

MPOWER: recognizing research excellence

MPOWER



Inside this issue

MPOWER:	1
How to join MPOWER	1
Contact MPOWER	1
Research news.....	2
MPOWER & Convergence	
Partners	2
MPOWER & TWG	2
MPOWER & HRINZ	3-4
MPOWER at 2016 BUIRA	5
Joint work research venture..	6
MPOWER facts & contacts	6
MPOWER awards	7
Post-graduate research	8
2016 LEW Conference	9
Talk by Linda Tirado	10
AIRAANZ 2017	11
Continuous Improvement	
Conference	12-13
Upcoming events/activities	14
MPOWER members'	
outputs	15

MPOWER recently passed the three year mark and continues to build its research capacity and activity. There are now over 700 MPOWER members, about a third of whom also belong to the MPOWER LinkedIn Group. We use LinkedIn to provide early alerts on the Group's research initiatives and events, so if you aren't part of that network yet but would like to be, please inquire via email (MPOWER@massey.ac.nz)

The MPOWER researcher support award winners have just been announced, and we profile the winning applications in this newsletter. We had the highest number of entries ever, and the judges - from Massey Business School and The Warehouse Group - agreed that their general standard was very strong. It's great to see so many significant and impactful projects being undertaken by Massey post-graduates. The awards will be formally presented at SA Partners' Continuous Improvement Conference on **7 September** at Massey's Albany campus.

MPOWER have also been busy at various Human Resource Institute of New Zealand (HRINZ) events. Members have presented empirical research at the New Zealand HR Summits in Auckland and Hamilton, as well as at the recent New Zealand HR Conference and Expo at Te Papa, Wellington - see pages 3-4. As well as consolidating our industry links, the Group has also profiled its research work further afield at academic forums including the 2016 British Universities Industrial Relations Association (BUIRA) Conference in Leeds, UK. In this issue, we also overview the fascinating talk on low pay in May this year by visiting US speaker and activist, Linda Tirado.

There are a number of imminent activities, too. Data from MPOWER's survey of career progress at The Warehouse Group have been collected and are currently under analysis. A survey of women's career aspirations and dreams for Convergence Partners will be launched in the next few weeks, and the Group's involvement in a new international labour observatory based in Tahiti is picking up pace.

In addition, MPOWER are helping to organise and provide several speakers for the Continuous Improvement Conference mentioned above, and will have an active presence at the 2016 Labour, Employment and Work (LEW) Conference at Victoria University of Wellington on 28 and 29 November. We'll also be co-organizing sessions in the 2017 Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) Conference in Canberra. We hope to run into you at one or some of these 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.

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



Our next issue is due out in late November.



MPOWER research news



ConVergence
Partners



MPOWER



Women's Career Aspirations and Dreams Survey

A MPOWER research team has been working with Convergence Partners, a specialist recruitment firm, to conduct research on issues relating to women's career progress in the business world. The team is currently piloting a comprehensive survey that will be released nation-wide in September 2016. Wright Communications and Massey University are supporting the collaboration and will be profiling its progress and key findings of the study. Convergence Partners and MPOWER are also working with Wright Communications to help profile the study and its recommendations.

MPOWER research team members are: Associate-Professor Janet Sayers, Doctor Nazim Taskin, Professor Jane Parker and Doctor Jeff Kennedy (all School of Management, Massey University). They are working with Dave Rees, Partner at Convergence Partners, and Ron Murray of Wright Communications. Nazim commented about the study that it is a: "small contribution to the world of people with big dreams and bigger hearts!"



The Warehouse Group - MPOWER Careers Survey



Working with Sonia Appleby-Maine (Learning and Development Specialist) and Melissa Crawford (Head of Talent and Development), MPOWER researchers have designed and rolled out a survey of TWG staff, seeking to gather information about perceptions about career paths, opportunities and challenges. The survey was piloted last month among senior management at TWG, helping to iron out any questionnaire issues.

The online survey closed in early August and the researchers are now preparing the data for qualitative and statistical analysis. The response rate has been very good, helping to ensure representation of different employee and management groups. Indicative of high levels of staff engagement, nearly half of the survey respondents have opted to take part in follow-up focus group interviews. Key findings from the study will be used to inform a report for TWG, as well as to develop workplace policy and practices across TWG operations.

