

# Research for Real-World Impact

## School of Management



### Overview

Research in the School of Management falls into three major interrelated areas:

- People, organisations and work
- Entrepreneurship and innovation
- Foreign direct investment and multinational enterprises

## Areas of research focus

### People, organisations and work

People, organisations and work focusses on the leadership and management of people in the workplace, as well as the wider economic, political, social and cultural environment in which organisations operate.

Our academics explore such issues as leadership, diversity, employment relations, HRM, skills and development, organisational innovations and sustainability, CSR, employee commitment and wellbeing.

We also have an international business focus on the emerging economies of China, Vietnam and Bangladesh. We host the Centre of Organisations and Social Change and support the Global Business Innovation Enabling Impact Platform.

### Entrepreneurship and innovation

Entrepreneurship and innovation addresses issues of disruptive change and complexity facing entrepreneurs, innovators and designers in the for-profit and not-for-profit sectors.

This includes social business, women and entrepreneurship, and the contribution of migrants to business development.

Such research offers relevant, novel and applied knowledge to a range of key stakeholders including policy makers, practicing entrepreneurs, innovators in a range of critical fields, employers, and community organisations at local, regional, national and international levels.

We work closely with RMIT's Activator and RMIT's centre for entrepreneurship.

### Foreign direct investment and multinational enterprises

Researchers are studying the theoretical and practical aspects of foreign direct investment (FDI) and multinational enterprises (MNEs) in emerging countries. They are also examining how FDI and MNEs affect the local firms, society, and environment in the host country. The researchers are specifically focusing on three main areas of investigation regarding firm decisions, strategies, and operations. These areas include:

- Foreign direct investment (FDI) decisions and strategies of multinational enterprises (MNEs). This includes studying aspects such as entry modes, location strategy, managerial global mindset, and relationships between headquarters and subsidiaries.
- Competition and cooperation between foreign MNEs and local domestic firms. This involves examining international joint ventures, knowledge sharing, and transfer within MNEs, and how these interactions impact both parties.
- Sustainable corporate strategies of FDI and MNEs. This area explores the strategies implemented by FDI and MNEs to promote sustainability and environmentally responsible practices.



## Research Centres and Groups



### Sustainable Global Business Operations and Development

The Sustainable Global Business Operations and Development Research Group seeks to develop, integrate and support research on multinational enterprises (MNEs) and their sustainable development.

Our work involves collaborating with stakeholders and partners, such as businesses, government entities, academics, and NGOs.

Together, we strive to utilise our findings to create cutting-edge and hands-on educational opportunities in the fields of global business and sustainable development. We are dedicated to using these outcomes to foster practical learning experiences.



### Diversity Accelerated Entrepreneurship and Innovation Research Group

The Diversity-Accelerated Entrepreneurship and Innovation Research Group is committed to providing insights and evidence-based recommendations on how to increase and ensure diversity and inclusion in entrepreneurship and innovation.

We aim to:

- understand and enable diversity and inclusion in entrepreneurial, intrapreneurial and innovation activities.
- engage in regular dialogues with stakeholders about entrepreneurial and innovation opportunities, challenges, and desired outcomes.

### The Centre for Organisations and Social Change

The Centre for Organisations and Social Change (COSC) addresses how organisations can play a key role in driving business agendas that promotes transformative social change for the inclusion and wellbeing of all. Our research themes include: Gender Equity, Health and Wellbeing, Positive Ageing, and Multi-Cultural Inclusion.

For enquiries please contact:

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### Higher Degrees by Research

We offer a range of Higher Degree by Research opportunities. We welcome enquiries to join our multidisciplinary research community and work alongside thought leaders and industry partners to pursue your research ambitions. When applying for any of our Higher Degree by Research courses you may choose to either do so with an advertised proposed project or an independent topic of your own.

### General Enquiries

If you are interested in embarking on a Higher Degree by Research program in our School, or if you are interested in collaborating or partnering with us on research topics listed above, please contact: