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Research Newsletter

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CONTENTS

RESEARCH GRANTS
HIGHLIGHTS OF THE YEAR
NEW RESEARCH COLLEAGUES
PHD STUDENTS
CONFERENCE PAPERS GIVEN
BOOKS PUBLISHED IN 2008

RESEARCH GRANTS

LINDA LEWIS

Linda Lewis has been awarded a collaborative joint project - funded from the Objective 1 R&D subsidies scheme - with a South Yorkshire company, namely SEAMS Ltd.

Linda is helping the company to further develop its technology for optimising asset management decision making to incorporate externally reported financial indicators of performance by water companies. The collaboration is also enabling Linda to look at

developing indicators of performance in sustainable development as part of asset management decision making. The amount of funding is £11,000.

ALAN MURRAY

The results of the ESRC Seminar Series Competition have just been announced. A bid written by Alan Murray and Prof Paul Palmer, from Cass Business School, supported by Dr Kathryn Haynes of York Management School, Dr Martin Brigham, of Lancaster University Management School, Dr Rob Melville of Cass, and Dr Richard Spencer of The Institute of Chartered Accountants in England and Wales (ICAEW), has been successful.

A significant contribution was also made by Jon Burchell who, although not named on the bid, was party to the online discussions that led to the final submission.

This seminar series has been designed to be significant and provocative, asking

crucial questions about the interaction of business with society, and will engage senior academics in debates with industrialists and the professions about the meaning and operationalization of Corporate Responsibility programmes.

The bid, worth £18,000 was supported by an additional £3,000 by the ICAEW, and the series will begin in the Autumn with a high profile launch, hosted by the British Library, in London. Academy of Marketing Research Initiative Award

CAROLINE OATES

At the 2008 Academy of Marketing conference in Aberdeen, Caroline Oates received an accolade for her current innovative research. Caroline was announced as one of the winners of the prestigious Academy of Marketing Research Initiative Awards, receiving some £2000 to contribute to furthering her research on the

portrayal of food in children's television programmes.

In addition to this, Caroline has also received an additional bursary to fund her attendance at next year's Academy of Marketing conference as part of her prize.

HIGHLIGHTS OF THE YEAR

Management School hosts ESRC Seminar

On Friday 17th October, [Dr. Gill Musson](#) and [Dr. Penny Dick](#) held the final seminar of the ESRC funded Seminar Series: Patterns of flexibility, associated management practice, careers and family life, here at the Management School. Speakers included Tom Stokes, MD of Evans Easyspace, the UK's most successful supplier of flexible workspaces, Simon Cooper, Strategic HR Manager, Rotherham MBC and Dan Stokes, an economist from Nottingham Trent University. The seminar

completed the successful series of 6 held at Sheffield, Birmingham, Newcastle and Nottingham

European Foundation Evaluation

Colin C Williams, Professor of Public Policy, has been commissioned by the European Foundation for the Improvement of Living and Working Conditions to evaluate the policy measures being used to tackle undeclared work in a total of 27 EU member states as well as Norway. This work is being conducted in cooperation with Dr Piet Renooy at Regioplan in the Netherlands.

The current project extends an earlier initial study that provided an evaluation of the policy measures being used in five EU member states.

The outcome of this EU-wide investigation will be a 'knowledge bank' which will make available to policy-makers throughout the world not only up-to-date evaluations of specific

policy measures used in particular nations but also information on whether these policy measures are transferable to other contexts. This 'learning hub' is available at:

<http://www.eurofound.europa.eu/areas/labourmarket/tackling/search.php>

Management School PhD wins Michael Z. Brooke Prize for Best Doctoral Paper

Elena Beleska-Spasova who is in the 3rd year of her PhD studies (supervised by Keith Glaister and Mehmet Demirbag) won the Michael Z. Brooke Prize for Best Doctoral Paper at the 35th Academy of International Business (AIB) UK & Ireland Chapter (UKI) Annual Conference, Portsmouth March 28-29, 2008.

