

CHANGING MANAGEMENT VALUES AND PRACTICES FOR A SUSTAINABLE FUTURE

36th ANZAM Conference
5 – 7 December 2023
Wellington, New Zealand

Proudly hosted by



36th ANZAM Conference 2023 - Program

ANZAM Streams for Sessions	Abbreviation
1. Human Resource Management	HRM
2. Organisational Behaviour	OB
3. Sustainability and Social Issues	SSI
4. Gender, Diversity and Indigeneity	GDI
5. Entrepreneurship and SMEs	ESME
6. Leadership, Governance and Strategy	LGS
7. Teaching and Learning	T&L
8. Business Processes, Innovation and Supply Chain	BPISC
9. Health Management and Organisation	HMO
10. Public Sector, NGOs and Not-for-Profit	PSNFP
Similar themed papers combined across Streams	Mixed

Session Chairs are indicated at the top of each session, as is the Stream for that session's papers.

Most sessions involve Presented Papers or Workshops. Presenters are requested to load and test their presentations in the 15 minutes prior to the start of each session. If this is not done, the time taken to load the presentation will reduce the 15 minutes available for your presentation.

Interactive papers have been allocated up to 10 minutes to outline the key aspects of their research and any areas where feedback is particularly wanted. This outline is then followed by 10 minutes of interaction (constructive feedback and development options) with the session audience. Interactive papers should not use presentation slides as part of the outline.



Monday 4 December

8:00 AM - 5:30 PM	ANZAM Doctoral Workshop (Workshop for Registered Doctoral Workshop Delegates only) Rutherford House, Wellington School of Business & Government
6:30 PM	Registration and Welcome (Museum of New Zealand Te Papa Tongarewa, 55 Cable Street - Level 4 Signs of a Nation)
6:30 PM	Welcome Function - pre-registration required (includes Drinks and Selection of Canapés)
8:00 PM	Welcome Function ends

