



NEW ZEALAND

WORK RESEARCH INSTITUTE

AN INSTITUTE OF AUT UNIVERSITY



QUARTERLY DIVERSITY SURVEY

The Work Research Institute is partnering with the EEO Trust and the Chamber of Commerce, Northern on a project that seeks to identify the major diversity issues as perceived by New Zealand businesses. The research is led by Professors Tim Bentley and Edwina Pio, along with senior research officer Dr Laurie McLeod. Three Quarterly Diversity Surveys (QDS) have been conducted to date, with a fourth about to be administered. The survey has attracted high participation levels from EEO Trust and Chamber members, with between 750 and 1500 respondents, representing a broad spectrum of New Zealand organisations.

To date, the QDS has identified three major concerns for businesses: wellbeing, aging workforce, and flexibility, with

approximately 50 percent of respondents noting these as major diversity issues for their organisation. The survey also seeks to understand whether organisations have policies, programmes and initiatives in place associated with a range of diversity issues and the barriers to such initiatives, alongside a range of more specific questions around issues such as gender, aging, bullying, ethnicity and disability. These findings help inform the EEO trust agenda as well as the Institute's research strategy and project selection. The QDS is a key component of the Institute's Future of Work Programme, which includes studies looking at each of the major concerns identified by the survey. A full report on the first year's QDS findings will be available on the NZWRI website later in the year. Please look out for it.

NEWS

August 2014



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Institute leadership

During the first half of 2014, Associate Professor Gail Pacheco led the Institute as the Acting Director during Professor Tim Bentley's sabbatical. Gail and the office team handled a very busy period highly effectively. We are delighted that the Institute has continued to grow its industry engagement and maintain a strong media profile. As a result, we are pleased to announce that Gail Pacheco will remain strongly involved as a Co-Director of the Institute, enabling us to manage new projects and initiatives associated with the Future of Work Programme, funded by AUT's Strategic Research Investment Fund.



Prof Tim Bentley



Assoc Prof Gail Pacheco

First word

by Professor Tim Bentley

This edition of the NZWRI Newsletter contains a broad array of interesting and informative material from multiple contributors. I hope you will enjoy reading about some of the excellent work our researchers have been engaged in. Of note, there are reports from recent events we have hosted or attended, including the Decent Work Symposium, co-hosted with MPOWER, and the International Association on Workplace Bullying and Harassment. The latter was held in Milan in June this year but will be hosted right here at AUT in Auckland, in April 2016. Congratulations to Dr Bevan Catley (Healthy Work Group, Massey University), Professors Bentley and Teo, NZWRI, and the rest of the organising committee for landing this major event.

I am also delighted to report that the Institute has been awarded a grant of \$150K from the AUT University Strategic Research Investment Fund to support our new Future of Work Programme through the second half of 2014. The grant supports five key themes, as

shown in the illustration at the bottom of this page.

Receiving this grant was recognition of the strategic strengths of the programme and the standing of the NZWRI within the university. This grant has enabled us to implement a number of new studies considering different Future of Work issues, including several that involve collaboration with researchers from other AUT faculties, as well as many external researchers. Importantly, the majority of the projects have industry partners and engagements. Here's a quick rundown of some of our active Future of Work projects:

1. ICT, work participation and productivity for people with sensory disabilities
2. Facing the challenge of an aging workforce
3. Counterproductive behaviour and productivity in New Zealand workplaces

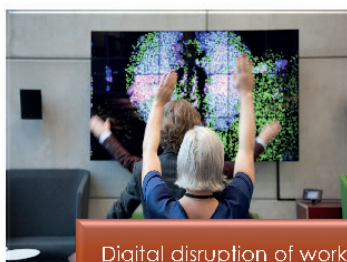
4. Knowledge work in innovation ecosystems
5. Understanding and developing organisational resilience
6. Understanding the relationship between mental health and labour market participation
7. New Zealand aged care workforce survey.

The Future of Work Programme brochure contains more information about these and other projects we are currently engaged in. Please take a look: www.workresearch.aut.ac.nz.

