

## MPOWER: 9 years young



May 2022  
Vol. 9, Issue 2



MPOWER



From June 2022, MPOWER will enter its 10<sup>th</sup> year. The Group continues to connect academic and other professionals around research on people and management. Year on year, MPOWER has broadened its array of activities and stakeholders. In this issue, as well as ongoing studies, we overview new projects, including an E tū union-led study on employee well-being funded by WorkSafe NZ, and the Group's engagement in a cross-national project on over-work and work addiction funded by the National Science Centre in Poland.

### Conferences

Following a spate of recent conferences, many MPOWER members are now looking to those on the horizon, especially to discuss research and to network face-to-face. See pages 12-13 for information about two key forthcoming events: AIRAANZ 2023 and ANZAM 2022.

### Visitors

MPOWER is looking forward to welcoming Professor Patrice Jalette (Université de Montréal) and Dr Katy Jones (Manchester Metropolitan University) later this year - see recent newsletters for more details on their planned time in New Zealand. We're also pleased to confirm that Mike Bresnen (Professor of Organisation Studies and Head of Department of People and Performance at Manchester Metropolitan University Business School) will visit us in November 2022. We profile Mike and some of his proposed engagements at Massey on page 3.

### 2022 MPOWER award recipients

The standard of applications for the MPOWER Research Excellence Award was again very high this year. The 2022 recipient of the Group's research excellence award is Dr Aymen Sajjad (Senior Lecturer in the School of Management at Massey University). A highly commended award goes to Mubshra Sattar (PhD Candidate in the School of Management at Massey). These and MPOWER academic awards are covered on pages 4-5.

### Outputs

Various outputs involving MPOWER researchers are listed on page 16. If you have completed a publication or other form of output from your research and would like us to mention it, please email: [mpower@massey.ac.nz](mailto:mpower@massey.ac.nz)

### How to join MPOWER

MPOWER aims to connect academics, practitioners and policy makers around applied employment research. Joining the Group is free and simple. Contact us by e-mail: [MPOWER@massey.ac.nz](mailto:MPOWER@massey.ac.nz) to be put on our mailing list. You can also receive information on and early alerts to MPOWER activities via our LinkedIn Group.

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### Contact us

*If you'd like to advertise an upcoming event, news or important information about your workplace, community group or research project, please email us at:*

**MPOWER**  
**@massey.ac.nz**

*Our next issue is due out in July 2022.*

## *MPOWER—Upcoming Events/Activities*

- ◆ 2022 MPOWER Research Excellence and Academic Awards to be presented at the Massey University Academic Excellence Awards ceremony, 1 June, Sir Neil Waters building, Massey (Albany) campus (pages 4-5)
- ◆ Professor Patrice Jalette (Université de Montréal) — MPOWER/Massey University School of Management visiting professor, late 2022/early 2023
- ◆ Dr Katy Jones (Manchester Metropolitan University) - MPOWER/Massey University School of Management visiting academic, late 2022/early 2023
- ◆ Professor Mike Bresnen (Manchester Metropolitan University) — MPOWER/Massey University School of Management visiting professor, November 2022 (page 3)
- ◆ E tū project supported by MPOWER on employee well-being (page 8)
- ◆ Cross-national study of work addition, with MPOWER conducting the NZ survey of the study (page 7)

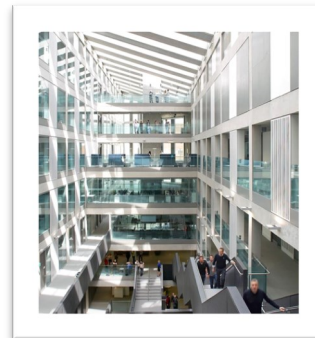
## *Recent Activity (March–May 2022)*

- ◆ MPOWER representatives at the 2022 HRNZ Awards ceremony, Shed 10, Auckland, 17 May
- ◆ MPOWER at the New South Wales Industrial Relations Society (NSWIRS) Conference, 12-13 May
- ◆ MPOWER researchers at the International Labour Process Conference (ILPC), hybrid attendance format, 21-23 April 2022
- ◆ MPOWER at the HRD National HR Summit (New Zealand), 7 April 2022
- ◆ Toksave network-MPOWER partnership, from late 2021

*For more information, see the MPOWER website or e-mail: [mpower@massey.ac.nz](mailto:mpower@massey.ac.nz)*



## Visiting Professor Mike Bresnen



**MPOWER and Massey's School of Management are looking forward to welcoming Professor Mike Bresnen (Manchester Metropolitan University) as a professorial visitor to Massey in November this year.**

Professor Bresnen is currently the Head of Department of People and Performance, Professor of Organisation Studies and a member of the leadership team of the Decent Work and Productivity Research Centre (DWPRCO) at Manchester Metropolitan University.

His research falls into two main areas. The first is healthcare management, on which Mike published a recent book and several articles based on a number of completed projects on leadership and management, digitisation, and knowledge and learning processes in the sector. The second concerns project management and learning/innovation in supply chains. His research in this area is of long-standing interest and recent publications have focused on the relationship between institutionalisation, professionalisation and project management practice.

