

ANZAM 2017 PROGRAM

Stream		Stream Chairs	Stream	Stream Chairs
CD	Creative Disruption: Managing in a Digital Age	Dr Cameron Duff, RMIT University	OB	Organisational Behaviour Dr Ezaz Ahmed, Flinders University Dr Ramudu Bhanugopan, Charles Sturt University
CMS	Critical Management Studies	Dr Kylie Radel, CQUniversity	PRO	Project Organising Associate Professor Erica French, QUT Dr Sam MacAulay University of Technology Sydney.
ESSB	Entrepreneurship, Start-Ups and Small Business	Dr Martina Battisti, Massey University Dr Xiato Hu, Portsmouth Business School	PSNFP	Public Sector Management and Not-for-Profit Dr Wayne Fallon, Western Sydney University Dr Warren Staples, RMIT University
GDI	Gender, Diversity and Indigeneity	Dr Diane Ruwhiu, University of Otago Dr Dimitria Groutsis, University of Sydney	SM	Strategic Management Dr David Stiles, University of Canterbury Dr Conor O'Kane, University of Otago
HMO	Health Management & Organisation	Dr Ann Dadich, Western Sydney University Dr Louise Kippist, Western Sydney University	SSM	Sustainability and Social Issues in Management Dr Melissa Edwards, Unniversity of Technology Sydney Dr Sara Walton, University of Otago
HRM	Human Resource Management	Dr Beni Halvorsen, RMIT University Dr Paula O'Kane, University of Otago	TISCM	Technology, Innovation & Supply Chain Management Associate Professor Babak Abbasi, RMIT University
INT	International Management	Professor Maryam Omari, Edith Cowan University Dr Shea Fan, RMIT University.	Comp	Competitive paper session
L&G	Leadership and Governance	Associate Professor Herman Tse, Monash University Dr Marie dela Rama, University of Technology Sydney	Inter	Interactive paper session
MED	Management Education and Development	Dr Peter McLean, University of Wollongong Dr Christa Wood, University of Wollongong	WS	Workshop
MKT	Marketing & Communication	Dr Raechel Johns, Canberra University Dr Sujana Adapa, University of New England		

Tuesday 5 December 2017

0800-0830	Doctoral Workshop Registration (Registrations for Doctoral Workshop now closed)	Copland Foyer, University of Melbourne
0830-1730	Doctoral Workshop	Copland Theatre, University of Melbourne
1600-1500	Registration Open RMIT	Ground Floor Building 80, 445 Swanston Street, Melbourne
1800-1820	Official Welcome to Country - The Fighting Gunditjmarra	
1820-2000	Conference Welcome Reception and Registration	State Library of Victoria

Wednesday 6 December 2017

0800	Registration opens	Storey Hall, RMIT University
0900-0920	Official Welcome to Country - The Fighting Gunditjmarra	
0920-0940	ANZAM President's Welcome: Professor Lisa Bradley Official Opening of the 31 st ANZAM Conference by Dr Cameron Duff, Professor Pauline Stanton, Professor Ian Palmer,	Storey Hall
0940-1040	ANZAM Keynote Opening Address: Gerard George, Lee Kong Chian Chair Professor of Innovation, Singapore Management University Chair: Dr Cameron Duff	Storey Hall
1040-1100	Morning Tea	Storey Hall Atrium
1100-1110	Session Transition from Storey Hall to Building 80	

1110-1250 CONCURRENT SESSION ONE (100 mins)												
	Competitive Sessions								Interactive Sessions		Workshops	
Room	80.08.11	80.09.12	80.08.12	80.09.01	80.09.10	80.09.02	80.09.04	80.09.05	80.09.07	80.08.09	80.08.10	80.09.08
Stream	CD Comp 1	OB Comp 1	ESSB Comp 1	GDI Comp 1	HRM Comp 1	MED Comp 1	L&G Comp 1	TISCM Comp 1	CMS Inter 1	PSNFP Inter 1	WS 1	WS 2
Chair	Raechel Johns	Pamela Lockhart	John Brocklesby	Diane Ruwhiu	Keith Townsend	Christa Wood	Brinda Mahadeo	Arun Elias	Martin Wood	Ross Chapman		
1110	275 The Affective Commons <u>Waters-Lynch, Julian; Duff, Cameron.</u>	404 Experimental Study of the Role of Performance feedback and Self-Confidence, Opposition Intensity, Slack on Escalation/De-escalation of Conflict Strategy. <u>Dhillon Padmavathy; Srivastava, Nath; Joshi, Chetan</u>	065 Germination and Inspiration or a Flash in the pan: “The impact of entrepreneurship education on skills and outcomes” <u>Lipnickas, Gediminas; Seet, Pi-Shen; Jones, Janice</u>	096 Gender and Careers: Women in academia. <u>Sharafizad, Fleur Yardena; Brown, Kerry; Jogulu, Uma; Omari, Maryam</u>	003 High performance work practices and collective quits: The moderating role of workplace cynicism. <u>Brown, Michelle; Cregan, Christina; Kulik, Carol; Metz, Isabel</u>	023 Disrupting the MBA: Embedding social and environmental thinking for ethical strategic analysis and option appraisal. <u>Cairns, George</u>	258 Does Informal Leadership Always Benefit Team Performance? The Importance of Diversity in Team Proactivity and Altruism. <u>Sinha, Ruchi; Chiu, Chia-Yen (Chad).</u>	420 Supply risk management in small and medium-sized enterprises: A systematic literature review. <u>Chowdhury, Priyabrata; Lau, Kwok Hung; Pittayachawan, Siddhi</u>	231 Textual agents: How public documents construct identity and legitimacy for the British Museum and their role in the Parthenon controversy. <u>Fenton, Evelyn Maria</u>	055 Stuck in the middle without you: experiences of public sector middle managers. <u>Blackman, Deborah; Buick, Fiona; Johnson, Samantha</u>	Mixed Methods Research SIG: Using Fuzzy-set Qualitative Comparative Analysis in Mixed Methods Research. <u>Farveh Farivar; Ros Cameron; Bob Cavana; Matt Xerri</u>	Addressing the elephant in the room: Developing strategies for incorporating gender diversity in your organisation. <u>Sarah Chua; Duncan Murray; Beni Halvorsen; Tricia Vilkinas</u>
1130	409 Design: Social Technology for Managing in a Digital Age? <u>Matthews, Judy</u>	277 Challenge-Hindrance stressors and its effect on job burnout in the employees living under on-going terrorism: the moderating role of organisational support. <u>Junaid, Fatima Ali; Haar, Jarrod</u>	343 Fear of Failure, Entrepreneurial Intentions Formation and Resilience: A Conceptual Framework. <u>Ukil, Minhajul Islam; Muzychenko, Olga</u>	035 Female Police Officer Promotion: Driven by Peers, Driving Legitimacy. <u>Soontiens, Werner; Anthony, Mary</u>	300 Unpacking Non-Preferred Work Tasks in Work Design. <u>Rana, Vishal; Jordan, Peter; Rafferty, Alannah</u>	066 Entrepreneurship education: An entrepreneurial ecosystems approach. <u>Clark, Delwyn; Reboud, Sophie; Toutain, Olivier; Ballereau, Valerie; Mazzarol, Tim</u>	291 Leading in a digital age: a competition for attention. <u>Collins, Michael.</u>	419 A Systematic Approach to Measure Innovation Performance: Input-Process-Output-Outcome Perspective. <u>Fontana, Avanti; Musa, Soebowo</u>	349 Reflections on people’s working versus non-working time and connectivity: some experiences from Brazil. <u>Fernando, Jorge; Trevisan, Leonardo; Dowbor, Ladislau</u>	346 Correlation of Performance with Well-being. <u>Han, SongYi.</u>		

