

Qualifications

Awards

ACLCF: Analysing Change for a Lower Carbon Future

Buntine, W., Cooke, F. L., Nagtzaam, G., Mendoza Alcantara, A., Wild, A., Senders, M. & Convery, A.
1/03/20 → 31/12/20

Projects

Improving Patient-centered Care through Digital Change: Implementing a 'lightweight' digital platform to link with patient systems and mobile devices

Tehrani, A., McLoughlin, I., Skouteris, H., Cooke, F. L. & Boyd, L.
Cabrini Health
9/10/19 → 8/10/22

ACLCF: Analysing Change for a Lower Carbon Future

Buntine, W., Cooke, F. L., Nagtzaam, G., Mendoza Alcantara, A., Wild, A., Senders, M. & Convery, A.
1/03/20 → 31/12/20

Cranet study of Human Resource Management in China

Cooke, F. L.
1/01/16 → 31/12/16

Decent work and CSR in Asia Pacific countries

Cooke, F. L.
1/01/17 → 31/12/17

Developing a better co-ordinated, high quality system of care for people with disabilities

Sohal, A., Bamber, G., Cooke, F. L., Cooney, R., McLoughlin, I., O'Neill, P. & Prajogo, D.
Institute for Safety, Compensation and Recovery Research
1/02/13 → 30/06/13

Digitalisation and decent work in Pacific countries

Cooke, F. L.
International Labour Office Suva
1/02/19 → 30/06/19

Digitalisation and implications for skills, employment and human resource management

Cooke, F. L.
1/01/19 → 31/12/19

Evaluating the Transferability of Innovative Models of Care

Cooke, F. L., Cooney, R., McLoughlin, I. & Sohal, A.
Transport Accident Commission (TAC)
1/02/14 → 31/01/15

Evaluation of Social and Economic Inclusion Program Services

Wickes, R., Powell, R., Forbes-Mewett, H., Wilkinson, J., Walsh, L. & Cooke, F. L.
City of Wyndham
30/08/19 → 30/06/22

Human Resource Management in Asia Pacific

Cooke, F. L.
1/01/18 → 31/12/18

Into Uncharted Waters: Governing Big and Open data across government/third sector boundaries in the delivery of health and social services

McLoughlin, I., Cooke, F. L., Cornford, J. & Davenport, S.
Australia and New Zealand School of Government
1/12/15 → 31/12/16

Resilience and human resource management practices in Asian countries

Cooke, F. L.
1/12/13 → 30/11/14

To conduct a study of employee grievance and human resource management practices in Asian countries

Cooke, F. L.
1/01/15 → 31/12/15

Publications

Journal articles published or accepted

1. 'Human resource management strategy and practice in multinational corporations in and from China: Challenges and new insights', *Human Resource Management*. **(ABDC A*)**
2. Gao, Z. H., Zhao, C., Cooke, F. L., Zhang, B. and Xie, R. Y. (accepted in 2018), 'Only time can tell: Whether and when the improvement of career development opportunities alleviates knowledge workers' emotional exhaustion', *British Journal of Management*. **(ABDCA)**
3. Cooke, F. L., Wang, J. and Bartram, T. (accepted in 2018), 'Can supportive workplace impact employee resilience under a high pressure performance environment? An investigation of the Chinese banking industry', *Applied Psychology: An International Review*. **(ABDCA)**
4. Xiao, M. T. and Cooke, F. L. (accepted in 2018), 'Why and when knowledge hiding in the workplace is harmful? A review of literature and directions for future research', *Asia Pacific Journal of Human Resources*. **(ABDCB)**
5. Cooke, F. L., Wood, G., Wang, M. and Li, A. (accepted in 2018), 'Riding the tides of mergers and acquisitions by building a resilient workforce: a framework for studying the role of human resource management', *Human Resource Management Review*. **(ABDC A)**
6. Xie, Y. H. and Cooke, F. L. (accepted in 2018), 'From quality to cost? The evolution of Walmart's business strategy and human resource practices in China and their impact on industrial relations (1996–2017)', *Human Resource Management*. **(ABDC A*)**
7. McNeil, N., Ellis, J., Cregan, C., Bartram, T. and Cooke, F. L. (2018) Caring for aged people: The influence of personal resilience and workplace climate on 'doing good' and 'feeling good', *Journal of Advanced Nursing*, 75:7, 1450-1461. **(ERA A*, SciMago Q1)**
8. Jones, D. A., Newman, A., Shao, R. D. and Cooke, F. L. (2019), 'Advances in employee-focused micro level research on corporate social responsibility: Situating new contributions within the current state of the literature', *Journal of Business Ethics*, 157:2, 293-302. **(ABDC A)**
9. Cooke, F. L., Cooper, B., Bartram, T., Wang, J. and Mei, H. X. (2017), 'Mapping the relationships between high-performance work systems, employee resilience and engagement: A study of the banking industry in China', *International Journal of Human Resource Management*. **(ABDC A)**
10. Cooke, F. L., Xu, J.P. and Bian, H. M. (2019) 'The prospect of decent work, decent industrial relations and decent social relations in China: towards a multi-level and multi-disciplinary approach', *International Journal of Human Resource Management*, 30:1, 122-155. **(ABDCA)**
11. Cooke, F. L., Wood, G., Wang, M. and Veen, A. (2019) 'How far has international HRM travelled? A systematic review of literature on multinational corporations (2000-2014)', *Human Resource Management Review*, 29:1, 59-75. **(ABDC A)**

