

MPOWER: deepening collaboration

MPOWER



The year has started in a lively fashion for MPOWER. In January, Assoc-Prof Hari Bapuji (University of Manitoba, Canada) presented to Group members on his 'income inequality and organisations' research. Academics and others from Auckland and the Manawatu attended the thought-provoking session.

In February, another international scholar, Prof Molefe Maleka (Tshwane University of Technology, South Africa), sponsored by the Ending Poverty and Inequality Cluster (EPIC), visited Massey University. His seminar addressed 'the importance of a Living Wage in South Africa'. EPIC, MPOWER, the University of Cape Town and Christchurch Institute of Technology are working on various Living Wage issues. Prof Stu Carr (Psychology) profiles Molefe's work and talk in this issue.

Another MPOWER member, Prof Anne de Bruin (Economics & Finance) overviews the recent Massey University Social Innovation and Entrepreneurship Conference. As Anne's commentary makes clear, the conference presentations and theme of 'Collaborating for Impact' had a number of touchstones for those interested in labour, workforce and employment matters.

Following a successful session in Wellington in 2015, we're holding an MPOWER panel seminar on the impact of changes to the Employment Relations Act 2000 on 9 March at the Massey Albany campus. The changes to the Act are quite sweeping and we look forward to hearing our speakers - Helen White (Helen White Law); Jeff Sissons (NZ Council of Trade Unions); and Fraser St John Atkins (Elephant HR) - address the topic from legal, union and HR standpoints. If you'd like to attend, please RSVP by email to MPOWER@massey.ac.nz by 7 March.

Another international visitor at Massey is Assoc-Prof Xing Hui (Shelly) from Hebei University of Technology (HEBUT) in China. Shelly is based at Massey's Albany campus for the year, hosted by Profs Chris Moore and Jane Parker, and resourced by the College of Science. Shelly is a scholar in HRM and labour economics, and we look forward to her input and research collaboration via MPOWER - please keep an eye out for seminars involving Shelly and opportunities to meet with her.

Due to timing, we hope to use our next missive to outline a number of new research initiatives, including collaboration with The Warehouse Group, NZ Work Research Institute and others. This issue does, however, outline one brand new venture, with members of MPOWER and Centre for Labour, Employment and Work (CLEW) at Victoria University of Wellington joining forces as the new editorial team for the *Labour and Industry* journal.

As always, we welcome members' suggestions for future MPOWER activities and events.

- Jane Parker and Jim Arrowsmith (MPOWER Co-Directors)

How to join MPOWER

Joining MPOWER is free and simple. Contact us by e-mail at: MPOWER@massey.ac.nz to be put on our mailing list.

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Contact MPOWER

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

Your announcement will be included in the next MPOWER newsletter.

Recent event

MPOWER seminar

Assoc.-Professor Hari Bapuji

Business Administration
University of Manitoba



“Income inequality and organisations”

26 January 2016, 11.00am-12.30pm



UNIVERSITY
OF MANITOBA

Doctor Hari Bapuji is an Associate Professor of strategic management and international business at University of Manitoba. He was recently hosted at Massey University by Dr Fahreen Alamgir (MPOWER member, School of Management). During his two week visit, Hari spoke to MPOWER members at Albany and the Manawatu on his ‘income inequality and organisations’ research. As Assoc-Prof Bapuji pointed out, organisations are the primary sources of wealth creation and capture in a society, yet little is known about the relationship between organisations and income inequality. Drawing on a range of evidence, he argued that high levels of income inequality inhibit the generation and maintenance of social capital which, in turn, can inhibit future value creation in organisations by eroding the conditions necessary for knowledge exchange and combination. He highlighted a role for the state, alongside business and other stakeholders, in responding to the income inequality challenge.

Hari’s presentation provoked a lively discussion and debate among the MPOWER attendees for about half an hour. On his work, Doctor Alamgir commented:

“I think Dr. Bapuji’s research on inequality and its organisational implications unfolds possibility of further research in the area of global supply chain; and production network. Such research can connect the owners’ located in the global north; and can make them responsible in terms of ensuring capability issues of the workers located in the global south.”

