

# MPOWER: fieldwork, fact-finding and visiting friends

March 2018,  
Vol. 5, Issue 1



MPOWER



MPOWER is the Massey People, Organisation, Work and Employment Research group. It is a cross-campus, -college and -institution initiative to enhance, promote and build on Massey's expertise in the management of people at work. Some important HRM and employment research and related activity for MPOWER members have continued or commenced in early 2018. In this newsletter, we overview:

- MPOWER at the 2018 Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) Conference in Adelaide;
- MPOWER's involvement with a stream at the 2018 Gender, Work and Organization (GWO) Conference in Sydney in June;
- progress on two management development projects and one HR study;
- fieldwork on the gender equity and management in state agencies research, and a Marsden-funded study of the Living Wage in New Zealand;
- 2018 Labour, Employment and Work (LEW) Conference in Wellington;
- MPOWER seminar by visiting professor, Paul Edwards;
- 2018 MPOWER Researcher Support Awards;
- MPOWER HRM and ER early career researcher workshop; and
- recent publications by MPOWER members.

We're always happy to profile MPOWER members' activities to do with the world of work. Do drop us a line if you'd like to include an item in our next newsletter. **And don't forget to enter our book competition (back page)!**

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

## MPOWER: Quick Facts and Contacts

Our membership now sits at 860. Of these, MPOWER LinkedIn Group members number c. 354. About half of the total membership are external or industry contacts.

For more information about the group, contact us -

- **co-directors** (Jim Arrowsmith and Jane Parker) - e-mail [j.arrowsmith@massey.ac.nz](mailto:j.arrowsmith@massey.ac.nz) or [j.parker@massey.ac.nz](mailto:j.parker@massey.ac.nz)
- **e-mail address:** [MPOWER@massey.ac.nz](mailto:MPOWER@massey.ac.nz)
- **website:** <http://www.massey.ac.nz/massey/learning/colleges/college-business/research/mpower/>
- **LinkedIn group:** [http://www.linkedin.com/groups?home=&gid=5079191&trk=anet\\_ug\\_hm](http://www.linkedin.com/groups?home=&gid=5079191&trk=anet_ug_hm)

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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](mailto:MPOWER@massey.ac.nz)**

*Our next issue is due out in June 2018.*



## AIRAANZ Conference 2018 (Adelaide)

'Jobs and Change in Uncertain Times':  
32nd Annual AIRAANZ Conference

University of Adelaide, South Australia

**The 32nd Annual Association of Industrial Relations Academics of Australia and New Zealand Conference took place at the University of Adelaide, Law School, Adelaide, South Australia in early February 2018. It was sponsored by the University of Adelaide and Flinders University.**

The focus of the Conference was on **Jobs and change in uncertain times** and organised by Professor Andrew Stewart (University of Adelaide) and Emeritus Professor Eileen Willis and Associate-Professor Deb King (both Flinders University, Adelaide). The conference programme was packed to the rafters, with streams encompassing care workers; migration; the gig economy; union innovation; policy; labour markets; occupational health and safety; cross-cultural and international issues; individualised funding; peripheral work; disability and youth; 'space'; and more. Over 100 hundred presentations were made, including keynotes by Professor Tony Dundon (University of Manchester); Natalie James (Fair Work Ombudsman in Australia); Dr Fiona McKenzie (Co-Founder and Director of Strategy for the Australian Futures Project).; Sally McManus (10th elected ACTU Secretary); and Jim Stanford (Economist and Director of the Centre for Future Work based at the Australia Institute).

### **MPOWER involvement**

MPOWER was involved in the conference in three ways. First, its co-directors, as co-editors in chief of the *Labour and Industry: A journal of the social and economic relations of work*, along with the Journal's online manager, Jane Halteh, reported to the AIRAANZ and Labour and Industry committees about progress with the Journal over the last year. They are also liaising with the conference organisers to produce a special issue of the Journal, comprising the best AIRAANZ conference papers. The conference organisers will guest edit this issue. This issue will also comprise a section on "gender and diversity", again drawing on the best AIRAANZ papers, with guest editors Dr Sue Ressia and Dr Shalene Werth. Second, the co-directors took flyers to profile MPOWER at the AIRAANZ conference, and engaged with a number of interested delegates and researchers. Third, the conference provided a timely forum for advertising a text on HRM and ER issues in Australasia, many of the chapter contributors to which are MPOWER members (see photos on page 3).