12. Cooper, B., Wang, J., Bartram, T. and Cooke, F. L. (2019), 'Wellbeing oriented human resource management practices and employee performance in the Chinese banking sector: the role of social climate and resilience', *Human Resource Management*, 59:1, 85-97. **(ABDC A*)**
13. Abu Bakar, R., Cooke, F. L. and Muenjohn, N. (2018), 'Religiosity as a source of influence on job engagement: A study of the Malaysian finance industry', *The International Journal of Human Resource Management*, 29:18, 2632-2658. **(ABDC A)**
14. Chang, C. and Cooke, F. L. (2018), 'Layers of union organisation and representation: A case study of a strike in a Japanese-funded auto plant in China', *Asia Pacific Journal of Human Resources*, 56:4, 492-517. **(ABDC B)**
15. Cooke, F. L., Wu, G., Zhou, J., Zhong, C. and Wang, J. (2018) 'Acquiring global footprints: internationalization strategy of Chinese multinational enterprises and human resource implications', *Journal of Business Research*, 93, 184-201. **(ABDCA)**
16. Chen, Y., Jiang, Y., Tang, G. Y. and Cooke, F. L. (2018), 'High-commitment work systems and middle managers' innovative behavior in the Chinese context: The moderating role of work-life conflicts and work climate', *Human Resource Management*, 57:5, 1317-1334. **(ABDC A*)**
17. Cooke, F. L., Wang, D. and Wang, J. (2018), 'State capitalism in construction: staffing practices and labor relations in Chinese construction firms in Africa', *Journal of Industrial Relations*, 60:1, 77-100 **(ABDCA)**
18. Wang, M., Morley, M., Cooke, F. L., Xu, J. P. and Bian, H. M. (2018), 'Scholar, strategist or stakeholder? Competing rationalities and consequential impact of performance evaluation for academic middle managers in Chinese public universities', *Asia Pacific Journal of Human Resources*, 56:1, 79-101. **(ABDCB)**
19. Cooke, F. L. (2018), 'Concepts, contexts and mindsets: putting human resource management research in perspectives', *Human Resource Management Journal*, 28:1, 1-13. **Invited but blind-reviewed contribution (ABDC A; ABS 4*)**
20. Tang, G. Y., Yu, B. J., Cooke, F. L. and Chen, Y. (2017), 'High-performance work system and employee creativity: The role of perceived organizational support and devolved management', *Personnel Review*, 46:7, 1318-1334. **(ABDC A)**
21. Cooke, F. L., Yao, X., Jiang, Y. M. and Li, A. (2017), 'Space, agency and overseas employment for Chinese university graduates in a transient global labour market', *The International Journal of Human Resource Management*, 28:18, 2622-2655. **(ABDC A)**
22. Cooke, F. L. and Jiang, Y. M. (2017), 'The growth of non-standard employment in Japan and South Korea: the role of institutional actors and impact on workers and the labour market', *Asia Pacific Journal of Human Resources*, 55:2, 155-176. **(ABDC B)**
23. Wang, T. Y. and Cooke, F. L. (2017) 'Striking the balance in industrial relations in China? An analysis of court decisions of 897 strike cases (2008-2015)', *Journal of Industrial Relations*, 59:1, 22-43. **(ABDC A)**
24. Cooke, F. L., Veen, A. and Wood, G. (2017), 'What do we know about cross-country comparative studies in HRM? A critical review of literature in the period of 2000-2014', *The International Journal of Human Resource Management*, 28:1, 196-233. **(ABDC A)**
25. Chen, Y., Tang, G. Y., Cooke, F. L. and Jin, J. F. (2016), 'How executive strategic human resource management links to organizational ambidexterity: A multilevel analysis of manufacturing firms in China', *Human Resource Management*, 55:5, 919-943. **(ABDC A*) Recorded in Oct 2018 as one of the top 20 most downloaded articles in the 12-months post online publication between July 2016 and June 2018.**
26. Cooke, F. L., Xie, Y. H. and Duan, W. M. (2016), 'Workers' grievances and resolution mechanisms in Chinese manufacturing firms: key characteristics and the influence of contextual factors', *The International Journal of Human Resource Management*, 27:18, 2119-2141. **(ABDC A)**
27. Wang, J., Cooke, F. L. and Lin, Z. H. (2016), 'Informal employment in China: Recent development and human resource implications', *Asia Pacific Journal of Human Resources*, 54:3, 292-311. **(ABDC B)**