1150	<p>228 Innovation in Public Systems (OPGRS): Analysing the Role of CRM in Increasing System Efficiency <i>Verma, Rajeev; Verma, Jyoti</i></p>	<p>168 Exploring Consequences of Proximal Withdrawal States: A Three-Month Time Interval Study. <i>Mharapara, Tago; Haar, Jarrod</i></p>	<p>211 Entrepreneurial resilience in the New Zealand media <i>Singh, Smita; Ho, Marcus; Jayawardena, Thushini</i></p>	<p>189 Dual-career couple issues in women led international assignments: Case of Indian IT women. <i>Shah, Dhara; Agrawal, Narendra.</i></p>	<p>040 A Systematic Review of the High-Performance Paradigm. <i>Riaz, Safa; Woods, Peter; Townsend, Keith</i></p>	<p>238 Total recall? Using episodic and autobiographical memory to better understand leadership narrative identity. <i>Watton, Emma; Parry, Ken; Kempster, Steve</i></p>	<p>119 Laughing with the leader: The influence of leader's laughter on followers' perceptions. <i>Cheng, David Amarnani, Rajiv ; Wang, Nick.</i></p>	<p>280 The effect of user toolkits on innovation capability and co-creation: An empirical study of Malaysian manufacturers <i>Saha, Ripan Kumar; Garib Singh, Sharan Kaur; Tey, Lian Seng; Taha, Azni Zarina</i></p>	<p>272 Beauty in the Eye of the Beholder: How Human Resource Manager Understandings of Talent May Restrict Diversity Hiring Using Older Workers as an Example. <i>Hessell, Tim; Waterhouse, Jennifer; Nolan, John</i></p>	<p>393 The State as a Fundraiser? Evidence from the newly Italian fiscal reform for cultural organisations. <i>Donelli, Chiara; Fanelli, Simone; Mozzoni, Isabella.</i></p>		
1210	<p>223 The Innovation Opportunity Space: a novel framework to explore creative disruption <i>Flowers, Stephen; Meyer, Martin.</i></p>	<p>030 The relationship between organisational benefits and work life balance responsiveness: the mediating role of employee consultation. <i>Jenkins, Stacey; Bhanugopan, Ramudu</i></p>	<p>390 Entrepreneurs or Intrapreneurs? Examining the Immediate and Lasting Effects of Entrepreneurship Education. <i>Mu, Zhi Rong; Lin, Xiao Song; Zhang, Shuai; Wu, Wen Hua; Shen, Yi Feng</i></p>	<p>279 Harnessing and leveraging time: Australian women's navigation of career transitions. <i>Daniels, Carolyn; Radel, Kylie; Hillman, Wendy.</i></p>	<p>123 The effects of over-education and personality on retirement planning behaviours. <i>Luksyte, Aleksandra; Earl, Jo; Elizondo, Fabian</i></p>	<p>395 Analysing service quality gap in Indian management education using INSTAQUAL: A study of state university affiliated Colleges. <i>Kumar, Sanjeev; Rajaguru, Rajesh; Prikshat, Verma</i></p>	<p>311 Developing shared leadership to create public value <i>Plimmer, Geoff; Zeier, Katie; Franken, Esme.</i></p>	<p>175 Elements of transformative capability and integration process in supply chain learning: A multi-level perspective. <i>Livanage, Harishani Lasanathi</i></p>	<p>249 Understanding public perceptions of corporate irresponsibility over time: Struggles to remember and forget triumphs and scandals of Royal Bank of Scotland. <i>Rintamaki, Jukka</i></p>			

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1230	270 Ambidextrous Capabilities to Manage Disruptive Business Model Innovation. <i>Habtay, Solomon</i>	227 Managing the impact of negative performance information on the self-concept: Process insights from professional rugby. <i>Walker, Benjamin; Caprar, Dan</i>	407 A preliminary analysis of Australian Gen Y entrepreneurial intentions <i>Choudhary, Nitu; Pereny Aron</i>	366 Combining paid work and elder care: The effect of multiple roles on personal stress outcomes. <i>Bainbridge, Hugh</i>	042 Re-orienting Employment Relations in the Age of Global Value Chains: A Compressed Development Perspective. <i>Gao, Jennifer; Haworth, Nigel</i>	093 Generational Differences in Learning Attributes: Millennials and Gen X in Higher Education. <i>Goyal, Preeti; Gupta, Poornima</i>	128 Participative Chair Leadership, Psychological Safety and Director Monitoring: A Mixed-Method Exploration of Boardroom Dynamics. <i>Bezemer, Pieter-Jan; Veltrap, Dennis; Nicholson, Gavin; Pugliese, Amedeo</i>	222 Stringent customer environmental requirements and firm's environmental performance-evidence from Bangladesh ready-made garment industry. <i>Shumon, Rezaul; Rahman, Shams; Ahsan, Kamrul</i>				
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Wednesday December 6 2017	
1250 -1350	Lunch

1350-1530	CONCURRENT SESSION TWO (100 mins)												
	Competitive Sessions						Interactive Sessions				Workshops		
Room	80.08.11	80.09.12	80.08.12	80.09.01	80.09.10	80.09.02	80.09.04	80.09.05	80.09.07	80.08.09	80.09.08	80.09.11	80.08.10
Stream	CMS Comp 1	OB Comp 2	ESSB Comp 2	GDI Comp 2	HRM Comp 2	HMO Comp 1	PSNFP Comp 1	MKT Comp 1	OB Inter 1	L&G Inter 1	S&SM Inter 1	WS 3	WS 4
Chair	Ken Parry	Ezaz Ahmed	Jonathan Scott	Ingrid Nielsen	Kate Blackwood	Greg Bamber	Terry Sloan	Tim Mazzarol	Kala Retna	Brinda Mahadeo	Anneke Fitzgerald		
1400	004 Why Michels' 'iron law of oligarchy' is not an iron law - and how democratic organisations can stay 'oligarchy-free'. <i>Diefenbach, Thomas</i>	212 Team Power Asymmetry, Egalitarian Climate and Team Learning: The Moderating Effect of Shared Hardships. <i>Sinha, Ruchi; Stothard, Christina</i>	325 'Making do' in developing countries <i>Gabriel, Cle-Anne</i>	152 Understanding the gap between the availability and uptake of family-friendly work practices. <i>Moore, Toni; Chapman, Judith.</i>	070 Workers with disability and ethical human resource practices in Australian social enterprise organizations. <i>Sim, Stephen; Cavanagh, Jillian; Bartram, Tim; Shaw, Amie</i>	089 The role of organizational climate in facilitating nurse psychological capital and affective commitment: comparing the US and Australia. <i>Xerri, Matthew; Brunetto, Yvonne; Farr-Wharton, Ben</i>	313 Why Public Sector Implementation Research Needs To Make a Comeback. <i>Blackman, Deborah; Dickinson, Helen; Moon, Katie</i>	122 The More Things Change the More They Stay the Same: A Longitudinal Study of Small Retail Firm Resources. <i>Grimmer, Louise; Grimmer, Martin.</i>	374 The impact of organizational injustice and over qualification on work alienation. <i>Ul Islam, Shuja; Jawad, Daniyal; Shehroze, Raja; Basharat, Haroon.</i>	314 Recognition of employees as transformational leaders: a social network analysis approach. <i>Dang-Pham, Duy; Nkhoma, Mathews; Le-Hoi, Tram; Gordon, Ray</i>	174 Organisational Learning for Sustainability - Greening the Wharf at Sydney Theatre Company. <i>Dalton, Valerie; Cooksey, Ray</i>	Whistle While They Work 2 Project: Improving organisational and managerial responses to whistleblowing in public, private and not-for-profit sector organisations	Career Development for Female Academics <i>Leisa Sargent, Michele Roberts, Helen Hu Kate Kearins, Alison Sheridan.</i>

1420	203 Clutter, Hijacking and Nutcases: The impact of social capital on coproduction in museums. <u>Kershaw, Anne;</u> <u>Bridson, Kerrie;</u> <u>Parris, Melissa</u>	239 Can Interpersonal Conflict be Constructive? Affective Events Theory Perspective. <u>Fatima, Tasneem;</u> <u>Majeed, Mehwish</u>	206 What's mine is ours: Exploring value coproduction between social entrepreneurs and beneficiary communities <u>Garud, Niharika;</u> <u>Sutter, Christopher;</u> <u>Pati, Rakesh</u>	195 Exploring the capability of translation research to help improve women small business owners' financial literacy. <u>Redmond, Janice;</u> <u>Walker, Elizabeth</u>	109 Proactive interns and intention to convert into host organisations. <u>Nguyen, Diap;</u> <u>Rose, Philip;</u> <u>Teo, Stephen;</u> <u>Nguyen, Nguyen Phong;</u> <u>Dang, Thai Thinh</u>	158 Understanding nurse manager leader behaviours and their impact on nurse retention. <u>Crewe, Sandra</u>	361 Exploring Performance Enactment in a Case Study of Local Government Public Library. <u>Shaikh, Wajeaha;</u> <u>Warren Staples</u>	283 Trust, increasing virtuality and financial services institutions – Virtuality does not hamper trust per se. Findings from the financial services sector. <u>Gruenewald, Kira;</u> <u>Nienaber, Ann-Marie.</u>	099 The impact of job-role stressors and affective wellbeing on managers' performance. <u>Hosie, Peter;</u> <u>Sharma, Kingshott,</u> <u>Russel</u>	200 Engaging eyes in the digital and cross-culture era: Seize the gaze. <u>Densten, Iain</u>	159 Empirical social network analysis in sustainable supply chain in Vietnam. <u>Akbari, Mohammadreza;</u> <u>Clarke, Steven;</u> <u>Dang-Pham, Duy;</u> <u>Nkhoma, Mathews</u>		
1440	108 Wearable technology, work and biopolitics. <u>Plester, Barbara;</u> <u>Sayers, Janet</u>	064 The NEAR Organizational Compassion Scale: validity, reliability and correlations. <u>Simpson, Ace;</u> <u>Farr-Wharton, Ben</u>	132 Understanding Barriers to Global Entrepreneurs hip <u>Adapa, Sujana</u>	248 Gender Harassment and Work-Family Conflict: A Proposed Model of Reciprocal Impacts, Outcomes and Prevention. <u>Sojo, Victor;</u> <u>Holland, Elise;</u> <u>Olsen, Jesse;</u> <u>Köhler, Tine;</u> <u>O'Neil, Adrienne;</u> <u>Rosenhain, Sue;</u> <u>Wood, Robert</u>	278 Talent Management and Utilisation of Female Talent. <u>Afrin, Shamsia</u>	162 The impact of individual and organisational support on Bangladeshi nurses. <u>Crossan, Frank;</u> <u>Beattie, Ron;</u> <u>Cully, Ashley;</u> <u>Brunetto, Yvonne;</u> <u>Xerri, Matthew</u>	274 Strategic management of advocacy approaches in not-for-profit organisations. <u>Clear, Anne</u>	246 Engagement through real time, mobile social media use: an experimental design. <u>Johns, Raechel;</u> <u>Walsh, Michael.</u>	374 The impact of organizational injustice and over qualification on work alienation. <u>Ul Islam, Shuja;</u> <u>Jawad, Daniyal.</u>	376 The Impact of Over Ambitious Consultants on Project Failures: An Ambition Theory View. <u>Nuwangi, Subasinghage Maduka;</u> <u>Sedera, Darshana</u>	422 Navigating Sustainability: Morphing the Role of the Sustainability Officer. <u>Edwards, Melissa;</u> <u>Williams, Tim;</u> <u>Angus-Leppan, Tamsin;</u> <u>Benn, Suzanne</u>		

