

# MANAGING FOR PEAK PERFORMANCE

## CONFERENCE CHAIRS: CONOR O'KANE AND ELIZABETH ROSE PROGRAM

| Stream | Stream Chair                                   |  |
|--------|--|--|
| MPP    | Managing for Peak Performance                  | Dr Conor O'Kane, University of Otago<br>Professor Elizabeth Rose, University of Otago  |
| CMS    | Critical Management Studies                    | Dr Bronwyn Boon, University of Otago<br>Dr Janet Sayers, Massey University   |
| ESSB   | Entrepreneurship, Start-Ups and Small Business | Dr Jo Kirkwood, University of Otago<br>Dr Martina Battisti, Massey University  |
| FB&E   | Family Business & Enterprise                   | Dr Chris Graves, University of Adelaide<br>Dr Donella Caspersz, University of Western Australia                                    |
| GDI    | Gender, Diversity and Indigeneity              | Associate Professor Carlene Boucher, RMIT<br>Dr Diane Ruwhiu, University of Otago  |
| HMO    | Health Management & Organization               | Dr Ann Dadich, Western Sydney University<br>Dr Louise Kippist, Western Sydney University   |
| HRM    | Human Resource Management                      | Dr Fiona Edgar, University of Otago<br>Dr Paula O'Kane, University of Otago  |
| INT    | International Management                       | Associate Professor Maryam Omari,<br>Edith Cowan University<br>Associate Professor Hadrian Djajadikerta,<br>Edith Cowan University |
| L&G    | Leadership and Governance                      | Dr Herman Tse, Griffith University<br>Dr Marie dela Rama,<br>University of Technology Sydney                                       |

| Stream | Stream Chair  |   |
|--------|---|---|
| MED    | Management Education and Development                | Dr Peter McLean, Dr Christa Wood,<br>Dr Christa Wood, University of Wollongong                                    |
| MKT    | Marketing & Communication                           | Professor Aron O'Cass, University of Tasmania<br>Dr Vida Siahtiri, University of Tasmania                         |
| OB     | Organisational Behaviour                            | Dr Ezaz Ahmed, Central Queensland University<br>Dr Ramudu Bhanugopan, Charles Sturt University                    |
| PSNFP  | Public Sector Management and Not-for-Profit         | Dr Jenny Green, University of Technology Sydney<br>Dr Wayne Fallon, Western Sydney University                     |
| STR    | Strategic Management                                | Dr Renu Agarwal, University of Technology Sydney<br>Dr David Stiles, University of Canterbury                     |
| SSM    | Sustainability and Social Issues in Management      | Dr Melissa Edwards,<br>University of Technology Sydney<br>Dr Sara Walton, University of Otago                     |
| TISCM  | Technology, Innovation &<br>Supply Chain Management | Associate Professor Terry Sloan,<br>Western Sydney University<br>Dr Arun Elias, Victoria University of Wellington |
| Comp   | Competitive paper session                           |   |
| Inter  | Interactive paper session                           |   |
| WS     | Workshop  |   |

### MONDAY 30 NOVEMBER 2015

|           |                          |                                     |
|-----------|--------------------------|-------------------------------------|
| 0900-1700 | ANZAM Board Meeting      | Millennium Hotel, Galaxy Ballroom 1 |
| 1830-2030 | Doctoral Workshop Dinner | Pig & Whistle, Bar and Restaurant   |

### TUESDAY 1 DECEMBER 2015

|           |   |  |
|-----------|---|--|
| 0800-0830 | Year-End Doctoral Workshop Registration Opens | Millennium Hotel Galaxy Ballroom Foyer |
| 0830-1700 | Year-End Doctoral Workshop                    | Millennium Hotel Galaxy Ballroom       |
| 1500-1600 | Conference Registration                       | Millennium Hotel Front Foyer           |
| 1700-1900 | Conference Welcome Reception and Registration | Pier 19, Steamer Wharf, Queenstown     |

# MANAGING FOR PEAK PERFORMANCE

| WEDNESDAY 2 DECEMBER 2015 |   |  |   |   |  |  |   |   |  |  |   |                              |
|---------------------------|---|--|---|---|--|--|---|---|--|--|---|------------------------------|
| 0800                      | Registration opens  |  |   |   |  |  |   |   |  |  |   | MILLENNIUM HOTEL FRONT FOYER |
| 0850-0930                 | ANZAM President's Welcome: Associate Professor Martin Grimmer<br>Official Opening of the 29th ANZAM Conference by Professor Richard Blaikie, University of Otago Deputy Vice-Chancellor Research & Enterprise<br>Stream Award Presentations |  |   |   |  |  |   |   |  |  |   | GALAXY BALLROOM              |
| 0930-1030                 | Keynote Opening: "Dynamic Capabilities and Related Paradigms"<br>Professor David Teece, Thomas W. Tusher Professor in Global Business, University of California<br>Chair: Sir Eion Edgar  |  |   |   |  |  |   |   |  |  |   | GALAXY BALLROOM              |
| 1030-1055                 | Morning Tea   |  |   |   |  |  |   |   |  |  |   | OBSERVATORY RESTAURANT       |
| 1100-1240                 | <b>CONCURRENT SESSION ONE (100 mins)</b>  |  |   |   |  |  |   | <b>Interactive Sessions</b>   |  |  | <b>Workshops</b>  |                              |
| Room                      | Galaxy I  | Galaxy II  | Galaxy III  | Meeting Room V  | Meeting Room IV  | Meeting Room I   | Copthorne I   | 501   | 505  | Meeting Room II  | Copthorne II  | Copthorne III                |
| Stream                    | HRM Comp 1  | OB Comp 1  | ESSB Comp 1   | GDI Comp 1  | MPP Comp 1   | INT Comp1  | PSNFP Comp 1  | HRM Inter 1   | HMO Inter 1  | TISCM Inter 1  | MED 1   | WS A                         |
| Chair                     | Jarrold Haar  | Ingrid Nielsen   | Huibert Peter de Vries  | Diane Ruwhiu  | Oluremi Ayoko  | Virginia Cathro  | Richard Greatbanks  | Bevan Catley  | Kathleen Montgomery  | Terry Sloan  | Peter McLean  | WS A                         |
| 1100                      | 72<br>The Logic of 'Going Living Wage': A firm-level analysis<br><i>Parker, Jane; Eastgate Lindsay; Arrowsmith, James; Carr, Stuart</i>   | 221<br>The Disengaging Role of Laissez-Faire Leadership during Organisational Crises<br><i>Adonopoulos, James; Molineux, John</i>                                | 171<br>Cross-cultural Capabilities: Leveraging Cross-Cultural Capabilities for Immigrant Entrepreneurs' Performance<br><i>Xu, Kunlin; Drennan, Judy; Mathews, Shane</i> | 402<br>Global or local-an intersectional analysis of hotel careers in New Zealand<br><i>Mooney, Shelagh</i>                     | 471<br>A 'Strategic Meta-Lever' for Orchestrating Public Service Reform: Anglophone Government Approaches to Developing Civil Service Leadership<br><i>Wallace, Mike; Morris, Jonathan</i> | 172<br>International innovation in Europe: diversity of origin, location and motives<br><i>Ingrst, Igor; Zamborsky, Peter; Dachs, Bernhard</i> | 54<br>Australian non-profit altruism and well-being through co-creation: A transformative service marketing perspective<br><i>Jackson, Kristyn</i>                        | 255<br>Multicultural background of new Immigrants' Children as a potential to develop human capital for the International Chinese enterprises<br><i>Lien, Man-Chun; Yi-Shien, Yeh</i> | 401<br>Clinician engagement in health care reform: what a nightmare!<br><i>Philpot, Shoni; Fulop, Liz</i><br>408<br>The role of positive emotion in translating knowledge to practice<br><i>Hodgins, Michael; Dadich, Ann</i>                                    | 361<br>Benchmarking in New Zealand Public Sector Organisations: A Comparative Study<br><i>Bose, Ratna; Elias, Arun</i><br>94<br>Does obligational contracting lead to better performance? A comparison of global carmakers' supplier relationship management approaches in Australia<br><i>Quek, Kheng Boon; Wang, Yue</i> | ANZAM Management Educator of the Year Masterclass Glen Murphy |                              |
| 1120                      | 259<br>An exploratory study towards important factors in a talent management strategy in an African mining corporation<br><i>Van Hoek, Lize</i>   | 412<br>Green micro-breaks boost performance: The role of tension and task proficiency<br><i>Lee, Kate; Sargent, Leisa; Williams, Kathryn; Williams, Nicholas</i> | 383<br>Ethnic migrant entrepreneurs: Different countries of origin, different challenges?<br><i>Hamid, Hamzah; Everett, André; O'Kane, Conor</i>                        | 312<br>Gender Equality in the Workplace: Moving from Practices to Strategy<br><i>Towns, Deborah; Good, Laura; Olsen, Jesse.</i> | 146<br>Emotional Intelligence, Work Attitudes and Project Success: An Examination among Project Managers in Complex Projects<br><i>Rezvani, Azadeh; Chang, Artemis; Wiewiora, Anna</i>     | 449<br>How local firms in less-developed countries learn from foreign partners<br><i>Aliasghar, Omid; Rose, Elizabeth; Zhang, Jing</i>         | 371<br>Contracted volunteers and expectations – an exploratory study of volunteer job satisfaction in a not for profit organization<br><i>Payne, Graeme; Fisher, Greg</i> | 250<br>Effect of high involvement work system on Green HRM: A conceptual paper on engaging employees in Environment Management<br><i>Parida, Subha; Brown, Kerry</i>                  | 286<br>Having Difficult Conversations in the Workplace: "It's like dancing around a minefield"<br><i>Kippist, Louise; Duarte, Fernanda</i><br>381<br>Walking the walk: Reflecting on teambuilding during an Online Management Practicum<br><i>Ritchie, David</i> |  |   |                              |

