

HR Division Ambassador Profile AUSTRALIA



Who are we? Karin Sanders (Professor HRM and OB at School of Management; UNSW Business School in Sydney) and Helen De Cieri (Professor of Management, Department of Management at Monash Business School in Melbourne) in Australia.

What is our connection? We first worked together organizing the second HR International Conference, which Karin hosted at UNSW in Sydney in February 2016. At the AOM Annual Meeting in 2017, we were both participants in a symposium organized by HR Ambassadors, and this led to collaboration on a paper now published as Biron et al. (2020) *Structuring for innovative responses to human resource challenges: A skunk works approach* in *Human Resource Management Review*. After discussing working together for some time, at the AOM annual meeting in 2019, in fact at the HR Ambassadors event, we started a review article on *Similarities and differences in international and comparative human resource management: A review of 60 years of research* for the 60st anniversary special issue of *Human Resource Management* (Wiley). We both enjoyed working together, meeting the different deadlines and aiming for the highest standards. Currently we are working together with two very talented early career researchers, Veronica (Cai-Hui) Lin and Upamali Amarakoon, on a project on the Innovation of the HR function, funded by the University of Queensland.

What does it mean to be an HR Ambassador and what is our motivation to continue? Australia already has a (relatively) high number of excellent HR scholars who attend the AOM annual meeting regularly. Despite the long trip, and teaching term beginning in August, Australians need little encouragement to enhance this number. It is however a great task to connect the Aussie HR scholars with each other and try to mentor and support the early-career HR scholars at the different universities in Australia. Therefore, we highly support the idea for an early career researcher network within the HR Ambassadors network.