Do you have a workplace issue that you'd like us to research?

MPOWER researchers work with a wide array of industry and professional partners on 'people and work management' issues. If you'd like to discuss a possible collaboration, email us at:

MPOWER@massey.ac.nz

Living Wage research and the NZ HR Summits

New Zealand HR summits

26 May - Crowne Plaza, Auckland

2 June - Novotel Hotel, Hamilton

Professors Jim Arrowsmith, Jane Parker (both Massey) and Jarrod Haar (AUT) presented survey and case organisation findings about the Living Wage in New Zealand at the Central and Northern HR Summits this year.

They focused on 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. According to the Living Wage Movement Aotearoa NZ (LWMANZ) website, nearly 60 organisations are now accredited Living Wage employers, paying the Living Wage rate of \$19.80 per hour or more to their staff.

The management audiences at both summits asked a plethora of questions, showing interest in the concept of the Living Wage through specifics of the research findings to inquiries about the Living Wage accreditation process. The researchers were also able to distribute a short Living Wage survey prior to and during the summits. The same survey was also distributed at the NZ HR Conference and Expo (see overleaf). Survey findings will inform one of three research features in *HR Magazine*.

The first feature, 'Why Go 'Living Wage?', can be found in *HR Magazine*, Research Bites series, June/July, pp. 36-37. The second, 'Living Wages and Employee Capabilities' will come out in the September issue. The third, focusing on several surveys undertaken by the research team, will be published towards the end of 2016.

Matt Mackenzie, HRINZ Communications and Sponsorship Manager commented, "The 2016 NZ HR Summits, were very successful and well received by delegates, sponsors and speakers – everyone genuinely came away learning more and richer for the experience. There was also considerable interest in the discussion on the living wage and will continue to be a hot topic from professors Jane Parker, Jim Arrowsmith and Jarrod Haar, so we'd like to thank them for bringing their insight and data to the event."



Jim, Jarrod and Jane



MPOWER research news (continued)



24-25 AUGUST 2016
TE PAPA MUSEUM, WELLINGTON



The MPOWER Living Wage research team was asked by Chris Till, HRINZ CEO, to present their Living Wage findings at the New Zealand HR Conference in Wellington. The latest findings, discussed by Dr Christian Yao (Victoria University of Wellington) and Prof. Jane Parker (Massey) draws on qualitative data from a recent, nation-wide survey and evidences a link between pay and employees' perceived work-life quality. The exploratory study also aggregates the qualitative survey comments to suggest that there is an income range in New Zealand where employees - despite their diverse circumstances and characteristics, generally recognize a shift from subsistence or 'treading water' wages and those which enable a decent standard-of-living and the development of their personal capabilities. The specific study research questions were:

- 1) what are the potential thresholds or ranges of a wage that might transform the human capability of workers?
- 2) what contextual factors impact on workers' perceived work-life quality?

Parker presented a similar paper to the Living Wage Movement of Aotearoa NZ's AGM in Auckland the week before.



-ter, UK) looking "Beyond HR: Towards the high involvement workplace."

The HR Expo also provide a mine of information about all things HR from both academic, professional and industry groups.

For a summary and more pictures, view the HRINZ Twitter page at:

https://twitter.com/HRINZ?ref_src=twsrc%5Egoogle%7Ctwcamp%5Eserp%7Ctwgr%5Eauthor



Jeremy Corbett, MC, welcoming everyone to the NZ HR Conference & Expo

The audience were very engaged, and posed a wide range of questions with regard to the study focus and findings - some of these points will be great to consider in subsequent project work on the Living Wages.