Editor Perspectives: The Art and Craft of Reviewing  
Kevin Lowe, Neal Ashkanasy, Tim Bentley,  
Patrick Wright, Marylène Gagné, Peter Jordan

| Room      | Galaxy I  | Galaxy II   | Galaxy III  | Meeting Room V   | Meeting Room IV   | Meeting Room I  | Copthorne I  | 501   | 505 | Meeting Room II   | Copthorne II           | Copthorne III |
|-----------|---|---|---|--|---|---|--|---|-----|---|------------------------|---------------|
| 1140      | 211<br>Controversies on the Significance of HRM: The Cost of Paradigm Shift<br><i>Apon, Saniat; Mazzarol, Tim</i>   | 367<br>Personality and work outcomes: A moderated mediation model of self-leadership and gender<br><i>Ho Jessie; Nesbit, Paul</i> | 400<br>Towards an understanding of the enablers of productive female entrepreneurial ventures<br><i>Cochrane, Robyn; McKeown, Tui</i>   | 227<br>Determinants of social capital in a developing country context<br><i>Choden, Phuntsho; Cox, Stephen; Bradley, Lisa</i>                                  | 33<br>Peak performance and chronotype diversity: A conceptual investigation<br><i>Volk, Stefan; Christian, Michael; Becker, William</i> | 190<br>Synergies and dissonance between culture and performance measurement – a study within a Thai hotel<br><i>Gurd, Bruce; Rice, John; Hyde, Peter</i>                  | 129<br>Hosting University Student Volunteers: Great Expectations<br><i>Paull, Megan; Omari, Maryam; MacCallum, Judy; Young, Susan; Walker, Gabrielle; Holmes, Kirsten; Haski-Leventhal, Debbie; Scott, Rowena</i>        | 429<br>A Comparative Study on the Influence of Human Resource Practices on Safety Outcomes in the Mining Sectors of Australia and China: a Theoretical Framework<br><i>Lu, Ying; Taksa, Lucy</i>  |     | 413<br>Collaborations for Technological Innovation: Evidence from China<br><i>Zhou, Ruoying; Vaidya, Kirit; Gong, Yundan</i><br><br>391<br>Power Advantage and Power Abuse in Supplier-Buyer Relationships<br><i>Low, Wen-Shinn</i> |                        |               |
| 1200      | 069<br>Comparing LMX and AMO to Understand Frontline Manager Involvement in Flexible Work<br><i>Lee, Qian Yi; Townsend, Keith; Wilkinson, Adrian</i>  | 239<br>The Negative Exchange Spiral Between Relationship Conflict and Interpersonal Justice<br><i>Adamovic, Mladen</i>            | 271<br>Cash Economy and Small Business: A New Zealand Research Analysis<br><i>Yong, Sue</i>   | 140<br>The Inclusion of Women in Nepalese Forestry Governance: Perspectives from Feminist Institutionalism<br><i>Pillay, Soma; Wagle, Radha; Wright, Wendy</i> | 366<br>Managing for Peak Performance: retailer preference and consumer decision making<br><i>Hermens, Herbert; Hermens, Antoine</i>     | 223<br>Do Chinese Acquirers Paying Premiums in Large International Acquisitions Experience Negative Market Reactions as Western Counterparts?<br><i>Tseng, Chiung-Hui</i> | 137<br>A Transitional Model of Systemic Change in Disability Sector Reform in Western Australia<br><i>Edwards, Mark; Soo, Christine</i>  | 398<br>Demographic characteristics and job function as determinants of executive remuneration in South African state owned enterprises<br><i>Maloa, Frans</i><br><br>25<br>A Model of the Work-Family Interface through the lens of Contemporary Global Mobility<br><i>Mutter, Joanne</i> |     |   |                        |               |
| 1220      | 95<br>Laissez-faire Leadership Behaviours in the Public Sector in Vietnam<br><i>Nguyen, Diep; Teo, Stephen; Grover, Steven; Nguyen, Nguyen</i>  | 48<br>Risky Questions: Search and Learning in Non-Benign Environments<br><i>MacAulay, Sam; Steen, John; Kastle, Tim</i>           | 24<br>SME internationalisation in unfamiliar markets: NZ food SMEs entering China<br><i>Felder, Antje; Fath, Benjamin; Whittaker, D</i> | 46<br>Conceptualising Female Dissonance between Women at Work: The Case of Women Doctors<br><i>Jogulu, Uma; Vijayasingham, Lavanya</i>                         | 307<br>Managing for sustained performance: collaborative realisation by design<br><i>Cairns, George; Matthews, Judy</i>                 | 470<br>An examination of the characteristics and strategies of Emerging Market Multinationals<br><i>Yeganeh, Hamid; Sauers, Daniel</i>                                    | 86<br>Comparing Malta & USA Police Officer's Individual and Organizational Support on Outcomes<br><i>Farr-Wharton, Ben; Azzopardi, Joseph; Brunetto, Yvonne; Farr-Wharton, Rod; Wojtarowicz, Natalie; Shriberg, Art;</i> |   |     |   |                        |               |
| 1240-1320 | Lunch (including First Time ANZAM Delegates Lunch)  |   |   |  |   |   |  |   |     |   | OBSERVATORY RESTAURANT |               |
| 1325-1435 | ANZAM Plenary Session 1: Panel of Senior Management from Ngāi Tahu Holdings Corporation Ltd:<br>• Mike Sang, Chief Executive of Ngāi Tahu Holdings<br>• David Kennedy, Regional General Manager South for Ngāi Tahu Tourism<br>• Andreas Carrara, Chief Financial Officer for Ngāi Tahu Seafood<br>Chair: Professor Richard Blaikie, University of Otago Deputy Vice-Chancellor Research & Enterprise |   |   |  |   |   |  |   |     |   | GALAXY BALLROOM        |               |
| 1435-1455 | Afternoon tea   |   |   |  |   |   |  |   |     |   | OBSERVATORY RESTAURANT |               |

ANZAM Management Educator of the Year Masterclass Glen Murphy

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## WEDNESDAY 2 DECEMBER 2015 CONTINUED

| 1500-1640 CONCURRENT SESSION TWO (100 mins) |  |   |  |  |  |   |   | Interactive Sessions  |   |  | Workshops  |   |
|---|--|---|--|--|--|---|---|---|---|--|--|---|
| Room  | Galaxy I   | Galaxy II   | Galaxy III   | Meeting Room V   | Meeting Room IV  | Meeting Room I  | Copthorne I   | 501   | 505   | Meeting Room II  | Copthorne II   | Copthorne III   |
| Stream                                      | HRM Comp 2   | OB Comp 2   | ESSB Comp 2  | SSM Comp 1   | MPP Comp 2   | GDI Comp 2  | MED Comp 2  | OB Inter 1  | INT Inter 1   | TISCM Inter 2  |  |   |
| Chair                                       | Stephen Teo  | Gerry Treuren   | Conor O'Kane   | Bryan Jenkins  | Antoine Hermens  | Bronwyn Boon  | Peter McLean  | Melanie Bryant  | Bruce Gurd  | Arun Elias   | WS B   | WS C  |
| 1500  | 222<br>Performance Management in Research and Practice<br><i>O'Kane, Paula; Brown, Trevor; McCracken, Martin; Mazumdar, Bishaka</i>  | 358<br>Cultural intelligence and organisational culture: the mediating role of cross cultural role conflict, ambiguity, and overload<br><i>Kubicek, Amedeus; Bhanugopan, Ramudu; O'Neill, Grant</i>             | 268<br>Barriers to open innovation for Scottish SMEs<br><i>Charles, David; Miller, Stephen</i>   | 47<br>Work Right; Right Work: Negotiating the Social and Moral of Chronic Illness and Work<br><i>Vijayasingham, Lavanya; Jogulu, Uma</i> | 444<br>Perceived export performance: A contingent measurement approach<br><i>Sadeghi, Arash; Rose, Elizabeth L.; Zhang, Jing A.</i>                          | 293<br>Work-family conflict and turnover intention of female casino employees in Macau<br><i>Chan, Joanne Sow Hup; Kuok, Kim Oi Mei</i>   | 430<br>The role of the flipped classroom in business education: Linking learning with the workplace<br><i>Bathula, Hanoku; Lowe, Kevin</i>  | 240<br>Organizational Justice Rides a New Wave: The Peer Justice Wave<br><i>Adamovic, Mladen</i><br>157<br>Affect and Coping in Response to Abusive Supervision: The Role of Employees' Implicit Leader Theories<br><i>Nguyen, Hieu; Ashkanasy, Neal; Li, Yiqiong; Parker, Stacey</i> | 199<br>To Bear or Not to Bear: Subordinate's Reactions to Culturally Inappropriate Leadership Behaviors<br><i>Kennedy, Jeffrey</i><br>58<br>Public and Family Firms' FDI: Unpacking Patterns and Performance Implications of Legitimacy Seeking Behaviors<br><i>Fourné, Sebastian; Zschoche, Miriam</i><br>52<br>Role of ICT4D Project for rural development in a south Asian country<br><i>Arefin. Shamsul; Hoque, Rakibul; Ahmed, Ezaz;</i> | 241<br>Opportunism in Manufacturing Supply Chains in Uganda<br><i>Eyaa, Sarah; Sridharan, Ramaswami; Ryan, Suzanne</i><br>451<br>Exploring the Synergies of Technology, Markets and People: On the Transition to Advanced Manufacturing<br><i>Hurriyet, Hilal; Fallon, Wayne</i><br>419<br>Decision Analysis and Negotiations for Technology Adoption<br>Decision: An Exploratory Study<br><i>Sepasqozar, Samad; Davis, Steven</i> | PhDs and supervision: new models/new issues<br>Kate Kearins, Lee Di Milia, Ingrid Nielsen, Yvonne Brunetto | Positive organisational behaviour: healthcare management<br>Kate Shacklock, Yvonne Brunetto, Ben Farr-Wharton, Gavin O'Meara, Liz Fulop |
| 1520  | 182<br>Skills and competencies for the contemporary Human Resource Practitioner: A synthesis of the Academic, Industry and Employers' perspectives<br><i>Sikander, Arif; McDonnell, Leanne</i> | 378<br>The joint effects of supervisor and employee emotion recognition skills: Implications for the emotional demand-strain relationship<br><i>Tucker, Michelle K.; Jimmieson, Nerina L.; Bordia, Prashant</i> | 467<br>The Impact of Resources and Strategic Orientation on Small Retail Firm Performance<br><i>Grimmer, Louise; Miles, Morgan; Byrom, John; Grimmer, Martin</i> | 163<br>Alcohol policy and gender effect on university students' drinking behaviour<br><i>Sharma, Bishnu; Reinhard, Karin</i>             | 73<br>Do you have the right 'shock absorbers'? The role of adaptive change agents in facilitating successful change<br><i>Ahmed, Hafsa; Cohen, David, A.</i> | 188<br>Open Atmosphere in the Workplace and LGBs' Psychological Experiences: The Roles of Self-Acceptance and Self-Concealment<br><i>Jiang, Zhou; Hu, Xiaowen; Wang, Zhongmin</i> | 317<br>Moving from Sage to Learning Facilitator: A case for a flipped approach<br><i>Greenfield, Geoffrey; Wright, April; Hibbert, Paul</i> | 87<br>When laughing at others helps me and may hurt everybody else: The influence of laughing at others on persistence and deviant behaviour<br><i>Cheng, David</i>   |   |  |  |   |

