



College of Business
Doctoral Training Centre



HDR Winter Conference 2017 Milestone Abstracts A - Z

20 - 23 June 2017

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UNIVERSITY

Muchamad Adcha

Graduate School of Business & Law PhD

Thursday 22 June 2017

9.30 am - 10.30 am

Third Milestone (Completion)

80.11.07

Title: The typology of Foreign Investment Enterprises (FIEs) strategic adaptation: A study of International Transfer Pricing in Indonesia

Abstract: Transfer pricing has been a concern of many revenue authorities including Indonesia due to its unique features that enable Multinational Enterprises (MNEs) to shift its profits from high to low tax jurisdictions. The elimination of the obligation for MNEs to choose transfer pricing methods based on hierarchical order has broaden the strategic choice available for MNEs in maximizing the use of transfer pricing as a tool for tax minimization and operating optimization. Using the strategic adaptation typology from Hrebeniak and Joyce (1985), the research finds that FIEs (Foreign Investment Enterprises or MNEs' subsidiaries) in Indonesia can be grouped into FIEs with high strategic choice and high environmental determinism and FIE with low strategic choice and high environmental determinism. A group of FIEs with high strategic choice is marked by the utilization of non-market-based transfer pricing methods by its members and a group of FIEs with low strategic choice is marked by the utilization of market-based transfer pricing methods by its members.

Research findings show that non-price-taker FIEs are more likely to join the group with high strategic choice than price taker FIEs. The research findings also show that the group of FIEs with low strategic choice is more likely to make some adjustments in their financial reports for taxation purposes comparing with FIEs with high strategic choice. The research was conducted in Indonesia with 150 respondents. Data were collected through paper-based questionnaires and were analysed using Partial Least Square-Structural Equation Modeling (PLS-SEM).

Keywords: International transfer pricing strategic adaptation Indonesia

Shamsia Afrin

School of Management Masters upgrade to PhD

Wednesday 21 June 2017

11.40 am - 12.30 pm

Confirmation of Candidature

80.11.07

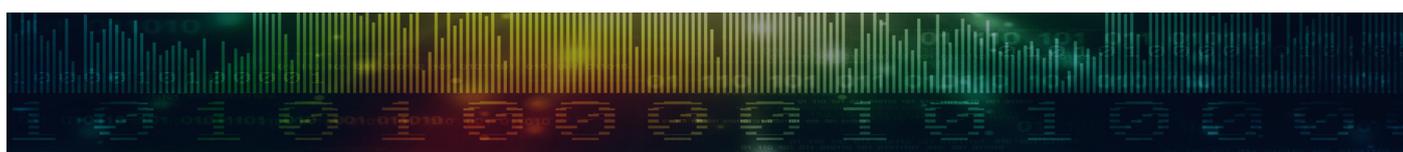
Title: Talent Management and Utilisation of Female Talent: An Australian Study

Abstract: Talent Management' is a newly emerging terminology that has gained much popularity in recent years due to forecasted possibility of a talent shortage. While getting the right talent, developing and retaining them are the main concerns of management body now a day, less female participation in the top positions of the organizations indicate that female talent may not be utilized properly.

Both the topi 'Talent management' and 'gender diversity' are popular in business research but very few researches have been conducted linking these two topics especially how talent management practices affect promoting gender diversity in the organization. More specifically, how TM practices can contribute to the better utilization of female talent in the organization. Moreover, there is a paucity of context-based study in talent management research and research in different organizational context is needed to advance the field of talent management as the nature of TM practices might vary in different industry and organizational context (e.g., nature of gender dominance).

This research aims at closing these gaps by exploring TM in different industry and organizational context and its relationship to female talent utilization. This study will use case study method and two organizations from different industry having different gender composition in Victoria will be approached.

Keywords: Talent Management, Talent Management Approaches, Talent, Talent Identification, Talent Development, Retention, Female Talent



Suraiyah Akbar

School of Accounting

PhD

Tuesday 20 June 2017

2.30 pm - 3.30 pm

Third Milestone (Completion)

80.11.09

Title: Accountability for workplace safety in the Bangladesh ready-made garment industry

Abstract: Bangladesh, the world's second largest apparel exporter, has a continuous history of workplace accidents leading up to the Rana Plaza building collapse (2013) which is considered one of the world's worst industrial disasters. This research examines the corporate social responsibility (CSR) strategy adopted by apparel industry organisations in relation to workplace safety in Bangladesh's garment manufacturing factories.

The research comprises of three distinct, interrelated studies. The first stage of the research (Study 1) examines how major industrial crisis in the Bangladesh garments industry led to the introduction of new social governance initiatives and investigates (any) subsequent changes relating to workplace safety in the industry. The study incorporates managerial viewpoints of global apparel buying corporations sourcing from Bangladesh and Bangladeshi garment manufacturing organisations.

The study finds that apparel industry organisations adopted new social governance in reaction to pressure from powerful industry stakeholders and to re-establish legitimacy in the wake of legitimacy threat to the industry and to individual organisations. However, the study findings imply that introduction of new governance will only serve to re-establish legitimacy in the immediate run, and that underlying safety culture/norms need to be addressed to maintain continuing change in the apparel industry.

Keywords: Bangladesh garments industry, Workplace safety, Social governance, Accountability, Institutional theory

Aysha Akter

School of Economics, Finance & Marketing PhD

Thursday 22 June 2017

11.40 am - 12.30 pm

Second Milestone (Mid-candidature) 80.11.09

Title: Firm performance, corporate diversification and recession: Evidence from Southeast Asia

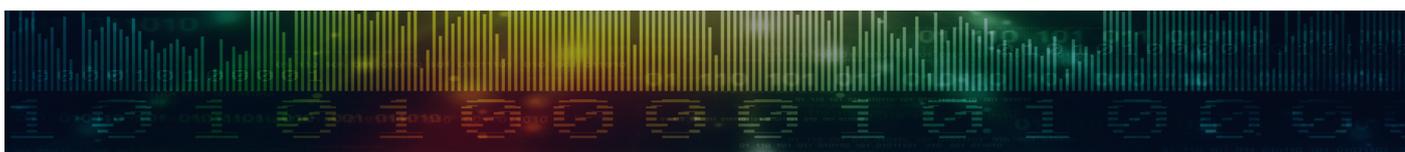
Abstract: This research investigates the effect of business diversification on firm performance in the ASEAN (The Association of Southeast Asian Nations) economies. In addition, an optimal level of business diversification is empirically tested in this research. Due to the data availability, the reported empirical analysis only focuses on the listed firms in Singapore.

By examining all listed firms in Singapore over the period 2003-2014, the research finds that business diversification creates value for firms in Singapore based on accounting performance measures (ROA and ROE). Diversification, however, does not create value when market based performance measure (Tobin's Q) is employed which is consistent with findings of previous studies.

Diversified firms in Singapore are found to be more leveraged and associated with less cash balance. While both diversified and single line firms were negatively affected by the global financial crisis, the impact on single line firms were severer.

Among those diversified firms, related diversified firms outperform those unrelated diversified ones.

Keywords: business diversification, firm performance, financial constraints, optimal level of diversification, Global financial crisis



Majdah Al Nefae

Graduate School of Business & Law PhD

Thursday 22 June 2017

3.45 pm – 4.45 pm

Third Milestone (Completion)

80.11.09

Title: Delineating the Antecedents of Electronic Word-of-Mouth-Seeking Intentions on Social Media: The Case of the Saudi Arabian Fashion Industry

Abstract: Electronic word-of-mouth (eWOM) delivered by bloggers on social media sites (SMSs) has a more powerful influence on consumers' product decisions than traditional advertisements. Nevertheless, using SMSs to stimulate bloggers' eWOM efficiently remains challenging. Researchers and managers need a more in-depth understanding of the factors that influence SMSs seekers' intentions for each of the SMSs. There is a dearth of literature examining the impacts of cultural and social elements and visual evidence on YouTube. Existing studies suggest that Saudi females represent the largest group of fashion bloggers and eWOM-seekers on YouTube fashion channels. Therefore, this study aims to investigate the factors that influence Saudi female eWOM-seeking intentions on bloggers' fashion YouTube channels. This study uses the theory of utilitarian and hedonic motivations to explore the factors related to the social and cultural elements that influence eWOM-seeking intentions, following a two-phase mixed method approach. First, the study implemented a qualitative observation 'netnography' method to monitor 150 users' comments on YouTube videos reviewing the fashion industry in Saudi Arabia. Then, an online questionnaire was designed to test the relationships among the variables in the study's conceptual framework. A total of 210 usable responses were received. The data were analysed using a partial least squares analysis. The results indicate that purchase-intentions developed through utilitarian motivations have the most significant influence on eWOM-seeking intentions. This study presents an eWOM-seeking intention framework to help managers design digital marketing strategies based on their target societies and SMSs.

Keywords: Social Media, Electronic word-of-mouth, Motivations, Seeking behaviour, Fashion Industry, Saudi Arabia

Zahir Ahmed Ali Al Rashdi

School of Business IT and Logistics PhD

Wednesday 21 June 2017

1.30 pm – 2.30 pm

Third Milestone (Completion)

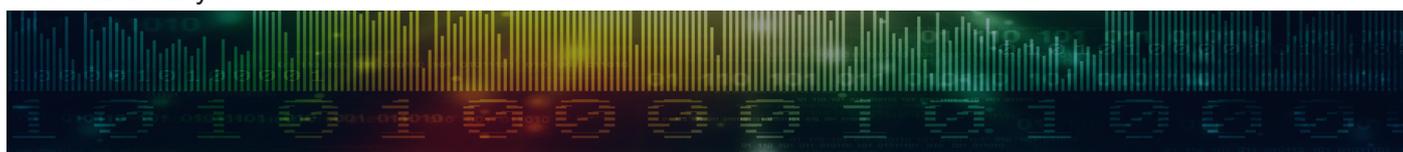
80.11.10

Title: Achieving Accountability in Cloud Computing Service Provision by adapting Information Security Management Systems

Abstract: This thesis presents a model of the core conceptual elements that determine information security accountability in cloud computing. Accountability is a core concern for information security in cloud computing, representing most importantly the trust in service relationships between clients and cloud service providers (CSPs). Without evidence of accountability, a lack of trust and confidence in cloud computing is to be expected from decision makers and will be considered as an added level of risk, since a client's essential services will be controlled and managed by a third party. Consequently, this new paradigm of outsourcing will increase the difficulty of maintaining data security and privacy, supporting data and service availability, and demonstrating compliance.

In addition, there is the problem of ensuring that security obligations are truly implemented by cloud service providers. Although technical aspects for cloud security and privacy have been actively researched, the focus on detective controls in relation to cloud accountability and auditability is scarce. Encryption and other privacy protection techniques will only manage a part of this problem. Research is needed into accountability and auditability of CSPs to affect both preventive and detective measures in ways that promote the transparency, governance and accountability of the CSPs. The enormous growth in moving businesses to cloud computing, due to its flexibility, cost effective, and scalability, and the absence of a specific cloud computing accountability framework, highlights the growing need for research in this area.

Keywords: Cloud computing, information security, accountability, cloud service provision, outsourcing, accountability elements



Saad Salem Al Shahrani

School of Business IT and Logistics PhD

Thursday 22 June 2017

9.30 am - 10.30 am

Third Milestone (Completion)

80.11.09

Title: Hospital-Supplier Integration and Hospital Performance in Saudi Arabian Context: Investigating the Moderating Role of Lean Practices

Abstract: Healthcare organisations are under pressure to enhance their performance within their limited resources. Given that a considerable portion of these resources are dedicated to purchasing medical materials and equipment, both practitioners and academics are interested in exploring the possibilities of enhancing the overall performance for healthcare organisations through improving the integration between hospitals and their key suppliers.

This research develops a comprehensive conceptual model for the impact of hospital-supplier integration on the overall performance of healthcare organisations. In addition, it investigates the moderating role of lean practices between hospital-supplier integration and hospital performance. The context of this study is the Saudi Arabian healthcare sector (a two-tier healthcare system that comprises public and private sectors). To address the research objectives and answer the posed research questions, this research employs a quantitative approach using questionnaire methods.

The designed questionnaire targets the human resource involved in the hospital-supplier integration in the context of Saudi Arabia. A set of recommendations have been produced to improve the overall performance of Saudi hospitals. To our knowledge, this research is one of the first to address the hospital-supplier integration in Saudi Arabia.

Keywords: logistics integration, information technology, information sharing, Lean practices, hospital performance, trust; hospital-supplier integration

Tho (Alan) Alang

School of Management PhD

Thursday 22 June 2017

10.50 am - 11.40 am

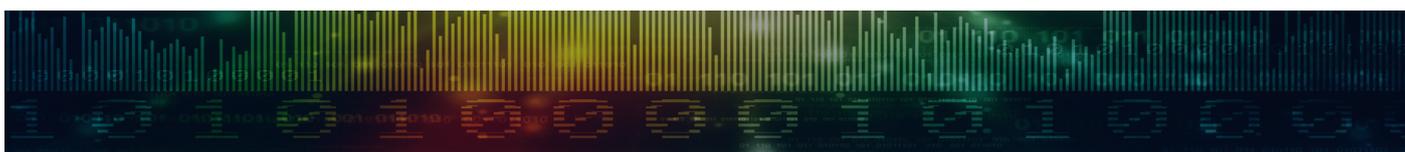
Second Milestone (Mid-candidature) 80.11.08

Title: Indigenous employee voice and inclusion: perspectives from Vietnam public sector organisations

Abstract: Most employee voice (EV) studies have considered voice as a universal concept which is applied in the same ways to all workers. The voices from minority groups, in particular the indigenous employees are neglected by both management and academic researchers. This study first investigates the characteristics of indigenous voice mechanism of public organization operating in Vietnam; second, explore indigenous experiences in regard to participation and involvement; and third, explore indigenous perception of inclusion in organizational decision making. T

he study employed a qualitative approach based on case studies to investigate both the managerial perspectives and indigenous employees' experiences. Moreover, documentation and semi-structured interviews were utilized to collect the data. There were several emerging characteristics of indigenous voice mechanisms are identified, in which distinct communication was applied to the indigenous voices. The voice mechanism and the union failed to support the indigenous participation and involvement at work. Also, the indigenous inclusion was not yielded from the current voice mechanism, but it stemmed from inclusive leadership and the indigenous proactiveness and good performance. Implication and recommendation for future research were discussed.

Keywords: Employee voice; Indigenous employee; Inclusion; Inclusive leadership; Public sector organization; Vietnam



Mehwish Ghulam Ali

School of Economics, Finance & Marketing PhD

Tuesday 20 June 2017

2.30 pm - 3.30 pm

Confirmation of Candidature

80.11.08

Title: Gender Preferences at Birth: The Importance of Timing of Discrimination

Abstract: Fertility decline has occurred in Pakistan over the past two decades but slowed down recently. At present, fertility rate and fertility preferences are above replacement rate and considered too high. This is problematic because Pakistan is not in a position to realise economic resources to support such population growth. The government has had population control policies in place since the 1960's but it is widely acknowledged that these policies have failed to bring the fertility rate to an optimal level. This demands a new or more nuanced approach to exploring why fertility levels are not declining. One such reason may be gender preferences. Gender bias is known to affect fertility decisions. However, gender bias has mainly been measured post birth but not pre-birth. This research focuses on son preferences pre-birth, known as gender preferences at birth (GPB), as a determinant for fertility rate and aims at developing a measure which focuses on pre-birth discrimination. Pakistan Demographic and Health Surveys will be used for analysis. The distinction between pre and post birth gender discrimination is important because the existence of pre-birth discrimination may impact the welfare of the child and household, independent of post-birth discrimination. GPB might explain why fertility levels are not declining in Pakistan. An important aspect is likely to be that despite having any daughters the desire to have a son means households continue to have many children. This might also affect the gender composition of households, as those with GPB continue to have daughters in the hopes of a son. This distinction might guide how policy makers should take action to reduce fertility levels and increase household welfare.