28. Li, J., Cooke, F. L., Mu, J. L. and Wang, J. (2016), 'The measurement and determinants of underpayment of wages in China: An empirical assessment of the 2003-2008 period', *Journal of the Asia Pacific Economy*, 21:1, 26-52. **(ERA A)**
29. Cooke, F. L., Wood, G. and Horwitz, F. (2015), 'Multinational firms from emerging economies in Africa: implications for research and practice in human resource management', *The International Journal of Human Resource Management*, 26:21, 2653-2675. **(ABDC A)**
30. Cooke, F. L., Wang, J., Yao, X., Xiong, L., Zhang, J. Y. and Li, A. (2015), 'Mining with a high-end strategy: A study of Chinese mining firms in Africa and human resource implications', *The International Journal of Human Resource Management*, 26:21, 2744-2762. **(ABDCA)**
31. Cooke, F. L. and Bartram, T. (2015), 'Human resource management in healthcare and aged care: Current challenges and towards a research agenda', *Human Resource Management*, 54:5, 711-735. **(ABDC A*)**
32. Cooke, F. L. and Saini, D. (2015), 'From legalism to strategic HRM in India? Grievance management in transition', *Asia Pacific Journal of Management*, 32:3, 619-643. **(ABDCA)**
33. Chang, K. and Cooke, F. L. (2015) 'Legislating the right to strike in China: Historical development and prospects', *Journal of Industrial Relations*, 57:3, 440-455. **(ABDC A)**
34. Cooke, F. L. (2014), 'Chinese multinational firms in Asia and Africa: Relationships with institutional actors and patterns of employment practices', *Human Resource Management*, 53:6, 877-896. **(ABDC A*)**
35. Cooke, F. L. (2014) 'Chinese industrial relations research: In search of a broader analytical framework and representation', *Asia Pacific Journal of Management*, 31:3, 875-898. **(ABDC A)**
36. Wang, J., Cooke, F. L. and Huang, W. H. (2014) 'How resilient is the (future) workforce in China? A study of the banking sector and implications for human resource development', *Asia Pacific Journal of Human Resources*, 52:2, 132-154. **(ABDC B)**
37. Cooke, F. L., Saini, D. and Wang, J. (2014), 'Talent management in China and India: A comparison of management perceptions and human resource practices', *Journal of World Business*, 49:2, 225-235. **(ABDC A; ABS 4*) downloaded or viewed 2,980 times by the end of 2014; reached 1,500 reads in ResearchGate as of 7th December 2017.**
38. Cooke, F. L. and Xiao, Y. C. (2014), 'Gender roles and organizational HR practices: The case of women's careers in accountancy and consultancy firms in China', *Human Resource Management*, 53:1, 23-44. **(ABDC A*)**
39. Cooke, F. L., Lin, Z. H. and Jiang, Y. M. (2013), 'Who are 'managing' the lawyers in China? Control and commitment in an evolving institutional and cultural context and gendered implications', *The International Journal of Human Resource Management*, 24:18, 3418-3437. **(ABDC A)**
40. Cooke, F. L. and Zhan, C. Y. (2013), 'Between market and bureaucracy: Public healthcare reforms in China and nurses' terms and conditions', *The International Journal of Human Resource Management*, 24:16, 3178-3195. **(ABDC A)**
41. Cooke, F. L., Zhang, J. Y. and Wang, J. (2013), 'Chinese professional immigrants in Australia: A gendered pattern in (re)building their careers', *International Journal of Human Resource Management*, 24:13-14, 2628-2645. **(ABDC A)**
42. Cooke, F. L. (2012), 'The globalization of Chinese telecom corporations: Strategy, challenges and HR implications for host countries', *The International Journal of Human Resource Management*, 23:9, 1832-1852. **(ABDC A)**
43. Cooke, F. L. and Saini, D. (2012), 'Managing diversity in Chinese and Indian firms: a qualitative study', *Journal of Chinese Human Resource Management*, 3:1, 16-32. **(one of the most downloaded papers in the Journal, receiving over 400 downloads by Aug 2013)**
44. Cooke, F. L. and Lin, Z. H. (2012), 'Chinese firms in Vietnam: Investment motives, institutional environment and human resource challenges', *Asia-Pacific Journal of Human Resources*, 50:2, 205-226. **(ABDCB)**
45. Xiao, Y. C. and Cooke, F. L. (2012), 'Work-life balance in China? Social policy, employer strategy and individual coping mechanisms', *Asia-Pacific Journal of Human Resources*, 50:1, 6-12. **(ABDCB) Most downloaded paper of the Journal in 2012 (2,269 downloads by October); most cited paper in Asia Pacific Journal of Human Resources 2014;**

