

## MPOWER: fostering understanding through collaboration



May/June, 2019  
Vol. 6, Issue 2

MPOWER



Over the last quarter, MPOWER strengthened its collaborative activity around 'people and work' research. Inside, we profile three new research relationships, involving the European Foundation for the Improvement of Living and Working Conditions (Eurofound); the Decent Work and Productivity Research Centre at Manchester Metropolitan University; and Positivedirection, an Auckland-based consultancy (see pages 3-4 and 16). Each collaboration aligns with areas in which the Group has engaged or is developing its research repertoire. We'll report on their evolution in future outputs and on social media.

We also take a look at recent MPOWER activities. In March, Dr David Brougham spoke to the HRINZ (now HRNZ) branch members in Taranaki about automation and employment (page 5), a field in which he and other MPOWER members have been working for some time. Two 'breaking' research projects are also profiled - one which will extend an empirical study of gender equity and middle management in public service agencies in NZ and Australia to other nations, and another which will bring NZ into Henley Business School's multi-country study of governance structures and behaviours. The latter is survey based, and we encourage all members and their contacts who serve in governance roles in the sports, higher education, further education and charities sectors in NZ to take part! Links to the sector surveys can be found on page 7.

Applications for the 2019 MPOWER Researcher Support Award are being sought so, if you're eligible, please send in your completed form by 1 July (see pages 8-9 for details). This year, the award will be made at the Massey Business School Academic Excellence Awards evening on 25 July at the University's Albany campus. This event is always jam-packed with professionals, employers, academics, students and others, and gives a fascinating insight into the brightest student minds in business studies at Massey. We hope you are able to attend - for more details on this event, please visit [http://www.massey.ac.nz/massey/learning/colleges/college-business/study/academic-excellence-awards/academic-excellence-awards\\_home.cfm](http://www.massey.ac.nz/massey/learning/colleges/college-business/study/academic-excellence-awards/academic-excellence-awards_home.cfm) or contact Jayne Richardson (ph. +64 09 414800 ext. 43251).

Recent and forthcoming conferences are profiled on pages 10-13. Continuing the technology and work theme, a new book by Kinley Salmon is outlined on page 14, and Dr Natalia D'Souza discusses a recent report that she co-authored on workplace cyber abuse.

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

### How to join MPOWER

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

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### Contact us

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

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

*Our next issue is due out in September 2019.*

## *MPOWER - Upcoming Events/Activities*

- ◆ Centre for Decent Work and Productivity (Manchester Metropolitan University)-MPOWER research collaboration, from June 2019 (page 3)
- ◆ European Foundation for the Improvement of Living and Working Conditions (Eurofound)-MPOWER research collaboration, from June 2019 (page 4)
- ◆ Debbie Gregory (Positive Direction)-MPOWER collaboration, from July 2019 (page 16)
- ◆ MPOWER project work (governance surveys of the sports, higher education, further education and charities sectors in New Zealand) (page 7)
- ◆ Marsden Living Wage project, 2018-2020
- ◆ Cross-national study of gender equity in public service agencies, from June 2019 (page 6)
- ◆ MPOWER at the ILO's 6th Regulating for Decent Work Conference, Geneva, 8-10 July (page 12)
- ◆ MPOWER at the 2019 HRD Summit, Hilton Auckland, 20 August (page 13)

## *Recent Events (March – May 2019)*

- ◆ MPOWER research presentations at the International Labour Process Conference 2019, University of Vienna, Austria
- ◆ MPOWER co-directors in workshops and talks with Manchester Metropolitan University's Decent Work and Productivity Research Centre Director, Prof. Ben Lupton, MMU Business School, Manchester, England
- ◆ MPOWER research presentations/workshop for HRNZ Taranaki delegates, HRNZ Port Taranaki, New Plymouth
- ◆ CLEW/PSA/MPOWER panel seminar by MPOWER/Massey Distinguished Visitor, Prof. Christian Welz, Victoria University of Wellington
- ◆ Distinguished Visitor Professor Christian Welz's (Eurofound) public lectures and TV interview for the *National Business Review*, February-March

