## 29th Australian and New Zealand Academy of Management Conference

**2–4 December 2015, Millennium Hotel, Queenstown, New Zealand**

### Managing for Peak Performance

**Conference Chairs: Conor O’Kane and Elizabeth Rose**

<table>
<thead>
<tr>
<th>Stream</th>
<th>Stream Chair</th>
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</table>
| MPP    | Managing for Peak Performance  
Dr Conor O’Kane, University of Otago  
Professor Elizabeth Rose, University of Otago |
| CMS    | Critical Management Studies  
Dr Bronwyn Boon, University of Otago  
Dr Janet Sayers, Massey University |
| ESSB   | Entrepreneurship, Start-Ups and Small Business  
Dr Jo Kirkwood, University of Otago  
Dr Martina Baltaci, Massey University |
| FB&E   | Family Business & Enterprise  
Dr Chris Graves, University of Adelaide  
Dr Donella Caspersz, University of Western Australia |
| GDI    | Gender, Diversity and Indigeneity  
Dr Ann Dadich, Western Sydney University  
Dr Louise Kippist, Western Sydney University |
| HMO    | Health Management & Organization  
Dr Fiona Edgar, University of Otago  
Dr Paula O’Kane, University of Otago |
| HRM    | Human Resource Management  
Dr Fiona Edgar, University of Otago  
Dr Paula O’Kane, University of Otago |
| INT    | International Management  
Dr Peter McLean, Dr Christa Wood, Dr Christa Wood, University of Wollongong |
| MED    | Management Education and Development  
Professor Aron O’Cass, University of Tasmania  
Dr Ramuda Bhanugopan, Charles Sturt University |
| MKT    | Marketing & Communication  
Dr Ezaz Ahmed, Central Queensland University  
Dr Wayne Fallon, Western Sydney University |
| OB     | Organisational Behaviour  
Dr Jenny Green, University of Technology Sydney  
Dr David Stiles, University of Canterbury |
| PSNFP  | Public Sector Management and Not-for-Profit  
Dr Melissa Edwards, University of Technology Sydney  
Dr Sara Walton, University of Otago |
| STR    | Strategic Management  
Dr Renu Agarwal, University of Technology Sydney  
Dr David Stiles, University of Canterbury |
| SSM    | Sustainability and Social Issues in Management  
Dr Melissa Edwards, University of Technology Sydney  
Dr Sara Walton, University of Otago |
| TISCM  | Technology, Innovation & Supply Chain Management  
Associate Professor Terry Sloan, Western Sydney University  
Dr Arun Elias, Victoria University of Wellington |
| Comp   | Competitive paper session |
| Inter  | Interactive paper session |
| WS     | Workshop |

### Program

#### Monday 30 November 2015

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
<th>Location</th>
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<tbody>
<tr>
<td>0900-1700</td>
<td>ANZAM Board Meeting</td>
<td>Millennium Hotel, Galaxy Ballroom 1</td>
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<tr>
<td>1830-2030</td>
<td>Doctoral Workshop Dinner</td>
<td>Pig &amp; Whistle, Bar and Restaurant</td>
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#### Tuesday 1 December 2015

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<tr>
<td>0800-0830</td>
<td>Year-End Doctoral Workshop Registration Opens</td>
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<tr>
<td>0830-1700</td>
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<td>1500-1600</td>
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<tr>
<td>1700-1900</td>
<td>Conference Welcome Reception and Registration</td>
<td>Pier 19, Steamer Wharf, Queenstown</td>
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</table>
## MANAGING FOR PEAK PERFORMANCE

**29TH AUSTRALIAN AND NEW ZEALAND ACADEMY OF MANAGEMENT CONFERENCE**

**CONFERENCE DATES:** 2–4 DECEMBER 2015, MILLENNIUM HOTEL, QUEENSTOWN, NEW ZEALAND

### PROGRAM

#### WEDNESDAY 2 DECEMBER 2015

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<td>MILLENIUM HOTEL FRONT FOYER</td>
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<td>0850-0930</td>
<td>ANZAM President’s Welcome: Associate Professor Martin Grimmer</td>
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<td>Official Opening of the 29th ANZAM Conference by Professor Richard</td>
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<td>Blaikie, University of Otago Deputy Vice-Chancellor Research &amp;</td>
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<td>Enterprise</td>
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<tr>
<td>0930-1030</td>
<td>Keynote Opening: “Dynamic Capabilities and Related Paradigms”</td>
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<td>Professor David Tece, Thomas W. Tusher Professor in Global Business,</td>
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<td>University of California</td>
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<td>Chair: Sir Eion Edgar</td>
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### CONCURRENT SESSION ONE (100 mins)

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### Interactive Sessions

- [Session Details]

### Workshops

- [Workshop Details]

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**ANZAM Management Educator of the Year Masterclass**

**Glen Murphy**

**Editor Perspectives: The Art and Craft of Reviewing**

**Kevin Law, Neal Ashkanasy, Tim Bentley, Patrick Wright, Maryvée Gagne, Peter Jordan**

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**Editor Perspectives: The Art and Craft of Reviewing**