Emerald Citationsof Excellence for 2015 Award.

46. Cooke, F. L., Wood, G., Psychogios, A. and Szamosi, L. (2011), 'HRM in emergent market economies: Evidence and implications from Europe', *Human Resource Management Journal*, 21:4, 368-378. **(ABDC A)**
47. Cooke, F. L. and Huang, K. (2011), 'Post-acquisition evolution of the appraisal and reward systems: A study of Chinese IT firms acquired by US firms', *Human Resource Management*, 50:6, 839-858. **(ABDC A*)**
48. Cooke, F. L. (2011), 'The role of the state and human resource management in China', *International Journal of Human Resource Management*, 22:18, 3830-3848. **(ABDC A)**
49. Cooke, F. L. (2011), 'Labour market regulations and informal employment in China: To what extent are workers protected?' *Journal of Chinese Human Resource Management*, 2:2, pp.100-116.
50. Akorsu, A. and Cooke, F. L. (2011), 'Labour standard application among Chinese and Indian firms in Ghana: Typical or atypical?' *The International Journal of Human Resource Management*, 22:13, 2730-2748. **(ABDC A)**
51. Cooke, F. L. (2011), 'Gender organizing in China: A study of female workers' representation needs and their perceptions of union efficacy', *International Journal of Human Resource Management*, 22:12, 2558-2574. **(ABDC A)**
52. Cooke, F. L. and Wood, G. (2011) 'New actors and employment relations in emerging economies', *Relations Industrielles/Industrial Relations*, 66:1, 7-10. **(ABDC A)**
53. Cooke, F. L. and Saini, D. S. (2010), '(How) does the HR strategy support an innovation-oriented business strategy? An investigation of institutional context and organizational practices in Indian firm', *Human Resource Management*, 49:3, 377-400. **(ABDC A*)**
54. Cooke, F. L. and Saini, D. S. (2010), 'Diversity management in India: A study of organizations in different ownership forms and industrial sectors', *Human Resource Management*, 49:3, 477-500. **(ABDC A*) 6,000 read on Research Gate by 11th Feb 2019.**
55. Cooke, F. L. and He, Q. L. (2010), 'CSR and HRM in China: A study of textile and apparel enterprises', *Asia Pacific Business Review*, 16:3, 355-376. **(ABDC B)**
56. Cooke, F. L. (2010), 'Women's participation in employment in Asia: A comparative analysis of China, India, Japan and South Korea', *The International Journal of Human Resource Management*, 21:10-12, 2249-2270. **(ABDC A)**
57. Cooke, F. L. and Jin, X. Y. (2009), 'Work-life balance in China: Sources of conflicts and coping strategies', Special Issue on Work-life Balance, *HRD Network*, August, pp.18-28.
58. Cooke, F. L. (2009), 'A decade of transformation of HRM in China: A review of literature and suggestions for future studies', *Asia Pacific Journal of Human Resources*, 47:1, 6-40 **(invited contribution). (ABDC B) Most highly cited paper of the Journal in 2010 and 2011.**
59. Cooke, F. L. (2008), 'The dynamics of employment relations in China: An evaluation of the rising level of labour disputes', *Journal of Industrial Relations*, 50:1, 111-138. **(ABDC A)**
60. Cooke, F. L. (2008), 'Competition and strategy of Chinese firms: An analysis of top performing Chinese private enterprises', *Competitiveness Review*, 18:1/2, 29-56, **Outstanding Paper Award Winner 2009, Emerald Literature Network, 2009 Awards for Excellence. (ABDC C)**
61. Yilmaz, K., Cooke, F. L. and Dellios, R. (2008), 'Turkey's FDI Policy and Chinese foreign direct investments in Turkey: Some economic and management implications', *Global Business Review*, 9:1, 19-44. **(ABDC C)**
62. Cooke, F. L. (2008), 'Enterprise culture management in China: An "insiders'" perspective', *Management and Organization Review*, 4:2, 291-314. **(ABDC B)**
63. Cooke, F. L. (2007), 'Husband's career first': Renegotiating career and family commitment among migrant Chinese academic couples in Britain', *Work, Employment and Society*, 21:1, 47-65. **(ABDC A; ABS 4*)**

