

## CURRICULUM VITAE

### PERSONAL DETAILS

Name : **Professor Stephen T.T. TEO**  
Address : School of Business and Law  
Edith Cowan University  
Building 2, Joondalup Campus  
Joondalup  
WA 6027, Australia  
Tel: +61 8 6304 000  
  
E-mail: s.teo@ecu.edu.au  
  
Nationality : Australian

### TERTIARY EDUCATION

Doctor of Philosophy, Queensland University of Technology, Australia (AACSB accredited School)  
Title: *Strategic human resource management in a corporatised public sector organisation*  
(Examiners: Professor Scott Snell and Professor Helen De Cieri)  
Master of Business Administration (International Business), Monash University  
Graduate Diploma in Japanese for Professionals, Swinburne University of Technology, Australia  
Graduate Diploma of Business in Accounting Information Systems, Monash University  
Bachelor of Economics (Accounting), Monash University

### PROFESSIONAL QUALIFICATIONS AND MEMBERSHIPS

Fellow Certified Practitioners HR, Australian Human Resources Institute  
Chartered Fellow, Chartered Institute of Personnel and Development, UK  
Fellow, UK Royal Society of Arts  
Senior Associate, Financial Services Institute of Australasia  
Member, Australia and New Zealand Academy of Management (Research Mentor, 2015-17)  
Member, Academy of Management, USA  
Member, Asia Academy of Management  
Associate Member, USA Society for Industrial and Organizational Psychology  
Member, US Society of Human Resource Management

### LANGUAGE SKILLS

English, Mandarin, Hokkien, Cantonese, Japanese, and Bahasa Malaysia

### AWARDS AND SCHOLARSHIP

2015 Winner, AUT Faculty of Business & Law Dean's Premier Publication Award  
2014 Best Research Paper Award (authors: Ho, Teo, Bentley, Verreynne, & Galvin), Paper presented at the 4th Annual International Conference on Human Resource Management & Professional Development for the Digital Age, Singapore - winner of Best Research Paper Award  
Nominated for Best Paper Award (authors: Nguyen & Teo), Paper presented at the First International Conference of the Human Resources Division, US Academy of Management, Beijing  
2013 AUT Vice Chancellor's Award for Research Excellence  
Best Research Paper Award (authors: Ho, Lo & Teo), Paper presented at the 3rd Annual International Conference on Human Resource Management & Professional Development for the Digital Age, Singapore  
Highly Commended Award for "Generic skills development and satisfaction with groupwork among business students: Effect of country of permanent residency" published in *Education + Training*

2012	AUT Faculty of Business and Law Research Excellence Award and nominee for the AUT Vice Chancellor Research Excellence Award Best Paper Award, Human Resource Management Track, Irish Academy of Management Conference
2008	Finalist (Autumn), Top 20 Best Teacher in the Graduate School of Business
2007	The Carrick Institute for Learning and Teaching in Higher Education Citation for Outstanding Contributions to Student Learning ( <i>For sustained contributions in practise-based, research-led curriculum and assessment design to provide Business graduates with work ready competencies in HRM</i> )
2006	Commendation, UTS Team Teaching Award (with K Redfern) for Coordinating the Bachelor of Business (Shanghai) program
2004	Recipient of the University of Technology, Sydney 2004 Teaching Award Commendation, UTS Vice Chancellor's Human Rights and Social Justice Award for using group work assessment task to enhance human rights and social justice
2003	Finalist (Autumn), Top 20 Best Teacher in the Graduate School of Business Finalist (Spring), Top 20 Best Teacher in the Graduate School of Business Charles H. Levine Best Paper Award, Public and Nonprofit Division, Academy of Management Conference
1996 - 1997	Australian Postgraduate Award (Industry)
1994 - 1995	QUT Postgraduate Research Award
1994	QUT Faculty of Business Postgraduate Research Award

## RESEARCH AND TEACHING INTERESTS

1. Human Resource Management (including Strategic HRM and International HRM)
2. Organizational Behaviour/Theory (including International OB and Asian Management)
3. Change Management

## EMPLOYMENT HISTORY

### Academic Experience:

Current	Professor of Work and Performance, Professorial Research Fellow, School of Business and Law, Edith Cowan University, Perth, Australia
Nov 2015 to Nov 2016	Professor of Human Resource Management, Program Director for Master in HRM, School of Management, College of Business, RMIT University, Melbourne, Australia Director, Developing Research Leadership Program, College of Business Interim Director, Global Business Innovation Enhancing Capability Platform, RMIT University (from Feb-Sept 2016)
From Jan '15	Visiting Professor of Human Resource Management, School of Business, University of New South Wales, Canberra, Australia
From May '14	Conjoint Professor of Management, Newcastle Business School, Newcastle University, Australia
Jun 2012 to Nov 2015	Professor of Human Resource Management, Head of Department (Management), AUT Business School, AUT University, Auckland, New Zealand, Professor of HRM, Deputy Head of Department, (Management) and Deputy Director (Wellbeing and Performance Research Cluster), NZ Work Research Institute, AUT Business School, AUT University, Auckland, New Zealand (AACSB accredited School)
Jul 2010 to Jun 2012	Professor of HRM, HRM Discipline Leader, School of Management, Curtin Business School, Curtin University, Australia (including period as Founding Joint Director, Change, People and Organisational Wellbeing Research Cluster)
Jul 2008 to Jul 2010	Associate Dean (Academic) and Professor of Management, College of Business, University of Western Sydney (including period as Acting Executive Dean)
Jan 2006 to June 2008	Associate Professor in HRM, Program Coordinator for B.Bus in HRM, UTS
Aug 2006-09	Part-time Associate Professor, Shanghai University, People's Republic of China
Jan 2007	Alternate Course Director, Bachelor of Business
Jun-Jul 2007	Acting Deputy Head, School of Management, UTS (AACSB accredited School)

Jun 2005-06 Acting Course Director, B.Bus (Management, Shanghai), UTS  
 2001-05 Senior Lecturer in Human Resource Management, Program Coordinator of B.Bus in HRM, School of Management, UTS  
 Mar–Jun 2003 Visiting Scholar, Department of Management, The Chinese University of Hong Kong, Shatin, New Territory, Hong Kong SAR, People’s Republic of China  
 1998-2001 Lecturer, School of Management, UTS  
 1998 Jan-Jun Associate Lecturer, School of Management, University of Technology, Sydney (UTS)  
 1994-1997 Part-time Tutor/Associate Lecturer in HRM, School of Management, QUT

**Industry Experience:**

Managerial and professional responsibilities in the banking and finance industry: treasury management; internal auditing; financial and managerial reporting; and people management.

1993-4 Manager, Development, Australian Bank Treasury, National Australia Bank  
 1989-92 Assistant Manager, Bank of Singapore, Australia  
 1988-9 Audit Senior, Victorian Auditor-General’s Office, Victorian Public Service  
 1984-7 Bank Officer, Wah Tat Bank Berhad, Malaysia

**ACADEMIC ACHIEVEMENTS**

**LECTURING AND COORDINATION RESPONSIBILITIES**

- *RMIT University*

Postgraduate: Key Concepts in Human Resource Management

- *AUT University*

Undergraduate: 466645 Human Resource Management

Postgraduate: 479006 Research Methods in Business; MGMT802 Quantitative Methods and Analysis

- *Curtin University*

Postgraduate: HRM 662 Strategic HRM

Undergraduate: HRM 200 Human Resource Management (Introduction)

*University of Technology Sydney*

Undergraduate: 21407 Strategic HRM; 21555 HRM; 21229 Managing People and Organisations; Human Resource Management (2004 B.Bus in Management, Shanghai); and 21036 Managing Strategic Performance.

Postgraduate: 21833 Strategic Management of the Global Workforce; 21835 HRM Practices; 21724 Strategic HRM (name change to Human Capital Management from 2008); 21718/21865 Organisation Analysis and Design (English and Mandarin; Australia and Indonesia); 21717 International Management; 21720 HRM (English and Mandarin); 217756 Comparative International Employment Relations (Singapore); 27731 Event Workforce Planning (Mandarin); 21870 Strategic HRM.

- *Macquarie Graduate School of Management, Macquarie University*

Postgraduate: MGSM 872 Organisational Behaviour (Hong Kong, 2003); MGSM 800 Human Resource Management (Hong Kong, 2003); MGSM 802 International Human Resource Management (Hong Kong, since 2003).

- *The Chinese University of Hong Kong, Hong Kong S.A.R.*

Postgraduate: MBA program: MGMT6110 Organization Behavior (English, 2003).

- *Queensland University of Technology*

Undergraduate: MGB207 Managing Human Resources; MGB305 HR Strategy & Policy.

Postgraduate: GSN200 Business Strategies (tutoring only).

## **POSTGRADUATE SUPERVISION**

- Andrei Lux, University of Otago PhD [under examination], Thesis: Authentic leadership: An empirical test of Cross-Cultural Utility (Associate Supervisor)
- 2017 Thi Ngoc Diep NGUYEN, AUT PhD, Thesis: Roles of HR department in Vietnam (Principal Supervisor)
- 2016 Mohamed Jamei, RMIT B.Bus (1<sup>st</sup> Class Honours), Thesis: Change cynicism and job satisfaction of Australian nurses
- 2016 Vilomena Ole, AUT MBus, Dissertation: Antecedents of workplace bullying: A systematic review (Principal Supervisor)
- 2016 Chikodi Okororu, AUT MBus, Dissertation: Strategic HRM: A meta analytical review (Principal Supervisor)
- 2015 Huntley Evans, UWS PhD, Thesis: Stress and wellbeing among Australian general practitioners (Associate Supervisor, after leaving UWS in 2010)
- 2013 Naomi Malolo, AUT BBus (1<sup>st</sup> Class Honours), Project: The effects of job quality and job enrichment in UK health care and services workplaces (Principal Supervisor)
- 2013 Philip Rose, PhD, Curtin University, Thesis: Internship effectiveness in Chinese enterprises (External Supervisor, after joining AUT NZ)
- 2012 Thi Ngoc Diep NGUYEN, UWS M.Com Honours, Thesis: Exploring the roles of HRM departments in privately owned and foreign investment enterprises in Vietnam: A repertory grid approach (Co-Supervisor)
- 2012 Fu DAI, UTS PhD, Thesis: A model of network marketing business entrepreneurial performance: An empirical investigation (Co-Supervisor)
- 2009 Huntley Evans, UWS B.Bus (2<sup>nd</sup> Class Division I Honours), Thesis: Monitoring the effects of New Public Management on managers
- 2009 Chui Yin LAM, UTS PhD, Thesis: Has the emergence of M-commerce revolutionised the Japanese government's role in the nation's economics? (Associate Supervisor)
- 2008 Melissa Yeung, M. Management (Project: Stress and career experience of administrative staff in an Australian university)
- 2008 Karina SOEWANTO, B.Bus (2<sup>nd</sup> Class Division I Honours), Thesis: Testing the Job-Demand-Control model in a sample of high customer contact employees
- 2008 Kazue Okamoto, PhD. Thesis: Challenges in achieving an integrative approach to people management in Japanese companies in Australia
- 2007 Melanie Le Clerc, B.Bus (2<sup>nd</sup> Class Division I Honours), Thesis: Strategic HRM: The management of frontline workers in SMEs operating within the Australian Manufacturing industry
- 2007 Karen Ly, B.Bus (2<sup>nd</sup> Class Division I Honours), Thesis: Social capital: The link between strategic HRM and intellectual capital in small and medium sized professional service firms
- 2007 Agatha HENG, M. Business by Thesis, Thesis: Factors influencing team performance and team effectiveness in Malaysian teams (Principal Supervisor)
- 2007 Sarah Nelson-Jonas, M. Business (Project: Strategic management of fixed term professional contractors)
- 2007 Kaitlin Troung, M. Business in HRM (Project: Job stress and well being)
- 2006 Fu DAI, M. Business by Research, Thesis: Extending and testing a model of voluntary turnover in the People's Republic of China
- 2006 Elizabeth Bakhsh, B.Bus (2<sup>nd</sup> Class Upper Honours), Thesis: Role identity of repatriates
- 2005 Yu Y. LIANG, M. Management (Project: HRM in small and medium-sized IT firms in China)
- 2005 Fiona Cole, M. Management (Project: Organizational values and worker productivity in high-customer-contact service organisations)
- 2005 Tara Balaretnaraja, M. Management in HRM (Project: Talent retention strategies)
- 2005 Linda Fang XIE, M. Business in HRM (Project: Perceived career experience of Asian immigrants and international students in Australia)
- 2004 Holly Haiyan HUANG, M. Business (Project: HR practices in international joint ventures in China)