NEW RESEARCH COLLEAGUES

Dermot Breslin

Dermot joined the Sheffield University Management School in September 2008, having previously lectured for four years in Strategy and Entrepreneurship at Lincoln University. Since graduating in 1989



with a B.Eng degree in mechanical engineering from University College Dublin (Ireland), Dermot has worked in a variety of managerial roles including engineering design, production and sales in the global steel, aluminium and paper industries. Between 1996 and 2004, Dermot worked for the Sheffield-based engineering company VAIUK industries (now Siemens VAI UK), and his involvement in a number of key sales activities contributed to the company's most successful period

of activity to date, with the company being awarded the Export Excellence Award at the Chamber of Commerce Business Awards in 2003. In the same year Dermot completed a MBA (Distinction) from Warwick University. This commercial experience has seen Dermot working in many different roles (from operations to sales), in a variety of companies (including both SME and multinational) and in a wide range of countries (from Italy to India and China). Dermot notes that he has always been fascinated by the complexities of organisations, and how some manage to successfully adapt to suit rapidly changing business worlds despite the intricacies of relationships both inside and outside these firms. Many however fail to change and face ultimate extinction! Since entering the academic profession in 2004, Dermot has been working on a PhD under the supervision of Prof. Gerard de Zeeuw, which is now nearing completion. The specific focus of Dermot's research over the past three years has been to use an evolutionary approach, and

drawing on related fields from within organisation science, to develop a theory-led approach to the study of changing behaviour in both small and large organisations.

Peter L Jennings

Peter is a Senior Lecturer in Entrepreneurship and Regional Development. Peter has twenty-five



years experience of teaching and supervising postgraduate, post-experience and undergraduate students in the

fields of entrepreneurship, innovation, small business, and strategic management. As an active researcher he regularly publishes journal articles and conference papers principally concerning entrepreneurship, small business management and the use of new learning technologies in management education, training and

development. Peter was formerly editor of the *Journal of Small Business and Enterprise Development* and a member of the Publications Committee of the Strategic Planning Society. He was also formerly Vice President and Chair of the Publications Committee of the Institute for Small Business Affairs (now Entrepreneurship). Peter is currently a member of the Editorial Advisory Board of the *International Small Business Journal*, the *Journal of Strategic Change*, and the *International Journal of Business Environment*. Peter gained ten years experience as an Export Manager in a family-owned SME immediately prior to becoming a lecturer and researcher in Higher Education.

Peter is particularly interested in hearing from fellow researchers and students engaged in, or wishing to engage in research related to:-

- Discourse in entrepreneurship;
- Alternative paradigms of entrepreneurship and entrepreneurship research;

- Spirituality and entrepreneurship;
- Critical Management Studies.

Dr Naoko Komori

Naoko joined the University of Sheffield Management School in October 2008.



She completed her PhD here in 2005 and subsequently worked as a research fellow at the Centre for Analysis of Investment Risk (CAIR) in Manchester Business School. Before moving her

academic career to the UK, she worked as an associate professor in the Faculty of Economics at the University of Wakayama in Japan. She also holds an MBA from the University of Kobe in Japan.

Naoko's major research interest is to enhance understanding of the processes of international convergence in accounting and auditing, with specific reference to Japan. Japan is a

particularly interesting environment in which to study accounting and auditing: not only is the country renowned for its distinctive accounting and auditing traditions, but these are currently undergoing significant changes in terms of the role and status. Her PhD explored how the relationship between women and accounting has developed in the Japanese social context, and how it differs from that seen in the Anglo-Saxon countries. Her paper was recently published in the "Gender and Accounting Revisited" Special Issues in *Accounting, Auditing & Accountability Journal* (edited by Jane Broadbent and Linda Kirkham).

Naoko is now embarking on a range of new research projects, which take a broader look at the arena of auditing and corporate governance. Her first project explores recent changes in audit practice through the case study of the auditor-client relationship in Toyota Corp. By conducting extensive fieldwork in Japan, she is looking at how the introduction of Western audit methodologies is challenging and

transforming the historic skills and concepts of auditing which have been shaped by local underpinnings. Her second project examines the growing significance of financial literacy in Japan and its impact on household accounting practices. Naoko is particularly interested in how changes in corporate governance are giving rise to an increased emphasis on audit culture in Japanese society, and how this process is interlinked with the changes in attitude among Japanese people towards accounting and finance which have followed globalization. Her research has been awarded a grant by the Daiwa Anglo-Japanese Foundation and the Japan Foundation. Naoko is also interested in developing research method and practice for understanding the role of accounting in a cross-cultural context.

Dr. Hang Minh Le

Hang completed her PhD from University of Durham Business School in 2004. She also holds a BSc. (Econ)

from Hanoi and an MSc (Int'l Finance and Banking) from Durham. Before joining the Management School in October 2008, Hang was a lecturer in Economics at Nottingham Trent University.

Hang's research interests are corporate finance, including corporate diversification, insiders' trading and auditing. Hang has published in academic journals such as *European Financial Management*, *Applied Economics* and *Applied Financial Economics*.