Mike is also interested in leaders, managers and professionals more generally, including recent work looking at the effects of on gender (in)equality in PSFs. He has received numerous major grants and been a founding member and director of several research centres and networks, including the Innovation, Knowledge and Organisational Networks Research Centre at Warwick University, the Health Services Research Centre and Greater Manchester CLAHRC at Alliance Manchester Business School and, most recently Decent Work and Productivity (MMU) and the Centre for Partnering, a network linking researchers at MMU, Stirling, Oxford, Cardiff and Northumbria with interests in public-private partnering.

Prof. Bresnen will be based at Massey's Auckland campus, and hosted by MPOWER Group and Massey's School of Management. During his visit, Mike plans to provide a seminar, collaborate with staff, continue with his research, and he and his wife Carole will see a little of New Zealand. MPOWER will advertise Mike's work engagements in coming months, and look forward to meeting, working and socialising with him!

## 2022 MPOWER research award recipients



**Dr Aymen Sajjad**

### **2022 MPOWER Research Excellence Award Overall Winner: Dr Aymen Sajjad**

The MPOWER Research Excellence Award aims to recognise and provide funding support for relevant, innovative and impactful research on ‘people and work’ topics by Massey’s post-graduates and emerging academics. This year’s recipient of the award is Dr Aymen Sajjad, senior lecturer in the School of Management at Massey University. The study on which Aymen’s application was based is entitled ‘Seeking social sustainability: The role of sustainability leadership and human resource management.’ As Aymen noted:

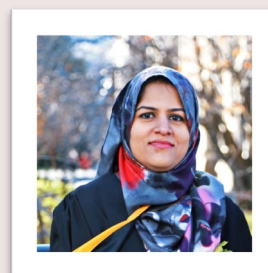
*“in the organisational context, social sustainability focuses on issues such as the development of human capability, sustainable career development, human rights protection, equal employment opportunity, fair labour practices and working conditions, as well as employee health, wellbeing, and quality of life ... This research aims to utilise an integrative review methodology to synthesize sustainability leadership, HR management and social sustainability literature. Further, [it] plans to develop a conceptual framework that explicates how sustainability leadership develops and implements proactive HR management practices in workplace settings to improve employees’ social sustainability. This conceptual research will contribute to the academic literature by identifying and demonstrating potential connections among three important, albeit fragmented disciplines - sustainability leadership, HR management and social sustainability.”*

Dr Sajjad will receive an award certificate and project funding support at the 2022 Massey Business School’s Academic Excellence Awards ceremony at Massey University’s Albany campus on 1 June 2022. Congratulations on this achievement, Aymen!

### **2022 MPOWER Research Excellence - Highly Commended: Mubshra Sattar**

Mubshra Sattar is a second year PhD candidate in the School of Management at Massey University. Mubshra’s excellent award application concerned her doctoral study, ‘Understanding the drivers of supervisors’ health-promoting behaviours through the development of a multi-level model,’ and earned recognition from the MPOWER judges in the form of a Highly Commended certificate. Mubshra commented:

*“Healthy leadership is an emerging stream of leadership research that has been linked to positive employee outcomes. The key innovative feature of my research lies in exploring the contextual and motivational antecedents of supervisors’ health-promoting behaviours at multiple levels that may motivate supervisors to engage in Health Promoting Behaviours (HPB) in favour of their subordinates’ wellbeing. A novel contribution of my research is to examine how supervisors’ perception of subordinate trust keeps them sustainably motivated to engage in HPB. An investigation of supervisors’ HPB will be impactful for the “people and work” field. Specifically, in the current pandemic situation understanding the emergence of supervisors’ HPB may provide organizations with important insights and opportunities to take wellbeing initiatives for their staff leading to better performance.”*



**Mubshra Sattar**



## *2022 MPOWER award winners for academic excellence*

As well as research awards, MPOWER sponsors awards for the student with the top marks in two HRM and Employment Relations courses at Massey University.

### **Semester 2, 2021 top students in 114709 postgraduate course (Managing Employment Relations)**

This year is rather unusual in that three students placed top 'equal' for their grades in this course in semester 2, 2021. They are:

- ◆ Margo Lawrence (distance student)
- ◆ Catherine McPate (distance student)
- ◆ Andrea Nolaschi (Albany internal student)

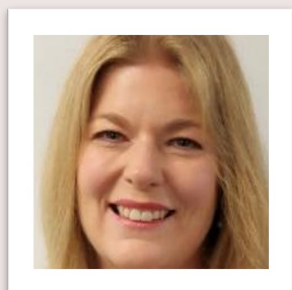
Margo, Catherine and Andrea all passed this course with an impressive A+ grade - big congratulations to you all!