- 2004 Paul Robinson, M. Management (Project: Professional identity of IT workers in the entertainment industry)
- 2004 Cecilia M.L. YU, M. Business (Project: Discrimination and employment opportunities of Chinese immigrants in Australia)
- 2002 Katrina Moriarty, M. Business (Project: Graduate recruitment and selection in Australia)
- 2001 Teresita Audea, M. Business (Project: Convergence and divergence of HRM in the Philippines)
- 2000 Titian Ahmad, M. Management (Project: HRM Roles and organisational culture congruence in local government)
- 1999 Lynda Kristensen, M. Business (Project: Effectiveness of incentive schemes in Westpac)
- Jenny PARR, AUT Doctor in Health Science, Thesis: Nursing work engagement and quality health outcomes (Associate Supervisor)

## RESEARCH GRANTS

1. Co-Chief Investigator (with F. Lamm, D. Moore & M. Bocock), 2015 AUT Strategic Research Investment Fund for ‘Anticipating and Managing Future Risks in Occupational Health and Safety’ Research Programme, NZ\$150,000
2. Lead Investigator (with P. Grant & P. McGhee), 2015 PRME Movers’ Project Fund, ‘Correlates of Ethical Leadership: A Quantitative Meta-Analytical Review’, NZ\$1,499.74
3. Co-Applicant (with S. Singh & M. Ho), 2015 AUT Business School Visiting Fellow Scheme for Professor N Krueger as keynote speaker at the AUT Entrepreneurship Symposium on 19 April 2015, NZ\$5,350
4. Co-Chief Investigator (with T. Bentley & G. Pacheco), 2014 AUT Strategic Research Investment Fund for ‘Future of Work’ Research Programme, NZ\$150,000
5. Co-Investigator (with K. Ravenswood & J. Douglas), 2013-2014 AUT Faculty of Business and Law Research Partnership Grant (‘*New Zealand Aged Care Nursing Survey*’), NZ\$8,990 (plus \$10,000 in-kind contribution from BUPA).
6. Co-Director (with G. Morris & G. Pacheco), Centre for Research in Business and Legal Education (RBALE), AUT Business School (2013-2015), NZ\$12,250.
7. Co-Investigator (with M. Ho & K. Ravenswood), 2012-2013 AUT Faculty of Business and Law Research Grant (‘*Vulnerable careers: Narratives and metaphors of caregivers @ work*’), NZ\$6,990.
8. Co-Investigator (with M. Ho & K. Ravenswood), 2012-2013 AUT Faculty of Business and Law Research Grant (‘*Caregivers experience @ work: Career narratives and metaphors*’), NZ\$3,500.
9. Co-Investigator (with M. Ho), 2012-2013 AUT Faculty of Business and Law Summer Internship Research Grant (‘*Evolving profession and industry signals: Assessing the impact of demand and supply side competencies of the human resource management (HRM) function and its implications for HRM practice*’), NZ\$6,000.
10. Co-Investigator (with C. Newton, A. Bish, K. Johnston, K. Beck & F. Jørgensen), 2012-2014 Queensland University of Technology High Potential Research Scheme, *People and performance research Project*, A\$223,174.
11. Co-Investigator (with D. Pick, C. Newton & E. Chang), 2012 IPAA/UC Research Grant Scheme, *Organisational reform and employee retention in health care organisations: A two-wave, mixed method study*, \$4,000.
12. Co-Investigator (with J. Connell & S. Ananthram), Change, People and Organisational Wellbeing Research Cluster Seed Fund, Curtin University, *Occupational stress in call centre service work in India*, \$5,000.
13. Co-Investigator (with B. Scott-Ladd & L. Geneste), Curtin University School of Management Research Grant Scheme, *HR practices, contextual stressors, and employee wellbeing in the food industry*, \$10,000.
14. Co-Investigator (with Y-C Lan and International Collaborators from Universiti Teknologi Mara, Malaysia), UWS 2009 International Research Initiatives Scheme, *Socio-psychological factors in enterprise information systems implementation in Malaysian small and medium sized enterprises*, \$7,880.

15. Co-Investigator (with J. Onyx, M. Kan, E. Baker & N. Burrridge), UTS 2008 Challenge Grant Scheme 2008, *Mapping and Understanding Collaboration within Community Organisations*, \$49,823.
16. Chief Investigator, University of Technology Sydney 2006 Research Excellence Grant Scheme, *Strategic management of professional workers in Australian knowledge-based firms*, A\$29,876.
17. Chief Investigator, IPAA/UC Public Administration Research Trust Fund 2005, *New public management and well-being of public sector executives*, \$2,000.
18. Co-Investigator (with A/Prof C. Galang, University of Victoria, Canada and Prof I. Chow, The Chinese University of Hong Kong), The Social Sciences and Humanities Research Council of Canada Competitive Grant Scheme (2004): *Human resources as firm competitive advantage: A cross-cultural study*, CAN\$77,267 (2004-7).
19. Chief investigator (with Associate Investigator: Dr A. Noblet, Deakin University), UTS Faculty of Business Research Grant (2004): *Organizational culture and job strain in Australian local councils*, \$7,800.
20. Co-Chief Investigator (with Dr K. Wang, UTS and Dr T. Bucic, UNSW), UTS Centre for Innovative Collaborations, Alliances and Networks Research Grant (2004): *Strategic capabilities and firm performance in entrepreneurial business networks*, \$5,000.
21. Chief investigator, UTS Faculty of Business Research Grant (2003): *Contributions of human resource management in knowledge-based firms in Malaysia and Singapore*, \$7,000.
22. Chief Investigator, UTS Centre for Innovative Collaborations, Alliances and Networks Research Grant (2002): *Characteristics of Chinese business networks*, \$4,974.
23. Chief Investigator (with A/Prof C. Galang, University of Victoria, Canada & Prof I. Chow, Chinese University of Hong Kong as associate investigators), UTS Internal Research Grant (2002): *High performance work systems in three Asia Pacific countries*, \$17,000.
24. Co-Chief Investigator (with Dr A. Ross-Smith & Dr T. Taylor, UTS), UTS Faculty of Business Research Grant (2002): *Meat pies, rice, pasta or souvlaki: Differences in career progression between majority and minority groups in the higher education sector*, \$7,007.
25. Co-Chief Investigator (with Dr C. Soo & Dr S. Gudergan, UTS), UTS Faculty of Business Research Grant (2002): *Managing intellectual capital to improve organizational innovation and performance*, \$10,000.
26. Chief Investigator (with Dr J. Rodwell, Deakin U), UTS Faculty of Business Research Grant (2001): *Internationalisation, human resource practices and human capital in Australian manufacturing firms*, \$10,000.
27. Chief Investigator (with Prof Peter Steane, Macquarie U), Institute of Public Administration, Australia Research Grant (2000): *Human resource management and strategic management: Evidence from NSW non-corporatised public sector organisations*, \$2,000.
28. UTS Internal Research Grant Scheme (1999): *Changing roles in strategic human resource management: Evidence from corporatised NSW public sector organisations*, \$10,000.
29. University of Technology, Sydney School of Management Research Grant (1998): *Social capital and network relations in strategic HRM*, \$3,500.
30. Associate Investigator, Australian Research Council Small Grant Scheme (with D.E. Simmons, 1995): *Examination of integration of IR/HR with strategy in the Australian banking and telecommunications industry*, \$11,000.
31. Australian Postgraduate Awards (Industry) Scheme (1995-7). *An assessment of the strategic human resource management function in Queensland Rail*, \$25,000 per year.

## TEACHING AND LEARNING GRANTS

1. UWS Equity Grant Scheme: Impact of learning and teaching factors on the retention of equity student groups (2009, Y-C Lan & D.F. Yang), \$42,150.
2. 2007 UTS Small Grants for Improving Teaching and Learning Fund: Developing work readiness of MBA students through Active Learning and Innovative Teaching (with K. Wang, T. Pitsis, & G. Breech), \$3,071.

3. UTS Faculty of Business Teaching and Learning Grant (2007, with P Kandlebiner, K Wang and A Hiragani): Identifying the skills in effective groupwork, \$4,500.
4. UTS Faculty of Business Teaching and Curriculum Development Grant (2004-5): Developing a HRM Competency Model for teaching Human Resource Management in the Faculty, \$3,000.
5. Co-investigator (with Ian Douglas, UTS) UTS Faculty of Business Teaching and Curriculum Development Grant (2004-5): Developing an induction program for international students in the Graduate School of Business, UTS, \$4,000.
6. UTS Faculty of Business Teaching and Curriculum Development Grant (2000-01): A cross cultural study of the learning style of HRM students, \$3,825.
7. Co-investigator (with G. Callender, J. Johnston, & K. Wang), UTS Faculty of Business Teaching and Curriculum Development Grant (2000-01): Developing a multicultural curriculum for the field of cross-cultural management and global competitive intelligence, \$5,000.