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



# MPOWER research news



## Two new major research collaborations for the Group

*MPOWER recently formalised research collaboration with two major overseas research institutions. It now has framework arrangements with the Centre for Decent Work and Productivity at Manchester Metropolitan University, and the European Foundation for the Improvement of Living and Working Conditions.*

### **Decent Work and Productivity Research Centre at MMU**

In mid-April, Jane Parker and Jim Arrowsmith (MPOWER Co-Directors) were visiting professors at MMU. Jane gave a keynote on recent research with Dr Ozan Alakavuklar (MPOWER member) on social movement unionism and union-civil alliances in New Zealand. She and Jim then participated in a workshop arranged by Professor Ben Lupton (Professor of Employment), Director of MMU's newly-launched Decent Work and Productivity Research Centre (<https://www2.mmu.ac.uk/decent-work-and-productivity/>). The workshop involved academics from each of the Centre's four research platforms: i) work and working lives; ii) work capabilities, innovation and productivity; iii) the Sylvia Pankhurst gender and diversity research centre; and iv) work in small enterprise. The DWPRC's advisory board comprises senior representatives from an array of UK public and private sector organisations.

In the workshop, staff and visitors outlined their key areas of research. Overlaps between existing and potential MPOWER and DWPRC research projects, themes and initiatives were identified, forming a basis for planned collaboration. MPOWER are currently finalising an MoU with the Centre and will profile the nature of this evolving research relationship in future outputs and social media.



MMU Business School, Manchester



Professor Ben Lupton

### Decent Work and Productivity Research Centre

[www.mmu.ac.uk/decentwork](http://www.mmu.ac.uk/decentwork)  
[@mmu\\_decentwork](https://twitter.com/mmu_decentwork)



## New research collaborations for the Group (cont'd)

### *Eurofound*

Eurofound is the Dublin-based EU Agency for the improvement of living and working conditions. Its data collection involves quantitative and qualitative research in the areas of working conditions, living conditions, employment, social dialogue and industrial relations (see [https://youtu.be/su\\_Oh5mxag0](https://youtu.be/su_Oh5mxag0)).

Professor Dr Christian Welz, a senior research manager from the Eurofound, was a Distinguished Visitor to Massey University in February-March 2019 (see newsletter volume 6, issue 1). His visit enabled researchers from Massey's Schools of Management, Psychology and others to engage in a series of workshops, meetings, seminars and social activities and to scope areas for future research collaboration by the Eurofound and MPOWER. These include the compilation by MPOWER researchers of a profile of working life in New Zealand for the Eurofound (for other country profiles, please visit: <https://www.eurofound.europa.eu/country>) and the employment of Eurofound materials in relevant employment relations and HRM courses at Massey. MPOWER is now firming up an MoU with the Eurofound around research collaboration.

Following his time at Massey, Professor Welz engaged with other institutions in New Zealand, including MBIE, the Public Services Association, Victoria University of Wellington, and the NZ Council of Trade Unions.

Two key resources relating to his visit include:

- Public lecture on 'Brexit, Voice and Loyalty: European Social Dialogue in turbulent times!  
<https://lnkd.in/g/PWYFG3>
- NBR TV interview: 'Brexit: The End of the Beginning'  
<https://vimeo.com/326449808/b15c297c4>



**Eurofound, Dublin**



**Professor Christian Welz**

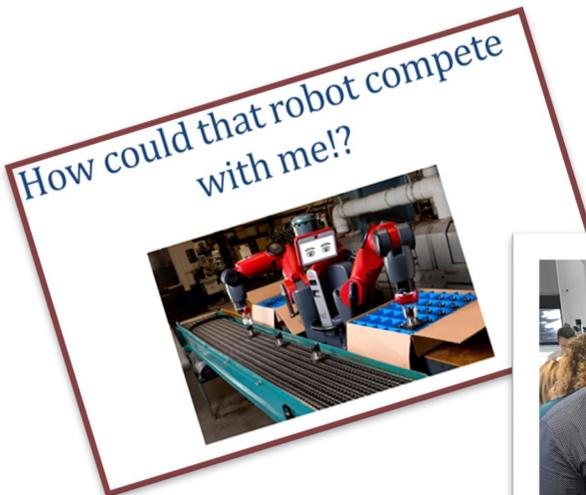
# MPOWER in Taranaki

*On 26 March 2019, MPOWER visited New Plymouth to present some cutting-edge research on automation and employment, and to outline the role and activities of the Group to the Human Resource Institute of New Zealand (HRINZ, now HRNZ) Taranaki branch members.*



