

## Professor Jane Frances Maley



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### Summary

*I am an academic with over 20 years of industry experience in healthcare and have held Managing Director roles with several major healthcare MNCs. I remain closely engaged in practice through knowledge exchange and impact activities. My research focuses largely on international HRM. My teaching experience includes HRM, International HRM, Organisational Behaviour, and Leadership. Teaching evaluations are typically excellent (2019 4.9/5). I have held Associate Editor with the *Journal of Business Research* (2015-2020), and currently with *International Journal of Management Review*. I am on the editorial board of several journals. I have published over 60 research items, many in top-ranking journals.*

### Education

Doctorate, MGSM, Macquarie University, Australia. Title of thesis: “*Are the limitations of performance appraisal exaggerated for the host country manager of healthcare subsidiaries of multinationals in Australia?*”.

MBA, MGSM, Macquarie University, Sydney  
Graduate Diploma in Marketing, UTS, Sydney  
State Certified Midwife, Surrey University, Guilford, UK  
State Registered Nurse, University of Sussex, UK.

### Currently working on:

1. The Role of Resilience in Preventing Worker Stress -an empirical study on Australian Coal Miners- a lead researcher with Macquarie University. To be submitted *Human Resource Management*- March 2022. (Grant from Australian Coal Board)
2. Towards a Conceptual Model of Resilience across Global Work Experiences- with Miriam Moeller, University of Queensland, to be submitted, *Journal of Applied Psychology*, April 2022.
3. Improving Employee Acceptability of the MNC Performance Management Process: The Role of Cross-Border Proximal and Distal Antecedents- with Alain Neher, Charles Sturt University Australia. To be submitted *European Journal of Management*, February 2022.

4. Performance Appraisal Discrimination in Vulnerable Groups: Bourdieu Analytical Framework with Mustafa Ozbilgin, Brunel. University To be submitted to *International Journal of HRM*- August 2022.
5. Grant Application with the University of Oviedo, and University Los Canarias, Spain. The 2030 Agenda challenges: the role to be played by HR in favour of the Sustainable goals.

#### **Articles Currently Under Review:**

Lopez, C., Maley, J., & Suarez, M. Exploring the attitudes of students undertaking international virtual mobility: pre and post-Covid. *European Journal of Higher Education. R&R resubmitted Feb 1 2022.*

Aziz, M., Bidgoli, M., Dabic, M., Maley J. Trust in family firms: The relationship to entrepreneurial activities and firm performance. *Asian Business & Management.* Submitted June 25, 2021.

Mudannayake, B. Bhanugopan, Maley, J.F. Temporal leadership and team performance in an uncertain environment. *Journal of Leadership and Organisational Studies.* Submitted December 2021.

Azizi1, M., Bidgoli, M. Dabic, M., Maley, JF. A stewardship perspective in family firms: a new perspective. *Journal of Business Research. R &R- resubmitted Jan 7.*

Li, X., & Maley, JF. Measuring the value of human assets in economic uncertainty: A model of workforce agility using a real option. *IEEE.* Submitted May 1, 2021. R&R 7/9/21

#### **Article/s in Press/Published:**

**2021**

#### **Journal Article/s**

Lopez, C., Maley, J., & Suarez, M. Main challenges to international student mobility in the European arena International student mobility in the European arena: an analysis of the field. *Scientometrics* -126(11), 8957-8980. 10.1007/s11192-021-04155-y *ABD- A/Q1*

Poudel, B., Maley, J. Parton, K., & Morrison, M. Factors (2021) influencing the sustainability of micro-hydro schemes in Nepal. *Journal of Renewable and Sustainable Energy Reviews.* 151, 111544. *ABD- A/Q1*

Pellegrini, M., Faldette, G, Gervasi, D & Maley, J. (2021) Reciprocity in organizational behavior studies: A systematic literature review of contents, types, and directions. *European Management Journal.* <https://doi.org/10.1016/j.emj.2021.07.008>. *ABD- B/Q1*