### **BOOKS AND BOOK CHAPTERS AND GUEST EDITOR OF SPECIAL ISSUES**

1. Brunetto, Y. & Teo, S.T.T. (forthcoming, 2018). 'Special Issue Editors on "The impact of organisational change on public sector employee outcomes"'. *Australian Journal of Public Administration* (ABDC A rank).
2. Nguyen, D., Teo, S.T.T., Grover, S. & Nguyen, P. N (2017, forthcoming). 'Laissez-faire leadership behaviours in the public sector in Vietnam'. In N. Muenjohn & A. McMurray (eds.), *The Palgrave Handbook of Leadership in Transforming Asia*, UK: Palgrave Macmillan.
3. Bentley, T., Lewis, D., & Teo, S.T.T. (2017, forthcoming). Special Issue Editors on 'Public sector work and workplace ill treatment'. *Public Money & Management* (ABDC A, 2014 JIF 0.537).
4. Bentley, T., Blackwood, K., Catley, B., O'Driscoll, M., Roche, M., Teo, S.T.T., & Twiname, L. (2016). 'The role of human resource practices and other factors influencing the continuing work participation of older workers in New Zealand'. In Antoniou, A.-S., Burke, RJ. & Cooper, C.L. (Eds.). *The aging workforce handbook: Individual, organizational, and societal challenges*, 213-239. Emerald Group Publishing, Bingley.
5. Blackman, D., O'Donnell, M. & Teo, S.T.T. (2016). *Human Capital Management Research: Influencing practice and process*. Contemporary Perspectives in Human Capital and Development Book Series, Volume 1, Information Age Publishing, Charlotte, N.C.
6. Tummers, L., Brunetto, Y. & Teo, S.T.T. (2016). Special Issue Editors on 'Workplace aggression and leadership in the public sector'. *International Journal of Public Sector Management*, 29(1), 2-10 (ABDC B).
7. Soo, C., Teo, S.T.T., & Tian, A. (2015). 'Social Capital', in Wilkinson, A. & Johnstone, S. (2015). *Encyclopaedia of Human Resource Management* (p. 410), Edward Elgar, Cheltenham.
8. Teo, S.T.T., Soo, C., & Tian, A. (2015). 'Intellectual Capital', in Wilkinson, A. & Johnstone, S. (2015). *Encyclopaedia of Human Resource Management* (pp. 214-215), Edward Elgar, Cheltenham.
9. Pick, D., Teo, S.T.T., Newton, C.J. & Tummers, L. (2015). Special Issue Editors on "Organizational change and public sector work". *Journal of Organizational Change Management*, 28(4) (ABDC B, 2014 JIF 0.462).
10. Brunetto, Y. & Teo, S.T.T. (2013). 'Virtual Special Issue Editors on "Retention, burnout and the future of nursing"', *Journal of Advanced Nursing*, 69(12), 2772-2773 (ERA A\*, 2013 JIF 1.685).
11. Connell, J. & Teo, S.T.T. (Eds.) (2010). *Strategic HRM: Contemporary Issues in the Asia Pacific Region*, Tilda University Press, Melbourne (ISBN 978-0-7346-1080-5).
12. Jossierand, E. & Teo, S.T.T., (2008). Accompanyer l'émergence du manager public post-bureaucratique: Le cas des ressources humaines dans une entreprise publique Australienne (in French, Fostering the emergence of public post-bureaucratic: The case of human resources in a public Australian company), pp. 487-516, in *Le métier de gestionnaire public à l'aube de la gestion par resultants*, Bachir Mazouz (ed), Les Presses de l'Université du Québec, Québec, Canada (ISBN 978-2-7605-1577-2).

13. Teo, S.T.T. & Johns, R. (2008). 'Recruitment', in S. Clegg & J. Bailey (Eds.) *The International Encyclopaedia of Organization Studies*, Sage Publication, Thousand Oaks.
14. Teo, S.T.T. & Wang, Y.K. (2008). 'Performance appraisal', in S. Clegg & J. Bailey (Eds.) *The International Encyclopaedia of Organization Studies*, Sage Publication, Thousand Oaks.
15. Smallman, C., Benn, S. & Teo, S.T.T. Teo (2007). 'Processes of governance across multiple stakeholders: performance, control and innovation: An introduction', *Managerial Law*, 49(5/6), 197.
16. Teo, S.T.T. & Wang, Y.K. (2007). 'Human capital, social capital and firm performance in Chinese SMEs', in S. Clegg, K. Wang & M. Berrell, *Business Networks and Strategic Alliances in China*, Edward Elgar Publisher, pp. 230-251.
17. Teo, S.T.T. & Johns, R. (2005). *Test Bank for Human Resource Management in Australia, 2nd edition* (H. De Cieri and R. Kramar, McGraw Hill).
18. Teo, S.T.T. (2004). 'Managing Careers', In Dessler, G., Griffiths, J., & Lloyd-Walker, B. (Eds), *Human Resource Management*, 2<sup>nd</sup> edition, Pearson Prentice Hall, Frenchs Forest, NSW, pp. 334-369.
19. Teo, S.T.T. & Spooner, K. (2003). *Test Bank for Human Resource Management in Australia: Strategy, people performance* (H. De Cieri & R. Kramar, McGraw Hill).

#### REFEREED JOURNAL ARTICLES

1. Brunetto, Y., Teo, S.T.T., Farr-Wharton, R., Shacklock, K. & Shriberg, A. (forthcoming). 'Individual and organizational support: Does it affect red tape, stress and work outcomes of Police Officers in the USA', *Personnel Review* [email acceptance: 22.06.2016, ABDC A, 2015 JIF .704].
2. Farr-Wharton, B., Shacklock, K., Brunetto, Y., Teo, S.T.T. & Farr-Wharton, R. (2017, forthcoming). 'Workplace relationships, bullying, and outcomes for Australian police officers'. *Public Money & Management*, [email acceptance: 29.01.2016, ABDC A, 2015 JIF .718].
3. Nguyen, D., Teo, S.T.T., Grover, S., & Nguyen, N. (2016, forthcoming). 'Psychological safety climate and workplace bullying in Vietnam's public sector', *Public Management Review*, [http://dx.doi.org/10.1080/14719037.2016.1272712, ABDC A, 2015 JIF 1.872].
4. Grover, S., Teo, S.T.T., Pick, D. & Roche, M. (2016, forthcoming). 'Mindfulness, autonomy and work stress: personal resources in the Job Demands-Resources model'. *Stress & Health* [doi: 10.1002/smi.2726, ABDC A, 2015 JIF 1.926].
5. Newton, C.J., Teo, S.T.T., Pick, D., Ho, M., & Thomas, D. (2016). 'Emotional intelligence as a buffer of occupational stress'. *Personnel Review*, 45(5), 1010-1028 [ABDC A, 2015 JIF 0.704].
6. Brunetto, Y., Teo, S.T.T., Shacklock, K., & Farr-Wharton, R. (2016, forthcoming). 'The impact of supervisor-subordinate relationships and a trainee characteristic upon police officer work outcomes'. *Journal of Management & Organisation* [ABDC B, 2015 JIF .405, doi:10.1017/jmo.2016.27].
7. Pick, D. & Teo, S.T.T. (2016, forthcoming). 'Job satisfaction of public sector middle managers in the process of NPM change'. *Public Management Review* [doi:10.1080/14719037.2016.1203012, ABDC A, 2015 JIF 1.872].
8. Soo, C., Tian, A., Teo, S.T.T. & Cordery, J. (2015, forthcoming). 'Intellectual capital-enhancing HR, absorptive capacity and innovation'. *Human Resource Management* [doi: 10.1002/hrm.21783, ABDC A\*, 2015 JIF: 1.798].
9. Pick, D., Symons, C. & Teo, S.T.T. (2015, forthcoming). 'Chronotopes and timespace contexts: Academic identity work revealed in narrative fiction'. *Studies in Higher Education* [doi:10.1080/03075079.2015.1085008, ERA A\*, ABDC A, 2015 JIF 1.222].
10. Dai, F., Teo, S.T.T. & Wang, Y.K. (forthcoming). 'Network marketing businesses and Chinese ethnicity immigrants in Australia'. *Journal of Small Business Management* [doi: 10.1111/jsbm.12244/pdf, ABDC A, 2015 JIF 1.937].
11. Gardner, D., O'Driscoll, M., Cooper-Thomas, H.D., Roche, M., Bentley, T., Catley, B., Teo, S., & Trenberth, L. (2016). 'Predictors of workplace bullying and cyber-bullying in New Zealand'. *International Journal of Environmental Research and Public Health*, 13(5), 448 [doi:10.3390/ijerph13050448, 2014 JIF: 2.035].



