

ANZAM 2018 PROGRAM

Stream		Stream Chairs		Stream		Stream Chairs	
CONTH	Conference Theme	Prof Tim Bentley, Massey University Assoc Prof Bevan Catley, Massey University		OB	Organisational Behaviour	Dr Andrei Lux, Edith Cowan University Dr Joe Jiang, Deakin University.	
ESSB	Entrepreneurship, Start-Ups and Small Business	Dr Martina Battisti, University of Portsmouth Dr Tanya Jurado, Massey University		PRO	Project Organising	Assoc Prof Erica French, QUT Assoc Prof Beverley Lloyd Walker, RMIT University	
GDI	Gender, Diversity and Indigeneity	Dr Diane Ruwahu, University of Otago Dr Dimitria Groutsis, University of Sydney		PSNFP	Public Sector Management and Not-for-Profit	Dr Wayne Fallon, Western Sydney University Dr Warren Staples, RMIT University	
HMO	Health Management & Organisation	Dr Ann Dadich, Western Sydney University Dr Louise Kippist, Western Sydney University		SM	Strategic Management	Dr Conor O’Kane, University of Otago Prof Felix Arndt, Demontfort University	
HRM	Human Resource Management	Dr Beni Halvorsen, RMIT University Dr Paula O’Kane, University of Otago		SSM	Sustainability and Social Issues in Management	Dr Melissa Edwards, University of Technology Sydney Assoc Prof Gabriel Eweje, Massey University	
INT	International Management	Prof Pi-Shen Seet, Edith Cowan University Dr Shea Fan, RMIT University.		TISCM	Technology, Innovation & Supply Chain Management	Assoc Prof Arun Elias, Victoria University of Wellington Dr Matthew Pepper, University of Wollongong.	
L&G	Leadership and Governance	Assoc Prof Herman Tse, Monash University Dr Marie dela Rama, University of Technology Sydney		DEL	Delivered paper session		
MED	Management Education and Development	Dr Peter McLean, University of Wollongong Dr Christa Wood, University of Wollongong		INTER	Interactive paper session		
MKT	Marketing & Communication	Dr Sujana Adapa, University of New England Dr Sandra Smith, University of Auckland		WS	Workshop		

Tuesday 4 December 2018

0800-0830	Doctoral Workshop Registration	AUT University
0830-1730	Doctoral Workshop (Doctoral Workshop Delegates only)	AUT University
	Indigenous Workshop	AUT University
1730-1800	First time Delegates Welcome	Great Room Prefunction
1800-1810	Welcome from LOC Chair	Great Room Prefunction
1810-2000	Conference Welcome Reception and Registration	Great Room Prefunction
	JMO Dinner	

Wednesday 5 December 2018

From 0800	Registration opens	Great Room Prefunction
0900-0920	Mihi Whakatau	Great 1
0920-0930	Massey Business School Dean, Professor Stephen Kelly	Great 1
0930-0950	ANZAM President’s Welcome: Official Opening of the 32 nd ANZAM Conference	Great 1
0950-1000	Local Organising Chair, Associate Professor Bevan Catley	Great 1
1000-1100	ANZAM Keynote Address: Cecilia Robinson Chair: Professor Stephen Kelly	Great 1
1100 -1120	Morning Tea	Great Room Prefunction

1130-1310		CONCURRENT SESSION ONE (100 mins/40 papers/3 workshops)										
		Delivered Sessions					Interactive Sessions			Workshops		
Room	Great 2	Great 3	Great 4	Crystal 1	Crystal 2	Greys	Chandelier	Gallery 4	Gallery 3	Gallery 1	Great 1	
Stream	CONTH DEL 1	ESSB DEL 1	INT DEL 1	L&G DEL 1	HMO DEL 1	GDI INTER 1	PSNFP INTER 1	HRM INTER 1	WS1	WS2	WS 3	
Chair	Tim Bentley	Stephanie Macht	Pi-Shen Seet	Julie Wolfram Cox	Shane Scahill	Diane Ruwhiu	Geoff Plimmer	Paula O'Kane				
1130	<i>Managing the emotional face of sustainable work in scrutinized occupations: The example of bushfire emergency practitioners.</i> Dwyer, Graham; Hardy, Cynthia; Tsoukas, Haridimos	<i>Understanding the Role of Social Media for Youth Entrepreneurial Ventures in Developing Nations.</i> Ranasinghe, Gayathri; De Klerk, Saskia	<i>Positive Consequences of Language Asymmetries in MNC Subsidiaries.</i> Sliwa, Martyna; Ciuk, Sylwia	<i>Great Leaders Do Everything: Indirect Effect of Transformational Leadership on Helping Behavior and Moderating Role of I-Deal.</i> Kwok, Man Lung Jonathan; Wong, Macy; Duan, Jingyun	<i>Comparing the Australian and Italian nurses' safety practices.</i> Trincherio, Elisabetta; Farr-Wharton, Ben; Xerri, Matthew; Brunetto, Yvonne	<i>How does the Social Status of Single Women Shape their Experiences in the Professional Workplace?</i> Raji, Maryam; Metz, Isabel; Sojo, Victor	<i>Emergency medical services Response: Fire Department involvement and resource utilisation.</i> Godfredson, Jeff; Winchester, Max; McGrath, Michael; Griffin, Joe	<i>Preliminary investigating the challenges in the operationalization of HRM practices within the Kingdom of Saudi Arabia Higher Education Sector.</i> Al-Qahtani, Mohammad; Ayentimi, Desmond; Dayaram, Kantha; Pedigo, Kerry	<i>Emotions and Cognitions in the Rough – Project/Paper Development Workshop.</i> Herman Tse, Neal Ashkansay, Peter Jordan, Kevin Lowe, Ashlea Troth	<i>Co-operative and Mutual Enterprises (CMEs) Research Frontier: Profiling Leading-Edge CME Research.</i> Delwyn Clark, Tim Mazzarol, Sophie Reboud, Geoff Soutar, Elena Mamouni Linnios, Sandy Malherbe	<i>Getting published from your PhD: How to make it into international journals.</i> Minas Kastanakis, Sarah Robinson	
1150	<i>Understanding and Preparing for the Societal Impacts of Process Automation.</i> Hedges, James; Bandara, Wasana; French, Erica	<i>The Influence of External Finance on SME Internationalisation.</i> Wright, Joanne; Fiedler, Antje; Starr, Richard; Fath, Benjamin	<i>Psychological contract across cultures: A comparison between connectivity expectations in New Zealand and South Korean organizations.</i> Kim, Hee Sun; Obushenkova, Elena	<i>Funny Leader or "Funny" Leader? The influence of a humorous reputation on leadership.</i> Cheng, David; Amarnani, Rajiv; Chan, Xi Wen (Carys)	<i>Nurse Manager as Employee Champion: Results from a Scoping Review Examining Retention in Healthcare.</i> Crewe, Sandra; Girardi, Antonia	<i>The game of 'shift arrangement' and labour controls of international student workers.</i> Guo, Hongbo	<i>Can integrating workplace health and wellbeing initiatives into existing leadership programs provide a sustainable solution for improving the health, wellbeing and performance of managers?</i> Onnis, Leigh-ann; Tsey, Komla; Hakendorf, Marcia; Moylan, Robyn	<i>International business visits and firms' knowledge edge.</i> Tani, Massimiliano	<i>A contextualised approach to selection in Lebanon: Exploring the particularities in different types of organizations.</i> Hankache, Alissa; Festing, Marion; Muratbekova-Touron, Maral	<i>Performance Appraisal Practices and Enactment of Managerial Values.</i> Neher, Alain; Maley, Jane		
1210	<i>Sustainable management control – capturing the dynamics of the management control field.</i> Westelius, Alf; Westelius, Ann-Sofie	<i>Determinants and Outcomes of Intrapreneurship: A Review and Ways Forward.</i> Wickramaarachchi, Deepthi	<i>M&A Motives and Home Country Development: Evidence from Asian-Pacific Acquisitions in Europe.</i> Larsen, Matthew; Zamborsky, Peter	<i>Towards a Distinct Identity for Critical Leadership Studies: From Relational to Relationalist Leadership.</i> Wolfram Cox, Julie; Hassard, John	<i>Increasing capacity in the Community sector: Using Positive Organisational Scholarship to inform and implement Emotional Resilience Training.</i> Brunetto, Yvonne; Xerri, Matthew; Farr-Wharton, Ben	<i>review of the literature using a multi-level approach.</i> Choi, Amy; Van Den Broek, Diane; Groutsis, Dimitria	<i>The Role of Volunteers in Social Innovation: A Research Overview</i> Liang, Xiaoyan; Amarakoon, Upamali; Bird, Susan; Pearson, David	<i>Performance Appraisal Practices and Enactment of Managerial Values.</i> Neher, Alain; Maley, Jane				
1230	<i>Disruptive technology, job insecurity and turnover: A three country study.</i> Brougham, David; Haar, Jarrod	<i>Hear it straight from the horse's mouth: Entrepreneurs and government policies.</i> Arndt, Felix; Daiqi, Wei	<i>Developing a nuanced understanding of foreign language competence in MNEs and its implications for global talent management.</i> Ciuk, Sylwia; Sliwa, Martyna	<i>On the Implicit Leadership Theories of Children.</i> Escobar, Claudia; Billsberry, Jon; Molineux, John	<i>Examining Australia's extended retirement policy and the health implications.</i> Dayaram, Kantha; McGuire, Alistair	<i>strategies of senior executives in the South Australian Public Service.</i> Ibrat, Syeda Nuzhat	<i>Does split up of a mega city help achieve sustainable urbanisation objective? Evidence from Dhaka.</i> Murad, Md Wahid; Alam, MD; Shahriar, Shawon; Abdullah, ABM; Ahmed, Ezaz	<i>HRM practices in Palestine.</i> Irshaid, Farid				
1250	<i>Sacrificing for meaningful work: NGO workers' resilience in the pursuit of meaning.</i> Serghini-Idrissi, Aicha; Siegert, Steffi	<i>Emancipation through tourism entrepreneurship for women in Nepal – 'Empowerment Entrepreneurship'.</i> Radel, Kylie; Hillman, Wendy	<i>Do foreign investors need the advice of local experts despite international experience?</i> Brindlmayer, Karl; Fisch, Jan Hendrik; Gudergan, Sigg	<i>Responsible Followership: Tenets of A New Construct.</i> Lowe, Kevin; Riggio, Ronald	<i>How to promote brilliant renal care.</i> Kippist, Louise; Fulop, Liz; Dadich, Ann; Smyth, Anne	<i>Lost Voices, Lost Careers. How Sustainable are Skilled Migrant Women's Careers in their Host Country?</i> Odedra, Nimeesha	<i>Culture Shift: A Framework for Culture Change in Australian Law Enforcement.</i> Horsburgh, Shane; Wijratne, Aaron; Cameron, Roslyn					

