

Qualifications

Awards

New Technologies, the Future of Work, Skills and Industrial Relations (IR)

Cooke, F. L., Bamber, G., Jerrard, M., McKeown, T., Pittard, M., Tyvimaa, T. & Drogemuller, R.
1/08/21 → 8/08/22

Projects

How can electronic medical records be leveraged to explore value based care innovation in surgical care services?

Hettiarachchi Senarath, G., Delir Haghighi, P., McLoughlin, I., O'Connor, D., Srikanth, V., Wadhwa, V., Skouteris, H.,
Cooke, F. L., Skouteris, H. & Snowdon, D.
29/07/19 → 28/07/22

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

Tehrani, A., Wilkin, C., Burstein, F., Russo, P., McLoughlin, I., Skouteris, H. & Cooke, F. L.
Cabrini Health Limited
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 → 28/02/21

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 (ISCRR)
1/02/13 → 30/06/13

Digital Futures at Work Research Centre

O'Reilly, J., Stuart, M., Bozkurt, O., Dickens, R., Subramanian, N., Moeini-Aghkariz, M., Antonopoulou, K., Petrakaki, D.,
Mackerron, G., Blome, C., Ogbonnaya, C., Roscoe, S., Forde, C., Charwood, A., Spencer, D., Valizade, D., Bessa, I.,
Hardy, K., Umney, C., Hesmondhalgh, D., Ingold, J., Deakin, S., Burchell, B., Rubery, J., Howcroft, D., Wallace, C.,
Cooke, F. L. & Gilbert, A.
1/01/20 → 31/12/24

Digitalisation and decent work in Pacific countries

Cooke, F. L.
International Labour Organization
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) (trading as Transport Accident Commission Compensation Payments) (Victoria)

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.
Wyndham City Council
30/08/19 → 21/12/22

Green energy in the global stage: policies, initiatives and market development with implications for multinational firms

Cooke, F. L., Zhu, X., Webley, P. & Metcalfe, P.
1/02/21 → 1/02/22

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

New Technologies, the Future of Work, Skills and Industrial Relations (IR)

Cooke, F. L., Bamber, G., Jerrard, M., McKeown, T., Pittard, M., Tyvimaa, T. & Drogemuller, R.
1/08/21 → 8/08/22

Optimising Australia's Electricity System: The Role of Blockchain Technology

Ma, X., Liu, J. & Cooke, F. L.
1/03/24 → 28/02/25

Patterns of Digital Platform Employment and Regulatory Implications: A Comparative Analysis of China and Australia

Cooke, F. L. & Wang, T.
1/01/21 → 31/12/21

Research on China's Participation in the Development of New Rules for International Labor Standards

Yu, G., Cooke, F. L., Cooney, S., Liu, Y., Wu, Q. & Meng, Y.
1/12/19 → 1/12/23

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.Cooke, F. L. and Xiao, M. T. (accepted 2020) 'Women Entrepreneurship in China: Where are we now and where are we heading', Human Resource Development International (ABDC B)
- 2.Cooke, F. L. and Zhao, C. H. (accepted 2020), 'Dismantling the social class ceiling? Towards a broader understanding of workplace inequality and exclusion in China', Asia Pacific Journal of Human Resources. (ABDC B)
- 3.Cooke, F. L., Dickmann, M. and Parry, E. (2021), 'IJHRM after 30 years: Taking stock in times of COVID-19 and looking towards the future of HR Research', The International Journal of Human Resource Management, (ABDC A)
- 4.Cooke, F. L., Xiao, Q. J. and Xiao, M. T. (2021), 'Extending the frontier of research on (strategic) human resource management in China: A review of David Lepak and colleagues' influence and future research direction', The International Journal of Human Resource Management, (ABDC A)

