



OPENING NEWS

In this issue:

- NZWALMI hosts Symposium on Productivity & Employment Relations in Auckland
- Strong NZWALMI representation at IIRA Conference, Sydney
- Competition Law and Policy Institute of New Zealand Twentieth Annual Workshop, Auckland
- Staff Profile: Kartick Gupta

'Productivity & Employment Relations in Small Market Economies: Weathering the Economic Crisis', 1st-2nd September, AUT Business School, Auckland.

The Institute hosted a total of 42 speakers and participants from Norway, the Netherlands, the European Foundation for the Improvement of Living and Working Conditions (an EU agency based in Dublin) and the New Zealand Department of Labour, as well as participants from the other New Zealand universities, business and trade unions. The Norwegian participants were from the Norwegian University of Science and Technology (Trondheim), SINTEF (the largest research consultancy firm in the EU), the Norwegian Ministry of Women's Affairs, and the Work Research Institute in Oslo which is a world leader in research relating to employee participation. Professor Jan Kees Looise from the University of Twente also spoke. A number of NZWALMI members contributed as speakers, including Professors Ray Markey, and Judith Pringle and Associate Professor Felicity Lamm. A number of collaborative projects are being developed as result of the symposium.

Competition Law and Policy Institute of New Zealand (CLPINZ) Twentieth Annual Workshop, 7th -8th August, Auckland

Professors Louise Longdin and Ian Eagles (Director and Member of the Advisory Board respectively) of the Competition Law and Policy Institute of New Zealand (CLPINZ) organised the Institute's landmark Twentieth Annual Workshop (run on Chatham House rules) at Simpson Grierson in Auckland. The keynote speaker was Professor Damien Geradin, Professor of Law & Economics at the University of Tilburg in The Netherlands and the Director of the Global Competition Law Centre in Bruges.

Other overseas contributors were the Hon. Justice John Middleton (Federal Court of Australia); Dr Phillip Williams (Frontier Economics, Melbourne); David Shavin QC (Victorian Bar) and Professor David Round, University of South Australia. The local speakers, commentators and panellists in the six sessions were Kieran Murray (LECG); Justice Forrest Miller (High Court); Catherine Marks (Russell McVeagh); Associate-Professor Yvonne van Roy (Victoria University of Wellington); Jack Hodder (Chapman Tripp, Wellington); Anne Callinan (Simpson Grierson, Auckland); Peter Taylor (Commerce Commission); Andrew Peterson (Russell McVeagh, Auckland) and James Mellsop (NERA). All presented insightful papers and commentaries on a wide range of topical subjects namely: The Role of Dynamic Efficiency in Competition law; Getting the Most Out of "Hot Tubs" for Expert Witnesses; Changes to the Australian Competition statute and The Merits Review of the Commerce Commission's Regulatory Functions.



BUSINESS ECONOMICS DISCIPLINE**Publications and Conference Acceptances**

Dr Stefan Kesting co-authored a paper with **Dr Candice Harris** titled 'Providing a Theoretical Foundation for Work-Life Balance – Sen's Capability Approach' that has been accepted for publication in the *New Zealand Journal of Employment Relations*.

Dr Stefan Kesting has had a paper accepted at the Massey University Sustainability Conference (12 – 13 November 2009, Albany Campus, Auckland). His paper is titled 'Political Aspects of Innovation in the New Zealand Dairy Industry'.

CENTRE FOR INTERDISCIPLINARY STUDIES**Publications and Conference Acceptances**

Gareth Allison has had his paper 'Pursuing Status through Ethical Consumption?' accepted for presentation at the Australia and New Zealand Marketing Academy (ANZMAC) Conference 2009 in Melbourne in December.

Ann Kerwin (2009). 'Research as "powerful and treacherous love": Socrates' teacher's korero'. Paper presented at the AUT School of Education Te Kura Mātauranga Research Conference, Conversations about Research, 7 September 2009.

Ann Kerwin (2009). 'Breath of Fresh Air: the Cosmic Swerve'. *HERDSA (Higher Education Research and Development Society of Australasia) News*, September Issue.

MANAGEMENT DISCIPLINE

Roy Smollan has been awarded a PhD in Management (subject to graduation) at Massey University for a thesis entitled: 'The Emotional Rollercoaster of Organisational Change: Affective Responses to Organisational Change, their cognitive antecedents and Behavioural Consequences'.

Publications and Conference Acceptances

Syed, J. & Pio, E. 'Veiled Diversity? Workplace Experiences of Muslim Women in Australia' accepted for publication in the *Asia Pacific Journal of Management*.

Pringle, J.K. (2009). 'Positioning Workplace Diversity: Critical Aspects for Theory'. In M. Ozbilgin (Ed.) *Equality, Diversity and Inclusion at Work* (pp. 75-87). Cheltenham: Edward Elgar Publications Ltd.



MARKETING DISCIPLINE

Associate Professor Andrew Parsons has been donated funds from Bendon Industries, Pumpkin Patch Ltd. and Farmers Trading Co. Ltd. The money is to be used to facilitate research in the retail discipline.

