

ACREW News Bulletin #5 - November 2008

ACREW MEETING AND FUN IN THE SUN

Thank you to those members who attended the meeting with the ACREW board on 10 November and the ACREW research lunch on 19 November.

All ACREW members are invited to meet at **N5.44 (Caulfield)** at **11am, Tuesday 16 December**. This will be followed by a lunch to share research ideas at Tuesday December 16, 12 noon. Please RSVP to Trish at acrew@buseco.monash.edu.au

ADVISORY BOARD

The ACREW Advisory Board met with ACREW members and the Head of Department on Monday 10 November. The Board members have expressed their appreciation and interest in the research being conducted by ACREW members. The Board members are keen to hear about ACREW research. So, at each Board Meeting in 2009, we will invite an ACREW member to give a short presentation about a current research project.

ACREW ANNUAL REPORT

Nicola Mogford will work with us on Mondays. Nicola will focus on the ACREW Annual Report and will contact you soon for information and assistance. We are required to provide an annual report to the University and your contribution to this will be very much appreciated.

ACREW CONTACT DETAILS

If you wish to contact the ACREW office, please email: acrew@buseco.monash.edu.au
We currently have Trish Pettit working in the ACREW office on Tuesdays.

If you wish to contact all ACREW members, send your email to:
All ACREW.Mgt@buseco.monash.edu.au

RESEARCH GRANTS RECEIVED BY ACREW MEMBERS

Congratulations to recipients of ARC funding to commence in 2009:

- Dr KA Coghill; Dr R Donohue; Dr PJ Holland; A/Prof CH Lewis. Parliamentary Careers: Design, Delivery and Evaluation of Improved Professional Development. PIs: The Hon KR Rozzoli; Ms Y Smith; Mr AM Richardson; Prof GH Hassall. \$231 000 over 3 years.

Other research grants include:

- Zhu, C.J., De Cieri, H., Hirst, G., Sendjaya, S., Thomson, S.B. & Shen, J. 2008. Planned, practised and perceived HRM in China: Current status, issues, problems and implications for companies operating in China and Chinese companies operating overseas. Monash-SCU Strategic Initiative Fund Program (SIFP), \$19,450.

AWARDS

Congratulations to Ross Donohue who is a recipient of a Dean's 2008 award for exceptional contribution to the student learning experience.



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COMMISSIONED RESEARCH PROJECTS

- Helen De Cieri, Tracey Shea and Christina Costa are working with Rob Brooks (EBS) and Banita Bissondoyal-Bheenick (A&F) on a research project commissioned by Fairfax to develop an index of CEO performance.
- Anne Bardoel and Helen De Cieri have received funding from Converge International for a survey of work-life practices and key performance indicators.
- Cathy Sheehan and Helen De Cieri have received funding from the Australian Senior Human Resources Roundtable and plan to submit an ARC Linkage application in 2009.

TRADE UNIONS CONFERENCE

ACREW supported the 2008 Trade Union Conference, which has the theme: 'Unions in the Twenty-First Century and Beyond: The Environment, Politics, and Education'. The conference is unique in its focus on trade unions and in combining academic and trade unionist contributions in the one forum. The conference is of significance given the changing industrial relations landscape and the refocusing on trade union activities and achievements that extend beyond the workplace. The organisers are Dr Marjorie Jerrard, Dr Sandra Cockfield, and Assoc Prof Donna Buttigieg.

The conference, held in November, has been the key ACREW event for 2008. It has been very successful in building on established links between members of ACREW, trade unions and national and international trade union researchers. Congratulations Marjorie, Sandra and Donna!

ACREW VISITORS AND SEMINARS

Thanks to Peter Holland for organising the seminar series.

Greg Bamber presented an ACREW seminar on 10 October: 'Contrasting Management Strategies: An International Study of Airlines' Management of People'. Greg recently joined the Department of Management, Monash University.

Santina Bertone also presented a seminar on 10 October: 'Importing skilled labour – a comparison of labour market experiences from Australia and North America'. Santina is an Associate Dean (Research & Research Training) in the Faculty of Business and Law at Victoria University, Melbourne. She is currently a visiting lecturer to ACREW whilst on sabbatical.

