



8th PERA ANNUAL CONFERENCE

19 – 22 November 2008
University of Ballarat, Ballarat

Program

WEDNESDAY 19 NOVEMBER 2008 pre conference

1:30pm – 4:00pm	<p>Meeting of PERA Executive/Conference Committee <i>University of Ballarat, SMB Campus, Brewery Building, Room TO-43</i></p>
4:00pm – 5:00pm	<p>Registration <i>University of Ballarat, SMB Campus, Foyer Brewery Building</i></p>
4:00pm – 6:00pm	<p>Conference opening <i>University of Ballarat, SMB Campus, Brewery Building, Room TO-43</i></p> <p>Dennis Mortimer, President, Pacific Employment Relations Association School of Management University of Western Sydney</p> <p><i>Cocktail Reception</i></p>

THURSDAY 20 NOVEMBER 2008 Conference Day 1

9:00am – 10:00am	<p>Registration <i>University of Ballarat, SMB Campus, Foyer Brewery Building</i></p>	
9:30am – 10:30am	<p>Conference Opening and Keynote Speaker Human Resource Development in Australia: What the research says <i>SMB Campus, Brewery Building, Room TO-43</i> <i>Chair: Christine O'Connor</i></p> <p>Professor Andy Smith Head of School, School of Business University of Ballarat</p>	
10.30 am	<p>Morning tea</p>	
11:00am – 12:30pm	<p>Paper Session 1 – Industrial Relations <i>Brewery Building, Room TO-43</i> <i>Chair: Darryl Saunders</i></p> <p>John Burgess, John Lewer, Pauline Stanton, and Jennifer Whittard - Foreign-owned Multinational Corporations and Australian Industrial Relations: A Case Study of Boeing</p> <p>Patrick O'Leary – Strategic Choices, Resource Dependence and Multi-plant Capacity: Employers and Enterprise Bargaining in the Australian Meat Processing Industry, 1991-1996</p> <p>Brian O'Neill and Marjorie O'Neill - Why do Some Retailers Provide Paid Maternity Leave Whilst others Do Not?</p>	<p>Paper Session 2 – Work conditions <i>Brewery Building, Room TO-21</i> <i>Chair: Ian Caddy</i></p> <p>Robyn Johns and Marjorie O'Neill - Access to paid maternity leave is not the only answer</p> <p>Ron Kelly - Work Role Change— The Case of Secondary School Careers Advisers in New South Wales, Department of Education and Training Schools</p> <p>Keri Spooner and Ali Haidar So What is Meant by 'Merit'?</p>

12:30pm – 1:30pm	Conference Registration and Lunch <i>Brewery Building Foyer</i>	
1.30pm – 3.30pm	<p>Paper Session 3 – Management <i>Brewery Building, Room TO-43</i> <i>Chair: Keri Spooner</i></p> <p>Peter McGraw - Corporate Social Responsibility Reporting in Australia’s Largest Companies</p> <p>Paul Nesbit and Suzan Burton Self-Leadership and Performance in a Sales Environment</p> <p>Sandra Maharee-Lawler, John Rodwell and Andrew Noblet A Step toward a Common Measure of Organizational Fairness</p>	<p>Paper Session 4 - HRM <i>Brewery Building, Room TO-21</i> <i>Chair: Ron Kelly</i></p> <p>Susan Blaich, John Rodwell and Andrew Noblet The Dimensionality of Self-Rated Employee Performance: An Integrated View</p> <p>Ian Caddy - Variable remuneration and performance measurement: A study of two Australian Stock Exchange (ASX) listed financial services corporations</p> <p>John Day – Best practice remuneration: long term incentives</p>
3.00 pm	Afternoon tea	
3.30pm – 4.30pm	<p>Paper Session 5 – Organisations <i>Brewery Building, Room TO-43</i> <i>Chair: Christine O’Connor</i></p> <p>Michelle Brown, Christina Cregan, Carol Kulik and Isabel Metz Does Organisational Change Cynicism Matter?</p> <p>Katrina Lawson, Andrew Noblet and John Rodwell Promoting Health at Work: The Relevance of Organizational Justice</p>	<p>Paper Session 6 - HRM <i>Brewery Building, Room TO-21</i> <i>Chair: Dennis Mortimer</i></p> <p>Ian Caddy - Models of Director and Senior Executive Remuneration: A Comparative Analysis for five Australian Stock Exchange (ASX) listed financial services corporations</p> <p>Roslyn Larkin and John Burgess - Staff Retention in the Luxury Hotel Sector in Australia: Essential, but not Necessary!</p>

	Kazue Okamoto and Stephen Teo Informal Management Controls in Japanese Companies in Australia	Christine Lee International human resource challenges in medical tourism in an international environment
7.30 pm	Conference Dinner Lekker Café, 11 Doveton St North; Ballarat	

