In today’s competitive business environment, organisations are looking for creative ways to manage their resources to be as productive as possible. The Centre for Human Resource Management brings together about 20 academics in the Division of Business with a shared interest in understanding how human resource management affects organisational effectiveness. Our focus is on improving organisations’ capabilities to manage their most important resource - their people. Better HR practices can improve organisational effectiveness, as measured by organisation-level outcomes such as profit or profitability. But even more importantly, better HR practices make organisations better places to work, as measured by employee-level outcomes such as job satisfaction or intentions to stay with their employer.

Here’s a sample of the exciting projects you could join as a vacation scholar:

**In the name of the law**
Spiritual leadership within secular workplaces is attracting increasing interest amongst managers and academics alike. However, little has been researched or published about how national and international legal documents and guidelines support Australian managers in relation to spiritual leadership in secular workplaces. This project will involve identifying and analysing legal documents and guidelines that are relevant to spiritual matters in Australian workplaces in order to consider their implications for decision making amongst managers and spiritual leaders in secular organisations. The objective of the project is to publish a paper that discusses how such documents can assist human resource and other managers in making decisions about spiritual matters.

*If you are interested in this project please contact:*
Joanna Crossman
Email: joanna.crossman@unisa.edu.au

**How do perceptions of leadership behaviours change across cultures?**
Work environments around the world are growing in cultural diversity, and research suggests that types of leadership behaviours may be more or less effective based on cultural variables. In this project, students will engage in research designed to identify aspects of both organisational culture and national culture that may serve to change the effectiveness of leadership behaviours. In addition, students may be involved in developing a study to investigate these topics in South Australia.

*If you are interested in this project please contact:*
Erich Fein
Email: Erich.Fein@unisa.edu.au

**Mission Impossible?**
A mission statement generally reflects the core values and activities of an organisation and communicates the focus of its leaders. The aim of this study is to assess any ways in which a sample of publicly available mission statements in Australian organisations might or might not suggest spiritual leadership. The project will involve developing an ethics application, collecting data (mission statements) from medium to large Australian organisations and analysing these documents using discourse analysis.

*If you are interested in this project please contact:*
Joanna Crossman
Email: joanna.crossman@unisa.edu.au
Research Vacation Scholarships 2012
Break away from the crowd this summer!

Projects available in the Centre for Human Resource Management
www.unisa.edu.au/Research/CHRM/

**Does corporate community involvement improve employee outcomes?**
There is considerable evidence that an organisation’s involvement in the community can improve an organisation’s public reputation and employer brand appeal. Less is understood about the impact of corporate community involvement on the organisation’s own workforce. This project explores the evidence from recent data collections on the relationship between an organisation’s involvement in the community, and employee embeddedness, satisfaction, engagement, and turnover.

*If you are interested in this project please contact:*
Gerry Treuren
Email: Gerry.Treuren@unisa.edu.au

**Student job search preparation: Can students prepare themselves for job search?**
Many students spend third year anxious about lie after graduation, worrying about how to find a suitable job. There are a range of approaches used by students — intentionally and unintentionally — to prepare themselves for competing in the job market. Some volunteer. Some invest in extra-curricular activities. Some increase their credentials, others network, while others agonise in silence. What approaches are used? Who uses them? Are some approaches more effective than others? Is it really about who you know? Do these approaches pay off?

This two-stage project looks at students while they study, and then, after they graduate, to see if there is a connection between their job search preparation and their job search experience.

*If you are interested in this project please contact:*
Gerry Treuren
Email: Gerry.Treuren@unisa.edu.au

**The HR dimensions of the transition to a low-emission, environmentally sustainable society**
A combination of environmental, economic, social and political pressures will see most economies moving towards more environmentally sustainable business practices over the next few years. This transition will have significant implications for workplace management, and will create new roles and responsibilities for HR practitioners: developing and maintaining the skills needed to introduce, develop and maintain a low-emission workplace; managing and embedding new workplace practices around resource conservation. This project seeks to track the evolution of environmental awareness within organisations, and the development of organisational HR responses to the specific challenges faced by businesses.

*If you are interested in this project please contact:*
Gerry Treuren
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