| Room      | Galaxy I   | Galaxy II   | Galaxy III  | Meeting Room V  | Meeting Room IV   | Meeting Room I   | Copthorne I  | 501  | 505  | Meeting Room II  | Copthorne II   | Copthorne III   |
|-----------|--|---|---|---|---|--|--|--|--|--|--|---|
| 1540      | 209<br>Human resource management in the hotel industry: A review of the literature<br><i>Hewagama, Gayani</i>                                      | 115<br>Exploring the Negativity of Work-Family Practice Use: A Study of Job Burnout<br><i>Haar, Jarrod; Harley, James</i>   | 167<br>Proximity effects on SMEs: up close and personal by strategically myopic<br><i>Mazzarol, Tim; Reboud, Sophie; Clark, Delwyn</i>  | 191<br>Risk-informed competency-based learning for managers and business ethics practitioners<br><i>Cramm, David; Erwee, Ronel</i>  | 55<br>The Impact of the Prevalence of CEO Long-term Compensation Incentives on National Economic Peak Performance<br><i>Campbell, Cynthia; Chang, Rosita; DeJong, Jack; Doktor, Robert; Oxelheim, Lars; Randøy, Trond</i> | 110<br>Champions of Change: Why do some CEOs champion gender diversity?<br><i>Metz, Isabel; Kulik, Carol</i> | 269<br>"Cracking the Plaster": Significant Big Five Personality Changes in Professional Workers during a Coaching Intervention<br><i>Parker, Helen; MacCann, Carolyn</i> | 29<br>How Designated Followers Exercise Leadership<br><i>Bower, Ian</i><br>179<br>Leadership: In sickness and in health<br><i>Ghin, Peter</i><br>136<br>Turnover for skill acquisition<br><i>Bose, Lakshmi</i> | 93<br>Business Diplomacy in Practice: What Do the Experts Say?<br><i>Alammar, Fahad; Pauleen, David</i><br>463<br>You Said it Differently! Patterns and Characteristics of Intercultural Styles in Global Virtual Teams<br><i>Zakaria, Norhayati; Mohd Yusof, Shafiz; Abd Rahman, Nursakirah</i> | 202<br>Strategic Project Management for Product Innovation Projects: A Framework for Analysis<br><i>Andersson, Tage; Chapman, Ross</i><br>376<br>Exploring the Effects of Big Data on Managerial Decision Making<br><i>Gressel, Simone</i> | PhDs and supervision: new models/new issues<br>Kate Kearins, Lee Di Milia, Ingrid Nielsen, Yvonne Brunetto | Positive organisational behaviour: healthcare management<br>Kate Shacklock, Yvonne Brunetto, Ben Farr-Wharton, Gavin O'Meara, Liz Fulop |
| 1600      | 322<br>Human Resource professionals' experience of flow at work<br><i>Molineux, John; Hadji Abootorab Kashi, Kia</i>                               | 432<br>The role of leadership on innovation and job performance: Exploring the mediating effect of regulatory forces<br><i>Wilson-Evered, Elisabeth</i>   | 352<br>Explicating the Relationship of Entrepreneurial Orientation and Firm Performance: Underlying Mechanisms in the Context of an Emerging Economy<br><i>Cui, Lin; Fan, Di; Fan, Yi</i> | 390<br>The Roles of Entrepreneurs in Sustainability Transitions: A combination of Strategic Niche Management and Evolutionary Theory<br><i>Zahraie, Babak; Everett, Andre; Walton, Sara; Kirkwood, Jodyanne</i> | 273<br>Prominence Imprinting : The Roles of Individuals' Pre-merger Centrality and Brokerage on Their Subsequent Performance in Merged Firms<br><i>Ozdemir, Salih Zeki; Barman, Satorupa</i>                              | 75<br>Exploring Gender and Workaholism in New Zealand<br><i>Retna, Kala; Smith, Amanda</i>                   | 124<br>Using eLearning, blended learning and digital literacy to improve student engagement and retention<br><i>Du Plessis, Andries; Young, Curtis; Nel, Pieter</i>      |  |  |  |  |   |
| 1620      | 288<br>"I Didn't have a traditional career trajectory...": The route to credibility in the HR profession.<br><i>Parkinson, Ann; Plimmer, Geoff</i> | 208<br>The downside of leader proactive personality at the team level: the role of subordinate seeking resources behaviour<br><i>Wang, Hai-jiang; Demerouti, Evangelia; Lu, Chang-qin; Siu, Oi-ling</i> | 220<br>Organizational resilience: Dynamic capabilities and routinization in response to crisis<br><i>Ho, Marcus; Verreynne, Martie-Louise; Bentley, Tim; Jenkins, Anna</i>                | 266<br>Agentic expressions of sustainability leadership: investigating the efficacy of sustainability awards<br><i>Sahi, Kaisa; Wolfgramm, Rachel</i>   | 91<br>A Dynamic Practice-Based Process Approach to Business Model Construction in Turbulent Environments<br><i>Chandrasekara, Kasun; Harrison, Richard</i>  | 35<br>Promoting Police Women: A conceptual framework<br><i>Soontiens, Werner; Anthony, Mary</i>              |  |  |  |  |  |   |
| 1640-1650 | Short break for session changeover   |   |   |   |   |  |  |  |  |  |  |   |

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## WEDNESDAY 2 DECEMBER 2015 CONTINUED

| 1650-1810 CONCURRENT SESSION THREE (80 mins) |   |   |  |  |  |   |  | Interactive Sessions   |  |  | Workshops   |   |
|--|---|---|--|--|--|---|--|--|--|--|---|---|
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| Stream                                       | HRM Comp 3  | STR Comp 1  | TISCM Comp 1   | HMO Comp 1   | MED Comp 3   | L&G Comp 1  | MKT Comp 1   | OB Inter 2   | MPP Inter 1  | GDI Inter 1  | WS D  | WS E  |
| Chair  | Paula O'Kane  | Paul Knott  | Sev Nagalingam   | Anneke Fitzgerald  | Christa Wood   | Janis Wardrop   | Raechel Johns  | Neal Ashkanasy   | Judy Matthews  | Diane Ruwhiu   |   |   |
| 1650   | <p>4</p> <p>The Impact of Simulations<br/>Experiential Learning on Self-Efficacy: A Study of the Australian Building and Construction Industry<br/><i>Holland, Peter; Douglas-Lenders, Rachel; Allen, Belinda</i></p> | <p>213</p> <p>Understanding Plural Governance: A Bibliometric Network Visualization of the Plural Governance Literature<br/><i>Rimbach, Maximilian; de Bie, Holger; Arndt, Felix; Bach, Norbert</i></p> | <p>329</p> <p>Competencies of operations managers in Indonesian third party logistics and freight forwarding firms<br/><i>Sangka, Khresna; Rahman, Shams; Jie, Ferry</i></p> | <p>174</p> <p>How Twitter is used to set a youth mental health agenda<br/><i>Dadich, Ann; Khan, Aila</i></p>   | <p>127</p> <p>Intervention in a 'moment' of workplace bullying: Exploring the value of forum theatre<br/><i>Edwards, Margot; Blackwood, Kate</i></p>   | <p>328</p> <p>Governance and pay-performance sensitivities of Australian mining firms<br/><i>Yarram, Subba</i></p>  | <p>466</p> <p>I want a share of the Muslim market: An exploratory study on travel agencies' service offerings<br/><i>Chew, Yin Teng; Ahmed, Pervaiz</i></p>              | <p>357</p> <p>Globalization Shock and Adjustment<br/><i>Lau, Victor; Wong, Yin Yee</i></p> <p>309</p> <p>Diverse responses to job autonomy at work<br/><i>Nguyen, Thao; Caza, Arran; Hutchings, Kate</i></p> <p>306</p> <p>Positive Psychological Capital and Employee Retention: A new perspective for the ageing workforce in Australia<br/><i>Chapman, Geoffrey; Radford, Katrina</i></p> | <p>116</p> <p>Managing peak reputational performance: What's critical in your industry<br/><i>Tracey, Noel; French, Erica</i></p> <p>342</p> <p>Business Model and Resilience – A Conceptual Overview<br/><i>Ijaz, Rabia; Nilakant, Venkataraman; Vargo, John</i></p> <p>138</p> <p>Developing an equitable means for peak performance in project organisations: Career management for women in Project Management<br/><i>Baker, Marzena; French, Erica; Hatcher, Caroline</i></p> | <p>101</p> <p>The Cultural, Linguistic and Religious Profiles of Australia's CEOs and Managing Directors – How Much is Explained by Age?<br/><i>Parr, Nick</i></p> <p>348</p> <p>The Entrepreneurial University: space for the Indigenous?<br/><i>Dell, Kiri; Lythberg, Billie; Woods, Christine</i></p> <p>341</p> <p>Cultural Diversity and Tax Compliance Practices of New Zealand Small Businesses<br/><i>Yong, Sue; Martin, Fiona</i></p> | <p>Speed dating: meet the Heads of School<br/><i>Melanie Bryant, Mark Frost, Kate Kearins</i></p> | <p>Co-operative and mutual enterprises research agenda<br/><i>Delwyn Clark, Tim Mazzarol, Sophie Reboud, Elena Gamevsk, Steve Bowden, Elena Mamouni Limnios</i></p> |
| 1710   | <p>384</p> <p>Should a dynamic capabilities framework be integrated into evaluations of workplace e-learning processes?<br/><i>Costello, James; McNaughton, Rod</i></p>   | <p>147</p> <p>Risk mitigation and Human Asset Specificity: the case of Business Critical Outsourcing<br/><i>Malmgren, Mikael</i></p>  | <p>41</p> <p>Buyback and Quantity Flexibility Contract with Warranty: A Discussion of Impact of Demand Distribution on Coordination<br/><i>Nandi, Shirsendu</i></p>          | <p>23</p> <p>Dealing with Inaccuracies in the Scientific Knowledge Base: An Analogy to Public Health Approaches During Epidemics<br/><i>Montgomery, Kathleen; Oliver, Amalya</i></p> | <p>32</p> <p>The role of the DBA in Australia in enhancing career capital, professional and lifelong learning<br/><i>Wallace, Michelle; Sheldon, Neroli; Pervan, Simon; Sloan, Terry; Vocino, Andrea</i></p> | <p>388</p> <p>Understanding director financial literacy: A mixed method approach<br/><i>Bettington, Jackie; Nicholson, Gavin; Bezemer, Pieter-Jan</i></p> | <p>142</p> <p>Online Group-Buying: The Effect of Offer Popularity on Consumer Purchase Intention<br/><i>Chow, Wing Chi; Fu, Sui Fong; Isabel; Lai, Y.M. Jennifer</i></p> |  |  |  |   |   |