The findings from these studies will be disseminated to an academic, industry, labour and government audience at the inaugural Future of Work Conference on 9 February 2015. Details will be available soon on our website.



Diversity and workforce participation



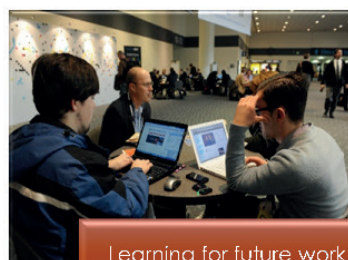
Digital disruption of work



Social policy, youth and the labour market



Healthy work, wellbeing and performance



Learning for future work

FUTURE OF WORK PROGRAMME THEMES

Our people

NZWRI Advisory Board

As the Institute continues to develop and expand we have seen the need to change the focus of the board from being development in nature, to more of an advisory board.

We see the role of the advisory board being to support the aims and achievements of the institute. As key leaders from industry, trade unions, politics, the public sector, and the professions it is important that board members contribute informed comment on our activities, and assist in ensuring the institute is undertaking research that is relevant to our stakeholders and well informed.

Current membership:

- Carol Beaumont – List MP, Labour Party
- Tim Bentley – Director, Future of Work programme, Co-Director, NZ Work Research Institute
- Jackie Blue, Equal Employment Opportunities Commissioner, Human Rights Commission
- Hamish Campbell – Director of Business Capability, NZ Trade and Enterprise
- Bev Cassidy-McKenzie – Chief Executive, Equal Employment Opportunities Trust
- Geoff Cooper – Chief Economist, Auckland Council
- Marisa Fong – Director, Madison Group of Companies
- Abigail Johnston – Manager, Labour & Commercial Environment Research, Evaluation and Analysis Strategy & Governance Group, MBIE
- Martin King – General Manager – HR, Coca-Cola Amatil NZ
- Rohan MacMahon – Strategy Director, Crown Fibre Holdings
- Gail Pacheco – Co-Director, NZ Work Research Institute
- Jane Parker – Co-Director, MPOWER, Massey University
- Peter Schweder – Health & Safety Manager, BECA
- Helen White – Barrister, Chancery Chambers.

The annual meeting of the Advisory Board will be held next month.

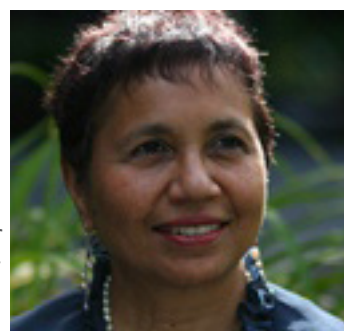
VISITING SCHOLAR

Professor Rob Allen will be a Visiting Scholar at Columbia University of New York from September to January. He is undertaking library-based research on labor radicals in New York in the late 19th century. He will be making a presentation at the Annual Meeting of the American Historical Association on the origins of US Labor Day.



DIVERSITY AWARDS JUDGE

Professor Edwina Pio will be a member of the judging panel for the 17th annual Diversity Awards 2014. The awards provide businesses with an opportunity to showcase their successful workplace diversity initiatives.



The judging panel comprises diversity experts that help entrants evaluate their diversity journey and give advice on future directions.

GRADUATION SUCCESS

Peter Gilderdale, Institute member from Art and Design, received his PhD on 8 August. Peter's thesis, entitled "Hands Across the Sea: Situating an Edwardian Postcard Practice", is an historical analysis of a genre of postcard and the reasons it became popular. It includes significant elements of business history, most particularly examining the retailing of postcards and greetings cards in both Britain and New Zealand, and highlighting the business methods of the publisher Raphael Tuck. The thesis represents the first time the Edwardian postcard craze has been analysed as a historical phenomenon.



Other member news

AWARD RECIPIENTS

Institute members and co-authors Marcus Ho, Stephen Teo and Tim Bentley won the award for Best Research Paper at the 2014 Global Science and Technology Forum conference in Singapore.