Tuesday 5 December - Day 1

8.30 AM		Registration open (Te Papa Tongarewa - Level 2 outside Soundings Theatre; Level 3 Outer Oceania room during conference)										8.30 AM											
9.00 AM		Welcome (Mihī whakatau) - (Soundings Theatre, Level 2)										9.00 AM											
9.10 AM		Welcome to the 36th ANZAM Conference by Prof. Jane Bryson, Dean - Wellington School of Business and Government, Victoria University of Wellington										9.10 AM											
9.20 AM		Welcome by Prof. Kevin Lowe, ANZAM President										9.20 AM											
9.30 - 10.20 AM		Keynote address 1 - Daphne Te Rito Luke (MNZM, MMMGT, MINSTD) - "Unlocking Sustainable Success - 25 years of Māori business in Te Upoko o Te Ika a Māui" - (Soundings Theatre, Level 2, over-flow livestream icon Room)										9.30 - 10.20 AM											
10.20 - 10.40 AM												10.20 - 10.40 AM											
Morning Tea @ Oceania Outer Area																							
Session start		Oceania Inner North		Soundings Theatre		Rangimarie 1		Rangimarie 2		Rangimarie 3		Angus 1		Angus 2		Koroero Red Couches		Icon Room		Session end			
10.40 AM		SSI: Christian Schott A systems analysis of solid waste in New Zealand: Using multiple methodologies to improve problem framing (Warren Fitzgerald, Vicky Mabin, Bob Covano and Vipul Jain)		SSi: Ahmed Hafsa Navigating Leadership Styles in Sustainable Construction Projects: A Systematic Literature Review (Fatima Afzal and Roksanu Tumpa)		OB: Richa Gulati An integrated intervention study to improve wellbeing (John Molineux and Adam Fraser)		OB: Ataus Samad Detail Matters: Examining the Impact of Review Concreteness on Online Review Helpfulness (Shijing Fu, Feifei Yang, and Miles M. Yang)		HRM: Stefan Jooss The Role of Perceived Career Growth in the Relationship between Talent Management Practices Usage and Employee Outcomes (Amro Aljbour, Muhammad Ali and Erica French)		GDI: Ella Henry A Link between Gender Equality and Performance in Project Organisations (Mazreena Baker, Muhammad Ali and Erica French)		Workshop Developing a Māori Economic Development Strategy - Reflections on Open Strategy and Co-design (Stephen Cummings, Jesse Pirini and Rebecca Beahere)		ESME: Farveh Farhat Women Entrepreneurs - "Doing business" and "Doing gender" through intertwined ABCDE approach (Kajari Mukherjee and Naveed Akhter)		BPISC: Ineran Ali Circumnavigating structures through supply chain workarounds: Friendshoring and strategic choices in logistics infrastructures (Anton Klarin and Sergey Sosnovskikh)		Workshop The benefits and burdens of service and leadership roles in mid-career: honouing your purpose, crafting your profile (Lisa Callagher, Bill Harley, Paul Hibbert and Tine Köhler)		9.30 AM	
10.40 AM		Creating sustainable value through Consciousness-based decision-making (Indujeva Peira, Renu Joshi, Josiah Kah and Rahana Lillawichewa)		The relationship between legitimacy and sustainability in businesses: A systematic literature review (Sáán Stephens, Satken Azizadeh and Wee Chin Au)		Hybrid work design profiles: Antecedents and wellbeing outcomes (Caroline Knight, Daina Oloru, Julie Lee and Sharon Parker)		Integrating Work-Family Conflict with Ambivalence in Hierarchical Relationships: A Conceptual Model (Alina Holder and M K Dinithi Padmasiri)		I Tell You I Like It! Experimental Investigation of Employer Branding Techniques to attract Talents (Kedarath Thakur and Nazia Gera)		Gendered Displays: Managers' Use of Negative Emotion to Influence Employee Behaviour (Belinda Rae, Carol Kulk, Sanjewa Perera)		What is your true entrepreneurial identity? The Conundrum of Femininity and Identity in Female entrepreneurs (Vanisa Yadav, Monica Adya, Anemal Unni and Nicky Morrison)		Integrated inbound and inbound logistics for the movement of containers via heterogeneous material-handling resources for operational tracking and transparency (Priyank Bajaj, Chandrashekar Rajendran, Renu Agarwal, Sanjay Paul, Balakrishnan A.S)		Senior Women Entrepreneurs in Popular Media: Insights from Netflix's Longest-Running Series (Branwyn Eager and Naomi Birdbathie)		Customer-centric perspectives in the hospitality sector using service blueprinting and force field analysis approach (Ram Ray)		9.40 AM	
10.40 AM		Development of a sustainable business model with net zero value proposition: A qualitative analysis of Carbon Disclosure Project data (Muhammad Salman Asif, Henry Luo, Dilpa Nakandala and Hiral Haririyet)		Transitioning to circular economy: A review of policies (Swati Awana, Meera Chavan and Zhiming Cheng)		Organizational culture, performance expectations and wellbeing (Ray Smolke and Shelagh Mooney)		Internal and external networking behaviours of middle managers: Insights into the roles of gender, education, political skills and mentoring (Saraja Wanigasekara, Muhammad Ali and Erica French)		Flexible talent management approach: guidelines through signaling theory (Nigar Subana)		Rally the troops first: Start-up action on gender equality (Sanjewa Perera, Carol Kulk and Sukhbir Sanhu)		Disaster management in SMEs: What do we know from the literature? (Tui McKeown, Miria Lazaris, Sean Way and Marjorie Jerrard)		Effects of CSR and Gender Diversity on Financial Performance of Family Businesses (Subba Yarrom and Sujana Adappa)		Developing optimal nurse schedule for improved healthcare operations in the emergency department of tertiary care Indian hospital (Shubhangi Patel, Vipul Jain and Yi Mei)		Service blueprint for enhancing older people's well-being by the adoption of frontlines social robot in the aged care industry sector (Mingliang Wu, Moira Scerri and Maruf Chowdhury)		9.50 AM	