### **Semester 2, 2021 top student in 114396 undergraduate course (Strategic Human Resource Management)**

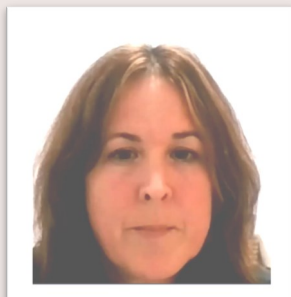
The top student in the 114396 undergraduate Strategic Human Resource Management (SHRM) course in semester 2, 2021 is:

- ◆ Joel Cattell (Albany internal student)

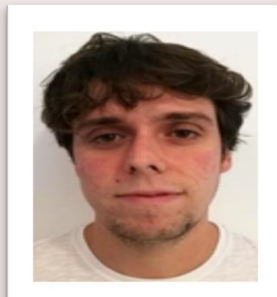
Well done, Joel, for being top ranked among your peers in the Albany, Manawatu and Distance cohorts of this course.



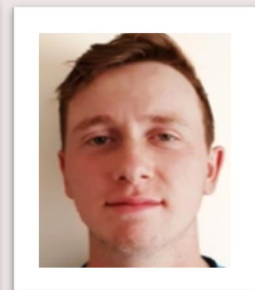
**Margo Lawrence**  
(114709)



**Catherine McPate**  
(114709)



**Andreas Nolaschi**  
(114709)



**Joel Cattell**  
(114396)

Most MPOWER awards will be presented to recipients at this year's Massey Business School's Academic Excellence Awards (AEA) Ceremony on 1 June 2022. The event will be held in the Sir Neil Waters (SNW) building (Room SNW300 and foyer):

- ◆ 5.30-6.00pm: Registration and light refreshments
- ◆ 6.00-7.30pm: Award ceremony

Once again, congratulations to all award recipients! We hope to bring you news and photos of this event in our next newsletter.





## Articles on gender and the workplace by MPOWER members

In the first paper, Susan Ainsworth and Andreas Pekarek argue that HRM research is largely gender-blind, and that bringing gender into the spotlight helps not only to advance HRM as an academic field, but also to pinpoint and redress gendered disadvantage within HRM in practice. The abstract for their article, 'Gender in Human Resources: Hiding in Plain Sight,' is as follows:

### Gender and HRM

*This paper argues an important aspect of Human Resources (HR) as an occupation has been largely overlooked by mainstream and critical scholars alike: its gendered qualities. Gender is 'hiding in plain sight' in the sense that its high concentration of women is obvious but has attracted only sporadic academic commentary. We suggest rather than simply a 'feminised' area of management, contemporary HR is a complex mix of both masculine-coded and feminine-coded values, priorities and norms derived from earlier traditions of welfare and personnel management as well as the later influence of strategic management. Attention to this gendered complexity can help us understand how the HR occupation is experienced in everyday interactions and provide an alternative perspective that enriches Critical Human Resource Management.*

The paper is published in the *Human Resource Management Journal*, and is available on open access at: <https://onlinelibrary.wiley.com/doi/10.1111/1748-8583.12437>

**Reference:** Ainsworth, S. and Pekarek, A. (2022). Gender in Human Resources: Hiding in Plain Sight. *Human Resource Management Journal*, version of record online: 16 March, <https://doi.org/10.1111/1748-8583.12437>

In the second article, Jane Parker and Noelle Donnelly examine progress on gender equality in Aotearoa New Zealand over the last 70 years, framed by an integrated political economy model that emphasises four features of an employment relations system: the role of the state, union organisation, collective bargaining, and management autonomy. The abstract for this work, 'Historical Developments in the Gender Pay Gap in Aotearoa New Zealand: A Longitudinal Employment Relations Critique,' is as follows:

*The road to gender pay equity in Aotearoa New Zealand has been long and circuitous. Progress over the past 70 years, with campaigns, legal cases and regulatory changes, has ebbed and flowed. New Zealand's gender pay gap at 9.5 per cent is comparatively small, reflecting significant gains in gender pay parity in the public sector following the introduction of a series of equity initiatives. Yet gender pay parity remains elusive for many. Analyses of pay equity have tended to use economic, feminist, social history or equality approaches to frame their focus, with the employment relations context rarely referenced, despite its political, policy and practical significance. Adopting an integrated political economy model, this article examines historical developments in gender pay equity, and argues for the integration of formal equality regulation, workplace initiatives and supporting campaigns to yield substantive change and sustained progress.*

The paper is published in *Labour History: A Journal of Labour and Social History* (ahead of print) at: <https://doi.org/10.3828/jlh.2022.9>

**Reference:** Parker, J. and Donnelly, N. (2022). Historical Developments in the Gender Pay Gap in Aotearoa New Zealand A Longitudinal Employment Relations Critique, *Labour History*, <https://doi.org/10.3828/jlh.2022.9>

### Gender and Employment Relations

## **Project on varieties of industrial relations systems**

The MPOWER project team has progressed with their analysis of cross-national datasets to examine the 'health' of different countries industrial relations systems. A statistical analysis of country data for two time periods will enable a longitudinal country-level comparison to identify any changes in key variables. The team plans to meet shortly to discuss preliminary findings, and then consider the incorporation of quantitative data for other countries and/or other key variables. Qualitative material may be used to supplement the analysis to help explain changes important patterns and changes.

