AUSTRALIAN AND NEW ZEALAND ACADEMY OF MANAGEMENT

22nd ANZAM CONFERENCE 2008

2 - 5 December 2008
The University of Auckland
NEW ZEALAND

Managing in the Pacific Century

Hosted by

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Welcome from the ANZAM President

Welcome to the 22nd annual ANZAM conference hosted by the University of Auckland Business School.

The choice of theme for this year’s ANZAM conference, Managing in the Pacific Century, has once again created a space in which we can apply our scholarship in diverse ways.

The high quality and breadth of papers submitted for review is testimony to this. The resulting program with its 16 streams for papers, complemented by the professional development workshops, ensures you will have the opportunity to engage with a wide range of approaches.

The keynote presentations by Professor Anne Tsui and Professor Kulwant Singh will provide important forums for us to engage further with the theme with these internationally renowned scholars.

A significant dimension to the conference is the opportunity to catch up with colleagues from across Australia and New Zealand and more widely.

The conference program, the complementary social program and the pleasing surrounds of the Auckland Business School should ensure you are able to do this with ease.

Enjoy ANZAM in Auckland.

Professor Alison Sheridan
ANZAM President 2008

Welcome from the Conference Chair

It is with pleasure that I welcome you to the 22nd ANZAM Conference in Auckland, New Zealand.

The pattern and pace of economic transformation in the Pacific Rim is unprecedented and presents new challenges and new opportunities for organisations throughout the world.

The role of managers, management and leadership will be fundamental to this transformation.

Irrespective of the sector, the industry or the form of the organisation, the ability to respond and adapt in a world increasingly dominated by Asia-Pacific alliances, innovations and enterprise will be essential to an organisation’s competitive success.

These issues create an excellent thematic background for the scientific program, which will be supported by a social program in a city that has everything to make a delegate’s stay enjoyable.

I look forward to meeting with you during the conference.

Professor Marie Wilson
Conference Convenor
The University of Auckland Business School

ANZAM MEMBERSHIP:
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Keynote Speakers

Anne S Tsui is Motorola Professor of International Management at the WP Carey School of Business, Arizona State University, and concurrently, Distinguished Visiting Professor at the Guanghua School of Management, Peking University.

A Fellow of the Academy of Management since 1997, she was the 14th Editor of the Academy of Management Journal (1997-1999) and has served on the editorial review boards of most premier management journals.

She is the founding President of the International Association for Chinese Management Research, and is the Editor in Chief of the journal Management and Organisation Review, which is dedicated to publishing China related management and organisation research.

Dr Tsui’s current research programs include employment relationships and corporate culture and leadership in firms operating in the Chinese setting.

Professor Kulwant Singh (PhD, University of Michigan) focuses his research and teaching on business strategy and competition in rapidly changing environments.

He has published this research in the Academy of Management Journal, Strategic Management Journal, Organisation Science, Journal of Management, Industrial and Corporate Change and others.

Kulwant’s most recent book, Strategy for Success in Asia was published in 2005. He was Chief Editor of the Asia Pacific Journal of Management between 2000 and 2004. He was conferred the Research Achievement Award in 1997 and the Outstanding Educator Award in 2005, both by the National University of Singapore.

Two of his papers received Best Paper Awards at the Academy of Management and at Administrative Sciences Association of Canada.

Stream Chairs

1. Managing in the Pacific Century
   Professor Snejina Michailova and Professor Hugh Whittaker

2. Leadership and Governance
   Professor Brad Jackson and Dr Ljiljana Erakovic

3. Critical Management Studies
   Dr Deborah Jones, Dr Todd Bridgman and Dr Sarah Sarah.Proctor-Thomson

4. Entrepreneurship, Small Business and Family Enterprise
   Professor Trish Corner

5. Gender and Diversity in Organisations
   Professor Judith Pringle

6. Human Resource Management and Development
   Dr Peter Dowling

7. International Management
   Dr Greg Fisher

8. Management Education and Development
   Assoc Professor Ruth Neumann

9. Marketing and Communication
   Assoc Professor Margo Buchanan-Oliver

10. Organisational Behaviour
    Dr Yvon Dufour and Professor Marie Wilson

11. Organisational Change
    Dr Ralph Bathurst and Dr Janet Sayers

12. Public Sector and Not-for-Profit
    Assoc Professor Bruce Gurd

13. Research Methods
    Dr Anneke Fitzgerald

14. Strategic Management
    Professor Richard Dunford

15. Sustainability and Social Issues in Management
    Professor Gael McDonald

16. Technology, Innovation and Supply Chain Management
    Professor Terry Sloan
Thank you to The Reviewers

The double-blind review process is an intense and time consuming task and the ANZAM Executive is most appreciative of the contribution made by the following reviewers for 2008.