1310-1400	Lunch	Great Room Prefunction
1400 -1500	ANZAM Educator of the Year Workshop	Gallery 3

1400-1540 CONCURRENT SESSION TWO (100 mins/39 papers/3 workshops)											
	Delivered Sessions					Interactive Sessions			Workshops		
Room	Great 2	Great 3	Great 4	Crystal 1	Crystal 2	Greys	Chandelier	Gallery 4	Gallery 3	Gallery 1	Great 1
Stream	OB DEL 1	ESSB DEL 3	GDI DEL 1	HRM DEL 1	MED DEL 1	SSM INTER 1	TISCM INTER 1	OB INTER 1	WS 4	WS 5	WS 6
Chair	Bichen Guan	Tanya Jurado	Kylie Radel	Ruth McPhail	Peter McLean	Melanie Bryant	Arun Elias	Peter Jordan	Teaching Leadership: Holistic Leadership Development Program Using the Servant Leadership Framework.	Energising senior faculty: Keeping a spring in your step between your last promotion and retirement.	Health Management and Organisation Special Interest Group Workshop: Doing research for engagement and impact.
1400	<i>Behavioural disengagement: A mechanism for managing emotional labour outcomes.</i> Wijeratne, Aaron; Kirk-Brown, Andrea; Van Dijk, Pieter	<i>Is training and development associated with employees' affective commitment and propensity to enact innovative behaviours in small professional services firms?</i> Susomrith, Pattanee; Coetzer, Alan; Ampofo, Emmanuel	<i>The impact of top management team gender diversity on performance.</i> Luanglath, Nalongded; Ali, Muhammad; Akter, Kohinur, Matthews, Judy	<i>Mediated effect of harm of work on work intensification and occupational health outcomes: A Sustainable HRM Perspective.</i> Mariappanadar, Sugumar	<i>Work-integrated Learning Design for Undergraduate Business Degrees: Perspectives of Students and Academics.</i> Rook, Laura; McManus, Lisa	<i>Proposing a 'Holistic Value-Addition' (HVA) Framework of Sustainable Investment.</i> Talan, Gaurav; Sharma, Gagan	<i>Determinants for the organizational configuration of manufacturing companies offering data-based services.</i> Osterrieder, Philipp; Friedli, Thomas	<i>Why and When Servant Leadership Spurs Leaders and Followers to Speak Up: A Conservation of Resources Perspective.</i> Lin, Xiaoshuang; Wu, Chia-Huei; Hirst, Giles; Chen, George	<i>Teaching Leadership: Holistic Leadership Development Program Using the Servant Leadership Framework.</i> (60 mins) Sen Sendjaya	<i>Energising senior faculty: Keeping a spring in your step between your last promotion and retirement.</i> Leisa Sargent, Alison Sheridan, Kate Kearins, Judith Pringle, Glenda Strachan, Neal Ashkanasy, Kerr Inkson.	<i>Health Management and Organisation Special Interest Group Workshop: Doing research for engagement and impact.</i> Anne Smyth, Ben Farr-Wharton, Ann Dadich, Katrina Radford, Shane Scahill
1420	<i>An Exploratory Study of Employees' Lived Experiences, Emotions and Paradoxes within the Paradoxical Open-Plan Office.</i> Manchha, Asmita; Ayoko, Oluremi	<i>Making trouble or contribution? A pilot study and future research framework of entrepreneurs' roles in managing intragroup conflict.</i> Lin, Xiao Song; Mu, Zhi Rong; Wu, Wen Hua; Bao, Hai Zhou	<i>Review and Recommendations: Challenges of Indigenous research in Vietnam.</i> Alang, Tho; Stanton, Pauline; Trau, Raymond	<i>Nursing Nurses' Emotions: The Coping Strategies of Sri Lankan Nurses.</i> Wanninayake, Shalini	<i>Career outcomes among Business and Creative Arts graduates.</i> Jackson, Denise; Bridgstock, Ruth	<i>Proposing a 'Holistic Value-Addition' (HVA) Framework of Sustainable Investment.</i> Talan, Gaurav; Sharma, Gagan	<i>Determinants for the organizational configuration of manufacturing companies offering data-based services.</i> Osterrieder, Philipp; Friedli, Thomas	<i>Why and When Servant Leadership Spurs Leaders and Followers to Speak Up: A Conservation of Resources Perspective.</i> Lin, Xiaoshuang; Wu, Chia-Huei; Hirst, Giles; Chen, George	<i>Teaching Leadership: Holistic Leadership Development Program Using the Servant Leadership Framework.</i> (60 mins) Sen Sendjaya	<i>Energising senior faculty: Keeping a spring in your step between your last promotion and retirement.</i> Leisa Sargent, Alison Sheridan, Kate Kearins, Judith Pringle, Glenda Strachan, Neal Ashkanasy, Kerr Inkson.	<i>Health Management and Organisation Special Interest Group Workshop: Doing research for engagement and impact.</i> Anne Smyth, Ben Farr-Wharton, Ann Dadich, Katrina Radford, Shane Scahill
1440	<i>Managing workplace humor: Yes, we're serious about this!</i> Plester, Barbara; Inkson, Kerr	<i>The journey from novice to expert: How microfinance-funded entrepreneurs gain business expertise.</i> Ranabahu, Nadeera; Barrett, Mary	<i>The influence of tribal aspirations on outcomes in iwi organisations.</i> McCurdy, Lyn	<i>Burnout / Engagement Experiences in Australian and Malaysian Academics.</i> Chan, Shirley; Biggs, Amanda; Troth, Ashlea	<i>Business research methods education on the MBA programme, Victoria Business School, Aotearoa New Zealand.</i> Fleming, Racheal; Cavana, Robert	<i>Proposing a 'Holistic Value-Addition' (HVA) Framework of Sustainable Investment.</i> Talan, Gaurav; Sharma, Gagan	<i>Determinants for the organizational configuration of manufacturing companies offering data-based services.</i> Osterrieder, Philipp; Friedli, Thomas	<i>Why and When Servant Leadership Spurs Leaders and Followers to Speak Up: A Conservation of Resources Perspective.</i> Lin, Xiaoshuang; Wu, Chia-Huei; Hirst, Giles; Chen, George	<i>Teaching Leadership: Holistic Leadership Development Program Using the Servant Leadership Framework.</i> (60 mins) Sen Sendjaya	<i>Energising senior faculty: Keeping a spring in your step between your last promotion and retirement.</i> Leisa Sargent, Alison Sheridan, Kate Kearins, Judith Pringle, Glenda Strachan, Neal Ashkanasy, Kerr Inkson.	<i>Health Management and Organisation Special Interest Group Workshop: Doing research for engagement and impact.</i> Anne Smyth, Ben Farr-Wharton, Ann Dadich, Katrina Radford, Shane Scahill
1500	<i>The Moderating Role of Gratitude on the Relationship between Emotion Regulation and Burnout.</i> Guan, Bichen; Jepsen, Denise	<i>Understanding Entrepreneurial Opportunity from the Muslim Entrepreneurs' Perspective: A Process Approach.</i> Sidek, Farhana	<i>Individualised versus standardised approaches to career development in the AFL: A diversity lens.</i> Ferrer, Justine; Turner, Paul; Khatibi, Mahsa	<i>Work-life programs and performance in Australian organisations: The role of organization size.</i> Akter, Kohinur; Ali, Muhammad; Chang, Artemis	<i>Unloved, unwanted, misunderstood, or just forgotten? Exploring the mystery of qualitative secondary data in management research.</i> Macht, Stephanie; Chapman, Geoffrey	<i>Proposing a 'Holistic Value-Addition' (HVA) Framework of Sustainable Investment.</i> Talan, Gaurav; Sharma, Gagan	<i>Determinants for the organizational configuration of manufacturing companies offering data-based services.</i> Osterrieder, Philipp; Friedli, Thomas	<i>Why and When Servant Leadership Spurs Leaders and Followers to Speak Up: A Conservation of Resources Perspective.</i> Lin, Xiaoshuang; Wu, Chia-Huei; Hirst, Giles; Chen, George	<i>Teaching Leadership: Holistic Leadership Development Program Using the Servant Leadership Framework.</i> (60 mins) Sen Sendjaya	<i>Energising senior faculty: Keeping a spring in your step between your last promotion and retirement.</i> Leisa Sargent, Alison Sheridan, Kate Kearins, Judith Pringle, Glenda Strachan, Neal Ashkanasy, Kerr Inkson.	<i>Health Management and Organisation Special Interest Group Workshop: Doing research for engagement and impact.</i> Anne Smyth, Ben Farr-Wharton, Ann Dadich, Katrina Radford, Shane Scahill
1520	<i>Dissociating Self-perception from Perceptions of Organization: Effects of Post-Merger Conflicts on Employee Identification During Post-Merger Integration Process.</i> Vu, Minh; Ozdemir, Salih	<i>Entrepreneurial Learning and Fear of Failure: An Empirical Investigation in the Context of International Opportunity Evaluation.</i> Dong, Kechen; Muzychenko, Olga	<i>Māori responsiveness: What it means, why mainstream organisations do this and what differentiates those that do it well?</i> Mika, Jason; Toulson, Paul; Barnett, Shirley; McCurdy, Lyn; Bentley, Tim	<i>An Exploration of Personal Values, Self-development and Job Performance in the Catholic Church.</i> Thomas, Ismoyo; Newton, Cameron	<i>The effect of social support and learning style differences between mature age and younger students on overall engagement with university.</i> Chapman, Geoffrey; Radford, Katrina; Halvorsen, Beni	<i>Proposing a 'Holistic Value-Addition' (HVA) Framework of Sustainable Investment.</i> Talan, Gaurav; Sharma, Gagan	<i>Determinants for the organizational configuration of manufacturing companies offering data-based services.</i> Osterrieder, Philipp; Friedli, Thomas	<i>Why and When Servant Leadership Spurs Leaders and Followers to Speak Up: A Conservation of Resources Perspective.</i> Lin, Xiaoshuang; Wu, Chia-Huei; Hirst, Giles; Chen, George	<i>Teaching Leadership: Holistic Leadership Development Program Using the Servant Leadership Framework.</i> (60 mins) Sen Sendjaya	<i>Energising senior faculty: Keeping a spring in your step between your last promotion and retirement.</i> Leisa Sargent, Alison Sheridan, Kate Kearins, Judith Pringle, Glenda Strachan, Neal Ashkanasy, Kerr Inkson.	<i>Health Management and Organisation Special Interest Group Workshop: Doing research for engagement and impact.</i> Anne Smyth, Ben Farr-Wharton, Ann Dadich, Katrina Radford, Shane Scahill