## **UK and New Zealand charities' governance study**

Team members from MPOWER (at Massey University and Bogazici University in Turkey) and Henley Business School at the University of Reading (UK) are finalising a major report on charities in the UK and New Zealand. The comparative study focuses on: trustees'/independents' roles and activities; challenges that charities face; how well charities perform in building relationships at the board level between trustees, chairs and executives; and other key features of both small (up to 50 employees) and larger charities in both countries. The report incorporates a wide range of graphics and tables based on surveys conducted in the UK (n=156) and New Zealand (n=105). On completion, the report will be publicly available.

## **NEW: Cross-national study on work addiction and related health problems**

MPOWER Co-Director Jane Parker will partner with academics from Poland and other countries on a cross-national study of macro- (cultural), meso- (organisational), and micro- (individual) level influences on work addiction and related health problems. The survey-based research involves scholars from more than 50 countries. The team will co-author comparative articles from this study which is funded by the National Science Centre (Narodowe Centrum Nauki) in Poland. The New Zealand leg of the survey process has just commenced.

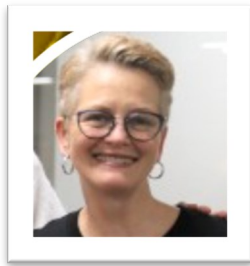
## **Worker collectivism and autonomy project**

With New Zealand survey data collected for around 600 employees, the MPOWER team engaged in this study have drafted a literature review and methodology section for a paper that examines key influences on union members' propensity to engage in collective action, particularly strikes. This is a key question in the context of national statistics that showed an increase in work stoppages (strikes and lockouts) in 2018 and 2019 in New Zealand and a number of other anglophone nations such as the UK and US, and, following a quieter period amid the Covid-19 pandemic, relatively high stoppages for 2021. The study also focuses on the connections, if any, between worker autonomy on the job and collective action over time.

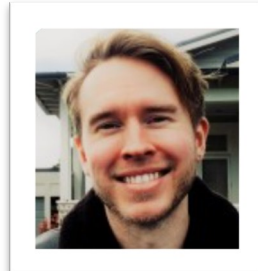
## E tū and MPOWER collaborate on well-being project

E tū, New Zealand's largest private sector trade union, is leading a WorkSafe NZ-funded study on well-being. Annie Newman (E tū Assistant National Secretary) says that:

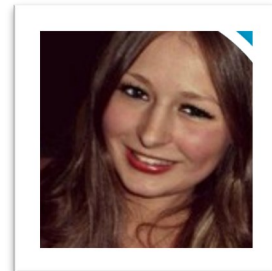
*"The effect of Covid-19 has been to apply real pressure on vulnerable workforces in Aotearoa, such as cleaners and security guards. The wellbeing of workers has been impacted by these exceptional circumstances. As we seek to recover and to rebuild from Covid-19, the lives of our essential workers and their contribution to the health of the nation has been brought to the attention of the public. Lockdown and Covid-related restrictions increased demands on cleaners and security guards and highlighted for them and others the many changes needed in the New Zealand workforce. The E tū 'pillars' of decent work create a framework to have a conversation about psycho-social wellbeing in the low-paid workforce, and to frame up options for better working lives. These four pillars are decent incomes, secure work, a quality work environment, and a voice for workers. This project aims to deepen our understanding of psycho-social harm amongst precarious workers and explores what systems and practices are needed to safeguard the wellbeing of workers in the future."*



Annie Neman



Tom Carlyle



Amy Hansen

The study, led by Tom Carlyle (E tū Campaign Organiser), also involves Annie and Amy Hansen (E tū Team Leader - Transformational Campaigns). Its goals are:

1. to understand the critical issues of taha hinengaro (mind, heart, conscience, thoughts and feelings) in property services, specifically, in the cleaning and security sectors;
2. to develop workplace leaders who can speak to the experiences and issues as well as the solutions; and
3. to evolve infrastructure (industrially, politically and within our communities) to enable workers to organise for continuous improvement and progressively higher standards for their mental welfare, beyond the life of this hauora project, including online education, and resources to support negotiations with employers.

The purpose of the funding from the Worksafe NZ Covid response grant to property services is to extend their funding allocation to a wider range of industry leadership groups who may be experiencing financial difficulty in maintaining core capacity and activities related to health and safety, because of Covid-19. The research will identify actions that address new challenges because of Covid-19, including worker stress and increased potential of exposure to violent and aggressive behaviour. MPOWER co-directors, Jane Parker and Jim Arrowsmith, will work alongside Tom, Annie and Amy to help progress the study. This will include an MPOWER event in which a panel of speakers will discuss worker well-being and study findings.





# New book project!

## International team to produce research handbook of Gender and Employment Relations

MPOWER members are among the editors and chapter authors for a new book project. The editorial team for the *Research Handbook on Gender and Employment Relations* includes:

- ◆ Assoc.-Prof. Sue Williamson (University of New South Wales (UNSW) Canberra)
- ◆ Prof. Jane Parker (Massey University)
- ◆ Dr Noelle Donnelly (Victoria University of Wellington)
- ◆ Dr Sue Ressia (Royal Melbourne Institute of Technology (RMIT))
- ◆ Dr Mihajla Gavin (University of Technology Sydney (UTS))

This handbook, published by Edward Elgar, will be essential for academics, students and policy-makers. Such a text has not been published in the last decade despite considerable changes in ways of working, economies, societies, gender identities and relations, and theories of gender and work. The handbook will examine perennial issues around gender and work such as sex discrimination, the gender pay gap, work/life balance and women's representation in occupations, as well as emerging issues such as the future of work and just transitions.