The conference was MC'ed by the mirthful Jeremy Corbett. Other presentations at the Conference included: Jennifer Overbeck (University of Melbourne) on the "importance of HR in a world of mental shortcuts"; Dave Ulrich (University of Michigan) with his talk, "Identify the emerging trends for HR to deliver value to the business", Lyn Goodear (CEO of the Australian HR Institute) on "Telling of the story of the past, present and future of the HR profession", and David Coats (University of Leices



HR >>> HR >>> HR >>> HR >>> HR >>> HR >>> HR

Research dissemination:

2016 British Universities' Industrial Relations Association Conference: Employment relations to- wards 2020 and beyond



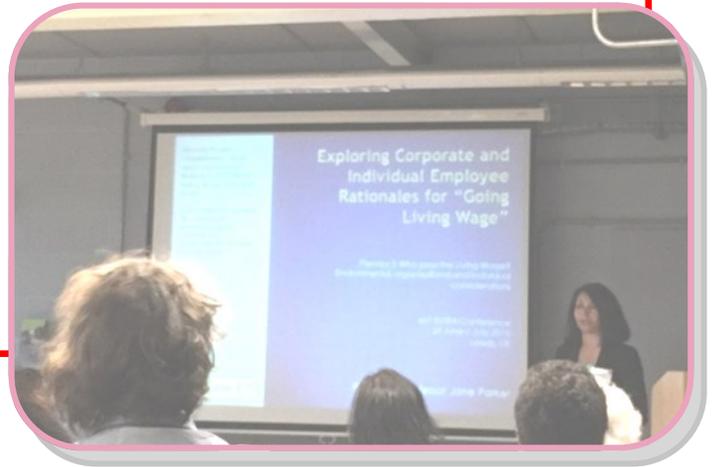
29 June - 1 July

The Carriageworks, Central Leeds, UK

The MPOWER Living Wage research team presented several papers on the living wage at this Conference in Leeds, England. In fact, the subject was discussed across two streams and a plenary session, highlighting the significance of the area for policy, research and practice in the world of work.

Contributors from MPOWER were:

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



Right: presentation of MPOWER living wage research
Below: Living wage plenary speakers



Left: Professor Mark Stuart, BUIRA President



For information about the subject scope of the 2016 BUIRA Conference programme, visit: <http://www.buira.org/assets/images/conferences/2016/programme.pdf>

MPOWER research news (continued)



MPOWER



Update on the work research venture between French Polynesia, NZ and Australia



In our last newsletter (issue 10, May), we reported the establishment of the Observatoire international de l'Emploi et du Développement Economique de Polynésie Française (OIEDE-PF) in Tahiti. This work and economic development observatory has been established as a non-profit organisation. Its Director, Dr Stephane Le Queux (James Cook University (JCU)) has submitted several streams to the Polynesian Economic Forum which has been organized for 10-12 October. This will be followed by subsequent activities including a delegation involving MPOWER researchers, AUT representatives, Dr Le Queux and other representatives from Canberra and JCU in November. In the November forum, the delegates will seek to organise events with the Polynesian Ministry of Economic Development and the CESC (social council).

MPOWER: Quick Facts and Contacts

Since May, our membership has grown to 700+. Of these, MPOWER LinkedIn Group members now number more than 280. About half of the total number are external or industry contacts.

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:** <http://www.massey.ac.nz/massey/learning/colleges/college-business/research/mpower/>
- **MPOWER LinkedIn group:** http://www.linkedin.com/groups?home=&gid=5079191&trk=anet_ug_hm

**MPOWER's
current
sponsors:**





2016 MPOWER 'People and Work' Research Support Awards

3rd annual awards

MPOWER judges from Massey Business School and The Warehouse Group have returned their decision on the recipients for the 2016 MPOWER Researcher Support Awards. This year saw the highest ever number of applications from Massey University post-graduates and emerging scholars and, across-the-board, the standard of the entries was extremely strong.

However, two excellent applications were selected for the overall 2016 awards. They were from:

- **Kasuni Weerasinghe** with her PhD project, 'Big data in New Zealand healthcare: A socio-cognitive approach'; and
- **Murray Brown** with his Masters project, 'Management perceptions of New Zealand's ageing labour force: a resource-based view'.

Kasuni is based at Massey's Albany campus in the School of Management. Her supervisors are Associate-Professor David Pauleen, Dr Shane Scahill and Dr Nazim Taskin. David commented that Kasuni's award was "wonderful news". Shane added:

"I was thrilled to hear that two students I co-supervise were successful in the MPOWER Researcher Support awards. These awards are very satisfying for the students not just fiscally but also as recognition for their hard work. Of course, these awards are also great for supervisors for two reasons. Firstly, they are solid evidence of contribution to the research environment in supporting students and second, they provide validation that the project is on track, that it is robust from an academic viewpoint but also that it has external impact. Thanks again MPOWER!"



