

Dear ACREW members

2007 was a busy and eventful year! Thank you to everyone who participated in ACREW activities. We hope you had an enjoyable and productive year and wish you all the best for 2008!
Helen, Anne, Peter, Kirsten & Chris

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.

It is anticipated that the next meeting of the Advisory Board will be in early February, 2008. While Rick was not able to join the November meeting, we hope he will be able to join in via email and visit in 2008.

ACREW MEMBERS IN THE 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>

AUSTRALIAN FAIR PAY COMMISSION

The Australian Fair Pay Commission has established a small fund to assist in sponsoring activities or events which afford opportunities to develop research, knowledge and discussions relevant to the Commission. Such events may include conferences, seminars and visits by national and international academics.

Please email Kirsten at: ACREW@buseco.monash.edu.au

if you would like AFPC contact details with regard to this opportunity.



ACREW VISITORS

2007

Theresa Welbourne visited ACREW in late November. Theresa is President and CEO of eePulse, Inc.; Editor-in-Chief, *Human Resource Management*; Adjunct Professor, Ross School of Business, University of Michigan; and Affiliated Research Scientist, Center for Effective Organizations, University of Southern California. While here, Theresa gave a lunchtime seminar, 'Data and Dialogue Driven Leadership: A journey from research to practice and back again'. Further details of this seminar, including powerpoint slides, can be found at:

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

2008

Derek Chapman is visiting the Department of Psychology in January 2008 and will present an ACREW seminar on 22nd January, 'Attracting employees: Finding fit through persuasive recruitment'. Derek is an Associate Professor in the Department of Psychology at the University of Calgary in Calgary, Alberta, Canada where he teaches Industrial and Organizational Psychology at the graduate and undergraduate levels.

Dan Gallagher will visit the Department in January/February 2008 and will present an ACREW/WERRC seminar on Monday 4th February, 'The Growth of Contingent Employment (Work) Contracts: Do We Need to Reframe Behavioural Theories and Research?'. Dan is the CSX Corporation Professor of Management and Human Resources at James Madison University in Harrisonburg, Virginia, USA.. Dan will be at Gippsland campus from 19th to 30th January and Caulfield campus from 31st January to 5th February.

Karen Korabik will visit the Department in February 2008 and will present an ACREW seminar during the week 18th to 22nd February (date to be advised), 'An Integrative Model of Gender and Leadership'. Dr. Karen Korabik is a Professor of Industrial/Organizational Psychology at the University of Guelph. She is a Research Associate at the University's Centre for Leadership Studies, a consultant to the Guelph Centre for Occupational Research, and the research director for Gender and Organizations at the Centre for Families, Work, and Well-Being.

RECENT SEMINARS

In October 2007, Susan Mayson and Jan Schapper presented their ACREW funded research project seminar:

'Internationalisation of Academic Work and Global Career Mobility: Problems, Perceptions and Implications for Developing Academic Staff Across International Borders'

Powerpoint slides of the presentation can be found at:

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



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.

UPDATE on the ACREW WEBSITE

The ACREW website has undergone considerable development since our last meeting. The framework/navigation tool bar has been established. We have been building content for each of the five research programs and are continually updating pages and content. It is a work in progress and we welcome your thoughts, comments, contributions at any time.

RESEARCH GRANTS RECEIVED BY ACREW MEMBERS

ARC Linkage Project 2008-2010

Associate Professor Cherrie Zhu, Professor Helen De Cieri, Associate Professor Kate Hutchings and Professor Chris Nyland, successfully gained funding for a project; Constructing a Chinese international human resource management system in Regional Australia: The Case of CHALCO. Industry Partner: Aluminium Corporation of China Limited.

ARC Discovery Grant 2008-2010

Professor Chris Nyland, Professor Charmine Hartel, Professor Guy Standing, Associate Professor Cherrie Zhu were awarded \$269,000 for a project comparing China and India in terms of enterprise labour flexibility, worker security and wellbeing.

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.

If you are interested in organising an ACREW research workshop or event, please contact Kirsten at acrew@buseco.monash.edu.au for a proposal form.

ACREW RESEARCH PROJECTS IN 2008

If you would like to apply for ACREW funding for a research project or activity in 2008, please contact Kirsten at acrew@buseco.monash.edu.au for a proposal form.

ACREW NEWS

If you have news you would like to be shared in a future ACREW Bulletin, please contact Kirsten at acrew@buseco.monash.edu.au.