Dr David Brougham (Senior Lecturer in the School of Management at Massey, and MPOWER member) spoke on the past, present and future of automation and its relationship to employment in New Zealand and beyond In the Port Taranaki Centre. He also focused on digital technology and the impact on our organisations and HR professionals.

His talk was very well received, with the audience posing questions and making observations for half hour or so! David's talk was preceding by a short overview about MPOWER by Professor Jane Parker (MPOWER Co-director).



L to R: Dr David Brougham and Prof. Jane Parker with attendees

## Resources

Powerpoints for both presentations can be viewed on MPOWER's LinkedIn Group site at: <https://www.linkedin.com/groups/5079191/>

*MPOWER thanks Catherine Lo-Giacco and Lisa Oakley (HRNZ) for their help in organising and hosting this event.*

## *Studies on gender equity in the public services*

In 2018, cross-institutional research teams including MPOWER members in New Zealand and Australia undertook an empirical study of the role of middle managers in relation to gender equity (initiatives) in public service agencies. For the reports, see:

- Australia: <https://www.unsw.adfa.edu.au/school-of-business/sites/bus/files/uploads/172084%20Gender%20Equality%20Publication-171122.pdf>
- New Zealand: <http://www.massey.ac.nz/massey/fms/Colleges/College%20of%20Business/mpower/forthcoming%20events/The%20Role%20of%20Middle%20Managers%20in%20Progressing%20Gender%20Equity%20Report.pdf?E385F11FAEC11726B60E15F32DD4B596>

Lead researcher for the Australian study, Dr Sue Williamson (University of NSW, Canberra and MPOWER member) noted that their report has been cited in the latest State of the Service report by the Australian Public Service (APS). The New Zealand report was welcomed by the Ministry for Women who noted that it contributes to understanding the drivers of gender pay gaps within organisations. As lead researcher for the NZ study, Dr Noelle Donnelly, comments, “As we know, line management are critical to the progression of gender equity practices in workplaces. This study highlights key opportunities and challenges to their facilitation of change.”

The researchers aim to extend the country coverage of the project to enable additional cross-national analyses. MPOWER members based in a country other than Australia and NZ are very welcome to contact the research teams to discuss prospective involvement.



### **Research teams:**

**Australia:** Dr Sue Williamson (lead), Prof. Deborah Blackman, Prof. Michael O-Donnell and Dr Meraiah Foley, all UNSW, Canberra; Dr Linda Colley, Central Queensland University; Profs Marian Baird and Rae Cooper, both University of Sydney.

**New Zealand:** Dr Noelle Donnelly (lead), Victoria University of Wellington, email: [noelle.donnelly@vuw.ac.nz](mailto:noelle.donnelly@vuw.ac.nz), Prof. Jane Parker, Massey University; Dr Julie Douglas and Assoc.-Prof. Katherine Ravenswood, both Auckland University of Technology; and Ruth Weatherall, University of Technology Sydney.

**Survey just released!**

## Governance study



*Following a visit to Massey by Professors Nada and Andrew Kadabase in 2018, MPOWER has teamed up with Henley Business School (University of Reading) to join its cross-national study of organisational governance.*

The *New Zealand Herald* newspaper recently ran a series of features on corporate governance, speaking with expert informants to flag up some of the key trends, issues and challenges for NZ boardrooms.

This series provides a timely backdrop for the New Zealand study of governance. Professor Jane Parker and Dr Nazim Taskin have collaborated with Professors Andrew and Nada Kakabadse (Henley Business School) on the development of four sector-level questionnaires on governance in NZ. The sectors are: i) charities; ii) further education; iii) higher education; and iv) sports.

