AUSTRALIAN AND NEW ZEALAND ACADEMY OF MANAGEMENT

22nd ANZAM Conference 2008
Managing in the Pacific Century
2-5 December 2008
The University of Auckland
NEW ZEALAND

PROGRAM AND ABSTRACTS

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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

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
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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2-5 December 2008
The University of Auckland
NEW ZEALAND

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BUSINESS SCHOOL

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Jie Wu
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Angus Young
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Cruise Yu
Vimolwan Yukongdi

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Lena Zander
Fang Zhao
Ambika Zutshi

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<td>To what extent do outsourcing decisions go beyond cost savings? A discrete choice examination</td>
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<td>The impact of brand personality on brand-aroused feelings</td>
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<td>Managing front-line services by high-involvement work systems: learning goal orientation and empowerment</td>
<td>Merging academic departments in a tertiary institution: insights from a pre-merger departmental values based cultural analysis, and expectations for the future</td>
<td>Through the looking glass - identifying the factors influencing ethical decision making in financial planning organisations</td>
<td>Dynamic re-alignment: understanding organisational response to changing business contexts using a framework for strategic alignment</td>
<td>New product development manager skill sets in the telecommunications industry</td>
<td>Performance analysis of international development projects</td>
<td>Does brand influence wine purchase?</td>
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<td>The multidimensional relationships between organisational culture and performance</td>
<td>Studying servant leadership: a proposal</td>
<td>Resource endowment and development of competences</td>
<td>Improving supply chain performance of the Australian Beef Enterprises</td>
<td>Managing multi-objective building contracts: public art in public building procurement</td>
<td>The shape of brand within New Zealand franchises</td>
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Correct at publication - there may be some changes at the time of the conference.