Murray Brown is supervised Professor Jim Arrowsmith. He is a distance (extra-mural) Masters student, currently based in Paris where his wife works at the NZ embassy. There were also seven highly-commended award winners:

- **Heather Stephens** with her Masters project, 'People dimension of change management in SMEs in New Zealand business environments';
- **Shamalka Perera** with her PhD project, 'Cultural diversity and inclusion in New Zealand workplaces';
- **Nimeesha Odedra** with her PhD project, 'Subtle but cumulatively damaging: Understanding the potential impact of subtle and implicit discrimination in the workplace using a 'micro-aggression' approach';
- **Natalia D'Souza** with her PhD project, 'Exploring New Zealand Nurses' Experience of Workplace Cyberbullying: Advancing knowledge around prevention and intervention';
- **Tim Winstone** with his Masters project, 'Delivering and sustaining change with a management operating system: The journey towards medicines optimisation';
- **Zoe Port** with her Bachelors (Honours) project, 'Violence in the New Zealand workplace: A study of risk factors and organisational responses'; and
- **Wahab Shahbaz** with his PhD project, 'Psychological entitlement and workplace outcomes: The moderating role of mindfulness'.

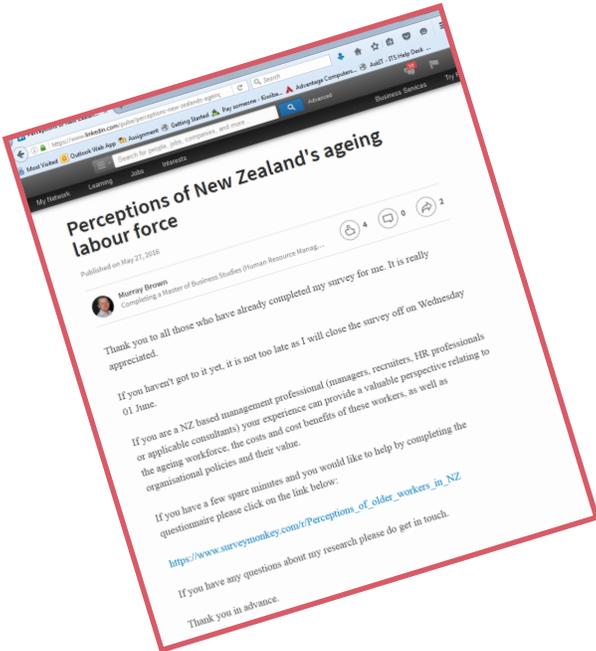
The judging panel were: Sonia Appleby-Maine (Learning and Development Specialist, The Warehouse Group) and Profs Tim Bentley (Research Director, School of Management), Jim Arrowsmith and Jane Parker (School of Management). Judges who are supervisors of applicants did assess their particular entries, however!

The awards will be presented at SA Partners' Continuous Improvement Conference at Massey's Albany campus on 7 September. Well done, everyone!



Work and management post-graduate research in the spotlight ...

MPOWER's Massey students are carrying out some cutting-edge and agenda-changing research in the 'people and work management' field. Here's a couple of examples of how they getting their work profiled for maximum effect ...



Murray Brown is based in Paris, completing a Master of Business studies (HRM) at Massey, supervised by MPOWER Co-Director, Professor Jim Arrowsmith. Murray's study examines perceptions of the NZ's ageing labour force, with implications for HRM. Murray's work impressed the judging panel of the 2016 MPOWER Researcher Support Award so much, that he won one of the two overall awards this year (see page 7)!

Murray has conducted a survey of NZ-based management professionals (managers, recruiters, HR professionals and applicable consultants), asking how they felt about the ageing workforce, the costs and benefits of these workers, as well as organisational policies and their value. To the left is a request on LinkedIn from Murray, asking for survey respondents. He has also used other professional and industry channels to promote the study, including HRINZ's Twitter page. Clever!