**Kevin Law, Neal Ashkanasy, Tim Bentley, Patrick Wright, Maryvée Gagne, Peter Jordan**
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<tr>
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<td>Apon, Samai; Mazzarol, Tim</td>
<td>Ho Jessie, Nesbit, Paul</td>
<td>Cochrane, Red; McKown, Tui</td>
<td>Choden, Phuntsho; Cox, Stephen; Bradley, Lisa</td>
<td>Yok, Stefan; Christian, Michael; Becker, William</td>
<td>Gurd, Bruce; Rice, John; Hyde, Peter</td>
<td>Palui, Megan; Omary, Maryam; MacCallum, Judy; Young, Susan; Walker, Gabrielle; Holmes, Kirsten; Hashi-Leventhal, Debbie; Scott, Rowena</td>
<td>Lu, Ying; Taksa, Lucy</td>
<td>Zhou, Ruoying; Vaidya, Kiril; Gong, Yandun</td>
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<td>Comparing LMX and AMD to Understand Frontline Manager Involvement in Flexible Work</td>
<td>The Negative Exchange Spiral Between Relationship Conflict and Intercultural Justice</td>
<td>Cash Economy and Small Business: A New Zealand Research Analysis</td>
<td>The Inclusion of Women in Nepalese Forestry Governance: Perspectives from Feminist Institutionalism</td>
<td>Managing for Peak Performance: Retailer preference and consumer decision making</td>
<td>Do Chinese Acquirers Paying Premiums in Large International Acquisitions Experience Negative Market Reactions as Western Counterparts?</td>
<td>A Transitional Model of Systemic Change in Disability Sector Reform in Western Australia</td>
<td>Demographic characteristics and job function as determinants of executive remuneration in South African state owned enterprises</td>
<td>Power Advantage and Power Abuse in Supplier-Buyer Relationships</td>
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<td>Lee, Qian Yi; Townsend, Keith; Wilkinson, Adrian</td>
<td>Adams, Mike</td>
<td>Yong, Sue</td>
<td>Pilay, Soma; Wagle, Radha; Wright, Wendy</td>
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<td>Tseng, Chiung-Hui</td>
<td>Edwards, Mark; Son, Christine</td>
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<td>Low, Wen-Shinn</td>
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<td>Nguyen, Diep; Teo, Stephen; Grover, Steven; Nguyen, Nguyen</td>
<td>MacAulay, Sam; Steen, John; Kastelle, Tim</td>
<td>Food SMEs entering China</td>
<td>Fielder, Antje; Faith, Benjamin; Whittaker, D</td>
<td>Cairns, George; Matthews, Judy</td>
<td>Yeganeh, Hamid; Saurer, Daniel</td>
<td>Farr-Wharton, Ben; Azzopardi, Joseph; Brunetto, Yvonne; Farr-Wharton, Rod; Wojnarowicz, Natalie; Shribg, Art</td>
<td>Mutter, Joanne</td>
<td>Nielsen, Michael; Perry, William; De Vreugd, Mark; Groen, Carolin</td>
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<td>ANZAM Plenary Session 1: Panel of Senior Management from Ngāi Tahu Holdings Corporation Ltd:</td>
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### 1500-1640 CONCURRENT SESSION TWO (100 mins)

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<td>OB Comp 2</td>
<td>ESSB Comp 2</td>
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<td>MPP Comp 2</td>
<td>GDI Comp 2</td>
<td>MED Comp 2</td>
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<td>Chair</td>
<td>Stephen Teo</td>
<td>Gerry Treuren</td>
<td>Conor O’Kane</td>
<td>Bryan Jenkins</td>
<td>Antoine Hermens</td>
<td>Bronwyn Boon</td>
<td>Peter McLean</td>
<td>Melanie Bryant</td>
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| 1500       | 222      | Performance Management in Research and Practice | O’Kane, Paula; Brown, Travers; McCracken, Martin; Mazumdar, Bishaka | 268 | Barriers to open innovation for Scottish SMEs: Charles, David; Miller, Stephen | 47 | Work Right; Right Work: Negotiating the Social and Moral of Chronic Illness and Work Vijayasingham, Lavanya; Jogulu, Uma | 444 | Perceived export performance: A contingent measurement approach Sadeghi, Arash; Rose, Elizabeth L.; Zhang, Jing A. | 293 | Work-family conflict and turnover intention at female casino employees in Macau Chan, Joanne; Kwok, Kim Oi Mei | 430 | The role of the flipped classroom in business education: Linking learning with the workplace Bathula, Hanoku; Lowe, Kevin | 199 | To Bear or Not to Bear: Subordinate’s Reactions to Culturally Inappropriate Leadership Behaviors Kennedy, Jeffrey | 241 | Opportunism in Manufacturing Supply Chains in Uganda Eya, Sarah; Sridharan, Ramaswami; Ryan, Suzanne |

| 1520       | 182      | Skills and competencies for the contemporary Human Resource Practitioner: A synthesis of the Academic, Industry and Employer’s perspectives Skander, Arif; McDonnell, Leanne | 378 | The joint effects of supervisor and employee emotion recognition skills: Implications for the emotional demand–strain relationship Tucker, Michelle K.; Jimmerson, Nerina L.; Borda, Prashant | 467 | The Impact of Resources and Strategic Orientation on Small Retail Firm Performance Grimmer, Louise; Miles, Morgan; Byrom, John; Grimmer, Martin | 163 | Alcohol policy and gender effect on university students’ drinking behaviour Sharma, Bishnu; Reinhardt, Karin | 73 | Do you have the right ‘shock absorbers’? The role of adaptive change agents in facilitating successful change Ahmed, Hafsa; Cohen, David, A. | 188 | Open Atmosphere in the Workplace and LGBs’ Psychological Experiences: The Roles of Self-Acceptance and Self-Concealment Jiang, Zhou; Hu, Xiaoxen; Wang, Zhongmin | 317 | Moving from Sage to Learning Facilitator: A case for a flipped approach Greensfeld, Geoffrey; Wright, April; Hibbert, Paul | 87 | When laughing at others helps me and may hurt everybody else: The influence of laughing at others on persistence and deviant behaviour Cheng, David |