Hang has acted as referee for *Journal of Comparative Economics*, *Managerial and Decision Economics*, *Journal of Policy Modelling*, *Economic Issues*, *Journal of Economics and Business* and *Omega*, *The International Journal of Management Science*.

Hang teaches corporate finance and corporate restructuring to undergraduate and MSc students.

Hang welcomes PhD applicants interested in researching the field of corporate finance.

PhD STUDENTS

Introducing a selection of new and continuing PhD students.

Ibtisam Alwahaibi

Ibtisam who is from Oman joined the Department in 2007 when she



commenced the MRes in Management Research. She is doing her PhD in communication under the supervision of Dr Gill Musson and Dr

Penny Dick. Her research topic is "gender communication in the workplace" where she is planning to investigate communication practices between men and women in Omani

government and private agencies. She chose Sheffield University because of its reputation in research and supervisory team as well. Ibtisam is a member of teaching faculty in College of Commerce and Economics in Oman, prior the PhD she did a master degree in corporate communication at Bond University (Australia).

Claudio Wanderley

Claudio is a PhD student in management accounting. He is working under the supervision of Professor John Cullen and Professor Philip Wright.



The focus of his research thesis is on changes in management accounting in the Brazilian Electricity Sector. He joined the Management School in 2006. He was awarded a research grant from CAPES the Brazilian Government Agency to study in the UK. He received funding from the Excellence Exchange Scheme and went to the Portland State University in November 2008 to visit

Professor Jesse Dillard at the Department of Business Administration. He is also a lecturer in Brazil.

Hesham Albinali

Hesham is an Embry-Riddle Aeronautical University avionics engineer graduate who found that aircrafts are not as interesting as the people working on them. He managed to turn his career around to pursue his interests without giving up his engineering background by getting his Masters degree in Engineering Management from University of Bahrain (distinction).



His interest in work directly with people is one of the motives for his active community role. For the last four years, Hesham was the elected president for Um Alhassam Sport and Culture Club, which is one of the rising stars in Bahraini youth institutes.

Hesham's work experience as an officer in Bahrain Defense Force provided him with the opportunity not only to lead people but also to experience the essence of human relations in an organizational context. Such working experience, along with being a part-time tutor in the Arab Open University, inspired his enthusiasm to read for a PhD degree in the field of Human Resource Management.

In February 2008 Hesham enrolled into the PhD program in University of Sheffield. Currently, he is investigating the influential factors on succession processes in public sector organizations under the supervision and guidance of Professor Kamel Mellahi and Mrs. Suzanne Richbell.

Juliana Meira

Juliana is working in the area of management accounting under the supervision of Professor John Cullen. The focus of her research thesis is on the role of accounting in inter-

organisational settings. She joined the Management School in 2006 and she



was awarded a research grant from CAPES, the Brazilian Government Agency to study in the

UK. She received funding from the Excellence Exchange Scheme and went to the Stockholm School of Economics in November 2008 to visit Professor Johnny Lind at the Department of Accounting. She is also a lecturer at the Federal University of Pernambuco in Brazil.

CONFERENCE PAPERS GIVEN

Allen, P. M., Varga, L., Strathern, M., Rose-Anderssen, C., Baldwin, J. and Ridgway, K. (2008). Complexity, Evolution and Organizational Science, presented at The Fourth Organization

Studies Summer Workshop on "Embracing Complexity: Advancing Ecological Understanding in Organization Studies" held in Pissouri, Cyprus, 5-7 June 2008.

Anbuudayasankar, S.P., K. Ganesh, K. Mohandas and S.C. Lenny Koh, 2008, Simpson, M., Parker, C., and Redmond, J. (2008) "A 'Tool Kit' of Interventions to Encourage the Adoption of Environmental Good Practice by SMEs." Presented at the 7th International Conference on Corporate Social Responsibility, Durham Business School, 3rd – 5th September 2008. Conference Abstracts booklet, Abstract, p.69.

Azumah, G., Koh, S.C.L. and Maguire, S. 2008, Organisations' transition in a networked economy, Proceedings of the 6th International Conference on Supply Chain Management and Information Systems, 8-10 December, India.

Azumah, G., Koh, S.C.L. and Maguire, S. 2008, The emerging forms of

organisation: unlearning old strategies through the learning of e-strategies in the Internet Cultural Era (ICE), Proceedings of the 6th International Conference on Supply Chain Management and Information Systems, 8-10 December, India.

Burchell, J. & J. Cook (2008) 'Changing relationships through dialogue: The impact of engagement opportunities on the attitudes and tactics of UK NGOs' paper presented at EGOS Colloquium, July.