Keywords: Economic Development and Growth, Health Economics, Welfare Economics

Naif Abdullah M Aljlayel

School of Business IT and Logistics PhD

Thursday 22 June 2017

10.50 am - 11.40 am

Confirmation of Candidature

80.11.06

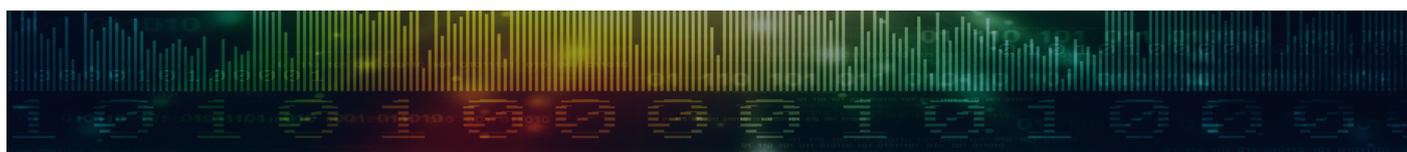
Title: The Role of Culture in Business Process Management Adoption in Developing Countries

Abstract: Organisations strive to adopt Business process Management (BPM) to increase overall effectiveness and efficiency in organisations. BPM adoption is defined as the practice of BPM approach in the organisation. However, BPM adoption is a challenge.

Therefore, several studies have attempted to identify the factors that influence BPM adoption. Many of these studies have culture among the key factors that influence BPM adoption. Thus, this study sets out to study the role of national and organisational culture in BPM adoption generally, and Saudi Arabia in particular employing mixed methods approach.

This study is envisaged to contribute to both theory and practice by developing a conceptual model to depict the role of national and organisational culture and increasing awareness among practitioners of the importance of national and organisational cultures in BPM adoption.

Keywords: Business process management, BPM adoption, culture, national culture, organisational cultures



Khalid Alshammari

School of Business IT and Logistics PhD

Tuesday 20 June 2017

1.30 pm – 2.30 pm

Second Milestone (Mid-candidature) 80.11.10

Title: Consequences of Software-as-a-Service Adoption on Small and Medium Enterprises in Saudi Arabia

Abstract: Cloud computing technology has been widely adopted, but the ways in which organisations are changed by its adoption needs greater understanding. This research will investigate the implications and consequences of cloud computing adoption in the area of Software-as-a-Service (SaaS) adoption in Small and Medium Enterprises (SMEs) in Saudi Arabia. Some aspects of the adoption of cloud computing and its implementation have been covered and several frameworks have been developed. However there have been very few studies focused on the consequences of its adoption by organizations especially Small and Medium Enterprises.

This study used a mixed method approach to investigate. The first method was a qualitative investigation. Sixteen semi-structured interviews have been conducted with participants from eleven different organizations. The interviews have been initially analysed using a grounded theory data analysis approach. Based on the initial analysis a preliminary model has emerged which consists of 3 main categories that are: Primary Consequences, Organisational Transformation and Secondary Consequences. Each category has its own constructs that interact with each other to give the category its properties. The second method to be used will be a survey based on the developed model that emerged from the qualitative method. The use of the survey is to examine the model and allow the researcher to validate and generalise the findings of his model.

Keywords: Cloud computing, Cloud Computing adoption, Consequences, Post adoption, Software-as-a-Service adoption

Nermin Azabagic

School of Economics, Finance & Marketing PhD

Wednesday 21 June 2017 4.45 pm - 5.45 pm

Confirmation of Candidature

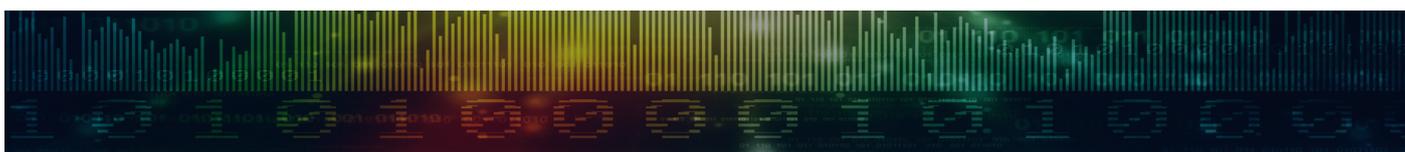
80.11.10

Title: Making it count: viability management for design thinking

Abstract: This research proposal outlines the research which will provide the foundation for the completion of my Ph.D. studies. The research is inter-disciplinary in nature, and spans across the fields of design (management), innovation, strategy and finance, while focusing on the practices of design thinking, and in particular the practices associated with 'viability management' (economic aspects of design thinking). Design thinking is an emerging field, which has generated significant interest in practice, though it has a limited academic research base. For design thinking to be successful, it is assumed that three aspects need to be managed: desirability, feasibility and viability. Viability management of design thinking is important yet under-researched, both in practice and in academic theory, therefore this qualitative research project will benchmark the current practices and their effectiveness and explore potential improvements. In addition to benchmarking the current practices, we hypothesise that the interactions of the three dimensions are important.

From a theoretical point of view, we believe that these interactions will be able to be examined through the lens of complexity theory, thereby extending the academic discourse in the field of design thinking and the application of complexity theory in the broader innovation context. Finally, we will explore and reflect on potential improvements to viability management practices (or addition of new practices), thereby contributing to the management practice of design thinking.

Keywords: design thinking, viability management, design viability, innovation, complexity theory, design management



Adrian Barake

School of Economics, Finance & Marketing PhD

Wednesday 21 June 2017 2.30 pm - 3.30 pm

Third Milestone (Completion)

80.11.06

Title: An Objective Evaluation of Australian Football League Recruitment

Abstract: The Australian Football League (AFL) has utilised a reverse order player draft since 1986 as a labour market intervention to promote equalisation within the competition. The draft pick number used by teams to select a player provides a benchmark of expected value. The aims of this industry supported research can be split into three interrelated areas. Firstly, using the draft as a mechanism for testing the market efficiency of athlete labour recruitment by AFL teams. Secondly, determining the value of a draft pick based on this objective testing. Finally, the development of a player projection model that accounts for a combination of player performance, the physical testing and assessment of players conducted pre-draft and the pick number used to select a player.

These aims were achieved by conducting an objective analysis of the extensive secondary data available within the AFL industry. To achieve these aims, the development of a model that assigns positions to players, and another model for player assessment controlled for position have been created. The effects of a player's relative age have also been used as a means for testing the efficiency of the recruitment pathways in Australian football. A variety of statistical and econometric techniques were employed to conduct this analysis. The results have managerial implications for AFL clubs and various other stakeholders, including those agencies that collate statistical resources. More generally, this analysis has examined labour market efficiency within the context of a player draft in a professional sport environment.

Keywords: Market efficiency, Australian football, sports statistics

Walaa Barifah

School of Business IT and Logistics PhD

Wednesday 21 June 2017 1.30 pm – 2.30 pm

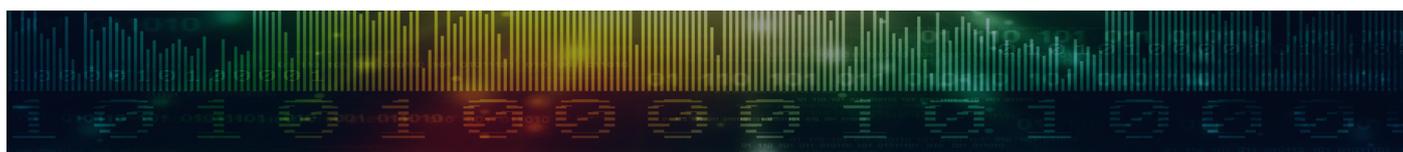
Second Milestone (Mid-candidature) 80.11.07

Title: Improving Parent's Technology Awareness in Managing Type One Diabetes

Abstract: Diabetes is a condition that is usually associated with medical expenditures and considered a major cause of morbidity and mortality. Previous studies reveal there will be a rapidly increasing number of diabetics by 2030. Type1 diabetes is mostly a childhood-diagnosed disease. And so, the role of parents to manage the disease is crucial. Current diabetes-technologies are being used by patients and/or parents for the purpose of stabilizing patients' blood glucose levels. An investigation of the existing literature reveals the little understanding of parental technological awareness.

This research project investigates awareness of using different diabetics-related technologies and explores some barriers affecting parental technological awareness, and the potential to use technology to improve parents' awareness. A case study approach is adopted in which parents, the case, are primarily located in Saudi Arabia and Australia. Data was collected from six public Endocrine and Diabetes Centers and Units (EDCU) through the Ministry of Health in Saudi Arabia while in Australia participants were contacted through five cities including Diabetes Victoria. So far, parents, health professionals and companies' representatives have been interviewed, and transcriptions were primarily analyzed using Actor-Network Theory approach. It is expected that promising results from the study will enable technologies designers to utilize the proposed framework to increase parental technological-awareness. It will also provide health care service providers with a deeper understanding to advance and customize the delivery of their services to the end users.

Keywords: Awareness, Technology, Parents, Type 1 Diabetes, Children, Actor-Network Theory



Aaron Bere

School of Business IT and Logistics PhD

Thursday 22 June 2017 11.40 am - 12.30 pm Second Milestone (Mid-candidature) 80.11.08

Title: Investigating the Impact of ICT Tutorial Strategies to Enhance Instructional participation: Application of the Rasch Model

Abstract: The progressive development of Information communications technology (ICT) tools have led to enhanced ways of delivering instruction and knowledge acquisition. The eLearning and mobile-learning (mLearning) systems have been acknowledged for their success and potential to further transform higher education (HE). Despite the high acceptance and use of these technologies in and outside the classroom, the reasons why South African HE is not yet fully taking advantage of ICT's potential to boost unsatisfactory instructional participation experienced at their institutions is largely unknown. Consequently, the main aim of this study is to investigate the effectiveness of using ICT tutorial strategies to promote improved instructional performance. Fundamentally the study examines students' cognitive performance as influenced by the ICT instructional strategies and their cognitive media preferences. The study employs a 2 x 2 factorial quasi-experimental design to investigate the interactive effects of instructional strategies and cognitive preferences in database systems knowledge acquisition. The study adopts a quantitative research design, and the data was collected using paper-based pre and post-tests. The QUEST Interactive Test Analysis estimate will be implemented to analyse the experimental data. The theoretical underpinning of the QUEST tool is the 'Rasch measurement theory'. The study seeks to develop a conceptual design-framework that defines and guides the best ePedagogical practice to align with the South African cognitive anthropology, thereby improving the effectiveness of the ICT HE tutorial strategies for adoption in South Africa.

Keywords: ICT, eLearning, mLearning, Quasi-experimental design, Cognitive anthropology, Rasch measurement theory

Ahmad Ridhuan Bin Abdullah

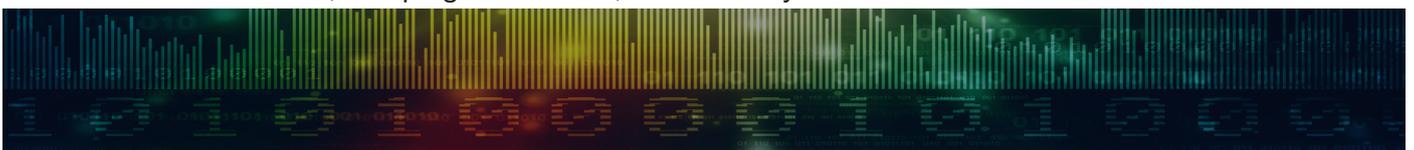
School of Economics, Finance & Marketing PhD

Tuesday 20 June 2017 10.50 am - 11.40 am Second Milestone (Mid-candidature) 80.11.08

Title: Full disclosure: a study of how risk is communicated in crowdfunding campaigns, and the funding outcomes

Abstract: Crowdfunding is a new form of internet-based venture funding, usually based around small contributions from many investors. It occupies a niche around often quirky, small projects, but of recent has become an increasing source of entrepreneurial finance for startups. This thesis explores the content and strategies of risk disclosures, using textual analysis of risk disclosure statements and analysis of the outcomes of funding. Since crowdfunding platforms are largely unregulated, cover small scale projects and often involving amateur or inexperienced participants, information asymmetries are highly prevalent in crowdfunding. Entrepreneurs are not obliged to follow any risk disclosure standards on the Kickstarter. This thesis explores how entrepreneurs construct risk disclosures and the consequences of different disclosures strategies. Data was collected directly from Kickstarter, with the initial sample size of 280,166 projects. After the data screening and cleaning process, the final sample size available for analysis is 163,545. By employing the analysis of co-occurrence network of words for the most and least successful group, the results showed that there are three main content categories of risk disclosures: (1) operations and process risk; (2) team risk; and (3) funding, budgeting and revenue risk. The results from preliminary test of hypotheses revealed that impression management strategies were positively predicting campaign success. Furthermore, backers prefer entrepreneurs to discuss risk using concrete words rather than abstract words. By exploring the role of risk disclosures, this research contributes to the nascent crowdfunding literature particularly on the determinants of crowdfunding campaign success.

Keywords: Crowdfunding; risk disclosures; costly signalling; impression management; construal level; co-occurrence network; campaign outcomes; textual analysis



Nur Farahiah Binti Azmi

School of Management PhD

Wednesday 21 June 2017 10.50 am - 11.40 am

Second Milestone (Mid-candidature) 80.11.08

Title: A study of governance practice in Islamic charities in Australia

Abstract: This study aims to explore the governance practice of Islamic charities in Australia. This research responds to the reviews of the literature on the two main governance principles and standards recommended for the not-for-profit sectors. These are the Australian Charities and Not-for-profits Commission (ACNC) Good Governance Principles and Guidelines and ACNC Governance Standards. To achieve the objective of this research, the study has adopted a qualitative case study approach. The study uses semi-structured interviews as the primary data collection method. The first case study was conducted with the participation of five board members and a management member in order to understand the current governance practice of selected Islamic charity in Victoria. The total population for board members is eight and five members for management members.

The reviews of relevant documents also aim to support the primary data collection. The data on the participants' governance practices had been analysed within the ACNC and AICD context. The preliminary analysis of the study suggests that governance practice such as 1) integrity and accountability 2) Culture and ethic heavily align with the Islamic viewpoints of governance. The study contributes to the academic literature by adding to the existing research on governance for not-for-profit organisations in the area of Islamic charities. As for practical contribution, the study contributes to Islamic charities in understanding what constitutes good governance practices by responding to relevant governance guidelines and principles.

Keywords: Governance, Islamic charities, not-for-profit organisation.