10.40 AM		Integrating Conceptual Framework for Understanding the Drivers of Certification in used Solar Panels (Jishika Chittler, Sukhbir Sandhu, Peter Magrawski, Subho Parida and Divya Sardeshmukh)		Vanua research methodology: Revisiting research in Fiji (Lekepe Māiana, Diane Rowhau and Telesia Kalavate)		Psychological Strain & Burnout in Today's Multitasking Work Environment: What Organizations and Managers Can Do! (Wangqi Xu and Andrew Tui)		Optimal Distinctiveness and Multimodal Identity Claims (Andrew Argue and Thijs Velema)		Current estimated potential: A peculiar caveat to the talent management literature? (Qian Yi Lee, Keith Townsend and Adrian Wilkinson)		Tuakiri takahiri, takuru iāna! The roles of Māori versus dual Māori/Pākehā identities in Aotearoa workplaces (Jarrod Haar and Ben Walker)		Using Anonymous Application Procedures to Address Discrimination in Recruitment and Selection - A Rapid Systematic Review (Victor Sajo Manana, Melissa Wheeler, Lindsey Arthur and Melanie McGrath)		The Influence of Workforce Diversity and Organizational Culture on Innovation in Very Small Information Technology Entities (Tatsuya Nonoyama, Erica French, Muhammad Ali and Amro Aljbour)		Disaster management in SMEs: What do we know from the literature? (Tui McKeown, Miria Lazaris, Sean Way and Marjorie Jerrard)		Service blueprint for enhancing older people's well-being by the adoption of frontlines social robot in the aged care industry sector (Mingliang Wu, Moira Scerri and Maruf Chowdhury)		10.20 AM	
12.20 - 1.30 PM		Lunch @ Oceania Outer Area										NSW + ACT Regional Networking (includes lunch)		12.20 - 1.30 PM									
1.30 - 3.10 PM		Workshop Wellbeing At Work: A SIG Launch and Symposium (Rebecca Mitchell, Brendon Boyle, Jarrod Haar, Ashley Troth, Anya Johnson, Helena Nguyen, Tim Bentley, Michelle Tuckey and Helen De Cier)		Workshop Early Career Academic Challenges and Strategies to Support Wellbeing (Todd Bridgman, Melissa Bryant, Marissa Edwards, Stuart Middleton, Aska Ghafoor and Elizabeth Nichols)		Workshop Editors Panel: Insights, Lessons Learnt plus Interactive Discussions (organized by Catherine Collins)		Workshop PRME - ecological sustainability and social responsibility agendas in management education (Joanne Lary, Emma Watton, Brad Jackson and Danny Sontana)		Workshop Key Lessons from science-based open innovation: An eight-year journey on engagement and impact (Lirs Daellenbach, Katharina Rückstuhl, Jarrod Haar, David Brougham, Paula O'Kane, Jesse Pirini, Sara Watton and Omid Alilashgar)		Workshop Integrating sustainable development and decolonisation into business education, do we agree on what we are talking about? (Teresa Rose, Nathalie Lachance, Eduardo Ordonez-Ponce, Ruth McPhail, Kelly Lindsay and Craig Hall)		Workshop From climate literacy to action: using threshold concepts to reimagine responsible management education for a climate-changed world (Liamie Williams, Maria Hameed Khan and Duncan Chew)		Workshop From Participation to Partnership: Effective research partnerships with disability-based employee resource groups (ERG) (Liamie Williams, Maria Hameed Khan and Duncan Chew)		Workshop Leading for the Future: Vision(s) of business and management education (Hafsa Ahmed and Justice Ferrer)		Workshop Examining best practices in measurement scale quality & demonstrating a straightforward solution - measured - using participants' data (Gordon Cheung and Helena Cooper-Thomas)		1.30 - 3.10 PM	
3.10 - 3.30 PM														3.10 - 3.30 PM									
Afternoon Tea @ Oceania Outer Area																							
3.30 PM		SSi: Vanita Yadav Born-Green-Global: A case agenda to develop a research agenda (Sara Walton, Dana Ott and Joseph Cooper)		SSi: Mohammad Salman Asif Impact of CSR, Green Practices and Organizational Politics on Sustainable Business Performance: Moderating Role of Employee Pro-Environmental Behavior (Riwan Danish, Muhammad Ali, Mazreena Baker and Ranjita Islam)		OB: Neal Ashkanasy A Longitudinal study of newcomers' honeymoon-hangover-hangover relief effect on job satisfaction: A moderating role of locus of control (Ioayene San and Chho Ok)		OB: John Molineux Fostering Employee Thriving through Proactive Career Support (Zhangmin Wang, Zhou Jie/Jie Jiang, Hongmin Yan and Xiaowen Hu)		HRM: Yvonne Buetteno "I have learned just how much I depend on other people": the impact of Covid-19 on workplace relationships (Ann Parlianson)		GDI: Sujana Adapa "Strength, pride, hope, care": Action research on employment pathways for Indigenous communities of Dilling (Geelong) (Jo Inghol, Mitchell Brown, Andrew Creed, Alfred Prestibero and Christina Spetzer Gergerßen)		LGS: Jorgen Sandberg A Qualitative Study on the Leadership Behaviours of Joyful Leaders (Katie McInerney, Rory Mulcahy and Meredith Lawley)		TEL: Angela Paladino Does it matter? External stakeholder perceptions towards business program accreditation (Katherine Attre and Alain Neher)		HMD: Naomi Birdbathie Applying the Burtztorf Model in an Australian Context: the role of self-managed teams (Robyn Cameron and Benjamin Archer)		3.30 PM			
