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THE AUSTRALIAN INSTITUTE FOR BUSINESS & ECONOMICS (AIBE)

leverages world-class collaborative research across The University of Queensland's Business School, School of Economics, TC Beirne School of Law, and the wider University. The focus for the institute is on Australian and worldwide innovation with new horizon research enhancing industry's current needs and future challenges.

OUR PURPOSE

AIBE's purpose is to develop engaging relationships between our world-class BEL researchers and government, industry and the community. We do this by having direct access to more than 238 world-renowned experts who can deliver collaborative applied research or consultancy.

We also pursue opportunities to publicise AIBEsupported research in Australia and internationally with a focus on the Asia-Pacific region.

We are uniquely positioned to bring the best researchers in business, economics and law into teams to work well with our clients. 0

OUR **STRATEGY**

Established in 2014, AIBE seeks to establish UQ's Faculty of Business, Economics and Law (BEL) as a leading institute and intellectual hub of business, economics and law research in Australia. We:

- undertake, facilitate and promote innovative cutting edge applied research
- initiate and promote informed debate on timely economic, social and public policy issues
- facilitate world-class research and publications on business, economics and law that have direct relevance and application for businesses and government.

OUR OPERATIONS

We help businesses, government and the community access highly-skilled researchers, develop workshops and plan strategies. We also publish articles about topical business and economic issues. Our operations include:

- consulting
- industry engagement
- student engagement
- workshops and forums
- · research collaborations.

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OUR RESEARCH EXPERTISE

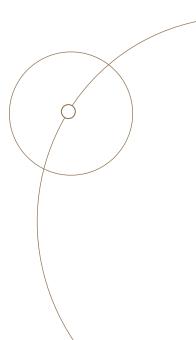
Our research priorities are:

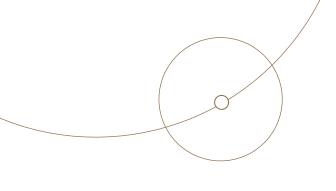
- applied economics
- financial markets
- HR and strategic management
- inter-disciplinary studies in business, economics and law.

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OUR RESEARCH SERVICES

- data analysis and forecasting
- strategy development
- independent expert opinion
- designing and conducting surveys
- conducting literature reviews
- developing best practice policies
- · research project management.





MESSAGE FROM THE EXECUTIVE DEAN

The Australian Institute for Business and Economics was formed in late 2014 to bridge the gap between research and industry; addressing real-world needs with world-leading academic expertise.

2016 has seen AIBE focus on establishing an advisory board, while continuing to grow new and existing industry partnerships.

Current AIBE research collaborations with the Queensland Treasury Corporation sees UQ academics working on a range of projects. Government health expenditure, specifically the efficiency and productivity of Queensland's health and hospital systems, is among AIBE's recent projects.

In 2015, Professor Paul Gollan commenced as the AIBE Director to establish and lead AIBE. Previously Paul worked as a Professor of Management and Associate



Dean (Research) in the Faculty of Business and Economics at Macquarie University, as well as a Visiting Professor in the Department of Management at the London School of Economics. I would like to thank Paul and the team at AIBE together with the UQ researchers who have been involved with AIBE activities during the past year.

AIBE is largely made possible by the generous donation of UQ alumnus Matthew McLennan, a successful fund manager with First Eagle Fund Management.

The next phase of AIBE is truly exciting and challenging, with the institute working to position UQ's Faculty of Business, Economics and Law as one of Australia's leading research providers.





MESSAGE FROM THE DIRECTOR

As the Director of the Australian Institute for Business and Economics it gives me great pleasure to present this Progress Report. 2015 was a very busy year and 2016 has been exciting thus far with a number of new strategic partnerships established through the institute.

AIBE faces many challenges. Australia is ranked poorly for collaboration between researchers and business by the Organisation for Economic Co-operation and Development, ranking 23rd out of 32 countries on the percentage of total research publications co-authored by industry and the research sector. However, the quality of academic research Australia produces is world-class and ranked very highly. It is no surprise the government has repeatedly urged universities and business leaders to find better ways to drive innovation through collaboration.