Luthfi Budiman

School of Economics, Finance & Marketing PhD

Tuesday 20 June 2017

2.30 pm - 3.30 pm

Confirmation of Candidature

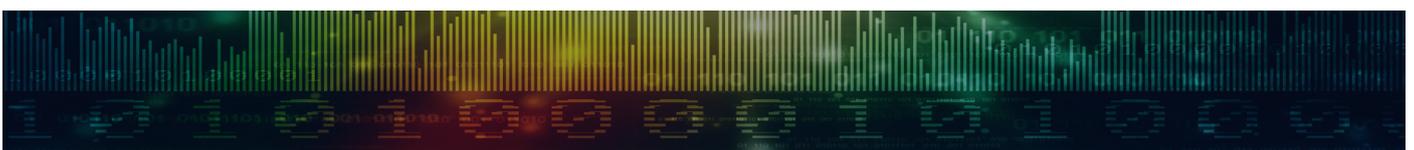
80.11.06

Title: Green-Purchasing-Behavior Influencers in Government Employees' Environment

Abstract: Four decades of research in green-purchasing-behavior study, no attitudinal variables could strongly determine behavior actualization. Researching contextual point of view into account instead of finding new possible independent variable to explain the phenomenon, therefore asserts new contribution for green purchasing behavior knowledge. Prior research shows public servant is the most civic-minded person, and civic-minded society brings prosperity to a nation. In addition, public servants' unique job that directly involves in social affairs could act as an agent of changes in society, which in turn generating positive outcomes for marketing and public policy dimension.

This research uses theory of planned behavior as a core model to bridge the multi-contextual idea and three different contexts will separate chosen independent variables. Furthermore, this research analyzes several common independent variables in green purchasing behavior study and compare it to more specific variables in public servants' related subject to get a wider perspective in distinguishing public servants among societies. In fact, the originality of this research is the multi-contextual influencers' concept and the subject of the study.

Keywords: green purchasing, attitude, behavior, multi-contextual influencers, public servants.



Abdulaziz Choudhry

School of Business IT and Logistics PhD

Tuesday 20 June 2017

11.40 am - 12.30 pm

Confirmation of Candidature

80.11.09

Title: Exploring the factors affecting the willingness to participate in the hospitality-sharing economy platform in the context of religious tourism: the case of Saudi Arabia

Abstract: In response to the growing interest in developing a shared economy, the Arab world has received considerable attention regarding this phenomenon. It has been observed that the concept of a shared economy has not been very successful in Saudi Arabia. This research proposes to discuss the shared economic system in depth, along with references to improvements in technology. It will particularly focus on sharing platform technologies in web 2.0 developments and the reasons why people in Saudi Arabia do not accept sharing economy technology within the hospitality sector. The research will also emphasise the socio-cultural factors and the host behaviours prevalent in the Islamic culture that can interfere with the acceptance of a shared economy in the hospitality sector. It will also briefly discuss the cultural-influences on host. All these factors will be considered and a qualitative methodology will be used to further investigate why Airbnb, which is a major platform and a major example of a shared economy in the hospitality environment, did not flourish in the Saudi Arabian market. In addition, social commerce and its impact on today's highly technologically advanced economy and the Saudi Vision 2030 of King Salman Bin Abdulaziz will be discussed. The method used to acquire data from the sample size of 35 is the qualitative technique of interviewing and the method for analysing the data received is grounded theory. Hence, this case is an exploratory case study using a grounded theory to analyze and build a research framework based on the findings.

Keywords: Hospitality-Sharing Economy, Collaborative Consumption, Religious Tourism, Saudi Vision 2030, Grounded Theory, Platform Technology.

Kim Pei (Angeline) Chua

School of Economics, Finance & Marketing PhD

Tuesday 20 June 2017

11.40 am - 12.30 pm

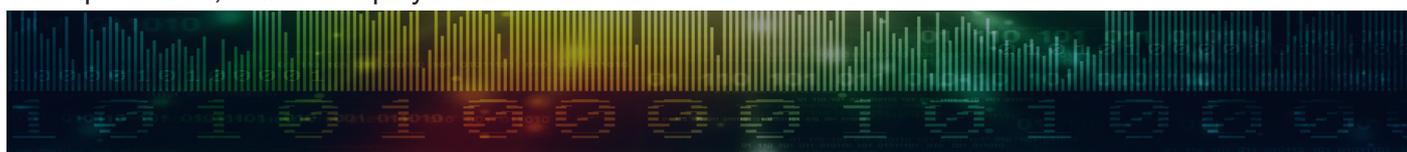
Third Milestone (Completion)

80.11.07

Title: Mutual Fund Style Drift Discoveries: Presence, Gaming Performance and Market Efficiency

Abstract: Fund managers' style drift behaviour alters fund risks and may impact fund returns that is detrimental to fund investor's interest. This thesis, premised on agency and tournament theories, is a first study on the existence and effects of style drift in the fast growing yet rarely researched fund industry in China. I devise a new approach to accurately and comprehensively capture the presence of intentional style drift on account of manager's stock-by-stock trading decisions. I first augment DGTW's (1997) holdings-based methodology to fit the institutional Chinese context and conduct a granular stock characteristics analysis consisting of 13,900 universe of investible stocks to create a unique Chinese equity style index. By individually mapping 180,000 stock units in my sample funds against the novel style index, manager's true investment style is identified which then produces 18,600 fund-year drift observations that directly attribute risk to fund manager's intention. I find evidence of style drift in Chinese equity funds, where the intentional practice is found regardless of fund age and alternate style drift definitions. Notably, I find strong evidence of style drift driven by fund managers' pursuit of larger bonus compensation via higher relative rank-order contest. Fund managers deploy style alteration strategically at mid-year, particularly in inter-FMC tournament than intra-FMC involving large-entrenched funds which are clear manifestations of compensation maximization for larger asset base at FMC-level. Consequently, this manipulative behaviour is found to reduce fund returns through weak market-style timing, poor stock-selection, irregular fund style, and higher trading costs associated with short-termism.

Keywords: Style drift, Agency conflicts, Holdings-based analysis, Performance attribution, Fund manager compensation, Chinese equity fund



Belinda Clarence

Graduate School of Business & Law PhD

Wednesday 21 June 2017 1.30 pm – 2.30 pm

Second Milestone (Mid-candidature) 80.11.06

Title: Controlling Corporate Malfeasance through Cross-border Litigation: Can Equity Assist?

Abstract: The overarching purpose of this dissertation is to set out a novel legal mechanism by which the actions of multinational corporations can be legally controlled, when they operate in jurisdictions that lack either the institutions of state or the political will to regulate corporate malfeasance. The problem arises because the power of a sovereign state and hence its ability to apply its law generally extends only as far as its territorial boundaries but multinational corporations operate globally. Companies that operate in the extractive industries are the target of this research, because resource-rich countries frequently lack the infrastructure framework of good governance. Moreover, the general law jurisdiction of equity is suited to this task because equity is concerned with both property rights and the personal conduct of defendants. The relevant jurisdiction of equity dates from a rule of private international law established in the seminal 1750 case of *Penn v Lord Baltimore*.

This case is the authority for the maxim of equity that equity acts in personam. This means that a court may order a person over which it has jurisdiction to perform or restrain from performing an act. The sanction, if the person defies the order, is contempt of court. Although the rule acts in personam it can also be applied to a corporation, as a corporation is a legal person. The common law has a presumption against the extra-territorial application of the law: so is the in personam rule doing by stealth what it dare not openly do? This objection remains muted when cases deal with the private property of private defendants, but springs to life when foreign powers and boundary disputes are involved.

Keywords: equity, malfeasance, regulation, corporation, in personam

Christopher Conroy

School of Management PhD

Wednesday 21 June 2017 11.40 am - 12.30 pm

Confirmation of Candidature

80.11.10

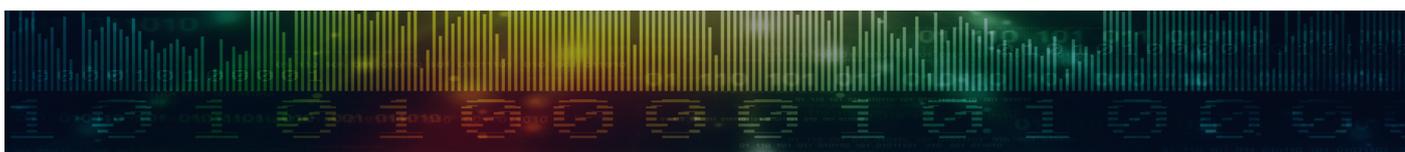
Title: How can research-led creative practice inspire and support new forms of authentic leadership behaviour in organisations?

Abstract: This project will examine authenticity in organisational leadership and 'stories' relating to corporate scandals that have occurred despite a plethora of leadership development programs designed to develop leaders or to 'fix' problems or scandals in organisations often believed to be the result of 'failed leadership'. In the context of relational leadership and the creative practice 'colour wheel' of Hope (2016), the project will employ an unconventional research-led creative practice methodology to examine leadership through a different lens, in the form of an original play about leadership in organisations.

It is proposed to conduct case studies of two organisations currently involved in using theatre scripts for leadership development and to use data from theatre-based development program participants, to inform the creation of an original theatre script about relational leadership and organisational aesthetics.

The 'tiny fissure' which Heathcote (1987) claims that theatre based creative practice can produce, is representative of the minor gesture of Manning (2016), an agitation working within the major narrative that surfaces something previously sidelined or dormant in our experience that can create new ways of understanding in organisations.

Keywords: research-led creative practice; relational leadership; authenticity; organisational aesthetics



Diem Do

School of Economics, Finance & Marketing PhD

Tuesday 20 June 2017

11.40 am - 12.30 pm

Confirmation of Candidature

80.11.06

Title: Determinants of negative customer engagement and its effects on customer repatronage intentions

Abstract: Customer engagement represents a new metric of firms' customer management in the modern marketing environment. It has attracted attentions of both marketing scholars and practitioners in the recent time. However, the studies on customer engagement have focused on investigating the positive valence of customer engagement at the expense of its negative manifestations even though it is asserted that negative information has greater impacts on customers' brand perceptions and purchase decisions than positive information. Given the research problem, this research aims to examine the determinants of negative customer engagement and its effects on customer repatronage intentions in a service consumption context. The study incorporates different theories, including justice theory, expectancy disconfirmation theory and psychological perspectives to explain the determinants of negative customer engagement. The research employs critical incident technique integrated with surveys to address the research questions. The outcome expects customer outrage as a mediator between customer perceived injustice, negative disconfirmation and negative customer engagement. In addition, the effects of customer outrage on negative customer engagement are moderated by customer characteristics. Customer disengagement and negative engagement are expected to have negative impacts on customer repatronage intentions. In addition to the theoretical contribution, the findings hope to raise managers' awareness on justice and disconfirmation in developing marketing strategies that minimize negative customer engagement appropriate with each customer segment.

Keywords: customer engagement, negative engagement, disengagement, customer outrage, justice, disconfirmation

Mohammed Fakiha

School of Economics, Finance & Marketing PhD

Thursday 22 June 2017

3.45 pm - 4.45 pm

Third Milestone (Completion)

80.11.08

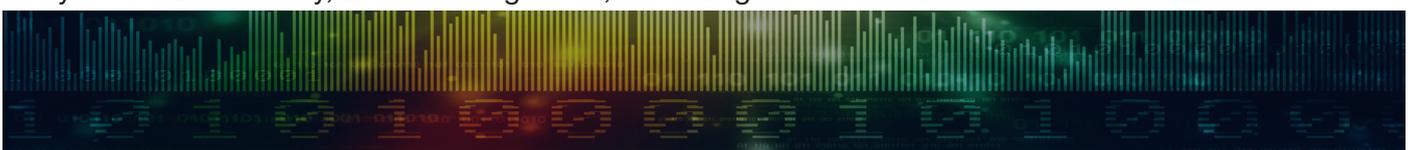
Title: Stories of Brands: Conceptualising the 'Brand Story' Concept

Abstract: Brand story is a hot topic in contemporary marketing research and practice. Stories captivate human beings and are powerful communication tools. Marketers are increasingly using stories to influence consumers' attitudes toward their brands and improve brand performance. Despite considerable interest in the brand story concept, and evidence for the power of stories in brand communication, little research exists. Scholars have called for more empirical studies and specifically about adoption of the brand story concept as a brand management strategy.

A glaring omission from the literature is an integrated brand story (IBS) conceptual framework that explains the process behind integrating brand stories within consumers' minds. An IBS framework should include the possible mindsets surrounding brand story meanings, contemporary strategies to create compelling brand stories, as well as strategic dimensions to consider when managing and evaluating constructed brand stories.

This study used qualitative research methods and was based on constructivist grounded theory. Its results enabled development of an IBS conceptual framework that shows how to use brand stories to develop a brand's equity, benefiting both marketing research and practice. It will assist researchers to understand how contemporary brand practitioners are developing compelling brand stories, as well as giving practitioners an empirical framework to guide adoption of the brand story concept.

Keywords: Brand Story, Brand Management, Marketing Communications



Guillaume Galanos

School of Economics, Finance & Marketing PhD

Thursday 22 June 2017

1.30 pm – 2.30 pm

Third Milestone (Completion)

80.11.06

Title: The Impact of the proposed Resource Taxes on Financial Markets: Evidence from Australia

Abstract: This thesis analyses the Australian equity markets reaction to the 2010 resource tax announcements. These taxes were explicitly designed to meet tax neutrality conditions. Tax neutrality implies that taxes should not incur those substitution effects that result in economic inefficiency. These taxes were intended to generate revenue (i.e. an income effect) while not distorting economic incentives. First this thesis analyses the neutrality condition from a theoretical point of view. Then it examines the design of the proposed resource taxes and assesses whether the neutrality conditions were met. It then investigates equity market's reaction to the proposed tax reforms.

Using an event study based methodology, evidence of the existence of a sizable and statistically significant negative abnormal return is found demonstrating the existence of an income effect. A cross sectional analysis, however, also reveals a substantial substitution effect, i.e. differential effects across firm size, maturity levels, operational focus, and other variables.

These findings reject the hypothesis (and stated benefit) that the 2010 resource taxes were tax neutral. These results provide valuable information on the impact of these sorts of taxes that can assist current and/or future Governments in developing their taxation policies in relation to the resource sector.

Keywords: event study, cross sectional analysis, exhaustible resources, tax neutrality, income effect, substitution effect

Kathleen Griffiths

School of Economics, Finance & Marketing PhD

Thursday 22 June 2017

10.50 am - 11.40 am

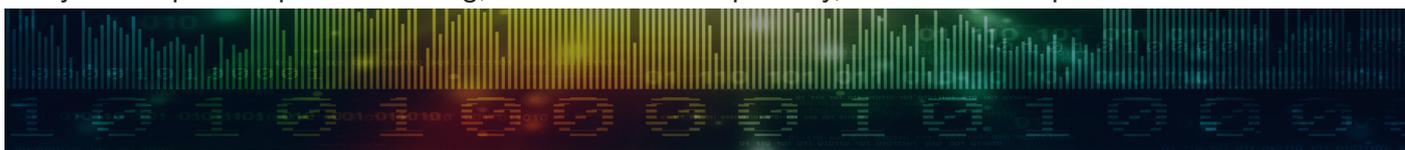
Second Milestone (Mid-candidature) 80.11.09

Title: To investigate whether exposure to a cross-cultural experience via peer to peer mentoring scheme will facilitate "cross-cultural adaptability" in higher education students.

