

FBL Research Seminar 2018/2019 Term 1

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<p>29th October 2018: Tracey Latham-Green Room: S405 Time: 12-1</p>	<p>PhD Transfer Seminar What is the social impact of driven game shooting? Please register here: https://www.eventbrite.co.uk/e/phd-transfer-seminar-tracey-latham-green-monday-29th-october-from-12-1-tickets-50437926195</p>
<p>7th November 2018: Dr Maged Zaker Room: LH016 Time: 13:00-14:00</p>	<p>Transcultural Texts for Cross-Cultural Studies: Sacred texts in research interviews Please register here: https://www.eventbrite.co.uk/e/transcultural-texts-for-cross-cultural-studies-sacred-texts-in-research-interviews-tickets-51292719906</p>
<p>21st November 2018: Chandrima Roy Room: S404 Time: 13:00-14:00</p>	<p>Employment, Work Organisation and Employee Experiences of Work in Post-crisis Indian Business Process Outsourcing Industry Please register here: https://www.eventbrite.co.uk/e/chandrima-roy-employment-work-organisation-and-employee-experiences-of-work-in-post-crisis-indian-tickets-51293007767</p>
<p>28th November 2018: Sarah Jones Room: S404 Time: 13:00-14:00</p>	<p>Reassessing strategic pay: Testing relationships between organisational contingencies, pay and HR performance outcomes Please register here: https://www.eventbrite.co.uk/e/sarah-jones-reassessing-strategic-pay-testing-relationships-between-organisational-contingencies-tickets-51293168247</p>
<p>5th December 2018: Dr Shafinar Ismail <i>Universiti Teknologi MARA Melaka, Malaysia</i> Room: TBC Time: 13:00-14:00</p>	<p>Profiling Personal Bankruptcy in Malaysia Please register here: https://www.eventbrite.co.uk/e/dr-shafinar-ismail-as-an-external-guest-from-the-universiti-teknologi-mara-melaka-malaysia-tickets-51293346781</p>
<p>7th December 2018: Christine Hattar Room: LH016 Time: 13:00-14:00</p>	<p>PhD Transfer Seminar The Entrepreneurial Role of HR in Supporting Sustainability-Oriented Innovations in Food Supply Chain Management Please register here: https://www.eventbrite.co.uk/e/christine-hattar-phd-transfer-the-entrepreneurial-role-of-hr-in-supporting-sustainability-oriented-tickets-51293452096</p>
<p>12th December 2018: Alvaro Dossa Room: S401 Time 13:00-14:00</p>	<p>PhD Transfer Seminar Title: Wheat supply chain: a comparative study of sustainability issues concerning Brazil and the United Kingdom through Circular Economy lenses</p>

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	<p>Please register here: https://www.eventbrite.co.uk/e/alvaro-dossa-phd-transfer-seminar-wheat-supply-chain-a-comparative-study-of-sustainability-issues-tickets-51324781804</p>
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Please contact Hala.Mansour@northampton.ac.uk to arrange your presentation for the next term.

<p>29th October 2018</p> <p>Tracey Latham-Green Room: S405 Time: 12-1</p>	<p>Tracey Latham-Green will be presenting PhD Transfer Seminar on Monday 29th October from 12-1 at Senate Boardroom 405.</p> <p>Title: What is the social impact of driven game shooting?</p> <p>Abstract: Driven game shooting (DGS) is a controversial topic area, with those fundamentally for and against shooting sports of any kind. There has been considerable research into the environmental and some into the economic impacts of DGS but very little into the social impacts. Existing research has also been accused of bias due to the funding sources from either pro or anti shooting groups. This study is the first independent investigation of the social impacts of DGS, looking at these impacts from a theoretical underpinning of social capital and its links to identity and well-being. It follows a recognised GECES social impact measurement process, recognising the value of social structures and other forms of social capital utilising appropriate proxies, in an attempt to escape the 'iron cage' of bureaucracy envisaged by Max Weber.</p> <p>The study takes a two stage approach. The first stage identifies themes of social impact utilising observation and case study data coupled with semi-structured interviews, analysed via an adapted grounded theory method utilising a conceptual framework. This theme data will then be used to build a questionnaire for wider distribution. Questionnaire data will be analysed using quantitative data analysis methods. The two data sets will then be analysed and triangulated and the findings documented, including formulating a potential framework for future social impact assessment of driven game shooting across all types of shoot and geographic locations. Policy recommendations arising from the research will also be investigated.</p> <p>Please register here: https://www.eventbrite.co.uk/e/phd-transfer-seminar-tracey-latham-green-monday-29th-october-from-12-1-tickets-50437926195</p>
<p>7th November 2018</p> <p>Dr Maged Zaker Room: LH016</p>	<p>Title: Transcultural Texts for Cross-Cultural Studies: Sacred texts in research interviews</p>