Keissling, T, Maley, J., (2021) Global Knowledge Transfers Through Inpatriates: Performance Management, LMX and embeddedness. *Journal of Global Mobility.* DOI (10.1108/JGM-12-2020-0085). *ABD- B/Q2*

Kiessling, T, Moeller, M, Maley, J., & Dabić, M. Market Orientation and Tacit Knowledge: The Critical Role of Inpatriation. *International Business Review.* 101868. *ABD- A/Q1*

#### **Conference Paper/s**

Neher, A., Maley, JF., Wuersch, L, Krivokapic-Skoko,B. (2021) When it is not OK: Performance Management impacting Employee Acceptability and Psychological Contract in MNCs. *British Academy of Management. Lancaster. UK, September.*

Lopez-Duarte, C., Maley J.F., Videl-Suarez, M. (2021) International student mobility in the European Arena: an analysis of the field. Congreso De Acede, Cartegena, Spain, June

Lopez-Duarte, C., Maley J.F., Videl-Suarez, M. (2021) INTERNATIONAL VIRTUAL MOBILITY: IS IT AN OPTION FOR PROMOTING THE INTERNATIONALIZATION OF HIGHER EDUCATION? *International Conference of the journal, Scuola Democratica*"

### Book Chapter

Dabic, M., Maley, J., Moeller, M & Vlačić, B. (In-press). An embodiment of Talent Management within Entrepreneurship: a Bibliometric Approach. In Ibraiz Tarique (Ed.), *Contemporary Talent Management: A Research Companion* (1<sup>st</sup> edition). Routledge: NY, New York

Moeller, M., Maley, J., and Kiessling, T (*In Press*) Understanding the coming of age of a construct: the case of inpatriation. Eds, DeNisisi, Toh, S.M., & Angelo DeNisi A. *Expatriates and Managing Global Mobility*

### 2020 Journal Article/s

Maley, J., Moeller, M., & Ting, A. A theory-based framework for the expatriate manager's total rewards in times of economic uncertainty. *Journal of International Management*. 26(3)  
<https://doi.org/10.1016/j.intman.2020.100776> ABD- A/Q1

Dabić, M., Maley, J., & Novic, I. An Analysis of Globalisation in International Business 1993–2018: Rise of the Sceptics. *Critical Perspectives of International Business*. 17,(3), 444-462. DOI (10.1108/cpoib-02-2019-0016) ABD- A/Q1

Maley, J., Dabić, M., & Moeller, M. Performance management: charting the field and developing a research agenda. *International Journal of Manpower* ABD- A/Q1

Evans, K., Maley J. Barriers to women in senior leadership: How Unconscious bias is holding back Australia's economy. *Asia Pacific Journal of Human Resource Management*.  
<https://doi.org/10.1111/1744-7941.12262> ABD- B/Q2

Neher, A., & Maley, J. Improving the effectiveness of the employee performance management process: An organizational values approach. *International Journal of Productivity and Performance Management*. Accepted 10/10/2019. DOI (10.1108/IJPPM-04-2019-0201) **ABD- B/Q2 Awarded Wiley Best Paper 2020**

### 2019 Journal Article/s

Dabić, M., Maley, J., Dana, L., Novak, L., Pellegrini, M. & Caputo, (2019) A. Pathways of SME internationalisation: a bibliometric and systematic review. *Small Business Economics Journal*. 1-21. ABD- A/Q1

Dabić, M., Kiessling, T., Maley, J., & Moeller, M. A synopsis of forty years of research on global mobility by the late Professor Michael Harvey. *Journal of World Business*– editor request. ABD- A/Q1

Maley, J. (2019) Preserving employee capabilities in economic turbulence. *Human Resource Management Journal*. 29(2), 147-161. ABD- A/Q1. **Awarded Best Paper Award 2019, Wiley.**

Caputo, A., Marzi, G., Maley, J., & Silic, M. (2019). Ten years of conflict management research 2007-2017: An update on themes, concepts and relationships. *International Journal of Conflict Management*. 30(1), 87-110. ABD- A/Q2

### Book Sections

Dabić, M., Maley, J. & Moeller, M. (2019) *Talent management in entrepreneurial firms: a literature review*. In. Tarique, I. *The Routledge companion to talent management*. (Taylor & Francis Group).