Abstract: In response to the globalisation of business, universities must evolve to meet the demands of employers. Employers require cross-cultural skills and abilities even if their employees never work abroad, as most will work in a multicultural domestic environment and will likely work for organisations with multicultural stakeholders. Many studies have found that external international experiences such as study abroad programs, internships or projects can build participants' inter-cultural skills. However, less than 20% of Australian students participate in these external programs. Therefore it is important for universities to design internationalisation-at-home activities for all students and especially for those who are unable to participate in an external international experience. Many Australian universities have established student peer-to-peer mentoring to help students adjust to university from secondary school or from another country. Other universities have implemented programs to mentor students in their learning and assessment tasks, but there is little research on the cross-cultural effect of these peer-to-peer experiences between students from different countries.

The success of this peer mentoring experience is critically important given the intake of international students across higher education in Australia and their diversity of abilities. This thesis will add to the literature in cross-cultural peer mentoring as it investigates the influences of this inter-cultural experience "at home". A pre and post-test survey will investigate whether students who undertake a cross-cultural mentoring experience change in their ability to adapt to cross-cultural environments.

Keywords: peer-to-peer mentoring, cross-cultural adaptability, international experiences



Andrea Gyarmathy

School of Business IT and Logistics PhD

Tuesday 20 June 2017

3.45 pm – 4.45 pm

Third Milestone (Completion)

80.11.07

Title: Exploring agile supply chains for creating innovative products closer to the end-user

Abstract: The purpose of this research is to present a conceptual model of a viable onshore agile supply chain approach for frequent innovators in the Australian manufacturing sector. As such, this study provides insight into the drawbacks of offshore manufacturing and an empirical investigation on the importance of the Australian manufacturing sector. Design/methodology/approach A theoretical framework was developed and will be examined through a qualitative methodology and interviews, where the aim of the research is to demonstrate the theoretical framework of effective onshore manufacturing. Dynamic Capabilities theory (DC) and Total Cost of Ownership (TCO) have been applied to investigate the research question. A theoretical framework with the main elements of agility, adaptability, onshore manufacturing, and total cost of ownership analysis are demonstrated. Findings from the literature and theoretical perspective, this study proposes that within an innovative sector, which should apply a agile supply chain, onshore manufacturing or local sourcing is the optimal and effective solution. Furthermore, the findings of the study enrich the discourse of strategic agile management by supporting the view that dynamic capabilities and resources enable firms to achieve sustainable competitive advantage. Originality/value - Although studies in the agile supply chain area have examined competitiveness from several perspectives, there has been little to no research focusing on the advantage of agile onshore supply chain solutions. This research noticeably widens the theoretical perspective of agility and adaptability for frequent innovators in the Australian manufacturing sector and the viability to remain onshore.

Keywords: Agile supply chain, onshore manufacturing, local sourcing, lean,- agile,- leagile management philosophy

Ji Huang

School of Economics, Finance & Marketing PhD

Tuesday 20 June 2017

10.50 am - 11.40 am

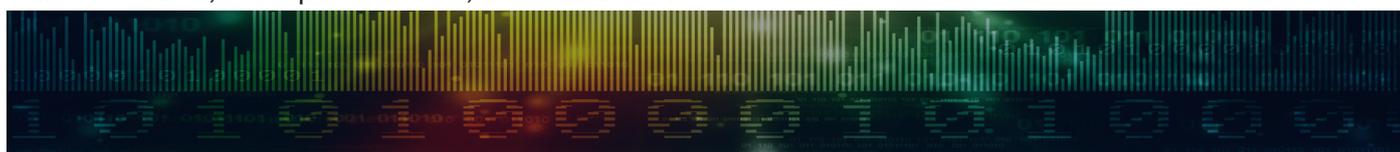
Confirmation of Candidature

80.11.07

Title: Network strength and business model transformation of Chinese commercial banks

Abstract: Under China's process of financial liberalisation, Chinese commercial banks have diversified into increasing non-interest income generating activities as a reactive response to the slowing down loan activities and profit growth. This transformation of business model to universal banking is of special importance to Chinese commercial banks. However, the empirical research on both the causes and consequences of this business model transformation are scant. This study aims to fill the gap by investigating whether network strength help banks to transform successfully. We capture banking business model by three dimensions of diversification: income, assets and funding structures. The intensity of the network strength are gauged by an innovative measure, the composite Network Strength Index, incorporating political, school and business ties in the "social network" possessed by top decision makers in the banks. Using data on Chinese listed commercial banks during a 15-year period from 1991 to 2016, this study examines the relations between key variables: bank network strength, diversification and performance. Two main propositions to be tested in this study are: (1) bank network strength enhance the diversification; (2) diversification have different impacts on bank performance. This study contributes to banking literature by revealing the effects of different types of business model transformation on bank performance with explicit consideration of the role played by network strength in China banking sector. These findings are expected to offer fresh insights beyond traditional indicators for regulators, investors, borrowers and bank managers in understanding the relationship between business models and performance.

Keywords: banking business model, universal banking, non-interest income, bank diversification, bank performance, social network



Fouad Jamaani

School of Economics, Finance & Marketing PhD

Tuesday 20 June 2017

1.30 pm – 2.30 pm

Third Milestone (Completion)

80.11.08

Title: Three Essays on the Hierarchical Explanation of Underpricing Differences in the Global IPO Markets; the Role of the Incentives of Issuers, Transparency, and Culture

Abstract: This thesis aims to explain differences in underpricing observed in initial public offerings (IPOs) across the G20 IPO markets by using the entrepreneurial wealth losses' theory, including incentives of IPO owners, differences in country-level transparency, and differences in country-level national cultures. In particular, the purpose is to answer the following three questions, namely: (1) to what extent does entrepreneurial wealth losses theory explain underpricing differences across IPO markets?; (2) to what extent do differences in country-level transparency explain underpricing and affect the relationship between firm-level variables and underpricing across IPO markets?; and (3) to what extent do differences in country-level national cultures explain underpricing and affect the relationship between firm-level variables and underpricing across IPO markets? A total of 10, 217 IPOs, covering the G20 countries from January 1995 to December 2016, obtained from secondary sources to carry out the study. The quantitative techniques of unbalanced cross-sectional regression models, 2-SLS, hierarchical linear modelling, and number of robustness tests employed to test the hypotheses. The Entrepreneurial Wealth Losses model is adopted and extended in this study. This research contributes to the theoretical framework providing methodological advances in various finance areas like IPOs, corporate governance and cultural literatures, and has practical implications for investors, entrepreneurs and policy makers.

Keywords: IPO, Underpricing, Transparency, Culture, Hierarchy, and Endogeneity

Wasana Jayawickramarathna

School of Economics, Finance & Marketing PhD

Wednesday 21 June 2017 10.50 am - 11.40 am

Second Milestone (Mid-candidature) 80.11.07

Title: Living on subsistence: consumer resource integration in bottom of the pyramid (BOP)

Abstract: Ongoing research on resource integration highlights the central role of resources and describes all social and economic actors including the consumer as resource integrator who actively engages in experiences. How consumers integrate their resources is particularly important in the Bottom of the Pyramid (BOP) market, which dwells in a limited resource setting.

The BOP market is identified as an emerging market consisting of four billion people globally, with more than sixteen million from Sri Lanka alone. The objective of this study is to examine how BOP consumers integrate resources in achieving their life goals, particularly in urban and rural markets in Sri Lanka. The study was conducted in two phases: a qualitative study, using in-depth interviews with industry practitioners; followed by a descriptive survey, using quantitative techniques.

The results of the qualitative study revealed that there is a good potential in rural BOP markets with relatively higher disposable income. The key features of consumption and technology adoption was also explored validating the prospect in BOP level. The descriptive study aimed at developing a model comparing urban and rural BOP markets. The results of this study will have implications for understanding the consumer resource integration process in urban versus rural BOP markets, and provides implications for companies entering this market.

Keywords: Bottom of the Pyramid (BOP) market, Consumer Resource Integration, Urban BOP Market, Rural BOP market



Nouf Katooa

School of Business IT and Logistics PhD

Tuesday 20 June 2017

10.50 am - 11.40 am

Confirmation of Candidature

80.11.09

Title: Parental Mediation of Children's Internet Usage in Saudi Arabia

Abstract: There has been a rapid increase Internet use by children beginning at very young ages. The main concern of parents is their children's safety and their protection from risks and harmful materials associated with their children's Internet usage. This raises questions about how and why parents mediate their Internet usage.

The aim of this study is to explore parental involvement in children's Internet usage, in the context of Saudi Arabia. The study will focus on parents' knowledge, perceptions and the mediation strategies they use to regulate their children's Internet usage and ensure a safer Internet environment.

The analysis will carry out by using a three-stage mixed method approach.

Firstly, in-depth interviews (N= 20) will be conducted of Saudi parents living in Saudi Arabia who have children aged 6 years - 16 years with Internet access.

Secondly, based on analysis of the interview data a model will be produced.

Thirdly, the model will then be tested via an online survey (N=200).

Keywords: Parental Mediation, Parents' Knowledge, Children, Internet Usage, Strategies, Mix Method.

Dinh Minh Tri Le

School of Economics, Finance & Marketing PhD

Thursday 22 June 2017

2.30 pm - 3.30 pm

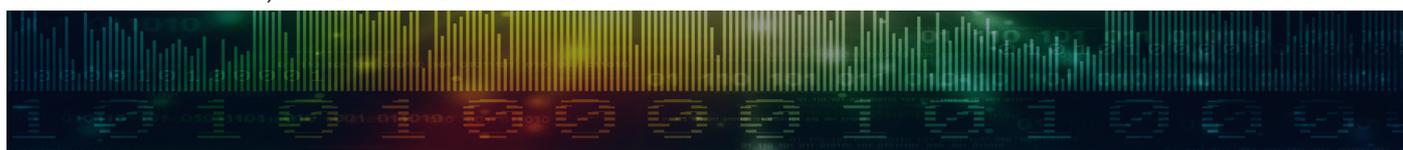
Third Milestone (Completion)

80.11.10

Title: Word-of-Mouth Communication in Higher Education

Abstract: The importance of word-of-mouth (WOM) in the information search and decision-making process (DMP) of consumers has been well established. However, there are two areas which are rarely discussed: the nature of WOM processing from receiver perspective and WOM seeking in a particular context. In this regard, higher education (HE) is an increasingly competitive service in which prospective students (PSs) highly engage in the DMP and rely on WOM information to evaluate a large number of attributes they have not considered before. Therefore, this thesis conducts a research series on two associated directions: first, investigating the factors that influence WOM effectiveness from receiver perspective, by empirical studies in HE context; and second, analysing information the PSs seek from WOM. A holistic approach was developed to cover the research areas, including five studies. A conceptualisation is firstly presented to categorise the factors influencing WOM effectiveness and develop a comprehensive framework to illustrate the interrelationships among factors. The empirical studies then examine the relationships between such factors: source characteristics and message judgement, enduring involvement, situational participation and message judgment, as well as their impacts on WOM effectiveness. Data was collected from PSs and was analysed using SEM techniques. For the second directions that analyse information sought from WOM, the traditional WOM and eWOM were examined. Data was collected from the same questionnaire survey to explore the difference in WOM information sought by different student segments. A content analysis of data collected from online communities reveal the information requirement from eWOM.

Keywords: word-of-mouth effectiveness, higher education choice, information source, choice factors, credence services, communication



Phuong Dung Le

Graduate School of Business & Law PhD

Wednesday 21 June 2017 3.45 pm – 4.45 pm

Third Milestone (Completion)

80.11.06

Title: Tax, Capital structure, Capital Investment: A Panel Study of Impacts

Abstract: Taxes impact on capital investment and the ratio of debt to equity within firms. Governments use tax to fund public sector development and to promote private sector investment. The nature of the tax system and the tax rate are important factors for national economic development and growth. Some countries operate a classical tax system, and some use an imputation system. Imputation systems like classical systems generate revenue for governments and can also be used to stimulate private investment. What is not clear is whether in fact the tax system impacts on capital structure, and whether a move to an imputation tax system would result in a shift of capital structure to equity. What is also not clear is whether corporate tax payout and tax system shifts to an imputation system have an impact on firms' capital investment? This study is designed to examine these two important issues by examining (1) corporate tax in Canada and the United Kingdom, (2) and Australia and Taiwan when they shifted to imputation systems. This research does this in order to assess the impact on capital structure and capital expenditure. This is important because of the relationship between optimal capital structure and capital investment. This thesis employs fixed effect models. The findings reveal that corporate tax and tax system changes play a role in capital expenditure but do not play a significant role in capital structure. Firstly, corporate tax has no significant effects on capital structure in countries with an imputation tax system and when the tax system shifts. Secondly, capital expenditure shows a significant impact on corporate tax payout in countries with an imputation tax system and where an imputation tax system is introduced.

Keywords: Capital Structure; Capital Expenditure; Classical Tax System; Imputation Tax System;

Don Livera Tennakoon

School of Management PhD

Thursday 22 June 2017 1.30 pm – 2.30 pm

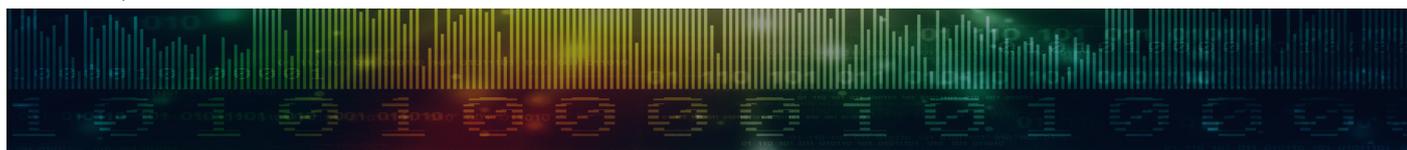
Third Milestone (Completion)

80.11.09

Title: The job seeking experience of skilled migrants in Australia: Quality and accessibility to career opportunities

Abstract: The success of immigrant workers in the Australian labour market has been a persistent theme in Australian research and policy landscape for decades. The extant literature suggests a level of immigrant disadvantage for skilled migrants from 'Non-English Speaking Background (NESB)' compared to their 'Mainly-English Speaking Background (MESB)' counterparts. However, these mobility explanations have divided between structural and agency-oriented perspectives while overlooking the complex interplay of structural and agential concerns of occupational mobility. This research seeks to understand the interplay of structure and agency in shaping the job seeking experiences of NESB skilled migrants in Australia. The mixed-method research is underpinned by the meta-theoretical approach of critical realism and uses the Continuous Survey of Australia's Migrants (CSAM) quantitative secondary data and qualitative semi-structured interviews with NESB skilled migrants in Australia. The quantitative analysis has identified that the NESB skilled migrants experience some downward occupational mobility in finding skilled work commensurate with the skill levels of their nominated occupations. The qualitative phase has revealed a) further evidences to the already identified occupational mobility barriers b) some emergent occupational mobility barriers/ facilitators and c) skilled migrants' agential responses to the identified barriers and facilitators. The research has contributed to the development of theory through its attempt to propose critical realism as a methodological paradigm for migration research. Further, the findings inform research and policy by its' identification of skilled immigrants' responses to the changing labour markets.