The Commonwealth Government is looking to overhaul the way university research is funded; to not just recognise the importance of publishing academic papers in journals, but place greater importance on university-industry applied research and its potential impact on Australian society and the economy. As the government starts to implement these changes, there will be less grant money available through competitive research grants such as the Australian Research Council grants.

The University of Queensland has responded to the need for improved university-industry collaboration with the establishment of AIBE; largely made possible by the donation of UQ alumnus Matthew McLennan, a successful fund manager with First Eagle Fund Management.

AIBE is a unique organisation in Australia which does not receive direct government funding. Embedded within the Faculty of Business, Economics

and Law (BEL) at The University of Queensland, AIBE draws on more than 280 academics to meet the needs of industry.

Since AIBE's inception in late 2014, we have developed strong partnerships with organisations such as the Australian Chamber of Commerce and Industry, Port of Brisbane, Queensland Treasury Corporation, ANZ Banking Group, International Labour Organization and Ernst & Young. Working with these organisations, AIBE's researchers are investigating areas such as disruption potential and impacts on existing energy providers, flexible work practices, the business efficiency of health services and innovation, and productivity in the mining industry.

We have some exciting new projects on the horizon in areas such as lean manufacturing, productivity and efficiency of Queensland hospitals and health system, and increased overseas investment opportunities in Queensland. We are also now trialling new models for university-industry collaboration that have been well received by our partners, including embedding PhD students in industry positions.

AIBE relies on BEL research academic and faculty staff to achieve its goals and we are very grateful for their support. I would also like to thank Professor John Mangan for his invaluable input as the AIBE Interim Director and the support I receive from the Executive Dean Professor Iain Watson. Lastly I could not do this job without the valuable AIBE team. We at AIBE are looking forward to another exciting year ahead.



AIBE STATISTICS

Examples of **AIBE** research contracts since it was established in 2014 include:





















238 teaching and research academic staff

UQ Business School

UQ Business School's MBA Program is ranked #16 in the world and #1 in the Asia-Pacific region by

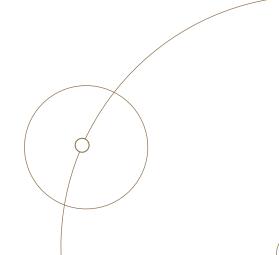


TC Beirne School of Law

UQ's TC Beirne School of Law is ranked #49 in the world in the QS World University Rankings

UQ School of Economics

UQ school of Economics is consistently ranked in the top 2% of research-intensive economic departments in the world and ranked #1 economics research institute in Australia by Research Papers in Economics



RESEARCH CASE STUDIES

Australian Business Lawyers and Advisors

AIBE provided research into the organisational culture of microbusinesses, and the extent to which they are impacted by the Australian award system compared with their larger counterparts.

This was to support a New South Wales Business Chamber (NSWBC) claim to the Fair Work Commission for a Micro Business Schedule. The academic literature review report was titled 'Organisational culture of Australian microbusiness and the impact of the award system' and was presented to Australian Business Lawyers.

Australian Chamber of Commerce and Industry

AIBE delivered two reports to the Australian Chamber of Commerce and Industry: a content framework for effectively communicating business training opportunities and the regulatory environment to small businesses, and an in-depth issue report on flexible work.

AIBE first developed a best practice content framework for small business to engage with workplace productivity developments in the current regulatory environment.

Agile Organisations and Flexible Work: Adapting Australian Work to the Modern Economy outlined the benefits of an agile workforce and flexible, and adaptable labour engagement. The findings inform businesses on ways to structure work to best meet the challenges ahead in a sustainable way.

Port of Brisbane

In 2015, The University of Queensland, represented by AIBE, and the Port of Brisbane Pty Ltd (PBPL) established a venture to build capacity through research and teaching positions in the UQ School of Civil Engineering and the Faculty of Business, Economics and Law. The project, currently run through the School of Economics, is focused on channel deepening, reclamation and other port-related activity.

Queensland Treasury Corporation

A collaborative research partnership between AIBE and the Queensland Treasury Corporation (QTC) focused on QTC's key research areas:

- social impact bonds, green bonds
- the business of health
- natural disaster relief and recovery arrangements insurance in Queensland
- disruptive technologies.