1540-1600	Afternoon Tea	Great Room Prefunction
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1600-1740	CONCURRENT SESSION THREE (100 mins/38 papers/3 workshops)					Interactive Sessions			Workshops		
Room	Great 2	Great 3	Great 4	Crystal 1	Gallery 3	Greys	Chandelier	Gallery 4	Crystal 2	Gallery 1	Great 1
Stream	OB DEL 2	ESSB DEL 2	PSNFP DEL 1	CONTH DEL 3 MED DEL 2	GDI DEL 2	HRM INTER 2	SSM INTER 2	L&G INTER 1	WS 7	WS 8	WS 9
Chair	Neal Ashkanasy	Martina Battisti	Michael McGrath	Nimeesha Odedra	Eddy Ng	Beni Halvorsen	Sara Walton	Herman Tse	Using qualitative methods to reimagine future work and workplaces.	Examining Mediation and Moderated Mediation in Management Research.	Using Positive Organisational Scholarship (POS) to identify strategies and skills for building resilience leadership in public, private and NFP healthcare middle managers to ensure high wellbeing.
1600	Political skill and career success: Exploring the mediating role of mentoring and moderating role of career adaptability. Usman, Muhammad; Anwar Ul Haq, Muhammad	How SME Owners and Managers Leverage their Personal Social Resources for Wellbeing and Performance. Gibb, Jenny; Ho, Marcus; Teo, Stephen; Singh, Smita; Thien, Georgie	The Role Siretors, Participation, and Supportive Leadership on Non-profit Employee Wellbeing. Thomas, Ismoyo; Newton, Cameron	The unboxing experience: What do customers expect beyond the core product? - A study of fashion product packaging in online retail. Sahni, Harleen; Gadhavi, Priti	Work-family conflict and work engagement: A Chicken-Egg question? Farivar, Farveh; Yaghoobi, Mohsen	Green HRM practices, transformational leadership, and personality attributes as antecedents of employee engagement with environmental initiatives: A conceptual framework. Ababneh, Omar	Integrating Mindfulness and Social Sustainability: A Critical Review. Sajjad, Aymen; Shahbaz, Wahab	Silence in the boardroom: A discourse analysis approach. Ward, Carolyn	Sara Walton, Paula O'Kane, Diane Ruwhiu.	Gordon Cheung	
1620	Why do powerful leaders feel less lonely? Lam, Hodar; Shemla, Meir; Giessner, Steffen	Getting by with help from the family: The impact of family-to-business support on entrepreneurial stress and creativity of informal sector women micro-entrepreneurs in Sri Lanka. Wijewardena, Nilupama; Samaratunge, Ramanie; Sisira Kumara, Ajantha; Newman, Alex; Abeysekera, Lakmal	Do reflective practitioners deliver successful organisational change? Evidence from public sector in Australasia. Ahmed, Hafsa	Using Social and Emotional Learning to Improve Ph.D. Student Well-being and Performance: A Review and Proposed Training Program. Edwards, Marissa; King, Jemma; Nichols, Elizabeth; Gallagher, Erin	Diversity, equity and employees from non-English speaking backgrounds in the Australian public service. Opere-Addo, Joyce	Connecting the dots between Transformational Leadership and Innovative Work Behaviour among Hotel Employees: The role of Organisational and Community Embeddedness Amankwaa, Albert; Susomrith, Pattanee; Seet, Pi-Shen	Businesses' Response to Workplace Sustainability: Institutional Perspective. Balakrishnan, Shanggari; Sandhu, Manjit; Tjiptono, Fandy	The relationship between leader-member exchange and employee creativity: The art of making workplace innovative. Aslam, Quratulain; Choudhary, Ali; McMurray, Adela; Muenjohn, Nuttawuth; Ali, Rabia			Yvonne Brunetto, Ben Farr-Wharton, Anneke Fitzgerald, Rona Beattie, Katrina Radford, Ivano Bongiovanni, Elisabetta Trinchero, Rod Farr-Wharton
1640	Understanding Job satisfaction and turnover intentions: Do we really know the relationship? Junaid, Fatima; Haar, Jarrod	Sustainable entrepreneurship: What do sustainable tourism SMEs teach us about business model? Reboud, Sophie; Ballereau, Valerie	Resilience at work: An explanatory framework for resilience-enabling leadership behaviours. Franken, Esme; Plimmer, Geoff; Malinen, Sanna; Bryson, Jane	Indigenous arts practice: Promotes health and wellbeing, keeps culture alive, sustains cultural heritage and provides sustainable work. Daniels, Carolyn; Fredericks, Bronwyn	Determinants of Migrant Career Success: A Study of Recent Skilled Migrants in Australia. Rajendran, Diana; Ng, Eddy; Sears, Greg; Ayub, Nailah	Challenging Experiences: How Do They Create Positive Developmental Impact in the Context of Transitioning Leaders. Srinivasan, Kalpana; M.G., Jomon	Challenges for Implementing Sustainable Supply Management: Evidence from Bangladeshi Multi-tier Apparel Suppliers. Nath, Shobod; Eweje, Gabriel; Bathurst, Ralph	Sustaining the Nursing Workforce through Transformational Leadership: A Tasmanian Perspective. Moon, Sarah; Van Dam, Pieter			
1700	Workspace Territoriality in the Context of Organisational Change. Kromah, Momo; Ayoko, Oluremi; Ashkanasy, Neal	The Role of Sociomateriality in Coworking-Spaces on Entrepreneurship. Aslam, Muhammad; Bouncken, Ricarda; Nagel, Eckhard; Arndt, Felix	The future of continuous improvement in Local government - an agenda for future research. Davidson, Janelle		Perceptions of gender diversity initiatives—A case study of a Japanese hotel chain. Hosoda, Masahiro; Toyosaki, Hitomi; Hayakawa, Miyu; Suzuki, Kenichi	You've got a friend in me: Importance of leadership in employee career management. Collins, Eva	Why are management scholars missing from urban ecology? Collins, Eva	Responsible Machiavellianism. Liyangamage, Nilupulee; Fernando, Mario; Peltokorpi, Vesa			
1720	Workplace Ostracism, Knowledge sharing and Task Performance: the moderating role of task interdependence. Zhao, Yiran; Wang, Xingchao; Chen, Chen; Guo, Hui-dan; Shi, Kan	Entrepreneurial anger, fear and sadness: Identifying antecedents of negative emotion from entrepreneurs' anonymous online posts. Williamson, Amanda; Ferri, César; Battisti, Martina	Psychosocial safety climate and leadership as antecedents to prevent bullying: Their importance in high emotional labour jobs. Plimmer, Geoff; Teo, Stephen; Nguyen, Diap		How does self-identity influence the experiences of floating populations? An examination of the Lao Piao group in Australia. Wang, Yan; Dadich, Ann; Fan, Youqing	Hess, Narelle; Jepsen, Denise Interview (Content and Process) Transparency: Effects on Interview Outcomes. Hyatt, Edward					

1730-1930	Co-operative and Mutual Enterprises (CME) SIG Event (Registered Attendees only)	Crystal 1
1730-1830	Centre for Cross-Cultural Management (CCCM, UOW) Launch (All Delegates welcome)	Gallery 2

Thursday 6 December 2018		
0800-0850	Registration	Great Room Prefunction
0900-1000	ANZAM Keynote Address: Volker Kuntzsch Chair: Associate Professor Gabriel Eweje	Great 1
1000-1030	ANZAM Stream and Excellence Awards Presentation Ceremony	Great 1

1030-1100	Morning Tea	Great Room Prefunction
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1100-1240 CONCURRENT SESSION FOUR (100 mins/35 papers/3 workshops)											
	Delivered Sessions				Interactive Sessions			Workshops			Event
Room	Great 2	Great 3	Great 4	Crystal 1	Crystal 2	Greys	Chandelier	Gallery 3	Gallery 4	Gallery 1	Great 1
Stream	HRM DEL 2	L&G DEL 2 SSM DEL 3	OB DEL 3	CONTH DEL 2	GDI INTER 2	HMO INTER 1	MED INTER 1	WS 10	WS 11	WS 12	SIG Convenors Forum
Chair	Joanne Mutter	Jeff Shao	David Cheng	Lisa Bradley	Dimitria Groutsis	Sharon Williams	Christa Wood				
1100	<i>High Performance Work Systems and Employee Creativity Behaviors: Testing a Moderated-Mediation Model.</i> Ghafoor, Azka; Haar, Jarrod; Daellenbach, Urs; Davenport, Sally	<i>Cognitive and affective ramifications of leader anger in Asian and Western Cultures.</i> Shao, Jeff; Martin, Lee	<i>Different Voicers: A LPA of Voice Behavior in Organization.</i> Lam, Wing; Tang, Yipeng; Zhijun, Chen; Chen, Ziguang; Law, Raymond	<i>An exploration of how Australian universities are improving the health of their employees.</i> McDonald, Hayden; Gould, Ryan	<i>Progress in Affirmative Action: How Backlash is Holding us Back.</i> Lam, Andrew; Ng, Eddy	<i>Reputation management in public healthcare organisations.</i> Kosiol, Jennifer	<i>The good leader: Exploring students' learning experiences of an arts-based experiential activity for ethical leadership development.</i> Pouthier, Vanessa; Roberts, Victoria	<i>The Future of Work – Unleashing the Potential of Small Business.</i> Tui McKeown, Geoff Soutar, Tim Mazzarol, Sujana Adapa, Jason Mika	<i>Student classroom friendships: Impacts and educator responsibilities.</i> Rachel Morrison, Helena Cooper-Thomas, Nimbus Staniland, Steffi Siegert, Barbara Plester	<i>Management Research for Sustainable Impact - Using the UN Sustainable Development Goals (SDG) to Drive Our Research Programs.</i> Ross Chapman, Anneke Fitzgerald	
1120	<i>Newcomer person-job misfit, turnover and performance: Roles of person-group and person-mentor fit.</i> Fang, Li-Chun; Chi, Nai-Wen; Shen, Chi-Tai; Fan, Hsiao-Ling	<i>Family Control and Corporate Innovation in Bank-dominated Corporate Governance: Evidence from Japan.</i> Sakawa, Hideaki; Watanabel, Naoki	<i>The Effect of Voice Behavior on Work Bullying and Employee Well-Being: A Mediating Role of Leader-Member Exchange.</i> Tsai, Chia-Chen; Hsu, Ya-Chi; Liang, Huai-Liang	<i>Mindfulness and Sustainability: An Occupational Health and Safety Perspective.</i> Shahbaz, Wahab; Sajjad, Aymen	<i>Progress in Affirmative Action: How Backlash is Holding us Back.</i> Lam, Andrew; Ng, Eddy	<i>Reputation management in public healthcare organisations.</i> Kosiol, Jennifer	<i>The good leader: Exploring students' learning experiences of an arts-based experiential activity for ethical leadership development.</i> Pouthier, Vanessa; Roberts, Victoria	<i>The Future of Work – Unleashing the Potential of Small Business.</i> Tui McKeown, Geoff Soutar, Tim Mazzarol, Sujana Adapa, Jason Mika	<i>Student classroom friendships: Impacts and educator responsibilities.</i> Rachel Morrison, Helena Cooper-Thomas, Nimbus Staniland, Steffi Siegert, Barbara Plester	<i>Management Research for Sustainable Impact - Using the UN Sustainable Development Goals (SDG) to Drive Our Research Programs.</i> Ross Chapman, Anneke Fitzgerald	
1140	<i>Examining multilevel effects on turnover intentions in aged care.</i> Farr-Wharton, Ben; Xerri, Matthew; Brunetto, Yvonne	<i>Think leader, think male: The role of gender on the relationship between supervisor negative affect and subordinate self-efficacy to regulate work and life.</i> Chan, Xi Wen; Kalliath, Thomas; Cheng, David	<i>Standing on the shoulders of others: A moderated mediation model of tie strength and individual creativity.</i> Wang, Yuanyuan	<i>Ethical Leadership, Ethical Climate and Workplace Negative Acts: A Meta-Analytic SEM Study.</i> Teo, Stephen; Nguyen, Diep; Mcghee, Peter; Grant, Patricia	<i>Progress in Affirmative Action: How Backlash is Holding us Back.</i> Lam, Andrew; Ng, Eddy	<i>Reputation management in public healthcare organisations.</i> Kosiol, Jennifer	<i>The good leader: Exploring students' learning experiences of an arts-based experiential activity for ethical leadership development.</i> Pouthier, Vanessa; Roberts, Victoria	<i>The Future of Work – Unleashing the Potential of Small Business.</i> Tui McKeown, Geoff Soutar, Tim Mazzarol, Sujana Adapa, Jason Mika	<i>Student classroom friendships: Impacts and educator responsibilities.</i> Rachel Morrison, Helena Cooper-Thomas, Nimbus Staniland, Steffi Siegert, Barbara Plester	<i>Management Research for Sustainable Impact - Using the UN Sustainable Development Goals (SDG) to Drive Our Research Programs.</i> Ross Chapman, Anneke Fitzgerald	
1200	<i>If high performance work practices are so effective, why isn't everyone using them?: An exploratory study of the adoption of HPWP in Australian workplaces.</i> Harley, Bill; Choi, Daejeong; Gahan, Peter; Theilacker, Max	<i>[Re]framing change outcomes: Examples from a smart farming technology change program.</i> Bryant, Melanie; Higgins, Vaughan	<i>Exploring how and when employee daily positive and negative moods relate to daily promotive and prohibitive voice.</i> Chi, Nai-Wen; Yang, JiXia; Achyldurdyeva, Maya	<i>Exploring the 'employment' dimension of decent work among cleaners in Mauritius.</i> Lukea Bhiwajee, Soolakshna; Ramseook Munhurrn, Prabha; Naidoo, Perunjodi	<i>Progress in Affirmative Action: How Backlash is Holding us Back.</i> Lam, Andrew; Ng, Eddy	<i>Reputation management in public healthcare organisations.</i> Kosiol, Jennifer	<i>The good leader: Exploring students' learning experiences of an arts-based experiential activity for ethical leadership development.</i> Pouthier, Vanessa; Roberts, Victoria	<i>The Future of Work – Unleashing the Potential of Small Business.</i> Tui McKeown, Geoff Soutar, Tim Mazzarol, Sujana Adapa, Jason Mika	<i>Student classroom friendships: Impacts and educator responsibilities.</i> Rachel Morrison, Helena Cooper-Thomas, Nimbus Staniland, Steffi Siegert, Barbara Plester	<i>Management Research for Sustainable Impact - Using the UN Sustainable Development Goals (SDG) to Drive Our Research Programs.</i> Ross Chapman, Anneke Fitzgerald	
1220	<i>Perceived overqualification and turnover intentions: Examining the roles of perceived organizational support and internal / external work experience.</i> Kubovcikova, Annamaria; Chan, Xi Wen (Carys)		<i>The relationship between work engagement and career commitment: The mediating effects of role innovation and the moderating effects of team conflict.</i> Mudannayake, Buddhika; Bhanugopan, Ramudu	<i>Constructs of business sustainability from top Australian and New Zealand corporate leaders' communications: conceptual and empirical.</i> Imam, Tasadduq	<i>Progress in Affirmative Action: How Backlash is Holding us Back.</i> Lam, Andrew; Ng, Eddy	<i>Reputation management in public healthcare organisations.</i> Kosiol, Jennifer	<i>The good leader: Exploring students' learning experiences of an arts-based experiential activity for ethical leadership development.</i> Pouthier, Vanessa; Roberts, Victoria	<i>The Future of Work – Unleashing the Potential of Small Business.</i> Tui McKeown, Geoff Soutar, Tim Mazzarol, Sujana Adapa, Jason Mika	<i>Student classroom friendships: Impacts and educator responsibilities.</i> Rachel Morrison, Helena Cooper-Thomas, Nimbus Staniland, Steffi Siegert, Barbara Plester	<i>Management Research for Sustainable Impact - Using the UN Sustainable Development Goals (SDG) to Drive Our Research Programs.</i> Ross Chapman, Anneke Fitzgerald	