| 240       |      | Organizational Justice Rides a New Wave: The Peer Justice Wave Adamovic, Miaden | 157 | Afflict and Coping in Response to Abusive Supervision: The Role of Employees, Implicit Leader Theories Nguyen, Hieu; Ashkanasy, Neal; Li, Yiqiong; Parker, Stacey | 158 | Public and Family Firms’ FDI: Unpacking Patterns and Performance Implications of Legitimacy Seeking Behaviors Fourney, Sebastian; Zschoche, Miriam | 52 | Role of ICT4D Project for rural development in a south Asian country Arefin, Shamsul; Huque, Rakibul; Ahmed, Ezaz; 451 | Exploring the Synergies of Technologies, Markets and People: On the Transition to Advanced Manufacturing Hurriyet, Hila; Foz, Wayne | 419 | Decision Analysis and Negotiations for Technology Adoption Decision: An Exploratory Study Sepasqozar, Samad; Davis, Steven |

| Interactive Sessions |  |  |  |  |  |  |  |  |  |  |

| Workshops |  |  |  |  |  |  |  |  |  |  |

**Program Notes:**
- **Wednesday 2 December 2015 Continued**
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<td></td>
<td>Human resource management in the hotel industry: A review of the literature</td>
<td>Exploring the Negativity of Work-Family Practice Use: A Study of Job Burnout</td>
<td>Proximity effects on SMEs: up close and personal by strategically myopic Mazzaro, Tom; Reboud, Sophie; Clark, Delwyn</td>
<td>Risk-informed competency-based learning for managers and business ethics practitioners Cramm, David; Erwee, Ronel</td>
<td>The Impact of the Prevalence of CEO Long-term Compensation Initiatives on National Economic Peak Performance Campbell, Cynthia; Chang, Rosita; De Jong, Jack; Doktor, Robert; Gzelheim, Lars; Randay, Trond</td>
<td>Champions of Change: Why do some CEOs champion gender diversity? Metz, Isabel; Kulik, Carol</td>
<td>&quot;Cracking the Plaster&quot;: Significant Big Five Personality Changes in Professional Workers during a Coaching Intervention Parker, Helen; MacCann, Carolyn</td>
<td>Business Diplomacy in Practice: What Do the Experts Say? Alammari, Fahad; Pauleen, David</td>
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<td>Human Resource professionals’ experience of flow at work Molineux, John; Hadji Abootorab Kashi, Kia</td>
<td>The role of leadership on innovation and job performance: Exploring the mediating effect of regulatory forces Wilson-Evered, Elisabeth</td>
<td>Explicating the Relationship of Entrepreneurial Orientation and Firm Performance: Underlying Mechanisms in the Context of an Emerging Economy Cui, Lin; Fan, Di; Fan, Yi</td>
<td>The Roles of Entrepreneurs in Sustainability Transitions: A combination of Strategic Niche Management and Evolutionary Theory Zahraie, Babak; Everett, Andre; Walton, Sara; Kirkwood, Jodyanne</td>
<td>Prominence Imprinting: The Roles of Individuals’ Pre-merger Centrality and Brokerage on Their Subsequent Performance in Merged Firms Odemir, Salih Zeki; Berman, Satorupa</td>
<td>Exploring Gender and Workaholism in New Zealand Retina, Kala; Smith, Amanda</td>
<td>Using eLearning, blended learning and digital literacy to improve student engagement and retention Du Plessis, Andries; Young, Curtis; Nel, Pieter</td>
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<td>&quot;I Didn’t have a traditional career trajectory...&quot;: The route to credibility in the HR profession Parkinson, Ann; Plummer, Geoff</td>
<td>The downside of leader proactive personality at the team level: the role of subordinate seeking resources behaviour Wang, Hai-jiang; Demersault, Evangelia; Lu, Chang-qin; Siu, Di-ling</td>
<td>Organizational resilience: Dynamic capabilities and routinization in response to crisis Ho, Marcus; Verweyne, Marie-Louise; Bentley, Tim; Jenkins, Anna</td>
<td>Agentic expressions of sustainability leadership: investigating the efficacy of sustainability awards Sahi, Kaisa; Wollgrann, Rachel</td>
<td>A Dynamic Practice-Based Process Approach to Business Model Construction in Turbulent Environments Chandrasekara, Kasun; Harrison, Richard</td>
<td>Promoting Police Women: A conceptual framework Soontiens, Wernert; Anthony, Mary</td>
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<td>1640-1650</td>
<td>Short break for session changeover</td>
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WEDNESDAY 2 DECEMBER 2015 CONTINUED

1650-1810  CONCURRENT SESSION THREE (80 mins)

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**Chair**
- Paula O’Kane
- Paul Knott
- Sev Nagalingam
- Anneke Fitzgerald
- Christa Wood
- Janis Wardrop
- Raechel Johns
- Neal Ashkanasy
- Judy Matthews
- Diane Ruwhiu

