balance at universities. 1st Global Conference: The Value of Knowledge, Sydney 12-14 February.

Other publications

- Beeton, S, Bergin-Seers, S & Lee, C. 2007. Environmentally sustainable practices of Victorian Tourism Enterprises. Sustainable Tourism CRC (STCRC) Technical Report.

Reviewing

- Reviewer for *Research and Practice in Human Resource Management*.
- On the editorial board (and reviewer) for the International Review of Business Research Papers.
- Australia and New Zealand International Business Academy (ANZIBA) Conference 2007.
- International Business Conference (Monash University), Beijing 2007.

Review for Wiley Publisher

Reviewing new chapters for next edition of a Management textbook

Training and development

- 2007 – ROGEN training (Melbourne): Realising Confident Communicators Program
- 2007 – Working with interpreters (Centre for Ethnicity and Health, Melbourne)
- 2007 – Mental Health First Aid Training (Monash University)



RAMANIE SAMARATUNGE (10% ACREW Affiliation)

Conference papers

- Samaratunge, R. 2007. National development of Sri Lanka: An update. Presented at the conference on South Asia Update: Poverty Dynamics & Interventions, 27-28 September, Canberra sponsored by AusAID and the Asia Pacific Futures Research Network (APFRN) (An Invited paper).
- Samaratunge, R. 2007. National security and international relations: The case of Sri Lanka. Presented at the conference on South Asia Update: Poverty Dynamics & Interventions, 27-28 September, Canberra sponsored by AusAID and the Asia Pacific Futures Research Network (APFRN) (An Invited paper).

JULIAN TEICHER

Selected Media:

- 'Out of the Shadows', Business Review Weekly, p.54, 13-19 September 2007.
- 'For some, it pays to heed the call of the public sector', The Age, Friday, p.10, 7 September, 2007.
- State Wide Drive Time Show; Kathy Weston, Nurses Dispute (pre recorded for 5.30 pm time slot), 23 October 2007.
- Lateline, Helen Brown, Nurses Dispute (pre-recorded for 23 October 2007).