64. Cooke, F. L. and Beh, K. (2007), 'Continuous innovations in the production technology in the manufacturing industry in Britain: A networked approach?' *Vision: The Journal of Business Perspective*, 11:1, 1-13.
65. Cooke, F. L. (2007), 'Migrant labour and trade union's response and strategy in China', *The Indian Journal of Industrial Relations*, 42:4, 558-584. **(ABDCC)**
66. Cooke, F. L. (2007), 'Chinese MNCs abroad: Internationalisation strategies and implications for HRM', *Management Online Review*, December. **(ABDC C)**
67. Cooke, F. L. (2006), 'Acquisitions of Chinese state-owned enterprises by MNCs: Driving forces, barriers and implications for HRM', *British Journal of Management*, 17:1, S105-S121. **(ABDCA)**
68. Cooke, F. L. (2006), 'Outsourcing of public services and implications for managerial knowledge and careers', *Journal of Management Development*, 25:3, 269-284. **(ABDC C)**
69. Cooke, F. L. (2006), 'Modelling an HR shared services centre: Experience of an MNC in the UK', *Human Resource Management*, 45:2, 211-227. **(ABDC A*)**
70. Cooke, F. L. and Prouska, R. (2006), 'HR outsourcing and challenges to the HR profession', *The Human Factor*, May-July, 19-25.
71. Cooke, F. L. (2006), 'Informal employment and gender implications in China: The nature of work and employment relations in the community services sector', *The International Journal of Human Resource Management*, 17:8, 1471-1487. **(ABDC A)**
72. Cooke, F. L. (2005), 'Vocational and enterprise training in China: Policy, practice and prospect', *Journal of the Asia Pacific Economy*, 20:1, 26-55. **(ERA A)**
73. Cooke, F. L. (2005), 'Women's managerial careers in China in a period of reform', *Asia Pacific Business Review*, 11:2, 149-162. **(ABDC C)**
74. Cooke, F. L. (2005), 'Employment relations in small commercial businesses in China', *Industrial Relations Journal*, 36:1, 19-37. **(ABDCA)**
75. Cooke, F. L., Shen, J. and McBride, A. (2005), 'Outsourcing HR: Implications for the role of the HR function and the workforce', *Human Resource Management*, 44:4, 413-432. **(ABDCA*)**
76. Cooke, F. L. (2005), 'Employee participation and innovations: The interpretation of "learning organization" in China', *The Human Factor*, November 2005-January 2006, 26-30.
77. Cooke, F. L., Earnshaw, J., Marchington, M. and Rubery, J. (2004), 'For better and for worse? Transfer of undertaking and the reshaping of employment relations', *The International Journal of Human Resource Management*, 15:2, 276-294. **(ABDC A)**
78. Cooke, F. L. (2004), 'Public sector pay in China: 1949-2001', *The International Journal of Human Resource Management*, 15:4/5, 895-916. **(ABDC A)**
79. Cooke, F. L. (2004) 'Foreign firms in China: Modelling HRM in a toy manufacturing corporation', *Human Resource Management Journal*. 14:3, 31-52. **(ABDC A)**
80. Rubery, J., Carroll, M., Cooke, F. L., Grugulis, I. and Earnshaw, J. (2004) 'Human resource management and the permeable organization: The case of the multi-client call centre', *Journal of Management Studies*, 41:7, 1199-1222. **(ABDC A*)**
81. Cooke, F. L. (2003), 'Maintaining change: the maintenance function and the change process', *New Technology, Work and Employment*, 18:1, 35-49. **(ABDC B)**
82. Marchington, M., Cooke, F. L. and Hebson, G. (2003), 'Performing for the "customer": Managing housing benefit operations across organizational boundaries', *The Local Government Studies*, 29:1, 51-74. **(ABDC B)**