The book's structure includes the following sections:

- ◆ Introduction - editors
- ◆ Theories of work and gender
- ◆ Socio-economic and workplace context for workplace gender inequality
- ◆ New ways of working
- ◆ Work and care
- ◆ Gender identities, workplace diversity and inclusion
- ◆ Workplace interventions

The team plan to launch the handbook by mid-2025. Lead editor, Sue Williamson, commented:

*"We're excited to be developing such an important and much-needed resource. We're looking forward to working with our contributors across the globe to produce a fabulous book."*



Sue Williamson



Jane Parker



Noelle Donnelly



Sue Ressia



Mihajla Gavin

## Understanding the work-life conflict of social media managers

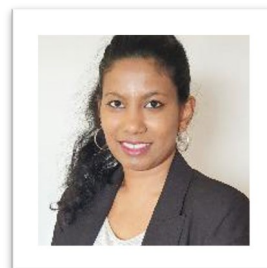
Social media have changed the way society communicates, learns, and carries out business. The position of social media manager, a person who manages social media channels for an organisation, has become popular over the last few years. While some organisations prefer to recruit social media managers (e.g. Vodafone NZ), others opt to outsource the management of social media to organisations specialised in the field (e.g. Hell Pizza managed by MOSH). Social media is distinguished from traditional marketing approaches because of its ability to: i) publish content at low/no cost, ii) reach a large number of customers, iii) publish content immediately, iv) publish content more frequently, and v) immediate and continued engagement with customers/stakeholders (Katona & Sarvary, 2014). While social media management tools such as Hootsuite™ provide excellent capabilities to efficiently manage some elements of social media (i.e. multi-channel publishing, social listening/monitoring, conducting social media analytics), content still needs engagement from social media managers. The nature of social media enabling user-generated content that is publicly available 24/7, allowing real-time digital engagement by customers, and timely response by organisations is extremely important (Voorveld, van Noort, Muntinga, & Bronner, 2018). For example, negative word of mouth through social media channels needs to be immediately dealt with before it escalates in order to avoid substantial damage to brand reputation (Bigne, Ruiz & Curras-Perez, 2019). This is challenging for social media managers and impacts their ability to disconnect from work.

A preliminary discussion with social media managers in the NZ context has revealed that they feel work pressure and that it often interferes with their personal/family life. This new research takes a mixed method approach, with two data collection phases. Phase 1: semi-structured interviews (qualitative) of social media managers within NZ and Australia to investigate answers to these research questions: i) what are the key challenges social media managers face due to the nature of social media?; ii) how do social media managers perceive their role and its influence on their work-life balance?; and iii) how can organisations provide better support to their social media managers? Phase 2: a quantitative survey developed with understandings from phase 1 along with a theoretical lens of technostress. Technostress refers to stress created as a result of technology use and can be used to understand the impact of social media on work life balance of those who manages it. The team is currently at phase 1, conducting interviews.

Team leader, Kasuni Weerasinghe comments:

*"From those who manage social media and who face the challenge of managing platforms that are 24/7, we are interested in learning about what this means for their work-life balance."*

Team: Kasuni Weerasinghe, Jane Parker, David Pauleen, Hamed Jafarzadeh and Phoebe Fletcher. Research Assistant: Maggie Yu.



Kasuni Weerasinghe

## Working women in Asia Pacific book in final pre-publication stages

A book on working women in Asia Pacific, which focuses on their key challenges and ways forward, is in its final pre-publication stages. It provides 11 national analyses of four interrelated areas for women and their communities: globalisation, technological change, demographic change, and sustainability. This builds on an examination of these themes in the United Nation's Working Group on Discrimination Against Women and Girls (2020) global report. Country contributors also discuss the themes in relation to the impacts of the Covid-19 pandemic, and provide recommendations for future policy and practical development. In addition, the editorial introduction offers a cross-national analysis, culminating with regional-level implications and recommendations. The book editors and many chapter contributors are MPOWER members.

This text will be published by Massey University Press at a reasonable price to ensure wide access to those interested in regional- and country-level information on and analysis of working women. MPOWER will offer a free copy to one lucky member - watch this space!

## Respect@Work: Making it happen Presented by Kate Jenkins

The Annual Jessie Street International Women's Day Lecture  
Hosted by the Women and Work Research Group

07 March 2022

On 7 March this year, the third annual Jessie Street Lecture: Women and Work Research Group's International Day Event was held at 5-6pm (AEDT), chaired by Prof. Marian Baird (MPOWER member). Jessie Street (1889-1970) was an activist, feminist and life-long campaigner for women's rights, the peace movement and the elimination of discrimination against Aboriginal people.