Time: 13:00-14:00

Abstract: Cross-cultural research requires much attention to the phrasing of interview questions to minimise the cultural load embedded in the language of the researcher. However, it is difficult to have culture-free texts since language and culture are almost impossible to separate. Sacred texts offer this potential of transculturality in that they exist in forms independent of the influence of the researcher's language, and they also carry personal relevance to the faith followers.

This talk discusses the use of sacred texts as tools to enhance social research interviews, building on the combination of their universal and personal nature. In the study reported, sacred texts are used to initiate and sustain social conversations around excerpts from the Bible and the Quran used with Christian and Muslim participants respectively. Twenty-eight semi-structured interviews were conducted with 15 Christians and 13 Muslims, and the data were analysed for the nature of the thematic materials gained and for the dynamics of the interviews. The tool was perceived favourably by participants and the themes discussed in the interviews were wide-ranging and rich. Some participants showed signs of empowerment in and ownership of the discussion, which can be attributed to their subscription to and familiarity with the sacred excerpts used. The insights gained from this study can be useful in other contexts, especially cross-cultural studies that seek to use interview prompts that transcend cultural borders.

Bio

Dr Maged Zakher is a Lecturer in Cross-Cultural Management at The University of Northampton. He obtained a Master's degree in Intercultural Communication from the University of Bedfordshire and a PhD in Social Sciences Research Methodology with a thesis titled 'The Use of Sacred Texts as Tools to Enhance Social Research Interviews'. He has taught intercultural competence and communication in business, and he also wrote on 'Post-Revolution Egyptians' Perception of Selected Human Rights' as part of his studies in International Relations. Maged is a Fellow of the Higher Education Academy and he is involved in cultural training, English/Arabic translation and blogging.

	<p>Please register here: https://www.eventbrite.co.uk/e/transcultural-texts-for-cross-cultural-studies-sacred-texts-in-research-interviews-tickets-51292719906</p>
<p>21st November 2018</p> <p>Dr Chandrima Roy Room: S404</p> <p>13:00-14:00</p>	<p>Title: Employment, Work Organisation and Employee Experiences of Work in Post-crisis Indian Business Process Outsourcing Industry</p> <p>Abstract: The dynamics of change within and across economies have led to restructuring of business activities globally impacting work organization and employees’ experiences of work and employment. Externalization and outsourcing of service functions has resulted in firms subcontracting part of work to third-party firms in remote locations. As a result increasing number of workers are no longer directly employed by the organization where and/or whom they work for but are employed by the third-party firms giving rise to “fragmented employment relations and working conditions” (Flecker, 2010). Literature documents the negative consequences of such business arrangements (Taylor and Bain, 2005; Russell, 2009; Vidal and Hauptmeier, 2014). In the context of the globalization of business services from 2000, the business process outsourcing (BPO) industry witnessed significant growth. BPO is a subset of outsourcing that involves the contracting of the operations and responsibilities of a specific business process to a third-party service provider or to an in-house service provider located elsewhere. BPO is typically categorized into back office outsourcing, which includes internal business functions such as human resources or finance and accounting, and front office outsourcing, which includes customer-related services such as contact centre services. BPO that is contracted outside a company's country is called offshore outsourcing. BPO that is contracted to a company's neighbouring (or nearby) country is called nearshore outsourcing. Such dimensions allow for diverse inter-firm arrangements and delivery modes, ranging from complete ownership and control to third-party provision. Often the business processes outsourced are information technology-based, and are referred to as ITeS-BPO, where ITeS stands for Information Technology enabled Service. With regards to BPO-ITeS services, most attention focused on the high-profile offshoring of call centres from the developed economies of the global North (United State, United Kingdom, Canada) to the developing economies of the global South,</p>