AIRAANZ



2018





Register now!

**Gender, Work and Organization**

**10th Biennial International Interdisciplinary Conference**

**Sydney 13-16 June 2018**



Macquarie University would like to acknowledge the Darug people who are the traditional custodians of this land.

The 2018 Gender, Work and Organisation 10th Biennial International Interdisciplinary Conference will be hosted in Sydney by Macquarie University. The conference, organised primarily as a series of streams, will provide an international forum for debate and analysis of contemporary debates affecting gender studies.

Launched in 1994, *Gender, Work and Organisation* was the first journal to provide an arena dedicated to debate and analysis of gender relations, the organisation of gender and the gendering of organisations. The 2016 conference at Keele University attracted over 400 international scholars from over 30 nations.

The GWO2018 conference has been organised by Professor Alison Pullen, Joint Editor-in-Chief of *Gender, Work and Organization* and Professor of Management and Organization Studies at Macquarie University together with Professor Anne Ross-Smith, Associate Dean - Curriculum and Quality Assurance - Faculty of Business and Economics at Macquarie University. The next GWO conference is set to be held in 2020 at the University of Kent, United Kingdom.

GWO2018 offers an amazing opportunity to network and share professional knowledge and research over 4 days in the heart of Sydney. With individual presentations under various streams and group networking sessions, the conference presents diverse geographical gender research and most current information from around the globe. As the only international conference of its kind, GWO2018 is not to be missed.

## MPOWER-CLEW conference stream

### Stream title: Working Women's Progression and Experiences in Context

The MPOWER-CLEW led stream will form one of more than 30 stream at the Gender, Work and Organization (GWO) Conference in June this year. Our stream received more than 40 submissions from around the globe. It was very difficult to determine which paper abstracts should be kept or referred to other streams, given the high calibre across-the-board. However, the abstracts retained for the stream will broach many areas of women's experience in the workplace with respect to their careers and progress (or lack thereof) in a wide range of countries. The best papers from this stream will form the basis of a special issue of the *Labour and Industry* journal, edited by the stream organising team (below). We are looking forward to meeting their presenters in Sydney later this year!

### Introducing the Women at Work (WaW) special interest group at Massey ...

A new special interest group for research was recently established at Massey University. The Women at Work (WaW) SIG will collaborate with researchers within Massey and in industry/the professions of various projects concerned with working women in New Zealand and overseas organisations. WaW will be 'launched' in our stream at the GWO conference. Please contact the Stream leader, Dr Jo Bensemman ([j.bensemman@massey.ac.nz](mailto:j.bensemman@massey.ac.nz)) for further information.

### GWO stream organisers:

Prof. Jane Parker (MPOWER, WaW)  
Ms Jane Halteh (Labour and Industry)  
Dr Jo Bensemman (MPOWER, WaW)

Prof. Jim Arrowsmith (MPOWER, WaW)  
Dr Noelle Donnelly (CLEW)  
Dr Nazim Taskin (MPOWER, WaW)



### HRM and Employment Relations—MPOWER Researcher Developer Workshop

The MPOWER researcher developer workshop is back! Mid-year, three HRM/ER specialists will discuss their recent research, and workshop with/provide feedback to Massey University staff and post-graduate attendees who are interested in developing their HRM/ER project proposals and activities:

- ◆ **Professor Jim Arrowsmith** on an on-going NZ project about HR dynamics and performance, using survey methodology;
- ◆ **Professor Jane Parker** on a management development research project, using mixed methods (semi-structured interviews and surveys); and
- ◆ **Dr Ozan Alakavuklar** on participatory action research that is change oriented, and critical ethnography.

This late June/early July, three-hour event will include a catered morning tea break and there is no entry cost.