3.30 PM		Conceptualising the sustainability integration through the lens of strategic orientation: A multiple theory approach (Hapu Achdige Chandima Jeevarath)		Measuring circular economy advancements in the automotive industry using machine learning (Melissa Gutberlet and Ashay Kumar Singh)		Abusive supervision: Building on existing knowledge to chart new research directions (Cathrine Frost, Andrea Lux and Peter Galvin)		Mediating Role of Resilience in the Impact of Mindfulness on Emotional, Social and Psychological well-being as the Indices of Mental Health (Nishit Sinha and Pankaj Kumar)		AI-Driven Strategic Human Resource Management: Changing the HRM Game or Creating a New HRM Game? (Gerson Francis Tuzson, Dinithi Padmasiri, Liang Chih Huang and Rachel Wolfgramm)		Access to meaningful work experience for young people with intellectual disability: A preliminary analysis of challenges and opportunities (Alyssa Chiam, Susan Mayson and Hannah Meechan)		Exploring the Leadership Galaxy: Understanding the Cohesive Dynamics in Distributed Leadership (Ataus Samad, Rubina Ahmed and Esaz Ahmed)		Fostering equity students' experience and success through a lens of universal design for learning (Hossein Mohammadi, Chen Zheng and Saadia Shabnam)		Exploring the impact of employee engagement and patient safety (Grace Scott, Anne Hodgson and Robyn Taylor)		3.40 PM			
3.30 PM		A Scientometric Analysis of Literature on Workplace Psychosocial Hazards (Subas Dhakal and Muhammad Mahmood)		Measuring ESG impacts: A new framework for agribusiness (Priyambada Jashi, Ayon Chakraborty and Harjinder Sandhu)		The influence of leaders' passion at work on employees: A methodology and analysis plant (Velina Serifomina and Denise Jepsen)		Perceived Collective Efficacy Amongst Short Duration Teams (Kiran Gupta, Shaolaja Karve and Chandan Singh)		Determinants and outcome of employee green behaviors (Anuradha Mukherji, Jyotsna Bhatnagar and Anupama Prasad)		"To be or not to be": Exploring the contentious landscape of women leadership at the nexus of religion and culture (Aneta Yanes)		Leading an age-diverse workforce: Evaluation of a leadership development intervention based on the include, individualise, integrate framework (Eva Zellman, Franckine Jungmann, Leah Zozak, Tamara Ronksi and Daniela Andrea)		Generative AI is here: Time for Transnational Higher Education to step up and embrace the opportunity (Eric Roehrer)		Reducing Clinician's Administrative Workload by Means of Speech Recognition (Annika Merrens, Johanne Tognola, Francesco De'Ami, Peter McEvoy and Mark Griffin)		HOSDM / IM Group Meeting (by invitation only)		3.50 PM	
3.30 PM		Conceptual Change in Business Organizations: A Systematic Review (Elizabeth Nichols, Jean-Pierre Imbragione, Lauri-Matti Paltanen and Tiina Onkila)		From the Classroom to the Community: The Impact of Responsible Management Education on Student Satisfaction and University Reputation (Farid Ahmadul Sabhan, Amian Haque and Shafiqur Rahman)		Too Many Exclamation Marks? Never!! Perceptions of Leader Use of Positive Emotion in Email by Leader Gender (Mary Hausfeld and Michele Walchhäuser)		Perceived organizational support and organizational time demands as organizational predictors of work passion (Jennifer Ann Lajom, Laramie Tolentino, Hatoya Siburung, Patrick Raymond James Garcia and Peter Leonard Cayapan)		Quiet Quitting: Can it be Measured and What are the Antecedents? (Jarrod Haar, Aska Ghafoor and David Brougham)		Fostering inclusion while baking bread: Enabling all your tempered radicals in the manufacturing industry (Crisis Griffiths, Peter McGhee and Roy K. Smolan)		"Want More Leaders? Think Work Design": Uncovering the Relationship between Enriched Work Design and Leader Emergence (Elyse Iker Campaz, Florian Klobeck and Sharon Parker)		Implications of Artificial Intelligence for Student Learning in Business Schools (Richa Gulati, Christian Hoyer and Leonie Holth)		Taking Care of Patients and Hospital Staff: Patient Familiarity and Orientation as Buffering Job Resources (Anyu Johnson, Joseph Carpin, Aleksandra Lukysyte and Helena Nguyen)		3.50 PM			
3.30 PM		Managing the paradox of environmental sustainability through traditional philosophies: Insights from traditional Chinese and Māori knowledge (Xiaoliang Niu, Jiamin Miko and Paresha Sinha)		Toward the Sustainable Development Goals: The Effects of Digital Leadership and Knowledge Sharing Behavior on the Higher Education Institutional Change (Ruhui Pu, Rebecca Dong, Thibaut Charonson, Songyu Jiang and Changjiang Tang)		Connecting Leadership and Compassion in the Creation of Dignified Workplaces (Bhavya Kapoor and Sumit Kumar Ghosh)		Searching and experiencing calling: an empirical investigation (Eko Yi Liao and Chai Shan Kong)		Job crafting strategies to retain a whole workforce during a pandemic (Hannah Meacham, Justine Ferrer and Peter Holland)		Equally for Women in U.S. Healthcare Management Through the lens of intersectionality (Corey Adaloku, Diana Rajendran and Anne Bardot)		Unveiling the Truth: Women Leaders in Gendered Organisational Dynamics (Farveh Farhat and Mary Anthony)		Pedagogical Innovation and Business Education for Sustainable Development: Implications for Curriculum Design and Delivery the Era of Generative Artificial Intelligence (Subas Dhakal)		Why doctors silence doctors: Understanding medical professional silence in hospital-based (Victoria Lister)		3.50 PM			
5.10 PM														5.10 PM									
5.30 PM to 7.00 PM														HOSDM / IM Networking event (by invitation only, Dragonfly, 70 Courtesan Pl.)		5.30 PM to 7.00 PM							