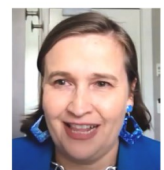
The presenter, Kate Jenkins (Australian Sex Discrimination Commissioner) spoke on 'Respect@Work: Making it happen.' Kate began with a recap on the national inquiry into sexual harassment in Australian workplaces that she led in the Australian Human Rights Commission (AHRC) from 2018, and which resulted in the Respect at Work report tabled in parliament on 5 March 2020. The announcement of the inquiry was a "world first" in examining the state of sexual harassment across Australian workplaces, occurring on the back of momentum from the Harvey Weinstein allegations, global #MeToo, and long-term advocacy by working women and unions.

The survey-based report found that sexual harassment remains prevalent in Australian workplaces and reporting is very low. Currently, the system relies on complaints and there is no positive duty in the main legislation (the *Sex Discrimination Act*) that prohibits sexual harassment. It was also found that, in practice, workplace action has prioritised stopping complaints rather than the behaviour, and has used secrecy to protect reputations. Jenkins stressed that sexual harassment should be treated as a safety and a human rights issue, and that the focus needs to shift towards prevention in the workplace. The Report issued 55 recommendations around five key areas comprising: more and better data and research; primary prevention outside the workplace; improved legal and regulatory frameworks and coordination; improved workplace prevention and response; and better support and advocacy services. One recommendation also concerned the introduction of a positive duty in law around preventing sexual harassment.

Kate noted that the findings of the inquiry have engendered considerable international interest. Despite Covid, media reporting on sexual harassment did not stop and corporates started to act, notably in the legal and mining sectors. The Australian Institute of Company Directors also started producing resources for directors while regulators took action, alongside support from unions, women's groups and academics. The momentum continued, and under the new Attorney General and with support from cabinet and the PM, the government issued their response to the Respect at Work report on 18 April 2021, called the 'Roadmap to Respect,' and provided significant funding. Jenkins noted that nearly all of the report's recommendations have been funded, actioned or are in train "so there has been huge progress" though a range of sectors still need urgent attention. At the time of the webinar, six of the legislative recommendations were out for consultation. Kate also overviewed the findings and recommendations of a subsequent independent review of Commonwealth Parliamentary workplaces which occurred over seven months and involved 1,700 participants. A report based on this review was delivered on 29 November 2021 and tabled in parliament the next day. Kate also noted significant funding for the AHRC, announced on 6 March 2022, to conduct a national survey of experiences of sexual harassment and education in schools. For more detail, please watch:

<https://www.youtube.com/watch?v=DgDWutkyNWU>

Kate's presentation was followed by a Q&A session involving the 200+ audience members, moderated by Prof. Rae Cooper (MPOWER member) and Dr Mereiah Foley.



Kate Jenkins

Forthcoming

## 2023 AIRAANZ Conference

**The 2023 Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) conference will be held on Magnetic Island in Townsville, Australia.**

Professor Stephane Le Queux (James Cook University and MPOWER member) is leading the organisation of next year's conference. During this year's AGM, he spoke about the tranquil and hospitable setting that the Island will provide for next year's event. The AIRAANZ Executive committee and others will be working with Stephane to organise this event. Please check the AIRAANZ website for conference details as they come to hand:

<https://www.airaanz.org/conferences>



Stephane Le Queux



# AIRAANZ

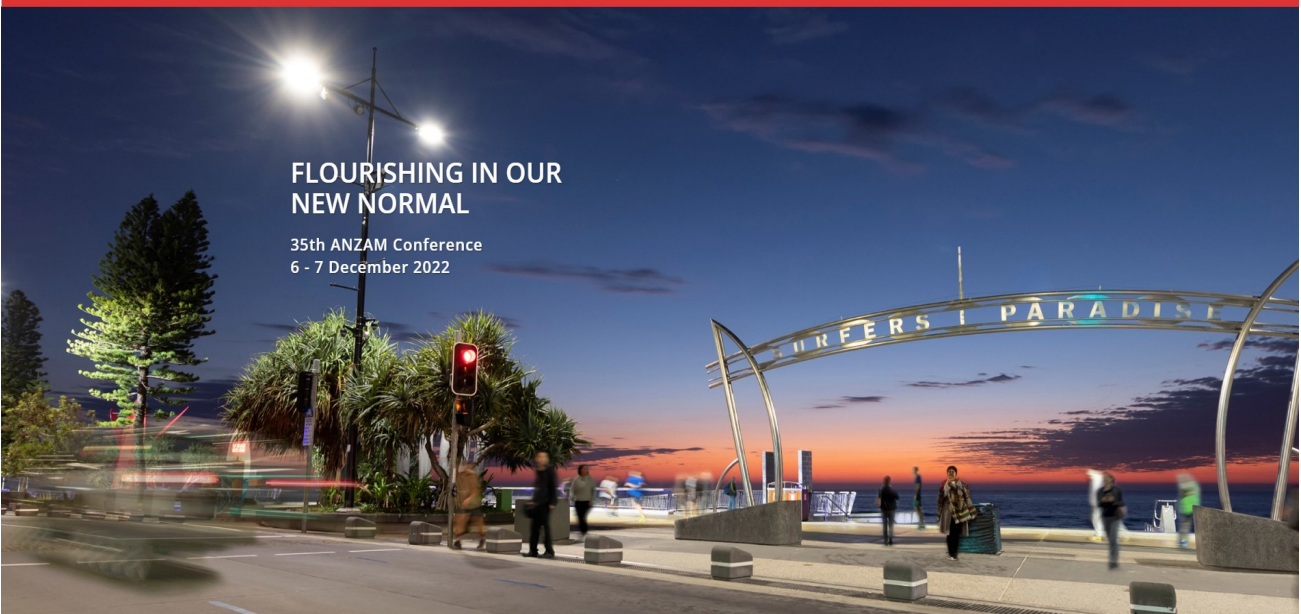
Association of Industrial Relations Academics  
of Australia and New Zealand