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1500	137 Taste of the nation, state of the nation? Examining the dynamics of aesthetic stances in international mergers and acquisitions. <u>Riad, Sally</u>	127 A Multilevel Framework of Firm Altruism in Small and Medium Enterprises. <u>Siddiq, Dedi;</u> <u>Jepsen, Denise;</u> <u>Muhidin, Salut</u>	092 Why Entrepreneurs hip Failed to Take Root in ‘Developing Countries’: the case of Colonial Africa (1952–1972) <u>Akorie, Michele;</u> <u>Scott, Jonathan;</u> <u>Sinha, Paresha;</u> <u>Gibb, Jenny</u>	360 Mediating roles of family supportive organizational perception and schedule control in the crossover of work-family experiences among supervisor-subordinate dyads. <u>Baral, Rupashree;</u> <u>Sampath, Pavithra</u>	364 Disability Employment in Chinese Context: A Case of Position Differences in the Employees’ Perception in an European-brand Hotel in Hong Kong. <u>Hui, Ray Tak-yin;</u> <u>Tsui, Bruce;</u> <u>Tavitiyaman, Pimtong</u>	262 What is compassion fatigue? What does it mean for personal care workers in aged care? <u>Hutchinson, Claire;</u> <u>Corlis, Megan;</u> <u>Stothard, Christina;</u> <u>Goods, Julie;</u> <u>Treuren, Gerry</u>	144 Change management in charities: an Australian perspective. <u>Ewens, David;</u> <u>Lockhart, Pamela.</u>	403 Are symbolic values enough to motivate consumer – brand relationships? Evidence from an emerging market. <u>Kieu, Tai Anh.</u>	347 The Boundary Conditions of Reflection-Performance Relationship in a Strategic Decision-making Task: Stretch goals and Initial Capability. <u>Bei, Yun;</u> <u>Yang, Miles;</u> <u>Chen, Wansi</u>	097 Gaps in Corporate Governance Theory: An Agenda for Future Research. <u>Goyal, Sanjay;</u> <u>Goyal, Preeti.</u>	302 Consuming nature through outdoor recreation: a consumption paradox, or an investment in sustainability? <u>Rowed, Peter;</u> <u>Buttriss, Gary</u>		
1520			401 Entrepreneurs, hope and Wellbeing in Rural Kenya. <u>Newbery, Robert;</u> <u>Kimmit, Jonathan;</u> <u>Munoz, Pablo</u>	006 Career development and professionals with disabilities: a proposed model. <u>Barclay, Lizabeth;</u> <u>Markel, Karen</u>	418 Challenges for graduates of Australian universities, when using connections and developing guanxi during their transition from university to professional employment. <u>Ferguson, Janet;</u> <u>Sonnenschein, Katrine</u>	170 Professional Identity: Friend or Foe to Integrated Care. <u>Williams, Sharon;</u> <u>Best, Stephanie</u>		209 An investigation into employees’ acceptance of IT system in government agencies: An extension of technology acceptance model. <u>Sharma, Angel;</u> <u>Basyal, Devid;</u> <u>Koirala, John</u>	088 Stressful organisational change: Giving support to others. <u>Smollan, Roy;</u> <u>Morrison, Rachel</u>				

1540-1610	Afternoon Tea	Storey Hall
1620-1720	ANZAM Second Keynote Address: Sharon Parker, ARC Laureate Fellow, University of Western Australia Business School Chair: Professor Pauline Stanton	Storey Hall
1720- 1730	ANZAM Stream Awards Presentation Ceremony	Storey Hall
1730	End of Conference Day One	
	Conference Free Night	

Thursday 7 December	
0730-0900	HMO SIG Workshop. PROJECTION: Creative disruption in health service management. 80.09.06
0920-1020	ANZAM Third Keynote Address: Stan Grant. Storey Hall Chair: Professor Mark McMillan, Deputy Pro Vice-Chancellor (Indigenous Education and Engagement), RMIT University
1020-1030	ANZAM Excellence Awards Presentation Ceremony Storey Hall
1030-1050	Morning Tea Storey Hall Atrium

1100-1300 CONCURRENT SESSION THREE (100 mins)													
Competitive Sessions									Interactive Sessions			Workshops	
Room	80.08.11	80.09.12	80.08.12	80.09.01	80.09.02	80.09.10	80.09.04	80.09.05	80.09.07	80.09.08	80.09.09	80.09.06	80.08.10
Stream	CD Comp 2	OB Comp 3	ESSB Comp 3	INT Comp 1	TISCM Comp 2	HRM Comp 3	L&G Comp 2	MKT Comp 2	GDI Inter 1	MKT Inter 1	SM Inter 1	WS 6	WS 7
Chair	Mark Ashcroft	Ezaz Ahmed	Julian Waters Lynch	Steven Lui	Peter Jordan	Jennifer Gao	Nick Wang	Sujana Adapa	Dimitria Groutsis	Martin Grimmer	Neal Ashkanasy		
1100	423 Entrepreneurial agents in transport systems: Strategies for change. <i>Walton, Sara, Hyde Abbe.</i>	163 Intergroup Competition and Employee Unethical Behaviour: Exploring the Role of Employee's Group Identification and Group's Moral Identity. <i>Vadera, Abhijeet; Mishra, Pooja; Jin, Mengzi</i>	204 Lenses or Mirrors? Institutional Logics and Entrepreneurial Action <i>Sutter, Christopher; Garud, Niharika; Pati, Rakesh Kumar</i>	210 Humour, hierarchy, and harmony: Exploring New Zealand and South Korean workplaces. <i>Plester, Barbara; Kim, HeeSun</i>	219 Supply Chain Legality: a New Perspective. <i>Fadaki, Masih; Rahman, Shams; Chan, Caroline</i>	380 Impact of organizational justice and perceived organizational support on employees' innovative behavior at work. <i>Nazir, Sajjad; Shafi, Amina; Qun, Wang</i>	327 Reinforcing Cycle of Influence Between Leadership, Ethics and Governance: A Conceptual Framework for Strategic Decision Making. <i>Lowe, Kevin Brian; Levy, Lester; Bathula, Hanoku</i>	312 Understanding Consumers' Green Attitude Behaviour Gap Which Theory is Appropriate? <i>Ahmed, Al sadat; Sultan, Parves; Williams, Galina</i>	045 Skills wastage: A study of migrant engineers in Australia. <i>Asghar, Sana; Cameron, Roslyn; Farivar, Farveh.</i>	148 Antecedents of Employee Brand Value Co-Creation Engagement: A Preliminary Empirical Study in Small Medium Enterprises. <i>Nguyen, Long Nguyen, Thu; Tran, Ngoc; Nguyen, Thanh</i>	017 Response Speed and Decision Speed: Application of Information Processing Paradigm to Decision Speed Research. <i>Li, Anran</i>	Supporting Indigenous Publishing. Jarrod Haar Terry Sloan Jason Mika Diane Ruwhiu	Research in management learning and education: How to design and conduct great teaching and learning research. <i>Tine Köhler April Wright Nic Beech Steve Kempster Emma Bell</i>