The surveys are disseminated via MPOWER, Governance NZ, NZ Institute or Directors and other networks. They investigate the role of various governance committee members in the four sectors, exploring the nature of their roles and their impact on the governance bodies' performance. NZ results will be compared with those from the Kakabadses' cross-national governance studies.

Each survey takes about 20 minutes to complete and all responses will be treated in confidence. The survey links will close in late July. If you or your colleagues in NZ are involved in governance and would like to take part in the study, please click on the relevant survey sector link below (and feel free to forward them to colleagues):

### Survey links:

#### Charities Survey—role of the trustees:

[http://masseybusiness.asia.qualtrics.com/jfe/form/SV\\_6y7oS8tK4nrsBpP](http://masseybusiness.asia.qualtrics.com/jfe/form/SV_6y7oS8tK4nrsBpP)

#### Further Education Survey—role of the external governors:

[http://masseybusiness.asia.qualtrics.com/jfe/form/SV\\_9SmVCW1uVDWTqp7](http://masseybusiness.asia.qualtrics.com/jfe/form/SV_9SmVCW1uVDWTqp7)

#### Higher Education Survey—role of the lay members:

[http://masseybusiness.asia.qualtrics.com/jfe/form/SV\\_24Bh55rP7A60Zff](http://masseybusiness.asia.qualtrics.com/jfe/form/SV_24Bh55rP7A60Zff)

#### Sports Governing Bodies—role of the non-executive directors:

[http://masseybusiness.asia.qualtrics.com/jfe/form/SV\\_em8GK2SCo6rucU5](http://masseybusiness.asia.qualtrics.com/jfe/form/SV_em8GK2SCo6rucU5)

**MPOWER**



# 2019 MPOWER Researcher Support Award



*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) - research and expertise page).

## MPOWER researcher support awards

Building on its inaugural awards in 2014, MPOWER is offering a post-graduate/emerging researcher funding support of \$250 and a certificate of achievement for proposed 'people and work' research in 2019.

## 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 support 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 the Massey Business School Academic Excellence Award evening on 25 July where you'll have an opportunity to network with MBS and MPOWER members.



## Previous winners

Last year's winners of the MPOWER Researcher Support Awards were:

- ◆ **Erin Burrell** (Masters candidate) on discrimination or diversity: a Balanced Score Card review of perceptions on gender quotas; and
- ◆ **Dr Kate Bone** (early career researcher) on coworking and well-being in New Zealand.

Over the last four years, there have also been many 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 or conducting a research project in the field of 'people and work' (see the MPOWER website for a list of MPOWER's main research themes);
- ◆ Be (co-)leading or planning to (co-)lead a 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 the Massey Business School Academic Excellence Award evening on 25 July 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 are available from the MPOWER website (visit its 'Research and Expertise' page).
2. Submit your completed application form via email to: [MPOWER@massey.ac.nz](mailto:MPOWER@massey.ac.nz)

*If you have any queries about your eligibility or the application process, please email [MPOWER@massey.ac.nz](mailto:MPOWER@massey.ac.nz).*

## 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 1 July.

*Good luck!*



Recent



## International Labour Process Conference

24-26 April 2018  
Vienna, Austria

The 37th International Labour Process Conference (ILPC) was recently held at the University of Vienna. It brought together researchers from a range of countries with the aim of enhancing understanding of contemporary developments relating to work and employment. The main conference theme for 2019 was 'fragmentations and solidarities in contemporary work and employment relations' and there were keynotes, symposia, c. 250 parallel paper sessions and special stream sessions, plus a pre-Conference workshop and dinner.

The keynote speakers were Professor Virginia Doellgast (ILR School, Cornell University) and Professor Florence Palpacuer (Université de Montpellier - pictured below left). MPOWER members also presented their work on coworking and social movement unionism, helping New Zealand research to feature at the conference. Links to conference abstracts and powerpoint resources can be found on MPOWER's LinkedIn Group site.