1240-1340	Lunch	Great Room Prefunction
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1340-1520 CONCURRENT SESSION FIVE (100 mins/39 papers/2 workshops)											
	Delivered Sessions					Interactive Sessions			Workshops		Event
Room	Great 2	Great 3	Great 4	Crystal 1	Crystal 2	Greys	Gallery 1	Gallery 3	Gallery 4	Chandelier	Great 1
Stream	GDI DEL 3	PRO DEL 1	OB DEL 4	MKT DEL 1	SM DEL 1	HRM INTER 3	CONTH INTER 1	OB INTER 3	WS 13	WS 14	Ask an ANZAM
Chair	Justine Ferrer	Erica French	John Molineux	Stream Participant	Manfred Schwaiger	Ruth McPhail	David Brougham	Jennifer Ann Lajom	<i>Award winning teaching and impactful management education research - How to attain success?</i>	<i>Managing a Sustainable Volunteer Workforce – New Trends and Insights from the Volunteering Sector.</i>	<i>Ask an ANZAM mentor.</i>
1340	<i>Managing Intersectionality for Sustainable Work: Cracking the Glass Cultural Ceiling.</i> Groutsis, Dimitria; O'Leary, Jane; Remedios, Rose	<i>Entrepreneurial and improvisational capabilities in project-based organizations.</i> Biesenthal, Christopher; Gudergan, Siegfried; Maghzi, Atefeh	<i>Psychological empowerment and employee proficiency.</i> Farivar, Farveh; Ayentimi, Desmond; Yaghoubi, Mohsen	<i>A Duck Talking to a Goose? Sales and Marketing Collaboration in China.</i> Ho, Hedy; Burton, Suzan; Nesbit, Paul	<i>Tracing the value circuit in a contemporary economic context: a consumer unmet needs approach.</i> Pain, Ralph; Munoz, Albert	<i>A Proposed Theoretical Model for the Business Intelligence Interface for Human Resource Practitioners.</i> Schultz, Cecile; Nel, Pieter	<i>Embodied Leverage Practices for Sustainable Development in Organisation.</i> Kuepers, Wendelin	<i>Performing Well by Behaving Good: Investigating CEO Altruism and Employee Attitudes at Small and Medium Enterprises.</i> Siddiq, Dedi; Jepsen, Denise; Muhidin, Salut	<i>Award winning teaching and impactful management education research - How to attain success?</i> Sujana Adapa, Tui McKeown, Damian Ruth, Mario Fernando, Subba Reddy Yarram	<i>Managing a Sustainable Volunteer Workforce – New Trends and Insights from the Volunteering Sector.</i> Djurre Holtrop, Megan Paull, Darja Kragt, Mina Askovic, Patrick Dunlop	<i>Ask an ANZAM mentor.</i> ANZAM Mentors will be available to provide Career Coaching, Inspiration, and Advice. Small groups and an informal setting will give you the chance to ask the questions you really want answered.
1400	<i>Woman on the Top Level: Shattering the glass ceiling.</i> Sunaryo, Sinto; Sukoco, Badri; Ratmawati, Dwi; Ekowati, Dian	<i>Is there a 'project myopia'? Revisiting the project stakeholder perspective.</i> Ahmed, Hafsa	<i>Stuck in a rut – Can I try something different? The role of intrinsic motivation and mood in the creative performance of ICT professionals.</i> Piplani, Rohit; Bentley, Tim; Taskin, Nazim	<i>Brands, branding and branding professionals: an exploration of the practice of branding work.</i> Johnston, Allanah	<i>The Impact of Press Releases on Corporate Reputation.</i> Eberhardt, Johanna; Schwaiger, Manfred	<i>The Effect of Workplace Bullying on Work-Family Conflict: A Mediating Role of Emotional Exhaustion.</i> Liang, Huai-Liang; Li, Zhi- hui	<i>The mediating role of employee based-brand equity in an environmental orientation and organisational performance relationship: A comparative study.</i> Wisker, Zazli; Kwiatek, Piotr; Ersoy, Ayse	<i>Teammates with four legs: Exploring the construct of psychological safety and team learning in human-animal work teams.</i> Alexander, Elaine			
1420	<i>The Māori Identity and Financial Attitudes Survey: Background Methodology and Response Rates.</i> Houkamau, Carla	<i>Managing knowledge across project boundaries: A holistic approach.</i> Tywoniak, Stephane; Galvin, Peter	<i>Transformational leadership and public service employees' growth satisfaction in job, job stress and burnout: the mediating role of interpersonal communication satisfaction.</i> Rajesh, J.I; Prikshat, Verma; Saeed, Muhammad	<i>Analog Representations of 'Place' in Destination Branding Campaigns: Creative Executions from India.</i> Joshi, Amrita; Sharma, Kamal	<i>The Effect of Top Management's Age on a Firm's Digital Innovativeness and Efficiency from a Metastructuring Perspective.</i> Pesch, Robin; Bouncken, Ricarda; Nagel, Eckhard	<i>Project Management Graduates: Essentials in the Face of Global Skills Shortages.</i> Borg, Naomi; Borg, Jessica; Scott-Young, Christina	<i>Sustainable HRM - Is it just rhetoric without employee voice?</i> Paulet, Renee; Holland, Peter	<i>Gaze and Posture in Collaborative Building: A multimodal video analysis of emergent shared knowledge.</i> Pirini, Jesse; Geenen, Jarret			
1440	<i>Australian women's career transitions: Leveraging time for sustainable work.</i> Daniels, Carolyn; Radel, Kylie; Hillman, Wendy	<i>Sustainability of Off-Grid Community Energy Projects: A Case Study of the Management of Micro-Hydro Projects in Nepal.</i> Poudel, Bharat; Parton, Kevin; Maley, Jane	<i>"You need to sell the university": International-branch campus lecturers' orientations toward supporting marketing activities.</i> Swenddal, Heather; Nkhoma, Mathews; Gumbley, Sarah	<i>Impulsive betting behaviour: The impacts of food and substance consumption.</i> Li, En; Hing, Nerilee; Russell, Alex; Vitartas, Peter	<i>"Environmental Concerns, Resource-Redundancy Dependence, and Network Reconfigurations."</i> Lukacs de Pereny Martens, Sandor	<i>Future of Work and its Perceived Impact on Mid-Career Professionals - A Conceptual Study.</i> Mahapatra, Gopal; Dash, Sadhna; Londhe, Amruta	<i>Trusting Friend or Complacent Foe: Perceptions of Automation within the Human Agent.</i> Hubbard, Patricia	<i>A Model for Change Management for the Australian Construction industry.</i> Hubscher, Darren; Cameron, Roslyn; Kalendra, Diane			
1500	<i>Transformations of women in tourism work: A case study of emancipation in rural Nepal.</i> Hillman, Wendy; Radel, Kylie	<i>Understanding the Role of Communication in Transforming the Project Management World.</i> Acharjee, Raj; Lockhart, Pamela; Bi, Rui	<i>The Flourishing of School Principals: An Action Research Study.</i> Molineux, John; Fraser, Adam; Willetts, Bob		<i>Forces and obstacles of family firm's digital transformation: Insights from a qualitative study.</i> Bouncken, Ricarda; Nagel, Eckhard; Pesch, Robin; Cesinger, Beate			<i>Dominance vs. strategic deference: theoretical propositions identifying how structurally equal task experts may form legitimacy perceptions and react to claims for power by peers.</i> Wickramasinghe, Gayathri			