More details will follow via MPOWER's website, LinkedIn Group and email.

Forthcoming

# 2018 MPOWER Researcher Support Awards



*for Massey University post-graduates and emerging academics*

## About MPOWER

MPOWER is the Massey People, Organisation, Work and Employment Research Group. 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.

The research group is a cross-campus, cross-college and cross-institution initiative to enhance, promote and build on Massey's expertise in the management of people in the workplace and organisations. MPOWER aims to increase Massey's reputation for expertise in the area of people management; enhance engagement with relevant industry; and leverage our expertise in research collaboration and income generation. Visit the MPOWER website for more information ([http://www.massey.ac.nz/massey/learning/colleges/college-business/research/mpower/mpower\\_home.cfm](http://www.massey.ac.nz/massey/learning/colleges/college-business/research/mpower/mpower_home.cfm)).

## MPOWER researcher support awards

Building on its inaugural awards in 2014, MPOWER is offering one post-graduate/emerging researcher funding support of \$600 and a certificate of achievement for proposed 'people and work' research in 2018.

## Purpose

The purpose of the MPOWER funding is to help support relevant, innovative and impactful research on 'people and work' topics by Massey's post-graduates and emerging academics.

## Benefits

- ◆ you'll be awarded a \$600 funding and a certificate of achievement by MPOWER;
- ◆ your research will be profiled through MPOWER communication channels and media to audiences within the University and externally;
- ◆ the award will add value to your CV; and
- ◆ your award will be presented at an MPOWER-supported event in late August 2018 where you'll have an opportunity to network with MPOWER members.



## Previous winners

Overall winners of the MPOWER Research Support Awards have included:

- ◆ Kasuni Weerasinghe (PhD Candidate), thesis title: 'Big data in New Zealand healthcare: A socio-cognitive approach'
- ◆ Fatima Junaid (PhD Candidate), thesis title: 'Job-stressed employees living under terrorism: A study of personal and organisational resources amongst Pakistani employees'

Over the last four years, there have also been more than 12 highly commended entrants.

## Eligibility

To be eligible for MPOWER research funding, you must:

- currently be a post-graduate or emerging researcher (i.e. within the first seven years' full-time equivalent as an academic researcher) in any of Massey University's Colleges or Departments/Institutes/Groups;
- be proposing a research project in the field of 'people and work' (see the MPOWER website for a list of MPOWER's main research themes);
- be planning to lead or co-lead the proposed project; and
- be a member of MPOWER.

Nb: proposed projects on 'people and work' research in New Zealand and/or overseas are eligible for MPOWER funding. Recipients of other sources of funding for their project may also apply.

## Conditions

Recipients of an MPOWER funding award will need to demonstrate that the funding has been used to support their research project on a 'people and work' topic. They will also need to attend a MPOWER presentation ceremony in late August (date tbc) and take part in publicity for MPOWER's communications and media releases around the funding initiative.

## How to apply for an MPOWER research support award

1. Application forms will be available from the MPOWER website (visit its 'Research and Expertise' page).
2. Submit your completed application form to Jane Parker (MPOWER Co-Director) via email (MPOWER@massey.ac.nz)

*If you have any queries about your eligibility or the application process, please contact Jane.*

## Selection process

a Selection Panel consisting of MPOWER and one of its sponsor's representatives will assess the applications  
successful applicants will be notified via email or telephone; and  
following the selection of the successful applicants, no correspondence will be entered into.

## Closing date

5pm on 17 August 2018



*Good luck!*

Forthcoming!

## MPOWER and School of Management seminar!



**Paul K Edwards**

**Professor of Employment Relations**

**Birmingham Business School  
University of Birmingham, UK**

on

### **“Minority Firms, Low Pay and Informality: Surviving on the Margins of the Modern Economy”**

Paul Edwards joined Birmingham in 2011 from Warwick Business School where he was Director of the Industrial Relations Research Unit and held Associate Dean positions. He was the first sociologist to become a Fellow of the British Academy, serving as chair of the Academy’s Social Science Group, and is an Academician of the Academy of Social Sciences. He was a member of the 2008 and 2014 UK research assessment panels.

