

# MPOWER



## Massey People, Organisation, Work and Employment Research (MPOWER) group

*Newsletter One, January 2014*

### Inside:

#### Page 1

- Welcome!
- How to join MPOWER
- 2013-14 MPOWER advisory group

#### Page 2

- MPOWER launch

#### Page 3

- About MPOWER

#### Page 4

- Current and future research projects

#### Page 5

- Recent MPOWER events
- Forthcoming MPOWER events (2014)

#### Page 6 & 7

- Announcements and Notices

### Welcome!

Welcome to the first MPOWER newsletter. Following a successful 2013, we will use the newsletter as a news and activities forum for members. It will be issued quarterly and we welcome your contributions and feedback (send to Lindsay Eastgate at [MPOWER@massey.ac.nz](mailto:MPOWER@massey.ac.nz)). If, during the course of the year (between newsletter publishing dates), you have any questions that you would like passed on to MPOWER members, please send these to Lindsay and she will distribute those questions to the best-suited audience within the group.

In this issue, we introduce the MPOWER Advisory Group, detail our objectives, summarise recent and planned MPOWER activities, feature current and future research projects, and include a few related photographs. In addition, there are announcements and notices, including additional information about upcoming events.

### How to join MPOWER

There are many benefits associated with belonging to MPOWER such as subsidised/free entry to MPOWER events; information on the latest research collaborations involving Massey academics and researchers from other institutions; and a chance to network with many groups and stakeholders. There's no joining cost – simply contact the MPOWER coordinator, Lindsay Eastgate ([MPOWER@massey.ac.nz](mailto:MPOWER@massey.ac.nz)) to be put on our mailing list.

### 2013-14 MPOWER Advisory Group

MPOWER Co-directors: [Prof. Jane Parker](#) and [Jim Arrowsmith](#) (Massey University)

MPOWER Coordinator: [Lindsay Eastgate](#) (Massey University)

#### Advisory Group:

[Prof. Ted Zorn](#) (Massey, College of Business Pro Vice-Chancellor)

[Prof. Tim Bentley](#) (AUT, NZWRI Director)

[Dr Janet Sayers](#) (Massey University)

[Prof. Jarrod Haar](#) (Massey University)

[Dr Kate Lewis](#) (Massey University)

[Ass.-Prof Paul Toulson](#) (Massey University)

[David Lowe](#) (EMA – Northern)

[Dr Bevan Catley](#) (Massey University)

[Prof. Sarah Leberman](#) (Massey University)

[Ass.-Prof Lynn Jeffrey](#) (Massey University)

[Angela Atkins](#) (HRINZ/Elephant HR)

[Edward Miller](#) (First Union)

[Barry Foster](#) (Massey University)

[Helen White](#) (Helen White Law)

[Andrew Barney](#) (Massey University)

[Dr Christian Yao](#) (Massey University)

[Dr Julie Douglas](#) (AUT)

[Beth Tootell](#) (Massey University)

[Dr Katherine Ravenswood](#) (AUT)

The 22-strong advisory group formulates the strategy and activities for the MPOWER group. For more information, visit "Who are we?" on the MPOWER website at:

<http://www.massey.ac.nz/massey/learning/colleges/college-business/research/mpower/who-are-we.cfm>

# MPOWER



**MASSEY**  
UNIVERSITY  
TE KUNENGA KI PŪREHUROA

UNIVERSITY OF NEW ZEALAND

# MPOWER



## MPOWER launch – 5 June 2013

### *Massey University*

Sixty guests attended the launch of the MPOWER group in the Atrium Round Room at Massey's Albany campus.

Jane Parker, Professor of Employment Relations and HRM and MPOWER Co-Director, introduced four speakers:

**Helen White** (Helen White Law), **Professor Jim Arrowsmith** (Massey University), **Peter Conway** (NZ Council of Trade Unions) and **Angela Atkins** (HRINZ/Elephant HR) spoke about key people and workplace issues in relation to their respective organisation's aims, and the need for robust and cross-institutional research on people and work. They each recognised a key role for MPOWER and its members in helping to broker and participate in collaborative projects aimed at improving the workplace for all stakeholders.

The audience appreciated their informative talks, before adjourning to socialise and network over lunch.

The launch was also used to launch a new textbook published by CCH (Auckland) - *The Big Issues: HRM and Employment Relations in NZ*, edited by Profs Parker and Arrowsmith, with chapter contributions from Massey and other university scholars.