Publications and Conference Acceptances

Yallop, A. C. (2009). 'Use of Codes of Ethics by New Zealand Marketing Research Organisations'. Paper accepted for presentation at the Australian & New Zealand Marketing Academy Conference (ANZMAC) to be held in Melbourne, Victoria, Australia, 30 November - 2 December, 2009.

NEW ZEALAND WORK & LABOUR MARKET INSTITUTE

International Labour Organisation

Professor Tayo Fashoyin, Director of the Industrial and Employment Relations Department, International Labour Office, Geneva, has joined the Institute as an external Fellow. Professor Fashoyin is keen to play a direct role in research project design and monitoring, as well as supervision of post graduate students.

Productivity, Participation and Employee Wellness Project

This international comparative project involves a team based in NZWALMI and Aalborg University (Denmark), as well as participants from Norway and Australia, and including one PhD student at AUT. It has extensive funding from the Danish Work Environment Fund, as well as the New Zealand Industrial Relations Foundation, the Human Resource Institute of New Zealand, and AUT. A project team meeting was held in Wollongong during 22-3 August 2009, involving progress report papers based on sectoral case studies from Denmark and New Zealand. A number of comparative papers are planned for the next conference of the Association of Industrial Relations Academics of Australia and New Zealand, in Sydney in February 2010. This will be followed by a team meeting at AUT in February. A total of 22 conference papers and 10 refereed journal articles are planned as outcomes from the project.



Clockwise: Herman Knudsen (Denmark), Katherine Ravenswood, Candice Harris, David Williamson and Gay Simpkin (Auckland)



Clockwise: Jens Lind (Denmark), Ole Busck (Denmark), Bente Ingebrigtsen (Norway), Herman Knudsen (Denmark), Erling Rasmussen and Ray Markey (Auckland)



15th World Congress of the International Industrial Relations Association (IIRA) 24-27 August 2009, Sydney, Australia

Ten members of the Institute joined 900 delegates at the World Congress in Sydney, which was genuinely of a global nature in terms of representation. All Institute attendees were involved in presentation of a total of 10 papers from the Institute, mostly jointly authored. Dr Jane Parker's paper was accepted as one of a small number of panel presentations, and a total of 5 papers from the Institute members were amongst the 170 acceptances for full presentations, out of over 500 submissions. The full list of papers presented by Institute members is below. In addition, Professor Ray Markey chaired the Workers' Participation Study Group at the Congress, attracting over 60 participants to a lively session.

B. Foster, I. Laird, E. Rasmussen, J. Murrrie & T. Cawte
'Employer attitudes toward collective bargaining'.

N. Haworth, E. Rasmussen & M. Wilson
'Turning the tide? New Zealand employment relations in the new millennium'.

R. Markey, C. Harris, F. Lamm, D. Williamson, O. Busck, J. Lind & H. Knudsen
'The impact of representative employee participation on work environment quality and business outcomes in the hotel industry'.

J. Parker & J. Foley
'Watchdog, collaborator, change agent? The role of women's structures in advancing equity in UK and Canadian trade Unions'.

H. Tregidga & C. Harris
'HR managers and environmental sustainability: strategic leaders or passive observers?'

S. Kesting
'The power of discourse in the economics of workers' participation'.

J. Lind & E. Rasmussen
'Trade union membership decline in an international context: how do the Danish and New Zealand 'cases' fit?'

R. Markey, C. Harris, F. Lamm, E. Rasmussen & K. Ravenswood
'Productivity, participation and employee well-being'.

P. Pura
'The war for talent in the Philippines: strategic approaches for attracting and developing key talents'.

J. Douglas
'Employee participation and job control amongst clinical coders in New Zealand'.



STAFF PROFILE: KARTICK GUPTA

Kartick Gupta has recently joined the Finance group, attracted by AUT University's open and collegial work environment. His decision to move to AUT Business School was primarily due to its strong research-led Finance department.

Kartick is currently completing his Ph.D. in Finance from the University of Waikato, where he was awarded a full doctoral scholarship. He will submit the final draft of his thesis this month and hopes to defend his thesis before the end of the year. He holds a M.A. in Finance & Investment from the University of Nottingham and has passed the first two levels of Chartered Financial Analyst (CFA) exam.

He is currently working on a number of projects and has won a couple of contestable funds within New Zealand as well as overseas. He has published several refereed journal articles. Kartick has presented his work at major international conferences while undertaking his Ph.D.

Kartick is currently teaching the Corporate Finance paper and enjoys the interactive and small class structure at the Business School. His main research interests are in the areas of stock market anomalies, capital market movements and market microstructure. He also investigates the interface of finance and marketing that has recently resulted in a publication that appeared in the A* ranked journal of Tourism Management. One of his papers on the New Zealand Stock Market was discussed in TV3 and published in National Business Review.



Kartick Gupta
Finance Discipline
