

## 2005 ACREW CONFERENCE PROGRAM

<p><b>Thursday 23<sup>rd</sup> June</b> <i>6.00pm – 8.00pm</i></p>	<p><b>Welcome Reception – sponsored by the Work Life Association</b> <b>Yarra Room, the Langham Hotel</b> <b>Podium Level</b></p>
<p><b>Friday 24<sup>th</sup> June</b></p>	<p><b>Ballroom A and B, Langham Hotel</b> <b>Podium Level</b></p>
<p><b>9:00 to 10:30</b></p>	<p><b>Welcome</b> by Associate Professor Helen De Cieri, Director ACREW, Monash University <b>Official Opening of the Conference</b> by Professor Gill Palmer, Dean, Faculty of Business and Economics, Monash University <b>Keynote Presentation</b> by Professor Scott Snell, Cornell University, USA. <b><i>‘Strategic Human Resource Management and Organizational Learning’</i></b></p>
<p><b>10:30 to 11:00</b></p>	<p>Book Launch: De Cieri, H., Kramar, R., Noe, R., Hollenbeck, J., Gerhart, B. &amp; Wright, P. 2005. <i>Human resource management in Australia. Strategy – people – performance.</i> (2nd ed.) Mc-Graw-Hill: Sydney.</p> <p>Morning tea</p>
<p><b>11:00 TO 12:30</b></p>	<p><b>Symposium – Panel Presentation and Discussion on <i>‘Work-life Management? – The Work/Life Agenda for Equitable and Sustainable Change’</i></b> Chaired by Associate Professor Anne Bardoel, Monash University. <b>Symposium sponsored by Industrial Relations Victoria</b></p>
<p><b>12:30 to 2:00</b></p>	<p><b>Lunch and Poster session: Pre-Function Foyer, Podium Level</b></p>

<p>The New Zealand Talent Flow Programme: Critical factors influencing decisions to migrate or return. Kaye Thorn, Margot Edwards, Stuart Carr, Duncan Jackson, Nicola Allfree, Jill Hooks and Kerr Inkson</p> <p>Leadership and change in police culture Isabel Metz and Carol T. Kulik</p>	<p>Investing in host country nationals: The missing link between international business decisions and strategic HRM in multinational enterprises Sachiko Minamitani and Marilyn Fenwick</p> <p>A longitudinal analysis of union commitment, union citizenship behaviour and union turnover Donna M. Buttigieg, Stephen J. Deery and Roderick D. Iverson</p>	<p>Self-employment: smart work options for older Australians Beverley Webster, Beth Walker and Anna Wildy</p>
<p>2:00 TO 3:30</p>	<p><b>Symposium</b> – Panel Presentation and Discussion on <i>‘IR and HR Developments – What workers want and what HR is doing’</i>, Chaired by Dr Cathy Sheehan, Monash University. <b>Symposium sponsored by Industrial Relations Victoria</b></p>	
<p>3:30 TO 3:45</p>	<p>Afternoon tea</p>	
<p>3:45 TO 5:15</p>	<p><b>Symposium</b> – Panel Presentation and Discussion on <i>‘Positive Organisational Scholarship – “Developing Positive Organisations: The Theory, and Insights from the real world”</i> Chaired by Mr Jeff McLean Monash University. <b>Symposium sponsored by Industrial Relations Victoria</b></p>	
<p>7 pm</p>	<p>Conference dinner and Announcement of ACREW 2005 Best Paper Award, Melbourne Aquarium Cnr of Queen Wharf Road and King Street, Melbourne</p>	