12. Teo, S.T.T., Pick, D., Xerri, M. & Newton, C.J. (2016). 'Person–organisation fit and public service motivation in the context of change'. *Public Management Review*, 18(5): 740-762 [ABDC A, 2015 JIF 1.872].
13. Bentley, T., Teo, S.T.T., Mcleod, L., Gloet, M., & Tan, F. (2016). 'The role of organisational support in mediating teleworker job satisfaction and psychological strain'. *Applied Ergonomics*, 52(1): 207-215 [ERA A\*, 2015 JIF 2.023].
14. Newman, A., Rose, P. & Teo, S.T.T. (2016). 'The role of participative leadership and trust-based mechanisms in eliciting intern performance: Evidence from China'. *Human Resource Management*, 55(1): 53–67 [ABDC A\*, 2015 JIF: 1.798].
15. Ho, M., Nguyen, D., Lo, K., McLean, C. & Teo, S.T.T. (2015). 'The state of human resource (HR) competency research: Charting the research development of HR competencies and examining the signals from industry in New Zealand'. *New Zealand Journal of Employment Relations*, 40(2): 71-89 [ABDC B].
16. Brunetto, Y., Shacklock, K., Teo, S.T.T., Farr-Wharton, R., & Nelson, S. (2015). 'Nurses' supervisors, learning options and organisational commitment: Australia, Brazil and England'. *Journal of Nursing Management*, 23(8), 1029-1038 [2014 JIF=1.500].
17. Brunetto, Y., Teo, S.T.T., Farr-Wharton, R., Lambries, D., Gillett, P., & Tomes, W. (2015). 'A comparison of impact of management on local government employee outcomes in US and Australia'. *Local Government Studies*, 41(4), 495-515 [ABDC A, 2014 JIF 0.744].
18. Yeo, M., Anantranam, S., Teo, S.T.T. & Pearson, C. (2015). 'Leader-member exchange and relational quality in a Singapore public sector organization'. *Public Management Review*, 17(10), 1379- 1402 [ABDC A, 2014 JIF=1.027].
19. Jepsen, D., Varhegyi, M. & Teo, S.T.T. (2015). 'The association between learning styles and perception of teaching quality'. *Education & Training*, 57(5), 575-587 [ERA A\*].
20. Benn, S., Teo, S.T.T. & Martin, A. (2015). 'Participating and engaging in environmental initiatives: The employees' perspective'. *Personnel Review*, 44(4), 492-510 [ABDC A, 2014 JIF 0.921].
21. Shacklock, K., Brunetto, Y., Teo, S.T.T., & Farr-Wharton, R. (2014). 'The role of support antecedents in nurses' intentions to quit: The case of Australia'. *Journal of Advanced Nursing*, 70(4), 811-822 [ERA A\*, 2014 JIF=1.741].
22. Teo, S.T.T., Reed, K. & Le, K. (2014). 'Human resource involvement in developing intellectual capital'. *The Service Industries Journal*, 34(15), 1219-1233 [ABDC B, 2014 JIF=0.832].
23. Brunetto, Y., Shacklock, K., Teo, S.T.T. & Farr-Wharton, R. (2014). 'The impact of management on engagement and wellbeing of high emotional labour employees'. *International Journal Human Resource Management*, 25(17), 2345-2363 [ABDC A, 2014 JIF: 0.916].
24. Nguyen, T.N.D., Teo, S.T.T. & Mylett, T. (2014). 'An exploration of the roles of HR departments in Vietnam'. *Journal of General Management*, 39(2), 83-113 [ABDC B, SNIP 2014=.183].
25. Rose, P., Teo, S.T.T. & Connell, J. (2014). 'Converting interns into regular employees: The role of intern-supervisor exchange'. *Journal of Vocational Behavior*, 84(2), 153–163 [ABDC A\*, 2014 JIF: 2.588].
26. Newton, C.J. & Teo, S.T.T. (2014). 'Nonprofit identification and the occupational stress process: A stress buffering perspective'. *Human Resource Management*, 53(1), 89–113 [ABDC A\*, 2014 JIF: 1.729].
27. Newton, C.J., Teo, S.T.T., Pick, D., Yeung, M. & Salamanson, Y. (2013). 'Flexibility in change practices and job outcomes for nurses: Exploring the role of subjective fit'. *Journal of Advanced Nursing*, 69(12), 2800-2811 [ERA A\*, 2013 JIF=1.685].
28. Teo, S.T.T., Newton, C.J. & Soewanto, K. (2013). 'Context-specific stressors, work-related social support and work–family conflict: A mediation study'. *New Zealand Journal of Employment Relations*, 38(1), 15-28 [2013 ABDC B].
29. Teo, S.T.T., Pick, D., Newton, C.J., Chang, E. & Yeung, M. (2013). 'Organizational change stressors and nursing job satisfaction: The mediating effect of coping strategies'. *Journal of Nursing Management*, 21(6), 878-887 [2013 JIF=1.142].
30. Chow, I.S-H, Teo, S.T.T. & Chew, I.K-H. (2013). 'HRM systems and firm performance: The mediation role of strategic orientation'. *Asia Pacific Journal of Management*, 30(1), 53-72 [2012 ABDC A, 2013 JIF=2.742].

31. Sang, X., Teo, S.T.T., Cooper, C., & Bohle, P. (2013). 'Modelling occupational stress and employee health and wellbeing in a Chinese higher education institution'. *Higher Education Quarterly*, 67(1), 15–39 [2010 ERA A (Education Systems), 2012 ABDC B rank].
32. Brunetto, Y., Teo, S.T.T., Shacklock, K. & Farr-Wharton, R. (2012). 'Emotional intelligence, job satisfaction, wellbeing and engagement: Explaining organizational commitment and turnover intentions in policing'. *Human Resource Management Journal*, 22(4), 428-441 [ABDC A, 2012 JIF: 1.558].
33. Okamoto, K. & Teo, S.T.T. (2012). 'Role stress reduction and cultural mediators in overseas Japanese companies'. *International Journal of Human Resource Management*, 23(17), 3522-3535 [ABDC A, 2012 JIF=0.792].
34. Teo, S.T.T., Segal, N., Morgan, A., Kandlbinder, P., Wang, K.Y., & Hinogarani, A. (2012). 'Generic skills development and satisfaction with groupwork among Business students: Effect of country of permanent residency', *Education & Training*, 54(6), 472-487 [2010 ERA A\* rank (Education Systems)].
35. Teo, S.T.T., Yeung, M.E. & Chang, E. (2012). 'Administrative stressors and nursing job outcomes in Australian public and nonprofit health care organizations'. *Journal of Clinical Nursing*, 21, 1443–1452 [2010 ERA A rank in Nursing, 2011 JIF: 1.118].
36. Pick, D., Teo, S.T.T., & Yeung (2012). 'Friend or foe? New managerialism and technical, administrative and clerical support staff in Australian universities'. *Higher Education Quarterly*, 66(1), 3–23 [2010 ERA A rank (Education Systems), ABDC B].
37. Wang, K.Y., Fang, Y.Q. & Teo, S.T.T. (2011). 'The moderating effect of face values: Trust in loyalty, information sharing and initiative encouragement by managers in China's civil service sector'. *International Journal of Cross Cultural Management*, 11(3), 325–340 [ABDC B].
38. Dai, F., Wang, Y.K., & Teo, S.T.T. (2011). 'Chinese immigrants in network marketing business in Western host country context'. *International Business Review*, 20(6), 659-669 [ABDC A, 2011 JIF 1.511].
39. Baker, E., Kan, M. & Teo, S.T.T. (2011). 'Developing a collaborative network organization: Leadership challenges at multiple levels'. *Journal of Organizational Change Management*, 24(6), 853-875 [ABDC B, 2011 JIF 0.744].
40. Salamonson, Y., Andrews, S., Watson, R., Teo, S.T.T. & Deary, I. (2011). 'The Stressors in Students (SIS) scale: Development, reliability, and validity'. *Journal of Clinical Nursing*, 20(13-14), 2078–2080 [ERA A, 2011 JIF 1.118].
41. Teo, S.T.T., Le Clerc, M. & Galang, M.C. (2011). 'Human capital enhancing HRM systems and frontline employees in Australian manufacturing SMEs'. *International Journal of Human Resource Management*, 22(12), 2522-2538 [ABDC A, 2011 JIF=1.043].
42. Okamoto, K. & Teo, S.T.T. (2011). 'Convergence and divergence of role stress experience of locally hired Japanese and non-Japanese host country staff: A qualitative study', *International Journal of Human Resource Management*, 22(1), 220–233 [ABDC A, 2011 JIF=1.043].
43. Okamoto, K. & Teo, S.T.T. (2009). 'Forms of informal management controls in overseas Japanese companies: A qualitative study'. *Employment Relations Record*, 9(1), 64-82 [ABDC C].
44. Baker, E., Kan, M., Onyx, J., & Teo, S. (2009). 'Managing dualities in a collaborative non-profit network'. *Third Sector Review*, 15(1), 101-114 [ABDC B].
45. Teo, S.T.T., Lakhani, B., Brown, D., & Malmi, T. (2008). 'Strategic HRM and knowledge workers: A case study of professional service firms'. *Management Research News*, 31(9), 683-696 [ABDC C].
46. Rodwell, J.J. & Teo, S.T.T. (2008). 'The influence of strategic HRM and sector on perceived firm performance in health services organizations'. *International Journal of Human Resource Management*, 19(10), 1825–1841 [ABDC A].
47. Johns, R., Teo, S.T.T. & Harrington, K. (2007). 'Pick me! Perceptual differences of graduate recruitment and selection methods', *Employment Relations Record*, 7(1), 1-10 [ABDC C].
48. Teo, S.T.T. & Rodwell, J.J. (2007). 'To be strategic in the new public sector, HR must remember its operational activities'. *Human Resource Management*, 46(2), 265-284 [ABDC A\*].

49. Noblet, A., McWilliams, J., Teo, S.T.T., & Rodwell, J.J. (2006). 'Work characteristics and employee outcomes in local government'. *International Journal of Human Resource Management*, 17(10), 1804-1818 [ABDC A].
50. Jossierand, E., Teo, S.T.T., & Clegg, S. (2006). 'From bureaucratic to post-bureaucratic: The difficulties of transition'. *Journal of Organizational Change Management*, 19(1), 54-64. [ABDC B rank] – one of the most read articles in the journal in 2014.
51. Noblet, A., Teo, S.T.T., McWilliams, J. & Rodwell, J.J. (2005). 'Which work characteristics predict employee outcomes for the public sector employee? An examination of generic and occupation-specific characteristics'. *International Journal of Human Resource Management*, 16(8), 1417-1432 [ABDC A].
52. Audea, T., Teo, S.T.T., & Crawford, J. (2005). 'Perceptions of HRM and firm performance in the Philippines'. *International Journal of Human Resource Management*, 16(4), 536-556 [ABDC A].
53. Teo, S.T.T. & Crawford, J. (2005). 'Indicators of strategic HRM effectiveness: A case study of an Australian public transport agency during commercialization'. *Public Personnel Management*, 34(1), 1-16 [ABDC B]
54. Jossierand, E. & Teo, S.T.T. (2004). 'Du bureaucrate au stratège: le difficile transition entre les rôles des ressources humaines dans le secteur public' [in French]. *Gestion [International Management Review]*, 9(1), 37-48.
55. Rodwell, J.J. & Teo, S.T.T. (2004). 'Strategic HRM in for-profit and non-profit organizations in a knowledge-intensive industry: The same issues predict performance for both types of organization'. *Public Management Review*, 6(3), 311-331 [ABDC B].
56. Rodwell, J.J. & Teo, S.T.T. (2003). 'Strategic human resource requirements across levels of export activity in Australian manufacturing firms'. *Research & Practice in Human Resource Management*, 11(2), 17-31 [ABDC C].
57. Teo, S.T.T., Titien, A., & Rodwell, J.J. (2003). 'HR roles and organizational culture congruence: Reforms, realities and challenges in Australian local government'. *Asia Pacific Journal of Human Resources*, 41(3), 298-315 [ABDC B].
58. Steane, P., Ma, J.H., & Teo, S.T.T. (2003). 'Effective leadership as a human resource capacity in joint venture management'. *Asia Pacific Journal of Human Resources*, 41(2), 215-230 [ABDC B].
59. Rodwell, J.J. & Teo, S.T.T. (2002). 'Strategic HRM, knowledge retention and human capital in Australian exporting firms'. *International Employment Relations Review*, 8(1), 57-70 [ABDC C].
60. Teo, S.T.T. (2002). 'Effectiveness of a corporate HR department in an Australian public sector entity during commercialisation and corporatisation'. *International Journal of Human Resource Management*, 13(1), 89-105 [ABDC A].
61. Teo, S.T.T. (2000). 'Evidence of strategic HRM linkages in eleven Australian corporatized public sector organizations'. *Public Personnel Management*, 29(4), 557-574 [ABDC B].
62. Rodwell, J.J. & Teo, S.T.T. (2000). 'Approaches to HRM on the Pacific Rim: A comparison across ownership categories in the Australian hospitality industry'. *Research & Practice in Human Resource Management*, 8(1), 135-151 [ABDC C].
63. Sappey, R.B., Maconachie, G., Sappey, J., & Teo, S. (1999). 'The social costs of enterprise bargaining: Some preliminary evidence from the food processing industry in Queensland'. *International Journal of Employment Studies*, 7(1), 105-124 [ABDC C].
64. Rodwell, J.J. & Teo, S.T.T. (1999). 'MNCs in Australia: Striking the right balance in employee relations practices'. *International Business Review*, 8(3), 309-321 [ABDC A].
65. Teo, S.T.T. & Shadur, M.A. (1999). 'How strategic is HRM? Evidence of strategic integration in Australian organisations'. *Indian Journal of Industrial Relations*, 35(1), 1-26 [ABDC C].
66. Teo, S.T.T. (1998). 'Changing roles of Australian HRM practitioners'. *Research & Practice in Human Resource Management*, 6(1), 67-84 [ABDC C].
67. Preston, A.P., Sappey, R.B. & Teo, S. (1998). 'Enterprise bargaining and quality: A study of quality clauses in enterprise agreements in Queensland'. *Employee Relations*, 20(4), 333-348 [ABDC B].