Wednesday 6 December - Day 2

	1	2	3	4	5	6	7	8	9	10		
	Oceania Inner North	Oceania Inner South	Soundings Theatre	Roundtable 1	Roundtable 2	Roundtable 3	Mixed Bindu Gupta	Quiet Room	Korero Red Couches	Icon Room		
Session 5	<p>SSI: Indu Peiris</p> <p>Ethic of Care for Refugee Support: Evidence from New Zealand (Nadeera Ranabahu, Hubert P. de Vries and Zhiyan Basharat)</p>	<p>SSI: Ram Roy</p> <p>How do individual actors strategically create shared value in a business-to-business field? A case study from Australian social procurement (Natalya Turkina, Joana Keranen and Kevin Arjo)</p>	<p>OB: Rebecca Dong</p> <p>Are Workaholics Efficient? Examining a Moderated Mediation Model of Psychological Safety Climate and Psychological Capital (Candice Wray, Yu-Hsuan Wang and Chien-Chung Kuo)</p>	<p>OB: David Cheng</p> <p>Are different source beingness resources complementary? Investigating interactive effects on new employee adjustment (Heleen Cooper-Thomas, Jenny Chen and Linda Trembly)</p>	<p>HRM: Justine Ferrer</p> <p>"HR is different up here": An exploratory study of HR in tropical northern Australia (Leigh-Ann Osnis)</p>	<p>GDI: Jo Ingrid</p> <p>Wahine Micro-Entrepreneurs: The cultural, social, and financial challenges when experiencing business growth (Tui MacDonald, Brad Jackson and Jason Mika)</p>	<p>Mixed Bindu Gupta</p> <p>Technology crowding and exploratory innovation: The effects of a firm's technological superiority BPSC (Chio-chi Chang and Phuong Dung Thi Nguyen)</p>	<p>Quiet Room</p> <p>Incumbent responses to moral market emergence SSI (Jonathan Baker)</p>	<p>ESME: Subba Reddy Yarram</p> <p>Development and Content Validation of the Family Business Self-Efficacy Scale (FBSE) (Sadhana Singh, Patrick Raymond, James M. Garcia, Laraine R. Tolentino and Francesco Corbelli)</p>	<p>Workshop</p> <p>Building on research in the classroom: Developing your impact as a management educator through scholarly journal publication (Stuart Middleton, Paul Hibbert, Todd Bridgman and Marissa Edwards)</p>	<p>Session start 9:00 AM</p>	
	<p>Multinationals and Community Development: Assessing the Construction of Just Relationships (Eduarda Ordaz-Ponce)</p>	<p>Organisational climate mitigation trajectories in New Zealand (Pi Tu Tuia Nikau)</p>	<p>Exploring psychological capital in remote work: A qualitative approach (Vineet Arora and Ansh Shukla)</p>	<p>Job search barriers perceived by people who care for an elderly or disabled family member (Hugh Batebridge, Lukon Höglstätter and Sarah Judd-Lam)</p>	<p>Are Older Colleagues More Trustable? The Interactive Effect of Employee Relational Age and Voice Behaviour on Coworker Trust and Task Performance (Chad Chiu, Sanjeywa Perera and Valerie Caines)</p>	<p>Exploring the transformative potential of Indigenous standpoint theory in the decolonisation of business education (Samantha Cooms, Gabo Watson and Sharlene Leroy-Dyer)</p>	<p>Development and Validation of the Workplace Friendship Questionnaire: Using Pillemer and Rothbarb's Theoretical Framework HBM (Chieh Wang, Sen-Kai Yang and Cheng-Hsien Li)</p>	<p>Inorganic Growth Strategies in Private Family Firms: A Behavioral Agency View (Gianni Spavero, Mathieu Luyssert, Miguel Meukeman, Wouter De Maesseneir)</p>	<p>The practices of family businesses and their management values designed to create a sustainable future for all (Nasim Birtchkhidze)</p>	<p>Understanding the Dynamics of Psychological Ownership and Community Embeddedness in Family Businesses: A Case Study Barker's of Werlaine (Hafsa Ahmed and Anthony Brice)</p>	<p>Workshop</p>	<p>Session end 10:40 AM</p>
	<p>The Influence of Collectivism, Guanxi and Mianzi in the Enactment of Responsible Leadership in Confucian Asia (Carolyn Koh, Nik Teck Siong Chong and Kevin Chuen-Kong Cheong)</p>	<p>Organizational Resilience as a Strategic Sustainability Approach: A Case Study of An Indigenous Agricultural Company in New Zealand (Shenghui Wang, Ming Yi and Irene De Pater)</p>	<p>Are innovative subordinates typically the favorites of supervisors? Supervisory adaptive responses to employee innovation (Xiaowen Hu, Hongmin Yan, Sran Zhan and Daniel Trach)</p>	<p>From observed customer mistreatment to creative service performance: the mediating role of identity threat emotion and the moderating role of job crafting (Xiaowen Hu, Hongmin Yan, Sran Zhan and Daniel Trach)</p>	<p>In Times of Crisis, Does it Matter if Work is Decent? Validating and Assessing Decent Work in Ghana during the Covid-19 Pandemic (Albert Amanokwa, Irene de Pater, Isaac Kosi and Desmond Ayentimi)</p>	<p>Skilled migrants negotiating employment in the Australian professional labour market: The impact of cultural distance (Thi Tuyet Tan, Roslyn Cameron, Nuttawuth Manjinh and Alan Montague)</p>	<p>Development and Validation of the Workplace Friendship Questionnaire: Using Pillemer and Rothbarb's Theoretical Framework HBM (Chieh Wang, Sen-Kai Yang and Cheng-Hsien Li)</p>	<p>Work-family Border Busting: The Case for Zipping Working HRM (Candice Harris)</p>	<p>The emergence of social enterprise: Wander with a mission — A grand tour of social enterprise by City Wanderer INTERACTIVE (Sen-kai Yang and Shan Kuel Teng)</p>	<p>The Moderating Roles of Activity Orientation and Individualism-Collectivism (Sreelakshmi Chandran and Jayalaksmi V)</p>	<p>Session end 10:40 AM</p>	