Keywords: Skilled-migration, Occupational mobility, Employment outcomes, NESB migrants, Critical realism, Australia



Simon Lockrey

School of Management

PhD

Tuesday 20 June 2017

1.30 pm – 2.30 pm

Third Milestone (Completion)

80.11.09

Title: Structure and agency shaping environmental strategy at organisations

Abstract: My PhD project seeks to understand environmental strategy as enacted by organisations. More specifically, it seeks to examine issues of agency and structure within organisations when people draw upon rules and resources to perform strategies with an environmental purpose.

Current issues in planning and implementing environmental strategies include strategic tensions and paradoxes, social barriers to action, and the capacity and motivation of personnel involved in acting on environmental issues within organisations.

The underlying question is: can people within organisations act strategically to benefit the environment from within their organisational social context(s)? In developing an understanding of this question, my PhD creates a critical insight into the extent of social issues facing people managing environmental strategy.

This should assist in informing approaches by organisations and their personnel that support global efforts for favourable environmental outcomes.

Keywords: environmental strategy, agency, social structure, organisations

Dudu Luo

School of Accounting

Masters upgrade to PhD

Wednesday 21 June 2017

9.30 am - 10.30 am

Confirmation of Candidature

80.11.06

Title: Understanding the Role of Networked Governance on Corporate Social Responsibility: A Case Study of a Government-Organised NGO in China

Abstract: China has brought about an exceedingly novel setting for its regulation-driven corporate social responsibility (CSR) concerning the distinctive role of the government. However, disturbing scandals and regulation failures have raised widespread concerns about its top-down CSR regulation approach. Bearing extensive Chinese characteristics, government-organised non-governmental organisations (GONGOs) in China have been accentuated to the fore in forging governance networks to tackle social and environmental challenges. Despite that, extant literature has given limited attention to a network-level, contextualised examination on this phenomenon. Embracing the networked governance perspective in responsive regulation theory, this research seeks to enrich the CSR literature by offering new insights from examining the GONGO-business relationships, which will constitute a broader reassessment of stakeholders' potency in CSR. While highlighting the distinctive features of the Chinese context, this research is expected to be the first known study to specifically explore GONGOs' governance role in CSR. This research proposes a two-stage case study design and purposively selects the Red Cross Society of China as the central case based on its representativeness and revealingness. The first stage is designed to trace how the GONGO operates and interacts with regulatory actors in a networked governance relationship to influence CSR practices; the second stage will examine how companies perceive and respond to such governance. By doing so, this research seeks to provide an in-depth, rich in context empirical insight in understanding the role of networked governance on corporate social responsibility in China.

Keywords: Government-Organised Non-Governmental Organisations (GONGOs), Networked Governance, Corporate Social Responsibility (CSR), Responsive Regulation Theory, Case Study



Liang Chee Shawn Mah

School of Accounting PhD

Wednesday 21 June 2017 1.30 pm – 2.30 pm

Third Milestone (Completion)

80.11.09

Title: The Public and Private Interest Roles of Professional Accounting Bodies' Disciplinary Procedures: A Review of the Australian Experience.

Abstract: Since the emergence of ethical codes, researchers have been preoccupied with understanding their role and function together with the motives and rationale behind their creation and operation. Literature on the sociology of professions describes a persistent ongoing debate between the functionalist (public interest) and critical-theorist (private interest) perspectives with respect to the role and function of ethical codes. The purpose of this research is to decipher the underlying motivation and latent rationale underpinning the accounting profession's enforcement of ethical codes. Specifically, this research involves a historical review of all disciplinary cases published by CPA Australia and CAANZ from 1988 to 2013 inclusive. Results indicate that majority of disciplinary cases are associated with public interest-type offences, with the majority relating to publicly non-visible offences. In terms of disciplinary outcomes, light penalties (i.e. reprimands, costs and/or fines) account for the majority of disciplinary penalties imposed, with majority of cases involving disclosure of member name. Furthermore, the results also established statistically significant relationships between (a) the public vs private interest nature of offence and severity of penalties; (b) offence visibility and severity of penalties; and (c) offence visibility and member name disclosure. Taken together, these findings shed light on the motives and rationale underpinning the enforcement of the accounting profession's ethical codes and are of relevance to professional accounting bodies as they attempt to re-establish their credibility and legitimacy in the wake of the crisis of public confidence that afflicts the accounting profession today.

Keywords: ethical codes; professional accounting bodies; disciplinary procedures; professional ethics.

Somo Marano

School of Management PhD

Wednesday 21 June 2017 9.30 am - 10.30 am

Third Milestone (Completion)

80.11.09

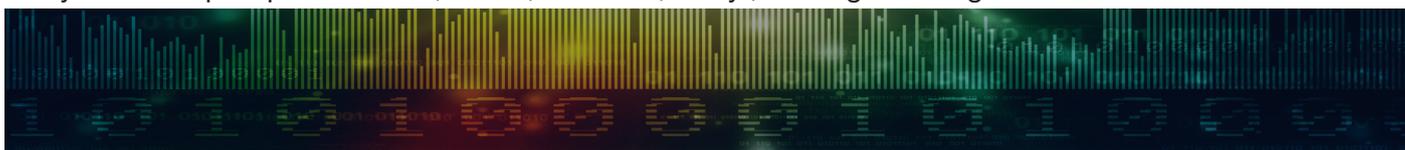
Title: Australian dairy product exports to China: factors for success

Abstract: This thesis investigates the organisational aspects for successfully exporting Australian dairy exports to China. The primary [practical] aim is to evaluate the main factors at the venture level for success among firms. The context for the thesis is the phenomenon of rapid growth of dairy consumption in China and particularly infant formula. These conditions pose challenges not just for exporting firms, but also for the general literature that seeks to explain export performance.

The theoretical context of the thesis is provided by the general literature on export performance, underpinned by the resource based view which suggests particular models for success. Nonetheless, it is argued that these practical factors or capabilities are probably generic to any market success for exporters to China. That is, it does not explain success in the dairy sector, particularly that segment for infant formula. The primary sources for the thesis are drawn from case studies of Australian (non-foreign multinational) dairy manufacturers currently engaged in exporting to China.

This information is supplemented with interviews from industry bodies and other relevant stakeholders, such as industry analysts and government bodies. It is argued that there are specific factors that are crucial for successfully exporting dairy to China. To succeed, exporting firms must meet the institutional constraint in China's new food safety system. It is claimed that the literature on dairy exports to China does not sufficiently capture these essential conditions/factors for success.

Keywords: Export performance, China, Australia, Dairy , Strategic management



Mahmud Masum

School of Accounting PhD

Wednesday 21 June 2017 2.30 pm - 3.30 pm

Third Milestone (Completion)

80.11.07

Title: The implementation of management control in a Central Bank reform process

Abstract: This research has explored how a World Bank-led organisational reform become manifested through the management control of a banking regulatory organisation in a developing country and what institutions were transformed, created and sustained through the process. It illuminates how traditional bureaucratic routines, socio-political environment and global forces interact and impact the implementation of a new performance management system (PMS). The thesis found evidence that actual practices might differ from the intended process of an international best practice PMS.

An international best practice PMS travelled through the internal and external environment of an organisation. The social and political imperatives were found to exert influence over the implementation of a new PMS.

The technical and normative logics of the prescribed model needed to be placed within the institutional context of local agents and interests to understand how performance was managed in a large regulatory organisation in Bangladesh.

Keywords: Management control system, Performance management system, Developing country, Institutions, World Bank, Regulatory organisation.

Angelique McInnes

School of Accounting PhD

Wednesday 21 June 2017 2.30 pm - 3.30 pm

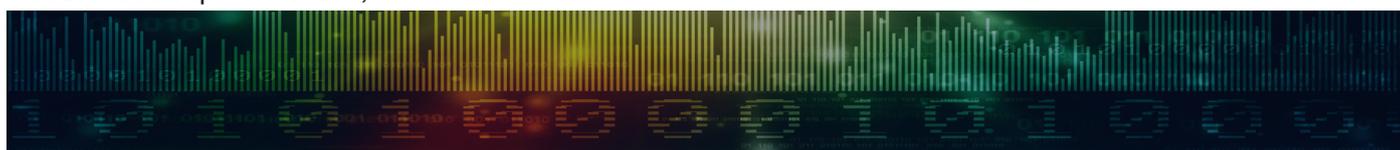
Third Milestone (Completion)

80.11.09

Title: Legitimacy of the current authorised representative licensing model: Theory and Australian empirical evidence

Abstract: Legitimacy of licensing financial advisers through third-party licensees has been controversially debated in the media and practice. The commentaries were evidenced by unsubstantiated claims. Evident was a deficiency in scholarly financial planning literature about this matter. Obvious was a lack of theoretical framework/s to obtain substantiated evidence. This absence was addressed by developing a conceptualised theoretical framework based on agency, legislative, and legitimacy theories intertwined with financial planning theory. The main purpose of this study was to examine the extent the current 'authorised representative' licensing model was perceived as legitimate (or not) using this framework. Based on a post-positivist paradigm, a quantitative research methodology using a semi-structured survey questionnaire, data was collected from authorised representatives registered on the Australian Securities and Investments Commission Adviser Register. Structural equation modelling was the main technique of analysis. Findings revealed advisers were dual agents facing conflicts of interest from association. The results identified this conflict was inconsistent with four of the objectives of the Commonwealth Corporations Act 2001. Consequently, applying Suchman's theoretical framework established the current licensing model's illegitimacy. Additionally, advisers confirmed their support for individual licensing through a single independent professional body, like other true profession. Accordingly, there is now scientific evidence to drive further policy decisions around the future licensing of individual financial advisers in Australia to protect the Australian public from conflicts of interests from association.

Keywords: Principal-agent, Commonwealth Corporations Act 2001, legitimacy, individual licensing, authorised representative,



Gavyn Mickleson

School of Business IT and Logistics Masters

Tuesday 20 June 2017

10.50 am - 11.40 am

Second Milestone (Mid-candidature) 80.11.10

Title: A study into the relationships between lean six sigma and performance of warehousing in Australia

Abstract: The rapid advance of warehousing industry in Australia has facilitated the challenging demand of customers. The challenges of space utilisation, increasing error free shipments, increasing reliability, reducing cost through eliminating waste have been managed through improved processes and technology.

The purpose of this study is to explore the potential relationships between the formal or informal use of Lean Six Sigma (LSS) employed by Australian warehousing companies and the processes of Inbounding, Storage and Out-bounding.

This paper presents a progress report of the study focusing on examining the impact of LSS applications of responsibility shift and waste reduction on warehousing processes of Inbounding, Storage and Out-bounding. The survey method is used to identify whether such relationships exist.

Finally, the results will provide insights onto whether LSS applications effect performance of warehousing in Australian.

Keywords: Lean Six Sigma, Warehouse Performance, Responsibility Shift, Waste Reduction, Goal Setting Theory

Morteza Moallemi

School of Economics, Finance & Marketing PhD

Thursday 22 June 2017

10.50 am - 11.40 am

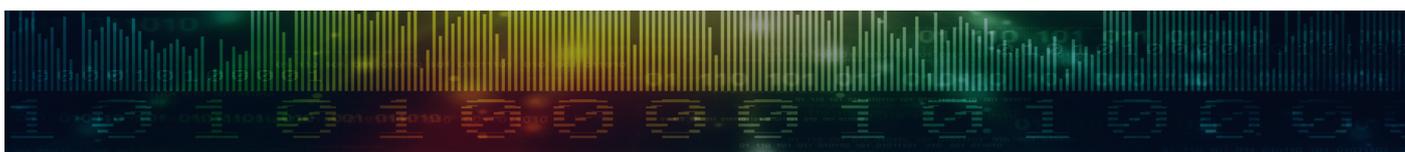
Confirmation of Candidature

80.11.10

Title: Assessment and modelling of private real estate markets' co-movements across the major Asia-Pacific cities

Abstract: Real estate is estimated to make up more than half of the value of physical capital globally. It has the unique feature of necessarily being fixed in space and hence is the ultimate non-traded good. This implies that its price is likely to be predominantly determined by local factors and characteristics. However, more recently, both people and financial capital have become much more footloose. This means that real estate prices' as is well established for share or bonds prices are likely to be affected by regional and even global factors. As a consequence, there is likely to be a rising level of co-movement in real estate markets. Despite the evidence of ever-increasing integration of real estate markets, there has been limited investigation on the extent to which this is occurring and its impact. This research will investigate price co-movements across various regions using three independent yet complementary approaches. First, we will examine price dynamics within a city say between suburbs or postcodes using spatial econometric methods. Second, the shifting relationship between housing markets will be examined at the national level between cities within Australian using global vector autoregression methods. Finally, the changing interrelationship between housing prices across countries will be considered using factor models. The results of the research will be of use to housing investors, bankers and policy makers in improving their understanding of the inter-linkages between housing markets. Furthermore, the project is likely to be of wider public interest given the national focus on the impact of foreign nationals on the Australian housing markets.

Keywords: Real estate, Housing market, Integration, Co-movements, Price contagion



Ehssan Mohammad Qurban

School of Management PhD

Wednesday 21 June 2017 9.30 am - 10.30 am

Confirmation of Candidature

80.11.07

Title: Effects of Multicultural Diversity on Team Productivity at Saudi Airports

Abstract: The issue of teams and team effectiveness has been a topic of long-standing interest to social scientists and business scholars. The study will use social exchange and team effectiveness theory with a reference to frame the research.

The research seeks to explore the link between cultural diversity in teams and team effectiveness within the organizational framework. This is a pioneer research that exploring team effectiveness from a multicultural perspective in the Saudi Context. Much of this work on diversity and limited duration teams in teams has been done on teams in medical and professional services, where levels of professional trust and human capital are thought to assist governance' communication and problem-solving.

This proposal in its discourse will discuss the need for doing a study on multicultural diversity in the workplace. The main factors include in this research are the Process Composition, Work design and Context. This research applies mix method, that comprising both methodologies quantitative and qualitative approach.

Keywords: Multicultural ,Diversity,Team effectiveness

Noor Fadzlina Mohd Fadhil

School of Business IT and Logistics PhD

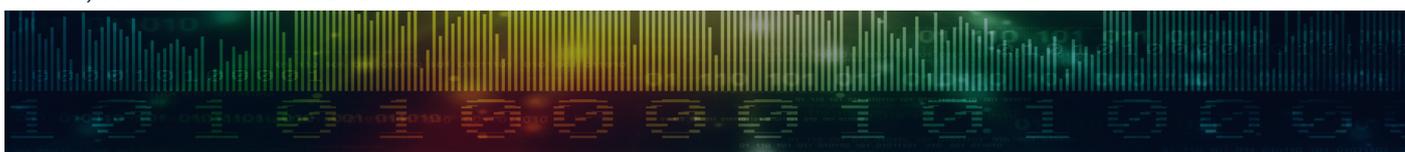
Tuesday 20 June 2017 1.30 pm – 2.30 pm

Second Milestone (Mid-candidature) 80.11.07

Title: Exploring preventive care performance: a resource orchestration view

Abstract: Non-communicable Disease (NCD) is increasingly burdening developing countries including Malaysia. Thus, preventive care is identified as one of the most effective strategy to reduce the risk of non-communicable diseases and healthcare spending. Furthermore, the adoption of Hospital Information System (HIS) for preventive care is recognized to be an important resource towards addressing the problem of the rising of the healthcare costs and decreasing in the quality of care. Such ineffective preventive care was due to issues of underutilised resources, inadequate resources and inappropriate use of resources. Using a structured-pragmatic-situational (SPS) case study approach, the fundamental connections between IS resources and preventive care are explored by examining a specific hospital in Malaysia. Within the context of Resource-Based-Theory, the study utilises the concepts of resource orchestration as a theoretical lens to investigate complex interactions among IS resources, IS competencies and IS capabilities towards preventive performance. The findings from this research have been used to generate a process-based preventive care capabilities framework. This framework reveals that there are two types of bundling (the combining of resources and competencies) that can lead to improved preventive care outcomes. However, the main contribution rests in understanding the conditions under which the resource orchestration processes contribute to the creation of IS Competencies and IS Capabilities, and how it is leveraged to impact performance in preventive care. Therefore, the contribution to practice is to provide the hospital management with an action plan to appropriate use of limited resources for preventive care.