Ho, M., Teo, S. T. T., Bentley, T. A., Verreynne, M. L., & Galvin, P. (2013). *Organizational resilience and the challenge for human resource management: Conceptualizations and frameworks for theory.*

In the news

Workplace bullying costs \$1b to business – expert

Jason Walls | The National Business Review | 17 July, 2014

An expert believes workplace bullying is a \$1 billion problem for New Zealand business.

AUT Professor and expert in organisational issues in occupational health Tim Bentley says it is a much bigger problem than most people realise.

He says his research suggests almost one in five people have experienced workplace bullying.

“We have about an 18% prevalence [in New Zealand]. That compares with between 2% and 20% using the same measures internationally and that’s not good.”

Professor Bentley, who is also the director of NZ Work Research Institute at AUT University, says the issue is a lot worse in the public sector with some estimations of up to 30-40% of people being bullied.

This issue is costing work places, too, and Mr Bentley says “it’s a billion dollar problem, not a million dollar one.”

He says if people are not happy at work, they’re more likely not to want to work, they are more likely not to be more committed to the organisation and more likely not to stay.

“But it’s all the management’s time spend dealing with this problem. It’s all the time spent trying to calm people down, trying to reorganise people so they don’t come into contact with the [bullies].”

Trying to move people around and investigate cases takes a lot of time and it adds up to be a big waste of management time, he says.

Earlier this year, WorkSafe New Zealand released the ‘best practice guidelines on workplace bullying’ in an effort to combat the problem.

Mark Scott, the strategic communications manager for WorkSafe, says there has been a small increase in reports of alleged bullying since February.

“There has also been a marked increase in public comment about the issue as a result of the release,” he says.

“Anything that raises the profile of this issue is a good thing as it brings it to the forefront and encourages active consideration of workplace behaviour.”

Mr Bentley agrees and says having reports of bullying in an organisation is not necessarily a bad thing as long as something is done about it.

The NZ Work Research Institute will be evaluating the WorkSafe guidelines in late August.

One of the world’s leading authorities on human behaviour and personal development, Dr John Demartini, will be here in August to discuss how companies can implement the WorkSafe guidelines.

He says both the company and the individual have to take some responsibility for the problem.

“It is true that companies must take some responsibility to create an effective and safe workplace as laid out in the Work Safe guidelines,” he says.

“To follow these guidelines effectively, everybody’s individual values must be recognised and upheld. However, individuals can also take responsibility for themselves. Any one person can prevent being bullied simply by empowering themselves fully.”

CIO roundtable on ‘Preparing for Generation Mobile’

DIVINA PAREDES | 12 JULY, 2014

Today’s business leaders are cognisant of the need to prepare the workplace for the next generation of staff who are adept at using collaborative and disruptive technologies.

Dr Angsana Techatassanasoontorn was invited to join with other ICT executives from the education sector to work on ‘preparing for generation mobile’. They shared their insights in a recent CIO roundtable discussion on ‘the next phase of mobility’ held in conjunction with Samsung.

www.cio.co.nz/slideshow/549080/photo-gallery-cio-roundtable-preparing-generation-mobile



CIO roundtable on ‘Preparing for Generation Mobile’ held in conjunction with Samsung.

DOES THE INTERNET IMPROVE WELLBEING?

Engage Magazine | 2013/14

Dr Angsana Techatassanasoontorn, Senior Lecturer in Business Information Systems at AUT University and co-leader of the Digital Mobility research group, is leading a new study to improve understanding of the connection between wellbeing and internet use in South Auckland.

A \$1.5 billion rollout of ultra-fast and rural broadband over the next 10 years intends to bring social and economic benefits to 75 percent of New Zealanders.

Meanwhile, Auckland's Southern Initiative aims to improve quality of life, address high social need and create significant opportunity over the long term for people living in South Auckland.

"We're interested in the crossover between the two initiatives," says Dr Angsana Techatassanasoontorn. "We want to have a much broader understanding of the ways that South Aucklanders use the internet."

Her team has designed a survey to collect data from 100 people in South Auckland about their 'subjective

wellbeing', meaning their own description of their emotional state, as they take part in online and offline activities.