83. Cooke, F. L. (2003), 'Equal opportunity? Women's managerial careers in governmental organizations in China', *The International Journal of Human Resource Management*, 14:2, 317-333. **(ABDC A)**
84. Rubery, J., Cooke, F. L., Marchington, M. and Earnshaw, J. (2003), 'Inter-organizational relations and employment in a multi-employer environment', *British Journal of Industrial Relations*, 41:2, 265-289. **(ABDCA*) This paper was awarded the Best Recommended Paper of 2003 by British Journal of Industrial Relations.**
85. Cooke, F. L. (2003), 'Seven reforms in five decades: Civil service reform and its human resource implications in China', *Journal of the Asia Pacific Economy*, 18:3, 381-405. **(ERAA)**
86. Cooke, F. L. (2003), 'Plant maintenance strategy: Evidence from four British manufacturing firms', *Journal of Quality in Maintenance and Engineer*, 9:3, 239-249.
87. Cooke, F. L. (2002), 'Harnessing the firm-specific knowledge of the maintenance workforce for organizational competitiveness', *Technology Analysis and Strategic Management*. 14:1, 123-140. **(ABDCB)**
88. Cooke, F. L. (2002), 'Maintenance work, maintenance skills: The case of a major water company in the UK', *New Technology, Work and Employment*. 17:1, 46-60. **(ABDC B)**
89. Cooke, F. L. (2002), 'Ownership change and the reshaping of employment relations in China: A study of two manufacturing companies', *Journal of Industrial Relations*. 44:1, 19-39. **(ABDC A)**
90. Cooke, F. L. (2002), 'The important role of maintenance workforce in technological change – A much neglected aspect', *Human Relations*, 55:8, 963-988. **(ABDC A*)**
91. Rubery, J., Earnshaw, J., Marchington, M., Cooke, F. L. and Vincent, S. (2002), 'Changing organizational forms and the employment relationship', *Journal of Management Studies*, 39:5, 645-672. **(ABDCA*)**
92. Earnshaw, J., Rubery, J. and Cooke, F. L. (2002), 'Who is the employer?' *Institute of Employment Rights*.
93. Grimshaw, D., Cooke, F. L., Grugulis, I. and Vincent, S. (2002), 'New technology and changing organizational forms: Implications for skills and managerial control', *New Technology, Work and Employment*, 17:3, 186-203. **(ABDC B)**
94. Carroll, M., Cooke, F. L., Hassard, J. and Marchington, M. (2002), 'The strategic management of outsourcing in the UK ceramic tableware industry', *Competition and Change*, 6:4, 327-343. **(ABDC B)**
95. Cooke, F. L. (2001), 'Equal opportunities? The role of legislation and public policies in women's employment in China', *Women in Management Review*, 16:7, 334-348.
96. Cooke, F. L. (2001), 'Human resource strategy to improve organizational performance: A route for firms in Britain?' *International Journal of Management Reviews*, 3:4, 321-339, **listed on SSRN's Top Ten download list for SMIP: Resource Efficiency (Topic) in 2009. (ABDCA)**
97. Cooke, F. L. (2000), 'Manpower restructuring in the state-owned railway industry of China: The role of the state in human resource strategy', *The International Journal of Human Resource Management*, 11:5, 904-924. **(ABDC A)**
98. Cooke, F. L. (2000), 'Implementing TPM in plant maintenance: Some organizational barriers', *International Journal of Quality and Reliability Management*, 17:9, 1003-1016. **(ABDC B)**