### Conference Paper/s

Maley, J., Dabić, M., & Moeller, M.. Performance management, a literature review and future research agenda. British Academy of Management. Birmingham. The UK.

Lopez, Duarte, C, Maley, J.M & Vidal Suarez, M. International student mobility: the development and preliminary evaluation in the European Higher Education Area, Iberian International Business Conference 18-19 October, Coimbra, Portugal.

#### 2018 Journal Article/s

Moeller, M. & Maley, J. (2018). MNC considerations in identifying and managing LGB expatriate stigmatisation. *International Journal of Management Reviews*, 20(2), 325-342. ABD- A/Q1

Maley, J. & Moeller, M. (2018). Inpatriate Managers: are they a source of effective global talent? *Thunderbird*. 60(4), 647-659. ABD- B/Q1

#### Report/s

Moeller, M. & Maley, J. (2018). Why LGB hardships challenge global firms. "The Conversation "

<https://theconversation.com/for-lgbti-employees-working-overseas-can-be-a-lonely-frustrating-and-even-dangerous-experience-76706>

#### Conference Paper/s

Neher, A. & Maley, J. Performance appraisal practices and embedment managerial values. ANZAM, Auckland. 2018.

Poudel, B., Parton, K. & Maley, J. Sustainability of off-grid community energy projects: a case study of micro-hydro projects from Nepal. ANZAM, Auckland. 2018.

Dano, L., Maley, J & Dabić, M. Towards a theory of internationalization: function of human capital development to support entrepreneurship activity in an Asian context. *International Conference on Human Capital*. Taylor University, Kuala Lumpur, Malaysia. November 2018.

#### 2017 Journal Article/s

Harvey, M., Dabić, M., Kiessling, T., Maley, J. & Moeller, M. (2017). Engaging in duty of care: towards a terrorism preparedness plan. *International Journal of Human Resource Management – 30(11)*,1-26 1683-1708. ABD- A/Q1

Moeller, M., Harvey, M. & Maley, J. (2017). HR guidelines for mitigating cross-border regional differences: creating the foundation for a global mindset. *New Zealand Journal of Human Resources Management*, 17(1). 54-70. ABD- B/Q2

#### Conference Paper/s

Maley, J., & Moeller, M. (2017). A theory-based framework for the expatriate manager's total rewards in times of economic uncertainty. *Irish Academy Management Conference, Belfast, August*.

Maley, J (2017). Resolving major tension in contemporary global performance management, BAM, Birmingham, September.

#### 2016 Journal Article/s

Moeller, M., Maley, J., Harvey, M. & Kiessling, T. (2016). Global talent management and inpatriate social capital building: a status inconsistency perspective. *International Journal of Human Resource Management*, 27(9), 991-1012. ABD- A/Q1

#### Book Sections

Maley, J. (2016). Global performance management. In (2<sup>nd</sup> eds). In Syed, J & Kramar, R, HRM: A global perspective. Palgrave Macmillan. London. 184-212.

#### Conference Paper/s

Kramar R. & Maley, J. (2016). Managing global performance management in turbulent times: a sustainable HRM approach. BAM, Newcastle, September.