First stage of the contracted projects (social impact bonds, green bonds, NDRAA insurance, and disruptive technologies) are progressing well.

The second phase is taking shape with two large projects:

- QTC is contracting its internal education and training program to AIBE
- a large research project will investigate strengthening the efficiency and productivity of the Queensland health system.

ANZ Banking Group

AIBE and the ANZ Chief Economist research team worked together to deliver an economic forecast for Australia in the year 2030.

Queensland Law Society

AIBE is working on a pro bono survey with the Queensland Law Society as part of the fourth annual Access to Justice Scorecard, an initiative of Queensland Law Society's Access to Justice and Pro Bono Law Committee

International Labour Organization

AIBE has a memorandum of understanding with the International Labour Organization (ILO) for collaborative research, internships, scholar visits and capacity building.

The first student intern was placed in the ILO Bangkok office in late 2015 and assisted the ILO Decent Work Team.

AIBE was retained to work with the ILO Fiji to produce a report to:

- provide legal analysis of international laws, Fijian laws and laws in Pacific Island countries which promote workplace equality for women and people with disabilities
- 2. critically analyse primary research performed in Fiji in 2014 and 2015
- 3. provide recommendations to fill policy and other gaps that exist in creating a conducive environment for business including corporate social responsibility practices.

AIBE also worked on a legal research paper to assist the ILO implement its 'In Business' program. The paper examined franchise law, possible legal and regulatory frameworks, including in-country laws, potential barriers and challenges and provided recommendations to the ILO including an alternate means for operationalising the program to engage stakeholders who might otherwise be resistant.

Merchant Charitable Foundation

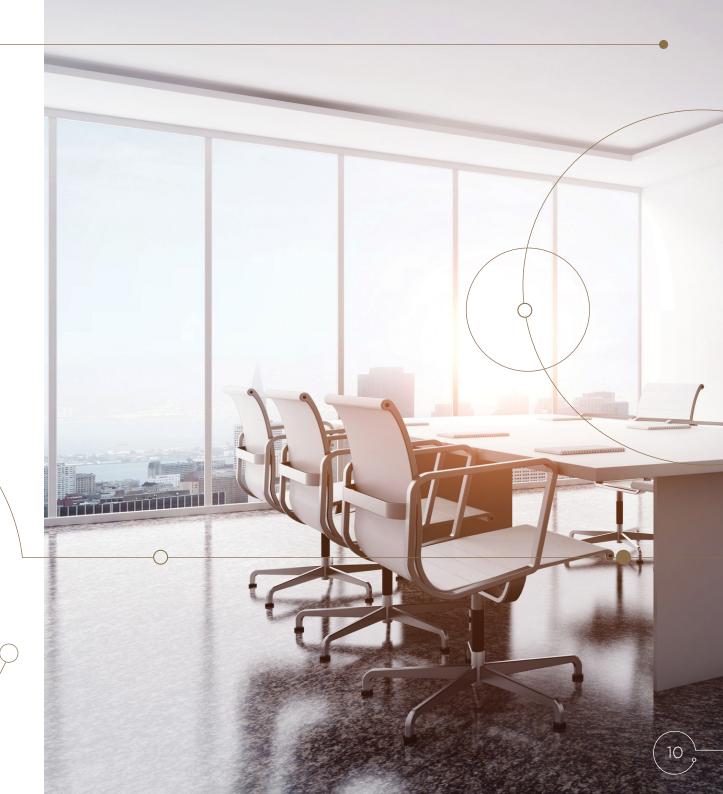
AIBE received a donation from the Merchant Charitable Foundation to investigate and quantify the impact of different methods of medical research funding. The research examined different funding models and their clinical and translational outcomes to identify best practice.

Lingnan (University) College

UQ's Faculty of Business Economics and Law and Lingnan (University) College hold an annual two day workshop for early-career business and economics researchers to develop collaborative research projects, funded under AIBE-Lingnan Collaborative Research Grants. The workshops focus on four areas of research: organisational behaviour and HR; international business and strategy; marketing; and labour economics.