68. Teo, S.T.T. (1997). 'Auditing *Strategic HRM: Internal audit and HRM collaboration*'. *Accountability & Performance*, 3(2), 41-64.
69. Teo, S.T.T. & Shadur, M.A. (1995). 'Integration of HRM with strategic management in the foreign banks'. *International Journal of Employment Studies*, 3(2), 145-154 [ABDC C].

#### **REFEREED CONFERENCE PROCEEDINGS**

1. Lux, A., Grover, S. & Teo, S.T.T. (2016). 'A cross-cultural theory of authentic leadership'. Presented at the Australia and New Zealand Academy of Management Annual Conference, 06-09 December, Brisbane, Australia.
2. Nguyen, D., Teo, S.T.T., & Ho, M. (2016). 'Power distance and the effectiveness of the HR department in Vietnam'. Paper presented at the British Academy of Management Conference, 13-16 Sept, Newcastle upon Tyne, United Kingdom.
3. Plimmer, G., Bryson, J. & Teo, S.T.T. (2015). 'Antecedents and consequences of ambidexterity in public sector organisations'. Presented at the Australia and New Zealand Academy of Management Annual Conference, 02-06 December, Queenstown, New Zealand.
4. Newton, C.J., Teo, S.T.T., Pick, D., Thomas, D. & Ho, M. (2014). 'Emotional intelligence and the Job Demands Resources model'. Presented at the Australia and New Zealand Academy of Management Annual Conference, 02-06 December, Sydney.
5. Pick, D., Symons, C. & Teo, S.T.T. (2014). 'Identity work in multi-level timespace: Insights from narrative fiction'. Presented at the Australia and New Zealand Academy of Management Annual Conference, 02-06 December, Sydney.
6. Ho, M., Teo, S.T.T., Bentley, T., Verreynne, M.L. & Galvin, P. (2014). 'Organizational resilience and the challenge for human resource management: Conceptualizations and frameworks for theory and practice'. Presented at the 4<sup>th</sup> Annual International Conference on Human Resource Management & Professional Development for the Digital Age, Singapore.  
*Winner of Best Research Paper Award*
7. Ho, M., Nguyen, D., Lo, K., McLean, C. & Teo, S.T.T. (2013). 'Signals from human resource (HR) job advertisements in New Zealand.' Presented at the 27th Australia and New Zealand Academy of Management Conference, 04-06 December, Hobart, Australia.
8. Rose, P., Teo, S.T.T., & Connell, J. (2013). 'The antecedent role of leader-member exchange (LMX) in determining internship outcomes'. Presented at the 27th Australia and New Zealand Academy of Management Conference, 04-06 December, Hobart, Australia.
9. Nguyen, T.N.D., Mylett, T. & Teo, S.T.T. (2013). 'Roles of HR departments in Vietnam: A Repertory Grid approach'. Presented at the 2013 British Academy of Management Conference, Liverpool, 10-12 July.
10. Pick, D., Issa, T. & Teo, S.T.T. (2013). 'Misconduct resistance: The management of restricted drugs in the Western Australian public health service'. Presented at the 2013 British Academy of Management Conference, Liverpool, 10-12 July.
11. Ho, M., Lo, K. & Teo, S.T.T. (2013). 'Two decades of evolving function and competencies of human resource professionals'. Paper presented at the 3<sup>rd</sup> Annual International Conference on Human Resource Management & Professional Development for the Digital Age, 22-23 July, Singapore.  
*Winner of Best Research Paper Award*
12. Trincherro, E., Teo, S.T.T., Brunetto, Y. & Borgonovi, E. (2013). 'Impact of workplace relationships on training and development, engagement and job satisfaction for Italian registered nurses'. Paper presented at the 'Challenges in Healthcare Management' panel, IRSPM Conference, Prague, 10-12 April.
13. Soo, C., Tian, W.A., Teo, S.T.T. & Cordery, J. (2012). 'Intellectual capital-enhancing HR, absorptive capacity and innovation'. Presented at the Australia and New Zealand Academy of Management Conference, Perth, Australia.
14. Pick, D., Issa, T., Teo, S.T.T., Sawyer, A. & Hughes, V. (2012). 'A typology of corruption resistance for public sector organizations'. *Proceedings of the 2012 Australian and New Zealand Academy of Management Conference*, Perth, Australia.

15. Newman, A., Rose, P. & Teo, S.T.T. (2012). 'The role of participative leadership and trust-based mechanisms in eliciting intern performance: Evidence from China'. *Proceedings of the 2012 Australian and New Zealand Academy of Management Conference*, Perth, Australia.
16. Teo, S.T.T., Pick, D., Newton, C., Yeung, M., & Chang, E. (2012). 'Change-induced stressors and effective coping strategies in nursing'. In G. Heaslip & R.J. Galavan (Eds). *Proceedings of the 2012 Irish Academy of Management Conference*, Sept 05-07, Maynooth, Ireland (ISBN: 978-1-909561-00-7).  
*Winner of Best Paper for the HRM Track*
17. Okamoto, K. & Teo, S.T.T. (2011). 'Japanese expatriates and their coping strategies in overseas Japanese companies'. *Proceedings of the 2011 Australian and New Zealand Academy of Management Conference*, Wellington, New Zealand.
18. Evans, H., Teo, S.T.T., Dadich, A. & Wilson, I. (2011). 'Occupational stress and intention to quit of general practitioners: Propositions drawn from a literature review'. *Proceedings of the 2011 Australian and New Zealand Academy of Management Conference*, Wellington, New Zealand.
19. Teo, S.T.T., Pick, D., Newton, C. & Chang, E. (2011). 'Stressors and effectiveness of coping strategies in nursing: A cross lagged analysis'. *Proceedings of the 2011 International Employment Relations Association Conference*, Singapore.
20. Teo, S.T.T., Ho, C., Xie, F., Wang, K.Y., & Segal, N. (2011). 'Career experience of Asian immigrants', *Proceedings of the 2011 International Employment Relations Association Conference*, Singapore.
21. Okamoto, K. & Teo, S.T.T. (2010). 'Cultural mediators in overseas Japanese companies', *Proceedings of the 2010 Australian and New Zealand Academy of Management Conference*, Adelaide.
22. Sang, X., Cooper, C., Teo, S.T.T. & Bohle, P. (2010). 'The ASSET model in a Chinese higher education institution', *Proceedings of the 2010 Australian and New Zealand Academy of Management Conference*, Adelaide.
23. Dai, F., Teo, S.T.T. & Wang, K. (2010). 'An extension of the model of network marketing business entrepreneurial performance', *Proceedings of the 2010 Australian and New Zealand Academy of Management Conference*, Adelaide.
24. Teo, S.T.T. & Yeung, M. (2010). 'Administrative stressors and nursing job outcomes in Australian public and nonprofit health care organizations', *Proceedings of the 2010 IFSAM Conference*, 08-10 July, 2010, Paris, France.
25. Okamoto, K. & Teo, S.T.T. (2010). 'Language competence and role stress in Japanese companies in Australia', *Conference Proceedings of the 2010 Australia and New Zealand of International Business Academy*, 15-17 April, Sydney, Australia.
26. Soewato, K., Teo, S.T.T. & Newton, C. (2009). 'Exploring the impact of context-specific job stressors on employee work outcomes', *Conference Proceedings of the 23rd Annual Australian and New Zealand Academy of Management Conference*, 02-04 Dec 2009, Melbourne.
27. Dai, F., Teo, S.T.T. & Wang, Y.K. (2009). 'Identifying and measuring motivational factors in conducting network marketing business by Chinese immigrants', *Conference Proceedings of the 2009 Australia and New Zealand Academy of Management*, 02-04 December 2009, Melbourne.
28. Kuppusamy, M., Teo, S.T. & Lan, Y-C, (2009). Modeling the effects of intangible capabilities on ERP implementation. In Scheepers, H. & Davern, M. (eds), *Proceedings of 20th Australasian Conference on Information Systems*, 2-4th December 2009, Monash University Melbourne. ISBN: 978-0-646-52570-9 [Australian Research Council ERA 'A' ranked conference].
29. Teo, S.T.T., Morgan, A.C., Kandlebner, P., Wang, K. & Hiragoni, A. (2009). 'Predictors of the groupwork experience: Generic skill development, peer appraisals, and country of residence', *Conference Proceedings of the ATN Assessment Conference*, 19-20 November, 2009, RMIT University, Melbourne.
30. Jepsen, D., Varhegyi, M. & Teo, S. (2009). 'The association between learning styles and preferred teaching styles', *Conference Proceedings of the 2009 International Employment Relations Association*, 29 Jun – 03 July, Bangkok, Thailand.