*Left to Right:* Helen White, Peter Conway, Jim Arrowsmith, Jane Parker and Angela Atkins



### About MPOWER

#### Purpose of MPOWER

The term MPOWER indicates a research focus on the management of people in the workplace and organisations with a view to empowering people and organisations to perform.

MPOWER is a cross-campus, -college and -institution initiative to enhance, promote and build on Massey's expertise in the management of people in the workplace and organisations. It aims to increase Massey's reputation for expertise in the area of people management; enhance engagement with relevant industry; and leverage our expertise into income generation.

#### MPOWER mission

MPOWER's mission is to connect and focus research activity and output from academic staff and post-graduate researchers in broad themes within the field of people management at work:

#### What does MPOWER do?

- profiles Massey's people management research to internal and external stakeholders;
- increases Massey's attractiveness as a base for academic research and preferred choice for post-graduate study in this domain;
- delivers better market research activities and expertise via increased Massey capacity in research connections and collaboration;
- provides a platform for fostering connections, relationships and research collaboration with external stakeholders; and
- seeks income through external research grants, contract research and partnerships.

#### MPOWER's core research themes:

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

These themes are examined via different analytical lenses (e.g. Māori, gender, leadership, critical management, cross-Pacific).



#### MPOWER associates

MPOWER's associates comprise senior academics and professionals who span research units, centres and institutions across the globe. See the back page and our website for more information.

#### ***MPOWER has 320+ members. For more information about the group, contact us -***

- MPOWER coordinator (Lindsay Eastgate) – email [MPOWER@massey.ac.nz](mailto: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](http://www.linkedin.com/groups?home=&gid=5079191&trk=anet_ug_hm)

# MPOWER



## Research Projects



### *Examples of current MPOWER 'people and work' research projects*

#### **Living Wage Research**

A cross-College and -campus and multi-disciplinary team of MPOWER researchers are undertaking a funded study of the Living Wage (LW) in New Zealand. The research project will look at the impact and perceptions of introducing a 'living wage' in New Zealand. The project team is being led by Professor Jane Parker from the School of Management and Professor Stuart Carr from the School of Psychology with support from Professor Jim Arrowsmith, Dr Kate Lewis and two postgraduate researchers, Lindsay Eastgate and Josiah Koloamatangi. Drawing on data from an organisational case study, regional online survey and key stakeholder forums, it will report its findings in late 2014. MPOWER will be supporting this project through assistance with the online survey as well as hosting the stakeholder forums.

#### **Clarian HR's Great New Zealand Employment Survey**

MPOWER researchers have been working with Clarian HR, a medium-sized HR Consultancy, for two years. In their 2013 survey analysis, the team examined the relationship between: leadership, organisational climates and employment-related outcomes. Other issues were also explored: employee happiness as a well-being outcome; the impact of technology on the workplace; and diversity management at work. Professors Haar and Arrowsmith presented the findings at the recent MPOWER-HRINZ Organisational Resilience Symposium. View the 2013 survey report at <http://clarian.co.nz/Pdf/GR8NZ%20Employment%20Survey/Survey%20report%202013%20Final.pdf>

### *Potential Research Projects for Postgraduate students*

Massey University's School of Management 2014 Masterate and Doctorate scholarships are now open for applications. The closing date for applications for the Masterate scholarships is the 31 January 2014 and for Doctorate scholarships is 21 February 2014. There are a wide range of topics that are available to choose from for each of the three campuses. For more information and to see what topics are available, please click on the following link: <http://www.massey.ac.nz/massey/learning/colleges/college-business/school-of-management/study/postgraduate-scholarships.cfm>

The application form is also available from the above link.

### *Does your workplace need assistance with a research project?*

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





## Recent MPOWER events

MPOWER-HRINZ ½ day symposium on organisational resilience (Oct)

MPOWER research on HRM, gender and the vet. profession (Dec)

MPOWER three-campus roadshow (Sept, Nov)

MPOWER co-supported and -organised the Women, Work and Collectivism Symposium 2 at AUT (Nov)

MPOWER “Good Employer” Seminar – Mark Powell (CEO) on The Warehouse Group’s career retailer wage (Dec)

*For information, photos, and presentations from past events, please visit the Events and News page of the MPOWER website.*

## Forthcoming MPOWER events: 2014

MPOWER ‘After 5 seminar’ – Dr Janet Sayers (Albany Campus) (Feb)