| Room | Galaxy I  | Galaxy II   | Galaxy III   | Meeting Room V  | Meeting Room IV   | Meeting Room I  | Copthorne I   | 501   | 505  | Meeting Room II  | Copthorne II | Copthorne III |
|------|---|---|--|---|---|---|---|---|--|--|--------------|---------------|
| 1730 | 144<br>"We choose to come here": Questioning assumptions of expatriate trailing spouses' willingness to relocate<br><i>Collins, Heidi</i> | 183<br>Is that fair? Firm ownership and corporate illegality in transition economics<br><i>Gao, Yongqiang; Yang, Haibin</i> | 166<br>Antecedents and outcomes of service team's innovation<br><i>Lui, Steven; Chan, Christine</i>                              | 246<br>A Champion's perspective on implementing the national lesbian, gay, bisexual, transgender and intersex ageing and aged care strategy in Queensland<br><i>McPhail, Ruth; Fulop, Liz</i> | 64<br>Leadership Development in Kuwait: Organizational Views<br><i>Alduajji, Aseel; Lyons, Michael</i>  | 305<br>The impact of boards of directors on CSR: A study of board processes and board size<br><i>Galbreath, Jeremy; Nicholson, Gavin; Quaddus, Mohammed</i>                   | 153<br>Consumer Reviews on e-Retailer Websites: Antecedents of Information Diagnosticity and Purchase Intentions<br><i>Filieri, Raffaele; McLeay, Fraser; Tsui, Bruce</i> | 264<br>Contextual Differences in Relation to Attitudes and Understanding of Workplace Bullying: Insights from the Hospitality and Education Sectors<br><i>Forsyth, Darryl; Alhaseny, Sokaina; Catley, Bevan; D'Souza, Natalia</i> | 187<br>Peak Performance Prism: A conceptual model of people enablers in organisations<br><i>Lasrado, Flevy; Thirlwall, Alison</i>  | 319<br>Identities of male and female owner-managers in Malaysian accounting firms<br><i>Adapa, Sujana; Sheridan, Alison; Rindfleisch, Jennifer</i> |              |               |
| 1750 | 88<br>Is it ok to be different? Positioning workforce differentiation for perceived organisational justice<br><i>Thompson, David</i>      | 159<br>Local Institutional Diversity and Corporate Political Activity of Private Firms in China<br><i>Weng, Cuifen</i>      | 214<br>Measuring the effect of knowledge on performance in Brazilian manufacturing and service companies<br><i>Macau, Flávio</i> | 114<br>Travel Motivations in Medical Tourism in Malaysia: The Case of Singaporean Medical Tourists<br><i>Yang, I-Chieh Michelle; Chew, Yin Teng</i>   | 51<br>Teaching Research Methods in Business Schools: Insights from Theories of Learning<br><i>Najmaei, Arash; Petrov, Leonid; Sadeghinejad, Zahra</i> | 119<br>How does shareholder involvement influence firm innovation performance? A shareholder activism perspective<br><i>Zhang, Feng; Yang, Jianjun; Wei, Li-qun; Lu, Jane</i> | 236<br>Technology readiness among farmers in Australia: The Cooma-Monaro region<br><i>Johns, Raechel; Dickson, Tracey</i>   | 254<br>Understanding How Employees Manage Non Preferred Tasks at Work<br><i>Rana, Vishal; Jordan, Peter; Tse, Herman</i>  | 334<br>The interactive effects of Work Environment, Organisational Change and Human Resource Development on In-role Job Performance<br><i>Carlisle, Joanna; Bhanugopan, Ramudu; Lockhart, Pamela</i> |  |              |               |
| 1810 | End of Conference Day One<br>Conference Free Night  |   |  |   |   |   |   |   |  |  |              |               |

Speed dating: meet the Heads of School  
Melanie Bryant, Mark Frost, Kate Kearns

Co-operative and mutual enterprises research agenda  
Delwyn Clark, Tim Mazarol, Sophie Reboud, Elena Gamevsk,  
Steve Bowden, Elena Mamouni Linnios

# MANAGING FOR PEAK PERFORMANCE

| THURSDAY 3 DECEMBER 2015 |   |  |   |   |   |  |  |   |   |   |  |   |  |
|--------------------------|---|--|---|---|---|--|--|---|---|---|--|---|--|
| 0800                     | Registration opens  |  |   |   |   |  |  |   |   |   |  | GALAXY BALLROOM   |  |
| 0850-1030                | CONCURRENT SESSION FOUR (100 mins)  |  |   |   |   |  |  |   | Interactive Sessions  |   |  | Workshops   |  |
| Room                     | Galaxy I  | Galaxy II  | Galaxy III  | Meeting Room V  | Meeting Room IV   | Meeting Room I   | Copthorne I  | 501   | 505   | Meeting Room II   | Copthorne II   | Copthorne III   |  |
| Stream                   | HRM Comp 4  | OB Comp 3  | TISCM Comp 2  | ESSB Comp 3   | HMO Comp 2  | FB&E Comp 1  | PSNFP Comp 2   | PSNFP Inter 1 & CMS Inter 1   | STR Inter 1   | MED Inter 1   |  |   |  |
| Chair                    | Kerry Brown   | Maryam Omari   | Richard Greatbanks  | Judy Matthews   | Sandra Leggat   | Andre Everett  | Kate Kearins   | Wayne Fallon & Bronwyn Boon   | David Stiles  | Christa Wood  | WS F   | WS G  |  |
| 0850                     | 38<br>Management, bullying and the work outcomes of Australian Para-Military<br><i>Brunetto, Yvonne; Xerri, Matthew; Farr-Wharton, Ben</i>                  | 36<br>What's the time Mr Wolf What's the time?<br><i>Dawson, Patrick</i>   | 122<br>Determining Critical Factors of Halal Food Supply Chain using the Analytic Hierarchy Process (AHP)<br><i>Wan Omar, Wan Marhaini; Rahman, Shams</i> | 62<br>Exploring post-crisis resilience among Christchurch SMEs: Survive or close the door?<br><i>De Vries, Huibert; Hamilton, Bob</i>   | 446<br>Institutional entrepreneurship and service innovation in healthcare systems: A Delphi study of redesign and improvement experts<br><i>McLoughlin, Ian; Looi, Evelyn S.Y.; Burns, Prue; Sohal, Amrik; Teede, Helena</i> | 80<br>Family Business Leadership Learning: A Conceptualisation<br><i>Caspersz, Donella; Broons, John; Thomas, Jill</i>                                       | 344<br>Non-Profit Accountability and the Calculation of Worth<br><i>Boon, Bronwyn</i>  | 17<br>Understanding Administrative Leadership: Progressing towards a contemporary definition and framework<br><i>Hamer, Benjamin</i>  | 411<br>Characteristics of Innovative Australian Medium-Sized Firms<br><i>Walker, Benjamin; Lui, Steven; Jackson, Chris; Shinkle, George; Ozdemir, Salih</i>   | 118<br>Inevitable Path to Registration in Management Education and Practice in Australia<br><i>Davidson, Paul</i>                               | Expanding your expertise as a management researcher<br><i>Mike Wallace</i> | Emotions and cognitions in the rough<br><i>Herman Tse, Neal Ashkanasy, Peter Joran, Kevin Lowe, Eric Ford</i> |  |
| 0910                     | 324<br>Presenting a workplace bullying intervention process: A target's perspective<br><i>Blackwood, Kate; Edwards, Margot; Bentley, Tim; Catley, Bevan</i> | 161<br>Angry Leader as Half Angel and Half Devil: The Moral and Immoral Aspects of Leader Anger Expression in Response to Followers' Ethical Transgressions<br><i>Shao, Bo (Jeff); Wang, Lu Nick</i> | 37<br>Supply risk management: a comparison across firm size, regional area and industry<br><i>Wu, Linhua; Rolfe, John; Kinnear, Susan</i>                 | 100<br>Environmental Uncertainty, Prospector Strategy and New Venture Performance: The Moderating Role of Network Capabilities<br><i>Lin, Song; Yang, Jing Yu (Gracy); Augustine, Darline</i> | 385<br>Towards Alternative Oral Healthcare Delivery Using Quality and Behaviour Theories<br><i>Baldwin, Alan; Sohal, Amrik; O'Neill, Peter</i>  | 83<br>Exploring perceptions of business success: Family versus non-family business owners<br><i>Farrington, Shelley; Scheepers, Jessica; Venter, Elmarie</i> | 184<br>Disaster as a complex problem: is linearity the problem?<br><i>Blackman, Deborah; Nakanishi, Hitomi; Benson, Angela</i> | 194<br>Joint ventures in the public sector: Translating lessons from the private sector to New Zealand government departments<br><i>Vitalis, Hugo; Scott, Rodney</i>            | 303<br>Taking People Seriously: An Activity Approach for Strategic Human Resource Management<br><i>Cordier, Jason; Catley, Bevan; Tappin, David; Forsyth, Darryl; Oldcorn, Gary; Junaid, Fatima</i> | 450<br>Management Education in the Context of the Uncertainty of Existential Anxiety<br><i>Segal, Steven; Hovey, Bill</i>                       |  |   |  |
|                          |   |  |   |   |   |  |  | 456<br>Reducing youth advantage through 'Education for Enterprise': The case of Ngā Kākano School<br><i>Mellalieu, Peter; Vause, Arohanui; Coleman, Elizabeth; Kearns, Nick</i> | 108<br>Strategic management for improved performance: towards a more mature theory of dynamic capabilities currently in a nascent state<br><i>Simon, Alan; Stockport, Gary</i>                      | 458<br>How Group Discussions Influence Individual Executives' Decision Confidence and Competence<br><i>De Villiers, Rouxelle; Hankin, Robin</i> |  |   |  |