Keywords: Health Information System, Non-communicable diseases, Preventive Care, Resource Based View, Resource orchestration



Mahmoud Moussa

School of Management PhD

Wednesday 21 June 2017 11.40 am - 12.30 pm

Confirmation of Candidature

80.11.09

Title: Investigating the Dynamics of Innovation Processes in Australian Public Sector Organisations

Abstract: There is little consensus of common understanding of innovation in bureaucratic organisations in Australia or across the globe thus leading to minimal enhancement to the growth and execution of innovation in this sector. The major purposes of this thesis involve: to respond to calls to research related to measurement tools and practices for innovation in public sector organisations in Australia; to identify the types of innovation in Australian public sector organisations; and to recognise the most effective leadership style to promote a culture of innovation in the government sector. Hence, this thesis explores the dynamics of innovation in public sector organisations and how this sector may assist Australian businesses, as proposed by the current government in their innovation statement: PM Malcolm Turnbull calls for “ideas boom” as he unveils \$1 billion vision for Australia’s future for the benefits of the entire nation. In addition, the most effective leadership style for managing and promoting innovation in the public sector is crucial part of this study. This thesis is underpinned by the “innovation systems theory”, which emphasizes that innovation does not function in isolation but depends on the interaction between several actors that perform numerous tasks in an innovation process. Moreover, a better understanding of how to boost, measure, and promote innovation in the public sector can be of great assistance to the Australian government, and undoubtedly for the benefits of the entire nation. From the researcher’s point of view, this study can also serve as an indication of the extent to which the Australian government is providing the infrastructure to support or encourage innovation.

Keywords: Australia, innovation, leadership, organisation, public sector

Titus Ng

Graduate School of Business & Law PhD

Tuesday 20 June 2017 2.30 pm - 3.30 pm

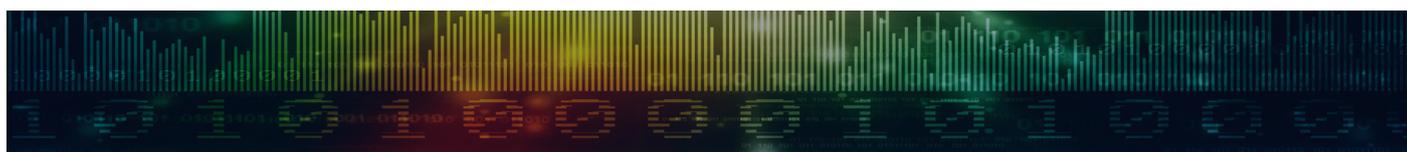
Third Milestone (Completion)

80.11.10

Title: A longitudinal comparative case study of leadership development in Singaporean small and medium enterprises

Abstract: There are currently around 188,800 small and medium enterprises (SMEs) in Singapore employing 65% of the workforce, and effective leadership is critical to their continued success. This research adopted a year-long longitudinal case study approach in investigating the process of developing effective leaders in Singaporean SMEs. Data on two successful growing SMEs and the participating managers were collected over two phases a year apart. These data were collected from multiple sources, including the 360-degree Competing Values Framework (CVF) survey; interviews with the managers, supervisors and subordinates; company documentation; and direct observations. Data from Phase 1 suggested that while the two SMEs share the same societal culture, the individual organization culture seems to have a trumping effect, which reinforced the contemporary argument for developing a process of leadership development based on individual organizational context. Early analysis on the findings from Phase 2 revealed two critical conditions for effective leadership development in SMEs. First, is the fulfillment of unspoken leadership hurdles in the form of specific work ethics or competencies in each SME to becoming an effective leader. Second, the definition of effective leadership as determined by the Owner-Manager, according to the context of each SME, needs to precede the development. Leadership development in SMEs also seem to be a process of leadership discovery, best facilitated through shifts in roles and responsibilities, and it also occurs more effectively in the form of collective team development, allowing each individual’s strength to support another’s weakness, and creating the perception of leader development for everyone.

Keywords: Leadership Development, Singapore, SME, Small Business



Hoa (Xuan) Nghiem

School of Economics, Finance & Marketing PhD

Tuesday 20 June 2017

3.45 pm – 4.45 pm

Confirmation of Candidature

80.11.06

Title: Essays on Vietnam's Monetary Policy

Abstract: In the context of internal and external challenges facing the Vietnamese economy, this thesis aims to carry out a study on one of Vietnam's most pressing issues: its monetary policy, focusing on two important tools: exchange rate; interest rate and their impacts on macroeconomic objectives (inflation and output). The

aims of this thesis are three-fold.

The first objective is to develop models of the determination and volatility of Vietnam's exchange rates.

The second objective is to develop models of the determination and volatility of Vietnam's interest rates.

Last but not least, the study will evaluate the potential impact of exchange rate and interest rate on Vietnam's key macroeconomic objectives of inflation and output.

The thesis will employ software Eviews 9.5 and time series methods to make both theoretical and practical contributions. Theoretically, the thesis will test the validity of theories of exchange rate and interest rate determination. Practically, it will provide helpful advice to policymakers (on the determination of exchange rate, interest rate, their impact on macroeconomic objectives) and businesses/commercial banks (on the modelling of exchange rate and interest rate volatility).

Keywords: Exchange rate, Interest rate, determination, inflation, output, Vietnam

Lien Nguyen

School of Economics, Finance & Marketing PhD

Thursday 22 June 2017

1.30 pm – 2.30 pm

Third Milestone (Completion)

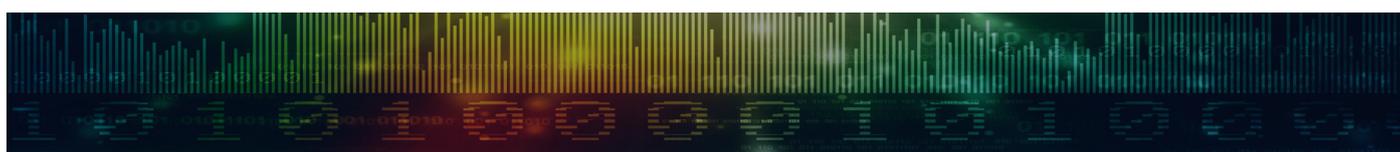
80.11.10

Title: Examining the role of extended family on family decision-making in an emerging market

Abstract: This study examines the role of the extended family in family decision-making in the context of a high-involvement purchase decision in an emerging economy. The importance of the role of extended family on family decision-making more generally has been evidenced in disciplines such as sociology and family studies, yet there is a dearth of research in the consumption context. Further, specific research into consumption influences in emerging markets is needed as the vast majority of the world's consumers live in these markets, many in collectivist cultures where extended family play a crucial role. Existing research on family decision-making has primarily focused on Western or developed markets. Adopting a grounded theory approach, 44 in-depth interviews have been conducted with 14 families in the context of a housing purchase in Vietnam; capturing the perspectives of both nuclear and extended family members.

The preliminary findings demonstrate that parents retain a significant, albeit evolving, role in their adult children's family decision-making, acting as: facilitator, peace keeper, cultural mentor and/or patriarch. However, these roles, coupled with the broader macro-environmental transformation, have contributed to two key tensions with tradition for the younger generation: respecting and deferring to their parents versus fulfilling their own aspirations; the desire to move away from a collectivist living arrangement to an independent living arrangement; and, for women in particular, achieving a greater voice in decision-making versus adhering to the culturally entrenched norms of a patriarchal society.

Keywords: family decision-making, extended family, emerging market, parental influence



Thi Thu Giang Nguyen

School of Economics, Finance & Marketing PhD

Thursday 22 June 2017 10.50 am - 11.40 am Second Milestone (Mid-candidature) 80.11.07

Title: Financial Constraints, Political Connections, Ownership Structure and Income Sources: Evidence from China

Abstract: This thesis investigates the association between firm financial constraints, political connections, ownership structures and income sources in the context of 1,793 Chinese listed companies over 1999-2015. Using multiple measures of firm financial constraints, political connections and firm ownership, our preliminary analysis shows that firm's financial constraints are influenced by the political connections of the firms, and the relationship is U-shaped and varies among ownership types.

This suggests that when cash flow is negative, government control firms face less financial constraints than do privately control firms. When the cash flow becomes positive, however, government control firms appear to be more financially constrained than their privately-owned counterparts.

We also find that financial constraints vary greatly across types of controlling shareholders.

Keywords: Financial Constraints, Political Connections, Foreign Ownership, Foreign Income, State-owned firms, Investment Cash Flow Sensitivity

Minh Phuc Nguyen

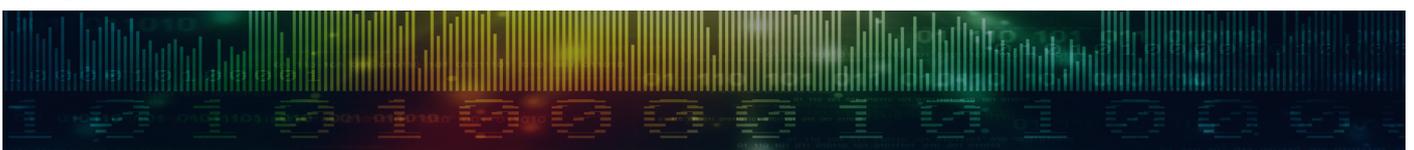
School of Business IT and Logistics PhD

Wednesday 21 June 2017 11.40 am - 12.30 pm Second Milestone (Mid-candidature) 80.11.06

Title: Impacts of collaboration in the Vietnamese aquaculture industry: A manufacturer's perspective

Abstract: There have been major concerns over quality instability and low profitability in manufacturing firms in the Vietnamese aquaculture sector. At the chain level, business relation issues are identified to be the main reason for the situation. From supply chain management perspective, firms are facing collaborative problem regarding interactions between partners, and need for the improvement of performance in terms of quality and profit. Based on social exchange theory, various factors, such as trust, commitment, power, and reciprocity are identified from the literature as key attributes of relationship. They form the antecedents of supply chain collaboration. Also in Asian countries, business relationships involve significant amount of personal and organizational interactions; therefore, both inter-personal and inter-organizational forms of trust need to be considered in the collaboration process. This study aims to investigate relationships between the various attributes, collaboration and performance of manufacturing firms in the Vietnamese aquaculture industry. A model, which describes the relationships among the factors will be developed and tested. A survey of 605 manufacturers will be undertaken and structural equation modelling which provides the comprehensive statistical approach for testing relations among observed and latent variables will be used to analyse the data. This thesis contribute to the understanding about the role of relationship attributes in collaboration hence impacts of collaboration on performance and ability to sustain competitive advantage in the aquaculture sector in Vietnam. It also provides insights and guidance for practitioners in the industry to develop partnerships through collaboration.

Keywords: relationship attributes, supply chain management, collaboration, performance, aquaculture, Vietnam



Abdus-samad Olanrewaju

School of Business IT and Logistics PhD

Tuesday 20 June 2017

11.40 am - 12.30 pm

Confirmation of Candidature

80.11.10

Title: Factors Affecting Social Media Usage by Entrepreneurs and Its Impact on Opportunity Recognition Process: Evidence from a Developing and a Developed Country

Abstract: Social Media (SM) is changing how entrepreneurs run their business and identify potential business opportunities. While research currently acknowledges the use of SM by entrepreneurs, there is further need to identify the critical factors that encourages SM use and how it influences the entrepreneur Opportunity Recognition (OR) process. In doing this, a mixed method research approach will be performed to draw comparative data from entrepreneurs in a developed and a developing country.

An initial research model will be developed; based on the technology-organization-environmental (TOE) framework and opportunity recognition theories. The model will be further developed based on literature and interview of entrepreneurs. T

he proposed model will be validated using a confirmatory study by a survey. The study will investigate and analyze the use of SM by entrepreneurs in different countries (developed and developing country) that are in different phases of their entrepreneurial venture with respect to their SM use and OR.

The research will help in highlighting critical factors in SM use while establishing relationships between the usage of SM and its effects on OR.

Keywords: Social media, entrepreneur, adoption and use, opportunity recognition and exploitation

Anthony Petley

School of Economics, Finance & Marketing PhD

Thursday 22 June 2017

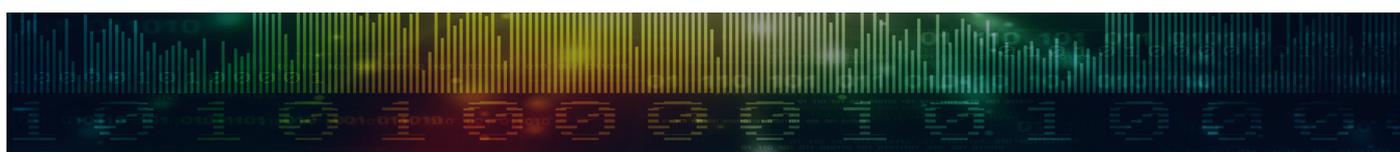
11.40 am - 12.30 pm

Second Milestone (Mid-candidature) 80.11.10

Title: Sustained Product Innovation in Small Companies through the Lens of Absorptive Capacity.

Abstract: Innovation is universally accepted as critical to economic growth and small companies are recognized as key sources of innovation. Studies of large companies and involving multiple sectors have formed the vast majority of research based on The Resource Based View (RBV) and Absorptive Capacity (ACAP) into the impact of knowledge based capabilities on successful product innovation (PI) and building sustained competitive advantage. Small firms need to acquire, transform and exploit technological, customer and market information ACAP), just as much as their larger counterparts but are limited by many resource related factors. The overarching research question in this study is how does ACAP manifest in resource deficient small companies to promote successful sustained product innovation. In the context of small food manufacturing companies, those with less than 50 employees, in Australia which have demonstrated PI success, this study first conducts in-depth case studies. These cases will examine how ACAP is manifested in such firms and how they innovate with limited resources. Having obtained insights from the companies, as knowledge seekers, interviews will then be conducted with external sources of information. These findings together with published literature will then form the framework for an email survey of firms in the food industry (all sizes). The outcome will be a new model of how ACAP and associated capabilities impact on sustained product innovation in small companies, an improved understanding of the differences from larger companies and provide the basis for suggestions on policies and management strategies for increased success in innovation by small companies.