Refereed journal articles under review

1. Wang, T. Y. and Cooke, F. L. 'Internet Platform Employment in China: Legal Challenges and Implications for Gig Workers through the Lens of Court Rulings', *International Journal of Human Resource Management*. **(ABDC A)**
2. Chen, Y., Wang, Y. X., Cooke, F. L., Lin, L., Paillé, P. and Boiral, O. 'Is mistreating employees harmful to environmental performance? A study in the Chinese context from a social exchange perspective', *International Journal of Human Resource Management*. **(ABDC A)**

3. Cooke, F. L. and Zhao, C. H. 'Dismantling the social class ceiling? Towards a broader understanding of workplace inequality and exclusion in China', *Management Decision*. **(ABDC B)**
4. Xiao, Q. J. and Cooke, F. L. 'A journey to modernization? A systematic review of human resource management research on Chinese state-owned enterprises (1993-2017)', *International Journal of Human Resource Management*. **(ABDC A)**
5. Xiao, M. T., Cooke, F. L., Xu, J. P. and Bian, H. M. 'To what extent is corporate social responsibility Part of human resource management in the Chinese context? A review of literature and future Research Directions', *Human Resource Management Review*. **(ABDC A)**
6. Bartram, T., Cooper, B., Cooke, F. L. and Wang, J. 'How do high performance work systems improve job performance? The mediating role of social identity, social climate and psychological empowerment in the Chinese banking context', *International Journal of Human Resource Management*. **(ABDC A)**
7. Song, Z. G., Gu, Q. X. and Cooke, F. L. 'The effects of high involvement work systems and shared leadership on creativity: A multilevel investigation', *Human Resource Management*. Under second review **(ABDC A*)**
8. Cooke, F. L., Wood, G. and Saunders, S. 'Migrants working for migrants: Dependence and discourse in Chinese-owned small commercial businesses in South Africa', *International Journal of Human Resource Management*, **(ABDC A)**
9. An, Z. K., Cooke, F. L. and Liu, F. 'Striking an economic and social balance? Stakeholders' logics of (in)actions in a secondary strike case in an acquaintance society context in China', *British Journal of Industrial Relations*, R&R **(ABDC A*)**

Special Issue Guest Editor for journals

1. Wood, G., Cooke, F. L., Demirbag, M. and Kwong, C. (in progress), 'International human resource management in contexts of high uncertainties', *The International Journal of Human Resource Management*. **(ABDC A)**
2. Cooke, F. L., Schuler, R. and Varma, A. (in progress), 'Human Resource Management in Asia', *Human Resource Management Review*. **(ABDC A)**
3. Cooke, F. L. (in progress), 'Human resource management in China', *Asia Pacific Journal of Human Resources*. **(ABDC B)**
4. Liu, M. W., Chen, C., Cooke, F. L. and Liu, L. A. (forthcoming, 2019) 'Human Resource Management in Multinational Corporations in and from China', *Human Resource Management*. **(ABDC A*)**
5. Tarba, S., Cooper, C., Weber, Y., Cooke, F. L., Ahlstrom, D. and Collings, D. (forthcoming, 2019), 'Strategic Alliances, Joint Ventures, and Mergers and Acquisitions in the Global Context: The Role of Human Resource Management', *Journal of World Business*. **(ABDC A)**
6. Cooke, F. L. and Bartram, T. (2018), 'The Future of Employment Relations and Decent Work in Asia', *Asia Pacific Journal of Human Resources*. **(ABDC B)**
7. Newman, A., Shao, R. D., Jones, D. A. and Cooke, F. L., (2018), 'Corporate Social Responsibility and Employees', *Journal of Business Ethics*. **(ABDC A)**
8. Cooke, F. L. and Bartram, T. (2015), 'HRM in Healthcare and Care Work', *Human Resource Management*, 54(5). **(ABDC A*)**
9. Cooke, F. L., Wood, G. and Horwitz, F. (2015), 'Multinational Firms from Emerging Economies in Africa, Global Standards and Host Country Development', *The International Journal of Human Resource Management*. **(ABDC A)**
10. Cooke, F. L., Wood, G., Psychogios, A. and Szamosi, L. (2011), 'HRM in Emergent Market Economies: Evidence and Implications from Europe', *Human Resource Management Journal*, 21:4. **(ABDC A)**

11. Cooke, F. L. and Wood, G. (2011), 'New Actors and Employment Relations in Emerging Economies', *Relations Industrielles/Industrial Relations*, 66:1. (ABDC A)