Massey 3MT Competition

The Albany and Manawatu campus heats of Massey University's Three Minute Thesis (3MT) competition included a number of Massey Business School PhD candidates undertaking 'people and work management' projects. They included Fatima Junaid (2015 MPOWER overall award winner), Fahad Alammar, Natalia D'Souza (2016 MPOWER highly-commended award winner) and Rahizah Sulaiman. Their respective research projects are:

- Job-stressed employees living under terrorism: A study of personal and organisational resources amongst Pakistani employees;
- How do professional diplomats understand business diplomacy? And what knowledge, skills and practices do diplomats possess that can be of use in business diplomacy?;
- Cyberbullying at Work: A Reporting Culture Perspective; and
- The Role of religion in ethical decision-making: Focus on Islam and the Malaysian workforce.

The calibre of all presentations was very high, making the job for the judging panels, who included Distinguished Professor Gaven Martin and Professors Kerry Chamberlain, Karen Witten and Jane Parker (MPOWER Co-Director), a tough one. Whilst none of the above went on to win the overall heats, they each acquitted themselves extremely well, and are working on projects that look likely to make a significant difference in business and beyond.

A poster for the Massey 3MT Competition. The poster features the Massey University logo and the text "PROMOTE YOUR RESEARCH; JUMP START YOUR CAREER". It includes a deadline for submissions: "Friday 29th July, 2016". A large "3 min" graphic is prominent. The poster also lists the prize money for different levels: Masters (First Place \$1000, Second Place \$500, Peoples Choice \$250) and PhD (First Place \$5000, Second Place \$2000, Peoples Choice \$1000). The text describes the competition as "THREE MINUTES, ONE SLIDE, EXCITING RESEARCH" and states that it is a fast-paced and exciting competition that challenges post-graduate candidates to summarise the significance of their thesis work/research project in three minutes for a panel of judges and a diverse audience.

Forthcoming!



2016 Labour, Employment and Work (LEW) Conference: 'The Changing Nature of Work and Employment'

Venue: Victoria University of Wellington

Dates: November 28 and 29, 2016

The conference organising team are pleased to launch a new look LEW Conference for 2016. The Conference will be held on November 28 and 29 at Rutherford House, Pipitea Campus, Victoria University of Wellington.

The LEW Conference focuses on research into work and employment institutions, labour markets, and the nature of work and employment in New Zealand. The theme of this year's conference 'The Changing Nature of Work & Employment' will be examined from the perspectives of organisations, institutions and workforces.

Papers are invited from academics in all relevant disciplines, researchers in public or private organisations, or individuals. The contribution of graduate students is strongly encouraged. Network opportunities plus a dedicated workshop for post graduate students is planned for the Conference. Submissions should reflect the author's current or recently completed research that relates to the changing nature of work and employment **with relevance to New Zealand**. The call for papers notice is [available here](#).

PLEASE NOTE: The closing date for abstracts has been extended to **12 September 2016**.

Keep up to date with conference news in our monthly circulars here: **July circular**.

Contact us (clew-events@vuw.ac.nz) if you would like to receive our regular news.

The two day conference has been held biennially since 1984, and a full set of papers can be found at: <http://ojs.victoria.ac.nz/LEW/issue/archive>. The 2016 Conference is organised by the Centre for Labour, Employment and Work (CLEW) (*previously the Industrial Relations Centre*). In keeping with CLEW's extended research programme we aim to broaden the range of papers presented at the LEW Conference. The Conference will be organised around three streams:

1. Organisational dynamics and performance
2. Employment rights and institutions
3. Work and the workforce

History

Papers/ Proceedings

LEW2016 information including registration and programme.

For further information please contact:

Sue Ryall - Conference Manager

Email: susan.ryall@vuw.ac.nz

Centre for Labour, Employment and Work

Phone: 04 463 5143

Nb: authors are invited to submit full papers to the Labour and Industry journal at: <http://www.tandfonline.com/toc/rlab20/current>. For submission guidelines to the journal, please see <http://www.edmgr.com/rlab/default.aspx>.

MPOWER will be represented at editor workshops and with paper presentations at this conference.