ANZAM Program Continued: Thursday 7 December 2017

1120	385 Disruptive innovation through the lens of financial management: a conceptual assessment. <i>Imam, Tasadduq</i>	308 Differentiating Discrete Positive Emotions: Examining the Effects of Gratitude and Pride on State Work Engagement. <i>Verma, Kapil; Uy, Marilyn An</i>	188 Stakeholder Involvement in Performance Measurement of Entrepreneurial Ventures. <i>Onwuka, Ego; McMurray, Adela; Tavassoli, Sam</i>	091 Inward FDI and Local Firms' Exploratory and Exploitative Innovation. <i>Gao, Renfei; Sammartino, André</i>	178 Supply Chain Resilience Research: Review, Trends and Opportunities. <i>Ali, Imran; Nagalingam, Sev; Gurd, Bruce</i>	375 The effect of transformational leadership on innovative work behavior; mediating role trust, empowerment and work engagement. <i>Nazir, Sajjad; Zeb, Khaqan; Shafi, Amina; Qun, Wang</i>	069 Is there a place for Critical Discourse Analysis in research into the effectiveness of Australian startup boards? <i>Wildenauer, Michael</i>	068 The Mediating Effect of Brand Trust on the Relationship between Brand Experience and Brand Loyalty among Automobile Local Brand in Malaysia. <i>Mabkhot, Hashed; Gelaidan, Hamid</i>	105 Women on Australian Boards and Corporate Social Responsibility. <i>Ali, MuhammadMansoor, Sadia</i>	357 Competitiveness of domestic airlines in Australia. <i>Luchmun, Shikha; Nguyen, Thu Huong</i>	284 Public Good Value: How can decision-makers recognise the full worth of heritage buildings? <i>Livschitz, Sarah; Sullivan-Taylor, Bridgette</i>		
1140	389 Devising a Conceptual Disruptive Business Model for Digital Business in Emerging Economies <i>Pansuwong, Wamiwat</i>	328 Explaining the effects of different performance bonus systems: The roles of distributive justice and workplace performance. <i>Adamovic, Mladen; Gahan, Peter; Harley, Bill; Healy, Joshua; Olsen, Jesse; Theilacker, Max</i>	235 The role of Intrapreneurship on Individual Work Performance <i>Palipane, Tharindu; Jayatissa, Yehemini; Amarakoon, Upamali</i>	414 Network ties of self-initiated expatriates: not all relations with host country nationals are the same. <i>Kubovcikova, Annamaria; van Bakel, Marian</i>	145 The Ikea-effect in collective problem solving. <i>Vuculescu, Oana; Berenholtz, Carsten; Beretta, Michela</i>	047 The impact of contemporary careers on the psychological contract. <i>Gander, Michelle</i>	125 Negotiating executive pay: How can psychological theories complement classical and behavioural economics? <i>Fahey, David; Davies, Julie; Allcock, Deborah.</i>	179 If Not Today, Maybe Tomorrow? An Investigation of Consumers Postponing Purchasing Behaviour to Product Innovation. <i>Millemann, Jan; Heidenreich, Sven; Perényi, Áron</i>	136 A Study of Inclusion: The Balance Between Belongings and Uniqueness <i>Perera, Shamalka; ArrowsmithJim; Sayers, Janet</i>	288 Selling A New Brand Internally: challenges of obtaining generating support through internal marketing communications. <i>Booth, Jessica; McPhail, Ruth; Ross, Mitchell</i>	233 Interorganizational Networks in External Control of Resources: Taking stock with an extensive literature review. <i>Mukherjee, Subhasree; Dhayanithy, Deepak</i>		

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1200	275 Using Design to Secure Knowledge-based Competitive Advantage in the Digital Age <u>MacAulay, Sam; Sharapov, Dmitry.</u>	167 The Significance of Individual Spirituality and Employee Engagement in Task Performance and Affective Commitment. <u>Basit, Ameer; Roof, Richard</u>	146 The retirement options and strategies of small business owners <u>Walker, Elizabeth; Redmond, Janice; Hutchinson, Jacquie; Webster, Beverley</u>		294 “Internet of Things” as creative disruption of supply chain digital integration process: Australian retail industry perspective. <u>de Vass, Tharaka; Shee, Himanshu Kumar; Miah, Shah</u>	022 Is the Abilities, Motivation, Opportunities Model just too good to be useful? <u>Townsend, Keith; Cafferkey, Kenny; Kellner, Ashlea; Winterton, Jonothan; Dundon, Tony</u>	307 Transformational leadership and Organisational Virtuousness as antecedents of thriving at Work: A Review of underlying influence mechanisms. <u>Shahid, Sehrish; Muchiri, Michael.</u>	073 Does crowding deter impulse buying in retail stores: A study in the context of retailing in India. <u>Bandyopadhyay, Nirmalya</u>	273 Exploring the Unfolding Career Experiences of Skilled Migrant Women through the Lens of Career Theories <u>Odedra, Nimeesha; Blackwood, Kate; Thorne, Kaye</u>		413 The Moderating Role of R&D Management in the Relation between Resource investments and Performance: The Dynamic Capabilities Approach. <u>Liao, Tung-Shan</u>		
1220	028 The challenge of film to innovation and entrepreneurship studies. <u>Wood, Martin; Glisovic, Smiljana; Berkeley, Leo</u>	079 Team temporal leadership and team performance: The mediating effects of temporal tension and employee voice. <u>Mudannayake, Buddhika; Bhanugopan, Ramudu; D'Netto, Brian</u>	225 The Big Concerns of Small Business: A Qualitative Study <u>McKeown, Tui; Mazzarol, Tim; Rice, John</u>			320 Structured Job Interviews: Stifling Communication <u>Hyatt, Edward; Choi, Daejeong; Brown, Michelle; Olsen, Jesse</u>	090 Authentic leadership and the importance of ethical leadership behaviour and an ethical climate for subordinates' organisational citizenship behaviour. <u>Nikolic, Brad; Halvorsen, Beni</u>	165 Measuring the Impacts of Service Quality on Customer Satisfaction and Customer Loyalty: A Case Study of Vietnam's Supermarket. <u>Nguyen, Giang Ngo Tinh; Do, Hau Thi Kim; Sarker, Tapan Kumar</u>	408 Power and legitimacy: A longitudinal analysis of Aboriginal visual content in annual reports. <u>Rentschler, Ruth; Subramaniam, Nava; Martin, Brian; Belk, Russell</u>		056 To keep and transform or to drop and adopt? A transaction cost analysis of the business modeling dilemma. <u>Najmaei, Arash; Sadeghinejad, Zahra</u>		
1240	115 Independent Cinema in the Digital Age: A New Business Model for Retaining Modern Audiences <u>Sadlowska, Karolina; Karlsson, Paula; Sonja; Brown, Steven Caldwell</u>	044 Humour as a coping tool for interpersonal workplace aggression. <u>Cheng, David; Amarnani, Rajiv; Le, Tiffany; Restubog, Simon</u>				008 Executive and senior management's perception of the project manager's role. <u>Farnes, Ken</u>	306 Building resilient public sectors: How experiences of paradoxical leadership affect employee resilience. <u>Franken, Esme; Plimmer, Geoff</u>		102 'Female, Fifty and Forgotten?' Older Female Academics' Perceptions of Promotion <u>Larkin, Jacqueline</u>				

Thursday 7 December												
1300-1400	Lunch											Sponsored by Cengage Learning