More on Doctor Bapuji can be found online at: www.haribapuji.org (email: hari.bapuji@umanitoba.ca) and a recording of Hari’s seminar is available on the ‘Past Events’ page of MPOWER’s website.



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Massey University Social Innovation and Entrepreneurship Conference 10-12 February 2016



*Special report by Prof Anne de Bruin (School of Economics & Finance,
Massey University)*

The third international Massey University Social Innovation and Entrepreneurship Conference, with the theme 'Collaborating for Impact', was off to a good start with the opening keynote presentation on the 10th February by Sir Stephen Tindall, founder of The Warehouse and the Tindall Foundation, and attended by almost 300 people including conference attendees. As with the previous two conferences, the opening address was by a distinguished New Zealander and open to the public.

Sir Stephen, New Zealander of the Year 2015, traced his career journey and the close relationship between the profit and non-profit worlds. He elaborated on one of his guiding principles - 'reciprocity', emphasising it is 'all about what you put into people' and 'showing genuine interest in people'. He also highlighted the importance of partnership initiatives for workforce development when he described how an initiative with the Tindall Foundation and the Counties Manukau District Health Board – 'Grow our own workforce' - first came about. Three schools from South Auckland participate in the Grow Our Own project which commenced in 2010 and students are guaranteed a health sector job at the end of their training.

In their joint keynote presentation Professor Jo Barraket (Director Centre for Social Impact Swinburne, Australia), and Stella Avramopoulos (CEO Kildonan UnitingCare, Australia) added further context to how collaborations have important workforce implications.

The keynote by Doctor Rory Ridley-Duff (Reader in Cooperative and Social Enterprise, Sheffield Business School, UK), 'Rendering the social solidarity economy to make cooperative and mutual enterprises visible to educators, policy makers and researchers', provided important insights on the historical and contemporary context of what is now a broad-based economy of unions, societies, associations, co-operatives, mutual financial institutions, employee-owned businesses and socially responsible businesses (SRBs). They now support more than half the world's population. Rory's conference presentation is available at:

<http://webcast.massey.ac.nz/Mediasite/Play/>

At this niche conference, around 60 participants, including academics, social entrepreneurs, representatives from the non-profit and business sectors, and policymakers, all actively shared their ideas and engaged in dialogue on how innovation and entrepreneurship can address today's important social and environmental issues. The full conference programme can be viewed at <http://sierc.massey.ac.nz/conference/> Conference Proceedings will be available soon and free to access also at this site.



Three of the keynote presenters (L to R): Dr Rory Ridley-Duff, Prof Jo Barraket and Stella Avramopoulos

Special report



Visiting Living Wage Researcher Special report by Prof Stu Carr (MPOWER member)

**Visiting Scholar
Dr Molefe Maleka
Head of Department (People Management and Development,
Tshwane University of Technology)**

**Hosted by the School of Psychology and End Poverty and Inequality Cluster (EPIC),
Massey University
1-12 February 2016**

Tshwane University of Technology (TUT) in South Africa supported Dr Maleka's Visiting Scholarship to Massey, under the aegis of a Memorandum of Understanding on collaborative research and mutual capacity-building. It was an honour and educational experience for EPIC and MPOWER to host Molefe during his stay in Auckland.

In his first week, Dr Maleka met with the SoP's Head of School, Campus Group Coordinator and programme coordinators. He then received a formal welcome (mihi whakatau). As well as data preparation and analysis of Living Wage material, Molefe engaged in a Skype meeting with the MPOWER co-directors and Massey Programme Analyst, concerned with future linkages and co-supervision/collaboration. The Project for a Global Living Organisational Wage (GLOW) was also discussed, for future reference and formal invitation. Mid-week, Dr Maleka collaborated on in-country data analysis, using both quantitative and qualitative analyses. He then helped to develop a shared data analysis protocol, including for community engagement. The latter entailed a visit to Affirming Works Community Café in South Auckland, a key partner for our joint living wage project collaboration.