Public talk and discussion

Linda Tirado on Being Poor in a Rich Country

On 18 May, American anti-poverty activist and author, Linda Tirado, gave a public talk at the Ika Seafood Bar and Grill Café in Mt Eden. The author of the best-selling *Hand to Mouth: The Truth About Being Poor in a Wealthy World* (<http://www.theguardian.com/books/2014/sep/24/hand-to-mouth-review-linda-tirado-poor-poverty>), discussed her personal experiences of casual and low pay work, and poverty, while also discussing the situation for workers in the USA generally and possible areas of remedy. Linda combined wit with heartbreaking anecdotes in her 40 minutes' talk, and her easy manner left the audience keen to hear more and encouraged them to respond and reflect on their own and New Zealand circumstances. The event was all the more memorable on account of the fantastic free pre-talk nibbles, and many listeners stayed on for dinner at this top eatery. MPOWER support the event alongside Ika, Lifewise, Splice, E tu, First Union, Auckland Action Against Poverty, UNEMIG, Unite Union and Closing the Gap.



Linda Tirado



AAAP
AUCKLAND ACTION AGAINST POVERTY

The audience also heard from Auckland Action Against Poverty (<http://www.aap.org.nz/>) and Chloe King, an employee at Ika and activist.

Since writing *Hand to Mouth*, Linda has spoken and written widely, visiting numerous countries to inspire poor people to speak out and challenge how they are treated, and challenge others to rethink their views (for more info., visit <https://www.facebook.com/events/500981100087872/>).

Ika runs a regular series of talks and discussions on significant public issues - for more information, visit <http://www.ika.nz/events>

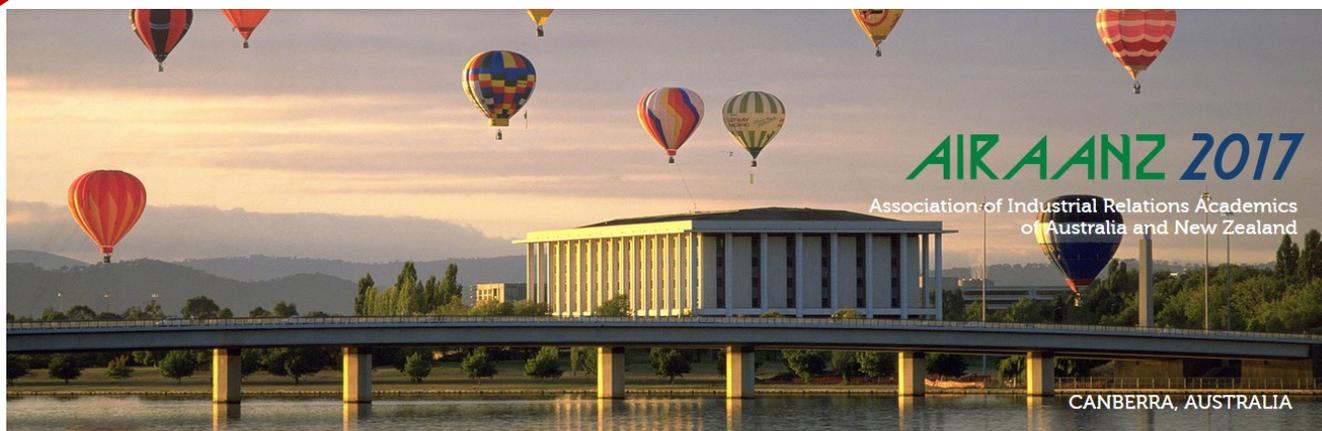
Venue: Ika Seafood Bar and Grill, 3 Mt Eden Rd, Auckland

Contact: ph. (09) 3093740 or 021839661

Dinner: Mon-Sat from 6pm; lunchtime events



Forthcoming event



The Association of Industrial Relations Academics of Australia and New Zealand is pleased to invite you to attend the 2017 Conference, to be held at the QT Hotel, Acton, Canberra, ACT, from **Wednesday 8th February to Friday 10th February 2017**.