**1650**

- **4** The Impact of Simulations:郁.pth Experiential Learning on Self-Efficacy: A Study of the Australian Building and Construction Industry
  - Holland, Peter; Douglas, Lenders, Rachel; Allen, Belinda
  - 213 Understanding Plural Governance: A Bibliometric Network Visualization of the Plural Governance Literature
  - Rimbach, Maximilian; de Bie, Holger; Arndt, Felix; Bach, Norbert
  - 329 Competencies of operations managers in Indonesian third party logistics and freight forwarding firms
  - Sangka, Koresna; Rahman, Shams; Jie, Ferry

**1710**

- **384** Should a dynamic capabilities framework be integrated into evaluations of workplace e-learning processes?
  - Costello, James; McNaughton, Ted
  - 147 Risk mitigation and Human Asset Specificity: the case of Business Critical Outsourcing
  - Malmgren, Mikael
  - 41 Buyback and Quantity Flexibility Contract with Warranty: A Discussion of Impact of Demand Distribution on Coordination Nandi, Shirsendu
  - 23 Dealing with Inaccuracies in the Scientific Knowledge Base: An Analysis to Public Health Approaches During Epidemics
  - Montgomery, Kathleen; Oliver, Amalja
  - 32 Understanding the role of the DBA in Australia in enhancing career capital, professional and lifelong learning Wallace, Michelle; Sheldon, Nerali; Pervan, Simon; Sloan, Terry; Vincio, Andrea
  - 388 Understanding director financial literacy: A mixed method approach Beltington, Jackie; Nicholson, Gavin; Bezemer, Pieter-Jan

**Interactive Sessions**
- 127 Intervention in a ‘moment’ of workplace bullying: Exploring the value of forum theatre
  - Edwards, Marget; Blackwood, Kate

**Workshops**
- 142 Online Group-Buying: The Effect of Offer Popularity on Consumer Purchase Intention
  - Chow, Wing Chi; Fu, Gui Fang; Isabe, Lai, Y.M. Jennifer
- 116 Managing peak reputational performance: What’s critical in your industry
  - Tracey, Noel; French, Erica

**WS D**
- 357 Globalization Shock and Adjustment
  - Lau, Victor; Wong, Y. Yee
  - 309 Diverse responses to job autonomy at work
  - Nguyen, Thao; Gaza, Arran; Hutchings, Kate

**WS E**
- 306 Positive Psychological Capital and Employee Retention: A new perspective for the ageing workforce in Australia
  - Chapman, Geoffrey; Radford, Katrina
- 138 Developing an equitable means for peak performance in project organisations:
  - Careen management for women in Project Management
  - Baker, Marzena; French, Erica; Hatcher, Caroline
- 341 Cultural Diversity and Tax Compliance Practices of New Zealand Small Businesses
  - Yong, Sue; Martin, Fiona

**Speakers**
- Steve Bowden, Elena Mamouni Limnios
- Melanie Bryant, Mark Frost, Kate Kearins
- Melanie Bryant, Mark Frost, Kate Kearins
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<td>&quot;We choose to come here&quot;: Questioning assumptions of expatriate trailing spouses’ willingness to relocate</td>
<td>Is that fair? Firm ownership and corporate illegality in transition economies</td>
<td>Antecedents and outcomes of service team’s innovation</td>
<td>A Champion’s perspective on implementing the national lesbian, gay, bisexual, transgender and intersex ageing and aged care strategy in Queensland</td>
<td>Leadership Development in Kuwait: Organizational Views</td>
<td>The impact of boards of directors on CSR: A study of board processes and board size</td>
<td>Consumer Reviews on e-Retailer Websites: Antecedents of Information Diagnosticity and Purchase Intentions</td>
<td>Contextual Differences in Relation to Attitudes and Understanding of Workplace Bullying: Insights from the Hospitality and Education Sectors</td>
<td>Is it ok to be different? Positioning workforce differentiation for perceived organisational justice</td>
<td>Identities of male and female owner-managers in Malaysian accounting firms</td>
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<td>Local Institutional Diversity and Corporate Political Activity of Private Firms in China</td>
<td>Measuring the effect of knowledge on performance in Brazilian manufacturing and service companies</td>
<td>Travel Motivations in Medical Tourism in Malaysia: The Case of Singaporean Medical Tourists</td>
<td>Teaching Research Methods in Business: Insights from Theories of Learning</td>
<td>How does shareholder involvement influence firm innovation performance? A shareholder activism perspective</td>
<td>Technology readiness among farmers in Australia: The Cooma-Monaro region</td>
<td>Understanding How Employees Manage Non Preferred Tasks at Work</td>
<td>The interactive effects of Work Environment, Organisational Change and Human Resource Development on In-role Job Performance</td>
<td>Speed dating: meet the Heads of School</td>
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# Managing for Peak Performance

## Program

### Thursday 3 December 2015

**0800** | Registration opens | **GALAXY BALLROOM**
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**0850 - 1030** **Concurrent Session Four (100 mins)**

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<th>Room</th>
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<td>TISCM Comp 3</td>
<td>ESSB Comp 3</td>
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<td>FB&amp;E Comp 1</td>
<td>PSNFP Comp 2</td>
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<td>David Stiles</td>
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**0850**

38 | Management, bullying and the work outcomes of Australian Para-Military | **HRM Comp 4**
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| Chair | Kerry Brown | **Galaxy I**
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| Stream | HRM Comp 4 | OB Comp 3 | TISCM Comp 3 | ESSB Comp 3 | HMO Comp 2 | FB&E Comp 1 | PSNFP Comp 2 | PSNFP Inter 1 & CMS Inter 1 | STR Inter 1 | MED Inter 1 |
| Chair | Kerry Brown | Maryam Omari | Richard Greatbanks | Judy Matthews | Sandra Leggat | Andre Everett | Kate Kearins | Wayne Fallon & Bronwyn Boon | David Stiles | Christa Wood |