During his second week at Massey, Dr Maleka visited Mount Roskill Community Centre Café to meet with 10 research assistants for our *WageingWell* project, and to plan for strategic collaboration and community engagement in the project and in GLOW. During this meeting, Dr Maleka kindly shared in training the research assistants, based on his experiences of capacity-building within the project in South Africa. Next, he worked on a full analysis of the South African dataset, which includes both qualitative and quantitative material, and met with colleagues to discuss quantitative research methods. He then finalised his powerpoint presentation before meeting with a research group from Waikato University who are focused on precarious labour and income in NZ society, including precarious livelihoods

among Tangata Whenua. This meeting resulted in a number of suggestions for future research on living wages in South Africa. On 12 February, Dr Molefe presented an invited research seminar entitled, "The importance of living wages in South Africa," to the School of Psychology, the College of Social Sciences and Massey Business School at Massey University. The feedback from this seminar helped us to conceptualise the next phase of the study which will incorporate measures of organisational behaviour. He also met with the SoP's Head of School for lunch and to discuss various collaborative projects under the TUT-MU MoU, as well as with the Industrial Psychology Programme coordinator to discuss future visits by TUT staff and possible PhD studies.

At the end of this visit, we feel that Dr Maleka has enriched our understanding of shared issues and opportunities that we all face, and has validated our friendship and MoU in multiple, highly-appreciated ways. We are extremely grateful to have had this opportunity to meet and host Molefe, and we wish to thank very much our Dean for choosing to support and enable the visit.



Attendees at Dr Maleka's seminar: Prof Stu Carr is centre front, with Dr Molefe to his right.



A number of the Wageing Well project team members from South Africa and New Zealand.

Dr Maleka's powerpoint presentation on the Living Wage and research in South Africa is available on the MPOWER website: <http://www.massey.ac.nz/massey/learning/colleges/college-business/research/mpower/events.cfm> For information about EPIC, please visit its website at: <https://www.massey.ac.nz/massey/learning/departments/school-of-psychology/research/research-clusters/epic.cfm>

EVENT: MPOWER PANEL SEMINAR

WHEN: 9 March 2016, 5.00pm - 7.30pm
WHERE: Massey University (Albany) - Room QB6
SPEAKERS: Helen White (Helen White Law)
Jeff Sissons (NZ Council of Trade Unions)
Fraser St John-Atkins (Elephant HR)
ORGANISER: Jane Parker

To mark the anniversary of significant changes to the Employment Relations Act 2000, NZ's cornerstone employment law, we invite you to a panel seminar on 9 March, 5-7.30pm, at Massey's Albany campus. We're pleased to announce the speakers that evening:

- ◆ Helen White (lawyer, Helen White Law, Auckland);
- ◆ Jeff Sissons (General Counsel, New Zealand Council of Trade Unions, Wellington); and
- ◆ Fraser St John-Atkins (CEO, Elephant HR, Auckland).



HELEN WHITE



JEFF SISSONS (OR
NZCTU PROXY)



FRASER ATKINS

CHANGES TO THE EMPLOYMENT RELATIONS ACT 2000: A YEAR ON

Forthcoming event

○○○○

A PANEL SEMINAR 9 MARCH 2016, 5-7.30PM



Order of events:

5.00pm-5.30pm	Finger food, refreshments and networking opportunity
5.30-5.40pm	Welcome and introduction
5.40-7.00pm	Panel seminar, including Q&A
7.00pm-7.30pm	More networking

Come and hear three experts speak about the meaning of this important statute for our workplaces and work practices. You can also take the opportunity to meet and mingle afterwards with HR professionals, practitioners, academics, top management, community group representatives and others.