| Room      | Galaxy I  | Galaxy II  | Galaxy III   | Meeting Room V  | Meeting Room IV  | Meeting Room I   | Copthorne I   | 501   | 505  | Meeting Room II  | Copthorne II  | Copthorne III  |  |
|-----------|---|--|--|---|--|--|---|---|--|--|---|--|--|
| 0930      | 321<br>Workplace bullying and organisational citizenship behaviour: The mediating effect of individually perceived organisation support<br><i>Ainsworth, Lynette; Bhanugopan, Ramudu; Morrison, Mark</i>      | 170<br>Dear Optimists, What Happened to Missing Flight MH370?<br><i>Lux, Andrei; Grover, Steven; O'Kane, Paula; Walton, Sara</i>   | 442<br>Developing a new construct: Enviropreneurial orientation in supply chains<br><i>Namagembe, Sheila; Ryan, Suzanne;</i>   | 181<br>SMEs coping with crises: The case of the Silver Workshops in Yogyakarta, Indonesia<br><i>Dahles, Heidi; Koning, Juliette; Susilowati, Titi</i>                         | 280<br>Understanding and using Social Capital to influence a Climate for Innovativeness in an Operating Suite environment<br><i>Black, Helen; Fitzgerald, Anneke</i> | 416<br>Family Business Succession Planning: Examining the Role of External Accountants<br><i>Fenix, Krista; Graves, Chris; Seet, Pi-Shen</i> | 128<br>Nonprofit governance: The shape of board-organisation communication<br><i>Paull, Megan; Clear, Anne; Holloway, David; Griffiths, Arthur; Alam, Manzurul</i>  | CMS<br><br>143<br>Professional associations as strategic collective actors: towards a capabilities perspective<br><i>Pekarek, Andreas</i><br><br>206<br>A pragmatic approach to assessing social capital in the inter-organisational field<br><i>Landinez Gomez, Lina; Daniel, Lisa</i> | 66<br>Private entrepreneurs' political participation and strategy making of their firms: evidence from China<br><i>Lu, Jane; Wei, Li-Qun</i><br><br>360<br>The internationalisation of innovative small to medium enterprises<br><i>Menzies, Jane; Abdulhak, Sol</i><br><br>314<br>State involvement in the internationalization of emerging market enterprises: A review of organization research on China<br><i>Yan, Zheng; Zhu, Cherrie Jihua; Kalfadellis, Paul; Fan, Di</i> | 226<br>Identity Formation of Chinese Business School Postgraduate Students: an Application of Kegan's Constructivist Developmental Theory<br><i>Parker, Helen.</i><br><br>196<br>Perceptions of older international tertiary students towards the sustainable future environment in New Zealand<br><i>Theron, Bernhardett; Du Plessis, Andries; Toh, William; Sabarwal, Anu</i><br><br>330<br>Improving knowledge connections in a large first year management class<br><i>Connolly, Heather; Spiller, Dorothy</i> | Expanding your expertise as a management researcher<br>Mike Wallace | Emotions and cognitions in the rough<br>Herman Tse, Neal/Ashkanasy, Peter Joran, Kevin Lowe, Eric Ford |  |
| 0950      | 395<br>Making sense of conflict management in New Zealand<br><i>Greenwood, Gaye; Rasmussen, Erling</i>  | 27<br>How Value Congruence Determines Employee Attitude in Pre and Post Organizational Entry<br><i>Sartika, DinA; Chen, Zhijun</i> | 197<br>The influence of goal congruence and buyer's dependency factor as antecedents of strategic and operational collaborations in buyer-supplier relationships<br><i>Chowdhury, Mesbahuddin; Prajogo, Daniel; Oke, Adegoke</i> | 347<br>Sophistication and informality in SE product costing systems: towards definitional clarity and a typology for assessment<br><i>Reddaway Melanie</i>                    | 393<br>Building and sustaining 'deep smart' capabilities in hospital<br><i>Eljiz, Kathy; Molineux, John; Fitzgerald, Anneke; Sloan, Terry</i>                        | 465<br>Interpersonal Trust in Family Businesses<br><i>Ahmad, Mashkoor</i>  | 445<br>When disaster hits - ideology prevails: an ethnographical exploration of dirty work<br><i>Tallberg, Linda</i>  | 225<br>Developing a conceptual framework for independent professionals<br><i>Leighton, Patricia; McKeown, Tui</i>   |  |  |   |  |  |
| 1010      | 31<br>The Exploration of the Relationships between Organisational Structure and Organisational Citizenship Behaviour: The Moderating role of Role Ambiguity<br><i>Lee, Lian; Low, Guan Tui; Sharif, Saeed</i> | 454<br>Revisiting job satisfaction: Still interested?<br><i>Ali Abadi, Hossein; van Tonder, Christian</i>                          | 405<br>Investigating the Effects of Slow Steaming on Supply Chain Sustainability<br><i>Reefke, Hendrik</i>   | 292<br>Is small business ownership a good option for women in regard to their long term financial security?<br><i>Hutchinson, Jacquie; Walker, Elizabeth; Redmond, Janice</i> |  |  | 281<br>Swimming or Drowning: middle management experiences in the public service<br><i>Blackman, Deborah; Buick, Fiona; Faifua, Denise; Forsyth, Michael; Johnson, Samantha; O'Donnell, Michael; West, Damian</i> |   |  |  |   |  |  |
| 1030-1055 | Morning Tea   |  |  |   |  |  |   |   |  |  | OBSERVATORY RESTAURANT  |  |  |
| 1100-1200 | Keynote Address: "Learning across borders"<br>Professor Eleanor Westney, MIT Sloan School of Management, Aalto University School of Business<br>Chair: Professor Elizabeth Rose                               |  |  |   |  |  |   |   |  |  | GALAXY BALLROOM   |  |  |
| 1200-1245 | Lunch   |  |  |   |  |  |   |   |  |  | OBSERVATORY RESTAURANT  |  |  |

## MANAGING FOR PEAK PERFORMANCE

## THURSDAY 3 DECEMBER 2015 CONTINUED

| 1250-1405 |  |  |   |  |   |   |  |   |   |   |  | GALAXY BALLROOM   |  |           |  |
|-----------|--|--|---|--|---|---|--|---|---|---|--|---|--|-----------|--|
| 1410-1430 |  | Afternoon Tea  |   |  |   |   |  |   |   |   |  | OBSERVATORY RESTAURANT  |  |           |  |
| 1430-1550 |  | CONCURRENT SESSION FIVE (80 mins)  |   |  |   |   |  |   |   |   |  | Interactive Sessions  |  | Workshops |  |
| Room      | Galaxy I   | Galaxy II  | Galaxy III  | Meeting Room V   | Meeting Room IV   | Meeting Room I  | Copthorne I  | 501   | 505   | Meeting Room II   | Copthorne II   | Copthorne III   |  |           |  |
| Stream    | HRM Comp 5   | STR Comp 2   | TISCM Comp 3  | ESSB Comp 4  | GDI Comp 3  | MED Comp 4  | HMO Comp 3   | OB Inter 3  | MPP Inter 2   | SSM Inter 1   |  |   |  |           |  |
| Chair     | Peter Holland  | David Stiles   | Daniel Prajogo  | André Everett  | Rachel Wolfgramm  | Diana Rajendran   | Liz Fulop  | Lee Di Milia  | Elizabeth Rose  | Julie Wolfram Cox   | WS H   | WS I  |  |           |  |
| 1430      | 6<br>The career impact of winning an external work-related award<br><i>Harrison, Bronwen; Jepsen, Denise</i> | 353<br>Strategic planning, budget monitoring and growth optimism: Evidence from Australian SME's<br><i>Rice, John; Martin, Nigel; Gurd, Bruce</i>                              | 410<br>Open innovation through firm-hosted user communities: A social practice perspective on firm-community relationship<br><i>Randhawa, Krithika; Josserand, Emmanuel; Schweitzer, Jochen</i> | 56<br>Examining the influence of Servant and Entrepreneurial leadership on the work outcomes of employees in social enterprises<br><i>Newman, Alexander; Neesham, Christina; Manville, Graham; Tse, Herman</i> | 373<br>An empirical examination of ethnicity based workplace discrimination in Australia<br><i>Kim, Sunghoon; Chan-Serafin, Suzanne; Yu, Kyoung-Hee</i> | 299<br>Developing virtue in management education<br><i>Pavlovich, Kathryn</i>   | 294<br>Advancing evidence-based care for older Australians: The case for positive care<br><i>Farr-Wharton, Ben; Brunetto, Yvonne; Wollin, Judy; Farr-Wharton, Rod; Shacklock, Kate; Fitzgerald, Anneke</i>         | 394<br>Terrorism, stress, and workplace behaviours<br><i>Junaid, Fatima; Forsyth, Darryl; Oldcorn, Gary; Cordier, Jason</i> | 370<br>High performance work practices (HPWP) and innovative behaviour in R&D Organisations<br><i>Asmawi, Arnifa; Mohd, Hanafi; Mohd, Shafiq; Chew, Kok-Wai</i> | 279<br>Whistleblowing and the Indonesian Tax Department: A framework for analysis (research-in-process)<br><i>Suyatno, Bitra; Armstrong, Anona; Thomas, Keith</i> |  |   |  |           |  |
| 1450      | 205<br>Career Resilience in 21st century Australian labour markets<br><i>Daniels, Carolyn; Radel, Kylie</i>  | 260<br>Strategic noise and acquisition announcements: The importance of private information and performance uncertainty<br><i>Benischke, Mirko; Slangen, Arjen; Reus, Taco</i> | 263<br>Outbound open innovation design and product performance of UK SME's: A contingency perspective<br><i>Uduma, Idika; Ibeh, Kevin; Ogbuji, Chinedu Nnaemeka</i>                             | 96<br>An affordance lens on the influence of business incubators on firms' strategy development<br><i>Douché, Jenny; Daellenbach, Urs; Davenport, Sally</i>  | 436<br>The hybrid nature of Māori tribal enterprise: The best of both worlds<br><i>Ruwhiu, Diane; Amoamo, Maria</i>                                     | 160<br>Putting the "I" in team: Individual learning in teamwork settings<br><i>Fischlmayr, Iris; Köhler, Tine; Wessely, Sebastian</i> | 204<br>Workforce needs of an inter-generational care program in Australia: A preliminary review of Australia's aged care and child care workforces<br><i>Radford, Katrina; Vecchio, Nerina; Fitzgerald, Anneke</i> | 335<br>Effects of stereotype threat and self-affirmation on women's job attitudes<br><i>Ballard, Sarah; Spoor, Jennifer</i> | 251<br>How absorptive capacity impacts the value of balanced alliance networks<br><i>Abel, René; Maurer, Indre; Bort, Suleika</i>                               | 435<br>Coping and excellence – evolving individual and group routines<br><i>Westelius, Alf</i>  | 109<br>Sustainable water management in Canterbury: A transformation from regulatory to collaborative governance<br><i>Jenkins, Bryan</i> | 284<br>The multiple understandings of sustainability<br><i>Nichols, Elizabeth</i>   |  |           |  |
|           |  |  |   |  |   |   |  |   |   |   | Funding management research<br>Peter Jordan, Sally Riad, Keith Townsend, Delwyn Clark, Neal Ashkanasy                                    | Flexibility across working lives in Australia and New Zealand<br>Leisa Sargent, Bill Martin, Lisa Bradley, Geoff Plummer, Susan Ainsworth |  |           |  |