MPOWER Employment Relations Strategy Panel Discussion (Manawatu Campus) (Feb)

MPOWER Living Wage Stakeholder ‘Meet and Greet’ ½ day Symposia (Mar and tba)

MPOWER-Massey University 50th Jubilee and 21st Albany Campus birthday joint activities (all year)

MPOWER-NZ Employment Relations Society “Good Workplace” seminar: Living Wage Aotearoa NZ (Apr)

MPOWER 2014 awards for under- and post-graduates and emerging academics’ research excellence (Jun)

MPOWER-NZ Work Research Institute Roadshow Retro and Future – Decent workplaces in NZ (Jul)

MPOWER-HRINZ Symposium 2 (Oct)

MPOWER-College of Business ‘Big Ideas in Business’ (Nov)

*Information will be released closer to the time of each event via the MPOWER email lists, LinkedIn Group and website.*

# MPOWER



**MASSEY  
UNIVERSITY**

TE KUNENGA KI PŪREHUROA

UNIVERSITY OF NEW ZEALAND

# Announcements and Notices

## *MPOWER Forum Event: Strategic Employment Relationships*

MPOWER is hosting a strategic employment relationships forum on the 21 February 2014 from 10am – 1pm at Massey University's Manawatu campus. The MPOWER forum, organised by Paul Toulson, Barry Foster, Beth Tootell and Sharon Grant, will focus on how organisations can enhance their strategic growth through better employment relationships. The event will consist of a panel of speakers discussing key employment relationship topics.

### **Panel of Speakers:**

- Steve Maharey (Massey University)
- Michael McCartney (Horizons Regional Council)
- Fiona McMorran (Massey University)
- Sharon Grant (Horizons Regional Council)
- Lawrence O'Halloran (TEU)
- Dolly Larkins (PSA)



### **Topics to be Discussed:**

- The importance of good employment relationships in the context of taking the business into the future/driving business strategy;
- Case examples of where the relationship is currently working well; and
- Identifying opportunities for improvement.

For more information about this event, please visit the MPOWER events page. To RSVP to the event, please email Paul Toulson (P.Toulson@massey.ac.nz)

## *MPOWER Research Support Awards for post-graduates and emerging academics*

MPOWER will be offering two \$800 research support awards and certificates of achievement for a post-graduate student and an emerging academic researcher at Massey University who exhibit research potential in the 'people and work' field. For more information regarding eligibility, the application form and closing dates, please visit the MPOWER website (from late February 2014):

<http://www.massey.ac.nz/massey/learning/colleges/college-business/research/mpower/news-and-media.cfm>

# MPOWER



**MASSEY  
UNIVERSITY**  
TE KUNENGA KI PŪREHUOA

UNIVERSITY OF NEW ZEALAND

# Announcements and Notices

***AUT University's Work Research Institute and Massey University's Health Work Group  
presents:***

***TOWARDS HEALTHY WORK FOR ALL: Managing bullying and ill-treatment in the New  
Zealand workplace***

Hosted jointly by AUT University's Work Research Institute and Massey University's Healthy Work Group, this symposium brings together academics with industry, union, and government speakers in a knowledge event focused around promoting healthy work through the effective management of workplace bullying and other psychosocial risks in our workplace. The event will be held on the 20 February 2014 at the Auckland Art Gallery Auditorium

Keynote Speakers include:

- Professor Duncan Lewis (Plymouth University);
- Dr Carlo Caponecchia (University of New South Wales);
- Professor Michael O'Driscoll (University of Waikato);
- Michael O'Brien (Partner and Employment Law Specialist, Kensington Swan); and
- Tessie von Dadelszen (Employment Law Specialist, Kensington Swan).

For more information and to register for this event, please follow the below link:

<http://www.workresearch.aut.ac.nz/news-and-events/news/all-news/towards-healthy-work-for-all>

***MPOWER works with various organisations, including:***



Helen White



NEW ZEALAND EMPLOYMENT RELATIONS SOCIETY



**FIRST  
UNION**

Putting Workers First



NEW ZEALAND  
**WORK RESEARCH INSTITUTE**  
AN INSTITUTE OF AUT UNIVERSITY



THE UNIVERSITY OF  
**SYDNEY**

*If you'd like to advertise an upcoming event, news or important information about your workplace, community group or research project, please email Lindsay Eastgate (MPOWER@massey.ac.nz) and your announcement will be included in this section of the next MPOWER newsletter.*