#### 2015 Journal Article/s

Maley, J., Moeller, M. & Harvey, M. (2015). Strategic inpatriate acculturation: A stress perspective. *International Journal of Intercultural Relations*, 49, 308-321. ABD- A/Q1

Maley, J., Kowalkowski, C., Brege, S. & Biggemann, S. (2015). Outsourcing maintenance in complex process industries: Managing firm capabilities in lock-in effect. *Asia Pacific Journal of Marketing and Logistics*, 27(5), 801-825. ABD- B/Q2

Moeller, M., Harvey, M. & Maley, J. (2015). 725. *Equality, Diversity and Inclusion: An International Journal*. 34(8), 705-725. ABD- B/Q2

Moeller, M., Maley, J., Harvey, M. & Dabić, M. (2015). Internationalizing emerging MNCs: a marketing perspective. *Journal of Management Development*. ABD- B/Q2

#### Book Sections

Maley, J. (2015). *Performance management*. In (eds) in Kramar, R & Holland, P. Capstone HRM: Dynamics in the Work Place. Tilde University Press.

#### Conference Paper/s

Maley, J. & Kramar, R. (2015). Sustainable HRM in the context of global uncertainty: its value for MNCs and impact on the global manager? EURAM, Warsaw, June 2015.

Maley, J. & Kramar, R. (2015). Sustainable HRM: an aid to MNCs in times of global uncertainty. *Irish Academy Management*, Galway, August 2015.

Moeller, M. & Maley, J. (2015). The influence of LGBT expatriate stigmas on international assignment relocation. BAM, Portsmouth, UK. September 2015.

Biggemann, S, Kowalkowski, C, Brege, S & Maley, J. (2015). Creation and implementation of business solutions: effects on supplier firms' network position and identity. IMP, Kolding, Denmark, September.

Kramar, R. & Maley, J. (2015). Sustainable HRM: A means of reconciling the tensions in performance evaluation for global managers in MNCs. ANZAM, Queenstown, NZ, December.

#### 2014 Journal Article/s

Maley, J. (2014). Sustainability: the missing element in performance management. *Special Edition. Asia-Pacific Journal of Business Administration*. 6(3), 3-3.

Maley, J. & Kramar, R. (2014). The influences of global uncertainty on cross border performance management. *Personnel Review*. 43(1), 2-2.

Maley, J. & Moeller, M. (2014). The effect of the performance appraisal system on trust for the inpatriate manager. *Journal of Business Research*. 67(1), 2803-2810.

#### Conference Paper/s

Maley, J. & Moeller, M. (2014). Impact of performance management on HR climate at headquarter locations: a global assignee perspective. BAM, Belfast. Ireland. September.

Kowalkowski, S., Biggeman, C., Brege, S. & Maley, J. (2014). Who takes care of maintenance? 'Make or Buy' considerations and supplier relationships in the Swedish mining sector. *IMP*, France. September.

Maley, J. & Moeller, M. (2014). Developing global performance management processes. *ANZAM*, Sydney. December.

Biggemann, S., Maley, J., Kowalkowski, C & Brege, S (2014). The impact of outsourcing core competencies in the mining industry. *ANZAM*, Sydney. December.

#### 2013 Journal Article/s

Biggemann, S., Kowalkowski, C., Maley, J. & Brege, S. (2013). Development and implementation of customer solutions: a study of process dynamics and market shaping. *Industrial Marketing Management*, 42(7), 1083-1092.

#### Conference Paper/s

Moeller, M & Maley, J. (2013). Internationalizing emerging market organizations. *Academy of International Business*, Istanbul, July.

#### 2012 Journal Article/s

Maley, J. (2012). Hybrid purposes of performance appraisal. *Journal of Management Development*. 32, (10). 32(10), 1093-1112.

#### Book Sections

Maley, J (2012). International performance management. In (eds) *Human Resources in the Global Context*. Palgrave Macmillan. London.

Maley, J. & Moeller, M. (2012). Anxiety on overseas assignments: causes and antidotes. In *Management Reimagined*. 9743373.

#### Conference Paper/s

Biggeman, B., Kowalkowski, C, Brege, S. & Maley J. (2012). Development and implementation of business solutions as drivers of new business models in the mining industry. IMP, Rome, Italy. *September*.

Maley, J. & Moeller, M. (2012). Anxiety on foreign assignments. IFSAM, Limerick, Ireland. June.

Maley, J. & Moeller, M. (2012). Trust in cross-cultural performance management systems. IACCP, Cross-Cultural Psychology, Stellenbosch, South Africa. July.