Where: Massey University (Albany), Room QB8

For a campus map, see: <https://>

www.massey.ac.nz/massey/contact/campus-maps/campus-maps_home.cfm

To RSVP, please email MPOWER@massey.ac.nz by 7 March 2016. All welcome - there is no entry charge for this MPOWER event. For those unable to attend on the day, the seminar presentations will be recorded and uploaded to the MPOWER website.

Introducing...

MPOWER member and Visiting Scholar: Assoc-Prof Xing Hui (Shelly)



XING Hui received her PhD from Hebei University of Technology (China) in 2012; the dissertation title is "Inquiry into the Correlation between High Fitting Human Resource Management and Firm Performance". During the period she did some research, such as "A Study on Strategic Human Resource Management In the view of Integration", "The Mediating Effect of Human Resource Flexibility between High performance Work Systems and Organisational Performance". With the environment becoming more and more dynamic and uncertain, particularly after the financial crisis, the scholars have stressed to uncover the "black box" between High Performance Work Systems (HPWS) and Organisational Performance from the perspective of Human Resource Flexibility which emphasizes flexible response to external environment. So the later paper made an empirical examination of 110 Chinese enterprises on the relationships among the three variables by using Hierarchical Regression and Descriptive statistical analysis. The results indicated that HPWS have positive effects on organizational performance and the three dimensions of human resource flexibility mediate the relationship between HPWS and Organisational Performance.



XING Hui is a visiting scholar at Massey University in the School of Management, hosted by Prof Chris Moore (PVC Office) and Prof Jane Parker (School of Management). She will be in Albany Campus for one year, having come from China where she is an associate professor of the School of Economics and Management, Hebei University of Technology (HEBUT). Her research interests are related to human capital and economic growth, and theory about and empirical evidence on labour markets, especially in relation to gender discrimination. In addition, she has taught both under- and post-graduate lessons such as managerial economics, labour economics and industrial economics. She is also MBA supervisor at HEBUT on issues about human resource management and organizational behaviour. During this year, Xing Hui has the chance to conduct overseas research which will focus on living wages concepts and cross-national practice, such as between China and New Zealand (For more on the living wage, see also pages 4 and 5).



Learn more about Xing Hui
at: <http://sm.hebut.edu.cn/teacher.asp?id=65>
If you would like to contact Xing Hui about possible



research ideas and collaboration, please email her: gdzymxh@126.com



MPOWER research news



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HRINZ
New Zealand HR Summits



6 May - Crowne Plaza, Auckland
2 June - Novotel Hotel, Hamilton

MPOWER researchers have been invited to present their empirical research with HR and other top managers at the HRINZ-managed NZ HR Summit Northern and the NZ HR Summit Central this year.

Profs Jane Parker, Jim Arrowsmith, Stu Carr (all Massey University) and Jarrod Haar (AUT University) will report on survey and case organisation findings about the Living Wage in New Zealand. In particular, they will examine why a number of employers have opted to implement a Living Wage initiative in terms of its meaning for organisational and employee well-being, engagement and productivity.

Following Q&A, the sessions will adopt have an interactive aspect, with the speakers and audience consider key challenges and opportunities of workplace-level Living Wage initiatives.

For more information about the summits, please go to the HRINZ website: <http://www.hrinz.org.nz/>



The MPOWER Living Wage research team will be presenting a number of papers at the 2016 British Universities' Industrial Relations Association (BUIRA) Annual Conference in Leeds, England. Contributors include:

- Dr Christian Yao (Victoria University);
- Prof Stu Carr (Massey University);
- Prof Jane Parker (Massey University);
- Prof Jim Arrowsmith (Massey University);
- Prof Jarrod Haar (AUT University);
- Ms Lindsay Eastgate (University of Auckland); and
- Mr Harvey Jones (Massey University).

Profs Arrowsmith and Parker will also join with Profs Peter Prowse (Sheffield Hallam University, England) and Ray Fells (University of Western Australia) and Dr Ana Lopes (University of the West of England) to convene the Living Wage stream at the conference.