The first workshop was held in Brisbane in January 2015. AIBE matched 10 Lingnan staff with UQ researchers, and identified potential research collaborations. The second workshop was held in December in Guangzhou, China.

Outcomes from this partnership include several research projects where UQ-Lingnan are working together to investigate and identify solutions for challenges faced in both countries.



INTERNAL RESEARCH PROJECTS

AIBE has developed scholarships and grant initiatives to address major topics of interest to government and various industries.

Matthew McLennan and Richard Howes Outstanding Honours Collaboration Scholarship

This scholarship encourages collaboration and team work between top students from the Honours programs of the UQ Business School and/or the School of Economics. In 2015, under the guidance of AIBE, the students (Lucille Danks and Luke McKenzie) produced a collaborative research article: What can be done to significantly increase Australia's workplace productivity in the light of challenging economic circumstances?

AIBE scholarship top-ups

2015 Dr Rand Low, UQ Postdoctoral Research Fellow, UQ Business School, received \$5000 top-up to support his Endeavour Research Fellowship.

2015 Dr Shabbir Ahmad, AIBE Postdoctoral Research Fellow, UQ Business School, received \$10,000 topup to support the Australian Centre for International Agricultural Research (ACIAR) funded research project Farmer's capabilities, productivity, and profitability: A case study of smallholders in selected agro zones in Pakistan. As a result of this research, ACIAR has extended the project for a further 12 months and \$200,000.

2015 Dr Jerad Ford, Ernst & Young, AIBE Research Fellow and casual lecturer, UQ Business School, received \$40,000 top-up to work with EY on research and thought leadership to advance the understanding of innovation and productivity in the mining industry.

AIBE funded project initiatives

2014 Professor Stephen Gray, Professor in Finance, UQ Business School. Project title: *Financial and regulatory impacts of changes in the use of Australian electricity networks.* Total: \$15,000

2015 Dr Mamiza Haq, Lecturer in Finance, UQ Business School. *Does Bank Competition Contribute to Systemic Risk?* Total: \$39,600

2015 Professor Flavio Menezes, Professor of Economics, School of Economics. Project title: *Spatial competition in the Australian retail banking industry: what have we learned from the GFC and the pursuit of the four pillars policy?* Total: \$36,830

2015 Dr David Adamson, Senior Research Officer, School of Economics. Project title: *The role of uncertainty in one-health?* Total: \$39,336



AIBE-SPONSORED EVENTS

CEDA Events

AIBE was national sponsor of a series of eight CEDA (Committee for Economic Development of Australia) Economic Outlook events held in Brisbane, Adelaide, Hobart, Melbourne, Perth, Townsville, Sydney and Darwin. This profile generated valuable contacts, potential partnerships and research projects.

AIBE networking events

AIBE organised a series of events in Brisbane, Sydney, Melbourne and Canberra to showcase AIBE to potential partners, UQ Alumni and existing AIBE partners.

ANZ AIBE report launches

AIBE and ANZ Banking Group toured Brisbane, Canberra, Sydney and Melbourne with the jointly-produced *Servicing Australia's Future* report.

Gender Equality Workshop

The two day 'Women in Leadership' conference, held in November 2015, was a landmark occasion to address the issue of gender equality and women in leadership. The AIBE-sponsored conference led to the formation of a national body to progress gender equality in the workplace in Australia. Organisations represented at the workshop included: Women in Super, Australian Women Lawyers, Women in Engineering, Chief Executive Women, Women in Mining and Resources.

Ideas at Work

AIBE sponsored keynote speaker - Professor Jacqueline Coyle-Shapiro, Professor in Organisational Behaviour in the Department of Management at the London School of Economics and Political Science - at the 'Ideas at Work' event

Human Resources International Conference

AIBE sponsored the 'Human Resources International Conference' in Sydney, February 2016.

CEPA (Centre for Efficiency and Productivity Analysis) UQ School of Economics and AIBE Joint Workshop on Advances in Economic Measurement

A two-day workshop on advances in economic measurement brought together leading economic scholars, professional economists, early career researchers and graduate students interested in learning new methods and techniques to economically measure efficiency and productivity.