Paul has published around 100 journal articles and authored or edited 15 books relating to industrial relations, management, and research methods and theory. He has been editor of *Work, Employment and Society* and is currently Editor-in-Chief of *Human Relations*. Don’t miss this opportunity to hear a renowned scholar discuss issues of key significance to the world of work.

Paul’s seminar will be delivered at the Massey Albany campus but simultaneously broadcast to Palmerston North campus.

**Date:** Thursday, 19 April 2018  
**Time:** 10.30am-12pm (seminar and Q&A)  
**Venue:** Albany campus (room venue tbc)

All welcome and there is no entry fee. There will be light catering so please email your RSVP by 15 April to [mpower@massey.ac.nz](mailto:mpower@massey.ac.nz)



MPOWER





## Gender equality initiatives in the public services

**NZ academics at Victoria, Massey and AUT universities were invited by Dr Sue Williamson (UNSW Canberra) and her team to join them on a project on how the Australian and NZ governments implement gender equality initiatives.**

A funded, cross-university and -country study is underway, exploring gender equality initiatives in a range of state agencies in Australia and New Zealand. In particular, the research focuses on the role and impact of middle managers in developing and progressing these initiatives. Since late 2017, a range of organisational participants have given interviews or taken part in focus groups in various locations in both countries. Document analysis of policy frameworks has also been undertaken. The NZ and Australian research teams will produce report and academic outputs, with a view to enabling some comparative analysis of the findings. They also plan to share and discuss the aggregated study results and recommendations in a workshop/seminar forum in the respective jurisdictions.

Dr Noelle Donnelly (Victoria University of Wellington), who is spearheading the research programme in New Zealand, commented:

*This is a timely research project with public sector organisations firmly focused on gender equity issues. As we know, line management are critical to the progression of gender equity practices in workplaces. This is a great opportunity to identify and understand the challenges that line managers face in implementing gender equity initiatives within their workplaces.*

The New Zealand research team includes: Dr Noelle Donnelly, Centre for Labour, Employment and Work (CLEW), VUW; Professor Jane Parker, MPOWER, Massey University; Dr Katherine Ravenswood, Gender & Diversity Research Group, AUT; Dr Julie Douglas, Gender & Diversity Research Group, AUT; and Susan Ryall, Manager, CLEW, VUW. Dr Sue Williamson, chief investigator, UNSW, leads the overall research project and a team of Australian researchers consisting of: Professor Deborah Blackman, UNSW, Canberra; Professor Michael O'Donnell, UNSW, Canberra; Dr Meraiah Foley, UNSW Canberra; Dr Linda Colley, Central Queensland University; Professor Marian Baird, University of Sydney; and Associate Professor Rae Cooper, University of Sydney.

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## Management development in NZ under examination

**MPOWER researchers have secured funding to engage in two studies of management development in New Zealand.**

[1] Backed by the Massey School of Management's Special Interest Group (SIG) fund, the first project is focusing on **executive and management education**, with its principal research questions being:

- what is the strategic value of executive education in NZ today?;
- what forms of executive education are currently available in NZ are they the 'right' kind?; and
- are there executive/management education needs in NZ that are not being met?

This survey-based study will develop the longitudinal aspect of Dr Damian Ruth and colleagues' (2003, 2007 and 2011) assessments of work in HR and Management Development, adapting methodological instruments developed in their work which focused on the strategic value of HRM. This project thus updates an existing survey of executive education in NZ on the basis of a recently-completed and exhaustive literature review undertaken by Jane Halteh (research associate on this project). The research team expect to pilot and launch the survey mid-year.

Project co-leaders are Prof. Jane Parker (MPOWER) and Dr Damian Ruth (Critical Management SIG in Massey's School of Management), and Jane Halteh (PERL consultant (Australia), and *Labour and Industry* journal systems administrator).