**0910**

324 | Presenting a workplace bullying intervention process: A target’s perspective | **OB Comp 3**
---|---|---
| Chair | Kerry Brown | **Galaxy II**
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| Stream | HRM Comp 4 | OB Comp 3 | TISCM Comp 3 | ESSB Comp 3 | HMO Comp 2 | FB&E Comp 1 | PSNFP Comp 2 | PSNFP Inter 1 & CMS Inter 1 | STR Inter 1 | MED Inter 1 |
| Chair | Kerry Brown | Maryam Omari | Richard Greatbanks | Judy Matthews | Sandra Leggat | Andre Everett | Kate Kearins | Wayne Fallon & Bronwyn Boon | David Stiles | Christa Wood |

**1000**

Environmental Uncertainty, Prospector Strategy and New Venture Performance: The Moderating Role of Network Capabilities | **TISCM Comp 3**
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| Chair | Kerry Brown | **Meeting Room V**
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| Stream | HRM Comp 4 | OB Comp 3 | TISCM Comp 3 | ESSB Comp 3 | HMO Comp 2 | FB&E Comp 1 | PSNFP Comp 2 | PSNFP Inter 1 & CMS Inter 1 | STR Inter 1 | MED Inter 1 |
| Chair | Kerry Brown | Maryam Omari | Richard Greatbanks | Judy Matthews | Sandra Leggat | Andre Everett | Kate Kearins | Wayne Fallon & Bronwyn Boon | David Stiles | Christa Wood |

**1030**

Supply Chain Risk Management: a comparison across firm size, regional area and industry | **ESSB Comp 3**
---|---|---
| Chair | Kerry Brown | **Meeting Room IV**
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| Stream | HRM Comp 4 | OB Comp 3 | TISCM Comp 3 | ESSB Comp 3 | HMO Comp 2 | FB&E Comp 1 | PSNFP Comp 2 | PSNFP Inter 1 & CMS Inter 1 | STR Inter 1 | MED Inter 1 |
| Chair | Kerry Brown | Maryam Omari | Richard Greatbanks | Judy Matthews | Sandra Leggat | Andre Everett | Kate Kearins | Wayne Fallon & Bronwyn Boon | David Stiles | Christa Wood |

**1050**

Exploring perceptions of business success: Family versus non-family business owners | **HMO Comp 2**
---|---|---
| Chair | Kerry Brown | **Meeting Room I**
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| Stream | HRM Comp 4 | OB Comp 3 | TISCM Comp 3 | ESSB Comp 3 | HMO Comp 2 | FB&E Comp 1 | PSNFP Comp 2 | PSNFP Inter 1 & CMS Inter 1 | STR Inter 1 | MED Inter 1 |
| Chair | Kerry Brown | Maryam Omari | Richard Greatbanks | Judy Matthews | Sandra Leggat | Andre Everett | Kate Kearins | Wayne Fallon & Bronwyn Boon | David Stiles | Christa Wood |

**1110**

Disaster as a complex problem: Is linearity the problem? | **FB&E Comp 1**
---|---|---
| Chair | Kerry Brown | **Cophorne I**
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| Stream | HRM Comp 4 | OB Comp 3 | TISCM Comp 3 | ESSB Comp 3 | HMO Comp 2 | FB&E Comp 1 | PSNFP Comp 2 | PSNFP Inter 1 & CMS Inter 1 | STR Inter 1 | MED Inter 1 |
| Chair | Kerry Brown | Maryam Omari | Richard Greatbanks | Judy Matthews | Sandra Leggat | Andre Everett | Kate Kearins | Wayne Fallon & Bronwyn Boon | David Stiles | Christa Wood |

**1130**

Reducing youth advantage through Education for Enterprise: The case of Ngapuhi Kākāno School | **PSNFP Comp 2**
---|---|---
| Chair | Kerry Brown | **Cophorne II**
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| Stream | HRM Comp 4 | OB Comp 3 | TISCM Comp 3 | ESSB Comp 3 | HMO Comp 2 | FB&E Comp 1 | PSNFP Comp 2 | PSNFP Inter 1 & CMS Inter 1 | STR Inter 1 | MED Inter 1 |
| Chair | Kerry Brown | Maryam Omari | Richard Greatbanks | Judy Matthews | Sandra Leggat | Andre Everett | Kate Kearins | Wayne Fallon & Bronwyn Boon | David Stiles | Christa Wood |