#### 2011 Journal Article/s

Maley, J. (2011). The influence of various human resource management strategies on the performance management of subsidiary managers. *The Asia Pacific Journal of Business*. 3(1),55-75.

#### 2010 Journal Article/s

Maley, J., & Kramar, R. (2010). International HR structures and their effect on the Australian subsidiary. *Asia Pacific Journal of Human Resource Management*. 48(1), 26-44.

#### Report/s

Maley, J. (2010). Missing the Parents. The effect of HR strategies on the distant subsidiary. *BOSS, Australian Financial Review*. September. April 135-138.

Maley, J. (2010). The effect of HR strategies on the distant subsidiary. *BOSS, Australian Financial Review*. September.

#### 2009 Journal Article/s

Maley, J. (2009). The influence of performance management on the psychological contract. *South Africa Journal of Human Resource Management*. 7(1). 179-199.

#### Conference Paper/s

Maley, J. (2009). The impact of a MNC structure and strategy on the international performance appraisal. ANZAM. Melbourne. December

#### 2008 Conference Paper/s

Maley, J. (2008). Performance appraisals in MNC: A study of Australian subsidiaries. ANZAM. Auckland, December.

Maley, J. & Kramar, R. (2008). Towards a regional structure: The role of the inpatriate manager. BAM, Harrogate, UK.

#### 2007 Journal Article/s

Maley, J., & Kramar, R. (2007). International performance appraisals: policies, practices & determinants. *Research & Practice in Human Resource Management*, 5(2) .

#### Conference Paper/s

Maley, J. & Kramar, R. (2007). The evolution of international HRM structures: what is their effect on the Australian subsidiary? ANZAM, Sydney.

#### 2006 Conference Paper/s

Maley, J. & Kramar, R. (2006). The experiences of performance management for host country managers. BAM, Oxford University, UK. Performance appraisals of managers in Australian subsidiaries

Maley, J. & Kramar, R. (2006). ANZAM, Otago University, NZ.

#### Academic Positions/Teaching (2007 – present)

2020- Present: Sabanci University, Istanbul, Turkey, Leadership and Organisational Behaviour (Undergraduate and MBA )

2018-2020: Macquarie University, Australia, International HRM, SHRM, Leadership MBA

2014- 2018: Charles Sturt University, Australia, online Global HRM, Organisational Behaviour (MBA).

2010–2013: Macquarie University, HRM, IHRM (Undergraduate and MBA).

2007 -2009: University of Canberra, HRM, OB, Strategic Management.. Cross Culture, International Business,.

#### **International Visiting Academic**

Japan (distance), Bond University (2012) (MBA)

Hong Kong, MGSM, (2012, 2018, 2020) (MBA)

Vietnam, Foreign Trade University, Hanoi (2012) (MBA)

New Zealand, Otago University (2011)

Sweden, Linköping University (2014)

Spain, Vigo University (2017)

Spain, Oviedo University (2017, 2018, 2020)

Spain, University Reuss (2021).

#### **Supervised Doctoral Students**

B., Prudel: “*Criteria for sustainable operation of off-grid renewable energy services in Nepal.*” Passed March, 2020.

K., Evans: “*Why gender equality is hard to achieve in corporate Australia and what we can do about it.*”. Passed- August 2019.

#### **PHD examined:**

Mr Frank Thorn, “*The impact of high-performance human resource management practices on staff retention outcomes. Charles Sturt University, Bathurst, Australia.*”

Mr Greg Latimore “*From valuable resource to valued person: Ontologies in human resource management* “ Notre dame University, Sydney, Australia.

Ms Yin Shi, “ Bankruptcy Prediction analysis: application of Altman score approach in airline industry.” University, Rovira Virgil, Reuss, Spain.