The focus of the Conference is **Reconsidering Gender and industrial Relations**. Key themes include the many facets of gender in the workplace, including gender, work and policy developments, gender and collectivism, pay equity, equal employment opportunity and diversity management, women in male-dominated areas, women working in the caring professions, work and family issues and issues affecting LGBTIQ workers.

The conference will also include a wide range of presentations on other industrial relations and human resource issues.

About AIRAANZ

The Association of Industrial Relations Academics in Australia and New Zealand (AIRAANZ) was officially constituted in 1983. In 2017 AIRAANZ is holding its 31th Conference.

The 2017 Conference Organising Committee includes:

- Dr Sue Williamson, UNSW Canberra
- Professor Michael O'Donnell, UNSW Canberra
- Professor David Peetz, Griffith University
- Professor Ray Markey, Macquarie University
- Associate Professor Sarah Kaine, UTS
- Dr Doug Jackman, University of Canberra
- Mr Michael Walker, UTS
- Mr Craig Brown, University of Canberra

Call for Abstracts/Papers

You are invited to submit abstracts/papers in the fields of industrial or employment relations, human resource management, labour history, labour law, labour geography, economics, psychology and sociology of work, gender studies and related fields. For details, visit: <http://www.airaanz2017.org.au/abstracts-and-full-paper-submissions/>

MPOWER researchers will present papers at the conference, and MPOWER members on the editorial team of the *Labour and Industry* journal will be present at PhD, early career researcher and editors' workshops.





Forthcoming event - registrations accepted until 5pm on 6 September

Continuous Improvement Conference

7 September 2016
Massey University Albany campus

www.sapartners.com/CIconference



CONNECT. COMMUNICATE. COLLABORATE.



What makes truly great organisations so successful?

The answer lies not in what you see or the tools people use, but in the feel, the pure essence of these organisations. It is the mind-set, the language, the confidence and the sheer passion for excellence. This all-day Conference will focus on creating a sustainable culture of continuous improvement by engaging people at every level in the organisation to work towards common objectives.

Speakers include:

- Chris Butterworth, MD at SA Partners
- Mark Powell, CEO-in-Residence (former CEO at The Warehouse Group)
- Rob McGee, Manager at Leisure Auckland Council
- Stephanie Easthope, Ko Awatea Faculty Manager - Development and Delivery Team

Breakout sessions

There will also be a choice of breakout sessions around People - Cultural Enablers, Purpose - Enterprise Alignment, and Process - Continuous Improvement.

MPOWER Researcher Support Awards presentation

The overall and highly commended awards will be presented by Mark Powell (CEO in residence, Massey Business School) and Prof. Jane Parker to this year's MPOWER winners.

Conference chair

The Conference will be chaired by Dr Jeff Stangl, Executive Director, Education partnerships (Massey University).

Membership price

MPOWER members are offered a special price of \$395 (full price is \$650).

More information

A detailed conference programme and registration access information can be found on MPOWER's

MPOWER membership
rate of \$395

Continuous Improvement Conference



7 September 2016
Massey University Albany campus

Register online now at
<http://cimassey2016.eventbrite.com.au>

“ A great range of speakers from diverse backgrounds and industries highlighting the universality of Continuous Improvement. ”

Setara Rasouli, Commonwealth Bank

“ A very well run and organised day with good content from all the Speakers and lots of food for thought. ”

Bob Dickenson, Airbus

Speakers



Chris Butterworth
MD, SA Partners



Rob McGee
Manager, Leisure
Auckland Council



Mark Powell
Massey University (former
CEO, The Warehouse)



Stephanie Easthope
Ko Awatea Faculty



Mijo Katavic
Continuous Improve-
ment Manager



Jonathan Elms
Massey University

Plus a choice of breakout sessions facilitated by

- Jon McEvoy, CI Manager, GBC Winstone (part of Fletcher Building)
- Adam Bentley, National Business Excellence Manager, Countdown Supermarkets
- Professor Jarrod Haar, AUT University
- Glenn Quintal, Business Manager, West Wave Aquatic and Recreation Centre
- Dr Aruna Shekar, Massey University
- Richard Steel, Managing Consultant, SA Partners



Fees

Register before
31 July 2016
for early bird price

\$550

Full Price \$650

Group Discounts

Why not bring your team and
take advantage of group discounts

Register 5 for the price of 4* or
10 for the price of 8*

*early bird price
will apply to bookings



Networking Drinks

Continue the networking after the Conference - join us for drinks and canapes at the Wine Box Restaurant from 5.00pm.
Please reserve your ticket at the time of booking.