**1150**

Strategic management for improved performance: towards a more mature theory of dynamic capabilities currently in a nascent state | **PSNFP Inter 1 & CMS Inter 1**
---|---|---
| Chair | Kerry Brown | **STR Inter 1**
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<p>| Stream | HRM Comp 4 | OB Comp 3 | TISCM Comp 3 | ESSB Comp 3 | HMO Comp 2 | FB&amp;E Comp 1 | PSNFP Comp 2 | PSNFP Inter 1 &amp; CMS Inter 1 | STR Inter 1 | MED Inter 1 |
| Chair | Kerry Brown | Maryam Omari | Richard Greatbanks | Judy Matthews | Sandra Leggat | Andre Everett | Kate Kearins | Wayne Fallon &amp; Bronwyn Boon | David Stiles | Christa Wood |</p>
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<td>27 How Value Congruence Determines Employee Attitude in Pre and Post Organizational Entry</td>
<td>197 The influence of goal congruence and buyer’s dependency factor as antecedents of strategic and operational collaborations in buyer-supplier relationships</td>
<td>347 Sophistication and sustainability in SE product costing systems: towards definitional clarity and a typology for assessment</td>
<td>465 Interpersonal Trust in Family Businesses</td>
<td>225 Developing a conceptual framework for independent professionals</td>
<td>360 The internationalisation of innovative small to medium enterprises</td>
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<td>454 Revisiting job satisfaction: Still interested?</td>
<td>292 Is small business ownership a good option for women in regard to their long-term financial security?</td>
<td>281 Swimming or Drowning: middle management experiences in the public service</td>
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<td>330 Improving knowledge connections in a large first year management class</td>
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**Keynote Address:**

Professor Eleanor Westney, MIT Sloan School of Management, Aalto University School of Business

Chair: Professor Elizabeth Rose
### ANZAM Plenary Session 2: Entrepreneur Panel Discussion

- Dil Belworthy – Founder and Director of Glowing Sky Clothing
- Henry van Asch – Founder van Asch Wines and Co-Founder AJ Hackett Bungy
- Sue Lindsay – Founder/CEO of The Kinnective Group and Co-Founder of Think Actual
- Martin Dippie – Chairman of the Board of Directors for Mitre 10 New Zealand Ltd.

**Chair:** Dr Conor O'Kane

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### 1430–1550 CONCURRENT SESSION FIVE (80 mins)

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### 1450 Career Resilience in 21st century Australian labour markets

- Daniels, Carolyn; Radel, Kylie

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### 1450-1455 Afternoon Tea
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<td>Acquirers' choice of legal advisors: The roles of own prior experience and broad and selective imitation of others</td>
<td>Support of management innovations to the process of product innovation: A case study on Lexus of Toyota Motor Higgins, Angela; Lin, Haifen</td>
<td>Learning entrepreneurial leadership among nascent food entrepreneurs in Denmark and New Zealand Ramsgaard, Michael; Brougham, David; Warren, Lorraine</td>
<td>Indigenous insights into leadership: What can we learn from Māori leaders and is it generalizable? Haar, Jarrod; Roche, Maree; Brougham, David</td>
<td>How do they know what you know: A study of knowledge exchange when managing projects Algeo, Chivonne</td>
<td>Nurse Turnover in India: Factors Impacting Nurse Decisions to Leave Employment Lakshman, Sangeetha</td>
<td>Nurse Turnover among nurses in Saudi Arabia Alswaid, Eman; Fersynt, Darryl; Catley, Bevan</td>
<td>Post-disaster recovery: A study of a special-purpose business alliance structure de Vires, Huibert; Nilakant, Venkataraman; Walker, Bernard; Baird, Rosemary</td>
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<td>Uncover to Discover; Finding Value Co-creation Opportunities in Commodified Business Ecosystems – A Conceptual Model Masbate, Jorge; Mazzarol, Tim</td>
<td>Between a rock and a hard place: Navigating tensions in the formulation of contracts in the Oil and Gas industry Thompson, Robert; Ilkinniwin, Cletus; Davidson, Paul</td>
<td>Entrepreneurship Education: An evaluation of behaviour, skills and attributes of Botswana entrepreneur Moremong-Ngannu, Topyane; Rametse, Nthati; Bakheil, Charles</td>
<td>The penalty of motherhood in contemporary New Zealand Muter, Joanne; Thorn, Kaye</td>
<td>Addressing professional competence expectations in HRM courses Coetzer, Alan; Ryan, Maria; Susomnith, Paifanee; Suseno, Yuliani</td>
<td>The effects of organisational change on nurses' job performance in Australian hospitals Carlisle, Joanna; Bhanugopan, Ramudu; Morrison, Mark</td>
<td>Rewards and creativity: Past, present and future Malik, Muhammad; Abdur Rahman, Bull; Arif</td>
<td>Managerial identity and sense-making around sustainability in a predominantly Buddhist country context Abeydeera, Sashika; Kearns, Kate; Tregida, Helen</td>
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## MANAGING FOR PEAK PERFORMANCE

### THURSDAY 3 DECEMBER 2015 CONTINUED

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<td>61 Multi-level Effects of Formalization in Knowledge Sharing Teams</td>
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<td>215 Future time perspective and interest in self-employment for older workers: The</td>
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<td>mediating role of self-efficacy Caines, Valerie; Borda, Prashant</td>
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### Interactive Sessions
- **1600-1740 CONCURRENT SESSION SIX (100 mins)**

#### Chair
- Jane Parker
- John Molineux
- Amrik Sohal
- Paul Knott
- Sara Walton
- Kala Retna
- Gerry Treuren
- André Everett & Ross Chapman
- Bob Cavana

#### Room
- Galaxy I
- Galaxy II
- Galaxy III
- Meeting Room IV
- Meeting Room I
- Cophthorne I
- 501
- 505
- Meeting Room II
- Cophthorne II
- Cophthorne III

#### Stream
- HRM Comp 6
- OB Comp 4
- TISC M Comp 4
- STR Comp 3
- SSM Comp 2
- MKT Comp 2
- OB Inter 4
- ESSB Inter 1 & ESSB Inter 2
- SSM Inter 2
- WS J
- WS K