1520-1550	Afternoon Tea	Great Room Prefunction
1550-1730	Heads of School of Management (HOSOM) Network Meeting (For HOSOM Members only)	Great 1

1550-1730 CONCURRENT SESSION SIX (100 mins/36 papers/2 workshops)											
	Delivered Sessions					Interactive Sessions			Workshops		Event
Room	Great 2	Great 4	Great 3	Crystal 1	Crystal 2	Greys	Chandelier	Gallery 3	Gallery 4	Gallery 1	Great 1
Stream	HRM DEL 3	SSM DEL 1	ESSB DEL 4	INT DEL 2	TISCM DEL 2	OB INTER 2	SM INTER 1 ESSB INTER 2	SSM INTER 3 MED INTER 2 MKT INTER 1	WS 15	WS 16	HOSOM Meeting
Chair	Paula O'Kane	Valerie Dalton	Tanya Jurado	Shea Fan	Matthew Pepper	Lisa Bradley	Stephanie Macht	Eva Collins	Publishing Research-Based Books for Practicing Managers. Kerr Inkson, Barbara Plester	The Older Face of Sustainable Work: Late-Career Experiences & Transition to Retirement. Prashant Bordia, Carol Kulik, Ayeesha Abbasi, Christina Cregan, Patrick Garcia, Micharl Milkovits, Sanjeeva Perera, Lee Sarandopoulos	The Real Coal Face: Valuing, Empowering and Creating a Sense of Belonging for Sessional Staff.
1550	<i>Giving Children their Due Voice in Management Research.</i> Mutter, Joanne	<i>Corporate approach to human sustainability: Integrating human sustainability initiatives into CSR strategy in large Japanese companies.</i> Kobayashi, Kazunori; Eweje, Gabriel; Tappin, David	<i>The Moderating Role of Risk Taking, Innovativeness and External Barriers on Indonesian SME.</i> Dhewanto, Wawan; Herliana, Sri; NurRizqi, Vania; Williamson, Ian; Yunita, Fera	<i>Self-certainty and unethical behaviour across three culture types: The mediating roles of moral self concept.</i> Harati, Hamidreza; Ashkanasy, Neal; Kouchaki, Maryam	<i>Surviving on markets for standardized products.</i> Herzog, Valerie; Fisch, Jan Hendrik	<i>The Effect on Organizational Citizenship Behavior and Leader-Member Exchange Relationship: Gossip as a Moderating Effect.</i> Zhao, Kai-Zhen; Ma, Xiao-Qin; Liang, Huai-Liang	<i>Verticals: Is it old wine in a new bottle? Or a new wine in old bottle?</i> Tiwari, Shalini; Dugal, Mohinder	<i>Do the Four mmeasurables impact on Employee Ethical Decision-Making in Organisations in Sri Lanka?</i> Jayawardena-Willis, Thushini			
1610	<i>Managing sustainable careers: The challenge for dual-career professionals.</i> Clarke, Marilyn; Scurry, Tracy; Smith, Mark	<i>Social Responsibility of Airports.</i> Dhakal, Subas; Mahmood, Muhammad; Wiewiora, Anna; Brown, Kerry; Keast, Robyn	<i>Gender matters: Unleashing the potential of professional agribusiness services.</i> Sheridan, Alison; Newsome, Lucie	<i>An Integrated Framework for Strategic International Human Resource Management: Combining Internationalization Strategies and the 5-P Model of Strategic Human Resource Management.</i> Weng, Nana; Olsen, Jesse	<i>Conceptualizing (multiple) stakeholder engagement(s) at early stages of the innovation process.</i> O'Kane, Conor; Haar, Jarrod; Daellenbach, Urs; Davenport, Sally	<i>Personality traits and burnout: Emotional contagion as a moderator in service oriented organisations.</i> Elevarasi, Anitha; Suganthi, L; Rajesh, J.I; Prikshat, Verma	<i>A New Look at Strategy Absence and a Framework for Future Research.</i> Venter, Petrus	<i>Gender effect on university students' alcohol expectancies and self-esteem.</i> Sharma, Bishnu; Kotey, Bernice; Reinhard, Karin; Graham, Wayne			
1630	<i>Having Entrepreneurial Friends and Following Them? The Role of Friends Displayed Emotions in Students' Career Choice.</i> Zhu, Fei; Fan, Shea	<i>Humanistic Management Performativity 'in the Wild': The Role of Performative Bundles of Practices.</i> Laasch, Oliver; Dierksmeier, Claus; Livne-Tarandach, Reut; Pirson, Michael; Fu, Ping Ping; Qu, Qing	<i>To what extent does digitization impact the business models of SMEs in a low-tech sector? Lessons from a traditional sector of the French economy: The agri-food sector.</i> Reboud, Sophie; Lequin, Sonia; Tanguy, Corinne; Ballereau, Valerie	<i>Controlling third-party recruiter behaviour in Australian and New Zealand export education industries.</i> Nikula, Pii-Tuulia; Kivistö, Jussi	<i>R&D outsourcing partner selection: Factors influencing firms to use contract research organisations in commercialising biotechnology innovations.</i> Moore, Monique; Mazzarol, Tim; Soutar, Geoffrey	<i>Exploring the interactive role of work engagement and harmonious passion on recovery experiences and emotional exhaustion.</i> Lajom, Jennifer Ann; Stanway, Alicia; de Carvalho Filho, Moises Kirk	<i>An Integrated Approach for Evaluating Regional Business Development Ecosystems.</i> Daniel, Lisa; Scheepers, Margarietha; De Klerk, Saskia	<i>The Role of Cultural Exposure at Pre-Study Period in Cultural Intelligence development: Exploratory Study of International Students.</i> Iskhakova, Marina			
1650	<i>Employee Skills in 2040.</i> O'Kane, Paula; Walton, Sara; Ruwhiu, Diane	<i>Modern slavery: Exploring exploitations of slaves.</i> Nazir, Omer; Alakavuklar, Ozan; Prichard, Craig	<i>Agripreneurs and Agriventures in India - Interplay of Contextual Dimensions.</i> Adapa, Sujana; Yarram, Subba	<i>Patterns of coping in expatriate spouses: A longitudinal study.</i> Collins, Heidi; Bertone, Santina	<i>Dynamic capabilities and firm performance: A supply chain perspective.</i> Kalubanga, Matthew; Gudergan, Siegfried; Oloruntopa, Richard	<i>To the (Not so) Bitter End: Termination or Redefining of Leader-Member Exchange Relationships.</i> Baugh, Gayle	<i>Coopetition as a small firm strategy: Review and Future Research.</i> Letcher, Brett; Scheepers, Margarietha; Graham, Wayne	<i>Consumer Incivility: A Control Restoration Mechanism.</i> Singh, Gurbir; Mishra, Abhishek; Tripathi, Sanjeev; Tewari, Shruti			
1710		<i>A Buddhist View of Managers' Moral Development in Ethical Decision-Making in Organisations in Sri Lanka.</i> Jayawardena-Willis, Thushini; Pio, Edwina; Meghee, Peter			<i>Perception gap vs. performance gap: An integrative performance management framework for service supply chains.</i> Asian, Sobhan; Lu, Dawei; Ertek, Gurdal; Sevinc, Mete	<i>The importance of co-workers as well as supervisors for feeling and acting positively towards our organisations.</i> Bradley, Lisa; Newton, Cameron; Sedaghati, Navid					