FRIDAY 21 NOVEMBER 2008 Conference Day 2

9.30am – 10:30am	<p>Paper Session 7 – Teaching (1) <i>Brewery Building, Room TO-43</i> Chair: Christine O'Connor</p> <p>Patrick Dawson – Choice and context in studying change, creativity and innovation at work: call off the search for excellence, question combinational perspectives, and loosen the straightjacket of polarised views.</p> <p>Jennifer Ashiedu and Brenda Scott-Ladd - Strategic Human Resource Management in Western Australian Schools: Myth or Reality?</p>	<p>Paper Session 8 - Industrial Relations <i>Brewery Building, Room TO-21</i> Chair: Ron Kelly</p> <p>John Lewer, Christiaan McComb, Pauline Stanton and John Burgess – The Case of Boeing: Multinational Corporations and Industrial Relations in Australia</p> <p>Dennis Mortimer - The Impact of Deregulation on Employment Relations in the Australian Retail Industry</p>
10.30 am	Morning tea	
11:00am – 12:30pm	<p>Paper Session 9 – Tertiary (2) <i>Brewery Building, Room TO-43</i> Chair: Patrick O'Leary</p> <p>Stella Ng – Working Lives and Identities of Midlevel Faculty-based</p>	<p>Paper Session 10 - Organisations <i>Brewery Building, Room TO-21</i> Chair: Dennis Mortimer</p> <p>Apollo Nsubuga-Kyobe and Sundram Sivamalai Capacity Building in the African-Australians in Goulburn</p>

	<p>Administrative Staff (MFAS): A Literature Review</p> <p>Christine Lee – Triage in tertiary education</p> <p>Dennis Jepsen and John J Rodwell Predicting In-role and Extra-role Performance by Gender</p>	<p>Valley: A Case Study on ‘Co-Learning & Development Enhancement’ of ‘Emerging Communities’ in Regional Australia: Lessons for Growth through Knowledge Management.</p> <p>Darryl Saunders - Webs of Association: a viable business structure for institutions?</p>
12.30 pm	<p>Lunch Prospects Restaurant, SMB Campus, University of Ballarat</p>	
1.30 pm – 2:00pm	<p>Scholarship presentation <i>Elizabeth Whiting PERA Conference Scholarships for Postgraduate Research and honours students</i> <i>Brewery Building, Room TO-43</i> <i>Chair: Dennis Mortimer</i></p> <p>Lili Pi Firm performance, power, and forced CEO turnover: an empirical study from China</p>	
2:00 pm – 3:00pm	<p>Teaching Panel "The Issue of student engagement in the learning process" <i>Brewery Building, Room TO-43</i> <i>Chair: Marjorie Jerrard, Monash University</i></p> <p>Presenters: Professor Stephen Teo, University of Western Sydney Gordon Stewart, Central Queensland University;</p>	
3.00 pm	<p>Afternoon tea</p>	
3.30pm – 4.15pm	<p>Paper Session 11 – <i>Union</i> <i>Brewery Building, Room TO-43</i></p>	

	<p><i>Chair: Gordon Stewart</i></p> <p>Michael Lyons Unions, Management, Commitment and Regulation in the Australian Children's Services Industry</p> <p>Joanna Crossman and Christine O'Connor - Computer mediated communication as a means of developing intercultural expertise.</p>
4:15pm – 5:30pm	<p>PERA AGM <i>SMB Campus, Brewery Building, Room TO-43</i></p>

Saturday 22 NOVEMBER 2008 Conference Day 3

9:00am	Bus Depart from SMB Campus, Lydiard St, for Warrenmang Winery
10.30am	Morning tea
11:00pm – 12:00am	<p>Keynote Speaker <i>Conference Room</i> <i>Chair: Helen DeCiri</i></p> <p>Associate Professor Donna Buttigieg, Department of Management , Monash University</p> <p>Union Mobilization: A Consideration of Factors Affecting Willingness of Union Members to Take Industrial Action</p>

12.00pm	<p>Lunch Warrenmang Dining Room</p>
1:15 pm – 2:30pm	<p>Editors Panel <i>Conference Room</i> <i>Chair: Marjorie Jerrard, Monash University</i></p> <p>Panel: Professor Helen De Cieri, Monash University Professor Greg Bamber, Monash University Associate Professor Peter Gahan, Monash University Professor Andy Gillespie, Newcastle University, Newcastle upon Tyne</p>
2:30 pm – 3:15pm	<p>Paper Session 12 - <i>Industrial Relations</i> <i>Conference Room</i> <i>Chair: Dennis Mortimer</i></p> <p>Gordon Stewart and Sandy Horneman-Wren 2008: Another ‘watershed’ year in the industrial relations history of Australia?</p> <p>Marjorie Jerrard Enterprise bargaining as a cost minimisation strategy: A case study from the Australian Meat Processing Industry</p>
3:15pm	Winery Tour
4.00 pm	Bus Departs for Ballarat