31. Okamoto, K. & Teo, S.T.T. (2009). 'Informal management controls and role stress in Japanese companies in Australia', *Conference Proceedings of the 2009 Australia and New Zealand of International Business Academy*, 17-18 April, Brisbane, Australia.
32. Yeung, M. & Teo, S.T.T. (2008). 'Perceptions of administrative staff in organizational change and job strain in the Australian higher education sector'. *Conference Proceedings of the 2008 Conference of the Australia and New Zealand Academy of Management*, Auckland, December.
33. Dai, F., Teo, S.T.T. & Wang, Y.K. (2008). 'Entrepreneurial Chinese immigrants in network marketing organisations'. *Conference Proceedings of the 2008 Conference of the Australia and New Zealand Academy of Management*, Auckland, December.
34. Okamoto, K. & Teo, S.T.T. (2008). 'Informal management controls in Japanese companies in Australia', *Conference Proceedings of the 2008 Pacific Employment Relations Association*, Ballarat, Australia (ISBN: 978-1-876851-34-7).
35. Okamoto, K. & Teo, S.T.T. (2007). 'Role stress of local Japanese staff in Japanese companies in Australia'. *Conference Proceedings of the 2007 Conference of the Australia and New Zealand Academy of Management*, Sydney, December.
36. Okamoto, K. & Teo, S.T.T. (2007). 'Investigating role stress experiences in Overseas Japanese subsidiaries in Australia: The role of cross cultural understanding'. *Conference Proceedings of the 2007 Conference of the Australia and New Zealand Institute of International Business Academy*, Newcastle, November.
37. Kan, M., Baker, E., Teo, S.T.T. Onyx, J., Grant, A., & Zwoghi, D. (2007). 'Creating informal leaders in a distributed network'. *Conference Proceedings of the 2007 British Academy of Management Conference*, 11-13 Sept, Warwick Business School, UK.
38. Baker, E., Kan, M., Teo, S.T.T. Onyx, J., Grant, A., & Zwoghi, D. (2007). 'Managing sustainable non-profit network organizations'. *Conference Proceedings of the 2007 Administrative Sciences Association of Canada Conference*, 02-05 June, Ottawa, Canada.
39. Teo, S.T.T., Liang, Y., Zhu, C.J.H & Tang, D.Q. (2006). 'Testing a model of HR effectiveness in the Chinese Software industry', *Proceedings of ANZAM 2006 Conference*, Rockhampton, Queensland.
40. Teo, S.T.T., Harrington, K. & Johns, R. (2006). 'Perceptual differences in graduate recruitment and selection in Australia', *Proceedings of ANZAM 2006 Conference*, Rockhampton, Queensland.
41. Dai, F., Teo S. T., Wang, K. Y., Kane, B., & Crawford, J. D. (2006). 'Social and cultural factors in the voluntary turnover behaviour of workers in the People's Republic of China', *Proceedings of the ANZIBA Conference*, Wellington, New Zealand.
42. Cole, F. & Teo, S.T.T. (2006). 'The influence of organizational values on perceived service quality', *Conference Proceedings of the IERA Conference*, 19-23 June, Hong Kong.
43. Bakhsh, E. & Teo, S.T.T. (2006). 'Identity and experience of Australian repatriates', *Conference Proceedings of the IERA Conference*, 19-23 June, Hong Kong.
44. Teo, S.T.T., Lakhani, B., Brown, D., & Malmi, T. (2005). 'Structure, culture, and HRM in professional service firms', in D. Davies, G. Fisher & R. Hughes (Eds). *Proceedings of the 19<sup>th</sup> ANZAM Conference*, Canberra 07-10 December (ISBN: 1-74088-245-8).
45. Teo, S.T.T., Rodwell, J.J., & Steane, P. (2005). 'Convergence and divergence of ethnic Chinese business networks in the Asia-Pacific', *Proceedings of the 2005 British Academy of Management Conference*, Oxford, UK, 13-15 September.
46. Teo, S.T.T. & Chew, I.K-H (2005). 'Impact of strategic dimensions on HRM and firm performance in Singapore', *Proceedings of the 2005 British Academy of Management Conference*, Oxford, UK, 13-15 September.
47. Rodwell, J.J., Noblet, A., McWilliams, J. & Teo, S.T.T. (2005). 'Managing human capital for performance in the Australian hospitality industry: The carrot drives the outputs', *Proceedings of the 2005 British Academy of Management Conference*, Oxford, UK, 13-15 September.
48. Galang, M.C., Chow, I., & Teo, S.T.T. (2005). 'Human resources for firm competitive advantage: Cross-cultural comparisons', P. Davidson & H. De Cieri (Eds). *Proceedings of the 8<sup>th</sup> International HRM Conference*, Cairns, 14-17 June 2005 (ISBN: 0-646-44906-0).

49. Rodwell, J.J. & Teo, S.T.T. (2004). 'The same strategic HRM issues predict performance in both for-profit and non-profit organizations in a key knowledge-intensive industry'. *Proceedings of the 2004 ANZAM Conference*, Dunedin, New Zealand (ISBN: 0-476-01131-0).
50. Moriarty, K. & Teo, S.T.T. (2003). 'Exploring the trends in graduate selection in Australia'. *Proceedings of the 2003 ANZAM Conference*, Fremantle, Australia (ISBN: 1-86308-108-9).
51. Teo, S.T.T. & Rodwell, J.J. (2003). 'HR involvement, strategic integration and performance of public sector HR departments in Australia'. In D.H. Nagao (ed.) *Proceedings of the Sixty third Annual Meetings of the Academy of Management (CD)*, 04-07 August, Seattle, USA (ISSN 1543-8643).  
*Winner of the Charles H. Levine Award for the best paper submitted to the Public and Nonprofit Division of the Academy of Management*
52. Teo, S.T.T. & Audea, T. (2002). 'HRM adoption, ownership and size in Filipino organizations'. *Proceedings of the Australia and New Zealand International Business Association Annual Conference*, 08-09 November, Brisbane, Queensland, Australia.
53. Teo, S.T.T. & Steane, P. (2002). 'Strategic and operational HR involvement and performance of HR departments in commercialized and non-commercialized Australian public sector agencies', *Proceedings of the 2002 British Academy of Management Conference*, 09-11 September, London, UK.
54. Teo, S.T.T. & Rodwell, J.J. (2002). 'Senior executives perceptions of strategic HRM in Australian small and medium-sized manufacturing exporters', *Proceedings of the VIth IFSAM World Conference*, 10-13 July, Gold Coast, Australia (ISBN: 0-909291-64-0).
55. Teo, S.T.T. (2001). 'Perceptions of strategic and operational involvement in HRM as predictors of HRM performance'. *Proceedings of the 2001 ANZAM Conference*, Auckland, New Zealand (ISBN: 0-473-08309-4).
56. Ida, T., Kazue, O., Teo, S. & Matthews, J. (2001). 'Past, present and future of Japanese employment relations', in K. Spooner and C. Innes (Eds.), *Employment relations in the new economy: Proceedings of the ninth annual conference of the International Employment Relations Association (IERA)*, Singapore 10-12 July 2001 and Kuala Lumpur 7-9 July 2001 (ISBN: 1-86365-850-5).
57. Teo, S.T.T. (2000). 'Formal and informal strategic conversation in strategic HRM'. *Proceedings of the 2000 ANZAM Conference*, Sydney, Australia.
58. Teo, S.T.T. (2000). 'Key factors influencing the effectiveness of ER in the context of commercialisation'. *Proceedings of the Eighth Annual Conference of the International Employment Relations Association (IERA)*, 5-8 July, Singapore, pp. 675-703.
59. Teo, S.T.T. (1999). 'Commercialisation and changing role effectiveness of strategic HRM'. *Proceedings of the 1999 ANZAM Conference*, 1-4 December, Hobart, Australia.
60. Rodwell, J.J. & Teo, S.T.T. (1999). 'Distinguishing approaches employed by Australian, Asian and American workplaces in the Australian hospitality industry'. *Proceedings of the 1999 ANZAM Conference*, 01-04 December, Hobart, Australia.
61. Rodwell, J.J. & Teo, S.T.T. (1999). 'When human resource management from Asia and the West meet: The distinguishing characteristics in hospitality'. *Proceedings of the 1999 International Association of Management Conference*, August, San Diego C.A., USA.
62. Teo, S.T.T., Mills, C. & Southey, G.N. (1998). 'HRM in commercialisation of public sector organisations', *Edited Conference Proceedings of the 1998 ANZAM Conference*, 04-07 December, Adelaide, Australia.
63. Teo, S.T.T. & Southey, G.N. (1997). 'Does strategic HRM exist in corporatised Queensland public sector organisations?' (pp. 330-339) in T. Bramble, B. Harley, R. Hall, & G. Whitehouse (Eds.), *Current Research in Industrial Relations*, Conference Proceedings of the 11th Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) Annual Conference, 30 Jan - 01 Feb, Brisbane, Australia.
64. Rodwell, J.J. & Teo, S.T.T. (1997). 'Common and disparate themes in employment relations practices for international and domestic organisations' (pp. 303-310) in T. Bramble, B. Harley, R. Hall, & G. Whitehouse (Eds.), *Current Research in Industrial Relations*, Proceedings of the 11th AIRAANZ Annual Conference, 30 Jan - 1 Feb, Brisbane, Australia.

65. Preston, A.P., Sappey, R.B. & Teo, S. (1997). 'Enterprise bargaining and quality: A study of quality clauses in enterprise agreements in Queensland' (pp. 11-21). *Proceedings of the Fourth National Research Conference on Quality Management*, 09-11 February, Sydney, Australia.
66. Teo, S.T.T. & Shadur, M.A. (1995). 'Integration of HRM with strategic management in the foreign banks' (pp. 465-482), in L. Pullin & M. Fastenau (Eds.). *Proceedings of the Second Annual Conference of the IERA*, Churchill, Victoria, 12-15 July, 1994.
67. Teo, S.T.T. (1995). 'Issues, roles and skills: Human resource management practitioners in Australia' (pp. 36-40), in M. Mangaliso & Palmer, D.D. (Eds.). *The Changing Role of the Pacific Rim Economies: Cooperation and Competition*, Proceedings of the Eastern Academy of Management International Conference, Singapore, 11-15 June.
68. Teo, S.T.T. & Lewis, M. (1995). 'Evaluating the integration of IR and HRM in the strategic management process: A Multiple Constituency Approach' (pp. 416-425) in L. Sonder (Ed.), *Current Research in Industrial Relations*, Conference Proceedings of the 9th AIRAANZ Annual Conference, 09-11 February, Melbourne, Australia.