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AIBE SPONSORED VISITING SCHOLARS

Professor Jacqueline Coyle-Shapiro, Professor in Organisational Behaviour in the Department of Management at the London School of Economics and Political Science was a keynote speaker at the 'Ideas at Work' event hosted by the NSW Industrial Relations Commission and co-sponsored by AIBE in Sydney in November 2015. The event explored the topic: What is the future role of law in the Australian workplace?

Professor John Kelly, Professor of Industrial Relations, Department of Management at Birkbeck College, University of London, visited UQ in March 2015 and participated in the Employee Voice and Value Forum, sponsored by AIBE. The forum brought together academics and practitioners to discuss employee voice and its value to business.

Professor Kim Hoque, Professor of Human Resource Management at the Warwick Business School, visited UQ in June 2015. Professor Hoque was keynote speaker at the President's Forum hosted by the NSW Industrial Relations Commission and co-sponsored by AIBE in Sydney.

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AIBE HONORARY FELLOWS



O Professor Vani K. Borooah (2014)

Vani is Emeritus Professor of Applied Economics at the University of Ulster, Northern Ireland, and an Adjunct Professor at the Indian Institute of Dalit Studies, India. He is a Member and Secretary of the Royal Irish Academy.



O Peter Farrell (2015)

Peter is the Founder and Chairman of Biotech company ResMed, a global manufacturer of products for the treatment of sleep disorders. ResMed employs more than 4000 people, with facilities in Australia, France, Singapore and the US.



O Professor Ian Harper (2015)

Ian is one of Australia's best known economists. He is a member of the Australian Advisory Board of Bank of America and Merrill Lynch. He was elected a Fellow of the Academy of Social Sciences in Australia in 2000 and a Fellow of the Australian Institute of Company Directors in 2009.

AIBE Honorary Fellows are outstanding researchers, business leaders and public servants who have achieved national or international prominence. While not assigned to any specific research project, honorary fellows perform the role of AIBE ambassadors, and actively promote the interests of UQ and the institute.



Stephen Cartwright (2015)
Stephen is CEO of the NSW
Business Chamber - the peak
business organisation in NSW. He
is also CEO of Australian Business
Solutions Group, and Chairman of
Australian Business Lawyers.



O Helen Conway (2015)
Helen has 30 years' experience in business and the public sector. She was a partner in a major Sydney law firm and has worked as a senior executive in the insurance, transport, energy, retail and construction industries for 18 years.



O Professor Stephen Deery (2015)
Stephen is a Professor of Human
Resource Management. His
principal research is in the areas
of organisational performance and
employee turnover. His research has
been published in leading journals.
He was also Editor-in-Chief of
Human Relations.



Philip Forrest (2015)
Philip is a non-executive director of seven companies in southeast Asia. He was previously Asia Head for ANZ Bank, with responsibility for activities in 11 countries. He also spent 15 years with Citibank in five countries.



O Ross Gittins (2015)

Ross is an economics editor of the Sydney Morning Herald and an economic columnist for The Age. His books include Gittins' Guide to Economics, Gittinomics and The Happy Economist. Ross was made a Member of the Order of Australia in 2008 for his service to journalism.



Joanne Gray (2015)

Joanne is the Editor of the Australian Financial Review (AFR) BOSS magazine. She has extensive experience as an editor and was a Washington correspondent. Joanne holds an MBA from the Melbourne Business School and a BEC LLB from The University of Sydney.



O **Dr Peter Higgs** (2015)
Peter is an economist by training and has extensive international experience in funds management

experience in funds management.
He is the Executive Chairman
of TGM and a non-Executive
Director of Queensland European
Investment Services Ltd.



O Michele Levine (2015)

Michele is the CEO of Roy Morgan Research, and has more than 30 years' experience as a researcher. She was instrumental in developing and refining Roy Morgan Single Source and the Roy Morgan Business Survey in global markets.



O Philip Noble (2014)

Philip is CEO of the Queensland Treasury Corporation. He has 26 years' experience in financial markets, treasury and risk management, government priorities and borrowing requirements.