1900-2300	Conference Dinner	Great Room
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Friday 7 December 2018		
0800	Registration opens	Great Room Prefunction
0900-1040	Institutional Members' Meeting (ANZAM Institutional Heads/Reps only)	Great 1

0900-1040 CONCURRENT SESSION SEVEN (100 mins/40 papers/2 workshops)											
	Delivered Sessions					Interactive Sessions			Workshops		Event
Room	Great 2	Great 3	Great 4	Crystal 1	Crystal 2	Greys	Chandelier	Gallery 3	Gallery 4	Gallery 1	Great 1
Stream	MKT DEL 2 PSNFP DEL 2	HRM DEL 4	TISCM DEL 1	GDI DEL 4 HMO DEL 3	SSM DEL 2	HRM INTER 4 PSNFP INTER 2	HMO INTER 2	GDI INTER 3 OB INTER 4	WS 17	WS 18	Institutional Members Meeting
Chair	Sujana Adapa	Beni Halvorsen	Matthew Pepper	Jesse Olsen	Gabriel Eweje	Xiaowen Hu	Jane Banaszak-Holl	Diane Ruwhiu	What constitutes a (theoretical) contribution in management learning and education research?	Neurodiversity. How it is changing the way researchers and practitioners approach talent management.	Academic Integrity in the Digital Age
0900	<i>Effect of hotel green service encounters: Evidence from India.</i> Mishra, Abhishek; Gupta, Ansh	<i>The creation of open theory – Bridging the theoretical divide between academia and practice.</i> Hoppe, Magnus; Siegert, Steffi	<i>The relationship between social capital, knowledge acquisition, product innovation, and firm performance in Malaysian manufacturing firms.</i> Saha, Ripan; Singh, Sharan	<i>Developing and understanding of equality within business schools.</i> Dyer, Suzette; Hurd, Fiona	<i>Impact of ethical climate on codes of conduct, ethical leadership and willingness to report ethical behaviours.</i> Nguyen, Diep; Chuah, Swee Hoon; Teo, Stephen; Pick, David	<i>The evolution, use, and effectiveness of public provisions for workplace mediation: A comparative study of Ireland and New Zealand.</i> Curran, Deirdre; McAndrew, Ian	<i>The impact of training effectiveness on employee attitudes of Nurses in Australian Hospitals.</i> Carlisle, Joanna; Bhanugopan, Ramudu; D'Netto, Brian	<i>A gender critique of liberal feminism and its impact on remedial techniques to eliminate the glass ceiling effects.</i> Tran, Thao	<i>What constitutes a (theoretical) contribution in management learning and education research?</i> Tine Köhler, April Wright, Martyna Silva	<i>Neurodiversity. How it is changing the way researchers and practitioners approach talent management.</i> Anna Krzeminska, Charmine Härtel, Christina Anthony	
0920	<i>The Relationship between Product Consistency and Consumer Brand Attitudes: The Moderating Effect of the Avatar.</i> Yeh, Che-Yuan; Chen, Hui-Hua; Liang, Huai-Liang	<i>Development of Interest Based Assessments for Effective Talent Management.</i> Cherian, Kelitha; T.J, Kamalanabhan	<i>Factors Influencing Instagram Adoption among Malaysian Small and Medium Enterprises (SMEs).</i> Harun, Zuraini; Tajudeen, Farzana Parveen	<i>Integration-and-Learning or Something Else?: An Exploration of the Diversity Perspective Underpinning an Autism Employment Program.</i> Spoor, Jennifer; Hedley, Darren; Canton, Emily; Bartram, Timothy; Dissanayake, Cheryl	<i>Introducing family engagement in organizational practices for attaining the common good.</i> Mishra, Pavitra	<i>Individual performance: Do we measure it accurately?</i> Palipane, Tharindu; Amarakoon, Upamali; Macht, Stephanie	<i>The influence of individualised interventions on adherence in long-term pediatric treatments: Understanding the mediating role of primary caregiver perceived value of physician.</i> Venkatraman, Krithika; Sudarsanam, Nandan; V, Vijayalakshmi	<i>The relationship between fairness and deviant behaviour: Do entitlement perceptions matter.</i> Langerud, Dan Henning; Jordan, Peter; Biggs, Amanda; Xerri, Matthew			
0940	<i>Effect of Rumors on Purchase Intention and Brand Attitude: Using Endorser as a Mediator.</i> Lee, Chung-Xuan; Liang, Huai-Liang	<i>Measurement of the amount of change experienced by employees in three countries.</i> Brazzale, Paulette; Cooper-Thomas, Helena; Haar, Jarrod; Smollan, Roy	<i>Managing Terminal Service Performance: In the Context of Indonesian Container Ports.</i> Laksmana, Teddy; Shee, Himanshu; Thai, Vinh	<i>Flexible work for the Inclusion of People with Disability and Carers of People with Disability.</i> Olsen, Jesse; Sojo, Victor; Vargas-Saenz, Adriana; Schachtman, Rebecca; Köhler, Tine; O'Neil, Adrienne; Holland, Elise	<i>What compels elites to speak out against a disgraced peer? Findings from a natural experiment in Hollywood.</i> Wohlgezogen, Franz; Roberts, Victoria; Wheeler, Melissa	<i>How HPWS enhance manager's innovative behaviors? The mediating roles of manager ambidexterity.</i> Uen, Jin-Feng; Teng, Shan-Kuei; Wu, Li-Chang	<i>Addressing workplace bullying amongst healthcare staff by cultivating organizational compassion competencies.</i> Simpson, Ace; Reddy, Prasuna; Farr-Wharton, Ben	<i>Menopause and work: The moderating effects of self-care on social-identity based impression management (SIM) strategies and work.</i> Lim, Vivien; Teo, Thompson; Chan, Vivian			
1000	<i>Communication to mobilise consumers to reduce waste: A pilot study in Australia.</i> Pearson, David; Mitsis, Ann	<i>The importance of people behaviour in project governance.</i> Lo, Saide; Quifors, Stefan; Cusack, Brian	<i>Sustainable Higher Education: A First, Systematic Literature Review on Information Security Management.</i> Bongiovanni, Ivano	<i>Challenging masculinity in business education - The case of Maya and Susanna.</i> Lindell, Eva; Siegert, Steffi	<i>Making sense of sustainability work.</i> Williams, Tim; Edwards, Melissa; Angus-Leppan, Tamsin	<i>Measuring and validating the spiritual intention scale.</i> Sulaiman, Rahizah; Toulson, Paul; Brougham, David; Lempp, Frieder	<i>Leadership in Victorian Clinical Directorates: An insider's perspective.</i> Keenan, Marina; Wilson-Evered, Elisabeth; McGrath, Michael	<i>The Impact of Group Silence on Group Outcomes.</i> Zettna, Nate; Wang, Karyn; Nguyen, Helena; Johnson, Anya			
1020	<i>Four Arenas of Public Value Creation: A Core Typology.</i> Joyner, Kate	<i>Work-life programs and outcomes in Australian organisations: The role of the human resource system.</i> Akter, Kohinur; Ali, Muhammad; Chang, Artemis	<i>Enterprise IS implementations from A CSF Perspective.</i> Ahmed, Zafor	<i>Managing nurses absenteeism in a context of budget cuts: An approach based on LMX relationships.</i> Achmet, Veronique	<i>The emergence of organisational learning for sustainability at Sydney Theatre Company.</i> Dalton, Valerie; Cooksey, Ray	<i>Delivering Clinical Care in Aged Care Facilities: Contract Failure or Something more Sinister.</i> Xerri, Matthew; Brunetto, Yvonne; Farr-Wharton, Ben	<i>Who are the key-informants in health management research? Developing a sampling technique using stakeholder theory.</i> Cully, Ashley; Bartels, Peter; Fitzgerald, Anneke				