"Hopefully this data will help us understand whether their internet use improves the quality of their lives. If it does improve their lives, it gives us evidence that it makes sense to improve internet infrastructure, access, and provide training to support their use," she says. "All the evidence seems to suggest that South Auckland is one of the vulnerable areas that may lose out on significant economic and social development opportunities in the digital society," says Dr Techatassanasoontorn.

Her study Internet Use and Subjective Well-Being: A Case of Southern Auckland asks participants to record how they feel about what they're doing, including positive and negative effects. If they use the internet they will be asked about problems they encountered and how these were solved.

The study is a community-government-university partnership funded by Internet NZ, with support from Auckland



Council and Crown Fibre Holdings. Researchers hope to release findings in 2014 and will use the findings to plan a broader study across Auckland.

"We hope to have an ongoing dialogue with the community to help realise the full potential of people and enhance economic and social opportunities in South Auckland," says Dr Techatassanasoontorn. "The connection that we are making between broadband and wellbeing mirrors the shift within the OECD to recognise 'life satisfaction' and wellbeing as meaningful measures of societal and economic progress."

www.aut.ac.nz/_data/assets/pdf_file/0007/412558/engage-2013-2014.pdf

CHILD POVERTY IN AOTEAROA 2014, EPISODE 6: INCOMES

CATRIONA MACLENNAN | YOU TUBE | 17 JUNE, 2014

Child Poverty Action Group (CPAG) is an independent charity working to eliminate child poverty in New Zealand through research, education and advocacy.

Associate Professor Gail Pacheco says "The minimum wage workers are spread across the income distribution. The lowest income households are not necessarily including minimum wage workers. Lifting the minimum wage will not necessarily help the low income households. Preferably, what is needed is a more targeted intervention to help the lowest income households. Depending on the various changes to the benefit system and working for families a more targeted tool can be created."

"If the scenario of raising the minimum wage by 10 percent was actioned, poverty in the lowest income households would only be reduced by less than one tenth of a percentage point."

www.youtube.com/watch?v=c_n0QXK8cC0#t=546



Call for papers

SIXTEENTH CONFERENCE ON LABOUR, EMPLOYMENT AND WORK

The sixteenth in this series of biennial two-day conferences will be held at Victoria University of Wellington's Pipitea Campus (Rutherford House) on Thursday, 27 November and Friday, 28 November, 2014.

The first of these national conferences on Labour, Employment and Work (LEW) was held in May 1984 and since then the conference has become established as the leading labour market research conference in New Zealand.

Papers published in the proceedings from the fifth through fifteenth conferences may be accessed: ojs.victoria.ac.nz/LEW.

Papers are invited from any university discipline, Crown Research Institute or other public or private organisation or individual. The only criterion is that the paper reflect the author's current or recently completed research on labour, employment or work issues of relevance to New Zealand. Proceedings will be published on the above website after the conference.

Special sessions:

- Insecure work
- Migration and the labour market
- Workplace dynamics
- Other special sessions will be announced in due course.

The contribution by graduate students has been a feature in recent years and we would like to continue to encourage their participation.

These conferences are organised jointly by the Industrial Relations Centre (renamed the Centre for Labour, Employment and Work as of March 1, 2014) and the School of Geography, Environment and Earth Sciences. For further information, please contact:

Professor Philip S. Morrison

School of Geography, Environment and Earth Sciences

Victoria University of Wellington,

email: Philip.morrison@vuw.ac.nz

Conference web site:

www.victoria.ac.nz/som/clew/lew-conference

SPECIAL ISSUE ON TEMPORARY EMPLOYMENT

THE AUSTRALIAN JOURNAL OF LABOUR ECONOMICS

Many economies have recently experienced a growth in temporary employment within their services sectors, and both the determinants and implications of this phenomenon are of interest to academics and policymakers. Past literature has often suggested that changes in the temporary workforce pool are the result of progressive labour market deregulations and shifting preferences towards increased employment flexibility. Alternatively, it has also been observed that demand for temporary workers is more cyclical in nature (Bentzen, 2012)¹. The implications of temporary employment for the productivity, job security and well-being of both temporary and permanent workers are equally important. Specifically, this special issue aims to examine a variety of facets specific to temporary workers, such as (but not limited to) the aforementioned, in order to highlight the key determinants, challenges, concerns and related outcomes of the temporary workforce.