particularly India (e.g. Dossani and Kenney, 2007). Contrasting but complementary challenges confronted labour and labour markets effecting work and employment at both nodes of capital's transnational servicing chains (Taylor and Bain, 2008). However, these important debates rested exclusively on evidence derived from the period preceding the crisis of 2008. A re-evaluation was required based on the re-configured political economy of Business Process Outsourcing (BPO) characterized by shifting customer demands, changing markets and rapidly shifting technology needs. Given the lacuna of published work on post-crisis Indian BPO, this thesis cuts new ground. It examines the dynamics of work and employment across capital's three contrasting servicing chain relationships (Indian third-party, global third-party provider, and an in-house operation), that span the spectrum of offshoring. Evidence from in-depth interviews with senior managers, middle managers and, crucially, agents engaged on 'voice' and back-office services indicate that market driven intensification, strategic reorientation and people management practices adopted post crisis exposed workers much more directly to market pressures giving rise to greater intensification and extensification of work, job insecurity and well-being issues manifesting in different ways in the three case study organisations. In evaluating the empirical evidence of the contrasting case studies, GVC, GPN concepts have been employed to inform analysis and explain developments and differences thereby contributing to the scant literature (pace Taylor, 2010) that applies these analytical frameworks through the concept of the service delivery chain in the 'Indian BPO sector'.

Bio: Chandrima Awarded PhD from Strathclyde Business School, University of Strathclyde in September 2018. Joined University of Northampton in September 2017 as lecturer, HRM and OB in the Faculty of Business and Law.

Research interest lies in studying work and employment in globalized production systems particularly in the context of offshore outsourcing and reshoring by integrating analytical frameworks of GVC and GPN with Labour Process Theory.

Doctoral research examines how externalization and offshore outsourcing of service functions has resulted in firms in the West subcontracting part of work to third-party firms in distant locations. As a result

	<p>increasing number of workers in distant locations are no longer directly employed by the organization where and/or whom they work for but are employed by the third-party firms giving rise to fragmented employment relations and working conditions. Attention is paid to examining the transnational BPO service chain and understand dynamics of work and employment in the reconfigured political economy of post -crisis Business process outsourcing (BPO) industry in India, one of the principal distant locations for low cost services for US and UK MNCs. Empirical evidence indicate that market driven intensification, strategic reorientation and people management practices adopted post crisis exposed workers much more directly to market pressures giving rise to greater intensification and extensification of work, job insecurity and well-being issues manifesting in different ways in three BPO Business Models having three distinctive ownership structures.</p> <p>What interests me in pursuing this kind of research is that there is an emancipatory element/approach this kind of study takes in producing greater knowledge of the workings of global capitalism and helps us deepen our ability to articulate about alternative futures and mechanisms of change besides giving voice to those workers who are at the far end of the value chain engaged in precarious work.</p> <p>Please register here: https://www.eventbrite.co.uk/e/chandrima-roy-employment-work-organisation-and-employee-experiences-of-work-in-post-crisis-indian-tickets-51293007767</p>
<p>28th November</p> <p>Sarah Jones Room: S404</p> <p>13:00-14:00</p>	<p>Title: Reassessing strategic pay: Testing relationships between organisational contingencies, pay and HR performance outcomes</p> <p>Abstract: Using universalistic and contingency perspectives, this study investigates the relationships between pay practices, organisational contingencies (business strategy, workforce employment groups, industry sector and organisation size) and human resource (HR) performance outcomes in the United Kingdom (UK) private sector. It tests the propositions of the strategic pay literature that a) selection of pay practices will have an effect on HR outcomes; b) internal and external organisational contingencies will have an effect on pay practice selection; and c)</p>

