

University of Newcastle

## THE WORK, EMPLOYMENT RELATIONS AND ORGANISATIONS RESEARCH GROUP

### Academic Staff Members

Many colleagues within the Faculty join us on individual projects, but the core group of researchers is:

Professor John Burgess	MEc (Syd), MA (Exeter), DipTertStud (NE), PhD (Newcastle)
Professor Mark Bray	BEc(Hons) (Syd), MA (Warwick), PhD (UNSW)
Dr David Collins	BComm, MBA, PhD (Newcastle)
Dr John Lewer	B.Com (UNSW), M.Com (UNSW), Grad Dip Ed (Sydney Teachers' College) PhD (Newcastle)
Dr Johanna Macneil	BA (Melb), Grad.Dip.Ed.Psych. (Monash), MBA (Melb), PhD (Melb)
Mr John Nolan	BBus (Newcastle); BEdStud (Newcastle); MEdStud (Newcastle); MLLR (Sydney)
Dr Shaun Ryan	BA (Hons) MA (Hons) PhD(Syd)
Dr Peter Waring	B.Com (Hons) (Newc) LLB (Hons) (Macq) PhD (Newcastle)
Ms Jennifer Whittard	B Bus (Hons) (Newcastle)

### Key Research Projects Planned for 2008-2009

1. local labour market and ER developments – training; recruitment; remuneration; disputes; agreement making; innovations
2. restructuring of work and workplaces within a regional context
3. high performance work systems
4. HRM practices of MNCs
5. workplace partnerships
6. industry clustering, information and network exchanges
7. HR planning in the health sector
8. MD and EEO at the workplace
9. leadership and organisational change
10. the labour process, voice and contingent work in the professions
11. industry differences in employment relations

## Research Interests of Individual Staff Members

### **Professor John Burgess**

Employment arrangements, workplace development and employment restructuring. Globalisation and Work in Asia. The Call Centre Industry. International Developments in Temporary Agency Work.

### **Professor Mark Bray**

Inter-industry comparisons of employment relations. Human resource management and employment relations in multinational corporations. High performance work systems.

### **Dr David Collins**

Place Management, Public Sector, Third Sector, MNC's - e.g. international HRM

### **Dr John Lewer**

Organisational restructuring particularly closures, skill formation in internal and external labour markets, regulation and work

### **Dr Johanna Macneil**

High performance work systems (HPWS), institutional effects on HPWS, interest based negotiation, HRM and employment relations in MNCs, national systems for fostering innovation, workforce planning, national characteristics of employment relations systems

#### **Past:**

Benchmarking

### **John Nolan**

Human resource management; performance systems; change management; job design and job satisfaction; technology and learning

### **Dr Shaun Ryan**

Ethnography, Global Unionism, Public Sector Reform, Work Organisation, Service Industries

### **Dr Peter Waring**

Employment Relations, Corporate Governance, HRM, Labour Law

### **Jennifer Whittard**

Broad research interests revolve around management and employees within organisational contexts and the operation and regulation of employment relationships. Specific areas include work and family interaction in organisations; Diversity management; Gender and work; Managing an Ageing workforce; Training and career development; Health and finance sector research; Strike action

## Publications – Selection 2002-2007

This is a highly selective sample of the Group's publications – there are many more fine publications that are not listed. This list is designed to illustrate the research interests of Group members, the types of journals in which they publish, and the collaborative nature of research within the group.