It is envisaged that the special issue will focus on (but not limited to) key areas relating to:

- Labour market flexibility reforms and implications
- Promotion of the temporary workforce industry
- Cost-Benefit analysis of a two-tiered labour market
- The comparative levels of productivity between temporary and permanent workers
- Levels of job security and well-being associated with temporary employees
- Stakeholder perceptions of non-permanent employees

This special issue is to be guest-edited by Associate Professor Gail Pacheco (email: gail.pacheco@aut.ac.nz) and Professor Tim Maloney (email: tim.maloney@aut.ac.nz) of the Department of Economics, Auckland University of Technology, New Zealand.

The Australian Journal of Labour Economics is a journal published by the Centre for Labour Market Research (CLMR) at University of Canberra, Australia. It is the Official Journal of the Australian Society of Labour Economists and focuses primarily on theoretical and policy related developments with respect to the Australian context. Please note, application to the Australian context is not a criterion for acceptance.

It is requested that submissions be made to Pat Madden (email: patricia.madden@cbs.curtin.edu.au) and that you indicate that you wish your paper to be considered for the special issue on temporary employment. The selection of papers to be included within the edition will follow peer review process, and the final versions of accepted papers must be submitted in a format compatible with MS-Word.

Submission deadline: 30 October, 2014.

WORK & WORSHIP

AUT University News | 28 May, 2014

A new book written by AUT Professor of Diversity Dr Edwina Pio will help businesses respond to minority religions in the workforce.

“Work & Worship offers a range of possibilities to the issues organisations contend with when dealing with a diverse workforce, in particular a workforce whose religion may be different from the norms of Western Christianity and an Anglo-centric worldview.”

Dr Pio says that while many organisations have taken steps towards greater inclusiveness for diversity in gender, there is still a very strong sacred and secular divide, which means that religion gets left out of diversity policies in organisations.

“The book gets organisations to ask some basic questions such as: Do we have a policy on diversity? How is it defined? Does it include religion? Should policy extend to dress code and food?”

Race Relations Commissioner Dame Susan Devoy spoke at the Work & Worship book launch and has commended Dr Pio’s personal and academic contribution to fostering harmonious relations.

Dr Pio drew on focus groups with more than 200 people and information from the 2013 Census for Work & Worship. The book focuses on five minority religions in New Zealand: Muslims, Sikhs, Hindus, Indian Christians and Zoroastrians.

“The extensive and robust research with both employees and employers

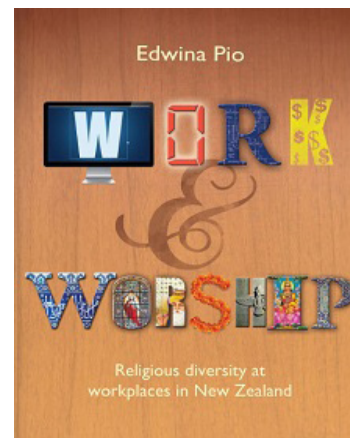
indicates that visible expressions of religious diversity such as wearing a burkha or growing a beard, may mean underemployment or slow career progression for such individuals.”

“The findings clearly indicate the need to develop a more sophisticated understanding of religious diversity in the workplace, in particular a world of cooperation, good faith and respect where organisations craft and implement policies and practices acknowledging the porosity between the sacred and secular.”

“Work & Worship presents the privileges and obligations of working with a diverse workforce which organisations worldwide as well as in New Zealand have to contend with. What is shared by all these religious groups is a commitment to New Zealand and to live and work in a manner that respects the country, while also adhering to one’s personal faith.”

EEO Trust Chief Executive Bev Cassidy-Mackenzie says the book is important reading for employers, allowing them to understand the business benefits of workers who feel supported in their worship.

“In an increasingly diverse society our workplaces are being called on to accommodate the varied beliefs and practices of their employees. Professor Edwina Pio’s book Work & Worship uses real case studies and contemporary research to offer practical advice on how to support religious adherence in the work environment.”



