Rabiul Islam (Department of Economics)
Title: Technology Transfer, R&D Intensity and Human Capital

Supervisors: Prof Jakob Madsen and Dr James Ang
Abstract: This research examines whether technology transfer, research intensity, human capital and the abilities to absorb foreign technology help explain cross-country differences in productivity growth. The data examined composes a panel of 55 sample countries including 23 OECD and 32 developing economies over the period 1970-2004. Our results show that TFP growth in both OECD and developing countries is positively affected by research intensity, the distance to the frontier, the research intensity-based absorptive capacity, and human capital-based absorptive capacities.

Ekki Syamsulhakim (Department of Econometrics)
Title: Household characteristics and children's schooling outcomes in Indonesia

Supervisors: Prof Brett Inder and Dr. Katy Cornwell
Abstract: This study investigates the relationship between household characteristics and children's education in Indonesia. Using the Indonesian Family Life Survey (IFLS) Data, I estimate the demand for children schooling equations using the Two Stage Conditional Maximum Likelihood (2SCML) method to analyse the impact of household size and composition on children's schooling attendance. The statistical evidence suggests that the probability of a child attending school increases if the child has at least one older sibling who attends school – which is in contrast with what has been suggested by the quantity-quality trade-off of children theory. This study also presents the effect of household characteristics on children’s progression through grades.

Chandana Hewege (Department of Management)
Title: Management control dysfunctions in SOEs

Supervisors: Prof Julian Teicher and Dr Qumrul Alam.
Abstracts: The main stream management control theory that has been developed focusing on large Anglo-Saxon industrial conglomerates of the west is deficient in explaining and understanding management control dysfunctions in SOEs in developing countries with transitional societies. The thesis argues that there is a duality of traditional (feudal-patrimonial) and modern (rational-legal and neoliberal) elements and this duality can be used to explain the management control issues. The qualitative research methodology (adaptive theory) of this thesis used three in-depth case studies together with a set of extant social theories to develop, test and adapt the theories. The main finding was that the duality of traditional and modern elements can assist in understanding management control issues of developing countries such as Sri Lanka. The rational-legal bureaucracy was transformed into a feudal-patrimonial bureaucracy causing management control dysfunctions which were gauged by regulatory controls, business planning, budgeting, performance controls, personnel controls, cost controls and task controls of the three case organisations.

Dan Wang (Department of Management)
Title: An examination of cross-cultural competence of the PRC expatriate managers in Western countries

Supervisors: Dr. Susan Freeman and Assoc. Prof. Kate Hutchings
Abstract: Over the last decade, China has generated increasing interest in international business research because of the rapid growth in its outward foreign direct investment (OFDI). Recent literature has examined the unique motivations and strategies of Chinese multinationals, but neglected the more challenging issue of how to manage overseas operations following their
establishment. The current study makes a contribution to the literature by exploring the broad research problem of how to achieve cross-cultural competence (CCC) of PRC expatriate managers in Western countries. In particular, drawing upon cross-cultural literature, a conceptual framework of CCC is developed with specific reference to personal attributes and cross-cultural skills that may influence the CCC of PRC expatriate managers.

Elizabeth Merlot (Department of Management)
Title: Strategic international human resource management in multinational nonprofit enterprises

Supervisor: Prof. Helen.DeCieri
Abstract: In December 2004 a Tsunami in the Indian Ocean created devastation across the Asia-Pacific region. Drawing upon the resource-based view, challenges that emerged with respect to strategic international human resource management (SIHRM) in multinational nonprofit enterprises (MNNPEs) responding to this disaster were analysed. A two-stage research design analysing open-ended survey responses, organisation documents and newspaper articles, identified SIHRM challenges and the reasons for their emergence. Findings suggest that the simultaneous surges in supply and demand for resources did not allow sufficient time lag for MNNPEs to develop organisation capacity, adversely affecting their local response.

Kelly Fisher (Department of Management)
Title: Cross cultural combat leadership

Supervisor: Assoc. Prof. Kate Hutchings and Prof. James Sarros
Abstract: This study is based on a qualitative, inductive investigation of military leadership at the intersection of culture and an in extremis context. This approach was chosen as relatively few extant studies have investigated the nature of effective leadership in life-threatening environments. The research involved the identification of relevant leadership themes, data collection including interviews and analysis of archival documents, and theory development from the data analysis. A proposed model of IEL based on the leadership competencies, the role of trust, and the additional key influences is presented. The study also suggests that shadow aspects of IEL may have detrimental outcomes on both leader and the organization.

Mike Mingqiong Zhang (Dept. of Management)
Topic: Hukou-based HRM in contemporary China: the case of Jiangsu and Shanghai

Supervisor: Prof. Chris Nyland and Assoc. Prof Cherrie Zhu
Abstract: Based on case studies of twelve firms, this research documents how the hukou (the household registration)-based HRM system in contemporary China informs six HRM functions. It has shown that the system has generated a division between urbanites as core employees and rural migrants as peripheral workers. Rural workers tend to suffer from job and wage discrimination and have less access to training, welfare benefits, social insurance, and promotion than urban-hukou holders. The hierarchical nature of this division reflects the fact that HRM policy and practice in China is a product of the larger institutional environment and lends support to the theoretical notion of ‘socially embedded HRM’.
David Di Fan (Department of Management)
Topic: Factors Affecting the Integration-Responsiveness Framework in Multinational Corporations: The Case of Chinese Multinational Corporations Operating in Australia