### **Editorial Duties and Reviewer**

2020- present- Associate Editor *Journal of International Management Reviews* (IF 13)

2016 – present, Associate Editor, *Journal of Business Research- (OB and HR)* (IF 7)

2016 – present, Editorial Board, *Journal of Transition and Innovation Systems* (IF 5)

2018 – present, Editorial Board, *International Journal of Productivity and Performance Management* (IF2)

Ad Hoc Reviewer: *International Journal Human Resource Management; International Journal of Intercultural Relations; Asia Pacific Journal of Marketing and Logistics; Equality, Diversity and Inclusion: An International Journal; Journal of Management Development; Asia-Pacific Journal of Business Administration; Journal of Business Research, Asia Pacific Journal of Human Resource Management; South Africa Journal of Human Resource Management.*

### **Other External Academic Activities**

2014 –2019 Chair of British Academy of Management ‘Performance Management SIG.’

Track Chairs, IFSAM, Paris, 2012; Limerick, 2014; Belfast, BAM, 2014; Portsmouth, 2015; Newcastle, 2016, BAM, 2021.

### **Research Grants**

2021: Sabanci University, Turkey: Global mobility study of ERASMUS students

2019: Resilience, stigmatization and Mental Health in Mining , Coal mining industry in NSW Australia Australian Institute of Mining and Metallurgy.

2015: CSU Compact Grant, MNC considerations in identifying and managing LGB expatriate stigmatization.

2013: A Study to investigate the effectiveness of inpatriate managers in healthcare MNCs – First kind Medical, High Wycombe, UK.

2006: External – A qualitative study of the performance management, career and employment attitudes of country managers, GE Health, Chicago.

### **Awards**

2020 . Best paper of the year Wiley, *Journal of Productivity and Performance Management*

2019. Best paper of the year Wiley *Human Resource Management Journal*

2008: PELA /US Internships – Certificate of Merit Award for ‘outstanding teaching’

1999: GE – Scholarship for Doctoral Studies at Macquarie University

1995: GE – Scholarship for MBA at Macquarie University

1995/97 GE-most outstanding country manager award

1990: GE Health -technical account manager of the year

1992: GE Health - best international market product launch

1978: Student nurse research award, Illinois, to study US nursing techniques.

### **Corporate Career**

2008–Present: **International Management Consultant**

My consulting allows me to maintain networks and collaborations with other industry, agencies and the external community. For example, I have worked with a range of international, private, public sector, not-



for-profit (NFP) and community-based non-government organisations (NGOs) leading a variety of projects to completion. An example of my consulting experience includes working with the British High Commission to recruit distributors for MNCs setting up business in the Asia Pacific healthcare industry.

2004–2007: **Managing Director, Medtronic Australia** (Cardiac Medical Devices), (>75 employees, revenue \$A120M), reported to Minneapolis, US HQ and Asia Pacific Region.

2000–2003: **Managing Director, Fujifilm, Australia**, (Medical), Australia, (>100 employees, revenue \$A75 M), reported to Tokyo HQ.

1990–2000: **Vice President, GE Health** (>50, employees, revenue >\$A40 M). Reported to UK HQ.

1985–1990: Marketing Manager, Medical Diagnostics, GE Health

1983–1985: Product Manager, GE Health – Nuclear Medicine

1981–1983: Technical Account Manager, GE Health –Nuclear Medicine

### **Board Membership**

2005–2019 Member of Board of Louis Carr Real Estate, Sydney

2005–2010 Member of Parish Council, St Francis Xavier, North Sydney

2007–2010 Member of Academic Board, Jansen Newman Institute, Sydney

1997–2005 Member Board GE Healthcare, Asia Pacific Region

### **Society Membership**

Member British Academy of Management

Member of Australian and NZ Academy of Management

Certified Member Australian Human Resource Institute (CAHRI)

### **Recent Community Service**

2014: Teaching literacy skills for employment to South Sudanese Refugees, Batavia Centre, Sydney

2013: Teaching job-seeking skills, Women's Centre, South Bank, Middlesbrough, UK.

2012: Job seeking for professionals, St Mary's Church, North Sydney.