1400-1540	CONCURRENT SESSION FOUR (100 mins)												
	Competitive Sessions								Interactive Sessions			Workshops	
Room	80.08.11	80.09.12	80.08.12	80.09.01	80.09.02	80.09.04	80.09.05	80.09.10	80.09.08	80.09.09	80.09.11	80.09.07	80.09.06
Stream	GDI Comp 3	OB Comp 4	ESSB Comp 4	SSM Comp 1	HMO Comp 2	PRO Comp 1	SM Comp 1	MED Comp 2	CD Inter 1	HRM Inter 1	OB Inter 2	WS 8	WS 9
Chair	Alison Sheridan	John Brocklesby	Delwyn Clark	Martin Grimmer	Rob Wilson	Erica French	Terry Sloan	Peter McLean	Martin Wood	Jarrood Haar	Pamela Lockhart		
1400	015 Creative Disruption through Digital Connection: Temporary Migrants Organising in Australian Food Production. <i>Grousis, Dimitria; Underhill, Elsa; Van Den Broek, Diane; Rimmer, Malcolm</i>	082 Getting the most in task performance: The effects of work environment, training effectiveness and non-mandatory training. <i>Carlisle, Joanna; Bhanugopan, Ramudu; Ahmed, Ezaz</i>	323 Crowdfunding academic research: An overview and research agenda <i>Macht, Stephanie; Chapman, Geoffrey</i>	199 The effect of voluntarily disclosed managerial values on the level of embeddedness of managerial values: A focus on Swiss SMEs. <i>Neher, Alain</i>	224 Innovation implementation in healthcare: A resourced based view <i>Ashcroft, Mark</i>	331 The Impact of Managerial Control on Project Organising: exploring traditional and social approaches. <i>Algeo, Chivonne; Algeo, Thomas</i>	038 Problems with proximity in tourism: The Swan Valley in metropolitan Perth. <i>Soontiens, Werner; Dayaram, Kandy; Burgess, John; Grimstad, Sidsel</i>	315 Oh, Behave! Insights and Strategies for Teaching Business Ethics in the Undergraduate Classroom. <i>Edwards, Marissa; Gallagher, Erin</i>	358 Does Video Resume stand a chance in recruitment & selection process? <i>Hilal, Junaid</i>	101 Contemporary knowledge workers and the boundaryless work-life interface. <i>Field, Justin; Chan, Xi Wen (Carys)</i>	076 Organisational development, Leadership and Power: Design Thinking in a Singapore School. <i>Retna, Kala</i>	Entrepreneurship, Professionalism, Leadership Career Aspirations: Advances in Theory, Research & Application for the Innovation Economy.	Emotions and Cognitions in the Rough – Project/ Paper Development Workshop. <i>Herman Tse Neal Ashkanasy Peter Jordan Kevin Lowe Ashlea Troth</i>
1420	027 Being the Face of the Brand: Aestheticising Labour in the Sri Lankan Hospitality Industry. <i>Waminayake Shalini; O'Donnell, Michael; Williamson, Sue</i>	216 Employee discretion: Balancing internal and external organisational practices. <i>de Witt, Marlice; Pavlovich, Kathryn; Twiname, Linda</i>	236 How do entrepreneurs manage their social networks in the digital era? Insights from technology-based entrepreneurs <i>Riverola, Carla; Miralles, Francesc; Dedehayir, Ozgur</i>	053 Merger and Acquisition Outcomes – the need to Consider Relationships between Different Stakeholders. <i>Segal, Simon; Pok, Wee Ching</i>	255 Liminal space in the Emergency Department. <i>Irving, Gemma; Wright, April</i>	060 Representation of women in property and mining: measuring effectiveness of gender equality initiatives. <i>Baker, Marzena</i>	084 Attention Allocation in Aspiration Adaptation: The Contingent Role of the External Environment. <i>Luo, Lingli; Shinkle, George</i>	130 Role of Higher Educational Institutions in Developing Employability Skills. <i>Sarfraz, Isra; Rajendran, Diana; Hewege, Chandana; Dass Mohan, Mohan</i>	354 The role of silence in virtual organizing, and its impact of coordination and communication processes. <i>Ip, Vivian</i>	324 Where is the progress in organisational change? A review of developments in change approaches since 2005 and future potential. <i>Goodfellow, Elizabeth; Blackman, Deborah; Mazanov, Jason</i>	299 The Influence of Attachment Style on Resource Contribution within Interpersonal Relationships. <i>Robertson, Adam</i>		

ANZAM Program Continued: Thursday 7 December 2017

1440	138 The Effect of Migrant Status on Managerial Career Progression in Australia. <i>Sultana, Nasreen; Hartel, Charmine; Okimoto, Tyler</i>	363 Behind the Smiles: A Study of Collectivism, Uncertainty Avoidance, Assertiveness and Employee Silence in Thai Manufacturing <i>Zetina, Nate; McGrath-Champ, Susan; Johnson, Anya</i>	166 When do Investors Prefer Copycats? Conditions Influencing the Evaluation of Innovative and Imitative Ventures <i>Fu, Yingzhu (Fenix); Tietz, Matthias</i>	333 Strategizing in an Issue Field of Corporate Social Responsibility: Situational Interactions of Institutional Logics in a Strategic Action Field. <i>Turkina, Natalya</i>	263 The implementation of lean management in a Chinese hospital's pharmacy intravenous admixture services centre. <i>Gao, Tian; Zhang, Xuzhu; Gurd, Bruce; Liu, Zunyu</i>	297 Governing project value creation processes—a contingent model for the delivery of complex projects. <i>Heredia Rojas, Boris; Liu, Li</i>	185 Financial Leverage and Firm Performance. <i>Abu Abbas, Bassam; Mahmoud, Alhmod, Turkey; Al Ghez, Fatimah</i>	202 Phenomenography in Management Education: Towards Manageable Student-centred Issues and Deep Learning. <i>Ambrosini, Veronique; Billsberry, Jon; Garrido-Lopez, Mariano; Stiles, David</i>	345 Institutional Perspectives on Adoption of My Health Record <i>Andargoli, Amir; Rajendran, Diana; Scheepers, Helana; Sohal, Amrik</i>	344 Supervisor support, work-life balance and job performance: Evidence from the Australian financial sector. <i>Talukder, A K M Mominul Haque</i>	383 Investigating New Management Initiatives (NMIs) in a textile SME: Case of emerging tensions and struggles in implementation and operation. <i>Nobin, Thomas.</i>		
1500	310 MĀ WAI HEI KAITIAKI MATIHIKO MĀ TĀTAU? Who Shall be our Digital Guardians as Indigeneous Entrepreneurs?. <i>Mika, Jason; Walker, Daniel; Palmer, Farah</i>	252 Surviving a firestorm: Teamwork in an extreme environment. <i>Dwyer, Graham</i>	033 Social Capital and Innovative Capabilities in Organisations: the Moderating Role of Technology and Market Environment <i>Li, Honggui; Ma, Guoxin; Chen, Zhongwei</i>	153 Determinants of green brand trust and the mediating role of green brand satisfaction. <i>Sharma, Angel; Zhang, Annie; Walton, Sara</i>	264 Utility of the Triple Aim framework in the context of Primary Health Care: a systematic literature review. <i>Obucina, Mila; Vecchio, Nerina; Fitzgerald, Anneke; Radford, Katrina; Chai, Andrea; Harris, Neil.</i>	135 Intra-firm Causal Ambiguity on Cross-Functional Project Team's Performance: Does Openness and Integrative Capability Matter? <i>Suprpto, Yetti Lutiyan; Wibowo, Amin Harsono.</i>	112 Rethinking Risk-Return Trade-off and the Bowman Paradox of Firm Diversification with Organizational Portfolio Analysis. <i>Shao, Xuefeng; Luo, Nanfeng; Qiu, Jane</i>		100 Boundariless Twitter use – Social media and leadership. <i>Siegert, Steffi; Holmgren Caicedo, Mikael; Martensson Hansson, Maria</i>	007 Codes of Conduct: Are they worth the paper they are written on? <i>Liang, Xiaoyan; Holland, Peter</i>	290 Using job demands and resources aligned to engagement to predict job performance: Testing the Triple Match Principle of demands and resources. <i>Yam, Cheryl; Holtrop, Djurre; Gagné, Marylene.</i>		
1520	319 Autism and employment: What works. <i>Hayward, Susan; Stokes, Mark; McVilly, Keith</i>	001 The Consequences and Mechanisms of Respect: How Respect Affects Motivation and Continuance. <i>Grover, Steven</i>		424 <i>Integrating social and market logics in hybrid business models: A study of Australian B Corps –424</i> <i>Wendy Stubbs</i>		261 Thinking About the Future: How Project Managers Make Sense of Possible Future Events. <i>Ackermann, Fran; Maytorena-Sanchez, Eunice; Winch, Graham</i>			095 The Links Between Innovation, Customer Value and Business Models <i>Vinaik, Rubal; Zubac, Angelina</i>	161 Presenteeism and Strategic HRM: A Conceptual Framework to Predict HR Outcomes. <i>Haque, Amlan</i>	129 Revisiting The Performance Implications Of Supply Chain Agility. <i>Al Humdan, Elias; Najmaei, Arash; Behnia, Masud.</i>		

1540-1600	Afternoon Tea	Sponsored by Cengage Learning
1540-1720	Heads Of School of Management (HOSOM) Network Meeting (For HOSOM Members only)	Meeting room 80.07.029