AIBE HONORARY FELLOWS CONTINUED



O Chris Roberts (2015)

Chris was previously CEO of global biotechnology company Cochlear Limited. He is also the Director of ResMed, and was the Chairman of Research Australia, working in the medical device industry for more than 35 years.



Michael Roche (2015)

Michael is Chief Executive of the Queensland Resources Council. He has held executive management roles with the Australian Stock Exchange in Sydney, including as Executive General Manager of ASX's markets and market data businesses.



Paul Willman (2015)

Paul is a Professor of Management at the London School of Economics. He is also the Director of the Private Wealth Programme at Oxford University, a Council Member of the UK Advisory Conciliation and Arbitration Service.



O lan Jackson (2016)

Ian started his IT career with IBM in Brisbane. He has held senior industry positions including Managing Director of Logica Australia, Managing Director of Logica Finance (UK) and Managing Director of Cap Gemini Global Finance Sector. Most recently, he participated as both an investor and non-executive director in successful technology start-up companies servicing the finance sector.



Alec Bashinsky (2016)

Alec Bashinsky has more than 30 years' experience in global talent transformation and innovation in professional services, technology and retail sectors. As CHRO Australia and Asia Pacific Regional Talent Leader for Deloitte, Alec is responsible for driving a high-performance culture, building leadership capability and embedding organisational culture and employee engagement.



Malcolm Snow (2016)

Malcolm Snow is a leading Australian urban designer acknowledged for the breadth of his place design and urban development experience as well as his advocacy for creating better cities. In 2014 he was appointed CEO of the National Capital Authority. Previous roles include: director of international consulting firm Urbis, CEO of South Bank Corporation in Brisbane and Head of Design for the City of Melbourne.



Barry Thomas (2016)

Barry is Cook Medical Vice President, Director of Cook Medical Asia Pacific and Managing Director of Cook Australia. He has more than 20 years' international leadership and expertise in the medical device and pharmaceutical industries.



AIBE RESEARCH FELLOWS

Senior Research Fellows

Professor John Mangan

Professor Neal Ashkanasy

Professor Stephen Gray

Professor Flavio Menezes

Professor Robert Faff

Professor John Quiggin

Professor Karen Benson

Associate Professor John Steen

Associate Professor Martie-Louise Verreynne

Associate Professor Valentin Zelenyuk

Research Fellows

Dr Paul Harpur

Dr Terrance Fitzsimmons

Dr Jacquelyn Humphrey

Dr Jerad Ford

Dr Mamiza Haq

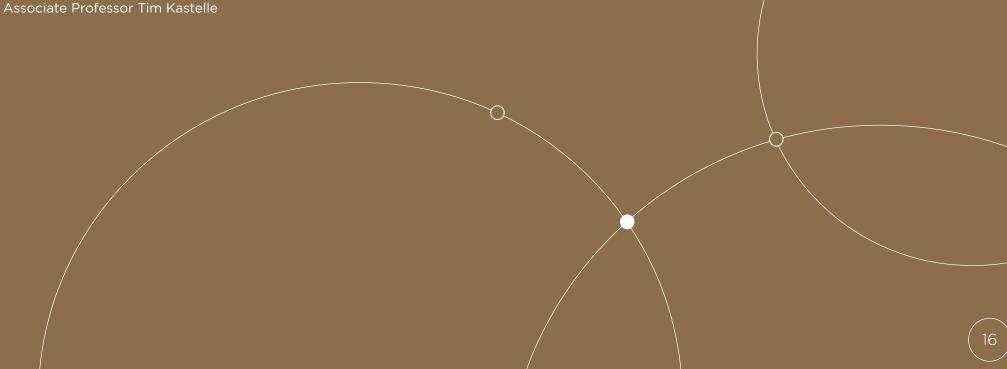
Dr Richard Robinson

Postdoctoral Research Fellows

Dr Rand Low

Dr Shabbir Ahmad

Dr David Adamson



AIBE RELATED PUBLICATIONS

AIBE Director Publications Books

Gollan, P.J., Kaufman, B.E., Taras, D. and Wilkinson, A., (eds.) (2015). Voice and involvement at work: experience with non-union representation, Routledge, New York.