If you'd like to learn more about the 2016 BUIRA Conference, please visit this website: <http://www.buira.org/conference/2>



CONGRATULATIONS



PROFESSOR JARROD HAAR (MPOWER EXECUTIVE MEMBER)

HRINZ RESEARCHER OF THE YEAR 2016

MPOWER would like to congratulate Professor Jarrod Haar (MPOWER Executive Member and professor at AUT University) on his award at the NZ 2016 HR Awards Presentation Dinner at the Auckland War Memorial Museum on 25 February.



of Human Resources Institute of NZ, and conducts primarily quantitative research in a number of areas, including: Māori leadership in business; work and family interface; leader-follower processes; cultural differences and indigenous peoples; and positive psychological capital.

Jarrold is an Associate Fellow

Well done, Jarrod!

MPOWER: Quick Facts and Contacts

Since June, our membership has grown to c. 635. Of these, MPOWER LinkedIn Group membership has just topped 230.

For more information about the group, contact us -

- MPOWER co-directors (Jim Arrowsmith and Jane Parker) - e-mail j.arrowsmith@massey.ac.nz or j.parker@massey.ac.nz
- MPOWER's main e-mail address— MPOWER@massey.ac.nz
- MPOWER website – visit <http://www.massey.ac.nz/massey/learning/colleges/college-business/research/mpower/>
- MPOWER LinkedIn group – visit http://www.linkedin.com/groups?home=&gid=5079191&trk=anet_ug_hm

MPOWER repository of Living Wage research outputs

A number of members have asked about MPOWER research on the Living Wage. Please visit the MPOWER website (google 'MPOWER Massey) and locate the 'Research and Expertise' page.

MPOWER - how can we help?

Does your workplace or organisation want to conduct research on a 'people and work' topic? MOWER comprises the research expertise to collaborate with and assist you at all phases of small or larger projects. Please contact us at MPOWER@massey.ac.nz and/or visit our website for more information.

MPOWER research news (cont'd)



What: BDO Business Expo

When: 25 February 2016

Where: Quality Hotel, Plymouth International, New Plymouth



BDO presenters: Dr David Brougham and Beth Tootell

MPOWER was represented at this year's BDO (Binder Dikjer Otto) Business Expo, with a theme of 'Backing Opportunity', in New Plymouth. BDO is the fifth largest full-service audit, tax and advisory firm in the world, and a network of international member firms, all offering comprehensive local knowledge and experience within an international context.

The Expo focused on the challenges that businesses have faced in recent times, and various responses to this in terms of shifts in mindsets and the emergence of some leaner, smarter ways of working.

A business breakfast address from the keynote speaker, Tony Alexander (BNZ Chief Economist) was followed by Ben Richmond (Xero NZ Sales Director), setting the scene for the day. Eighteen seminars then spanned the rest of the day, with each lasting for one hour in duration. Beth Tootell (MPOWER Executive Board member) and Dr David Brougham (MPOWER member) addressed the topic of 'Changing New Zealand Workplaces', with their talks focusing on the predominance of small and medium enterprises, issues of technology, skills shortages and population changes, and what this all means for the modern employer. They also profile the aims and activities of MPOWER to the business community. Their session was followed by a networking opportunity with Taranaki business community representatives. David commented that the event was 'great fun', with Beth adding:

"The presentation went well - the discussion around the potentially disruptive nature of robots in the workplace stimulated some interesting and energetic debate, that expended beyond the role of corporations to the role of governments as well."

[View the full BDO Seminar Programme 2016 here](#)





Research group collaboration



Centre for Labour, Employment & Work



MPOWER and the Centre for Labour, Employment and Work

are pleased to announce their successful joint bid for the editorship of *Labour & Industry: A journal of the Social and Economic Relations of Work*. Below is a flyer about the Journal from the Association of Industrial Relations Academics of Australia & New Zealand (AIRAANZ), for whom *Labour & Industry* is the house journal.