Diversity workshop at EEO Turst

Institute member and Professor of Diversity, Edwina Pio, led a one-day workshop ‘Maximising a Culturally Diverse Workforce’ on 30 April at the Equal Employment Opportunities Trust. Edwina introduced the participants to Strategies for effectively engaging with a multi-cultural workplace and gave the participants the ability to identify cultural difference and similarity in the workplace.

Recent comments by the EEO Trust noted that New Zealand topped the world on indicators of personal rights and freedoms including tolerance and inclusion of minority groups. New Zealand is home to more ethnicities than there are countries in the world with a total of 213 ethnic groups identified in the last census.

The workshop facilitated by Dr Pio enabled managers to appreciate and effectively deal with increasingly culturally diverse workplaces and to understand the implications of such a mix of cultures in the workplace and learn what employers can do to embrace these differences and identify the similarities.

Workplace Bullying

Greg Boyed | NewstalkZB | Thursday 17 July, 2014

NZ Work Research Institute director Tim Bentley states that 2010 study has shown that New Zealand has an 18% prevalence for bullying, compared with worldwide scales of between 2% and 20%. He explains that the cost of bullying can range from absenteeism to health issues. Bentley says the studies have been carried out in New Zealand’s health, hospitality, education and tourism industries. He describes bullying in the workplace as a ‘poison well effect’ that affects

other employees, sectors, managers, employees’ home lives and productivity. Bentley reports that bullies tend to target members of the same sex. He believes that workplaces need to be able to identify and remedy instances of workplace bullying effectively.

www.newstalkzb.co.nz/auckland/listen-on-demand/audio/1410897962-tim-bentley--workplace-bullying

Recent events

Decent Work Symposium

The Decent Work Symposium was a joint initiative of the NZ Work Research Institute and Massey University's MPOWER. Convened by Professors Jane Parker and Tim Bentley. The one-day event delivered a range of presentations and lively discussion on human resources and employment issues related to decent work.

The organisers plan to make this an annual event and concluded the symposium with a discussion around the key decent work issues as perceived by the knowledgeable audience.

Presentations included:

Decent work and the ILO: Employment policy and regulation in NZ and the Pacific

Professor Jim Arrowsmith, Professor Jane Parker and Professor Stuart Carr (Massey University)

Integrating corporate social responsibility and HRM

Associate Professor Gabriel Eweje and Harsha Sarvaiya (Massey University)

NZ Aged Care Workforce Survey

Dr Katherine Ravenswood (AUT University)

The future of (decent) work

Professor Tim Bentley (AUT University)

The symposium also included the presentation of the MPOWER research support awards. Recipients: Simon Hughes, Joanne Mutter and Christy Wang received a highly commended award and Daria Williamson and Ali Intezari won the overall award.



Awards recipients pictured with Jane Parker and Tim Bentley.

Effectiveness of Western leadership constructs in Chinese organizations—a meta-analysis



In May, the Wellbeing and Performance Research Group hosted a seminar by Dr James Jian-Min Sun, (Renmin University of China). Dr Sun is a leading scholar in HRM and organisational behaviour and has studied and lectured in more than 30 universities worldwide.

Leadership effectiveness has been a popular topic for more than a century with most research being done in the Western cultures. Some scholars have argued that the examination of leadership effectiveness should be based on specific cultural context.

Dr Sun's study reviewed the impact of three leadership constructs, transformational leadership (TFL), leader-member exchange (LMX), and abusive supervision (AS), on employees' attitudes and behaviours in Chinese organisations and the potential relationships among these styles.

