INTRODUCTION

The New Zealand Journal of Human Resources Management focuses on growing research perspectives written by leading and emerging human resources scholars. For the present issue, we had a particularly excellent range of papers submitted from The University of Auckland, Massey University and Victoria University of Wellington. There has also been representation from The University of Queensland, Bond University and The University of Oklahoma. Dr David Brougham has been the guest editor for this issue. He has found it easy to work with such a committed and motivated team of editorial staff and reviewers. As such, David would like to thank Beth Tootell for her effort in reviewing and additional oversight on this issue. Her knowledge and experience in this space has been invaluable. David would also like to thank Lisa Sharp for her input and dedication, her depth of experience with the journal has facilitated the publication process.

The following four papers speak to ongoing discussions within human resources management research. These papers cover workaholism, performance management and mitigating cross-border regional differences. We also have a highly relevant paper that looks at telecommuting in a disaster environment. Overall, this issue speaks to the dynamic and changing world around us and offers insights for effective human resources management. More specifically, the first article focusses on the context and HRM response to the 2010-11 earthquake series in Christchurch, New Zealand, during which, many employees were forced to adopt telework due to building damage, access difficulties and loss of other infrastructure. This study adds to knowledge on how telework can enhance organisational resilience in disruptive situations and outlines steps for organisations to realise this potential.

The second article examines the reality of performance management practices in New Zealand by looking at different actors’ experiences of their performance systems. Findings provide a useful starting point for practitioners who wish to examine and refine their existing systems; they also reinforce the more serious call for increased creative, manager-led approaches that will optimise performance. The third article observes workaholism and gender in academia, employing a cross-sectional quantitative survey. This study contributes to the understanding of workaholism in academic environments. Lessons from this paper can be applied to other workplace settings. The final article discusses ways to leverage diversity by making a case for flexible and strategic global human resources policies and practices. This paper attempts to shed light on some of the current and future manager issues as organizations continue to diversify their workforce.

We hope that these articles will inform other researchers and human resources managers alike. We look forward to more research submissions moving forward, and would like to once again thank our contributors and editorial staff.

Kind Regards,

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