[2] The second MPOWER study of management development has been commissioned by the Institute of Management New Zealand (IMNZ), MPOWER's newest sponsor (see our December 2017 newsletter). Massey researchers are redesigning the **IMNZ's New Zealand Management Capability Index (MCI)** which was established in 2003. Since then, a number of other countries, including Australia, India, Malaysia and Singapore, have adopted the MCI as a national standard for measuring and evaluating management performance in their respective economies.

Dr Fatima Junaid drafted a literature review, and Prof. Jane Parker conducted semi-structured interviews with management development experts in industry and academia at various NZ locations. Thanks again to these informants whose insights and comments were pivotal in progressing the research design.

Findings from these investigations have informed the draft MCI survey for New Zealand. Following piloting, the survey will be launched later this year, and will potentially update the surveys that are currently in use in other countries. Output from the NZ study will include a comprehensive survey report and academic publications.

The project leader is Prof. Parker, working with Dr Fatima Junaid and Dr Nazim Taskin (all Massey School of Management).

## Living Wage in New Zealand:

**MPOWER researchers have secured funding from the Royal Society of NZ's Marsden Fund (\$845,000) to examine the Living Wage in New Zealand.**

The study, 'Living' wages: Transforming lives, transforming work?', has a team of six primary investigators: Professors Stu Carr and Darrin Hodgetts and Dr Siautu Alefaio-Tugia (School of Psychology, Massey University), Professors Jane Parker and Jim Arrowsmith (School of Management, Massey University) and Professor Jarrod Haar (School of Management, AUT).

The project is unique in combining quantitative and qualitative methods within a longitudinal framework to explore the perceptions and experiences of employers and low-paid workers alike. It formally began on 1 March 2018 although the research team engaged in earlier, preparatory research work.

The study will include a national survey of employers along with organisational case studies, focus groups and interviews of employer representatives through sector and trade associations. The aim is to capture the contingencies that shape pay-setting practice in organisations of different size, sector and competitive and economic situation. This in-depth investigation will help to highlight the rationales, processes and effects of low pay within the New Zealand context.



## HR dynamics in NZ organisations

In NZ, as elsewhere, the notion of enabling a positive link between employee motivation and competitiveness, quality and innovation in workplaces is of paramount importance. This Massey Business School-funded project will identify and analyse the organisational dynamics that buck the 'low road' trend in approaches to people management in areas such as recruitment and selection; training and development; pay systems and performance management; participation and involvement. A key focus is on the role of HR managers as change agents within organisations. The study also considers organisations in four key sectors—health, retail, manufacturing and not-for-profit - to explore how both productivity and employee 'engagement' can be enhanced by better people-management practices.

A literature review has been followed by a 'Delphi' process of interviews with key stakeholders such as representatives of employer and professional associations, unions, ministries, political parties and NGOs provided insights for more general exploration via a survey. The survey results, in turn, are to be further explored through a series of comparative case studies of 'innovative' organisations, as identified in stages one and two. The study is led by Professor Jim Arrowsmith (MPOWER Co-Director) and other research team members are: Professor Jane Parker, Drs Nazim Taskin, Shane Scahill and Fatima Junaid (all School of Management at Massey) and Jane Halteh (MPOWER member and PERL consultant).

# 2018 Labour, Employment and Work Conference (LEW2018)

29 and 30 November 2018  
Victoria University of Wellington  
Rutherford House  
Wellington  
New Zealand

## Theme: Work and Well-being

Plans are well underway for this year's conference and we hope that you will be able to join us to present your latest research.

We hope to make announcements on keynote speaker(s) soon, and to confirm some workshops around particular topics/themes.

We are also holding a post-graduate student symposium the day before the conference LEW2018 (Wednesday 28 November) to provide a forum for PhD and Masters thesis students who are researching in the area of labour, employment and to encourage them to attend the conference.

The official 'Call for papers' will be distributed in coming months but we wanted to ensure that you have locked in the dates and have time to plan what you might present around our theme.

We look forward to seeing you in Wellington in November and let's hope we have a summer like this one!