<p>Friends with benefits: Interconnections between environmental sustainability and gender equality (Sukhbir Sandhu, Carol Kulk and Sanjeywa Perera)</p>	<p>Too expensive, too hard, too many: Sustainability certification in the Australian fashion industry (Josephine Alice McKenzie, Sukhbir Sandhu and Carol Kulk)</p>	<p>Using Creativity and Digital Nativty to Predict General and IT Innovativeness (Adijana Burjak, Matej Cerne, Justine Philip and Peter Trkman)</p>	<p>Multiple Jobholding: An Overview of the Literature (Aniga Rehman and Denise Jespen)</p>	<p>Yoorook and self-determination: a focus on truth-telling (Kevin Moore, Pauline Stanton, Shea Fan, Mark Jones and Mark Rose)</p>	<p>Work-family Border Busting: The Case for Zipping Working HRM (Candice Harris)</p>	<p>Work-family Border Busting: The Case for Zipping Working HRM (Candice Harris)</p>	<p>Work-family Border Busting: The Case for Zipping Working HRM (Candice Harris)</p>	<p>Work-family Border Busting: The Case for Zipping Working HRM (Candice Harris)</p>	<p>Work-family Border Busting: The Case for Zipping Working HRM (Candice Harris)</p>	<p>Work-family Border Busting: The Case for Zipping Working HRM (Candice Harris)</p>	<p>Work-family Border Busting: The Case for Zipping Working HRM (Candice Harris)</p>	
10:40 - 11:00 AM	Morning Tea @ Oceania Outer Area											
6	Key Note Address 2 - Professor Paula Jarzabkowski (U. Queensland, City U. London) - "Disaster Insurance Reimagined: Transforming financial systems for climate adaption" (Soundings Theatre, Level 2, over-flow livestream Icon Room)										6	
12:00 - 1:10 PM	Lunch @ Oceania Outer Area										<p>Contribute to ANZAM! Info session on Board, Regional Rep., Stream Chair, JMO, ... roles (includes lunch)</p>	12:00 - 1:10 PM
7	ANZAM Awards Presentations and ANZAM Annual General Meeting (Soundings Theatre)										1:10 - 2:50 PM	7
2:50 - 3:10 PM	Afternoon Tea @ Oceania Outer Area										2:50 - 3:10 PM	
Session 8	<p>SSI: Sara Walton</p> <p>Aotearoa New Zealand's Textile & Fashion Industry: Small Business Entrepreneur Perspectives on the Values Shift Required to Achieve Sustainability (Ella Sheehy, Lynmare Sheridan and Elizabeth Nicholls)</p>	<p>ESME: Neha Sharma</p> <p>Challenges of Being a Social Enterprise: When Being a Business For Good Means Being a Good Business (Julia-Anna Maier, Carol Kulk and Sanjeywa Perera)</p>	<p>OB: Urs Daellenbach</p> <p>Does a Bureaucratic Climate have a Double Edge Effect? Testing Effects on Workplace Behaviours in New Zealand (Torrad Haas, David Brougham, Salman Rashid, Urs Daellenbach, Sally Goverspot and Shirley Leitch)</p>	<p>OB: Andre Lux</p> <p>Charmions and Job Satisfaction: The Mediating Influence of Ingratiation and Leader Member Exchange (Preeti Rawat, Shiji Lyndon, Ajinkya Navare, Stuti Bhatt and Vishakh Modaki)</p>	<p>HRM: Catherine Collins</p> <p>A systematic literature review of employee engagement in remote working environment (Neeru Choudhary and Shipra Jain)</p>	<p>GDI: Paula O' Kane</p> <p>Gender and Ethnicity of Owner managers and Conflicts in Malaysian Family Businesses INTERACTIVE (Sujana Adapa and Subba Yarram)</p>	<p>LGSI: Eva Zellman</p> <p>Conflicting Institutional Logics and Institutional CEO's Private Firm Experience in State-Owned Enterprises (Mengyuan Zhu, Wen Li, Yaowen Shan and Krihika Randhawa)</p>	<p>BPSC: Amrith Sahal</p> <p>A project-level perspective on open innovation for project management: A systematic review INTERACTIVE (Mehwish Malik)</p>	<p>T&L: Todd Bridgman</p> <p>Double-Loop Learning: Constructive Peer Feedback to Enhance Teamwork Experience and Skill (Ju Li Ng and Kevin Lowe)</p>	<p>PSNPF: Geoff Pimmer</p> <p>Regarding the Symbiotic Relationship between NGOs and News Media Organisations in Disaster Management and Messaging INTERACTIVE (Justine Philip and Justine Philip)</p>	<p>Session start 3:10 PM</p>	
	<p>Corporate Boards at the Interface of Corporate Governance and Corporate Social Responsibility: A Field in Flux (Rosemary Sointy)</p>	<p>Evaluating the beneficial application of strategy tools for micro and small business owners and managers (Kerry Anne Toyer, Noel Tracey and Wayne Graham)</p>	<p>Compensating for an Unseen Lead: The Interactive Effect of Team Proactivity and Differentiated Transformational Leadership (Hai-Viet Nguyen, Chad Chiu and Hao-Chieh Lin)</p>	<p>How do leaders earn respect? A Repertory Grid Technique (RGT) Study (Chi Kwan Warren Chiu, Hao Kong, Yi Eko Liao and Doreen, Y. P. Tse)</p>	<p>Human resources management and expatriation: Why and how work engagement matters (Marian van Bakel, Mette Strange Naesgaard and Snežina Michalovičová)</p>	<p>Risks of Representation: Disability and Gender in Leadership in a Public Sector in Australia INTERACTIVE (Jannine Williams, Maria Mohamed Khan and Duncan Chew)</p>	<p>Critical discourse analysis of corporate governance anomalies, financial irregularities, and fraud characteristics: The study of a private sector commercial bank in an emerging economy (Md Kaif Islam)</p>	<p>Exploring User Sharing Behaviours on Market-Based Platforms with Regression Tree Analysis INTERACTIVE (Yingnan Shi and Chao Ma)</p>	<p>Examining the Challenges of Peer Review: A Systematic Review (Angelo Paladino and Laura Catroni)</p>	<p>The emergence of social enterprise: Wander with a mission — A grand tour of social enterprise by City Wanderer INTERACTIVE (Sen-kai Yang and Shan Kuel Teng)</p>	<p>Session end 4:50 PM</p>	