Dibben, P. Wood, G. Brewster, C. and Bischoff, C. (2008) HRM in Mozambique: homogenisation, path dependence or segmented business system? ISA Congress, Barcelona, September 2008.

Demirbag, M. and Glaister, K., 2008, Factors determining the home region and inter-triad R&D location choice, Academy of Management Annual Meeting, Anaheim, California, 8-13 August 2008,

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Lee, B. (2008): "Case studies: method, strategy or strategic choice?" Paper presented at BAM conference, Harrogate September 2008.
Macaulay, M and O'Reilly, D (2008) Rant(er)ing And Raving – Marketing And Apocalypse In The Music Business. Academy of Marketing Conference Proceedings (Working Paper).

Morrell, K., Mellahi, K and Wood, G. 2008. – The Science of the Good and the Business of Ethics, 12th Annual EBEN-UK Conference 2008 in association with the British Academy of Management CSR Special Interest Group : '*Corporate Social Responsibility: The Management of Ethics in Business?*', April 1-2, 2008, New Hall, Cambridge, UK.

Oates, C., Padmore, J. & McDonald, S. (2008). 'Researching a new typology of green and ethical consumers'. Presented and published in the Proceedings of the Academy of Marketing Conference, July 2008

Parker, C., Redmond, J. and Simpson, M. (2008) "Intervention Strategies to Engage Small and Medium Enterprises in Environmental Good Practice." Accepted for the SME – Entrepreneurship Global Conference 2008: "Creating Sustainable Entrepreneurship Eco-System and High Performance SMEs", Organised by Monash University, Melbourne, Australia, 3-4 July 2008. Paper no. 15. (CD: ISBN 978-0-7326-4006-4).

Rattab, B, Benbrick Anis, and Mellahi, K. 2008. A Study of the Relationship between CSR and Business Performance in Fast Developing Economies, AIB Annual Conference, 30 June -3 July, Milan, Italy.

Redmond, J.L., Walker, E.A., Wang, C., Simpson, M., & Parker, C. (2008) "The Impact of Small Business on the Environment." Accepted for the 31st Institute for Small Business & Entrepreneurship Conference: International Entrepreneurship – promoting excellence in education, research and practice, 4th – 7th November 2008, Belfast, N. Ireland.

Sminia, H. (2008), A Subsistence-based Approach to Organizational Failure. Paper proposal presented at the BAM Conference, Harrogate, UK, September 9-11.

Sminia, H. (2008), Institutional Continuity and the Dutch Construction Industry Fiddle. Paper presented at 2008 Academy of Management Annual Meeting, Anaheim, CA, USA, August 8-13.

Sminia, H. (2008), Position and Potential: A dynamic Approach to Strategic Management. Paper presented at 2008 Academy of

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Sun, P., Mellahi, K. and Thun, E. 2008. Political Embeddedness and MNE Market Leadership: The Case of the Chinese Automobile Industry (1984-2005), International Association for Chinese management Research (IACMR), June 19-22, Guangzhou, China.

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Tipi, L., Kawalek, J., Maguire S., "Evaluating and Improving a Knowledge Management System" – The IMMPEUS Case Study, INTED 2008.

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Studies Summer Workshop on "Embracing Complexity: Advancing Ecological Understanding in Organization Studies" held in Pissouri, Cyprus, 5-7 June 2008.

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Wright P.W. (2008), Entflechtung: EU-Politik und Großbritanniens Erfahrungen (Ownership Unbundling: EU Policy and UK Experience), Institute of Mineral & Energy Law conference, *Wege zum „echten“ Energiebinnenmarkt: Konsens im Ziel, Dissens über die Methoden*, Bochum, February 21st (presented in German)

Wright P.W. (2008), Have We Got the Energy?, Public Lecture to Yorkshire Philosophical Society, York, April 15th

Wright P.W. (2008), Le nationalisme énergétique en matière de ressources naturelles : l'exemple du Venezuela (Resource Nationalism: the Case of Venezuela), V^{ème} Colloque International du Réseau Monder, *Le patriotisme énergétique: réponse à la mondialisation des marchés ?*, Rabat, January 9th (presented in French)

Wright P.W. (2008), The Impact of Downstream Taxation and Subsidies on the International Pricing of Oil and Gas, Energy Charter Secretariat Trade & Transit Group Meeting, Sofia, June 11th

Wright P.W. (2008), The UK's Experience of Ownership Unbundling and Investment in Gas, Socialist Group Roundtable, European Parliament, Brussels, February 12th

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de l'Energie et le Conseil Français de l'Energie, Paris, May 29th

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