#### **REFEREED CONFERENCE/SYMPOSIUM PAPERS**

1. Jemai, M., Teo, S.T.T., Pick, D. & Nguyen, D. (2017). 'Change cynicism and its consequences for on public sector nursing job satisfaction'. Paper to be presented at the 21st International Research Society on Public Management Conference, 19-21 April, Budapest, Hungary.
2. Nguyen, D., Teo, S.T.T., Grover, S., & Nguyen, N. (2016). 'Psychological Safety Climate and Workplace Bullying in Vietnam's Public Sector'. Presented at the Australia and New Zealand Academy of Management Annual Conference, 06-09 December, Brisbane, Australia.
3. Teo, S.T.T., Ho, M., Nguyen, D. & Okororu, C. (2016). 'Revisiting the black box in SHRM: An extension of the meta-analytical review of the HR-performance link'. Presented at the Australia and New Zealand Academy of Management Annual Conference, 06-09 December, Brisbane, Australia.
4. Nguyen, D., Teo, S.T.T. & Ho, M. (2016). 'Determinants of HR department effectiveness in Vietnam's small and medium sized enterprises'. Presented at the SEAANZ National Small Business Conference, 10-12 August, Melbourne.
5. Nguyen, D. & Teo, S.T.T. (2016). 'Prevalence of workplace bullying behaviours in Vietnam'. Presented at the 10th International Conference on Workplace Bullying and Harassment, 21-24 April, Auckland.
6. Nguyen, D., Grover, S., Teo, S.T.T., & Nguyen, N.P. (2016). 'Respect and behavioural outcomes among Vietnam's Tax Agency employees'. Presented at the 20th International Research Society on Public Management Conference, 13-15 April, Hong Kong.
7. Nguyen, D., Teo, S.T.T., & Ho, M. (2016). 'Determinants of the effectiveness of HR departments in Vietnam'. Presented at the Second HR Division International Conference, 20-22 February, UNSW, Kensington.
8. Nguyen, D., Teo, S.T.T., Grover, S., & Nguyen, N.P. (2015). 'Laissez-faire leadership behaviours in the public sector in Vietnam'. Presented at the ANZAM Annual Conference, Queenstown, New Zealand.
9. Brunetto, Y., Teo, S.T.T., Farr-Wharton, R., Shacklock, K. & Shriberg, A. (2015). 'Organizational and individual support for police officers and improvement in learning outcomes and commitment'. Presented at the ANZAM Annual Conference, Queenstown, New Zealand.
10. Brunetto, Y., Teo, S.T.T., Farr-Wharton, R., & Shacklock, K. (2015). 'Impact of individual and organizational factors on US police work outcomes'. Presented at the US Academy of Management Conference, August 10-12, Vancouver, Canada.
11. Grover, S., Teo, S.T.T., Pick, D. & Roche, M. (2015). 'Self-Determination Theory and the Job Demands-Resources model: A study of nurses in contingent and precarious employment'. Presented at the US Academy of Management Conference, August 10-12, Vancouver, Canada.
12. Blackman, D., Cotton, T. & Teo, S.T.T. (2015). 'Don't just talk about it, do something: Acting on bullying to improve employee engagement', in Symposium on "Workplace negative acts and



- public sector work: Antecedents, consequences and strategies” (organised by Brunetto & Teo). Presented at the US Academy of Management Conference, August 10-12, Vancouver, Canada. Nominated by the Public and Nonprofit Division for the 2015 Emerald Best Symposium Award.
13. Teo, S.T.T., Cornell, J., Anantranam, S., & Bish, A. (2014). ‘Human resource management of Indian call centre representatives’. Presented at the Australia and New Zealand Academy of Management Annual Conference, 02-06 December, Sydney.
  14. Teo, S.T.T., Scott-Ladd, B. & Geneste, L. (2014). ‘Social support's effect on presenteeism and workplace accidents and injuries’. Presented at the 5th ICOH-WOPS Congress, Sept 17-19, Adelaide.
  15. Teo, S.T.T., Roche, M., Pick, D. & Newton, C. (2014). ‘Psychological capital as moderator of organizational change demands on nursing stress’. Presented at the US Academy of Management Conference, August 01-05, Philadelphia.
  16. Teo, S.T.T., Pick, D., Xerri, M. & Newton, C. (2014). ‘Public sector change, person-organization fit, and work attitudes: A mediation model’. Presented at the US Academy of Management Conference, August 01-05, Philadelphia.
  17. Plimmer, G. & Teo, S.T.T. (2014). ‘Antecedents and consequences of ambidexterity in public sector organisations’, in Symposium on Strategic HRM and public sector austerity: Friend or foe (organised by Blackman, Buick & Teo). Presented at the US Academy of Management Conference, August 01-05, Philadelphia.
  18. Brunetto, Y., Teo, S.T.T., & Farr-Wharton, B. (2014). ‘Relationships with management, bullying, and employee performance: Australian police officers’. Presented at the 9th International Conference on Workplace Bullying and Harassment, Milan, June 17-20.
  19. Nguyen, D., Teo, S.T.T., Ho, M., & Blackwood, K. (2014). ‘A semantic understanding of workplace bullying in New Zealand press’. Presented at the 9th International Conference on Workplace Bullying and Harassment, Milan, June 17-20.
  20. Nguyen, D. & Teo, S.T.T. (2014). ‘Perceptions of line managers and performance of HR departments in Vietnam’. Presented at The First Human Resources Division (US Academy of Management) International Conference, June 15-16, 2014 (nominated for Best Paper Award).
  21. Ravenswood, K. & Teo, S.T.T. (2014). ‘Women, voice and change in the precariat’. Presented at the Gender, Work and Organization 8th Biennial International Interdisciplinary Conference, June 24–26, Keele University, UK.
  22. Ravenswood, K. & Teo, S.T.T. (2014). ‘Employee voice and wellbeing: An investigation of a temporary workforce’. Presented at the 28th Association of Industrial Relations Academics of Australia and New Zealand Conference, Feb 05-07 2014, Melbourne.
  23. Bentley, T. & Teo, S.T.T. (2013). ‘The impact of psychosocial work environment and human resource management on bullying and ill-treatment in the Australian hospitality workplace’. Symposium paper (‘*Workplace Bullying Research Symposium*’, co-organizers: Martin & Catley), Conference Proceedings of the 2013 ANZAM Conference, Hobart, Australia, 03-06 December, Hobart, Australia.
  24. Brunetto, Y., Teo, S.T.T., Farr-Wharton, R. & Shacklock, K. (2013). ‘Turnover intentions and bullying: A social exchange perspective’. Symposium paper (‘*Workplace aggression in the public sector*’, co-organizers Plimmer & Teo), at the 2013 British Academy of Management Conference, Liverpool, 10-12 September.
  25. Teo, S.T.T., Pick, D. & Yeung, M. (2013). ‘Change initiatives, stressors, and job satisfaction: A Social Information Processing perspective’. Presented at the US Academy of Management 2013 Conference, 09-13 August, Orlando.
  26. Trinchero, E. & Teo, S.T.T. (2013). ‘Workplace Relationships, Work Harassment and Engagement for Nurses in Italy’. Symposium paper (‘*Workplace ill-treatment and emotional work: Antecedents and consequences*’ co-organizers Brunetto, Catley, & Teo), Presented at the US Academy of Management 2013 Conference, 09-13 August, Orlando.
  27. Teo, S.T.T., Evans, H., & Dadich, A. (2013). ‘Resilience and physician stress: An extension of the Job Demands-Resources model’. Poster paper presented at the American Psychological Association 2013 Conference, 31 July 04 Aug, 2013, Hawaii, USA.
  28. Cornell, J., Teo, S.T.T., & Anantranam, S. (2013). ‘HR practices and employee wellbeing in Indian call centres’. Presented at the 3rd INBAM Conference, 17-19 June 2013, Lisbon.

29. Rose, P., Teo, S.T.T. & Connell, J. (2012). 'Linking proactive personality with internship outcomes in China: The mediating role of leader-member exchange'. Presented at the 2012 Asia Academy of Management Conference, December 10-12, Seoul, Korea.
30. Hashim, R., Ahmad, J., Kaliannan, M., Majeed, A.B., Teo, S.T.T., Lan, Y-C., Kuppusamy, M. Rahim, M., & Omar, S.K.A. (2012). Adoption of enterprise information system (EIS) in Malaysian small and medium enterprises (SMEs). Paper presented at the IEEE Symposium on Business, Engineering & Industrial Applications - Information Science & Computer Applications, 23-27 Sept 2012, Bandung, Indonesia.
31. Benn, S., Teo, S.T.T., Martin, A. & Eggington, A. (2012). 'Working for the environment and intention to stay: Employee participation and engagement'. Presented at the 2012 Academy of Management Conference, Aug 03-07, Boston, USA.
32. Rose, P. & Teo, S.T.T. (2012). 'Strength of pre-existing guanxi: Scale development and validation'. Presented at the Fifth Biennial Meeting of the International Association of Chinese Management Research, *Building ethical and sustainable organizations in China*, Hong Kong, China, June 20-24.
33. Teo, S.T.T., Newton, C.J., Pick, D., Yeung, M. & Salamanson, Y. (2012). 'Negative change and job outcomes of public sector nurses: The impact of subjective fit and coping'. Presented at the XVI IRSPM Conference, Rome, Tor Vergata University, April 11-13.
34. Brunetto, Y., Teo, S.T.T., Shacklock, K. & Farr-Wharton, R. (2011). 'Policing, emotional intelligence and turnover intentions'. Presented at the 2011 US Academy of Management Conference, San Antonio.
35. Teo, S.T.T., Newton, C.J., Chang, E., Pick, D. & Yeung, M. (2011). 'Do Australian public and nonprofit nurses cope with administrative stressors?' Presented in the Symposium (organised by Teo, S.T.T., Pick, D. & Newton, C.) on *Organizational Change in Public Sector Health Care Organizations and Universities*, 2011 US Academy of Management Conference, San Antonio.
36. Rose, P. & Teo, S.T.T. (2011). 'Contextualised talent management across Pacific Rim contexts: Conceptualising a framework for sensitising a talent management initiative to China'. Presented at the XXI Annual Meeting of Association of Chinese Management Educators (ACME): International Conference of the Pacific Rim Management, Tainan, Taiwan, July 9 - 10, 2011.
37. Weber, P.C., Schaper, M.T., Teo, S.T.T. & Geneste, L. (2011). 'Small business scams: A preliminary overview and investigation'. Presented at the International Council for Small Business 2011 Conference, June 15-18, Stockholm, Sweden.
38. Teo, S.T.T., Noblet, A., Evans, H. & Yeung, M. (2011). 'Information stressors and public sector organizational change'. Interactive poster paper presented at the 2011 Society of Industrial and Organizational Psychology Conference, April 14-16, Chicago, IL., USA.
39. Newton, C. & Teo, S.T.T. (2010). 'Nonprofit organizational and work unit identification and the occupational stress process'. Presented at the Academy of Management Conference, Montreal, August 07-11.
40. Fu, D., Teo, S.T.T., & Wang, K.Y. (2010). 'Chinese immigrants in network marketing business in Western host country context'. Presented at the Academy of Management Conference, Montreal, August 07-11.
41. Kuppusamy, M., Lan, Y-C. & Teo, S.T.T. (2010). 'Exploring the direct and mediating effects of intangible resources and capabilities in ERP project success', Paper presented at the 1st International Conference on the Development and Practice of Enterprise Resource Management, January 16, Taipei.
42. Ho, C., Teo, S.T.T., Wang, K.Y., & Xie, F. (2009). 'Ethnic identity and career experience of Chinese Ancestry Immigrants in Australia', Paper presented at the US Academy of Management Conference, Chicago, 07-11 August.
43. Teo, S.T.T. & Yeung, M. (2009). 'Impact of NPM reform on administrative staff job stress in Australian universities', Paper presented at the US Academy of Management Conference, Chicago, 07-11 August.

