

# A Tale of Two Strategies: HRM policies to innovate businesses or HRM policies to standardize practices

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Tuesday 18th Sept

11am - 12pm

Boardroom

Level 12

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**ALL WELCOME**

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## **Abstract**

The aim of this paper is to explain the correlation between HRM policies and Innovation. Two main findings are discussed. While recent research has found a positive relationship between HRM policies, innovation and business performance, we found that this is true only if one of two main HRM strategies is implemented.

In order to capture successful HRM practices for innovation this paper investigates organizational HRM strategies implemented in Australia from the 1980s to the recent “Great Recession”. The paper provides a relatively new approach for explaining successful HRM practices. The approach accounts for the external-to-the-firm effects of government economic policies.

## **Presenter**

Donatella completed her PhD in Economics in 2009 at La Trobe University (Melbourne, Vic – Australia). She has several years’ experience working in economic policy and strategy. Since 2008, her expertise in analysing labour supply elasticities has been applied to various consulting assignments, to investigate the drivers of local demand growth, to identify local key market issues, and to evaluate the economic impacts of workplace reforms. Donatella has been working with the Victorian Department of Transport, the ARRB group (Australia), VicRoads and Hyder Consulting (Australia), to contribute to transport planning initiatives and pricing reforms. More recently Donatella has been involved in investigating the determinants of Innovation to evaluate Human Resource Management practices and policies.