

Research Outlook

Message from the Principal

The New Year has arrived with a significant achievement in ICL's research activity. We have completed and submitted to the New Zealand Institute of Management our research project: "Managerial skills and competencies in NZ organizations: a cause for concern". NZIM have received the study with enthusiasm, and it certainly makes interesting and surprising reading: the key attributes most favoured by managers are honesty, integrity and trustworthiness, with creativity the least favoured! Hence our subtitle "a cause for concern," especially given the common assumption that NZ is a creative and innovative country. As Rutherford said a long time ago: "We haven't the money, so we've got to think."

Kevin Gaunt, Chief Executive of NZIM Inc, has accepted the study with enthusiasm, and plans to have it published (in journalistic form) in the NZIM's magazine, *New Zealand Management*. We are excited by the potential for further research into this area, as we believe many business owners and directors will be genuinely surprised to learn the opinions at least of this sample of managers. Congratulations to Brent, Dana and Dayal for this excellent effort.

New research for 2012 has already seen a healthy start, witness the projects in the following pages, ranging from E-Waste to rationalizing males in ECE! And we are very grateful to Dr Boaz Shulruf from The University of Auckland for kicking off the research seminar year with his highly practical workshop, "From blue skies research ideas to quality publications – realizing research potential". One of his main points was that there is little to be gained from spending months or years on a research topic, only to discover you can't get it published! Source your sponsor or publisher first!

This year we are increasing the research projects in IT and Information Systems as well as Business and Education. It's going to be another great year!

Ewen Mackenzie-Bowie

Research Project of ICL Business School with NZIM

**Title: Managerial skills and
competencies in NZ organizations: a
cause for concern**

Progress Update:

Final report submitted to NZ Institute of Management. (See details page 2)

Research staff involved:

Dana Cumin
Lecturer, ICL Business School

Dayal Talukder
Lecturer, ICL Business School

Brent Hawkins
Programme Leader – Business, ICL
Business School

Research Seminar at ICL

**Details of forthcoming research
seminars:**

Date: Tuesday 27 March, 2012

Time: 3.00– 4.00pm

Venue: Room 2.4. ICL, Chancery Street

Speaker: Dr. Jamali Syed Mohammad
Masud

Title: "To Investigate Gender Equity in the
Primary Classroom"

This paper has been accepted for presentation
at the 5th Oceanic Conference on International
Studies (OCIS V), Sydney 18-20 July 2012.

Researched by: Dr. Syed Mohammad Masud,
Jamali. ICL Business School, Auckland NZ and
Professor Quazi Afroz Jahan Ara. Dhaka
University, Bangladesh.

ICL BUSINESS SCHOOL

Level 1 & 2, Chancery Chambers, 2 Chancery Street and Level 3 & 4, 238-242 Queen Street
Auckland, New Zealand
Phone: (64 9) 368 4343
www.icl.ac.nz

Research Activities by ICL Staff

First Research Seminar for 2012:

Presenter: Dr. Boaz Shulruf, Deputy Head & Senior Lecturer of the Faculty of Medical & Health Sciences, University of Auckland.

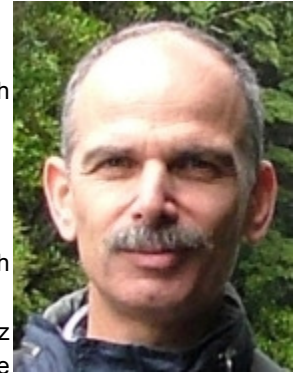
Date and time: 2-4pm, 28 February, 2012

Venue: Meeting room, Auckland English Academy, part of ICL Education Group.

The workshop was titled "From blue skies research ideas to quality publications – realizing research potential".

A total of 16 academic and administrative staff members participated in the seminar. Dr Boaz commenced the seminar by making the participants actively outline their own research plans. The rest of the seminar continued to inspire the participants to take an effective approach towards academic publication by organizing and challenging their research thoughts. The following topics were covered in the seminar:

Research ideas - innovative, interesting and feasible reasons that inspire the researchers to publish their work, publishers' viewpoints to accept or reject a manuscript, techniques for writing acceptable manuscripts, and the methodological and ethical implications of academic writing.



Paper completed:

Managerial skills and competencies in NZ organizations: a cause for concern

**Researchers: Dana Cumin, Dayal Talukder and Brent Hawkins
ICL Business School**

Abstract

This study investigates the perception by New Zealand (NZ) managers of the relative importance of the skills and competencies they have and how they might go about acquiring those they perceive they need. Although there is a considerable number of studies on managerial skills and competencies, the literature is still inconclusive and much of it does not refer specifically to NZ. Therefore, the study undertook an online survey using a pre-structured questionnaire to collect primary data from managers of NZ firms. The results show that NZ managers rate interpersonal skills and communication skills higher than coaching and technical skills, and that they view "on the job experience" as their primary source for up-skilling. Those who use training providers to up-skill prefer private to government-owned providers. The key attributes most favoured by managers are honesty, integrity and trustworthiness, with creativity the least favoured. It is a cause for concern to the future development of NZ firms that managers appear to place so little value on creativity, and the study suggests that owners and directors should encourage their managers to consider creativity as a necessary attribute for enhancing innovation and competitiveness. The findings of this study may be of interest to managers, firms, training providers, researchers, and policy makers.