| Room      | Galaxy I  | Galaxy II   | Galaxy III  | Meeting Room V  | Meeting Room IV   | Meeting Room I  | Copthorne I  | 501   | 505  | Meeting Room II  | Copthorne II   | Copthorne III  |
|-----------|---|---|---|---|---|---|--|---|--|--|--|--|
| 1510      | <p>365</p> <p>The influence of career satisfaction and promotability on the career adaptability-turnover intention relations</p> <p><i>Chan, Joanne Sow Hup ; Kuok, Kim Oi Mei; Mai, Xin</i></p>        | <p>169</p> <p>Acquirers' choice of legal advisors: The roles of own prior experience and broad and selective imitation of others</p> <p><i>Vu, Minh Thi Thu; Ozdemir, Salih</i></p> | <p>22</p> <p>Support of management innovations to the process of product innovation: A case study on Lexus of Toyota Motor</p> <p><i>Higgins, Angela; Lin, Haifen</i></p>                           | <p>235</p> <p>Learning entrepreneurial leadership among nascent food entrepreneurs in Denmark and New Zealand</p> <p><i>Ramsgaard, Michael Breum; Warren, Lorraine</i></p>                            | <p>76</p> <p>Indigenous insights into leadership: What can we learn from Māori leaders and is it generalizable?</p> <p><i>Haar, Jarrod; Roche, Maree; Brougham, David</i></p> | <p>152</p> <p>How do they know what you know: A study of knowledge exchange when managing projects</p> <p><i>Algeo, Chivonne</i></p>                            | <p>82</p> <p>Nurse Turnover in India: Factors Impacting Nurse Decisions to Leave Employment</p> <p><i>Lakshman, Sangeetha</i></p>  | <p>332</p> <p>Workplace bullying among nurses in Saudi Arabia</p> <p><i>Alswaid, Eman; Forsyth, Darryl; Catley, Bevan</i></p> <p>28</p> <p>Coping with stressful organisational change</p> <p><i>Smollan, Roy</i></p>   | <p>277</p> <p>Post-disaster recovery: A study of a special-purpose business alliance structure</p> <p><i>de Vires, Huibert; Nilakant, Venkataraman; Walker, Bernard; Baird, Rosemary</i></p> | <p>74</p> <p>Managerial identity and sense-making around sustainability in a predominantly Buddhist country context</p> <p><i>Abeydeera, Sashika; Kearins, Kate; Tregidga, Helen</i></p> | <p>Funding management research</p> <p>Peter Jordan, Sally Riad, Keith Townsend, Delwyn Clark, Neal Ashkanasy</p> | <p>Flexibility across working lives in Australia and New Zealand</p> <p>Leisa Sargent, Bill Martin, Lisa Bradley, Geoff Plummer, Susan Ainsworth</p> |
| 1530      | <p>386</p> <p>Internal auditor's commitment issues: The mediating effects of training effectiveness and career growth opportunities</p> <p><i>Fordham, Katherine; Fisher, Greg; Caines, Valerie</i></p> | <p>364</p> <p>Uncover to Discover: Finding Value Co-creation Opportunities in Commoditised Business Ecosystems – A Conceptual Model</p> <p><i>Masbate, Jorge; Mazzarol, Tim</i></p> | <p>363</p> <p>Between a rock and a hard place: Navigating tensions in the formulation of contracts in the Oil and Gas industry</p> <p><i>Thompson, Robert; Ikinmwin, Cletus; Davidson, Paul</i></p> | <p>340</p> <p>Entrepreneurship Education: An evaluation of behaviour, skills and attributes of Botswana entrepreneur</p> <p><i>Moremong-Nganunu, Topoyame; Rametse, Nthathi; Bakheit, Charles</i></p> | <p>164</p> <p>The penalty of motherhood in contemporary New Zealand</p> <p><i>Mutter, Joanne; Thorn, Kaye</i></p>   | <p>131</p> <p>Addressing professional competence expectations in HRM courses</p> <p><i>Coetzer, Alan; Ryan, Maria; Susomrith, Pattanee; Suseno, Yuliani</i></p> | <p>323</p> <p>The effects of organisational change on nurses' job performance in Australian hospitals</p> <p><i>Carlisle, Joanna; Bhanugopan, Ramudu; Morrison, Mark</i></p> | <p>245</p> <p>Rewards and creativity: Past, present and future</p> <p><i>Malik, Muhammad Abdur Rahman; Butt, Arif</i></p> <p>261</p> <p>Psychological contracts and professional ideologies: A model of psychological contract alignment</p> <p><i>Mumme, Barbara; Brown, Kerry</i></p> |  |  |  |  |
| 1550-1600 | Short break for session changeover  |   |   |   |   |   |  |   |  |  |  |  |
| 1600-1740 | HEADS OF SCHOOLS OF MANAGEMENT (HOSOM) NETWORK MEETING  |   |   |   |   |   |  |   |  |  | MEETING ROOM V   |  |

# MANAGING FOR PEAK PERFORMANCE

## THURSDAY 3 DECEMBER 2015 CONTINUED

| 1600-1740 |  | CONCURRENT SESSION SIX (100 mins)   |  |  |  |  | Interactive Sessions  |  |   | Workshops   |  |
|-----------|--|---|--|--|--|--|---|--|---|---|--|
| Room      | Galaxy I   | Galaxy II   | Galaxy III   | Meeting Room IV  | Meeting Room I   | Copthorne I  | 501   | 505  | Meeting Room II   | Copthorne II  | Copthorne III  |
| Stream    | HRM Comp 6   | OB Comp 4   | TISCM Comp 4   | STR Comp 3   | SSM Comp 2   | MKT Comp 2   | OB Inter 4  | ESSB Inter 1 & ESSB Inter 2  | SSM Inter 2   |   |  |
| Chair     | Jane Parker  | John Molineux   | Amrik Sohal  | Paul Knott   | Sara Walton  | Kala Retna   | Gerry Treuren   | André Everett & Ross Chapman   | Bob Cavana  | WS J  | WS K   |
| 1600      | 21<br>Unintended Consequences of Limiting Peer-to-Peer Voice between Paramedics<br><i>Townsend, Keith; Loudoun, Rebecca; Mowbray, Paula; Wilkinson, Adrian</i> | 61<br>Multi-level Effects of Formalization in Knowledge Sharing Teams<br><i>Gibson, Cristina; Dunlop, Patrick; Cordery, John</i>  | 30<br>The Sand-Cone Model: Some Insights from the Australian Grocery Industry<br><i>Nand, Alka Ashwini</i>                                       | 237<br>The evolution of institutional and organizational ambidexterities: Navigating dual paradoxes in crafting change<br><i>Johnston, Allanah</i> | 349<br>Critical analysis of stakeholder theory and corporate social responsibility in social media<br><i>Schermer, Tom; McKenna, Bernard</i> | 57<br>Co-op members' four hats: a cross-case study comparison<br><i>Mamouni Limnios, Elena; Mazzarol, Tim; Soutar, Geoffrey</i>                | 267<br>The Case for a Multi-Faceted Measurement Approach to Cyberbullying<br><i>D'Souza, Natalia; Forsyth, Darryl; Tappin, David; Catley, Bevan</i>               | 12<br>Challenges in Scaling-Up: A Study of Social Enterprises in Developing and Developed Economies<br><i>Garud, Niharika;</i><br>231<br>Resolving tensions in emerging social enterprises<br><i>Warren, Lorraine; Battisti, Martina</i> | 453<br>Multinational Enterprises and Distance: The Opportunities and Challenges of CSR Practices in Host-Countries<br><i>Amos, Gideon; Awuah, Gabriel; Gebrekidan, Desalegn</i> | Developing excellence in indigenous management education<br><i>Sonya Pearce, Jarrod Haar, Jason Mika, Terry Sloan</i> | Navigating the academic career: career obstacles, shocks, and facilitators<br><i>Leisa Sargent, Maria Kramer, Scott Seibert, Kate Kearns, Martin Grimmer</i> |
| 1620      | 151<br>Understanding antecedents and consequence of employee empowerment: a transaction cost perspective<br><i>Yin, Yishuai</i>                                | 443<br>Needs Satisfaction, Motivation and Individual Knowledge Sharing: A Self-Determination Perspective<br><i>Tian, Amy Wei; Gagné, Marylene; Soo, Christine; Ho, Khee Sing Benjamin</i> | 53<br>The Development of a Typology for the Management of Healthcare Improvement Events<br><i>Small, Adrian; Hicks, Christian; McGovern, Tom</i> | 60<br>Assessing the impact of corporate reputation on the future cost of equity<br><i>Pfister, Benjamin; Schwaiger, Manfred</i>                    | 185<br>The CSR Strategies in Corporate Approaches to Reconciliation<br><i>Schepis, Daniel</i>  | 103<br>On the Bad Side of Being Favored: Intra-Industry Spillover Effects of Negative Information<br><i>Radulova, Vyara; Breberina, Jovica</i> | 215<br>Future time perspective and interest in self-employment for older workers: The mediating role of self-efficacy<br><i>Caines, Valerie; Bordia, Prashant</i> | 201<br>How did I get here? A preliminary exploration of the career path of middle managers and succession planning strategies of retail SMEs<br><i>Radford, Katrina; Chapman, Geoffrey; Meissner, Ellen; Stewart, Heather</i>            | 461<br>Wealth with Green: Lessons with Exemplary Green Enterprise<br><i>Mellalieu, Peter</i>  |   |  |