ACREW MEMBERS IN THE COMMUNITY

- On 19 September, 2008, Helen presented to Institute of Public Administration Victoria (IPAA) on "HR as Strategy Architect: The relationship between HR influence and organisational performance", IPAA, Melbourne.
- Anne Bardoel was invited to attend the International Work-Family Research Workshop hosted by the University of Guelph in Canada 16-19 October, 2008. Participants included researchers from Canada, Israel, India, Spain, Turkey and U.S.A. An outcome of the workshop is that the researchers (including Anne) have submitted a joint application to the Social Sciences and Humanities Research Council of Canada for funding of a cross cultural study of work-family.
- On 6 November, 2008, Anne Bardoel published an opinion piece in *The Age* titled "Policy to match demographics". The article highlighted the importance of paid parental leave and flexible work practices in the current economic climate. A copy is shown on the ACREW website.

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RESOURCES AVAILABLE TO ACREW MEMBERS

This is a reminder that several resources are available to all ACREW members:

- ACREW has an established account with a mailing list service provider called 'The List Bank' (www.listbank.com.au). We currently have available 'credits' with them. If you are after names, you can obtain a mailing list of decision makers (e.g., HR managers around Australia, CEOs in Victoria) according to: Industry, geographical location, employee size, type of data (eg mailing and telemarketing data) and format (eg excel format). There is no limit on the number of names you can request (ie you can order as few as 20 names, or 1000 plus). *This is free to you!* Please contact acrew@buseco.monash.edu.au for more information, or call Christina on x32581 to get started.
- If you are preparing a manuscript for submission to a journal, or an application for a grant, ACREW colleagues are willing to read and provide feedback and advice. Please contact Trish at acrew@buseco.monash.edu.au for a reviewing form.
- *Available to all Dept of Mgt members:* Carla Taines is an experienced professional editor available for all Dept members to send manuscripts to for editing and advice before submission to a journal. Please contact carla.taines@buseco.monash.edu.au for more information.
- *Available to all Dept of Mgt members:* We have a list of references on strategic HRM, HR practices, HR systems, HR outcomes and organizational performance. This reference list points to relevant scales and models in the fields of HR and performance. This list is a work-in-progress so please feel welcome to add to it. It is available on the ACREW website at: <http://www.buseco.monash.edu.au/mgt/research/acrew/hrm.html>.
- *Available to all Dept of Mgt members:* Brian Cooper has an SPSS data file that contains information from the Australian Bureau of Statistics '2001 postcode to remoteness classification'. This data file can categorise Australian postcodes into five geographical areas based on 'metropolitan', 'regional', and 'rural' localities. So, next time you are conducting a survey in Australia, if you ask participants to provide their postcodes, you can then use this file to categorise the locations. This is apparently more reliable than asking participants to self-report their location category as the ABS measure is based on an objective classification. Contact Trish at acrew@buseco.monash.edu.au for the data file, and Brian Cooper for more information on how to use it.
- The ACREW office has collected a useful list of contractors for research projects eg. mailing house for large surveys or conducting phone interviews, a transcription service.
- The ACREW office has equipment available for short-term loan (eg one day to two weeks at a time):
 - digital voice recorders (for conducting research interviews)
 - digital transcription kit (for transcribing research interviews)
 - telephone pick-up (Olympic TP7) to record telephone interviews.
 - Presentation remote mouse (USB to use with powerpoint presentations)

Please contact acrew@buseco.monash.edu.au for further details.



ACREW

Australian Centre for Research in Employment and Work

NEED HELP WITH ENDNOTE REFERENCES?

Michelle Greenwood has indicated that she has a student who can enter endnote references into a library for busy academics who still don't use endnote! Guy Silbert is doing the BBus at Caulfield and has just entered 1200 references into the program for a Ph.D. student in Perth. Contact Michelle for more details: Michelle.Greenwood@buseco.monash.edu.au

ACREW NEWS

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

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