

# International Business Research Group - IBRG

Department of Management – IBRG Newsletter, Issue #2 December 2007

## WELCOME

Dear Colleagues

Welcome to the second edition of the new IBRG newsletter. As you will see from the list of recent publications and grants detailed below, the IBRG members have been very active with varied and interesting research projects over the last few months.

From this edition onwards we have decided to provide a short profile of an IBRG member summarising that individual's research expertise and an overview of their academic experience. Over the next two years readers will have an opportunity to be introduced to all the members of IBRG and we hope you find it interesting to read about your colleagues' research foci and perhaps find someone new with whom you can undertake collaborative research.

With Prof Russell Smyth of ABERU, Dr Susan Freeman and A/Prof Kate Hutchings have applied for Faculty Strategic Funding to run the annual IBRG-ABERU Doctoral Workshop at the Malaysia campus. The Workshop will probably be held in week 11 of semester 1, 2008 – and Susan will be contacting you soon to see if you have students who may be eligible to attend.

The Masters of International Business will commence at the Malaysia campus in February 2008 and staff who teach into the core units of the MIB at Melbourne campus will be visiting Malaysia in January 2008 to discuss with their Malaysian colleagues aspects of unit content and delivery.

In December 2007 we had a new Associate Professor in International Business, Jie Shen, join the Department. Jie researches primarily in the area of Chinese HRM and Chinese MNCs, is involved in an ARC Linkage project with A/Prof Cherrie Zhu, Prof. Helen De Cieri, A/Prof Kate Hutchings and Prof Chris Nyland, and will be a member of IBRG. Welcome to Jie!

As decided by members of IBRG at the final meeting of IBRG for 2007, as of January 2008 IBRG will now have two Deputy Directors with Dr Susan Freeman serving as an alternate to Dr Gaby Ramia in instances when both Kate and Gaby are engaged with other meetings/commitments. This will also ensure that we have Directorship which covers all the major disciplinary areas within the IBRG group – A/Prof Kate Hutchings (Director and International Management), Dr Gaby Ramia (Deputy Director and Political Economy/Public Policy) and Dr Susan Freeman (Deputy Director and International Business Strategy). Dr Gaby Ramia will continue to be IBRG's representative on Education Committee.

Finally thank you to all members of IBRG for your hard work and collegiality during 2007. Best wishes to all for the end of year festive season and here's hoping for a productive and happy 2008.

Associate Professor Kate Hutchings, IBRG Director  
Dr Gaby Ramia, IBRG Deputy Director

### International Business Research Group – IBRG

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**MONASH** University  
Business and Economics

## MEMBER PROFILE

**Associate Professor Kate Hutchings**

**Director, International Business Research Unit**

**Campus Academic Manager, Department of Management, Clayton**

Kate Hutchings is an Associate Professor in the Department of Management, Monash University. She was previously employed at Queensland University of Technology and prior to that at the University of Queensland. She holds Bachelors, Masters and Doctor of Philosophy qualifications from the University of Queensland and a Masters from the University of New England. She has taught in China and Malaysia and has held visiting research positions at Rutgers University (USA), Copenhagen Business School (Denmark) and Ceram Graduate School of Management (France).

While at QUT Kate Hutchings was nominated by students for the Best Lecturer Award (1997) and was the recipient of the Inaugural Faculty of Business Teaching Excellence Award for Undergraduate Teaching (2000). She has been nominated as a Best Reviewer by the International Management division of the Academy of Management Conference (2006) and has received commendations for her research publications (2007). She has undertaken consulting to both the

public and private sectors in the areas of HRM and Intercultural Management and has been actively involved in community and professional HRM and financial associations. She is the Asia Pacific Editor for the *International Journal of Emerging Markets* and is on the Editorial Board of *Asia Pacific Journal of Human Resources*. She also regularly undertakes reviews for leading HRM, management and international business journals.

Associate Professor Kate Hutchings has co-authored or co-edited three books and over 50 book chapters and journal articles, and amongst others, her research has appeared in *Asia Pacific Journal of Management*, *Human Resource Management Journal*, *International Journal of Human Resource Management*, *Journal of Management Studies*, *Journal of Organizational Change Management*, and *Thunderbird International Business Review*. Her current research interests include HRM in China, China's outward foreign direct investment, expatriate management, intercultural knowledge management, and diversity management.

### HDR FORUM

On 24<sup>th</sup> November, 11 PhD students attended the second HDR Forum for 2007 which included presentations by staff and PhD students on topics including: Handling Confirmation, Researching outside the Western World, Completing the PhD, and Writing Conference Papers and Journal Articles.

Thank you very much to academics Professor Helen De Cieri, Professor Chris Nyland and Dr Linda McGuire and PhD Student Helen Forbes-Mewett, who gave freely of their time to provide very interesting and informative presentations and answer student queries. If anyone has suggestions of topics to include in next year's HDR Forum, please email Kate Hutchings.

Associate Professor Kate Hutchings, IBRG Director

### **MALAYSIA STAFF VISIT MELBOURNE**

As an indicator off the increasing integration of Malaysian and Australian staff, Malaysian colleagues, Dr Michael Yap and Dr Tee Ding Ding visited our Caulfield and Clayton campuses recently to discuss the MIB Malaysia and research co-operation.

### **KEYNOTE SPEAKER**

**Max Coulthard** has been invited to be a keynote speaker at the six day Airlangga International Business and Economic Event run by Airlangga University, Surabaya, Indonesia in June 2008.