Please consider the Journal as an outlet for your theoretical, research or review work. The editorial team would also be pleased to receive your applications for a Special Issue. Learn more about the Journal at: <http://www.tandfonline.com/toc/rlab20/current#.Vs-u1ECaUhQ>

Labour and Industry:

A Journal of the Social and Economic Relations of Work



Association of Industrial Relations Academics of Australia and New Zealand



Aims and Scope

Labour and Industry is a peer-reviewed journal that publishes research offering a multi-disciplinary perspective on the social, organizational and institutional aspects of work and industrial relations. The aims of the journal are to encourage debate and the exchange of views between researchers, to challenge the conceptual boundaries of work and industrial relations, and to contribute to the generation of new ideas by drawing on insights from diverse disciplines.

New Editorial Team Announcement

AIRAANZ is pleased to announce the new Editorial Team of its journal *Labour & Industry: A journal of the social and economic relations of work*. The team comprises:

Editors in Chief:
 Professor Jane Parker - Massey University, New Zealand
 Professor James Arrowsmith - Massey University, New Zealand
 Dr Noelle Donnelly - Victoria University, Wellington, New Zealand

Associate Editors:
 Dr Stephen Blumenfeld - Victoria University, Wellington, New Zealand
 Dr Christian Yao - Massey University, New Zealand
 Dr Amanda Reilly - Victoria University, Wellington, New Zealand

Book Review Editor:
 Dr Sarah Proctor-Thomson - Victoria University, Wellington, New Zealand.

The new editorial team is an inter-institutional team supported by MPower from Massey University (New Zealand) and the Centre for Labour, Employment and Work from Victoria University of Wellington (New Zealand). This team brings the support of two active research centres as well as experienced, capable members who can continue to develop the success and international standing of the Journal.



Prof. Jane Parker



Prof. James Arrowsmith



Dr Noelle Donnelly

Learn More!

To find out more about the journal including Submission Guidelines, Instructions for Authors and other important information visit the journal's homepage at: www.tandfonline.com/rlab



Forthcoming event



10TH INTERNATIONAL CONFERENCE



19-22 April 2016
Hilton Hotel, Auckland, New Zealand
www.bullying2016.com



Please join us for the 10th IAWBH Conference in the heart of one of the world's 'Top 10 Cities to visit' and gateway to Aotearoa, New Zealand – *Land of the Long White Cloud*.

Auckland, the beautiful *City of Sails*, a whole region waiting to be explored. World-class shopping, restaurants, bars and galleries encircled by wine regions, mountains, stunning beaches, pristine rainforest and the magnificent Hauraki Gulf.

Academic and practitioner knowledge of workplace bullying has greatly increased over the last twenty years. But with the damaging impact of workplace bullying now well documented:

- How do we further advance our understandings of how to prevent and manage this toxic workplace problem?
- How do we promote, build and maintain workplaces that are healthy and sustainable for all?

The conference presents practitioners and scholars with the opportunity to consider these questions and other important aspects related to workplace bullying and harassment. The aim of the conference is to bring together the community of scholars and practitioners to share and learn advances in preventing and managing workplace bullying and harassment. Spread over three days, hear presentations from over 100 speakers on a range of topics related to workplace bullying and harassment. The conference programme will also contain workshops aimed to help participants improve their organisational practices.

Registrations are now open and include Day Registrations and Student Registrations.

Sponsorship opportunities are also still available.

For more info:

- Website: www.bullying2016.com; www.iawbh.org
- Conference Chair: Bevan Catley – b.e.catley@massey.ac.nz

Key Dates

- 19 April 2016: Pre-Conference Special Interest Groups and PhD Seminar
Location: AUT University City Campus.
- 20-22 April 2016: 10th International Conference on Bullying and Harassment
Location: Hilton Hotel.