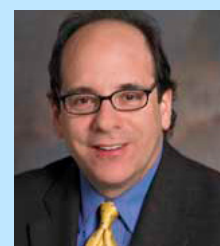
The results demonstrated that both TFL and LMX have significant positive relationships with employees' job satisfaction, affective commitment, stay intention, task performance, and organisational citizenship behaviour (OCB), while AS has significant negative relationship with employee's job satisfaction, affective commitment, stay intention, task performance, and OCB. LMX could explain more variance of attitudes than TFL, and AS could explain the least. AS could explain more variance of behaviour than LMX does, and TFL explained the least. The relationship between TFL and employees' attitude/behaviour in China is weaker than that in Western countries. LMX has a stronger relationship with employees' attitudes and weaker with behaviour in China than in Western countries. Abusive supervision has a stronger negative association with employees' behaviour in China than in Western countries.

The Psychology of Working: Lessons on Survival, Relatedness and Self-Determination

The Institute, together with the School of Education, hosted Professor David Blustein from Boston College in late May. Professor Blustein presented his research to a large group of academics and representatives from hospice care, consulting and recruitment agencies and the Industrial Relations Service.

Blustein discussed the advantages of examining work from a psychological perspective. He gave an overview

of the various ways that psychology has explored working, with a focus on recent developments that underscore the role of work in fulfilling our needs for survival, relatedness, and self-determination.



New Zealand Aged Care Survey

Researchers from the New Zealand Work Research Institute, AUT University have recently undertaken the first New Zealand Aged Care Workforce Survey. Dr Katherine Ravenswood, along with colleagues, Dr Julie Douglas and Professor Stephen Teo, believe that this survey will fill a gap in information about the current aged care workforce and workforce trends. The survey itself is adapted from the Australian National Aged Care Workforce Census and Survey, and is therefore a well-tested survey instrument. It is the first of its kind in New Zealand and will complement existing workforce projections and organisational benchmarking.

The survey will provide data on workforce trends and demographics which will benefit industry stakeholders in, for example:

- Planning: it will provide current profile of the total aged care workforce
- Benchmarking in New Zealand
- Trends in staff/client ratio

There has been tremendous support for this project with key organisations in the sector forming part of the reference group for the survey. These groups include: New

Zealand Aged Care Association, the New Zealand Home Health Association, the Care Association of New Zealand, the PSA, the New Zealand Nurses Organisation and the Service and Food Workers Union. Several large providers are assisting in distribution of surveys throughout their organisations nationwide also. This support is pivotal in trying to maximise the response rate.

Data collection is concluding and analysis is underway. The research team will be meeting to discuss preliminary results with the reference group during September/October. The final report which will be made publicly available through the New Zealand Work Research Institute website: www.workresearch.aut.ac.nz

A second iteration of the survey is planned for 2017/2018 and the research team will be expanding the reference group during the lead in time before then. Please contact the lead researcher, Dr Katherine Ravenswood, if you would like more information on the current survey, or your organisation would be interested in becoming part of the reference group for future surveys. Dr Ravenswood's contact details are: kravensw@aut.ac.nz or (09) 921 9999 x 5064.



Dr Katherine Ravenswood



Dr Julie Douglas



Prof Stephen Teo

EMPLOYMENT LAW CONFERENCE

Tim Bentley will be speaking at the 10th Employment Law Conference as part of the plenary session 'The Workplace of the Future – a panel discussion' with Michael O'Brien of KensingtonSwan Lawyers and a union representative on 13-14 October 2014. The experts will present their views on the workplace of the future, and what hotspots it might create for employment law.



9th International Conference on Workplace Bullying and Harassment – Promoting Dignity and Justice at Work

Professors Tim Bentley and Stephen Teo attended the International Association on Workplace Bullying and Harassment Conference in Milan in June. Professor Teo spoke on the topic 'A semantic understanding of workplace bullying in New Zealand press'.

Workplace bullying is a major employment issue in NZ and an important part of our research agenda in the Institute. Therefore the NZ Work Research Institute is very excited to be co-hosting, with the Healthy Work Group from Massey University, the next conference to be held in April 2016.

WORKPLACE BULLYING

Professor Tim Bentley addressed a group of 60 senior legal and business executives from Kensington Swan Lawyers in early May on bullying in NZ workplaces and just how much it is costing our organisations. The audience were introduced to the guidelines on 'Preventing and Responding to Workplace Bullying' released by WorkSafe, New Zealand's workplace health and safety regulator.