Keywords: small companies, product innovation, absorptive capacity



Giang Pham

School of Economics, Finance & Marketing PhD

Wednesday 21 June 2017 10.50 am - 11.40 am

Confirmation of Candidature

80.11.06

Title: Essays on the adoption and impacts of sustainable agricultural practices in Vietnam

Abstract: The growth of the agricultural sector in developing countries is being negatively impacted by conventional agricultural methods, resource degradation, and population growth. These problems can be ameliorated by using Sustainable Agricultural Practices (SAPs) that use alternative techniques/technologies to achieve three goals which are economic, ecological, and the social for current and future generation. However, the SAPs adoption rates are still low in the developing world. Thus, it is vital to understand the key factors leading to the adoption of SAPs and their impacts. The agricultural sector in Vietnam is facing slow development, pollution and negative health effects due to conventional farming. It is important to encourage farmers there to adopt SAPs since they can help to solve these problems. This thesis will conduct three studies to examine the factors affecting farmers' adoption of SAPs, and investigate the impacts of SAPs on households' agricultural production and labour demand in Vietnam. The first study aims to review the current state of SAPs adoption in Vietnam. It will investigate the forces driving the application and continuous use of SAPs over time, using data from the Vietnam Access to Resources Household Survey (VARHS) between 2006 to 2014. The second study focuses on identifying policies that can further encourage the SAPs use in Vietnam. A discrete choice experiment will be designed and implemented to examine the SAPs' attributes that significantly influence farmers' adoption decisions. The results of the first two studies will inform the development and analysis of the final study using the VARHS, which is on the impacts of SAPs on Vietnamese households' agricultural production and labour demand.

Keywords: Sustainable Agricultural Practices, Agricultural Sustainability, Multiple Adoption, Discrete Choice Experiment, Vietnam

Thi Kim Ngan Phan

School of Economics, Finance & Marketing PhD

Thursday 22 June 2017 2.30 pm - 3.30 pm

Confirmation of Candidature

80.11.06

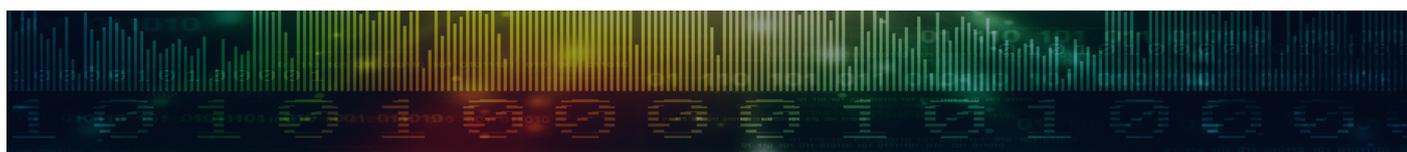
Title: Negotiating authenticity at Vietnam war-sites: a process approach.

Abstract: The purpose of this research is to examine how different stakeholders of Vietnam war-sites negotiate differing perceptions of authenticity towards the war-sites. There is reason to believe in the existence of the tensions in the perception of authenticity claimed by guardians of war-sites versus what is perceived by international tourists.

This study aims to investigate the war-sites authenticity perceptions between international and Vietnamese tourists, and between tourists and sites' guardians, and how the differences can be reconciled. Using phenomenological and critical discourse analysis approaches, qualitative depth interviews will be conducted with Vietnamese tourists as well as tourists from other countries, and representatives of war-sites' guardians; also promotional documents and electronic texts used by stakeholders to authenticate the sites will be analysed.

Findings are expected to provide contextual understanding of how differing authenticity perceptions of different stakeholders of Vietnam war-sites are negotiated, entailing more managerial efforts to customise the sites' information and interpretation to different interest groups.

Keywords: authenticity, authentication, heritage tourism, war-sites, battlefields, post-communist



Tina Popa

Graduate School of Business & Law PhD

Thursday 22 June 2017

2.30 pm - 3.30 pm

Third Milestone (Completion)

80.11.09

Title: Medical Negligence and Mental Harm: Practitioner Perspectives on Challenges in Litigation and Mediation

Abstract: Compensation in personal injury claims has been a contentious issue since the Victorian government implemented major tort reforms in 2002-2003. In 2015 the Victorian government enacted remedial reforms, attempting to strike a balance between affordable insurance premiums and the need to compensate the meritorious claims of individuals. The aim of this doctoral research was to gather reflections from lawyers on the continuing challenges in the litigation and mediation of medical negligence and mental harm claims. Part one of this research explored the background of the initial reforms, resultant legislative changes, recent amendments and the perceived effect on party rights. Part two of this research explored how mediation operates in the shadow of the law, particularly the role of lawyers and parties' emotion in the mediation of medical negligence claims. The research is grounded in interpretivist epistemology and uses a doctrinal and qualitative methodological design. The research data was gathered through semi-structured interviews with 24 senior Victorian tort lawyers and analysed using grounded theory. Analysis of the data through the lens of corrective justice theory shows injury thresholds, caps on damages and the causation test continue to present challenges in medical negligence and mental harm claims. In relation to mediation, participants endorsed the classic attributes of mediation but did not capitalise on the opportunity for parties to express emotion in a way that assists them to obtain emotional closure. This thesis makes a significant contribution to legal theory and practice by making recommendations for law reform to compensation schemes and increased use of mediation in medical negligence.

Keywords: Tort Law - Medical Negligence - Mediation - Qualitative - Grounded Theory

Marc Posthouwer

Graduate School of Business & Law PhD

Wednesday 21 June 2017

10.50 am - 11.40 am

Confirmation of Candidature

80.11.09

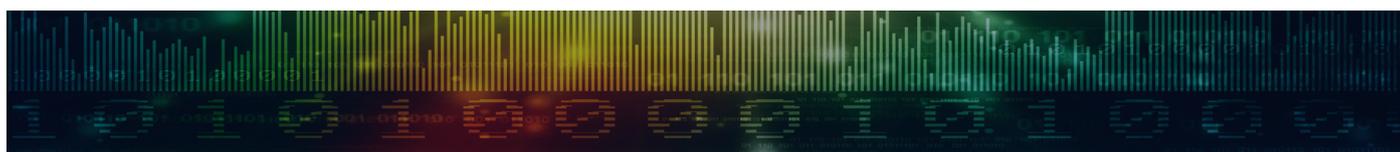
Title: Are Verification and Conclusive Evidence ('VCE') clauses enforceable in Australian banking contracts? '

Abstract: In Australia, the liability of banks and customers for mistaken or unauthorised banking transactions is regulated by a complex interaction of several sources of law comprised of express contractual terms; implied terms under common law and legislation; and banking industry codes. In a number of overseas jurisdictions, Verification and Conclusive Evidence clauses operate successfully in banking contracts to protect the interests of banks in their dealings with their customers in connection with mistaken or unauthorised transactions.

The VCE clause has two elements: first, a verification duty on the customer to verify account statement details; and second, a conclusive evidence provision that declares the information in the account statement is deemed to be correct and incontrovertible after a prescribed time. In Australia, the use of VCE clauses is uncommon in banking contracts and their enforceability has not been tested in the courts either by reference to common law principles or legislative provisions.

The aim of this research is to determine whether the use (or extended use) of VCE clauses can be justified doctrinally in Australian banking contracts, and if so, whether they are likely to be enforceable under Australian law. The doctrinal analysis will include analysis of public and private law, and supportive economic policies by reference to primary and secondary legal sources, including publicly available banking terms.

Keywords: Banking law, Contract Law, Verification and Conclusive evidence clause



Susanti Rachman

School of Economics, Finance & Marketing PhD

Wednesday 21 June 2017 2.30 pm - 3.30 pm

Third Milestone (Completion)

80.11.08

Title: The Role of Information and Communication Technology (ICT) Services in Accelerating Small and Medium Enterprises (SMEs) Output Increases to Boost Indonesia's Economic Growth.

Abstract: This study investigates the role of ICT services in accelerating the SMEs' output, which will help the growth of the Indonesian economy. The research objectives include: identifying ICT's service contribution, the impact of the ICT services, the significant factors influencing cloud computing adoption; and the issues surrounding ICT services implementation. This research finds that ICT services make a significant contribution to SMEs. The findings also indicate that SMEs that are using landline internet might be more productive than others. Firms with middle age management, assembly based, more mature, larger size, higher employee education, and lower ICT skill employee are more likely to use fix telephone. For the mobile telephone, the factors that are indicated significant only show a slightly difference. The adoption of internet is determined by management age, new comer firms, small size firms, higher employee ICT skills, computer, and cloud computing. The adoption of Cloud Computing is determined by the employee characteristics, while management characteristics are not important. Cloud computing is an important aspect of the innovation. Other ICT factors that support the usage of Cloud Computing on SMEs are computers and the internet. These analyses provide the government and the SMEs with a better understanding of ICT service benefits, costs and potential productivity improvements. Finally, the research outcomes are expected to encourage the ICT service providers to help the SMEs to better utilise ICT services, and assist the government to develop policies and regulations that encourage the SMEs' productivity improvements through increased ICT service utilisation. The study has implications for other growing economies.

Keywords: ICT, SME, Economic growth, small business

Sohanur Rahman

School of Accounting Masters

Wednesday 21 June 2017 10.50 am - 11.40 am

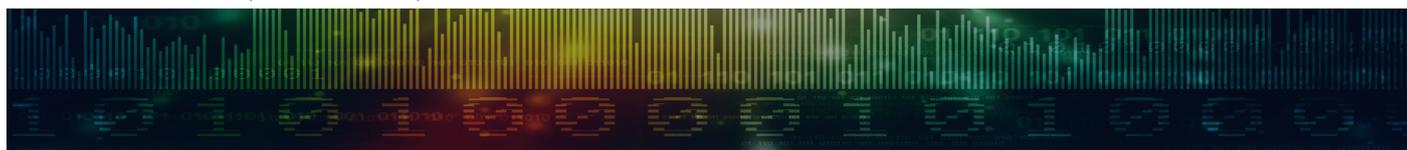
Confirmation of Candidature

80.11.10

Title: Impact of Carbon Pricing on Voluntary Environmental Disclosures of Electricity Generating Sector: A Cross Country Analysis

Abstract: Electricity generating sector has been under close observation for decades due to the significant impact of its operation on the environment. This sector is responsible for a larger portion of Greenhouse Gas (GHG)/carbon emission around the world and has become accused of the reason for global environmental disasters. To protect the world from this disaster and reduce the emission many countries have already come forward with carbon pricing mechanism such as 'Carbon Tax' or 'Emission Trading Scheme (ETS)' in the national level. This is the first known study that will investigate the impact of carbon pricing mechanism on the voluntary environmental disclosures (VED) of electricity generating sector segregating the world countries broadly dividing into two categories: carbon pricing countries and non-carbon pricing countries in the national level. Secondary data will be collected from annual reports or standalone sustainability reports of the year 2015-2016 of electricity generating companies from 57 countries. Top five companies based on market capitalization from prime stock exchange of each country will be selected comprising 250 to 275 companies as sample. Content analysis approach will be used for measuring the extent of quantity and quality of VED of each company. This quantitative study will use two separate indices based on Global Reporting Initiative (GRI) guidelines for quantity and quality measurement adopted from prior studies with some modification to make it aligned with G4- Sustainability Reporting Guidelines. This study seeks to apply the isomorphic branch of institutional theory mostly to analyse the differences between VED of electricity generating sector from carbon pricing and non-carbon countries.

Keywords: Carbon pricing, Electricity generating sector, Voluntary environmental disclosures, Greenhouse Gas, Carbon Tax, Emissions



Mohammed Rajhi

School of Economics, Finance & Marketing PhD

Tuesday 20 June 2017

3.45 pm – 4.45 pm

Confirmation of Candidature

80.11.08

Title: Ownership Structure, Board Attributes and Firm Performance in Emerging and Islamic Markets: Empirical Evidence from Saudi Listed Companies

Abstract: The study aims to empirically investigate the influence of the ultimate ownership structure and board attributes on firms' financial performance (Tobin's Q, ROA and ROE) in Saudi Arabia an important emerging economy (G-20) and the largest Islamic banking market.

The thesis uses a multi-theory approach and quantitative method to answer the following research questions

- (1) Do ownership structures and concentrations impact board attribute?
- (2) Do ownership structures and concentration influence firms financial performance?
- (3) To which extent board attributes explain the variation in firms financial performance?

This is the first study attempts to fill this gap by examining the mentioned internal corporate governance mechanisms in the country.

The study is expected to offer practical outcomes showing the quality of internal corporate governance and its impact on firm performance within Islamic finance setting. It will add empirical evidence to emerging and Islamic finance literature by showing the implications of agency, stewardship and resource dependence theories in the context of emerging economy, Islamic and MENA markets.

Keywords: ownership structure, board attributes, firm performance, G-20, Islamic banking

Robyn Rodier

School of Accounting PhD

Tuesday 20 June 2017

3.45 pm - 4.45 pm

Confirmation of Candidature

80.11.09

Title: In the best interests of shareholders? An empirical study of demergers - the Australian experience 2000 to 2015

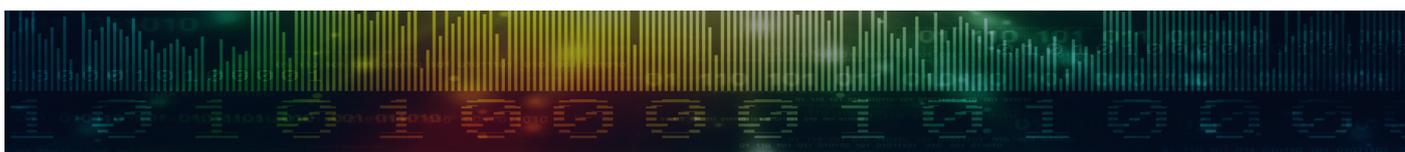
Abstract: Demergers are becoming an increasingly important restructuring mechanism for major corporations. The underlying philosophy of the demerger is that the parent and the demerged entity (NewCo) will create more value as separate entities, due to more focused management and ability to pursue strategies more appropriate to their different businesses.

There has been very little academic examination of this mechanism and whether in fact the demerger does result in being 'in the best interests of shareholders' . Directors must make this statement based on a number of estimates and assumptions prior to the demerger being executed.

This research project will be an historical examination of demergers that occurred in Australia over a fifteen-year period, under Australian regulatory conditions, including the franking credit regime. I

will investigate the long-term post divestiture stock market performance of both the reduced parent and the newly created entity, to determine if the statements expressed by the Directors prior to the demerger, are actually realised.

Keywords: demergers, shareholders, divestiture, Directors



Michael Rowe

Graduate School of Business & Law PhD

Thursday 22 June 2017

1.30 pm – 2.30 pm

Third Milestone (Completion)

80.11.08

Title: Crowdsourcing practice: exploring the circumstances that govern the suitability of crowdsourcing as a means of creating value.

Abstract: Crowdsourcing is a term used to describe a range of activities where inputs from a community not directly owned or controlled by a ‘seeker’ are utilised to address a question, problem or task. The findings of my research are presented in three conceptual papers investigating the circumstances that shape management decisions to adopt crowdsourcing techniques as a means of value creation. The first paper provides a critical assessment of value creation orientation in literature containing crowdsourcing models. It finds that value creation has largely been overlooked in the formulation of crowdsourcing constructs and that models found in the literature are essentially descriptive, consisting of relatively few stages with few variables.