## FLOURISHING IN OUR NEW NORMAL

35th ANZAM Conference  
6 - 7 December 2022



The 2022 Australian and New Zealand Academy of Management (ANZAM) Conference will be hosted by Griffith Business School in Brisbane. It will adopt a blended conference format, combining the best features of the traditional ANZAM experience and some of the flexibility of the 2021 virtual conference.

The main conference theme, 'Flourishing in our new normal,' speaks to growth and renewal as management adapts to the challenges of today's rapidly changing business environments. The ANZAM organisers invite you to reflect and contribute to new ways of engaging with stakeholders to support the evolving nature of work, sustainability, and wellbeing. As they comment,

*"On behalf of ANZAM and the Griffith Business School, we invite you to join us to spark a renaissance of bold new management scholarship that can begin to restructure our relationship to life, to the planet, and to our work. With an engaging blended conference experience, enjoy getting together like never before at ANZAM 2022."*

There will be a welcome event on 5 December 2022 followed by a full day of conference sessions plus the conference dinner on Tuesday 6 December. After another full day of conference sessions, the conference will close on Wednesday 7 December 2022.

This year's conference chair is Dr Ryan Gould. For more information about the 2022 ANZAM Conference, including key dates around registration, paper submission and the draft programme, please visit:

<http://anzamconference.org/>



Ryan Gould



**MPOWER**

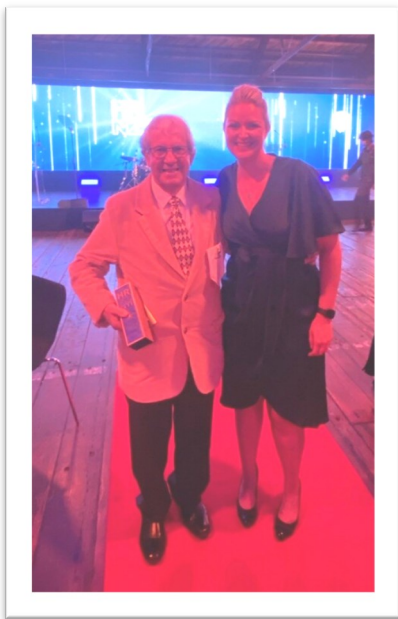




**The NZ HR Awards, organised by Human Resource Institute of New Zealand (HRNZ), recognise excellence and outstanding achievement within New Zealand's HR community.**

An annual highlight of the New Zealand HR calendar, the HRNZ Awards ceremony was held on 17 May at Shed 10 in Auckland. This year saw a number of representatives from MPOWER and Massey University as finalists and award winners.

Huge congratulations to Associate-Professor Paul Toulson (*DistFHRNZ*) from the School of Management at Massey University a HRNZ Lifetime Achievement Award. This is well-deserved recognition of Paul's many years of service and contribution to the HR community, profession, students and scholarship. Well done, Paul, on this terrific achievement.



Congratulations to the Otago branch who won the HRNZ Branch of the Year Award this year. Among the other finalists was Academic Branch, a number of whom are MPOWER members: Professor Jim Arrowsmith (MPOWER Co-Director), Professor Peter Boxall



(University of Auckland), Associate-Professor Fiona Edgar (University of Otago), Associate-Professor Paul Toulson (Massey), Associate-Professor Maree Roche (University of Waikato), and

Professor Jarrod Haar (Auckland University of Technology). Fantastic recognition of many hours' hard work on HR research and collaboration with industry professionals, profiling and progressing HR in New Zealand.

Adriana Vickers (Massey University), 2021 student ambassador for HRNZ, was a finalist for the coveted HR Student of the Year Award. Congratulations, Adriana, on this achievement and your excellent work - and your graduation from Massey this year!