MPOWER attendee, Dr Kate Bone (School of Management, Massey), comments:

*ILPC provided an international environment to meet colleagues working on projects associated with the dynamic world of work. I particularly enjoyed some presentations using visual data which highlighted employee activism through the photographic lens. Other presentations dealt with some niche topics - employee blogging, craft-workers, etc. An array of interesting research projects were presented and attending international conferences is particularly valuable in terms of being embedded within the field of research. It was also great that Bristol University Press publishers attended the conference and opportunities for publishing have presented as an outcome of my attendance.*



First keynote by Prof. Florence Palpacuer



Dr Kate Bone, presenting on coworking in NZ

Forthcoming

# AIRAANZ 2020

Association of Industrial Relations Academics of  
Australia and New Zealand

The Association of Industrial Relations Academics in Australia and New Zealand (AIRAANZ) Conference 2020 will be held at Rydges from 11-14 February in Queenstown, New Zealand.

The main theme of the conference is 'Doing things differently? IR practice and research beyond 2020.' Dr Julie Douglas (AIRAANZ President, Conference Organising Committee member and MPOWER member), comments:

*The 2020 AIRAANZ promises to be as dramatic as the surrounding Southern Alps. The theme prompts academics and researchers to look to the uncertainty of the future and contemplate our practice. The main theme "Doing things differently?" allows an exploration of all manner of employment related topics. As always, AIRANNZ invites broad participation from academics across relevant disciplines.*

*AIRAANZ offers a supportive environment for all researchers to present and discuss topics and ideas. Early career researchers and post graduate students are encouraged to attend.*

The call for conference abstracts and paper will open soon. The organising committee welcomes any papers that explore work, industrial relations and human resource management, and papers can take a local, national or global perspective. Please visit the AIRAANZ website for more details: <http://www.airaanz.org/news/airaanz-2020-conference-details-announced>



**Forthcoming**

# International Labour Organisation

## 6th Regulating for Decent Work (RDW) Conference



International  
Labour  
Organization



**RDW**  
Regulating for Decent Work

**8-10 July 2019**

**Geneva**

### Work and well-being in the 21st century

The previous RDW conference in 2017 explored some of the key dimensions which have impacted the world of work. In this centenary year of the International Labour Organization (ILO), the 2019 RDW conference will continue to focus on the future of work, to advance our understanding of what innovative institutions and transformative policies could help in ensuring a more equitable and just society. Papers will propose new ideas and policies that could help the global community in shaping a better future of work with a focus on: (i) transitions and transformations in the world of work; (ii) rethinking capitalism; (iii) well-being in the world of work; and (iv) building and renewing institutions: a social contract for the 21st century. This conference will contribute to the global debates during the ILO's 100th anniversary in 2019.

The 6th RDW Conference is held in the International Labour Office, Geneva, from 8–10 July 2019. The Conference is co-hosted by the University of Amsterdam's Institute for Labour Studies / Hugo Sinzheimer Instituut (AIAS-HSI), the University of Melbourne's Centre for Employment and Labour Relations Law (CELRL), Jawaharlal Nehru University's Centre for Informal Sector and Labour Studies (CISLS), the University of Durham's Law School (DLS), the University of Duisburg-Essen's Institut Arbeit und Qualifikation (IAQ), the Institute for Applied Economic Research (IPEA), the Korea Labour Institute (KLI), and the University of Manchester's Work and Equalities Institute (WEI).

The Conference has four tracks:

- ◆ Track I. Transitions and transformations in the world of work
- ◆ Track II. Rethinking capitalism
- ◆ Track III. Well-being in the world of work
- ◆ Track IV. Building and renewing institutions: A social contract for the 21st century

For more information, please visit: <https://www.ilo.org/global/research/events-courses/rdw/6/lang--en/index.htm>

MPOWER researchers will be presenting at this conference on topics including the living wage, (gender) pay equity and equal value, multiple job holding, and aged care.