Supervisor: Assoc. Prof. Cherrie Zhu and Prof. Chris Nyland
Abstract: How to reconcile the need to be both internationally integrative and locally responsive has become more critical than ever before for the survival and growth of MNCs. China is rising as a globally influential political and economic power and Chinese multinational corporations (CMNCs) are China’s engines of international business (IB). How CMNCs handle challenges of international integration and how they deal with the need for local responsiveness and strategic planning are important research questions. The research project employs qualitative orientated case study method, and focuses on two aspects: (1) an investigation of the impact of the "I-R" framework on CMNCs adopting international business strategies (IBSs), and (2) a further discovery on factors affecting the I-R framework in relation to CMNCs choosing IBSs.

Thin Thi Vu (Dept. of Management)
Topic: Firm-level flexible labor and income security of employees in Hanoi, Vietnam: theoretical and practical implications from a developing country

Supervisor: Assoc. Prof. Cherrie Zhu and Prof. Chris Nyland
Abstract: The literature on how to reconcile employer demands for labour flexibility and employee needs for economic security has been dominated by discussion and research in advanced countries. In addition, it remains inconclusive as to how flexible labor strategies within firms affect income security of employees. This study extends the existing literature by examining the relationship between short-term labor utilization within firms and employer-provided income security of employees in a less advanced country. Analyses using both firm and firm-employee matched data from more than 130 firms and 1200 employees find some theoretical support and provide some policy implications for less advanced countries.

Jimmy Lingfeng Mao (Department of Business Law Taxation)
Topic: Social security reform in China and its impact on FDI and business management

Supervisor: Dr. Richard Mitchell
Abstract: The research project I am involved in is ‘China’s social insurance schemes and their impacts on FDI and business management.’ The subject matter of the research is a recent social insurance reform program in Shanghai, which is colloquially known as the ‘25+X’ model. One research paper analysing the program’s influence on the HR practices of local enterprises has been accepted by the 10th International Human Resource Management Conference. My next study will be about the impacts of further reforms in China’s social insurance system and their impacts on business law and taxation.

Maggie, Meng Wang (Dept. of Management)
Title: Research on the performance management of the middle-level managers in Chinese universities

Supervisor: Assoc. Prof. Cherrie Zhu and Dr. Susan Mayson
Abstract: In recent years, performance management has become the focus of research attention in various organizations in the public sector. Universities, especially those state-owned in China, with their active roles in training highly skilled human resources, developing research and technology, facilitating national economic growth and improving national competitive advantage, have attracted
increasing research attention to their management and performance improvement. However, up to now little research has been conducted on the performance management of middle-level managers in Chinese universities given that this group of managers normally control crucial administrative and economic resources and play an important role in the decision making, policy implementing and overall performance in universities. Therefore, the purpose of this research is to analyze the performance management of middle-level managers in a key state-owned comprehensive university in China. This study will contribute to the current literature on performance management in the public sector by constructing a theoretical model of middle-level managers’ performance management and drawing practical implications for improving individual performance of middle-level managers in Chinese universities.

Nazmul Amin Majumdar (Department of Management)
Title: Determinants of Corporate Social Responsibility (CSR) Practices of Listed Corporations in Bangladesh: An Empirical Study

Supervisors: Assoc Prof. Ken Coghill and Dr. Quamrul Alam
Abstract: Corporate social responsibility (CSR) debate has emerged as an ‘inescapable priority’ for corporations in today’s globalised world but CSR in developing countries has been neglected in the literature. Therefore, this study examines the existing global models and frameworks of CSR practices and identifies the limitations of these models for explaining the operation of CSR in developing country context. It argues that global models cannot be replicated by developing countries (taking Bangladesh as a case) without prior examination due to the macro environmental conditions and country-specific contextual determinants. These may include factors such as inadequate infrastructure facilities, lack of government initiatives, economic uncertainty and scare resources. Five domains are recognised in the existing CSR models, namely economical, legal, ethical, philanthropic, and environmental. However most corporations in developing countries view philanthropy as their major social responsibility and largely ignore other domains. This Study suggests an operational framework of CSR practices in developing countries.

Nashid Monir (Department of Management)
Topic: Political Economy of Corruption: The Case of Tax Evasion in Bangladesh

Supervisor: Dr. Sherif as-Saber
Abstract: Corruption is considered to be a major problem across all parts of the world. All countries, developing and developed, are suffering from the ill-effects of corruption. However, arguably, corruption is more prevalent in least developed countries compared to developed industrialised nations. Corruption in Bangladesh, in this regard, presents an interesting scenario. Bangladesh, being a least developed country, is considered to be one of the most corrupt countries in the world. According to the Corruption Perception Index (CPI) prepared by the Transparency International, Bangladesh had been perceived to be the most corrupt country in the world for a consecutive five year period between 2001 and 2005. The political economy of corruption in Bangladesh draws a dismal picture of the problem that suggests that the apparent corrupt state of Bangladesh has primarily emanated from a long-standing unholy nexus among corrupt politicians, bureaucrats and businessmen. Tax evasion plays a significant role in creating and maintaining such a nexus. Using the example of tax evasion in Bangladesh, the paper attempts to look into the political economy of corruption.