1600-1740 CONCURRENT SESSION FIVE (100 mins)													
Competitive Sessions									Interactive Sessions			Workshops	
Room	80.08.11	80.09.12	80.08.12	80.09.01	80.09.02	80.09.04	80.09.05	80.09.10	80.09.07	80.09.08	80.09.09	80.09.11	80.09.06
Stream	PRO Comp 2	OB Comp 5	TISCM Comp 3	SSM Comp 2	SM Comp 2	HMO Comp 3	MKT Comp 3	PSNFP Comp 2	ESSB Inter 1	MED Inter 1	HRM Inter 2	WS 10	WS 11
Chair	Sam MacAulay	Lena Wang	Arun Elias	Ingrid Nielsen	Steven Lui	Elizabeth Wilson-Evered	Tim Mazzarol	Warren Staples	Kevin Lowe	Christa Wood	Beni Halvorsen		
1600	406 Project Management: An Unexpected but Welcome Career Path? <u>Lloyd-Walker, Beverley; Crawford, Lynn; French, Erica</u>	111 The Influence of Ethical Leadership in Key Account Management: A case study of Business-to-Business Marketing in Indonesia. <u>Iswahyudi, Muhammad; Wilson-Evered, Elisabeth; Thomas, Keith</u>	266 Last Mile Delivery: a Systematic Literature Review of Definitions and Development of Distribution Network Models <u>Motavallian, Joerin; Rahman, Shams; Chan, Caroline</u>	050 Appraising Offsets as an Integrated Environmental Planning and Management Tool for Development Projects <u>Martin, Nigel; Rice, John; Lodhia, Sumit</u>	378 An Exploration of STROBE (Strategic Organisational Behaviour) and Competitive Advantage. <u>Soo, Christine; Spaseska, Katerina</u>	057 Reconciling Different Understandings of 'Conflict of Interest' in Medicine. <u>Lipworth, Wendy; Montgomery, Kathleen</u>	043 Consumer communication campaigns seeking food waste reductions: The Australian perspective. <u>Pearson, David; Stott, Annika; Perera, Anji</u>	118 Does Austerity Drive Public Service Innovation? Evidence from Shared Senior Management Teams in Local Government. <u>Bello, Benedetta; Downe, James; Andrews, Rhys; Martin, Steve.</u>	051 Entrepreneurial Bricolage Approach: Enhancing Subjective Wellbeing in a Resource Constrained Emerging Country. <u>Rahman, Syed Abidur; Taghizadeh, Seyedeh Khadijeh; Alam, Mirza Didarul; Ahmad, Noor</u>	151 The Elusive Obvious: Searching for a 'Pedagogical Pattern' that Enhances Postgraduate Students' Engagement. <u>Jackman, Doug; Weir, Brian; Sutiyono, Wahyu; Buick, Fiona</u>	081 Qualifying beliefs about informality and hard HRM in small, medium and large firms: an employee's perspective. <u>Farr-Wharton, Ben; Xerri, Matthew; Brunetto, Yvonne; Harrison, Bronwen; Hermens, Antoine</u>	Research in management learning and education: How to create a teaching, research and impact nexus. <u>Steve Kempster, Emma Bell, Tine Koehler, April Wright.</u>	Surviving the zombie apocalypse: Combining technology and pop culture to enhance student engagement. <u>Geoffrey R. Chapman, Ryan B. Gould.</u>

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1620	198 Changing a project-based industry: The role of project work. <i>Aaltonen, Kirsi; Matinheikki, Juri</i>	154 A theory of skilled migrant organisational attachment. <i>Treuren, Gerry; Stothard, Christina; Hutchinson, Claire; Manoharan, Ashokkumar</i>	245 Organizational Roles and Connections in Service Supply Chain Risk Management. <i>Vilko, Jyri; Laurea, Teemu</i>	157 Investigation of Independent Assurance of Sustainability Reports. <i>Kumudini Heenetigala Armstrong, Anona</i>	234 The Evolution of Ambidexterity in Professional Service Firms: Navigating Identity in New Exploratory Units. <i>Johnston, Allannah</i>	415 How does family support facilitate social workers' job satisfaction? The roles of work-family enrichment and job-related well-being. <i>Kalliath, Thomas; Chan, Carys; Kalliath, Parveen; Chan, Chris.</i>	405 Consumer perceived ethicality of mobile retailers: Scale development study. <i>Sarkar, Subhro; Khare, Arpita.</i>	149 Risk management in non-traditional public-private partnerships <i>Karlsson, Paula; Asenova, Darinka; Valkama, Pekka</i>	226 From Zero to Hero: Entrepreneurial Experience and Implications for Identity Dynamics. <i>Zhan, Siran</i>	191 Postgraduate students in a global market: recruiting from a position of disadvantage. <i>Scott, Jennifer; Kelly, Stephen</i>	338 Factors influencing academic promotion: A preliminary conceptual framework from a career development perspective. <i>Nguyen, Huong Thi Lan; Van Gramberg, Bernadine; Badiozaman, Ida; Mung Ling, Voon</i>		
1640	164 Mis-Orchestration of Ambidexterity within Projects: The paradox of inflexibility encountered by high discretion project managers. <i>Sohani, Shrihari; Suresh; Sinha, Paresha</i>	063 Human Resource Management Practices and Organisational Citizenship Behaviour: The Interactive effects of National and Organisational Culture. <i>Shahani, Nusrat Khan; Lockhart, Pamela; Shah, Farwa</i>	293 Benefits and risks of outsourcing to China, and the solutions to the problems – a case study of an Australian company. <i>Wang, Jeffrey Jian; Shee, Himanshu; Ian Sadler; Catherine Lou.</i>	309 Are Men More Accepting of Intellectual Property Violations than Women? The Role of Ambiguity and Values in Ethical Decisions Regarding IP Violations. <i>Budde-Sung, Amanda</i>	201 Political ties, business ties and innovation. <i>Zhang, Jing Ann; OKane, Conor; Chen, Guoquan</i>	150 Exploring perceptions of pharmaceutical sales representatives and medical specialists on the impact of New Zealand pharmaceutical policy over the past 15 years. <i>Gordon, Jessica; Scahill, Shane</i>	295 Digital-Analog Co-option in Augmented Reality Usage: A Multi-Modal Analysis. <i>Joshi, Amrita; Sharma, Kamal</i>	386 Why Digital Government and What Drives its Trajectory in Developing Countries: Lessons from Vietnam. <i>Nguyen, Trung; Teicher, Julian; Smith, Robert; Nguyen, Vien Van</i>	259 Regulating equity crowdfunding in Indonesia <i>Hariato, Ceceh; Li, Yongqiang.</i>	220 Case teaching approach under test: delineating the influence of student engagement dimensions on cognitive and affective learning. <i>Mahadeo, Jyoti</i>	351 The Role of Corporate Social Performance (CSP) on Talent Attraction in Sri-Lankan Context. <i>Lewwanduwage, Taniya; Amarakoon, Upamali; Rupasinghe, Thashika</i>		

ANZAM Program Continued: Thursday 7 December 2017

1700	114 Cross-functional integration for managing customer information flows in a project-based firm. <u>Stähle</u> , <u>Matias</u> ; Ahola, Tuomas; Martinsuo, Miia	265 Transformation Capacity, Exploitative Capacity, and Organizational Change: The Mediating Effects of Organizational Practices. <u>Wang, Zhimin</u> ; Sharma, Angel.	074 Returns Management: Implications for Omnichannel Environments. <u>Reefke</u> , <u>Hendrik</u> ; Guesalaga, Rodrigo	117 Sustainability's Missing Dimension: defining economic sustainability at organisational and societal levels. <u>Ivory, Sarah</u> ; Alexander, Anthony	147 Micro-foundations of problem solving: What determines how individuals search? <u>Vuculescu, Oana</u> ; <u>Bergenholtz, Carsten</u>		071 Creating Disruptive Advertising: Role of Fear and Disgust in enhancing Impulse Buying. <u>Upadhye, Bilwa</u> ; Bandopadhyay, Nirmalya; Sivakumaran, Bharadhwaj.		024 Contradictory Stand of Government and NGO towards Entrepreneurs at Base of Pyramid and Impact on Subjective Wellbeing. <u>Rahman, Syed Abidur</u> ; Ahmad, Noor Hazlina; Amran, Azlan; Taghizadeh, Seyedeh Khadijeh	362 Student Expectations, Beliefs and Attitudes in a Large First Year Management Course: Preliminary Results of a Multi-Phase Investigation <u>Edwards, Marissa</u> ; Gallagher, Erin			
1720	237 Using a tailored project management methodology to promote project team integration. <u>Vuorinen, Lauri</u> ; Martinsuo, Miia	303 The Flourishing of School Principals: An Action Research Pilot Study. <u>Molineux, John</u>		382 Partner dependence and the transpositional effects of policy in emergent markets. <u>Falk, Michael</u>	232 Knowledge Resource MOBILITY IONs through RDT lens – Partners Matter! Seeking Utilization, Performance and Status; Defending Autonomy. <u>Mukherjee, Subhasree</u> ; Dhayanithy, Deepak					369 Using Audience Response Technology in a First Year Management Class: Effects on Student Perceptions and Outcomes. <u>Edwards, Marissa</u>			

1740	End of Conference Day Two
1900-2300	Conference Dinner

RACV Club Bourke Street, Melbourne

Friday 8 December		
0800	Registration opens	
0900-1030	Institutional Members' Meeting (For ANZAM Institutional Heads/Reps only)	80.07.029
0900-1030	ANZAM Educator of the Year Masterclass - Augmenting Student Engagement and Learning Experience – Sujana Adapa	80.08.09