#### Workshops
- **Room Galaxy I**
  - 21 Unintended Consequences of Limiting Peer-to-Peer Voice between Paramedics
  - Townsend, Keith; Loudoun, Rebecca; Mowbray, Paula; Wilkinson, Adrian

- **Room Galaxy II**
  - 61 Multi-level Effects of Formalization in Knowledge Sharing Teams
  - Gibson, Cristina; Dunlop, Patrick; Cordery, John

- **Room Galaxy III**
  - 30 The Sand-Cone Model; Some Insights from the Australian Grocery Industry
  - Nand, Alka Ashwini

- **Meeting Room IV**
  - The evolution of institutional and organizational ambidexterityes: Navigating dual paradoxes in crafting change
  - Johnston, Allanah

- **Meeting Room I**
  - Critical analysis of stakeholder theory and corporate social responsibility in social media
  - Scherer, Tom; McKenna, Bernhard

- **Cophthorne I**
  - The Case for a Multi-Faceted Measurement Approach to Cyberbullying
  - Sousa, Natalia; Forsyth, Darryl; Tappin, David; Galley, Bevan

- **501**
  - Challenges in Scaling-Up: A Study of Social Enterprises in Developing and Developed Economies
  - Garud, Nihaarika

- **505**
  - Resolving tensions in emerging social enterprises
  - Nand, Alka Ashwini

- **Meeting Room II**
  - Person, environment, and virtual work adoption: Back to basics
  - Gisen, Jesse; Gulyas, Andrés; Galan, Peter; Shallcross, David; Mendoza, Antonette

- **Cophthorne II**
  - Future time perspective and interest in self-employment for older workers: The mediating role of self-efficacy
  - Caines, Valerie; Borda, Prashant

- **Cophthorne III**
  - 151 Understanding antecedents and consequence of employee empowerment: a transaction cost perspective
  - Cai, YiShuai

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29TH AUSTRALIAN AND NEW ZEALAND ACADEMY OF MANAGEMENT CONFERENCE

MANAGING FOR PEAK PERFORMANCE

2–4 DECEMBER 2015, MILLENNIUM HOTEL, QUEENSTOWN, NEW ZEALAND

PROGRAM
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<td>Employee Voice at CarCo: Still firing on all cylinders? McWilliams, Alan</td>
<td>The embedding factors that retain employees in organisations Bambacas, Mary</td>
<td>Green Production Adoption for Small- and Medium-Sized Enterprises in China: A Case Study Lau, Kwok; Wang, Zhen</td>
<td>Business acceleration: A springboard for entrepreneurial learning and development Harrison, Geoff; Sheffield, Jim; Plummer, Geoff</td>
<td>Perspectives on Environmental and Social Responsibility from SMEs in Western Sydney Bressan, Alessandro</td>
<td>Can CSR communication act as a buffer in case of a crisis? An experimental exploration of consumer reactions Brunner, Christian; McLey, Fraser; Schofer, Klaus; Esch, Franz-Rudolf</td>
<td>Integrating Indigenous and Western Leadership Styles in China: Directive-Achieving Leadership and Transformational Leadership Chen, Tingting; Li, Fuli; Ou, Zhanying</td>
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<td>Roles of Innovative Behavior and Bricolage in New Product Development Process within Hi-Tech Firms: Evidence from India Garud, Niharika</td>
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<td>The mediating role of autonomy between workplace relationships and employee engagement in engineering asset management organisations Xerri, Matthew; Brunetto, Yvonne; Nelson, Silva</td>
<td>Sending the wrong message: How company smartphone create new Psychological contract expectations Obushenkov, Elena; Plester, Barbara</td>
<td>Can you count on me? Meta analytic review on the formation of swift trust within global virtual teams Mohd Yusof, Shafiz; Zakaria, Norhayati</td>
<td>Switching behaviors? Understanding the online patterns of intercultural communication styles during distributed decision making processes Zakaria, Norhayati</td>
<td>Responsive Regulation, Small Business and the ‘Invisibility Problem’ in Waste Management: From pyramid thinking to situated practice Wolfram Cox, Julie; Ambrosini, Veronica; Redmond, Janice; Walker, Elizabeth</td>
<td>A Conceptualization of Corporate Reputation - An Interaction and Relationship Centered Service Logic Perspective Shah, Nadia; Varey, Richard</td>
<td>Designing a response to job stress: Utilising participatory practices to enhance wellbeing Allsey, Amanda; Nobleit, Andrew; Cotton, Stacey; LaMontagne, Anthony</td>
<td>Reducing Risk and Strengthening Resilience in Organisations and Managers: Examining the Australian and New Zealand Private Sector Following the Sendai Framework Sullivan-Taylor, Bridgette</td>
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<td>The Paradox of High Performance Work Practices Gahan, Peter; Robin, Mulyadi; Butar, Ivan; Evans, Michael; Harley, Bill</td>
<td>The Role of Peer Fairness and Cultural Values in Multinational Self-Managed Teams Adamovic, Mladen; Molines, Mathieu; Roussel, Patrice</td>
<td>Resilience in food supply chains in response to disasters: A conceptual framework Umar, Muhammad; Wilson, Mark; Heyl, Jeff</td>
<td>Visual performance management: Does it work in public service organisations? Greatbanks, Richard; Manville, Graham</td>
<td>The Role of Buying Firms in Environmental Upgrading: the Saltok Sportswear Cluster, Pakistan Khatka, Amira; Stringer, Christina; Benson-Rea, Maureen</td>
<td>Winning customers – the stewardship way Manoj, Das; Jayasimha K.R</td>
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<td>Examining Entrepreneurial Orientation among Indigenous Entrepreneurs Mbraure, Ruth Gray, Brendan</td>
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Developing excellence in indigenous management education: Storytelling, – collaboration or conflict? Insights from advertising Grahle, Christian; Beech, Nic; Hibbert, Paul; Siedlik, Frank | Ecopreneurs as change agents: motivations and opportunities for sustainability Wolfram, Rachel; Fang, Nicholas; Shepherd, Deb | | | | | | | |