- Bamber, Greg, Ryan, Shaun and Wailes Nick "Globalisation, Employment and Human Resources Indicators in Ten Developed Market Economies: International Data Sets" *International Journal of Human Resource Management* 15.8 (2004): 1482-1517
- Bray, M. & P. Waring, "'Complexity' and 'Congruence' in Australian Labour Regulation", *Journal of Industrial Relations*, Vol. 47, No. 1, March 2005, pp. 1-15.
- Bray, M. & P. Waring, "The Rise of Managerial Prerogative Under the Howard Government", *Australian Bulletin of Labour*, 32 (1), 2006, pp. 45-61.
- Burgess, J. and Connell, J. (eds) (2007), *Globalisation and Work in Asia*, Chandos, Oxford.
- Burgess, J. and D. Macdonald (eds) (2003). *Developments in Enterprise Bargaining in Australia*. Melbourne, Tertiary Press.
- Burgess, J. and J. Connell (eds) *Developments in the Call Centre Industry: Analysis, Changes and Challenges*, Routledge, London, 2006.
- Burgess, J. and J. Connell, J. (eds) (2004). *International Perspectives on Temporary Agency Work*. London, Routledge.
- Burgess, J., L. Henderson and G. Strachan, *Work and Family Balance Through Equal Employment Opportunity Programs and Agreement Making in Australia*. *Employee Relations*. 29, 4, 2007, 415-431.
- Burgess, J., Lewer, J. and Waring, P. (2006), *Protecting Employee Entitlements: Corporate Governance and Industrial Democracy in Australia*. *Australian Bulletin of Labour*. 32, 4, 365-380.
- Burgess, J. and J. Connell (2006), *Temporary Work and Human Resource Management: Issues, Challenges and Responses*. *Personnel Review*. 35, 2, 129-140.
- Burgess, J. *The Neo-liberal Industrial Relations Program in Australia*. *Comparative Labour Law and Policy Journal*. 27, 1, 2006, 105-112.
- Burgess, J. (2004). "The Federal Arbitration System and Australian Economic Performance." *Journal of Industrial Relations*. 4(46): 413-429.
- Connell, J., & Nolan, J.A., *Managing Performance: Modern Day Myth or a Game People Play?*, *International Journal of Employment Studies*, Vol. 12, No1., April 2004, p43 – 64
- de Ruyter, A. and J. Burgess (2003). "Growing Labour Insecurity in Australia and the UK in the Midst of Job Growth: Beware the Anglo Saxon Model." *European Journal of Industrial Relations* 9( 2): 223-244.
- Lewer, J. and Waring, P. (2005) 'Curiouser and curiouser: the federal Remuneration Tribunal', *Journal of Australian Political Economy*, Vol. 56.
- Nolan, Melanie and Shaun Ryan "Transforming Unionism by Organising? An Examination of the 'Gender Revolution' in New Zealand Trade Unionism Since 1975" *Labour History* 84(May):89-111
- Ryan, Shaun and Andrew Herod. "Restructuring the Architecture of State Regulation in the Australian and Aotearoa/New Zealand Cleaning Industries and the Growth of Precarious Employment" *Antipode* 38.3 (2006): 487-501
- Ryan, Shaun and Harry Knowles "Pastoral Capital, Labour Markets and Trade Unions: Scaling Shearing Trade Unionism 1875-1905" *Labour and Industry* 13.2: 19-38 (I performed 50% of the work).
- Spiess, L. and Bray, M. "Domestic Airlines" in Waring, P. & M. Bray (eds), *Evolving Employment Relations: Industry Studies from Australia*, (McGraw-Hill, Sydney, 2006)
- Spiess, L. and Waring, P. (2005) 'Emotional and Aesthetic Labour, Cost Minimisation and the Labour Process in the Asia Pacific Airline Industry', *Employee Relations*, Vol 27, No. 2, pp. 193-207.
- Vedder, G and Whittard, J (2007) 'Internationales Diversity Management im Vergleich' in I. Koall, V.Bruchhagen and F. Hoher (Hg) *Diversity Outlook: Managing Diversity zwischen Ethik, Profit und Antidiskriminierung*, Lit Verlag, Munster, p.487-496.

- Waring, P. & M. Bray (eds), *Evolving Employment Relations: Industry Studies from Australia*, (McGraw-Hill, Sydney, 2006).
- Waring, P and Lewer, J (2004) 'The Impact of Socially Responsible Investment on Human Resource Management: A Conceptual Framework', *Journal of Business Ethics*, vol. 52, No. 1 pp.99-108.
- Wigblad, R., Lewer, J. and Hansson, M. (2007) 'A holistic approach to the productivity paradox', *Human Systems Management*, Vol. 26.
- Waring, P (2004) 'Some Employment Relations Consequences of the Merger and Acquisition Movement in the Australian Black Coal Mining Industry, 1997-2003', *Australian Bulletin of Labour*, Vol No. pp.25-36.
- Waring, P. (2008) Rethinking Directors' Duties in Changing Global Markets, *Corporate Governance: The International Journal of Business in Society*, vol. 8 [accepted and forthcoming]
- Waring, P. and Edwards, T (2008) 'Socially Responsible Investment: Explaining its Uneven Development and Employment Consequences', *Corporate Governance: An International Review*, [accepted and forthcoming]
- White, N. & M. Bray, "The Processes of Workplace Change for Nurses in NSW Public Hospitals" in P. Stanton, E. Willis & S. Young (eds), *Workplace Reform in the Healthcare Industry: The Australian Experience*, Palgrave, Basingstoke, 2005, pp. 131-49.
- Whittard, J (2003) 'Training and career experiences of part-time women workers in a finance sector organisation: persistent remnant of the 'Reserve Army'?', *Australian Journal of Labour Economics*, vol.6, no.4, December, pp.537-557.
- Whittard, J., M. Bray, R. Larkin, J. Lewer & E. Groen, "Collective Bargaining Rights under the *Workplace Relations Act 1996 (Cth)*: The Boeing Dispute", *Labour and Industry*, August 2007, vol.18, no.1, pp.1-19.
- Whittard, J. and J. Burgess, Working Time Flexibility and Full time Work in a Retail Banking Organisation. *Labour and Industry*. 17, 3, 2007, 119-141.