	<p>selection of pay practices aligned to organisational contingencies will have a positive effect on HR outcomes. Data were collected via the Chartered Institute of Personnel and Development (CIPD) Reward Management Survey in 2012. Results support hypothesised associations between a) pay selection and both business strategy and workforce employment groups; and b) specific pay practice approaches and HR outcomes. There is limited support however for the hypothesised effect of strategically aligned pay on HR outcomes although there are suggestions that certain configurations of pay practices and organisational contingencies have the potential for such an effect. These findings have practical implications for reward and HR professionals in designing and implementing pay systems. The study directly contributes to the theoretical development of strategic pay by proposing a new framework to guide future research incorporating empirical findings and associated theoretical propositions. The new framework includes an extension of contingency and duality theories offering the possibility of a 'dynamic contingency' perspective from which to better understand the complex and context-laden practice of strategic pay and its consequences.</p> <p>Please register here: https://www.eventbrite.co.uk/e/sarah-jones-reassessing-strategic-pay-testing-relationships-between-organisational-contingencies-tickets-51293168247</p>
<p>5th December <i>Dr Shafinar Ismail</i> <i>Universiti Teknologi MARA Melaka, Malaysia</i> Room: TBC 13:00-14:00</p>	<p>Dr Shafinar Ismail as an external guest from the Universiti Teknologi MARA Melaka, Malaysia on the topic of 'Profiling Personal Bankruptcy In Malaysia'</p> <p>Abstract: Personal bankruptcy cases in Malaysia have been increasing alarmingly in recent years. This is a very serious issue as the rise in the bankruptcy cases will have a harmful impact on the Malaysia economy and the society. This study identified the characteristics of borrowers who were registered with an authorized debt management agency due to financial problems. In this study, personal bankruptcy is defined as distressed borrowers who failed to settle their loans. Since 2015, the household debt to gross domestic product ratio, debt to income ratio and</p>

personal bankruptcy cases in Malaysia has been in an upward trend. This is alarming as rise in debts and bankruptcy cases will have a negative impact to the economy and the society. The k-means cluster analysis results revealed three distinct clusters or groups of distressed borrowers. The first group of distressed borrowers were mostly aged between 30 – 49 years old, male, majority Malays, majority earned more than RM3000 per month, spent between RM1001-RM2000 per month, had loan outstanding less than RM30,000 and live in the city. The second group consists of borrowers who are males, aged 30-49, Malay or Chinese, spent between RM1001- RM2000 per month, and live outside the city. The third group of distressed borrowers are older (almost half are aged 60 and above) and earned less than RM1001. The sample comprised of 24,546 cases with (4174) 17% non-distressed cases and 20372 (83%) distressed cases. The k-means cluster analysis was carried out for the distressed cases only. Five distinct clusters were obtained. Clusters 1, 3 and 5 borrowers are mostly in the 30-39 and 40-49 age category. The cases in Cluster 1 were majority married (79.7%), females (61.6%), Malay (66.4%), with almost half unemployed. Cluster 2 comprised all who are retired, married (96.1%), males (82.1%), age 50-59 (50.5%) or above 60 (41.6%) and Malay (72.4%). Cluster 3, the largest cluster and all are males, married (84.5%), Malay (46.2%) or Chinese (42.1%) and 68% work in private sector. The fourth cluster are borrowers who faced adversity (73.5% divorced, 26.5% widowed), female (62%), Malay (43.1%) or Chinese (46.8%) and have high outstanding loans. Cluster 5 cases are all females, married (80.4%), Malays (57.8%) or Chinese (32%) and have high outstanding loans.

Bio

Associate Professor Dr Shafinar Ismail is a senior lecturer and deputy rector of research and industrial linkages, Universiti Teknologi MARA Melaka. She is also a research fellow for Center for Islamic Philanthropy and Social Finance. Assoc. Prof Dr. Shafinar's research and teaching cover Islamic finance, personal finance, corporate finance and research methodology. She holds a PhD in Finance from Brunel University, UK. As a lecturer, other than teaching Assoc. Prof Dr. Shafinar is also a supervisor to eleven PhD students. As a researcher, she has been involved in more than 10 research projects, either as research head or research team member with total research grant from the Ministry of Higher Education. Related