| Room      | Galaxy I   | Galaxy II   | Galaxy III  | Meeting Room IV   | Meeting Room I  | Copthorne I   | 501   | 505  | Meeting Room II   | Copthorne II  | Copthorne III   |
|-----------|--|---|---|---|---|---|---|--|---|---|---|
| 1640      | 315<br>Employee Voice at CarCo: Still firing on all cylinders?<br><i>McWilliams, Alan</i>  | 326<br>The embedding factors that retain employees in organisations<br><i>Bambacas, Mary</i>  | 112<br>Green Production Adoption for Small- and Medium-Sized Enterprises in China: A Case Study<br><i>Lau, Kwok; Wang, Zhen</i>                               | 415<br>Business acceleration: A springboard for entrepreneurial learning and development<br><i>Harrison, Geoff; Sheffield, Jim; Plimmer, Geoff</i>                            | 252<br>Perspectives on Environmental and Social Responsibility from SMEs in Western Sydney<br><i>Bressan, Alessandro</i>  | 149<br>Can CSR communication act as a buffer in case of a crisis? An experimental exploration of consumer reactions<br><i>Brunner, Christian; McLeay, Fraser; Schoefer, Klaus; Esch, Franz-Rudolf</i> | 212<br>Integrating Indigenous and Western Leadership Styles in China: Directive-Achieving Leadership and Transformational Leadership<br><i>Chen, Tingting; Li, Fuli; Ou, Zhanying</i> | 505<br>ESSB Inter 2<br>11<br>Roles of Innovative Behavior and Bricolage in New Product Development Process within Hi-Tech Firms: Evidence from India<br><i>Garud, Niharika</i> | 372<br>A preliminary statistical and . system dynamics analysis of the impacts of climate change on rice farming in West Nusa Tenggara, Indonesia<br><i>Bahri, Muhamad; Cavana, Robert; Renwick, James; Corbett, Lawrence</i> | Developing excellence in indigenous management education<br><i>Sonya Pearce, Jarrod Haar, Jason Mika, Terry Sloan</i> | Navigating the academic career: career obstacles, shocks, and facilitators<br><i>Leisa Sargent, Maria Kramer, Scott Seibert, Kate Kearins, Martin Grimmer</i> |
| 1700      | 375<br>The mediating role of autonomy between workplace relationships and employee engagement in engineering asset management organisations<br><i>Xerri, Matthew; Brunetto, Yvonne; Nelson, Silvia</i> | 44<br>Sending the wrong message: How company smartphones create new Psychological contract expectations<br><i>Obushenkova, Elena; Plester, Barbara</i>  | 368<br>Can you count on me? Meta analytic review on the formation of swift trust within global virtual teams<br><i>Mohd Yusof, Shafiz; Zakaria, Norhayati</i> | 120<br>Switching behaviors? Understanding the online patterns of intercultural communication styles during distributed decision making processes<br><i>Zakaria, Norhayati</i> | 311<br>Responsive Regulation, Small Business and the 'Invisibility Problem' in Waste Management : From pyramid thinking to situated practice<br><i>Wolfram Cox, Julie; Ambrosini, Veronique; Redmond, Janice; Walker, Elizabeth</i> | 117<br>A Conceptualization of Corporate Reputation – An Interaction and Relationship Centered Service Logic Perspective<br><i>Shah, Nadia; Varey, Richard</i>   | 389<br>Designing a response to job stress: Utilising participatory practices to enhance wellbeing<br><i>Allisey, Amanda; Noblet, Andrew; Cotton, Stacey; LaMontagne, Anthony</i>      | 102<br>Examining Entrepreneurial Orientation among Indigenous Entrepreneurs<br><i>Mrabure, Ruth Gray, Brendan</i>  | 304<br>Reducing Risk and Strengthening Resilience in Organisations and Managers: Examining the Australian and New Zealand Private Sector Following the Sendai Framework<br><i>Sullivan-Taylor, Bridgette</i>                  |   |   |
| 1720      | 359<br>The Paradox of High Performance Work Practices<br><i>Gahan, Peter; Robin, Mulyadi; Butar, Ivan; Evans, Michael; Harley, Bill</i>  | 238<br>The Role of Peer Fairness and Cultural Values in Multinational Self-Managed Teams<br><i>Adamovic, Mladen; Molines, Mathieu; Rousset, Patrice</i> | 351<br>Resilience in food supply chains in response to disasters : A conceptual framework<br><i>Umar, Muhammad; Wilson, Mark; Heyl, Jeff</i>                  | 195<br>Visual performance management: Does it work in public service organisations?<br><i>Greatbanks, Richard; Manville, Graham</i>   | 301<br>The Role of Buying Firms in Environmental Upgrading: the Sialkot Sportswear Cluster, Pakistan<br><i>Stringer, Christina; Benson-Rea, Maureen</i>   | 426<br>Winning customers – the stewardship way<br><i>Manoj, Das; Jayasimha K.R</i>  | 242<br>Organizational creative processes – collaboration or conflict? Insights from advertising<br><i>Grahle, Christian; Beech, Nic; Hibbert, Paul; Siedlok, Frank</i>                | 302<br>University Student Business Start-up and Growth through Student Programmes<br><i>Maniam, Regina; Everett, André; O’Kane, Conor; Biggemann, Sergio</i>                   | 265<br>Ecopreneurs as change agents: motivations and opportunities for sustainability<br><i>Wolfgramm, Rachel; Fong, Nicholas; Shepherd, Deb</i>  |   |   |
| 1740      | End of Conference Day Two  |   |   |   |   |   |   |  |   |   |   |
| 1815      | Buses Begin Departure for Conference Dinner  |   |   |   |   |   |   |  |   | MILLENNIUM HOTEL ENTRANCE   |   |
| 1900-2300 | Conference Dinner & Excellence Awards  |   |   |   |   |   |   |  |   | SKYLINE QUEENSTOWN GONDOLA  |   |

## MANAGING FOR PEAK PERFORMANCE

| FRIDAY 4 DECEMBER 2015 |   |   |  |   |  |   |  |   |  |  |                        |
|------------------------|---|---|--|---|--|---|--|---|--|--|------------------------|
| 0800                   | Registration opens  |   |  |   |  |   |  |   |  |  | GALAXY BALLROOM        |
| 0900-1000              | Keynote Address: "People, Practices, and Performance: Problems and Prospects"<br>Patrick Wright, Thomas C. Vandiver Bicentennial Chair in the DarLa Moore School of Business, University of South Carolina<br>Chair: Professor Lisa Bradley |   |  |   |  |   |  |   |  |  | GALAXY BALLROOM        |
| 1000-1050              | Australian and New Zealand Academy of Management – Annual General Meeting   |   |  |   |  |   |  |   |  |  | GALAXY BALLROOM        |
| 1050-1115              | Morning tea   |   |  |   |  |   |  |   |  |  | OBSERVATORY RESTAURANT |
| 1120-1300              | INSTITUTIONAL MEMBERS' MEETING  |   |  |   |  |   |  |   |  |  | MEETING ROOM V         |
| 1120-1300              | <b>CONCURRENT SESSION SEVEN (100 mins)</b>  |   |  |   |  |   |  | <b>Interactive Sessions</b>   |  | <b>Workshops</b>   |                        |
| Room                   | Galaxy I  | Galaxy II   | Galaxy III   | Meeting Room IV   | Meeting Room I   | Copthorne I   | 501  | 505   | Meeting Room II  | Copthorne II   | Copthorne III          |
| Stream                 | HRM Comp 7  | MPP Comp 3  | TISCM Comp 5   | INT Comp 2  | HMO Comp 4   | CMS Comp 1  | HRM Inter 2  | MPP Inter 3   | MKT Inter 1  |  |                        |
| Chair                  | Ramudu Bhanugopan   | Antoine Hermens   | Alka Nand  | André Everett   | Yvonne Brunetto  | Bronwyn Boon  | Peter Holland  | Oluremi Ayoko   | Daniel Schepis   | WS L   | WS M                   |
| 1120                   | 104<br>Using developmental customised work arrangements to improve work-home interaction: Roles of developmental culture and manager-employee exchange<br><i>Roux, Sylvia</i>   | 452<br>Managing the transfer of tacit knowledge in multinational service firms<br><i>Guo, Ying; Jasovska, Pavlina; Rammal, Hussain; Rose, Elizabeth</i>       | 350<br>The role of visibility in supply chain resilience: A resource-based approach<br><i>Nikookar, Ehsan; Nagalingam, Sev; Soosay, Claudine</i> | 296<br>Going beyond Confucian relationships: The role of humour in South Korean organizations<br><i>Kim, HeeSun; Plester, Barbara</i>                       | 198<br>Career metaphors and their workforce implications for community aged care workers<br><i>Clarke, Marilyn; Shacklock, Kate; Ravenswood, Katherine</i> | 92<br>Organization theory, the philosopher, and the fold<br><i>Pick, David</i>                                  | 162<br>The utility of the Stages of Change model for organisational development of musculoskeletal disorder interventions<br><i>Tappin, David; Oakman, Jodi; Rothmore, Paul; Al Muhanna, Abdullah</i>    | 455<br>Micro-level responses to institutional forces – an interactional framing perspective<br><i>Reddaway, Melanie</i> | 438<br>Modelling the role of capabilities in dealing with uncertainty and turbulence<br><i>Zafari, Katayoun; Biggemann, Sergio; Knight, John</i>           |  |                        |
| 1140                   | 156<br>Migrants' turnover intentions in the aged care industry explained using on-the-job embeddedness<br><i>Halvorsen, Beni; Radford, Katrina; Chapman, Geoffrey; Chua, Sarah</i>  | 105<br>Leading crises: The nexus between leadership styles and organisational adoption of crisis management strategy<br><i>Mponda, Edward; Ayoko, Oluremi</i> | 414<br>Supply chain vulnerability from customer value perspective – multi-industry case study<br><i>Vilko, Jyri; Ritala, Paavo</i>               | 327<br>Going home: An exploratory study of the repatriation experience of Saudi sojourners<br><i>Al Shimai, Abdulrahman; Thompson, Robert; Irmer, Bernd</i> | 282<br>Emotion as an identity construct of hybrid Doctor-Managers<br><i>Kippist, Louise; Fitzgerald, Anneke</i>  | 133<br>Failing to See the Woods for the Trees: In Search of Critical Creative Research<br><i>Round, Heather</i> | 310<br>Information overload at work: Could drawing from the popular culture of 'Slow' be helpful?<br><i>Oldcorn, Gary; Forsyth, Darryl; Catley, Bevan; Tappin, David; Junaid, Fatima; Cordier, Jason</i> |   | 132<br>The impact of relationship management strategy implementation on intention to quit in Malaysia call centers: A pilot study<br><i>Aliyu, Olayemi</i> | Designing and conducting great teaching and learning research<br><i>Tine Köhler, April Wright, Paul Hibbert</i>  |                        |
|                        |   |   |  |   |  |   |  |   |  | Obtaining and maintaining peak performance with projects<br><i>Lynn Crawford, Derek Walker, Erica French, Beverley Lloyd Walker, Chivonne Algeo, Paul Davidson</i> |                        |