Navigating the academic career obstacles, shocks, and facilitators Leisa Sargent, Maria Klaerner, Scott Seibert, Kail Mafram, Mairn Grimmer | | | | | | | | | | | |
FRIDAY 4 DECEMBER 2015

0800 Registration opens GALAXY BALLROOM

0900-1000 Keynote Address: “People, Practices, and Performance: Problems and Prospects”
Patrick Wright, Thomas C. Vandiver Bicentennial Chair in the Darla Moore School of Business, University of South Carolina
Chair: Professor Lisa Bradley

1000-1050 Australian and New Zealand Academy of Management – Annual General Meeting
GALAXY BALLROOM

1050-1115 Morning tea
OBSERVATORY RESTAURANT

1120-1300 CONCURRENT SESSION SEVEN (100 mins)

Room | Galaxy I | Galaxy II | Galaxy III | Meeting Room IV | Meeting Room I | Copthorne I | 501 | 505 | Meeting Room II | Copthorne II | Copthorne III
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Stream | HRM Comp 7 | MPP Comp 3 | TISCM Comp 5 | INT Comp 2 | HMO Comp 4 | CMS Comp 1 | HRM Inter 2 | MPP Inter 3 | MKT Inter 1 |
Chair | Ramudu Bhanugopan | Antoine Hermens | Alka Nand | André Everett | Yvonne Brunetto | Bronwyn Boon | Peter Holland | Oluwemiyi Ayoko | Daniel Schepis |

1120 104 Using developmental customised work arrangements to improve work-home interaction: Roles of developmental culture and manager-employee exchange
Roux, Sylvia

1140 156 Migrants’ turnover intentions in the aged care industry explained using on-the-job embeddedness
Halvorsen, Beni; Radford, Katrina; Chapman, Geoffrey; Chua, Sarah

Interactive Sessions

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### 1350-1530 CONCURRENT SESSION EIGHT (100 mins)

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#### 1350
- **Exploring turnover intentions: Testing differences across employee skill levels**
  - Eastgate, Lindsay; Haac, Jarrod

#### 1355
- **Comparing the role of intuition between owners and managers in shaping entrepreneurial opportunity recognition**
  - Wang, Mingyang; Gibb Jenny; Sinha, Paresha

#### 1400
- **The importance of context in engaging students during meetings**
  - Becker, Michael; Whitelaw, Paul; Harris, Alana

#### 1420
- **Orchestrating the boardroom: Observing the influence of chairs comparing the business case for investing in workplace health and safety: A critique**
  - Gahan, Peter; Sirveright, Ben; Evans, Paul; Harbridge, Raymond; Olsen, Jesse

#### 1440
- **Are higher education institutions delivering customer satisfaction**
  - de Jager, Johan; Jan, Fahri; Hobejweilae, Denis

#### 1450
- **The Conceptual Basis for a Global Leadership Typology**
  - Reiche, B.; Sebastian; Bird, Allan; Mendenhall, Mark; Gsand, Joyce

#### 1500
- **Intercultural Encounters Across Continents Cultural Differences China – Ecuador: The Practitioners’ Perspective**
  - Carneiro da Cunha, Julio

#### 1510
- **The association between organisational related factors, the adoption of TQM and competitive advantage**
  - Schaefer, Katrin; Kearns, Kate; Corner, Trish

#### 1520
- **Reflective learning and the development of leaders**
  - Girardi, Antonia; Minneci, Simon; Paul, Megan; Whitehead, Craig; Boudville, Ian

#### 1530
- **Managing impression through social media: Understanding how leaders do it**
  - Jayasingam, Sharmila; Ansari, Mahfouz; Singh, Shan, and Darby, Karen

#### 1540
- **Effective motivational practices that could enhance employee performance in the mining industry**
  - Du-Plessis, Andre; Kervilay, Phaivone; Marriott, Jeffrey; Seth, Nitin

#### 1550
- **Are changing ways of working changing HR practices?**
  - Lloyd-Walker, Beverley; Walker, Derek; Crawford, Lynn; French, Erica

#### 1600
- **Antecedents and consequences of ambidexterity in public sector organisations**
  - Plimmer, Geoff; Bryson, Jane; Teo, Stephen

#### 1610
- **Highlights in a Brazilian halal-based agri-food value chain**
  - Macau, Fábio; Carneiro da Conha, Julio; Alissabak, Nafal; Souza, Leandro

#### 1620
- **Forgetting the future? Estimating the risk of dementia-related cognitive impairment among registered doctors and licenced pilots in New Zealand**
  - Barney, Andrew

#### 1630
- **Social entrepreneurs at the heart of social and environmental value creation**
  - Schaefer, Katrin; Kearns, Kate; Corner, Trish

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  - Plimmer, Geoff; Bryson, Jane; Teo, Stephen

#### 1740
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#### 1920
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  - Barney, Andrew
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Farewell Drinks and Conference Close

MILLENIUM HOTEL GARDENS