If you would like to register your interest in receiving the regular updates, or for more conference information, email Sue Ryall (Manager, Centre for Labour, Employment and Work (CLEW) at VUW) at:

[susan.ryall@vuw.ac.nz](mailto:susan.ryall@vuw.ac.nz)



Centre for Labour, Employment and Work



Just published

## ***Labour and Industry:*** **'Retro' Special Issue:**

The transformation of work and employment relations: *Labour and Industry* three decades on

Volume 28, Issue 1



### **Editorial**

Arrowsmith, J. The transformation of work and employment relations: Labour and Industry three decades on.

### **Articles**

Lansbury, R. The changing world of work and employment relations: A multi-level institutional perspective of the future.

Boxall, P. The development of strategic HRM: Reflections on a 30-year journey.

Bray, M. and Rasmussen, E. Developments in comparative employment relations in Australia and New Zealand: Reflections on 'Accord and Discord'.

Campbell, I. and Burgess, J. Patchy progress? Two decades of research on precariousness and precarious work in Australia.

Tattersall, A. How do we build power in coalition? Rethinking union-community coalition types 12 years on.

### **Book review essay**

Barry, M. Transforming workplace relations in New Zealand: A retrospective' (G. Anderson et al. (eds), *Transforming Workplace Relations in New Zealand 1976-2016*; Wellington, NZ: Victoria University Press, 2017).

*Labour and Industry's* editorial team comprises MPOWER and Centre for Labour, Employment and Work members. Visit the Journal at: <https://www.tandfonline.com/toc/rlab20/current>

## *MPOWER - Upcoming Events/Activities*

- ◆ MPOWER and Labour and Industry at the 2018 Labour, Employment and Work Conference in Wellington, November
- ◆ MPOWER-CLEW-Women at Work stream, “Working Women’s Progression and Experiences in Context”, at the International Gender, Work and Organization conference, Sydney, 13-16 June
- ◆ 2018 MPOWER Researcher Support Awards, deadline for applications: 17 August and award presentation in late August
- ◆ MPOWER HRM and ER early career researcher workshop, Massey’s Albany campus, late June/early July
- ◆ MPOWER seminar/lecture by visiting professor, Prof. Paul K. Edwards (University of Birmingham), 19 April, time and room tba (please watch our for MPOWER notices on this)

## *Recent Events (January-March 2018)*

- ◆ MPOWER/CLEW will be represented at the 2018 AIRAANZ Conference as via *Labour and Industry Journal* editor team representation, and profiling of a new book involving MPOWER members as chapter contributors, University of Adelaide Law School, 7-9 February 2018
- ◆ MPOWER and other researchers’ Marsden-funded study of the Living Wage in New Zealand (starting from early 2018 for three years)
- ◆ MPOWER research project—MCI survey redesign for IMNZ (from December 2017)
- ◆ VUW-MPOWER/Massey-AUT and Australian universities study of gender equity initiatives and implementation in the public services, since September 2017 (ongoing)
- ◆ MPOWER-Critical Management Special Interest Group (Massey) study of management development, since September 2017 (ongoing)
- ◆ Study of automation and employment led by Prof. Ted Zorn, since March 2017 (ongoing)
- ◆ Survey and interview study of high performance work, led by Prof. Jim Arrowsmith, since November 2016 (ongoing)

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

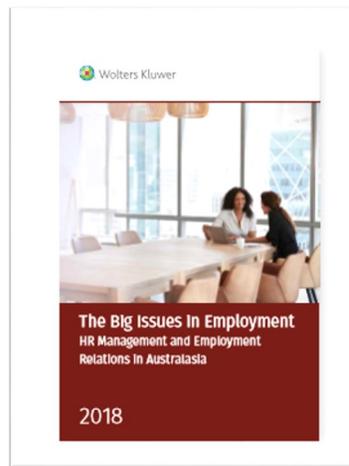
## MPOWER members (surnames in bold): selected outputs