<b>Saturday 25<sup>TH</sup> June</b>	<b>BALLROOM A</b>	<b>BALLROOM B</b>	<b>BALLROOM C</b>
<b>9:00 to 10:30</b>	<b><i>Flexibility</i></b> <b><i>Chaired by Anne Bardoel</i></b>	<b><i>International HRM</i></b> <b><i>Chaired by Cathy Sheehan</i></b>	<b><i>Careers and Human Capital</i></b> <b><i>Chaired by Jeff McLean</i></b>
9:00 TO 9:20	Some guys get all the fun: examining flexitime use by gender - it's not all equal Jarrod M. Haar	Effective repatriation management: evidence from Spanish workers M <sup>a</sup> Eugenia Sánchez Vidal, Raquel Sanz Valle, M <sup>a</sup> Isabel Barba Aragón and Chris Brewster	Using metaphors in career theory: a road map for career development Theresa Smith
9:20 TO 9:40	Accounting for absence from work in Australian call centres: re-enter human relations theory? Steve Frenkel, Marc Orlitzky & Catriona Wallace	Campbell's performance model as the basis for a taxonomy of expatriate performance Leanda Lee	Working for volunteers: a study of paid staff working for nonprofit volunteer boards Loretta Inglis
9:40 TO 10:00	Older male workers and job mobility in Australia Martin J. O'Brien	MNC's labour utilisation strategies: individual and organisational perspectives Debra Da Silva	The effectiveness of congruence and Holland's secondary constructs in terms of differentiating career changers and career persisters Ross Donohue
10:00 to 10:20	Individualism versus collectivism within academia: implications for managing the academic employment relationship Amanda Williamson	Exploring trends in flexible working practices in Europe Olga Tregaskis and Chris Brewster	Human capital intelligence: identifying new predictors of employee motivation in the public and private sectors Joan-Mary Hinds
10:30 TO 11:00	<b>Morning tea and Poster session in Foyer Pre-Function Foyer, Podium Level</b>		

<p>Convergence and divergence of HRM in the Chinese consumer goods industry Huang, H.Y and Stephen Teo</p> <p>The transition from personnel administration to strategic human resource management practices in large Indonesian companies: barriers and enablers Nurianna Thoha and Maureen Bickley</p> <p>Mapping international non-governmental organisations – a new organisational form for strategic international human resource management research Liz Merlot, Marilyn Fenwick and Helen De Cieri</p> <p>Managing change in an internationalised work environment: How is commitment to quality perceived by academics working in an internationalised context? Susan Mayson and Jan Schapper</p>			
	<b>BALLROOM A</b>	<b>BALLROOM B</b>	<b>BALLROOM C</b>
<b>11:00 TO 12:30</b>	<b><i>Workplace Relations</i></b> <b><i>Chaired by Peter Holland</i></b>	<b><i>Emotions at Work</i></b> <b><i>Chaired by Ross Donohue</i></b>	<b><i>Diversity</i></b> <b><i>Chaired by Helen De Cieri</i></b>
11:00 to 11:20	Progressive discipline in Australian employment relations John Chelliah	Organisational cynicism and participative work climates: Evidence from the public sector Michelle Brown, Christina Cregan and Lea Waters	Why do you stress me so? A diverse workforce in action Christine D. Ho
11:20 to 11:40	Plenty of Rhetoric: Employee Participation Practices in the Public Health Sector Peter O'Donoghue, Pauline Stanton and Timothy Bartram	Challenge and hindrance stressors in New Zealand: loyalty, supervisor support and organisational support Jarrod M. Haar	From factory fodder to multicultural mediators: immigrant work patterns in a changing labour market Santina Bertone
11:40 to 12:00	Justifying unfair dismissal reform: a review of the evidence W. Robbins and G. Voll	Perceptions of leadership: feelings matter too! Simon Albrecht	Three strikes and you're out: The impact of ethnicity, ethnicity of name and immigrant status on access to employment Marie Gee Wilson, Priyanka Gahlout, Suchitra Mouly, Lucia Liu and Marcus Ho