BUSINESS & LABOUR HISTORY GROUP

NEW ZEALAND WORK RESEARCH INSTITUTE

The Future of Work: Lessons from the Past – Lessons for the Future

The future of work was examined from past, present and future perspectives at this full day conference hosted by the Business and Labour History Group. The conference was organised by Associate Professor Simon Mowatt and Dr Simon Martin of AUT University, and Jenny Gibb of Waikato Management School.

A highly anticipated panel discussion chaired by Jenny Gibb, on 'strategizing high performance for the future of work' welcomed experienced senior figures, Simon Wickham, Deputy Chair for the NZ Olympic Committee and a Board member of High Performance Sport NZ, Brook Turner, a social entrepreneur and CEO of the Zeal Education Trust, and Barry Dowdswell, former Director of Research of AARN Innovation Limited and lead developer for EDIS Technologies Limited.

Presenters discussed how history can provide lesson for the future, whether in relation to women's participation in the workforce (Ravenswood, Harris and Staniland), how the founding conditions of professions such as physiotherapy impact on their future development (Nicholls), or how barriers can impede the adoption of telework (Mowatt). Telework was a continued theme, with an examination of how telework can be used in crisis situations such as post-earthquake Christchurch (Green, Bentley and Tappin), how telework can increase workplace satisfaction (Bentley, Teo, McLeod, Tan, Bosua and Gloet) or how it can blur the boundaries between

work and leisure (Diaz Andrades and Techatassanasoontorn). These issues highlighted the emerging demands of future workplaces, a theme addressed directly in presentations by Kirkley and Morrow and Mowatt. The panel and many of the papers highlighted the demands of high performance for the future of work, and this theme was addressed in relation to both work and sport in two papers by Martin, Palakshappa and Perin Arin and Martin and Wright.



Assoc Prof Simon Mowatt, Dr Simon Martin and Jenny Gibb.

Revolutions from Grub Street – book launch

Deputy Vice Chancellor Professor Rob Allen hosted the launch party for *Revolutions from Grub Street – A History of Magazines Publishing in Britain* by Howard Cox and the Business and Labour History Group's Simon Mowatt on Friday, 2 May. The book, published by Oxford University Press, examines changing technology, organisation and strategy in the consumer magazines industry over 300 years, ending with lessons for the digital age. Professor Allen remarked that the book was grounded in excellent archival research, and reviews have called the book "a milestone in business and economic history." (Prof. Geoffrey Jones, Isidor Straus Professor of Business History at Harvard Business School.)



Prof Rob Allen and Assoc Prof Simon Mowatt

World Business History Conference

An inaugural 'World Business History' conference was held at the end of the Business History Conference in Frankfurt in March. The conference attracted over 250 delegates from over 25 countries. Associate Professor Simon Mowatt, leader of the Business and Labour History Group, joined the conference programme and organisation committee for

the first full World Business History conference to be held in Bergen, Norway, in 2016, with the intention of raising the profile of business history worldwide, and encouraging the participation of scholars from emerging and developing countries to attend. The event is anticipated to attract over 400 business historians.



Healthcare Management Symposium

Tuesday 30 September 2014, 9.30am – 4pm

WG308, Sir Paul Reeves Building, AUT University, Mayoral Drive, Auckland

This symposium will provide a synthesis of current research on healthcare management. A number of presentations will highlight the contemporary challenges and emerging issues of management in a complex health care environment.

Keynote speakers:

Professor Yvonne Brunetto, Southern Cross University

Professor Cameron Newton, Queensland University of Technology

Presentation topics include:

- Organisational change in NZ healthcare
- Workplace bullying and violence in NZ healthcare
- Nature of care giver work in NZ
- Human resource management in NZ DHBs
- Person centred outcomes data in healthcare
- Impact of psychological attributes in minimising nursing stress
- Job design in UK healthcare organisations
- Panel discussion with senior practitioners and academics on the future of health care human resource management

Attendance is open to all, there is a \$25 charge. Refreshments and lunch included.

Please email completed registration form to: work.research@aut.ac.nz

More info: www.workresearch.aut.ac.nz



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