- **Asquith, A.**, Brunton, M., & Robinson, D. (2015). Political Influence on Public–Private Partnerships in the Public Health Sector in New Zealand. *International Journal of Public Administration*. 38(3), 179-188.
- Bulmer, S., **Elms, J.** and Moore, S. (2018). Exploring the adoption of self-service checkouts and the associated social obligations of shopping practices. *Journal of Retailing and Consumer Services*. 42(May), 107-116.
- **Carr, S.** and Meyer, I. (2018). International psychology and partnership. *International Perspectives in Psychology: Research, Practice, Consultation*. 7(1), 1-3.
- **Carr, S., Parker, J., Arrowsmith, J., Haar, J., Yao, C.** and **Jones, H.** (2017). Living Wages, Employment Relations, HRM and Poverty Eradication. In J. Parker (Ed.) *The Big Issues in Employment: HRM and Employment Relations in Australasia*. Auckland, New Zealand: CCH (a Wolters Kluwer Company).
- **D'Souza, N., Forsyth, D., Tappin, D.** and **Catley, B.** (2018). Conceptualizing workplace cyberbullying: Toward a definition for research and practice in nursing. *Journal of Nursing Management*.
- Gloss, A., **Carr, S.**, Reichman, W., Abdul-Nasiru, I. and Trevor Oestereich, W. (2017). From Handmaidens to POSH Humanitarians: The Case for Making Human Capabilities the Business of I-O Psychology. *Industrial and Organizational Psychology*. 10(3), 329-369.
- **Junaid, F., Haar, J. and Parker, J.** (2017). The Role of Organizational Support towards Security in Terrorism affected Pakistan: A Qualitative and Quantitative Exploration. , 30th Annual Australian & New Zealand Academy of Management Conference (conference paper).
- Lewis, D., **Bentley, T.** and Teo, S. (2017). Editorial. *Public Money and Management*. 37(5), 309-312
- Kuroda, Y., **Palmer, F.** and Nakazawa, M. (2017). Comparison of meta-motivational dominance and cultural identity between Japanese National Team and Māori All Blacks rugby players. *Heliyon*. 3.
- Martin, L., Edwards, S. and **Sayers, J.** (2017). A 'novel' discovery: Exploring women's literary fiction for use in management and leadership education. *Academy of Management Learning and Education*.
- **Parker, J.** (gen. ed.) with **Baird, M.** (2018). *The Big Issues in Employment: HRM and Employment Relations in Australasia*. Auckland: CCH (Wolters Kluwer). (This text will be available from May 2018—see the CCH 2018 catalogue: <http://www.wolterskluwer.co.nz/wp-content/uploads/2017/11/CCH-Books-Catalogue-2018-DL.pdf> (page 28)).
- Tretiakov, A., Hunter, I., **Tootell, B., Wilson, S.** and **Toulson, P.** (2018). Reality vs expectations: An exploratory study of New Zealand nurses' perceptions of HR measures. *Journal of Human Resources in Health*.
- Tretiakov, A., **Wilson, S.**, Hunter, I., **Tootell, B.** and **Toulson, P.** (2018). The influence of parochial interest on employee judgements of HR measurement. *International Journal of Human Resource Management*.
- **Weerasinghe, K., Pauleen, D., Scahill, S.** and **Taskin, N.** (2018). Development of a theoretical framework to investigate alignment of big data in healthcare through a social representation lens. *Australasian Journal of Information Systems*. 22

Entries close 30 May!

# COMPETITION

Score a free copy of the new text, **The Big Issues in Employment: HRM and Employment Relations in Australasia** (ed. J. Parker with M. Baird)!



This book will be hot off the press in May 2018. Its 13 chapters cover an array of cutting-edge topics and themes in the world of HRM and employment relations in Australia and New Zealand, including:

\* big data analysis \* corporate social responsibility \* \* technology and job transformation \* anywhere working \* the Living Wage \* the internationalisation of HRM and ER programmes \* national politics and ER \* ageing workplaces \* employment regulation in Pacific Island Countries \* and more

Most of the chapter contributors are MPOWER members which is great to see.

To go in the draw to win a copy, email us at MPOWER ([mpower@massey.ac.nz](mailto:mpower@massey.ac.nz)) and use the subject line to tell us what the MPOWER acronym stands for. Entries close 30 May 2018 and the winner will be notified by email and announced in the next newsletter.

Good luck!