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Vimolwan Yukongdi

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<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
<th>Chair</th>
<th>Room</th>
</tr>
</thead>
<tbody>
<tr>
<td>0700</td>
<td>Incoming ANZAM Executive Breakfast Meeting</td>
<td>DECIMA GLENN</td>
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<td></td>
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<tr>
<td>0815</td>
<td>Registration</td>
<td>LEVEL 1 FOYER</td>
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<tr>
<td>0900</td>
<td>Stream Award Presentations: 10-16 (including Air New Zealand Award)</td>
<td>FISHER &amp; PAYKEL AUDITORIUM</td>
<td></td>
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<tr>
<td>0920</td>
<td>Keynote Plenary: Professor Kulwant Singh Managing in the Pacific Century: An Agenda for Strategy Research</td>
<td></td>
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<td>1000</td>
<td>Morning tea</td>
<td>LEVEL 1 FOYER</td>
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</table>

**CONCURRENT SESSIONS FOUR**

<table>
<thead>
<tr>
<th>Room</th>
<th>Case Room 2</th>
<th>Case Room 3</th>
<th>Case Room 4</th>
<th>Case Room 1</th>
<th>Seminar 223</th>
<th>Seminar 206</th>
<th>Room 201G</th>
</tr>
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<tbody>
<tr>
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</table>

<table>
<thead>
<tr>
<th>Chair</th>
<th>Peter Dowling</th>
<th>Giles Burch</th>
<th>Brad Jackson</th>
<th>Wendell Dunn</th>
<th>Ross Chapman</th>
<th>Goran Svensson</th>
<th>Deb Shepherd</th>
<th>Ruth Neumann</th>
</tr>
</thead>
</table>

**Stream**

- **HRM4 INTERNATIONAL AND COMPARATIVE HRM**
- **OB4 BULLYING**
- **L&G4 PERSPECTIVES ON LEADERSHIP**
- **SM1 NETWORKS, ALLIANCES AND M&A**
- **TIM2 SERVICE INNOVATION**
- **SSM4 SUSTAINABLE ENVIRONMENT**
- **GD04 BALANCING WORK, LIFE AND FAMILY**
- **MED1 INNOVATIONS IN THE CLASSROOM**

**1030**

- **Human Resource Management in Mainland China: Mainstream or Alternative Research?**
  - Zheng, Connie; Lamond, David
  - Workplace mobbing: expulsion, exclusion, and transformation
  - Shallcross, Linda; Ramsay, Sheryl; Barker, Michelle
  - Governance and leadership practices in a Chinese enterprise
  - Baker, Kevin
  - Strategic alliances? A marriage of convenience or a matter of trust?
  - Connell, Julia; Voola, Ranjit
  - Patient satisfaction: the premise for healthcare service quality
  - Abd Manaf, Noor Hazifah
  - Organising to influence the global politics of climate change
  - McGregor, Ian

**1050**

- **Hiring, training and development practices in German and Indian manufacturing companies**
  - Erwee, Ronel; Paelmeke, Hanidass
  - Power and change: the role of agency and structure in workplace bullying
  - McKay, Ruth
  - Leadership in Papua New Guinea: an exploratory study of age barriers and leadership styles
  - Prideaux, Murray
  - Kicked by the same kangaroo. Metaphor's effects in tragic tales of acquisition
  - Liu, Cindy; Riad, Sally
  - Innovation in a "third place": the English rural cyber pub initiative
  - Preece, Dave; McLoughlin, Ian
  - Environmental practices in the New Zealand wine industry: an analysis of perceived institutional pressures
  - Sinha, Parashas; Akoone, Michele

**1110**

- **The impact of management development on firm performance: a comparative study of Europe and Asia**
  - Than, Sve Sve; Trenberth, Linda; Conway, Neil
  - Building relationships and resilience in the workplace: construction of a workplace bullying training program
  - Branch, Sara; Murray, Jane
  - Getting closer to the action: examining leader's behavioural intent with GLOBE's leadership dimensions across 22 countries
  - Zander, Lena; Mockatis, Audra; Harzing, Anne-Wi; et al
  - Interfirm dyadic governance: integrating perspectives of relational orientation and power dependence
  - Chen, Wein-hong
  - Visual workflow and process optimisation: a method of analysis for patient flow in the hospital emergency department
  - Fitzgerald, Jannine Anne; Sloan, Terry; Smoff, Simeon; Johnston, Mark
  - Managing environmental regulations in the 21st century: challenges and opportunities in an Australian industry context
  - von der Heidt, Tania; Charles, Michael; Ryan, Rachel; Hughes, Brett

**Voice and text: the use of dialogue circles in a first year management subject**
- Droulers, Marcelle

Sort by:

- **WORKSHOP J**
- **WORKSHOP K**

Correct at publication - there may be some changes at the time of the conference.