2019 **HRD**  
**National HR Summit**  
NEW ZEALAND

Forthcoming

The National HR Summit is one of the largest gatherings of senior HR professionals in NZ to discuss the most crucial and complex people management issues facing the sector. The 2019 programme will feature informative presentations and thought-provoking panel discussions led by top HR leaders

**Tuesday, 20 August 2019, Hilton Auckland**

- 8:15am** Registration opens
- 8:50am** Opening remarks from the Chairperson - Professor Jane Parker
- 8:55am** Introduction from the Event Partner - Kenny Addison, ELMO
- 9:00am** **KEYNOTE SESSION – How to be a successful leader** - Karen Walker CNZM, Entrepreneur & Fashion Designer
- 9:40am** **Preventing bullying and harassment in the workplace** - Karen Didovich, Group HR Manager, Counties Manukau Health
- 10:20am** Morning tea
- 10:50am** **PANEL: Improving performance management programs**  
*Toby Cooper, Head of People Experience, Kiwibank*  
*Estelle Curd, Group CRM, HR and Health & Safety Manager, Armstrong Motor Group*  
*Fiona Masson, Group Human Resources Manager, Lifewise NZ*
- 11:40am** Event Partner Session - Kenny Addison, ELMO
- 12:10pm** Networking lunch
- 1:10pm** Case study: Leading cultural transformation using data - Ebony Firth, HR Lead, NZ, Microsoft
- 1:50pm** **PANEL: How to win the war for talent**  
Andrew Dennan, Group Talent Acquisition Manager, Synlait Milk  
Shehzad Lalwani, GM, HR—Global Consumer & Food Services, Fonterra  
Shirvani Mudaly, Chief People Officer, Vend  
Claire McManus, Regional HR Director, APAC, Edelman  
Lenore Stevenson—Comer, People Capability Manager, Connetics
- 2:40pm** Afternoon refreshment and networking break
- 3.10** **Employment law: Mitigating risks surrounding the Holidays Act 2003** - Charlotte Parkhill, Partner, Kensington Swan
- 3:55pm** **PANEL: Meet the trailblazers of data-driven HR**  
*Ryan Ghisi, General Manager, Global People Programs, Xero*  
*Melissa Song, Chief Data and Analytics Officer, FutureWork Studio*  
*Digna Toresen, HR Director, New Zealand, IBM*  
*Katie Williams, Head of HR Centres of Expertise, Vodafone*
- 4:45pm** Closing remarks from the chair and end of conference

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To register: <http://hrsummit.co.nz/register-now/>

New book

## Jobs, robots & us—Why the Future of Work in New Zealand is in Our Hands

by Kinley Salmon



**Print and ebook publication: May 2019, RRP: \$39.99**

Could millions of jobs soon be eliminated by artificial intelligence and robots? From driverless cars to digital assistants, it seems the world of work is on the cusp of a technological revolution that is generating hopes and fears alike. But are the robots really knocking at the door? And what does all this mean for New Zealanders?

In this far-sighted and lucid book, Kinley Salmon explores the future of work in New Zealand. He interrogates common predictions about a jobless future and explores what might happen to workers in New Zealand as automation becomes more widespread. This book also asks big questions about the power we have to shape technological progress and to influence how robots and artificial intelligence are adopted. It sketches out two bold alternative futures for New Zealand – and suggests what it might take, and what we might risk, to pursue each of them. It is time, Salmon argues, to start debating and choosing the future we want for New Zealand.

**KINLEY SALMON**

**JOBS,  
ROBOTS  
& US**

WHY THE FUTURE  
OF WORK IN  
NEW ZEALAND  
IS IN OUR HANDS

*Kinley Salmon was born and grew up in Nelson. He now works as an economist at the World Bank Group. He previously worked as a consultant at McKinsey and Company and has written for The Economist. Kinley holds a Master's in Public Administration in International Development from the Kennedy School of Government at Harvard University and a Graduate Diploma in Economics and a BA in Social and Political Sciences from the University of Cambridge. And welcome to Kinley as one of MPOWER's newest members!*

*For more information and to order or to read endorsements of this book, please view:*

<https://www.bwb.co.nz/books/jobs-robots-us>

New report



## Workplace cyber abuse

**Workplace cyber abuse is a growing challenge for many workplaces but most still struggle to deal with it effectively, say researchers from Massey University's Healthy Work Group.**

Funded by a NetSafe Online Safety Partnership Grant, Dr Natalia D'Souza (lecturer in the School of Management at Massey and MPOWER member), Dr Kate Blackwood and Dr Darryl Forsyth analysed data from 205 victims to better understand the barriers to reporting and resolving cases of workplace cyber abuse.