0900-1040 CONCURRENT SESSION SIX (100 mins)											
Competitive Sessions						Interactive Sessions					
Room	80.09.10	80.09.12	80.09.06	80.09.07	80.09.08	80.09.09	80.09.11	80.09.01	80.09.02	80.09.04	80.09.05
Stream	TISCM Comp 4	GDI Comp 4	HRM Inter 3	CD Inter 2	L&G Inter 2	OB Inter 3	MED Inter 2	PSNFP Inter 2	PO Inter 1 & IM Inter I	HMO Inter 1	TISCM Inter 1
Chair	Peter Jordan	Margaret Heffernan	Marcus Ho	Neal Ashkanasy	Kevin Lowe	Beni Halvorsen	Veronique Ambrosini	Ross Chapman	Erica French	Shane Scahill	John Burgess
0900	046 Service Innovation in Aged Care Providing Organisations through Social Assistive Technology Acceptance. <i>Khaksar, Seyed Mohammad Sadegh; Shahmeh, Fatemeh; Afshari, Leila; Khosla, Rajiv</i>	052 Support Perceptions, Organizational Citizenship Behaviors, and the Mediating Role of Cultural Wellbeing: Are Effects Stronger for Ethnic Minority Workers? <i>Haar, Jarrod; Brougham, David; Harris, Candice; Nguyen, Thi Hong Ngoc (Ruby)</i>	080 Do workload allocation systems affect the workplace health of frontline academic professionals? <i>Archontoulis, Fiona</i>	192 Cloud Computing in the Agri-food Sector: Examining the influence of disruptive technology on socio-economic outcomes and business effectiveness. <i>Bensemann, Jo; Bhide, Vasudha; Eweje, Gabriel; Imbeau, Jean Sebastien; Kelly, Stephen James; Scott, Jennifer; Taskin, Nazim; Warren, Lorraine</i>	326 When a Leader's International Exposure is a Drag: Contrarian Evidence from India. <i>Sharma, Kamal</i>	215 Should corporate leaders encourage informal, group-initiated induction rituals? <i>Chapman, Judith</i>	083 Management Education for Leadership in the Context of Disruption. <i>Davidson, Paul; Tsakissiris, Jane</i>	221 Innovation in the Public Sector: Towards Development of Conceptual Research Framework for fostering innovative practice in Public Sector. <i>Malihi, Kristina; Naughton, Shahnaz</i>	330 Portfolio Release Management: Governance Implications of Project Interdependencies <i>Louis Taborda</i>	254 Using the consolidated framework for implementation research to understand clinicians' innovations. <i>Hodgins, Michael; Dadich, Ann; Womsley, Kerrie</i>	285 Analysing Patient Satisfaction in Dentistry: SERVQUAL to Stakeholders. <i>Ling, Sophia; Elias, Arun.</i>
0920	377 The shareholder wealth effects of modern slavery reporting requirements. <i>Cousins, Paul; Dutordoir, Marie; Lawson, Benn; Quariguasi Frota Neto, Joao</i>	289 Measuring ethnic diversity: Australian managers perspective. <i>Manoharan, Ashokumar; Gross, Michael</i>	379 Towards the understanding of collective readiness for change. <i>Menting, Magteld; Naughton, Shahnaz</i>	402 Analyzing the Process of Achieving Innovation Based on Japanese Case Studies <i>Cui, Yu; Ota, Masaharu</i>	094 The Role of Political Structure in China's Corporate Governance during the Global Financial Crisis <i>Cheng, Shijun; Shen, Yi Feng; Song, Jing</i>	301 The Resources-Performance Relationship: Causal and Spillover Effects of Efficacy Beliefs. <i>Fong, Man Mandy</i>	335 Management Education in the Context of Uncertainty. <i>Davidson, Paul</i>	173 A governance case study of the development of community-based infrastructure: an example of Mintzberg's Plural Sector. <i>Manuell, Paul</i>	134 Why Process Improvement Projects often stall at their Implementation Phase? Insights from an exploratory case study. <i>Mova, Ava</i>	384 Conceptualising self-management in a community health setting: A preliminary study of clinician perceptions. <i>Jones, Andi; Wilson-Evered, Elisabeth</i>	371 Conceptualising the adoption of digital business technologies (DBT) by small and medium sized hotels (SMHs) in Malaysia. <i>Ayob, Mohd Faizal Bin; Wilson-Evered, Elisabeth; McGrath, Michael.</i>

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0940	078 Learning from Subsidiaries: Age Composition of Foreign subsidiaries and Parent's R&D Intensity. <u>Lee, Eun Su;</u> <u>Yang, Gracy</u>	176 Indigenous Employee Voice and Inclusion: New Perspectives from Vietnamese Public Sector Organizations. <u>Alan, Tho;</u> <u>Stanton, Pauline</u> <u>Trau, Raymond;</u>	396 Exploring the antecedents and consequences of Employer Branding. <u>Sharma, Arti</u>	296 Autonomous vehicles on the roads of New Zealand and Australia: Investigating the relevant issues and challenges using perceptual mapping and Force Field Analysis <u>Roy, Ram;</u> <u>Priyanka Roy</u>	077 Privatisation and principal-principal conflicts in Asian emerging economies. <u>Tran, Trang Thi Thu</u>	107 A Systematic Review of Emotion Regulation in the Aged Care Workforce. <u>Guan, Bichen;</u> <u>Jepsen, Denise</u> <u>Mary</u>	197 Conceptual framework to guide development and evaluation of agile leadership in tourism destinations. <u>Fang, Marcela;</u> <u>Nguyen, Thu</u> <u>Huong;</u> <u>Armstrong,</u> <u>Anona</u>	267 A Cross-cultural Comparison of Public Sector Innovation and Leadership. <u>Moussa,</u> <u>Mahmoud.</u>	039 Does Cross-Cultural Competence Matter when Going Global: Study of Cross-Cultural Intelligence and its Impact on Academic Performance of International students in Australia. <u>Iskhakova,</u> <u>Marina</u>	398 Who is Telecaring Whom? The total social organisation of labour in telecare services. <u>Wilson, Rob;</u> <u>McLoughlin, Ian</u>	180 Managers' perceptions of the benefits of 5S in the workplace: An exploration in Indian organizations. <u>Kumar, Ajith.</u>
1000	190 Management innovation and export behavior: Extending an ability-based argument. <u>Kim, Youngok;</u> <u>Lui, Steven</u>	241 Indigeneous Entrepreneurial Capabilities: Rethinking the Role of Enterprise Assistance. <u>Mika, Jason</u>	276 Mediating cases of alleged workplace bullying. <u>Blackwood, Kate;</u> <u>Lempp, Frieder;</u> <u>Gordon, Megan;</u> <u>Stilwell, Myles</u>	214 Creativity for Radical or Incremental Innovation in Megaproject Policies: Which is Essential for Policy Survival? <u>Kolar, Duro;</u> <u>Walker, Derek;</u> <u>Wong, Peter</u>	131 Absent leadership: An empirical study examining the effect of laissez-faire leadership in an Australian regional university setting. <u>Samad, Ataus;</u> <u>Ahmed, Ezaz;</u> <u>Davis, Heather</u>	304 Exploring the emotional undercurrents: the role of workplace relationships. <u>Parkinson, Ann;</u> <u>McBain, Richard</u>		356 Towards An understanding of Using the Community Scorecard to Enhance Downward Accountability. <u>Nkhoma, Clara</u>	062 International experience diversity and internationalization of new ventures: The moderating roles of inward foreign direct investment and top management team tenure heterogeneity. <u>Li, Forest;</u> <u>Fan, David</u>		087 Exploring and Conceptualising Ambidexterity in Paradoxical Innovation Theory (PIT). <u>Davis, Robert;</u> <u>Menzies, Leonie;</u> <u>Smith, Sandra.</u>
1020	194 Complexity Dimensions and Related Risks in Supply Chain Networks: A Systematic Literature Review. <u>Friday, Derek;</u> <u>Sridharan,</u> <u>Ramaswami;</u> <u>Collins, David;</u> <u>Ryan, Suzanne</u>					155 The relationship between self-determination theory, motivational types, emotional labour and client embeddedness. <u>Treuren, Gerry;</u> <u>Manoharan,</u> <u>Ashokkumar;</u> <u>Stothard,</u> <u>Christina;</u> <u>Hutchinson,</u> <u>Claire</u>					

1040-1100	Morning Tea	
1100-1130	Australian and New Zealand Academy of Management – Annual General Meeting (All delegates welcome to attend)	Building 80.07.001