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NEW ZEALAND
WORK RESEARCH INSTITUTE
AN INSTITUTE OF AUT UNIVERSITY

MPOWER - Upcoming Events/Activities

- ◆ MPOWER 'After 5' panel seminar - Helen White, Jeff Sissons and Fraser Atkins - 'Recent changes to the Employment Relations Act 2000 (ERA)' - Massey University (Albany), 5-7.30pm, Room QB8 (9 March 2016)
- ◆ MPOWER Executive Board meeting - Massey University VLT rooms (mid-semester 1 break - date tba)
- ◆ MPOWER researchers at HRINZ's NZ HR Summits - Northern and Central (26 May and 2 June)
- ◆ MPOWER researchers at the 2016 BUIRA Conference, Leeds (29 June-1 July 2016)
- ◆ SA Partners, in conjunction with MPOWER - Continuous Improvement Conference - Massey University Albany campus (7 September)
- ◆ MPOWER presentation on diversity management to the EEO Trust, Auckland City (date tba)
- ◆ MPOWER half-day symposium on health and safety at work (date tba)
- ◆ MPOWER seminar - Assoc-Prof Xing Hui (Shelly) - see also page X (date tba)

Recent Events (December 2015-February 2016)

- ◆ MPOWER researchers at the 2016 AIRAANZ Conference (Sydney) (10-12 February 2016)
- ◆ MPOWER seminar - Assoc. Prof. Hari Bapuji (University of Manitoba) on 'Income inequality and organisations', Massey University VLT rooms, 11am-12pm for the seminar, followed by refreshments and networking until 12.30pm (26 January 2016)

MPOWER's Gold-tier sponsor:

The Warehouse Group
(since 2015)



MPOWER



MPOWER researchers and associates: recent outputs

- **Haar, J.** and **Brougham, D.** 2016. Organisational-based self-esteem: A within country comparison of outcomes between Maori and New Zealand Europeans. *Journal of Management and Organisation* (in press).
- **Hoek, J., O’Kane, P.** and **McCracken, M.** 2016. Publishing personal information online: How employers access, observe and utilize social networking sites within selection procedures. *Personnel Review*, 45(1): 67-83.
- **Edgar, F., Geare, A.** and **O’Kane, P.** 2015. The changing dynamic of leading knowledge workers: The importance of skilled front-line managers. *Employee Relations*, 37(4): 487-503.
- **Parker, J., Arrowsmith, J., Prowse, P.** and **Fells, R.** 2016. Editors’ introduction: The Living Wage - Concepts, Contexts and Future Concerns. *Labour and Industry* (in press).
- **Carr, S.C., Parker, J., Arrowsmith, J.** and **Watters, P.** 2016. Can a ‘living wage’ springboard human capability? An exploratory study from New Zealand. *Labour and Industry* (in press).
- **Tappin, D., Vitalis, A.** and **Bentley, T.** 2016. The application of an industry level participatory ergonomics approach in developing MSD interventions. *Applied Ergonomics*, 52: 151-59.
- **Bradbury, P.** and **O’Boyle, I.** 2015. Batting above average: Governance at New Zealand Cricket. *Corporate Ownership and Control*. 12(4): 352-63.
- **Muller, T.** and **Schulten, T.** 2015. The public-private sector debate in Europe. Working Paper 2015.08, Brussels: ETUI.
- **Carr, S.C., Parker, J., Arrowsmith, J.** and **Watters, P.** 2015. The Living Wage: Theoretical integration and an applied research agenda. *International Labour Review*, 1-47.
- **Douglas, J.** 2015. Gay pride and prejudice in the Pacific, *Labour and Industry*, 25(3): 196-204.
- **Ibsen, C.L.** 2015. The Role of Mediation Institutions in Sweden and Denmark after Centralized Bargaining. *British Journal of Industrial Relations*, doi: 10.1111/bjir.12142.
- **Good, L.** and **Cooper, R.** 2016. ‘But it’s your job to be friendly!’ Young service sector employees responding to sexual harassment. *Gender, Work and Organization* (forthcoming).
- **Dancaster, L.** and **Baird, M.** 2016. Predictors of the adoption of work-care arrangements: A study of South African firms. *International Journal of Human Resource Management*, 27(4): 456-75.

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Next MPOWER Executive Board meeting:
mid-semester 1 break 2016 (date tba)