Lewin, D. and Gollan, P.J., (eds.) (2015). Advances in Industrial and Labor Relations, Vol.21, Emerald Publishing, Bingley (included in the Thomson Book Citation Index).

Book Chapters

Gollan, P.J., and Kalfa, S., (2015). 'Non-Union Employee Representation during organisational change: the case of an Australian medical manufacturer'. In Gollan, P.J., Kaufman, B., Taras, D. & Wilkinson, A. (eds.), Voice and Involvement at Work: Experience with Non-Union Representation, Routledge, New York, pp 71-100.

Gollan, P.J., and Kalfa, S., (2015). 'Partnership at Eurotunnel: Challenges for NER and union representation'. In Gollan, P.J., Kaufman, B., Taras, D. & Wilkinson, A. (eds.), Voice and Involvement at Work: Experience with Non-Union Representation, Routledge, New York, pp166-193.

Gollan, P.J., and Xu, Y., (2015). 'Non-Union Employee Representation at Suncorp Group: The Suncorp Group Employee Council'. In Gollan, P.J., Kaufman, B., Taras, D. & Wilkinson, A. (eds.), Voice and Involvement at Work: Experience with Non-Union Representation, Routledge, New York, pp 45-70.

Gollan, P.J., Kaufman, B., Taras, D. & Wilkinson, A., (2015). 'Voice and Involvement at Work: An overview of the experience with non-union representation in Anglo-American countries'. In Gollan, P.J., Kaufman, B., Taras, D. & Wilkinson, A. (eds.), Voice and Involvement at Work: Experience with Non-Union Representation, Routledge, New York, pp 1-41.

Refereed Articles

Baumann, C., Timming, A.R., and Gollan, P.J., (2015), 'Taboo Tattoos? A study of the gendered effects of body

art on consumers' attitudes toward visibly tattooed front line staff', Journal of Retailing and Consumer Services, (Accepted), (ABDC Ranking - A).

Boyages, J., Kalfa, S., Xu, Y., Koelmeyer, L., Mackie, H., Viveros, H., Taksa, L., and Gollan, P.J. (2016), 'Worse and Worse Off: The Impact of Lymphedema on Work and Career after Breast Cancer', Breast Cancer Research and Treatment, (Accepted).

Gollan, P.J., Kalfa, S., and Xu. Y., (2015), 'Strategic HRM and devolving HR to the line: Cochlear during the shift to lean manufacturing', Asia Pacific Journal of Human Resources, Vol. 53/No.1. pp.144-162. (ABDC Ranking – B).

Jiang, Z., Gollan, P.J., and Brooks, G., (2015). 'Moderation of Doing and Mastery Orientations in Relationships among Justice, Commitment, and Trust: A Cross-Cultural Perspective', Cross Cultural Management: An International Journal, February, Vol.22, No.1. pp.42-67. (ABDC Ranking – B).

Jiang, Z., Gollan, P.J., and Brooks, G., (2016), 'Relationships between organizational justice, organizational trust, and organizational commitment: a cross-cultural study of China, South Korea, and Australia', International Journal of Human Resource Management, (Forthcoming), (ABDC Ranking – A).

Jiang, Z., Le, H., and Gollan, P.J., (2016), 'Cultural intelligence and voice behaviour among migrant workers: The mediating role of leader-member exchange, International Journal of Human Resource Management, (Submitted), (ABDC Ranking – A).

Guest editor - special issues and symposiums

Jiang, Z., Gollan, P.J., Guo, F. and Wang, Y., (2016). 'Vocational Experiences and Quality of Life of Migrants', Social Indications Research', (ABCD Ranking - A), (forthcoming). Wilkinson, A., Gollan, P.J., Kalfa S. and Xu, C., (2017). 'Voices unheard?', International Journal of Human Resource Management, (ABDC Ranking - A). (forthcoming).

Professional journal articles

'Agile IR for an agile workforce' (with Laura Steele), Australian Financial Review, 12 January, 2016. (http://www.afr.com/opinion/agile-ir-for-an-agile-workforce-20160112-gm4406)

'Should HR give it away?', HR Monthly, Australian Human Resources Institute, December, 2015, p.12.