1040-1110	Morning Tea	Great Room Prefunction
1110-1210	ANZAM Keynote Address: Professor André Spicer Chair: Associate Professor Bevan Catley	Great 1

1210-1300	Australian and New Zealand Academy of Management – Annual General Meeting (All Delegates)	Great 1
1300-1350	Lunch	Great Room Prefunction
1315-1345	Stream Chairs Debrief	Crystal 2

1350-1530 CONCURRENT SESSION EIGHT (100 mins/37 papers/3 workshops)											
	Delivered Sessions					Interactive Sessions			Workshops		
Room	Great 2	Great 3	Great 4	Crystal 1	Crystal 2	Greys	Gallery 1	Chandelier	Gallery 3	Gallery 4	Great 1
Stream	TISCM DEL 3	HMO DEL 2	OB DEL 5	GDI DEL 5 SM DEL 2	HRM DEL 5	CONTH INTER 2	TISCM INTER 2 INT INTER 1	ESSB INTER 1	WS 19	WS 20	WS 21
Chair	Arun Elias	Yvonne Brunetto	Jarrold Haar	Ryan Perry	Lee Di Milia	Tim Bentley	Matthew Pepper	Tanya Jurado	Asia Academy of Management	Sustainable HRM: A Disruptive Change in the Field of HRM	Mixed Methods Research SIG: Advanced Data Integration and MMIRA Update.
1350	<i>Challenges in forecasting uncertain product demand in supply chain: A systematic literature review.</i> Abou Maroun, Elias; Zowghi, Didar; Agarwal, Renu	<i>Caring for the Aged Care Workers in Western Australia.</i> Dhakai, Subas; Nankervis, Alan; Burgess, John; Connell, Julia; Sutcliffe, Jacinta	<i>Empowering leadership and knowledge sharing behavior: Test of a parallel mediation model.</i> Anwar Ul Haq, Muhammad; Ahmed, Ashfaq; Khalid, Shaista; Usman, Muhammad	<i>#heteo: Exploring the role of expectancy violation and workplace gender ratio in perceptions of male targets of sexual harassment.</i> Zacharko, Michelle; Murray, Duncan; Vilkinas, Tricia	<i>Mentor Autonomous Motivation and the Quality of Mentoring Relationship.</i> Ayoobzadeh, Mostafa; Boies, Kathleen	<i>Detecting and managing the risk of dementia-related cognitive impairment among registered doctors and licenced pilots in New Zealand.</i> Barney, Andrew	<i>The internationalization of Knowledge-intensive Business Services Firms (KIBS): A review of the literature.</i> Wu, Mian; Forsyth, Darryl; D'Souza, Natalia	<i>A Systematic Review of the Literature on the Growth of Small Firms in BRIC Economies.</i> Najmaei, Arash; Sadeghinejad, Zahra; Petrov, Leonid	Wayne Macpherson, Chi Sum Wong	Sugumar Mariappanadar, Robin Kramar	Roslyn Cameron, Bob Cavana
1410	<i>Mass customization in the supply chain in the era of the Fourth Industrial Revolution.</i> Szozda, Natalia	<i>Development and validation of the Patient-centred Compassionate Care Scale.</i> Johnson, Anya; Fairbrother, Greg; Pidial, Kreshma; Yu, Nickolas; Nguyen, Helena; Wang, Karyn	<i>Social network and innovation ambidexterity: The mediating effect of adaptive capability.</i> Wang, Zhimin; Li, Honggui; Kwek, Choon Ling	<i>Addressing motivations behind diversity backlash by framing workplace policies as low-threat and low-competition.</i> Perry, Ryan	<i>Operationalisation of Mindfulness at Workplace.</i> Shahbaz, Wahab	<i>Exploring the cognitive schemas of traditional business models as barriers to uptake of sustainable business models.</i> Olesson, Erica	<i>Research Status of Supply Chain Digitalisation.</i> Seyedghorban, Zahra; Tahernejad, Hossein; Meriton, Royston; Graham, Gary	<i>Entrepreneurial ecosystem development: Consolidating theory into a testable model.</i> Lux, Andrei; Macau, Flavio; Brown, Kerry			
1430	<i>Facilitating Network Operations Planning Framework Implementation: A Case Study of the VicRoads SmartRoads Framework.</i> Hussain, Sairah; Sohal, Amrik; Delbose, Alexa	<i>Retaining a Skilled Healthcare Workforce in Regional Public Hospitals: The Role of Personal and Organisation based Job Resources.</i> Almeida, Shamika; Fernando, Mario; Munoz, Albert; Cartwright, Susan	<i>Spiritual values Effecting Employee's Helping Behavior: The Moderating Role of Islamic Work Ethic.</i> Ahmed, Adeel; Arshad, Mohd Anuar; Mahmood, Arshad; Akhtar, Sohail	<i>Mothering the manager: The ageing material body in organizations.</i> Cutcher, Leanne	<i>Exploring the fluid boundary between robust management and workplace bullying: An experimental simulation.</i> Timming, Andrew; French, Michael; Fan, David; Preston, Alison	<i>Exploring the paradoxes faced by social enterprises.</i> Pendse, Maithily	<i>Returns Management: Implications for Omnichannel Environments.</i> Reefke, Hendrik; Guesalaga, Rodrigo	<i>Developing new entrepreneurial business models for small charities: A case study of the UK.</i> Urwin, Gerry			
1450	<i>Dynamics of Stakeholder Interaction and Perception in Project Management.</i> La, Van; Elias, Arun; Brocklesby, John	<i>Delivering and sustaining change through implementation of a Management Operating System (MOS): The case of "Lean Thinking" in a New Zealand Hospital Pharmacy.</i> Winstone, Tim; Seahill, Shane; Edwards, Margot	<i>Influence Mechanisms of Calling on Proactive Behaviours: Self-determination Theory Perspective.</i> Gao, Xueyuan; Xue, Xiaozhou; Zhou, Wenxia; Jepsen, Denise	<i>Toward a theory of reference group determination: Longitudinal influences of organizations' historical performance comparisons.</i> Wang, Jingyi; Shinkle, George		<i>Digitization and Servitization in SME Manufacturing.</i> Matthews, Judy; Le Dain, Marie-Anne	<i>The Effects of Manufacturer Structural Embeddedness on the Network Rent: The Mediating Role of Supply Chain Governance.</i> Swierczek, Artur	<i>Entrepreneurial ventures in the contemporary business environment: Integrating Work value ethics, organisational culture and design leadership.</i> Choudhary, Ali; McMurray, Adela; Muenjohn, Nuttawuth			
1510		<i>Using Conservation of Resources Theory to Examine the Link Between Work Harassment, Employee Well being and Safety Outcomes.</i> Brunetto, Yvonne; Xerri, Matthew; Farr-Wharton, Ben; Trincherio, Elisabetta; Bongiovanni, Ivano; Beattie, Rona	<i>Intellectual humility and decision making: The role of need for cognition, prosocial motivation, and time pressure.</i> He, Changqing; Ou, Amy Y.; Wang, Long	<i>Customer heterogeneity and innovation: A systematic review of the literature.</i> Wijekoon, Amali; Salunke, Sandeep		<i>Women in Ensuring the Urban Food Security for Sustainability: A Case of Sri Lanka.</i> Kalansooriya, C.W; Jayarathne, P.G.S.A; Gunasekara, W.G.V	<i>Factors Affecting Enactment of Technology by Individuals in Organizations.</i> Mumtaz, Mohammad	<i>Unfolding the Role of Marketplace Resources in Forming Entrepreneurial Narratives.</i> Abarashi, Jamal; Ferguson, Shelagh			

1530-1600	Conference Close and Drinks	Great Room Prefunction
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