	<p>Doing Good While Saving Money? The Formation of Initial Reputation of a New Social Venture (Carolyn Waldner, Antonieto Petkova and Jurgen Wilms)</p>	<p>The influence of work-group inclusion and work control on work-life interface: A study of New Zealand SME employees (Kazumori Kobayashi, Wayne Magpherson, Jennifer Scott, Beth Tootell and Stephen Kelly)</p>	<p>Learning from external and internal familiarity in temporary teams: The role of goal orientation (Hadi Faqih)</p>	<p>Leader Mental: A Systematic Review (Zita Chan, Irene E. De Pater, Gareth S. X. Ting, Amy Wei Tian and Tim Bentley)</p>	<p>Why engage? Interactionist perspective within independent professionals' context (Hadas Wittenberg, Gabriel Eweje, Darryl Forsyth and Nazim Taskin)</p>	<p>Second-generation Asian Australian Leaders' Perspective on The Bamboo Ceiling in Australian Workplaces INTERACTIVE (Cynthia Tan, Sen Sandhya and Diana Rajendran)</p>	<p>Interactive Impinging: The Influence of Great Leap Forward and Great Famine on CEO Innovation Orientation (Quinn Ye, Helen Hu, Dean Xu and Kwanghui Lim)</p>	<p>Fresh produce supply chain coordination with option contract under uncertainty: analyzing decision strategies of supplier and buyer INTERACTIVE (Vijay Dnyaneshwar Misra and Abhishek Sharma)</p>	<p>Exploration of Business Academics Identity within SoTL-focused Communities through Peer Review Practices (Uma Jagulu and Martina Castello)</p>	<p>The use of AI in Selection Interviews INTERACTIVE (Steven Lui, John Lai, Zhijing Zhu and Carolyn Ngwau)</p>	<p>Session end 4:50 PM</p>	
	<p>Drivers and Outcomes of Green Marketing Strategy in the Context of Developing Country: The Mediating and Moderating Roles of Competitive Advantage and Strategic Proactivity (Germa Demestrie and Amit Shukla)</p>	<p>Exploring Rural Entrepreneurship in Developed and Developing Economies: A Systematic Literature Review (Ianni Patel and Anubha Sinha)</p>	<p>Team circadian asynchrony and the misalignment of creative temporal spaces in creative teamwork (Stefan Volk, Yan Pan, Yufan Shang and Christopher Barnes)</p>	<p>Leading with Care: Empathetic Leadership for unithetical pro-organizational behavior (Zeena Akamara), Bloom John and Niki Panteli)</p>	<p>Exploring the Relationship between Perceived Opportunities for Competency Development, Subjective Career Success and Organizational Citizenship Behaviors: A social exchange perspective (Teow Hui Hu, Wee Chan Au and Pervais Ahmed)</p>	<p>The Comparative Study of the Effect of Service Climate Management in Thailand and Vietnam INTERACTIVE (Pornlappas Suanwarat, Suphot Lintachai, Sarawat Prewdang and Subot Rattanapun)</p>	<p>Is more really better? A social indispensability account of female independent director turnover (Anran Li and Yaping Gong)</p>	<p>Assets and processes in knowledge-intensive precincts: critical attributes that drive innovative activities INTERACTIVE (Kevin Chan)</p>	<p>Teaching Critically and Reflectively: using Students' Family Lens to Teach Business and Management Concepts (Ankit Agarwal)</p>	<p>Implications of capabilities spillovers in vertical linkages for heterogeneity in firm capabilities (Gaurav G. Prateek Ag and Sai Vayavaram)</p>	<p>Session end 4:50 PM</p>	
<p>Good apples in business barrels: CEO's tenure, corporate social responsibility and the moderating roles of CEO's business background and corporate governance training (Dung Thi Phuong Nguyen and Jung-Ching Lin)</p>	<p>When a video is worth more than a million words: the effects of media richness on information processing in entrepreneurial opportunity evaluation (Antoine Gilbert-Saad, Jenny Gibb and Marta Sinclair)</p>	<p>Recovery and recidivism: The aftermath of unethical pro-organizational behavior (Hongmin Yan, Tyler Okimoto and David Soltes)</p>	<p>Leading with Intellectual Humility (Ken Farnes)</p>	<p>The role of 'idealism' in employee burnout: An empirical study of Australia and New Zealand workers (Lynnette Sheridan and Joseph Cooper)</p>	<p>Logic mobilization in digital space: A hermeneutic account of intersectional praxis (Mahammad Zahuddin, Barar Qureshi and Babita Bhatt)</p>	<p>Interfirm Networks, Knowledge Transfer, and Firm Performance: The Role of Organizational Learning INTERACTIVE (Carolyn Ngwau, Steven Lui and Salih Zeki Ozdemir)</p>	<p>The Role of Blockchain as a Trust Signal in emerging relationships: a case of organic food supply chains (Kangmanas Yavavarabhas, Sherah Kurria, Zahra Seyidghorbani and Daniel Samson)</p>	<p>Time well served in developing reflective practitioners? A scholarship of teaching and learning based enquiry into the delivery of personal development teaching for senior leader apprentices (Elizabeth Houldsworth and Emma Watton)</p>	<p>When industries lose their shine: Can ambivalence erode stakeholder support? (Mark Pritchard)</p>	<p>Session end 4:50 PM</p>		
6:30 - 10:45 PM	Conference Dinner (Harbourview Function Centre) for those who have pre-purchased tickets										6:30 - 10:45 PM	