	<p>to her research works, she is also actively engaged as journal and conference reviewer, industry consultant and impressed with her vast amount of write-ups in varied high impact refereed journals. She also gets a chance to become Examiner Masters Dissertation (ABR) and Examiner Masters Dissertation (ABR) at Universiti Teknologi Mara Melaka. Besides that, with her full efforts in academic and administration contribution at UiTM Melaka, she has won many remarkable awards including Rector’s Special Award for Innovation and Publications; Gold medal; Academic award for most number of paper presentations in national and international conferences (2014); Academic award for most number of publications (2014); Rector’s Special Award for most number of publications (2015); Rector’s Special Award for General Publication: Internationalization, Entrepreneurship, Sustainable Environment and Volunteerism (2015) and Best Guest Lecturer Award.</p> <p>Please register here: https://www.eventbrite.co.uk/e/dr-shafinar-ismail-as-an-external-guest-from-the-universiti-teknologi-mara-melaka-malaysia-tickets-51293346781</p>
<p>7th December 2018 Christine Hattar Room: TBC 13:00-14:00</p>	<p>Christine Hattar PhD transfer</p> <p>Title: The Entrepreneurial Role of HR in Supporting Sustainability-Oriented Innovations in Food Supply Chain Management</p> <p>Abstract: When faced in the challenges of reducing harmful environmental and social influences created by unsustainable business performance, Sustainability-Oriented Innovation (SOI) has gained attention rapidly since it can bring transformations to products, processes, and behavioral patterns. There has been little theoretical understanding of how SOI in the food Supply Chain Management (SCM) can offer a potential framework to link between innovation orientation and sustainable orientation. Prior research has also had overlaps amongst the key themes used by most of the theoretical perspectives to understand SOI in food SCM. The aim of this research is to examine SOI in food SCM in order to provide a novel conceptual framework. The phenomenon of SOI is explored and explained from the network, innovation, entrepreneurship, and sustainability perspectives. A two-stage approach is applied in this qualitative study. Expert interviews are</p>

	<p>initially performed and a multiple-case study then follows including semi-structured interviews, observations and archival records. The expert interviews are conducted with HR managers to refine an initial framework. The later involves compiling separate case studies of retailers to examine high-order key themes drawing on common literature-based terminology where then cross-case analysis techniques are used in order to validate a proposed framework. The empirical work is conducted from the views of various managers in perspective of HR as entrepreneurs in food retailers in Jordan. Key contributions to knowledge will be a novel theoretical association where SCM as a foundational perspective and the other perspectives are incorporated to understand SOI. Key implications will be made to retailers for their useful benefits</p> <p>Please register here: https://www.eventbrite.co.uk/e/christine-hattar-phd-transfer-the-entrepreneurial-role-of-hr-in-supporting-sustainability-oriented-tickets-51293452096</p>
<p>12th December 2018 PhD transfer Alvaro Dossa Room: S401 Time: 13-14</p>	<p>Alvaro Dossa PhD transfer Seminar</p> <p>Title: Wheat supply chain: a comparative study of sustainability issues concerning Brazil and the United Kingdom through Circular Economy lenses</p> <p>Abstract:</p> <p>Wheat is one of the most important stable crops in the world and is an important part of kcal consumption worldwide. The consumption of wheat for food is increasing, keeping pace with the growth of the population and reached 737.7 million tons in 2017, with an average of 105.8 billion dollars of gross production value (last five years) just from the grain. This means that it is important to have a pro-sustainability (triple-bottom line) approach to wheat production in all levels of the supply chain. In this scenario, Circular Economy (and its practices) presents itself as a relevant alternative to the traditional make-use-dispose of the current production and consumption system. For this thesis, Circular Economy is both a school of thought and a framework for restorative and regenerative practices of production, distribution and consumption. Such elements are dependent of several factors, such as the type of supply chain, the regional context, the relationship between organisations, among others.</p>

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	<p>The aim of this PhD is to verify if Circular Economy practices (and their dissemination) in the wheat food supply chain in Brazil and the UK, are influenced by the relationships between the organisations that are part of it.</p> <p>Please register here: https://www.eventbrite.co.uk/e/alvaro-dossa-phd-transfer-seminar-wheat-supply-chain-a-comparative-study-of-sustainability-issues-tickets-51324781804</p>
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