Tickets \$50 per person

MPOWER - Upcoming Events/Activities

- ◆ MPOWER researcher support awards presentation - 7 September
- ◆ A Partners' Continuous Improvement Conference (Massey University Albany campus) - 7 September
- ◆ Health and Safety seminar - Manawatu campus (date tbc)
- ◆ Piloting and launch of the Convergence Partners-MPOWER 'Women's Career Aspirations and Dreams' survey - September
- ◆ MPOWER members at the Labour, Employment and Work Conference (Victoria University of Wellington) - 28-29 November
- ◆ MPOWER at the annual AIRAANZ Conference (Canberra) - 8-10 February 2017
- ◆ MPOWER-Massey School of Business Seminar by PhD Candidate, Fatima Junaid, on Job-stressed employees living under terrorism - Albany and Manawatu campuses (data tbc)

Recent Events (May - August 2016)

- ◆ Linda Tirado - public talk and discussion (Mt Eden, Auckland) - 18 May
- ◆ MPOWER researchers at HRINZ's NZ HR Summits (Auckland and Hamilton) - 26 May and 2 June
- ◆ MPOWER researchers at the 2016 BUIRA Conference (Leeds, UK) - 29 June-1 July
- ◆ MPOWER presentation on the Living Wage to the Living Wage Movement of Aotearoa New Zealand AGM - 19 August
- ◆ MPOWER Living Wage researchers at the New Zealand HR Conference (Te Papa, Wellington) - 24-25 August

MPOWER's Gold-tier sponsor:

The Warehouse Group

(since 2015)



MPOWER



MPOWER researchers and associates: selected outputs

- **Carr, S.C., Parker, J., Arrowsmith, J., Haar, J., Yao, C. and Jones, H.** (2016). Living Wages and Employee Capabilities. *Human Resources Magazine* (Research Bites), August/Spring issue, forthcoming.
- **Lewis, K.V.** (2016). Identity capital: an exploration in the context of youth social entrepreneurship. *Entrepreneurship and Regional Development*. 28(3-4), 191-205.
- **Sayers, J.G.** (2015). A report to an academy: On carnophallogocentrism, pigs and meat-writing. *Organization*. 23(3), 370-386.
- **Haar, J. and Brougham, D.** (2016). Organizational-Based Self-Esteem: A within country comparison of outcomes between Maori and New Zealand Europeans. *Journal of Management and Organization*, in press.
- **Oakman, J., Rothmore, P. and Tappin, D.** (2016). Intervention development to reduce musculoskeletal disorders: is the process on target? *Applied Ergonomics*, 56, 179-186.
- **Gardner, D., O'Driscoll, M., Cooper-Thomas, H.D., Roche, M., Bentley, T. and Catley, B.** (2016). Predictors of workplace bullying and cyber-bullying in New Zealand. *International Journal of Environmental Research and Public Health*, 13(5).
- **Baird, M.** (2016). 'Policy Tensions: Women, Work and Paid Parental Leave'. In K. Hancock and R.D. Lansbury (eds), *Industrial Relations Reform: Looking to the Future*, Sydney: Federation Press.
- **Wainwright, B., Julich, S.J., Waring, M.J., Yeung, P. and Green, J.K.** (2016). Leaving the experts: Experiences of liver transplantation recipients in New Zealand. *Nursing Praxis in New Zealand*, 32(3).
- **de Bruin, A.M. and Jelincic, D.A.** (2016). Toward extending creative tourism: participatory experience tourism. *Tourism Review*.
- **Cooper, R.** (2016). 'Dead, Buried, Created' and Exhumed? Consensus in Industrial Relations Policy and Politics in Australia 2007-2015. In K. Hancock and R.D. Lansbury (eds), *Industrial Relations Reform: Looking to the Future*, Sydney: Federation Press.
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