| Room      | Galaxy I   | Galaxy II   | Galaxy III  | Meeting Room IV   | Meeting Room I  | Copthorne I   | 501   | 505  | Meeting Room II   | Copthorne II   | Copthorne III   |
|-----------|--|---|---|---|---|---|---|--|---|--|---|
| 1200      | 333<br>The mediating role of employee turnover intentions on the relationship between HR practices and presenteeism: Evidence from Australian employees<br><i>Hague, Amlan; Fernando, Mario; Caputi, Peter</i> | 298<br>Organisational identity change: The role of organisational image<br><i>Pirani, Parvaneh; Seamer, Michael; Nyberg, Daniel</i>                     | 437<br>Buyer control of dependent suppliers in the Malaysian Automotive industry<br><i>Abdul Kadir, Kadzrina</i>                                      | 150<br>Institutional perspectives in International Business research: A critical review adnd future research implications<br><i>Goh, Will; Cui, Lin</i> | 68<br>Forecasting consumers' use of personal health record functions<br><i>Ford, Eric; Hesse, Bradford; Huerta, Timothy</i>             | 318<br>Gazing into the future of work: Implications for management education<br><i>Ruwhiu, Diane; Walton, Sara; O'Kane, Paula; Cathro, Virginia</i> | 180<br>Growing and developing people through a value driven approach to improve meaning in internal communication<br><i>Taubner-Ragg, Judy; Gapp, Rod</i><br><br>256<br>Aligning the human resource function in an organisational context with the future of work<br><i>Schultz, Cecile</i> | 316<br>Too much of a good thing? An examination on development and diffusion of professionalization concepts for contemporary project managers<br><i>Algeo, Thomas</i><br><br>469<br>Practice-based felt-experiences and learning for managing peak performance of engineers<br><i>Kannan, Selvi; McGrath, Michael</i><br><br>154<br>Assessing warranty risk and designing return contracts in a risk averse supply chain<br><i>Nandi, Shirsendu</i> | 362<br>A proposed conceptualization of the market driving strategy construct<br><i>Mac, Lancy; Evangelista, Felicitas</i><br><br>90<br>Leveraging emotional engagement in country of origin thanks to a cultural festival: An analysis of Italian Week in Australia and its impact on consumer behaviour<br><i>Sorbello, Alessandro; Karsaklian, Eliane</i> | Designing and conducting great teaching and learning research<br>Tine Köhler, April Wright, Paul Hibbert | Obtaining and maintaining peak performance with projects<br>Lynn Crawford, Derek Walker, Erica French, Beverley Lloyd Walker, Chivonne Algeo, Paul Davidson |
| 1220      | 404<br>The influence of presenteeism on job satisfaction and employee turnover intentions: Evidence from Bangladeshi employees<br><i>Hague, Amlan</i>  | 291<br>Legitimizing processes: Barriers and facilitators for experienced newcomers' entry transitions to knowledge practices<br><i>Gardiner, Claire</i> | 229<br>Investigating the effects of service supply chain collaboration in professional services<br><i>Siahtiri, Vida; O'Cass, Aron; Heirati, Nima</i> | 173<br>Variation in foreign affiliate performance: A legitimacy perspective<br><i>Chan, Christine; Wei, Li-Qun; Lui, Steven Siu-Yun</i>                 | 232<br>What do exemplary nurse managers say about their own practice?<br><i>Shacklock, Kate; Fulop, Liz; Gapp, Rod; Poropat, Arthur</i> | 439<br>Changing the frame: Reframing and the re-ignition of agency after the microfoundational turn<br><i>Wolfram Cox, Julie; Hassard, John</i>     |   |  |   |  |   |
| 1240      |  |   | 207<br>7-Element supply chain management framework<br><i>Robertson, Peter</i>   |   | 26<br>Identifying and measuring public value: An empirical study<br><i>Murphy, Lyn; Maguire, William</i>                                | 374<br>Giddens' Structuration – Problems and Prognosis in Management Research<br><i>Gurd, Bruce</i>   |   |  |   |  |   |
| 1300-1345 | Lunch  |   |   |   |   |   |   |  |   |  | OBSERVATORY RESTAURANT  |
| 1350-1530 | ANZAM Stream Chair Debrief Meeting   |   |   |   |   |   |   |  |   |  | MEETING ROOM V  |

# MANAGING FOR PEAK PERFORMANCE

## FRIDAY 4 DECEMBER 2015 CONTINUED

| 1350-1530 CONCURRENT SESSION EIGHT (100 mins) |   |  |  |  |   |   | Interactive Sessions   |   |  | Workshops    |               |
|---|---|--|--|--|---|---|--|---|--|--------------|---------------|
| Room  | Galaxy I  | Galaxy II  | Galaxy III   | Meeting Room IV  | Meeting Room I  | Copthorne I   | 501  | 505   | Meeting Room II  | Copthorne II | Copthorne III |
| Stream  | HRM Comp 8  | ESSB Comp 5  | TISCM Comp 6   | MED Comp 4   | L&G Comp 2  | PSNFP Comp 3  | HRM Inter 3  | INT Inter 2   | L&G Inter 1  |              |               |
| Chair   | Martin Grimmer  | André Everett  | Steven Davis   | Virginia Cathro  | Andrei Lux  | Bronwyn Boon  | Peter Jordan   | Cristina Gibson   | Herman Tse   |              |               |
| 1350  | 148<br>Exploring turnover intentions: Testing differences across employee skill-levels<br><i>Eastgate, Lindsay; Haar, Jarrod</i>  | 354<br>Comparing the role of intuition between owners and managers in shaping entrepreneurial opportunity recognition<br><i>Wang, Mingyang; Gibb Jenny; Sinha, Paresha</i> | 98<br>A destination management game simulation for novice tourism and hospitality students<br><i>McGrath, Michael; Whitelaw, Paul; Harris, Alana</i> | 97<br>The importance of context in engaging students large first year management classes: A case study<br><i>Morris, Mervyn; Tsakissiris, Jane</i> | 106<br>Orchestrating the boardroom: Observing the influence of chairs during meetings<br><i>Bezemer, Pieter-Jan; Pugliese, Amedeo; Nicholson, Gavin</i>     | 49<br>Are higher education institutions delivering customer satisfaction?<br><i>de Jager, Johan; Jan, Tahir; Hebblewaite, Denisa</i>    | 274<br>The business case for investing in workplace health and safety: A critique<br><i>Gahan, Peter; Sievewright, Ben; Evans, Paul; Harbridge, Raymond; Olsen, Jesse</i>              | 84<br>The Conceptual Basis for a Global Leadership Typology<br><i>Reiche, B. Sebastian; Bird, Allan; Mendenhall, Mark; Osland, Joyce</i>              | 243<br>Pretty fly for a white guy... Exploring the existence of a Western positivity bias in perceptions of leaders across cultures<br><i>Murray, Duncan; Chua, Sarah; Halvorsen, Beni</i> |              |               |
| 1410  | 457<br>Forgetting the future? Estimating the risk of dementia-related cognitive impairment among registered doctors and licenced pilots in New Zealand<br><i>Barney, Andrew</i> | 111<br>Social entrepreneurs at the heart of social and environmental value creation<br><i>Schaefer, Katrin; Kearins, Kate; Corner, Trish</i>                               | 34<br>The association between organisational related factors, the adoption of TQM and competitive advantage<br><i>Ferdousi, Farhana</i>              | 233<br>Reflective learning and the development of leaders<br><i>Girardi, Antonia; Minaee, Simon; Paull, Megan; Whitsed, Craig; Boudville, Ian</i>  | 297<br>Managing impression through social media: Understanding how leaders do it<br><i>Jayasingam, Sharmila; Ansari, Mahfooz; Singh, Sharan Kaur Garib,</i> | 81<br>Antecedents and consequences of ambidexterity in public sector organisations<br><i>Plimmer, Geoff; Bryson, Jane; Teo, Stephen</i> | 125<br>Effective motivation practices that could enhance employee performance in the mining industry<br><i>Du-Plessis, Andreis; Keovilay, Phaivone; Marriott, Jeffrey; Seth, Nitin</i> | 387<br>Intercultural Encounters Across Continents Cultural Differences China – Ecuador: The Practitioners' Perspective<br><i>Kainzbauer, Astrid</i>   | 300<br>Profile comparisons of male and female board appointments in the Australian post regulatory environment<br><i>Handley, Karen; Wright, Sue; Ross-Smith, Anne</i>                     |              |               |
|   |   |  |  |  |   |   | 448<br>Are changing ways of working changing HR practices?<br><i>Lloyd-Walker, Beverley; Walker, Derek; Crawford, Lynn; French, Erica</i>  | 230<br>Highlights in a Brazilian halal-based agrifood value chain<br><i>Macau, Flávio; Carneiro da Cunha, Julio; Alssabak, Nawfal; Souza, Leandro</i> | 346<br>Understanding how board directors create authenticity in the context of the Indigenous arts organisation<br><i>Cooke, Nick; Rentschler, Ruth; Martin, Brian</i>                     |              |               |



| Room      | Galaxy I  | Galaxy II   | Galaxy III  | Meeting Room IV  | Meeting Room I  | Copthorne I  | 501 | 505   | Meeting Room II  | Copthorne II             | Copthorne III |
|-----------|---|---|---|--|---|--|-----|---|--|--------------------------|---------------|
| 1430      | 89<br>The importance of an environment of co-worker support for work and life balance<br><i>Bradley, Lisa; Irmer, Bernd</i>   | 345<br>Parental role models' influence on female students' entrepreneurial aspirations: Lessons drawn from University of Botswana<br><i>Moremong-Nganunu, Topoyame; Rametse, Nthati; Bakheit, Charles</i> | 135<br>Retaining project management competence – theoretical model and empirical analysis<br><i>Ekrot, Bastian; Kock, Alexander; Gemünden, Hans Georg</i> | 320<br>Critical reflections on decisive moments<br><i>Sheffield, Jim</i> | 356<br>Development and Validation of the Short Servant Leadership Behavior Scale (SLBS-6)<br><i>Sendjaya, Sen; Butar, Ivan; Eva, Nathan; Robin, Mulyadi</i> | 193<br>The New Zealand better public service results: A comparative analysis linking inter-agency collaboration with outcome performance<br><i>Scott, Rodney; Boyd, Ross</i>                   |     | 434<br>The big OE – Self-initiated career characteristics of Danish engineers on foreign assignments<br><i>Anderson, Torbin; Vøxted, Søren; Rasmussen, Erling</i> | 369<br>“The more things change the more they stay the same”: Institutional maintenance in the form of 'new' regulatory arrangements<br><i>Wardrop, Janis</i> |                          |               |
| 1450      | 270<br>The work organisation in the emotional labour – withholding behaviours link<br><i>Karimi, Leila; Leggat, Sandra; Cheng, Cindy; Donahue, Lisa; Bartram, Timothy</i> | 189<br>Barriers to training and development in small accounting firms: Employees' perspectives<br><i>Susomrith, Pattanee; Coetzer, Alan</i>   | 14<br>Strategies for contract management in the Oil and Gas sector<br><i>Davidson, Paul; Ikhimwin, Cletus; Thompson, Robert</i>                           |  |   | 39<br>Organizational and Individual Support for Police Officers and Improvement in Learning Outcomes and Commitment<br><i>Brunetto, Yvonne; Teo, Stephen; Farr-Wharton, Rod; Shriberg, Art</i> |     |   | 421<br>Leadership and governance in Australian agriculture<br><i>Johnston, Lynne; Mazzarol, Tim</i>  |                          |               |
| 1510      | 155<br>Two theories of turnover compared<br><i>Treuren, Gerry</i>   |   |   |  |   |  |     |   |  |                          |               |
| 1530-1630 | Farewell Drinks and Conference Close  |   |   |  |   |  |     |   |  | MILLENNIUM HOTEL GARDENS |               |