The researchers found that there are some specific features of cyber abuse, which includes cyberbullying, cyber sexual harassment, cyber discrimination and cyber stalking, that make it difficult to deal with. Dr D'Souza comments:

*Cyber abuse has some additional impacts when compared to face-to-face bullying and abuse ...We found that 66% of the cases our research participants discussed occurred in a public forum, including on social media, and one-third of incidents were perpetrated anonymously..*

She adds that this is an area where processes and procedures have lagged behind technological and social developments, and that we need more research on what can be done when a perpetrator cannot be identified because organisations tend to deal with workplace bullying through mediation. The study also showed that nearly half of participants experienced multiple forms of cyber abuse and nearly 85% of targets experienced repeated cyber abuse.

Dr D'Souza says the most worrying finding was that more than three-quarters of those surveyed said they did not report the cyber abuse to their organisation. Of those who did, more than one-fifth found there was no organisational response. "We know that a lot of organisations actually don't have any policies around these issues, and when they do intervene, it's often with mediation or counselling, which does not always address the underlying issues."

Survey respondents said being able to block the abuse was the most useful response, while organisational policies and interventions were ranked as the least useful. Furthermore, says Dr D'Souza,

*the precarious nature of certain work – in particular those who were self-employed or subcontractors – presented another barrier to reporting. Due to the blurred lines of responsibility around employment and social protections, many subcontractor workers (and other non-standard workers) may feel they are unable to report their cyber abuse to anyone.*

### Download the report

For more information, please email Dr D'Souza at:  
[n.d'souza@massey.ac.nz](mailto:n.d'souza@massey.ac.nz)



Dr Natalia D'Souza



Introducing...

## Debbie Gregory

Director, Positivedirection

e: [Debbie@positivedirection.co.nz](mailto:Debbie@positivedirection.co.nz)  
t: 021 039 0266



***MPOWER members with access to our LinkedIn Group site\* may have read about our new collaboration with Debbie Gregory, a corporate trainer and coach at Positive Direction in Auckland.***

Debbie has 20+ years' professional HR experience in learning and development, organisational development and talent management. During her time at The Warehouse Group (TWG), Debbie collaborated with MPOWER on an extensive study of staff diversity and inclusion in that organisation. As a talent coach at TWG, Debbie was also a member of Massey's Centre for Advance Retail Studies' (CARS) Advisory Board member.

From July 2019, Debbie will guest lecture to under- and post-graduate students taking some of the HR and employment relations courses at Massey. Given her knowledge, deep understanding of industry-academic relations, and enthusiasm for developing people at work, our students are in for treat!

Debbie's teaching activity in Massey's School of Management will build on her existing role as a coach on the University's Master of Advanced Leadership Practice (MALP), a practitioner-based postgraduate experiential programme designed for a changing, modern world ([www.massey.ac.nz/MALP](http://www.massey.ac.nz/MALP)).

(Nb: since profiling Debbie's links to MPOWER and Massey, a number of graduate students have mentioned that she acted as their external supervisor/coach on the job. As one comments, "she's an awesome person to work with!")

For more information about Debbie's company, Positivedirection, please visit <https://www.positivedirection.co.nz/>. Her blog site can be found at <https://lnkd.in/gCg3f54>.

*\* If you'd like to join MPOWER's LinkedIn Group site, please see page 18 for the website link.*

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

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## Who we've been working with lately ...



European Foundation for  
the Improvement of  
Living and Working  
Conditions



institute of  
**MANAGERS  
AND LEADERS**  
australia | new zealand



Positivedirection

## MPOWER: Quick Facts and Contacts

Our membership now sits at 930. Of these, MPOWER LinkedIn Group members number c. 380. About half of the total membership are external or industry contacts.

For more information about the group, contact us -

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