Authored books

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Other contributions

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EDITORSHIPS AND BOARD PRESENCE IN JOURNALS

1. Co-Editor-in-Chief of The International Journal of Human Resource Management (January 2018-), Associate editor (July 2014-2017)
2. Co-Editor-in-Chief of Asia Pacific Journal of Human Resources (2013-); Associate editor (2009-2012)
3. Regional Editor of Gender in Management: An International Journal (2017-)

- 4.Senior Editor of Asia Pacific Journal of Management (April 2011-)
- 5.Associate Editor of Human Resource Management (May 2011-, and special issue Associate Editor 2019-)
- 6.Associate Editor of Gender, work and Organization (2008-)
- 7.Associate Editor of International Business Review (January 2018-)
- 8.Associate Editor of Asian Business and Management (October 2015-)
- 9.Member of editorial board of European Journal of International Management (2019-)
- 10.Member of the editorial board of Human Resource Management (January 2009-April 2011)
- 11.Member of the editorial board of Human Resource Management Journal (2005-)
- 12.Member of the editorial board of International Journal of Human Resource Management (February 2013-2014)
- 13.Member of the editorial board of Human Resource Management Review (2016-)
- 14.Member of the editorial board of Journal of Industrial Relations (2016-)
- 15.Member of the editorial board of Oxford Research Reviews (2012-)
- 16.Member of the editorial board of Asia Pacific Journal of Human Resources (2008)
- 17.Member of the editorial board of Labour and Industry (2016-)
- 18.Member of the associate editorial board of Work, Employment and Society (2012-14)
- 19.Member of the editorial board of Work, Employment and Society (2006-8)
- 20.Member of the editorial board of Personnel Review (2004-)
- 21.Member of the advisory board of Women in Management Review (title changed to Gender and Management: An International Journal from 2008)
- 22.Member of the editorial board of International Journal of Cross-Culture Management (2008-)

REFEREEING WORK FOR ACADEMIC AND PRACTITIONERS' JOURNALS AND CONFERENCES

- 1.Strategic Management Journal
- 2.Journal of International Business Studies
- 3.Journal of Organizational Behavior
- 4.Industrial Relations: a Journal of Economy and Society
- 5.Industrial and Labor Relations Review
- 6.British Journal of Industrial Relations
- 7.Journal of Management Studies
- 8.Organization Studies
- 9.Human Resource Management
- 10.Human Relations
- 11.Work, Employment and Society
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- 14.The British Journal of Management
- 15.Human Resource Management Journal
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- 19.Journal of Business Ethics
- 20.Industrial Relations Journal
- 21.Journal of Industrial Relations
- 22.International Business Review
- 23.Gender, Work and Organization
- 24.Oxford Research Reviews
- 25.Relations Industrielles/Industrial Relations
- 26.Acta Sociologica
- 27.Journal of Contemporary Asia
- 28.International Migration
- 29.Asia Pacific Journal of Management
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- 31.Personnel Review
- 32.Employee Relations
- 33.China Information
- 34.European Journal of Management
- 35.Journal of Contemporary Asia
- 36.Journal of Occupational and Organizational Psychology
- 37.Feminist Economics
- 38.Australian Journal of Management
- 39.European Management Journal
- 40.International Journal of Training and Development
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- 42.Asia Pacific Business Review
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48. European Journal of Management
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66. Journal of Quality in Maintenance Engineering
67. Law, Democracy and Development
68. Jurnal Pengurusan (Journal of Management)
69. The British Academy of Management (BAM) Annual Conference (2002, 2003, 2005, 2008, 2009, 2010)
70. The EURAM Conference (2005)
71. The Association of International Business Conference (the UK Chapter) 2006
72. The HRM Global Conference (2008)
73. The Globalization of Chinese Enterprises (2008), Harvard University
74. ANZAM Annual Conference (2010, 2011, 2012, 2013)
75. ANZIBA Annual Conference (2011, 2012, 2014)
76. AIRAANZ 2014 Conference
77. IACMR 2014 Conference
78. Network of Asia Pacific Schools and Institutes of Public Administration and Governance (NAPSIPAG) 9th International Conference (2012)

REFEREEING WORK FOR RESEARCH GRANT FUNDING BODIES

1. Australian Research Council
2. Economic and Social Research Council (ESRC), UK
3. Nuffield Foundation, UK
4. Hong Kong Research Grant Council
5. Wittgenstein Award Nomination Proposal, Austria