44. Eggington, A., Benn, S., & Teo, S.T.T. (2009). 'Representation or reality: Matters of environmental discourse alignment', Paper presented at the US Academy of Management Conference, Chicago, 07-11 August.
45. Okamoto, K. & Teo, S.T.T. (2008). 'Role stress and cultural integrators in overseas Japanese subsidiaries', Paper presented the Asia Academy of Management Conference, Taipei, December.
46. Le Clerc, M., Teo, S.T.T., & Galang, M.C. (2008). 'Strategic HRM of frontline employees in Australian manufacturing SMEs', Paper presented at the Academy of Management Conference, Anaheim, August 8-13.
47. Chow, I.S.H., Teo, S.T.T. & Ly, K. (2008). 'Absorptive capacity, intellectual capital, and performance in small and medium sized PSFs', Paper presented at the Academy of Management Conference, Philadelphia, August 8-13.
48. Chew, I.K.H & Teo, S.T.T. (2008). 'Cross cultural career success indicators in Singapore', Poster paper presented at the 2008 Annual Conference of the American Psychological Association, Boston, Massachusetts, 13-15 August.
49. Teo, S.T.T. (2008). 'Using a formative assessment task and group formation technique in teaching 'Strategic International HRM' in a diverse classroom', Paper presented at the 5<sup>th</sup> Innovative Teaching in HRIR Conference, Minneapolis, Minnesota, USA, April 28-30.
50. Teo, S.T.T. & Ahmad, T. (2008). 'Path relationships of HR department's role effectiveness on strategic alignment in Australian local councils', Presented at the 2008 Conference of the International Research Society for Public Management, Brisbane, Australia, March 26-28.
51. Ly, K. & Teo, S.T.T. (2007). 'Strategic HRM and intellectual capital in Australian professional service firms'. Paper presented at the Academy of Management Conference, Philadelphia, August 03-10.
52. Dalton, B. & Teo, S.T.T. (2007). 'Experience of nonprofit business venturing in Australia, UK and USA'. Symposium paper (Symposium on *Social Entrepreneurship: Challenges for Leadership and Governance* organised by Stephen Teo and Suzanne Benn) presented at the Academy of Management Conference, Philadelphia, 03-10 August.
53. Teo, S.T.T. & Rodwell, J.J. (2007). 'Impact of HR influence on agency financial performance in Australian public sector', Paper presented at the Society of Industrial Organizational Psychologists Conference, 26-29 April, New York.
54. Teo, S.T.T., Chow, I.S.H., & Liu, S.S. (2006). 'Influence of strategic HRM on employee and firm performance in Southern China', *Proceedings of the 5th Asia Academy of Management 2006 Conference*, 14-19 December, Tokyo, Japan.
55. Heng, A., Teo, S.T.T., Fisher, T., & Crawford, J.D. (2006). 'Ethnicity and team performance in Malaysia', *Proceedings of the ANZIBA Conference*, Wellington, New Zealand.
56. Teo, S.T.T. & Morgan, A. (2006). 'The importance of verbal communication and project management skills, relational conflict, and group processes in enhancing student learning in a group work assessment', Paper presented at the 5<sup>th</sup> Evaluations and Assessment Conference, Perth, 30 Nov – 01 Dec.
57. Teo, S.T.T., Paul, D., & Douglas, I. (2006). 'Learning orientations and academic expectations of domestic and international students', Paper presented at the British Academy of Management Conference, Belfast, 12-14 September.
58. Kan, M., Baker, E., & Teo, S.T.T. (2006). 'Building a non-profit collaborative network: Multi-level leadership challenges', Paper presented at the Academy of Management Conference, Atlanta, 11-16 August.
59. Teo, S.T.T. & Chew, I.K-H. (2006). 'Networking with government stakeholders as a predictor of firm performance', (Symposium on 'Processes of governance across multiple stakeholders: Performance, control and innovation', organised by Suzanne Benn and Stephen Teo, Presented at the Academy of Management Conference, Atlanta, 11-16 August.
60. Teo, S.T.T., Taylor, T., & Ross-Smith, A. (2006). 'Work satisfaction of academics in an Australian university', Paper presented at the British Academy of Management Conference, Belfast, 12-14 September.

61. Teo, S.T.T. (2005). 'Culture, gender, preference for group work and teaching satisfaction in MBA', Paper presented at the 2005 British Academy of Management Conference, Oxford, UK, 13-15 September.
62. Teo, S.T.T. and Chew, I.K-H. (2005). 'Influence of HR director on strategy: HRM system linkage and firm performance', Paper presented at the 2005 Strategic Management Society Annual Conference, Orlando, Fl. USA, 23-26 October.
63. Huang, H.Y. & Teo, S.T.T. (2005). 'Convergence and divergence of HRM in the Chinese consumer goods industry', Poster paper presented at the Australian Centre of Research in Employment and Work Conference, Monash University, 24-25 June.
64. Rodwell, J.J. & Teo, S.T.T. (2005). 'HR and absenteeism in the sectors of the Australian health services industry', Paper presented as part of a symposium on "*HRM in Non-profit organisations: A world of differences?*" organised by Dr M. Fenwick, Monash University, 8th Conference on International Human Resource Management, Cairns, 14-17 June 2005.
65. Chew, I.K-H. & Teo, S.T.T. (2005). 'Gender effects on career choices in Singapore: A social cognitive approach', Poster paper presented at the 8th Conference on International Human Resource Management, Cairns, 14-17 June 2005.
66. Noblet, A., McWilliams, J., S.T.T. Teo, & Rodwell, J.J. (2005). 'Managing employee outcomes in reformed local government'. Paper presented at the 2005 US Academy of Management Conference, Honolulu, USA.
67. Rodwell, J.J. & S.T.T. Teo, (2005). 'The influence of sector and strategic HRM on firm performance in health service firms'. Paper presented at the 2005 US Academy of Management Conference, Honolulu, USA.
68. Teo, S.T.T. (2005). 'Internationalization and experience with group work assessments in a sample of MBA students'. Paper presented at the 2005 Innovative Teaching in Human Resources and Industrial Relations Conference, March 31 - April 02, Salt Lake City, Utah.
69. Teo, S.T.T. (2004). 'Preferred learning styles and perception of learning in group work assessment'. Paper presented at the University of Technology, Sydney 2004 Teaching and Learning Forum, 03 December 2004.
70. Teo, S.T.T. (2004). 'Teaching HRM in a diverse classroom: Combining groupwork assignment with peer group assessment to enhance student learning and social interactions'. Paper presented at the 4<sup>th</sup> Teaching, Learning & Research Conference, International Employment Relations Association, 22-24 November, Ballarat.
71. Chew, I.K-H. & Teo, S.T.T. (2004). 'Significance of leadership, vision, and HRM systems in performance of Singaporean firms during Asian crisis'. Paper presented at the 2004 Administrative Sciences Association of Canada Conference, Quebec City, Canada.
72. Noblet, A., Teo, S.T.T., McWilliams, J. & Rodwell, J.J., (2004). 'The employee in the new public sector: The centrality of job strain model issues on outcomes'. Paper presented at the 2004 Academy of Management Conference, New Orleans, Louisiana, USA.
73. Jossierand, E. & Teo, S.T.T. (2004). 'From bureaucrats to strategists: Difficulties of public sector HRM role transition'. Paper presented at the 2004 Academy of Management Conference, New Orleans, Louisiana, USA.
74. Teo, S.T.T. (2003). 'Personal and firm-level attributes of Chinese entrepreneurs'. Paper presented at the 2003 International Conference of the Strategic Management Society, 9-12 November, Baltimore, Maryland, USA.
75. Teo, S.T.T. & Wang, K.Y. (2003). 'Human capital, social capital and firm performance in small Chinese private enterprises'. Paper presented at the 2003 US Academy of Management Conference (Entrepreneurship Division), Seattle, Washington, USA.
76. Heslin, P.A. & Teo, S.T.T. (2003). 'Cross-cultural values and criteria of career success'. A symposium paper (Symposium on Conceptualization of Career Success organized by P.A. Heslin and M. Evans) presented at the 2003 Conference of the Society of Industrial and Organizational Psychologists, Orlando, Florida, 11-13 April, 2003.
77. Teo, S.T.T., Audea, T. & Crawford, J. (2002). 'One problem but different solutions: A study of strategic HRM and firm performance in the Philippines'. Paper presented at the 2002 International Conference of the Strategic Management Society, 22-25 September, Paris, France.

78. Titien, A., Teo, S.T.T. & Rodwell, J.J. (2001). 'Understanding strategic HRM: Roles and culture in Australian Local Government'. Paper presented at the 2001 International Conference of the Strategic Management Society, 21-24 Oct 2001, San Francisco, USA.
79. Rodwell, J.J. & Teo, S.T.T. (2001). 'Strategic HRM, knowledge retention and human capital in Australian exporting firms'. Paper accepted for presentation by the International Management Division, Academy of Management 2001 Conference, Washington, D.C., USA.
80. Titien, A. & Teo, S.T.T. (2001). 'HR roles and organizational culture congruence: Reforms, realities and challenges in Australian local government'. Paper presented in the Public and Nonprofit Division, Academy of Management 2001 Conference, Washington, D.C., USA.
81. Rodwell, J.J. & Teo, S.T.T. (2000). 'The human capital requirements of exporting firms'. Proceedings of the Second Asia Academy of Management Conference, Singapore.
82. Teo, S.T.T. (2000). 'HRM roles and strategic integration during commercialization'. (Public and Nonprofit Division), Academy of Management, Toronto, Canada.
83. Teo, S.T.T. & Parbery, M. (1999). 'Changing strategic advice networks during corporatisation' (Public and Nonprofit Division), Academy of Management Conference, Chicago, USA.
84. Teo, S.T.T. (1998). 'Extent of strategic HRM in Australian corporatised public sector organisations' (Public and Nonprofit Division), Academy of Management Conference, San Diego, CA., USA.

#### **NON-REFEREED REPORTS**

1. Ravenswood, K., Douglas, J. & Teo, S.T.T. (2015). *The New Zealand Aged Care Workforce Survey 2014 Report*. New Zealand Work Research Institute, AUT University, Auckland.
2. Bentley, T., McLeod, L., Teo, S.T.T., O'Driscoll, M., Jackson, N., Roche, M., Catley, B. (2015). *Engaging Older Workers Productively: Understanding organisational preparedness for an aging workforce Report to EEO Trust*. New Zealand Work Research Institute, Auckland University of Technology, Auckland.
3. Bentley, T., McLeod, L., & Teo, S.T.T. (2014). *The State of the Tertiary Education Sector in New Zealand – 2013*. New Zealand Work Research Institute, AUT University, Auckland.