The second paper explores the antecedent conditions that inform management decisions to adopt crowdsourcing as a means of value creation. The conceptual model proposed in this paper suggests that for crowdsourcing to be successful, three antecedent criteria must be met: the task being crowdsourced must be modular in nature; a community must be engaged; and a capability must exist within the organisation to enable the outcomes of crowd interaction to be utilised in a manner that creates value. Paper three explores characteristics of online communities and proposes a conceptual model of community management and development in the context of organisational value creation. Together these papers contribute fresh perspectives on the way crowdsourcing has been analysed historically, factors to be considered in preparing for crowdsourcing, and modalities of online community curation in creating value for business.

Keywords: Crowdsourcing, strategy, open-innovation, online community, social media.

Khuram Shahzad

School of Management PhD

Tuesday 20 June 2017

2.30 pm - 3.30 pm

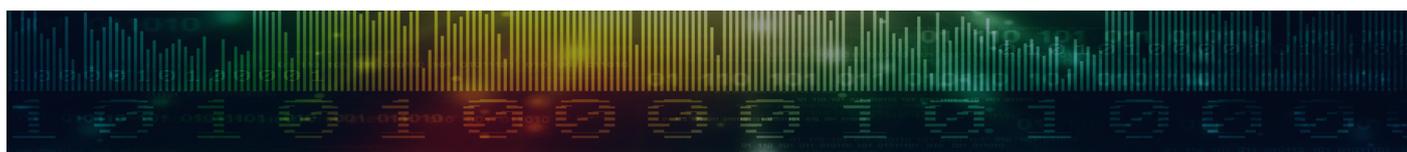
Confirmation of Candidature

80.11.07

Title: Evaluating the Effect of ‘Common Facility Centre Program’ on SMEs’ Competitiveness in Pakistan

Abstract: Small and medium enterprises (SMEs) are considered as backbone in a country’s economic development process. SMEs usually face challenges of resource and capabilities shortage which hinder their productivity, innovation, and competitiveness in domestic and international markets. Governments in order to safeguard their SMEs develop industrial clusters and design support programs for clustered firms. One such program, called ‘Common Facility Centre Program’ is designed by the Government of Pakistan to preserve SMEs competitiveness through provision of technological knowledge and capabilities. This study is designed to investigate the effect of CFC Program on the competitiveness of SMEs. The study also intends to explore the role of SMEs’ dynamic capabilities in harnessing greater competitive benefits from this support program. Grounding the theoretical framework in the resource based theory (RBT) and dynamic capabilities theory (DTC), this research hypothesizes that the use of CFC program enhances SMEs’ manufacturing, innovation, internationalization and financial competitiveness. It is also hypothesized that SMEs’ absorptive capacity (ACAP) and networking capability (NCAP) moderate the effect of CFC program on their competitiveness. By using cross-sectional survey methodology and a self-administered structured questionnaire this study intends to collect data from all SMEs who have been using CFC program in Pakistan. The study aims to deploy multiple regression analysis to test the hypotheses.

Keywords: SMEs Competitiveness; Common Facility Centre; Support Programs; Dynamic Capabilities; Evaluation; Pakistan



Justin Stevenson

School of Accounting PhD

Thursday 22 June 2017

3.45 pm – 4.45 pm

Confirmation of Candidature

80.11.10

Title: Voluntary corporate disclosures: How organisations use social media as a means of legitimisation and stakeholder dialogue.

Abstract: This thesis will investigate the use of social media as a medium for communication and stakeholder dialogue for multi-national organisations.

Utilising legitimacy theory, stakeholder theory, and other systems oriented theories, this thesis will investigate why an organisation would voluntarily disclose information, and their motivations for disclosing on social media.

The research will identify what information organisations are disclosing on social media and the frequency of disclosures.

The research will also look at the demand for social media disclosures from organisational stakeholders.

Keywords: Legitimacy Theory, Stakeholder Theory, Institutional Theory, Voluntary Disclosure, Social Media, Corporate Social Responsibility

Chloe Tiennot

School of Economics, Finance & Marketing PhD

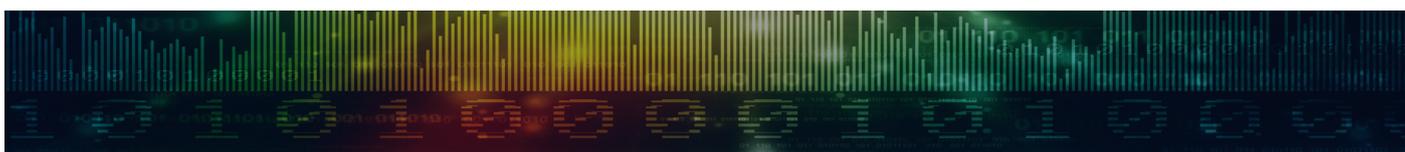
Wednesday 21 June 2017 9.30 am - 10.30 am

Second Milestone (Mid-candidature) 80.11.10

Title: A collection of studies on the economic development of New Caledonia, before and during the institutionalised decolonisation process

Abstract: In this thesis I estimate the impact of the French colonisation on the economic development of New Caledonia. New Caledonia is holding an independence referendum in November 2018. Its economy is made of two main industries: nickel mining (90% of the exports) and public services (30% of the employment, 20% of the GDP). For seventeen years the dependency has received financial aid from France. I test the following hypothesis: has the French colonisation created incentives that impede productive innovation and concentrate the capabilities available in New Caledonia in the mining industry and the public sector? If this hypothesis is verified I should find evidence that New Caledonia lacks productive innovation and evidence of institutional incentives directing individuals towards mining and rent-seeking. To test the lack of innovation, I compute the economic complexity index (ECI) of New Caledonia and Oceania and compare it with the GDP. If the ECI of New Caledonia is lower than its GDP I can postulate that the French financial aid inflates New Caledonia's GDP but does not emulate productive innovation. To test the existence of incentives towards mining, rent-seeking, and illegal activities, I apply a new institutional analysis methodology based on my unified theory of development (see chapter 3) to a series of stylised facts about institutions and the public and the private sector. The main contributions of my thesis include: measuring the economic complexity of Oceania, building a unified theory of economic development, and diagnosing the actual impact of French institutions on New Caledonia's economy.

Keywords: development economics, complexity economics, new institutional economics, innovation economics, SIDs, New Caledonia



Thanh Ngan Tran

School of Economics, Finance & Marketing PhD

Tuesday 20 June 2017

10.50 am - 11.40 am

Second Milestone (Mid-candidature) 80.11.06

Title: The interaction between fiscal policy and monetary policy to achieve price stability in emerging economies

Abstract: The failure of the adoption of an inflation targeting regime in several emerging economies has received renewed interest among academics and policy-makers alike, since this failure can be attributed to worsening fiscal and debt problems in the aftermath of the recent global financial crisis. This sheds light on the importance of the coordination between fiscal policy and monetary policy to achieve price stability. This research therefore aims to investigate the effects of fiscal policy on different transmission channels of monetary policy, which ultimately results in high inflation. We build on the theory of the model of the risk premium, which is a distinct feature that is different from other studies built on traditional economic theories. Another empirical contribution of the thesis is the use of the Autoregressive Distributed Lag (ARDL) approach to test the relationship between fiscal policy and the transmission channels of monetary policy in Brazil, Turkey, and the Philippines, which appear to be typical examples of emerging economies with weak fiscal performance and persistent inflation. The preliminary results indicate that an increase in budget deficits significantly leads to higher interest rates and inflation expectation, along with a domestic currency depreciation in Brazil and Turkey. However, there is no convincing evidence of the effects of fiscal variables on monetary policy in the case of the Philippines. This suggests that the magnitude of fiscal impacts varies across emerging economies because it is subject to the government's commitment towards fiscal sustainability.

Keywords: Fiscal policy, ARDL, monetary policy, inflation, emerging economies.

Tri Tran

School of Management PhD

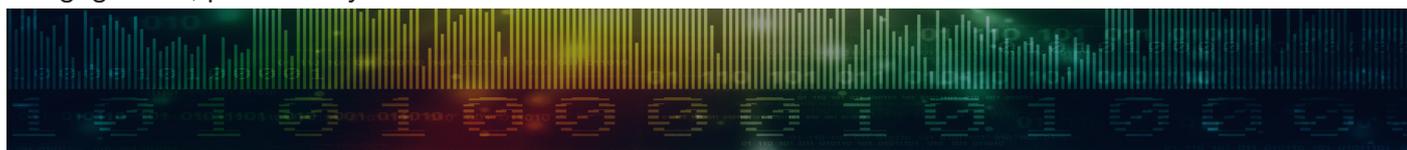
Wednesday 21 June 2017 3.45 pm – 4.45 pm

Second Milestone (Mid-candidature) 80.11.08

Title: Skills development for front line managers in Vietnam's garment industry: Engagement between education and industry sectors

Abstract: In the era of increasing global integration, skills development is considered an integral element for competitive advantage improvement leading to sustainable development for any economy. It is more critical to an emerging economy, like Vietnam, moving from a low-performing centralized socialist economy to an emerging socialist market economy. The transition process has led to a dramatic alteration in skill needs (Cox & Warner 2013; MacIntosh 2013). Many researchers have shown serious labour force skill issue across all leading industries in Vietnam (Collins et al. 2011; Montague 2013; Nankervis, Verma & Montague 2016). Being the second largest industry in Vietnam (MacIntosh 2013) and the fifth largest garment exporter in the world in 2011 (Takahiro Fukunishi 2013), Vietnam's garment industry is seriously impacted by this skills issue. Despite accelerating the amount of garment being exported annually of 15% (NDO 2016), this industry is still located in one of the lowest labour productivity countries (Vu & Pham 2016). In response, the Vietnamese education system has not caught up with the transformation to a market economy, falling behind in producing high skilled employees (Tran 2013). Using a qualitative approach, this research explores the required skills in the garment industry, and the engagement between technical-vocational education and training institutions and enterprises in developing skills for front line managers in the garment sector. This study will provide new understandings and significance of skills development for Vietnam. The findings are expected to extend situated learning theory on new forms of learning engagement between industry and education in the context of Vietnam's garment industry.

Keywords: skills development, front line manager, Vietnam's garment industry, education and industry engagement, productivity enhancement.



Lalitha Ukwatte Jalathge

School of Accounting

PhD

Tuesday 20 June 2017

11.40 am - 12.30 pm

Confirmation of Candidature

80.11.08

Title: Importation of asbestos-contaminated building materials to Australia – accountability, regulation and stakeholder perspectives

Abstract: Asbestos contaminated products have been identified to be a risk substance. In Australia ban on asbestos was introduced in 2003. According to recent Australian media and stakeholder accounts, prohibited asbestos contaminated building materials are still being imported into Australia through Chinese supply chains. Analysis undertaken of stakeholder accounts in the media (Factiva- 2003 - 2016) has provided evidence of a range of corporate disclosure gaps and lack of accountability for business processes to ensure quality control measures in relation to the importation of asbestos free building materials to Australia. This study identifies the accountability of government required to uphold stakeholder expectations for asbestos free importation of building materials. Further analysis of the requirements for asbestos free building materials supply chain will be undertaken from the perspective of governmental regulations and controls and business processes. A wide variety of discourses in media and collected through semi structured interviews with various stakeholder accounts will be analysed. The study has identified Stakeholder Theory and Institutional Theory as theoretical foundation. Understanding the underlying stakeholder expectations for asbestos free building materials, the weaknesses in controls and processes as well as transparency from governmental and business perspectives. The findings of this study can guide the regulatory processes, quality controls with the objective of an absolute ban on asbestos importation in Australia and increase awareness and reduced societal and organisational impacts caused by building material supply chains.

Keywords: asbestos contaminated importations, shadow accounts, accountability, supply chain, Stakeholder Theory, Institutional Theory.

Hongbin Yang

School of Business IT and Logistics PhD

Wednesday 21 June 2017 2.30 pm - 3.30 pm

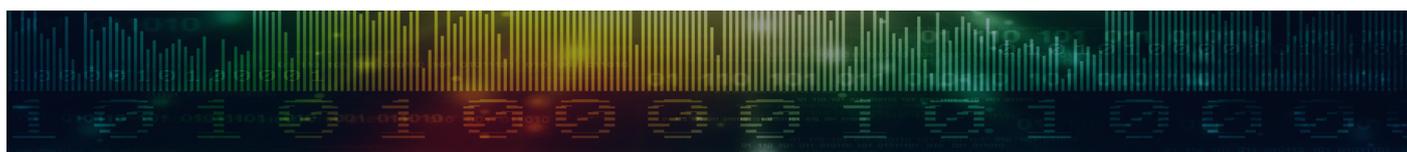
Third Milestone (Completion)

80.11.10

Title: A Context-Aware Recommendation System for Improving the Performance of Personalized Mobile Advertising Using Data Analytics

Abstract: Mobile advertising has evolved into an important category of advertising because it enables advertisers to target users according to current location, their activities and users' devices. However, the reality is that most mobile advertising is sometimes irrelevant to customers' real needs. The core issue of mobile advertising platform is to discover the 'best' match between an active user and a suitable advertisement in specific mobile context. Recommendation System (RS) suggests the most appropriate content or item of interest to users according to their personal preferences. Few prior studies have tried to incorporate context-awareness particularly in fields of mobile advertising. A key challenge is complexity of multiple-dimensional mobile context and scalability of recommendation algorithms. We present a context-aware recommendation system with modified collaborative filtering (see how other users prefer in similar context) algorithm that aims to predict targeted mobile advertising. We first define context-awareness of mobile advertising scenario, and then apply the concept of context similarity to effectively measure a user- context - advertisement model with tensor representation. Consequently, more emphasis is placed on using the rating tensor factorisation to identify similar RS-users with similar preferences. The new algorithm is proposed to improve the relevancy of the prediction results by employing a real-world dataset. The performance (MAE and RMSE) of personalised mobile advertising can potentially increase. The items evaluation based on Rasch Model is then carried out and verified that the selection by proposed data analysis can also improve the response of rating-users to the mobile advertising.

Keywords: Mobile advertising; context-aware recommendation system; mobile commerce; Big Data



Maryam Zomorodi

School of Business IT and Logistics PhD

Tuesday 20 June 2017

1.30 pm – 2.30 pm

Second Milestone (Mid-candidature) 80.11.06

Title: Procurement Process in Sourcing From the Base of the Pyramid: An Exploratory Study

Abstract: Studies on supply chain and sustainability suggest that sourcing from the Base of the Pyramid (BoP) markets and involving the poor in the procurement process can improve sustainability performance and contribute to global poverty alleviation. Nevertheless, such practice also gives rise to a multitude of new issues that must be addressed and managed effectively. Standard procurement models are not applicable in dealing with the specific challenges encountered in sourcing from BoP markets and new procurement strategies have to be developed. Thus, this study focuses on investigating the issues related to sourcing from the poor and identifying relevant BoP procurement strategies to overcome these challenges. Through an in-depth investigation involving multiple case studies in the agri-business sector, four major categories of challenges related to the product, market, suppliers and non-traditional business partners have been identified. The nature of these challenges was also examined using the theoretical lenses of institutional theory and agency theory. By understanding the type and the nature of the challenges in sourcing from the poor, this study aims at providing a taxonomy of BoP procurement strategies. Developing a procurement model for the BoP markets extends both supply chain management and BoP business theories. It also helps decision-makers in companies understand the challenges and thereby develop capabilities to adopt new procurement strategies when involving the poor in their supply chain.

Keywords: Base of the Pyramid, Procurement, Agency Problems, Institutional Voids, Agribusiness