1130-1310 CONCURRENT SESSION SEVEN (100 mins)							
Workshops							
	PD Session	WORKSHOP 12	WORKSHOP 13	WORKSHOP 14	WORKSHOP 15	WORKSHOP 16	WORKSHOP 17
Room	80.08.10	80.09.06	80.09.12	80.09.07	80.09.09	80.09.11	80.09.10
1130-1310	Ask an ANZAM Research Mentor: Career Coaching, Inspiration and Advice TBC	Crafting Papers for Academic Impact in Project Organising and Beyond. <i>Sam MacAulay, Suzanne Wilkinson, Catherine Killen, Ofer Zwikael.</i>	Diversity and Talent Management in a Global Context: Emerging countries, emerging talents, and emerging methodologies. <i>Helen De Cieri (symposium co-chair), Marion Festing (symposium co-chair), Washika Saheem, Jennifer Gao, Lee Martin, Gavin Jack.</i>	How to Develop Cultural Fluency for Management Students in the Transnational Management Education Programs: Lessons Learnt from Singapore, China and Australia. <i>Nattavud Pimpa, Margaret Heffernan, Scott Richardson, Jason Downs, Ruiqin Jing.</i>	Integrating online simulations into large courses for experiential learning: Business students climbing Mt Everest. <i>Geoff Greenfield, Gemma Irving, Elizabeth Nichols, Ross Strong.</i>	Exploring Effective Management for Volunteering Organizations: Research and Practice Development Workshop. <i>Herman Tse, Josh Howard, Lucas Walsh, Philip Chan, Ms Penny Aquino, Dr. Georges Klopotoski.</i>	Teaching Business Ethics to Gen Y Students: Challenges and Opportunities <i>Neal M. Ashkanasy Marissa Edwards Erin Gallagher Sandra Lawrence Amie Shaw</i>

1310-1400	Lunch	
1330-1400	ANZAM Stream Chair Debrief Meeting	Building 80.09.10

1400-1540	CONCURRENT SESSION EIGHT (100 mins)									
	Competitive Sessions			Interactive Sessions						
Room	80.09.12	80.09.10	80.08.09	80.09.06	80.09.07	80.09.08	80.09.09	80.09.11	80.09.05	80.09.04
Stream	OB Comp 6	HRM Comp 4	ESSB Inter 2	HRM Inter 4	MED Inter 3	L&G Inter 3	GDI Inter 2	TISCM Inter 2	HMO Inter 2	SSM Inter 2
Chair	Lena Wang	Warren Staples	Veronique Ambrosini	Kate Blackwood	Peter McLean	Herman Tse	Lisa Bradley	Peter Holland	Kathleen Montgomery	Natt Pimpa
1400	054 Firm Ownership and Corporate Environmental Responses <i>Hua, Xu; Shen, Jie; Xiao-kang, Zhao; D'Netto, Brian</i>	036 A Process Model Meaningful Work: Examining Antecedents and Consequences. <i>Haar, Jarrod; Morrison, Rachel</i>	244 Embeddedness of local service SME in emerging global ecosystems: the mediating role of knowledge flows and the moderating role of innovation on firm performance. <i>Macau, Flavio</i>	067 Local Isomorphism and Multi-National Enterprises' Human Resource Management Practices. <i>Ayentimi, Desmond; Burgess, John; Dayaram, Kandy</i>	029 From Classrooms to Boardrooms: Subject Design, Teaching Practices and Learning Outcomes in Management Consulting. <i>Chia, Austin</i>	213 Organisational Learning of Absorptive Capacity and Innovation. <i>Zeng, Jing; Rezaei-Zadeh, Mohammad; Haak-Saheem, Washika; Darwish, Tamer</i>	126 Leadership development of women in Australian workplaces: An intersectional analysis. <i>Chugh, Radhika; Köhler, Tine</i>	339 The Influence of Relational Capabilities on Supply Chain Resilience: A Collaborative Risk Management Approach. <i>Friday, Derek; Sridharan, Ramaswami; Collins, David; Ryan, Suzanne.</i>	133 Overcoming challenges to clinical engagement through high performance work systems: A qualitative study of perceptions of medical practitioners and human resource managers in Victorian Hospitals. <i>Bonias, Dimitra.</i>	251 Does Gender Composition Influence Loan Repayments and Capital Formation in Microcredit Groups? <i>Griffin, Denis</i>
1420	329 Migration Challenges and Career Habitus of South Asian Professionals and Managers in Australia. <i>Mohyuddin, Syed; Patel, Parth; Prikshat, Verma</i>	256 Evaluating the Relationship between Job Engagement, Transformational Leadership, High-Performance Human Resource Practices, Climate for Innovation, and Contextual Performance. <i>Pham-Thai, Nguyen; McMurray, Adela; Muchiri, Michael; Muenjohn, Nuttavuth.</i>	353 How Does IT Create Business Value for SMEs? <i>Bi, Rui; Parton, Kevin</i>	193 Is the future of work potentially dangerous by design? Assessing the worth of investigating the changing world of work using the concept of psychosocial risk. <i>Port, Zoe; Forsyth, Darryl; Tappin, David</i>	196 Designing Blended and Flexible Learning Experience for a Management Capstone Course. <i>Bi, Rui</i>	316 Linking Responsible Leadership to Employees' Intention to Quit: The Mediating Role of Affective Commitment <i>Haque, Amlan; Jahid; Fernando, Mario; Caputi, Peter</i>	322 Returning Land to Country: involving indigenous communities in mined land rehabilitation and closure practice on indigenous country <i>Bond, Carol; Kelly, Lisa.</i>	412 Paradigm Change in the Manufacturing Sector: Diagnosing Firm Readiness for Transition to Industry 4.0. <i>Hurriyet, Hilal; Fallon, Wayne.</i>	172 The Professional Identity of Allied Health Managers. <i>Mak, Ka-Hi (May); Sloan, Terry; Kippist, Louise; Eljiz, Kathy</i>	397 Antecedents of Firm's Abuse of Power and the Subsequent Media Attention: Evidence from South Korea <i>Heo, Yoonjeoung; Chung, Chi-Nien</i>

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1440	340 Appreciation in the supervisor-employee relationship: Literature review and research agenda. <u>Timmerman, Geoffrey; Morgan, Damian; Kennedy, Rowan; Taylor, Andrew</u>	171 Ambivalence and the aging workforce: Human resource management and the paradox of practice. <u>Ho, Marcus; Curd, Estelle; Macky, Keith</u>	184 Combining Big Data and Design Thinking in Business Model design. <u>Hawryszkiewicz, Igor</u>	387 Understanding Expatriates' Expectations on Occupational Health and Safety (OHS): A psychological contract perspective. <u>Kee, Jonathan; Chew, Elaine</u>	282 What Executives Need to Develop for Success: A Three-Dimensional Model of Skills for Learning in Executive Coaching. <u>Muromatsu, Keiko</u>	131 The Impact of Ethical Leadership Behaviour in an Emerging Economy: Does Employee Optimism Matter? <u>Nejati, Mehran; Seet, Pi-Shen; Shafaei, Azadeh</u>	411 The interface between science and indigenous knowledge. <u>Ruwhiu, Diane; Amoamo, Maria; Ruckstuhl, Katharina</u>	141 Comparing disruptive driving behavioural patterns and related issues on Indian and New Zealand roads: Any guess if they are similar or different? <u>Roy, Ram</u>	292 Promoting leaderful healthcare through positive institutional work. <u>Dadich, Ann; Fulop, Liz; Kippist, Louise</u>	002 The role of Corporate Responsibility and Sustainability on Competitiveness, the mediating impact of customer loyalty: Evidences from the hotel industry in Qatar. <u>Mehrez, Ahmed</u>
1500	287 The influence of values on entrepreneurial, professional, and career motivations. <u>Kennedy, Jeffrey; Chan, Kim Yin; HO, Ring</u>	250 Adaptation to Career Plateaus: Do Tenure and Self-Efficacy Matter? <u>Jiang, Zhou; Hu, Xiaowen; Wang, Zhongmin</u>			350 The Mediating role of Idiosyncratic Deals on the Relationships between Coaching and Organizational Citizenship Behavior. <u>Hui, Ray Tak-yin; LIAO, Eko Yi; Wu, Chi Wai; Lee, Yan Pui</u>	281 Can I Influence My Manager? Resource Dependence and Bottom-up Influence. <u>Tripathi, Neha.</u>	421 Women and social enterprises: Exploring the impact of gender on social entrepreneurship <u>Mayson, Susan</u>	049 Customer Knowledge Management and Degrees of Service Innovation: An insight from banking industry of an emerging country. <u>Taghizadeh, Sevedeh Khadijeh; Rahman, Syed Abidur; Mohd Noor; Maleki Far, Shaghayegh</u>		367 Collaborating for Sustainability: Creating Shared Value in Cross-Sector Partnerships. <u>Sun, Christina</u>
1520	120 Authentic leadership in action: Improving followers' well-being by helping them fit in and reducing workplace incivility. <u>Lux, Andrei; Teo, Stephen; Pick, David</u>	169 Strategic Career Transitions: Building Career Competencies to Retain and Engage Employees. <u>Hess, Narelle; Jepsen, Denise</u>					286 A view from the bridge: A non-indigenous researcher's perspective on kaupapa Māori research. <u>McCurdy, Lyn</u>	394 The Diffusion of Vegan Food Innovations: A Dual-market Perspective. <u>Dedehayir, Ozgur; Riverola, Carla; Velasquez, Santiago; Smidt, Michelle</u>		