Paper submitted to NZ Institute of Management for publication in their magazine "New Zealand Management" and possible presentation at a conference in late 2012 – details to be advised

Paper accepted for conference:

Rationalising Males in Early Childhood Teaching: Views of People & Views of Policy

Tahera Afrin, Lecturer, Early Childhood Education, ICL Business School

Despite Government efforts in the past few years, male participation in Early Childhood Education (ECE) continues to remain low. The project will be taken as an effort to identify public judgment on this and to explore whether there is a significant difference between 'public' opinion and the existing policies related to ECE employment. 'Public' is considered to be people both related and not related to ECE.

A mixed research paradigm will be used in this project with three research tools: questionnaire, interviews and document analysis. Questionnaire and interviews will be used for primary data and document analysis will be used for secondary data.

Primary data will be collected from 36 participants who will be purposively selected. They will be the teaching staff or students from different departments of a Private Training Establishment (PTE) that has a department teaching courses on Early Childhood Education (ECE) and departments that offer courses on other subjects, Non-ECE. Groups will be selected from the industry representatives related to the ECE department. Four participants from each of the following nine categories will be interviewed followed by completion of close-ended questionnaires:

- ECE male students
- ECE female students
- ECE lecturers
- Non-ECE male students
- Non-ECE female students
- Non-ECE lecturers
- ECE centre supervisors
- Male parents for the centre
- Female parents from the centre

Questionnaires and interviews will be analyzed by MS Excel / SPSS and manual coding. Secondary data will be collected from the relevant literature available on the websites of relevant organizations such as the Ministry of Education, Child Forum, Early Childhood Council (ECC), New Zealand Educational Institute (NZEI) and participating centres' policies. The literature will be analyzed using the content analysis method.

The findings will be helpful to gain useful insights to improve male participation in the Early Childhood Education (ECE) sector.

Paper accepted for presentation at the Oceanic Conference on International Studies to be held on 18-20 July 2012 at the University of Sydney, Australia

Research Activities by ICL Staff

Research activity proposed:

Saurav Satyal and André Joubert have presented an application to the ICL Ethics committee on the following topic:

Topic: E-Waste — do consumers care? A social cognitive approach

The aim of the proposed research project is to find the prevalent variables that influence ethical/moral awareness towards e-waste in New Zealand. The participants of the research projects are consumers of electronic goods. The research will be a deductive study set within the various conceptual frameworks of individual ethical/ moral development.

Research workshops attended:

Dayal Talukder recently attended the following workshops:

Date:	Title:	Organized by:
10 Feb 2012	NVivo9: Working with Data	Academic Consulting, Ak
13 Feb 2012	Finding articles	AUT
14 Feb 2012	Research while you sleep	AUT
15 Feb 2012	Uncovering Research	AUT
16 Feb 2012	Who's citing whom	AUT
17 Feb 2012	Nivo9: Extending Analysis	Academic Consulting, Ak

NOTE: If any staff member is interested in more information regarding these workshop topics please ask Dayal to provide notes or more information for you.

Research Workshops being attended:

Tahera Afrin is attending REANZ (Reggio Emilia Aotearoa New Zealand) Workshops over four evenings between February and May 2012: "Stories behind pedagogical documentation: Reflections and Insights".

Presentation attended - Q and A Discussion

Dana Cumin attended a presentation by Helena Norberg-Hodge at the University of Auckland.

Helena, a Swedish linguist, has worked with the people of Ladakh ("Little Tibet") since 1975 and is passionate about sustainability of social & ecological values with the modern world. Her movie 'The Economics of Happiness' was screened at the University of Auckland Business School on 6th March 2012 and a Q&A session followed.

The movie's motif was the concept of decentralisation of farming and energy. Because local products are heavily taxed and imported products are heavily subsidized, countries around the world swap identical products with each other. This leads to an increasing gap between production and consumption, to the point that it is no longer sustainable due to the increased pollution of shipping and producing in different countries. The change, it was argued, needs to come from politicians – policy change is needed to reduce subsidies, cut taxes, and remove grants given to multinationals – to encourage local economics.

Though Helena acknowledges the efficiencies of scale for industrial products she claims that it is not the case for primary products, such as food. Governments around the world measure their success on growth and GDP but she calls for GPI (Genuine Progress Index) instead of GDP – as GDP does not necessarily produce healthier, happier societies. GPI measures the change in citizens' well being as a result of increased GDP.

The idea put forward in the movie is that there needs to be a truly balanced picture of the West presented to emerging economies so they can view not only the luxury and accessibility of industrial products, but also be aware of the consequences: unemployment, pollution, increased non-bio degradable litter, greater crime, increased gap between rich and poor, higher levels of loneliness, lack of free time, and lack of community spirit.