## MPOWER members (surnames in bold): selected outputs

- ◆ Ainsworth, S. and **Pekarek, A.** (2022). Gender in Human Resources: Hiding in Plain Sight. *Human Resource Management Journal*, version of record online: 16 March, <https://doi.org/10.1111/1748-8583.12437>
- ◆ Bechter, B., **Brandl, B.** and Lehr, A. (2022). The Role of the Capability, Opportunity, and Motivation of Firms for Using HR Analytics to Monitor Employee Performance: A Multi-level Analysis of the Organizational, Market, and Country Context. *New Technology, Work and Employment*.
- ◆ **Bentley, T.**, Green, N., **Tappin, D.** and Haslam, R. (2021). State of science: the future of work–ergonomics and human factors contributions to the field. *Ergonomics: an international journal of research and practice in human factors and ergonomics*, 64(4), 427-439.
- ◆ **Brandl, B.** (2022). Everything We Do Know (and Don't Know) About Collective Bargaining: The Zeitgeist in the Academic and Political Debate on the Role and Effects of Collective Bargaining. *Economic & Industrial Democracy*.
- ◆ **Carr, S., Haar, J.,** Hodgetts, D., **Jones, H., Arrowsmith, J., Parker, J., Young-Hauser, A.,** Tugia-Alefaio, S. 2022. Pandemic or Not, Worker Wellbeing Pivots About the Living Wage Point: A Replication, Extension, and Policy Challenge in Aotearoa New Zealand. *Frontiers in Psychology*.
- ◆ Chen, S., and **Eweje, G.** (2022). Managing tensions in sustainable development in Chinese and New Zealand business partnerships: Integrative approaches. *Business Strategy and the Environment*.
- ◆ Farrukh, A., Mathrani, S. and **Sajjad, A.** (2022). A systematic literature review on environmental sustainability issues of flexible packaging: potential pathways for academic research and managerial practice. *Sustainability*, 14 (8).
- ◆ Gavin, M., Poorhosseinzadeh, M. and **Arrowsmith, J.** (2022). Editorial for Special Issue: The transformation of work and employment relations: Covid-19 and beyond. *Labour and Industry*, 32(1): 1-9.
- ◆ **Haar, J.** and **Brougham, D.** (2022). A teams approach towards job insecurity, perceived organisational support and cooperative norms: A moderated-mediation study of individual wellbeing. *International Journal of Human Resource Management*, 33(8): 1,670-1,695.
- ◆ Hodgetts, D., **Young-Hauser, A., Arrowsmith, J., Parker, J., Carr, S., Haar, J.** and Alefaio-Tugia, S. (2022). Deliberating upon the living wage to alleviate in work poverty: A rhetorical analysis of key stakeholder accounts. *Frontiers in Psychology*.
- ◆ Liang, Y., Aroles, J. and **Brandl, B.** (2022). Charting Platform Capitalism: Definitions, concepts and ideologies. *New Technology, Work and Employment*.
- ◆ **Parker, J., Arrowsmith, J., Young-Hauser, A.,** Hodgetts, D., **Carr, S., Haar, J.** and Alefaio-Tugia, S. 2022. Perceptions of living wage impacts in Aotearoa New Zealand: Towards a multi-level, contextualized conceptualisation. *Personnel Review*.
- ◆ **Parker, J., Young-Hauser, A., Loga, P.** and **Paea, S.** (2022). The Covid-19 crisis and progress towards gender equity in New Zealand's public service. *Labour and Industry: A journal of the social and economic relations of work*.
- ◆ **Pulignano, V.** (2022). Book Review: Work and Labour Relations in Global Platform Capitalism, by Julieta Haidar and Maarten Keune. *ILR Review*, 75(3): 798-800, <https://doi.org/10.1177/00197939221078219>
- ◆ **Sayers, J.,** Forrest, R. and Pearson, M. (2022). Furry Families: Ethical Entanglements Through More-than-Human Domestic Dramas. *Sociological Research Online*.
- ◆ **Scahill, S.** and **D'Souza, N.** (2022). The pharmacist as entrepreneur: Whether, how, and when to educate?. *Currents in Pharmacy Teaching and Learning*, 14(1): 5-12.
- ◆ Stocker, F., **Sajjad, A.,** Raziq, M. and Pacheco, L. (2022). Guest Editorial: Innovation and Business Strategy for Sustainability. *Innovation and Management Review*.
- ◆ Wallbank, G., Sherrington, C., Hassett, L., Kwasnicka, D., Chau, J., Phongsavan, P., Grunseit, A., Martin, F., Canning, C., **Baird, M.,** Shepherd, R. and Tiedemann, A. (2022). Acceptability and feasibility of an online physical activity program for women over 50: a pilot trial. *Translational Behavioral Medicine*, 12(2): 225-236.
- ◆ Wanninayake, S., O'Donnell, M. and **Williamson S.** (2022). Covid-19 and job demands and resources experienced by nurses in Sri Lanka, *Economic and Labour Relations Review*, 33: 1-17, <http://dx.doi.org/10.1177/10353046221077509>
- ◆ **Williamson S.,** Colley, L. and Foley, M. (2022). Public servants working from home: Exploring managers' changing allowance decisions in a COVID-19 context. *Economic and Labour Relations Review*, 33: 37-55, <http://dx.doi.org/10.1177/10353046211055526>



## MPOWER's core areas of research

MPOWER's core research areas include:

- human resource management (HRM);
- employment relations (ER);
- people management and performance;
- equality, culture and diversity; and
- employee engagement, health and well-being.



The group focuses on but is not restricted to these areas. The diagram signifies different analytical lenses through which the research areas can be analysed (e.g. with regard to Māori, gender, leadership, critical management and cross-Pacific perspectives and mixed methodologies). See also: [https://www.massey.ac.nz/massey/learning/colleges/college-business/research/mpower/mpower\\_home.cfm](https://www.massey.ac.nz/massey/learning/colleges/college-business/research/mpower/mpower_home.cfm)