12:00 to 12:20	Industrial relations climate, employee voice and managerial attitudes to unions Amanda Pyman, Brian Cooper, Julian Teicher and Peter Holland	The psychological approach to occupational safety: a review Gemma Clissold	The role of diverse workforces on New Zealand businesses in a globalised context: some research findings A. J du Plessis
<b>12:30 TO 1:30</b>	<b>Lunch and Poster session: Pre-Function Foyer, Podium Level</b>		
Cooperation and stress: An examination of the varying impacts of job-level and organisational characteristics Dominic McLoughlin and Rachid Zeffane	Human resource management in growing small firms in Australia: what do they do and how do they do it? Rowena Barrett and Susan Mayson	The New Zealand Talent Flow Programme: Perceptions of strengths gained from the migration experience. Margot Edwards, Kaye Thorn, Stuart Carr, Duncan Jackson, Nicola Allfree, Jill Hooks and Kerr Inkson	
Caring for children and adults: Differential access to family-friendly work arrangements Matthew Gray and Jody Hughes			
	<b>BALLROOM A</b>	<b>BALLROOM B</b>	
<b>1:30 TO 3:00</b>	<b><i>Psychological Contracts</i></b> <b><i>Chaired by Gemma Clissold</i></b>	<b><i>Drugs, Privacy &amp; Ethics</i></b> <b><i>Chaired by Amanda Pyman</i></b>	
1:30 to 1:50	Professional work ideology and psychological contracts Wayne O'Donohue and Lindsay Nelson	Drug testing as the moral high ground Karen Choong, Michelle Greenwood and Peter Holland	
1:50 to 2:10	The impact of job insecurity and workplace relationships on individual stress and their organisational commitment Joy Hocking and Xueli Huang	The moral autonomy of human resource managers Robert Macklin	
2:10 to 2:30	Communities of practice: recognising and rewarding employees human and social capital	Privacy and the new panoptic workplace: competing interests and conflicting governances	

	Sandra Jones	Julian Teicher and Anne O'Rourke	
2:30 to 2:50	Revisiting commercialisation incentives to academic researchers John Yencken	Workforce drug testing, surveillance and social control Peter Francis and David Wray	
<b>3:00 TO 3:30</b>	<b>Afternoon tea and Poster session: Pre-Function Foyer, Podium Level</b>		
The need for appropriate training of users to combat Malware distributed via email Luana Hoogland and John Van Beveren	Dimensions, validity and reliability of the safety leadership scale Tsung-Chih Wu and Chi-Wei Liu	A case study of flexible work practices: Exploring when, where and how people work Jacqui Abbott, Helen De Cieri and Marilyn Fenwick	
Performance management in the Victorian Public Sector Annette Molloy and Cathy Sheehan	Successful entrepreneurial identity construction through emotional labour Elizabeth Shaw		
	<b>BALLROOM A</b>	<b>BALLROOM B</b>	<b>BALLROOM C</b>
<b>3:30 TO 5:00</b>	<i>Work/Life</i> <i>Chaired by Susan Mayson</i>	<i>Strategic HRM</i> <i>Chaired by Marilyn Fenwick</i>	<i>Contemporary Issues in Employment and Work</i> <i>Chaired by Julian Teicher</i>
3:30 to 3:50	'Part-time and part-committed'?: The cultural challenges of part-time work in policing Sara Charlesworth and Kerri Whittenbury	On becoming a strategic partner: the changing role of HR professionals in Thailand Terdtoon Thaisriwichai	A conceptual muddle and a legal vacuum: privacy and surveillance in the workplace Ian Harriss
3:50 to 4:10	HRD - the shapes and things to come David Simmonds and Cec Pedersen	Developments in the strategic HRM role in Australian organizations: 1993-2004 Anthony Scafidi and Cathy Sheehan	Sustaining employment of older workers in an ageing society Gudrun Biffel and Joe Isaac

	<b>BALLROOM A</b>	<b>BALLROOM B</b>	<b>BALLROOM C</b>
4:10 to 4:30	Case study on work/life balance strategies in a multinational enterprise Anne Bardoel, Helen De Cieri and Susanne Tepe	HR involvement in corporate governance Vivien T. Supangco	Workforce skills in contact centre employment: implications for recruitment and retention Bob Russell
4:30 to 4:50	Work-family satisfaction and job attitudes: the mediating effect of perceived organizational support Jarrod M. Haar and Chester S. Spell	In search of legitimacy: the role of national professional associations in the professionalism of HR practitioners Elaine Farndale and Chris Brewster	An actor network study of human resource information systems: the interplay between vendors and clients Dawn Loh and Helen De Cieri
5:00 to 6:00	Closing drinks for Conference delegates at P J O'Briens Hotel, Southgate.		