We are reminded of the tale of a rich businessman who came to a poor fisherman who was playing his guitar outside his home. The rich man asked the fisherman about his day. The fisherman answered:

- "I wake up at 4am; go to sea to fish; come back before noon; sell my fish at the market; bring one or two home to my wife; and, after a siesta, I play my guitar till evening."
- "Why don't you go to fish some more?" Asked the rich businessman.
- "Why do I need more?" asked the fisherman.
- "So you can have more money." Answered the rich man.
- "Why do I need more money?"
- "So you can buy a bigger boat."
- "Why do I need a bigger boat?"
- "So you can catch more fish and earn even more money."
- "Why do I need so much money?"
- "So you can enjoy your life, see your wife, and play the guitar."
- "But this is what I am doing now!" – answered the baffled fisherman.

Research Workshops being attended:

Dana Cumin is attending on Thursday 29 March two workshops organized by The University of Auckland:

1. Statistics

Topics to be covered:

- Perform calculations or statistical testing for larger data sets

2. SPSS

Topics to be covered:

- Working with data and output
- Descriptive statistics
- t-test, ANOVA, non parametric tests

NOTE: If any staff member is interested in more information regarding these workshop topics please ask Dana to provide notes or more information for you.

Upcoming Academic Conferences (updated)

Conference Participation

As a part of the development of the research culture at ICL Business School staff are encouraged to get involved in research and participate in academic conferences.

Therefore we list some of the up and coming academic conferences in NZ so that staff may wish to consider which areas interest them and discuss this with Dana Cumin. An application can be made to the Principal and there is funding available for this activity.

Conferences in New Zealand

1. Shift Happens - Resilience, Relevance and Reform

11 to 13 April 2012, Wellington, New Zealand ,
New Zealand. Organised by DEANZ

Website: <http://www.deanz.org.nz/home/index.php/deanz-conference-2012> or tinyurl.com/deanz2012

DEANZ:is the premier conference in NZ for leaders and practitioners of open, flexible and distance learning. The conference is relevant to tertiary and secondary educators, and company trainers seeking professional development.

2. Delivering the Strategic Role of HR

2 May 2012, Wellington, New Zealand.

Website: <http://www.conferenz.co.nz/conferences/delivering-strategic-role-hr>

A forum to discuss the strategic benefit of HR with presenters from Yellow, Z Energy, Te Wananga o Aotearoa & IAG sharing their stories about how they are delivering strategic value to their organisations through the HR function.

3. The 2nd Annual National Blended Learning and Development Forum 2012

29 May 2012, Auckland, New Zealand

Website: <http://bit.ly/Af4aPt>

Engaging Learners with Innovative, Flexible and Targeted Approaches to Skill Development

4. Innovation and Growth Hamilton 2012

11 June 2012, Hamilton, New Zealand

Website: <http://www.ighamilton.co.nz>

Innovation and Growth 2012 is the ground- breaking global conference giving Waikato and NZ businesses the tools and inspiration to trade with the world.

Organized by: Opportunity Hamilton

5. Academic Identities Conference 2012: Thinking, Research & Living Otherwise

25 to 27 June 2012

Auckland, New Zealand

Website: <http://www.aic.education.auckland.ac.nz/>

This third conference on academic identities invites contributions that offer productive, creative and imaginative possibilities for, as well as critical encounters with, academic identities.

6. Second Auckland Postgraduate Conference on Linguistics and Applied Linguistics

30 June 2012, Auckland, New Zealand

Website: <http://www.postgraduateconference.com>

The conference warmly encourages postgraduate students working on language-related topics to come and share their research and ideas.

Organized by: Department of Applied Language Studies and Linguistics, The University of Auckland

7. New Zealand Association of Language Teachers International Biennial Conference

1 to 4 July 2012, Rotorua, New Zealand

Website: <http://www.nzalt.org.nz/conference/index.shtml>

NZALT thrives as an inspirational professional organisation, embracing & pro-actively promoting languages & languages education, to benefit New Zealanders. Conference theme: VALUES:Value All Languages-Universal Education for Students

8. Independent Learning Association Conference 2012

30 August 2012 to 2 September 2012, Wellington, NZ

Website: <http://www.ila.net.nz/>

What is the theoretical and practical meaning of learner autonomy in the socially and technologically connected world we live in today? We invite conference participants to share their thoughts, research findings and practice.

9. CLESOL 2012 Conference

4 to 7 October 2012, Palmerston North, New Zealand

Website: <http://www.clesol.org.nz/>

13th National Conference for Community Languages and ESOL, brought to you by TESOLANZ (Teachers of English to Speakers of Other Languages New Zealand) and CLANZ (Community Languages Association New Zealand).

10. Ulearn12

10 to 12 October 2012, Auckland, New Zealand

Website: <http://core-ed.org/ulearn>

A premier international event attracting delegates involved in all levels of education. Leading thinkers and practitioners will share the latest developments and trends in the fields of e-Learning and education. 400 workshops, over 3 days.

11. Ascilite 2012

25 to 28 November 2012 Wellington, NZ

Website: <http://www.ascilite.org.au/index.php?p=conference>

The basic premise is that what happened in the past is no longer a reliable guide to the future. There are three future-focused sub- themes: Learning for the future; Teachers as future makers; Leading in a climate of change