Newspaper, Media Articles and Blogs

Budget 2016: future prosperity lies in high skilled services' (with Laura Steele), CEDA Blog, 11-05-16, (http://www.ceda.com.au/2016/05/budget-2016-future-prosperity-lies-in-high-skilled-services)

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Bradley, S., Green C. and Mangan, J. (2015) "Gender Gaps Within the Public Service; Evidence from Personal Data", The Manchester School 83 (4) 379-417.

Brea, E., Chan, R., Harpur, P., Verreynne, M-L., Organisation culture of Australian microbusinesses and the impact of the award system: A Literature Review The University of Queensland, Faculty of Business, Economics and Law, Brisbane 2015.

Brickwood, J. (2016) How Australia can get the most from university research (try beer and pizza), Australian Financial Review, 10 June 2016 http://www.afr.com/brand/boss/how-australia-can-get-the-most-from-university-research-20160512-got6fu

Chowdhury, H., & Zelenyuk, V. (2015). Performance of hospital services in Ontario: DEA with truncated regression approach. Omega.

Faff, Robert W., Gray, Stephen and Tan, Kelvin Jui Keng (2016) A contemporary view of corporate finance theory, empirical evidence and practice. Australian Journal of Management.

Färe, R., Fukuyama, H., Grosskopf, S., & Zelenyuk, V. (2015). Cost decompositions and the efficient subset. Omega.

Ford, J. A., Verreynne, M-L., Steen, J. (2016) Measuring economic trends and benefits of CSG development on local business: Small and Medium Enterprises (SME) Study – Trends and Benefits.

Ford, Jerad A. and Steen, John (2015) Small business access to medical imaging infrastructure: The University of Queensland, UQ Business School.

Gittens, R., (2016) The future employment prospects for younger workers is much better than we think, Sydney Morning Herald, 30 April 2016 Read more: html#ixzz4AIN2YMvX

Goh, M., Halverson, R., Taylor-Philip, V. (2016) In Business Program: International Labour Organisation. Legal Research Paper.

Gollan, P., Verreynne, M-L., Steele, L., and Brackenreg, N., (2015) Flexible work practices in the Australian Context, The University of Queensland, Faculty of Business, Economics and Law, Brisbane.

Gollan, P., Verreynne, M-L., Steele, L., Xu, C., Brackenreg, N., Hopley, C., Wireko-Brobby, D., Crowther, D., and Yusuf, F. (2015) Content Scoping Report. Industry report for the Australian Chamber of Commerce and Industry.

Gollan, P.J., Steele, L., Verreynne, M-L., Brackenreg, N., Wireko-Brobby, D. (2016) Agile organisations and Flexible work: Adapting Australian work to the modern economy. Industry report for the Australian Chamber of Commerce and Industry.

Gollan, P.J., Steele, L., Verreynne, M-L., Brackenreg, N., Wireko-Brobby, D. (2016) Flexibility for Business. Industry report for the Australian Chamber of Commerce and Industry.

Harpur, Paul, Multi-National Enterprises and Corporate Social Responsibility in Fiji and Pacific Island Countries: Disability and Gender Equality (September 15, 2015).

Heard, C., Menezes, F. M., Rambaldi, A. (2016) The dynamics of bank location decisions in Australia (submitted to the Australian Journal of Management).

Kelly, S, Ireland, S, Mangan, J and Alpert, F (2015) "Young Consumers Exposure to Alcohol Sponsorship in Sport", Journal of Sports Marketing and Sponsorship 10 (2).

Kelly, S, Ireland, S. and Mangan, J (2015) "The Impact of Alcohol Sponsorship Upon University Sportspeople", Journal of Sport Management, 28 (4) 418-432, Jan.

Mangan, J (2014) Ageing and Test Cricket Averages: A Statistical Note. AIBE Working Paper Series – 2014 (3).

Mangan, J and Borooah, V (2015) "The Enemy Within; An Econometric Analysis of Injuries caused by Self-Harm", Economic Analysis and Policy, 46 (4) 59-66.

Mangan, J and Trendle, B (2014) Attrition and retention of apprentices: an exploration of event history data using multistate modelling framework, AIBE Working Paper Series – 2014 (2).

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