### **RECENT MAJOR GRANTS**

ARC Discovery Grant (2008-2010), 2007, Enterprise labour flexibility, worker security and wellbeing: China and India compared, Nyland, C., Hartel, C., Standing, G., & Zhu, C.J. \$269,000

ARC Linkage Grant (2005-07), 2004, The Social and Business Implications of Extending China's Social Security System, Nyland, C., Smyth, R., Zhu, C.J., Ramia, G., & Davies, G. \$133,607

ARC Linkage Grant (2008-2010), 2007, Constructing a Chinese international HRM system in regional Australia: The case of CHALCO (The Aluminum Company of China) Zhu, C.J., De Cieri, H., Hutchings, K., Nyland, C. & Shen, J. \$213,000. Amount committed by partner organisation: \$149,737 (cash) and \$186,900 (in-kind).

UK Embassy – UK Trade and Investment Group, Sydney, NSW., 2007, Australian firm perceptions of opportunities and constraints for foreign direct investment in the United Kingdom, \$3500, S.Freeman

### **RECENT IBRG MEMBER PUBLICATIONS**

#### **Journal Articles**

Anderson, K.; Cooper, B. & Zhu, C. J. (2007) A preliminary study of the relationship between SHRM and firm performance. *Asia Pacific Journal of Human Resources*. 45 (2): 168-179. (Ranking 3 according to the Dept journal ranking list).

Coulthard, M., (2007) The role of entrepreneurial orientation on firm performance and the potential influence of relational dynamism, *Journal of Global Business and technology*, Vol 3 (1), Spring

De Cieri, H., Wolfram Cox, J., & Fenwick, M. 2007. A review of international human resource management: Integration, interrogation, imitation. *International Journal of Management Reviews*. 9 (4): 281-302.

Edwards, R. Gut, A. and Mavondo, F. (2007) Buyer Animosity in Business to Business Markets: Evidence from the nuclear tests, *Industrial Marketing Management*, Volume 36, Number 4, 483-492.

Forbes-Mewett, H., Marginson, M., Nyland, C., Ramia, G. and Sawir, E. (In press) Australian University *International Student Finances*. Higher Education Policy.

Freeman, S. & S.T. Cavusgil (2007) 'Entrepreneurial Strategies for Accelerated Internationalization of Smaller Born Globals', *Journal of International Marketing*, Vol. 15, No. 4, pp. 1-40.

Freeman, S., D. Cray, & Sandwell, M. (2007) 'Networks and Australian Professional Services in Newly Emerging Markets of Asia', *International Journal of Service Industry Management*, Vol. 18, No. 2, pp. 152-166.

Inglis, L., D. Cray & Freeman, S. (2007) 'Managing The Arts: Leadership and Decision Making under Dual Rationalities', *Journal of Arts Management, Law and Society*, Vol. 36, No. 4, pp. 295-313.

Lee, C. (2007). Just what the doctor ordered. /*Monash Business Review*3(3):10-12./

McDonald, J. Coulthard, M & De Lange, P., (2007) Lessons post M&A (Business tools – mergers and acquisitions), *Monash Business Review*, DOI:10.2104/mbr07006April 2007, Vol. 3, No. 1: pp 26-30.

Minbaeva, D., Hutchings, K., and Thomson, S.B. (2007) "Developing Hybrid Human Resource Management in Post-Soviet Kazakhstan", *European Journal of International Management*, 1(4): 350-371.

Shao, S. J.; Nielsen, I., Nyland, C.; Smyth, R.; Zhang, M. Q. & Zhu, C. J. (2007) Migrants as Homo Economicus: Explaining the emerging phenomenon of a shortage of migrant labour in China's coastal provinces. *China Information*, 21 (1): 7-41.

Zhu, C.J., Thomson, B. & De Cieri, H. in press. A retrospective and prospective analysis of HRM research in China: Implications and directions for future study. *Human Resource Management*. 2008

Zhu, C.J., Cooper, B., De Cieri, H., Thomson, B. & Zhao, S. in press. Devolvement of HR practices in transitional economies: Evidence from China. *International Journal of Human Resource Management*. 2008

### **Book Chapters**

De Cieri, H. (2007) Transnational firms and cultural diversity. In P. Boxall, J. Purcell & P. Wright (Eds.) *Handbook of human resource management*, Oxford: Oxford University Press.

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 Papers**

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.

Coulthard, M, (2007) The role of entrepreneurial orientation on firm performance and the potential influence of relational dynamism, Conference Proceedings: Global Business and Technology Association (GBATA). Taipei, Taiwan, July 3-7 2007, ISBN 1-932917-03-9, pp 177-186.

Coulthard, M. and Loos, J. (2007) Networking, the missing link in firm based entrepreneurial orientation (EO) performance models, Conference proceedings, International Council for Small Business (ICSB) 52nd World Conference, Turku, Finland, 13th June - 15th June, ISBN 951-564-263-9, pp 1-21.

Lee, C. and Spisto, M. (2007). Medical tourism, the future of health services. 12<sup>th</sup> International Conference on ISO 9000 and TQM, Taichung, 9-11 April.

Lee, C. and Galloway, G. (2007). Addressing the negligible usage of parks by ethnic communities. 12<sup>th</sup> International Conference on ISO 9000 and TQM, Taichung, 9-11 April.