Thursday 7 December - Day 3

	Oceania Inner North	Oceania Inner South	Soundings Theatre	Rangmarie 1	Rangmarie 2	Rangmarie 3	Angus 1	Angus 2	Korooro Red Couches		
Session start 9:00 AM	Quiet Room	Workshop Generating impactful research through problematization: Strategies, techniques, and illustrations (Jorgen Sandberg and Alina Hojder)	OB: Dees Piers Unethical behavior influence knowledge hiding: Mediating and moderating mechanisms (Bindu Gupta, Manoj Srivastava and Sumi Iha)	HRM: Nigar Sultana Green HRM practices in the Hospitality and Tourism Industry: Antecedents, Outcomes and Future Outlook (Abdul Razak Suleman, Mehran Najati, Azadeh Shafaei and Janice Redmond)	GDI: Ken Farnes Hiring talent or recruiting privilege: A demand side perspective on recruitment INTERACTIVE (Samantha Kilmarin, Ruth McPhail and Amie Shaw)	ESME: Nandeesa Ranabahu Navigating the Complexities and Paradoxes of Organisational Growth: A Study of Australian SMEs (Hanako Frawley, Mark Edwards, Richard Gruner and Christine Soo)	LGS: Uma Jogulu Values and practices of sustainable higher education management: Responsible Leadership, Teaching Satisfaction, and their Implications for University Reputation and Performance (Amran Haque, Shamul Islam and Gazi Farid Hossain)	HMO: Victoria Lister Adapting to new technologies in multidisciplinary healthcare teams: A model of multilevel adaptation during organizational change (Natalya Desai, Mark Griffin, Marylene Gagne and Georgia Hoy)	PSNFP: Neeru Choudhary Antecedents of Emergency Services Street Level Bureaucracy: Public Value (Ben For-Wharton, Yvonne Brunetto, Aglae Hernandez Grander, Matthew Kerri and Fleur Sharifzad)	Session start 9:00 AM	
Session end 10:40 AM		Manipulating Authentic Leadership with Vignettes for Experimental Research: Recommendations for Designing Causally Defined Studies (Andrei Lux and Ling Abbott)	Indigenous spiritual: enhancing social, cultural and spiritual capital for sustainable futures (Dayha Tanumaga'e, Elo Henry, Jason Mika, Tania Wolfgramm and Nimbus Staniland)	Indigenous philosophy in business: Inclusion as a driver to environmental sustainability INTERACTIVE (Samantha Cooms and Goola Watson)	Entrepreneurial Marketing Activities and Firm Performance Among US Wine Producers: The Moderating Role of Competitive Intensity (David Crick, Ali Mahdi, James Crick, Woad Linnick and Marlene Sprince)	Why do key decision-makers fail to foresee extreme "black swan" events? A case study of the Pike River Mine Disaster, New Zealand (Richard Logan, Bob Cavano, Bronwyn Howell and Ian Yeaman)	Artificial intelligence-based medical diagnosis support systems: critical factors in the acceptance from physician's perspective (Muhammad Faiz Jalil, Muhammad Adnan Zahid, Chudhery Sarah Sajfar, Mohsin Rashid and Guillermo Luz Toribello)	Comparing the impact of leadership and psychological capacities on middle manager response to austerity-driven organisational change across two Australian Public Sector Organisations (Yvonne Brunetto and Julia Ashton-Sayers)		Session end 10:40 AM	
10:40 - 11:00 AM	Morning Tea @ Oceania Outer Area										10:40 - 11:00 AM
Session start 11:00 AM	Workshop Advances in Mixed Methods Research Designs and MMR Notation Systems (Roslyn Cameron and Anette Fitzgerald)	Workshop The HealthTech Nexus: What does technology mean for the future of healthcare? (Ann Dadoh, Eric Ford, Timothy Huerta and Lester Levy)	OB: Hugh Bainbridge Uncovering the phenomenon of paired legitimacy threat and repair during a large-scale change INTERACTIVE (Rahul Chandra Sheel and Shvini Tikoo)	OB: Shipra Jain Does Team Promotive Voice Always Promote Team Innovation? The Dispersion Matters! (Ruike Zhang and Arjun LJ)	BPISC: Wilfredo Pepper Complexities Affecting Reverse Logistics Adoption: A Systems Approach INTERACTIVE (Alaop Elias and Arun Elias)	HRM: Rebekah Schulz Rise of the machine: AI, is this the death of HR? INTERACTIVE (Wahid Wahaizumans, Mahes Jayawardena, Michael Callaghan, Justine Ferrer and Puaneswari P Arumugam)	MIXED: Arun Elias The Influence of Management Values and Practices in the Construction of Sustainable Futures and a Circular Economy ESME (Judy Matthews and Robyn Keast)	BPISC: Vipul Jain Enhancing business supply chain sustainability performance through the S&OP process: A Theoretical Framework (Luelen Oliveira)	GDI: Diane Rowhuh A study of hostility, sexual harassment, intimidation, and conflict: on-site versus off-site women leaders' lived experiences in the Australian construction industry (Anna Regina Galluzzo, Christina M., Scott-Young and Ken Farnes)	Session start 11:00 AM	
Session end 12:40 PM		Unleashing Synergy: Exploring the Mediating Roles of Team Empowerment and Collective Engagement in Task Interdependence and Team Performance INTERACTIVE (Kiran Gupta, Chandan Singhvi, and Shalaja Karia)	Employee e-voice on social media: A Glassdoor case study (Jiewei Tai, Sungho Kim and Helena Nguy)	Mango mechanization: readiness, impact on the value chain and way forward from the lens of the Australian growers INTERACTIVE (Saimindira Bhattacharya, Imran Ali and Kerry Walsh)	The dynamics between managerial success and employees' motivation to improve: a multi-level model INTERACTIVE (Wangxi Xu, Gerard Beenen, Shaun Pichler and Andrew Yu)	Enhancing impact potential of a diversity and inclusion capability maturity model through empirical testing and validity confirmation GDI (Judy Lundy and Uma Jogulu)	Industry 4.0 Readiness and Supply Chain Performance: Evidence from Sri Lankan Manufacturing Sector (Samanthi Weerabahu, Premaratne Samaranyake, Dilupa Nakandala and Hital Hurriyett)	Empowering Women in the Workplace: The Influence of Human Resource Policies on Women's Leadership Aspirations (Nasrattulaziz Zaini, Dana Ott and Paula O'lane)		Session end 12:40 PM	
12:40 - 1:40 PM	Lunch @ Oceania Outer Area										12:40 - 1:40 PM
Session start 1:40 PM	Workshop From the land of the long white cloud to the land of the long weekend: findings from the Unilever 4 Day Work Week Trial (Bronwen Johns, Rowena Ditzel and Cameron Heath)	OB: Roy Smolian Relationship Creation in Navigating Political Environments: The Role of Job Crafting (Amy Yamei Wang and Edo Yi Liao)	OB: Helena Cooper-Thomas Polychronicity Fit (Misfit) and Daily Turnover Intentions: The Mediating Roles of Work Overload and Underload PSNFP (Syed Waqas Shah, Lucy Lu King and Denise Mary Jepsen)	Mixed: Amran Haque Co-creation through the lens of place: Temporal and scalar orientations PSNFP (Lidari Wijewewe, Nandeesa Ranabahu and Billy Walsh)	Mixed: Tui MacLennan Use of experiential education techniques when teaching entrepreneurship in universities TBL - INTERACTIVE (Lidari Wijewewe, Nandeesa Ranabahu and Billy Walsh)	SS: Mehran Najati & Abishesh Diverse circular economies: The transformative power of the Maori economy INTERACTIVE (Diane Rowhuh, Monera Koretti and Gavin Wain)	T&L: Fatima Akbar From compliance to collaboration: critically reflecting on the process of embedding an Indigenous Graduate Attribute in an undergraduate business program (Katherine Altree, Annette Gainsford, Rosemary Sainy, Christopher Bajada and Danielle Mantoni)	ESME: Michael Callaghan Aly or Enemy? Power Dynamics in the Impact Investor Social Enterprise Dyad INTERACTIVE (Niko Gerlach and Lena Schützelin)	Workshop Indigenous Issues Special Interest Group symposium (Mark Jones, Jarrod Haor, Elo Henry, Teresa Rose, Diane Rowhuh, Jason Mika)	Session start 1:40 PM	
Session end 3:00 PM		Do Political Skills Matter for Creativity Recognition? Exploring the Mediating and Moderating Mechanisms (Claire Yuanyuan Wang and Yingqi Wang)	Why is Generation Z motivated at work? A qualitative exploration (Rawkhan Duweidat)	The Impact of Dark Triad Personality Traits on the Climate Change Attitudes of the Executive Managers SSI (Hanoka Bathula and Patricia Hubbard)	Student engagement in online programmes: Some experiential insights TBL - INTERACTIVE (Hanoka Bathula and Patricia Hubbard)	From Agents to Agency: Sustainability Leadership is Everybody's Work (Tim Williams and Melissa Edwards)	The role of supervisor compassion on PhD students' wellbeing: the mediating role of psychological capital (Seung Jong Yang, Aeon Luz Delo Cruz, Amrita Gautam and Sped Waqas Shah)	The Effects of Communicating a Broad Set of SDGs on Enterprises' Financial Performance INTERACTIVE (Ewelize Culp Moran, Amanda Williamson and Stuart Ollins)		Session end 3:00 PM	
3:00 - 5:00 PM	Closing Drinks (at Hotel - 90 Cable Street)										3:30 - 5:00 PM
5:00 PM	End of Conference										5:00 PM