5. Cooke, F. L., Xiao, M. T. and Chen, Y. (2021), 'Still in search of strategic human resource management? A review and suggestions for future research with China as an example', *Human Resource Management*. (ABDC A*)
6. Gu, Q. X., Liang, B. Q. and Cooke, F. L. (accepted 2020), 'How does shared leadership affect creativity in teams? A multilevel motivational investigation in the Chinese context', *International Journal of Human Resource Management*. (ABDC A)
7. Xiao, Q. J. and Cooke, F. L. (accepted 2020), 'Contextualizing employee perceptions of human resource management: A review of China-based literature and future directions', *Asia Pacific Journal of Human Resources*. (ABDC B)
8. Bartram, T., Cooper, B., Cooke, F. L. and Wang, J. (accepted 2020), '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', *Personnel Review*. (ABDC A)
9. 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)
10. Cooke, F. L., Schuler, R. and Varma, A. (2020), 'Human Resource Management in Asia: Past, present and future', *Human Resource Management Review*, 30(4), 100778. (ABDC A)
11. Xiao, M. T., Cooke, F. L., Xu, J. P. and Bian, H. M. (2020), '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)
12. Feng, X. L., Cooke, F. L. and Zhao, C. H. (2020), 'The state as regulator? The 'dual-track' system of employment in the Chinese public sector and barriers to equal pay for equal work', *Journal of Industrial Relations*, 62:4, 679-702. (ABDC A)
13. Adisa, T., Cooke, F. L. and Iwowo, V. (2019), 'Mind your attitude: The impact of patriarchy on women's workplace behaviour', *Career Development International*, 25:2, 146-164. (ABDC B)
14. Tarba, S., Cooke, F. L., Weber, Y., Ahlstrom, D., Cooper, C. and Collings, D. (2020), 'Mergers and acquisitions in the global context: The role of human Resource management', *Journal of World Business*, 55:2, 1-7. (ABDC A*)
15. Song, Z. G., Gu, Q. X. and Cooke, F. L. (2020), 'The effects of high involvement work systems and shared leadership on creativity: A multilevel investigation', *Human Resource Management*, 59:2, 201-213. (ABDC A*)
16. Gao, Z. H., Zhao, C., Cooke, F. L., Zhang, B. and Xie, R. Y. (2020), 'Only time can tell: Whether and when the improvement of career development opportunities alleviates knowledge workers' emotional exhaustion', *British Journal of Management*, 31:1, 206-220. (ABDC A; ABS 4)
17. Xiao, Q. J. and Cooke, F. L. (2020) 'Towards a hybrid model? A systematic review of human resource management research on Chinese state-owned enterprises (1993-2017)', *International Journal of Human Resource Management*, 31:1, 47-89. (ABDC A)
18. Cooke, F. L. (2019), 'Economic transition, corporate governance and implications for employment relations in China', *Annals of Corporate Governance*, 4:4, 330-348.
19. Cooke, F. L., Wang, J. and Bartram, T. (2019), 'Can supportive workplace impact employee resilience under a high pressure performance environment? An investigation of the Chinese banking industry', *Applied Psychology: An International Review*, 68:4, 695-718. (ABDC A)
20. Xiao, M. T. and Cooke, F. L. (2019), '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*, 57:3, 470-502. (ABDC B) One of the top 10% most downloaded papers of APJHR 2018-2019.
21. Cooke, F. L., Liu, M. W., Liu, L. A. and Chen, C. (2019), 'Human resource management strategy and practice in multinational corporations in and from China: Challenges and new insights', *Human Resource Management*, 58:5, 455-471. (ABDC A*)
22. Xie, Y. H. and Cooke, F. L. (2019), 'Quality and cost? The evolution of Walmart's business strategy and human resource policies and practices in China and their impact (1996-2017). *Human Resource Management*, 58:5, 521-541. (ABDC A*)
23. McNeil, N., Ellis, J., Cregan, C., Bartram, T. and Cooke, F. L. (2019) 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)
24. 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)
25. Cooke, F. L., Cooper, B., Bartram, T., Wang, J. and Mei, H. X. (2019), '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*, 30, 1239-1260. (ABDC A). One of the 'highly cited' and 'hot' papers of IJHRM 2018-2019.
26. 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. (ABDC A)
27. 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)
28. 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*). One of the top 10% most downloaded papers of HRM 2018-2019.
29. 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)

30. 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)
31. 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. (ABDC A)
32. 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*)
33. 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. (ABDC A)
34. 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. (ABDC B)
35. Cooke, F. L. (2018), 'Concepts, contexts and mindsets: putting human resource management research in perspectives', *Human Resource Management Journal*, 28:1, 1–13, (ABDC A; ABS 4). One of the most cited papers of HRMJ in 2018–2019.
36. 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)
37. 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)
38. 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)
39. 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); one of the most highly cited in 2018 (from 2016–2017 journal articles) and 2019 (from 2017–2018 journal articles)
40. 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)
41. 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.
42. 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)
43. 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)
44. 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)
45. 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)
46. 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 resources implications', *The International Journal of Human Resource Management*, 26:21, 2744–2762. (ABDC A)
47. 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*)
48. 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. (ABDC A)
49. 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), one of the ten most highly cited in 2017 (from 2015–2016 journal articles).
50. 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*)
51. 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)
52. 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)
53. 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*) downloaded or viewed 2,980 times by the end of 2014; reached 1,500 reads in ResearchGate as of 7th December 2017.
54. 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*)
55. 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)

56.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)

57.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)

58.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)

59.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 of JWB in 2012-2013, receiving over 400 downloads by Aug 2013)

60.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. (ABDC B)

61.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. (ABDC B) 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 Citations of Excellence for 2015 Award. One of the most cited papers of APJHR.

62.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)

63.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*)

64.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)

65.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.

66.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)

67.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)

68.Cooke, F. L. and Wood, G. (2011) 'New actors and employment relations in emerging economies', *Relations Industrielles/Industrial Relations*, 66:1, 7-10. (ABDC B)

69.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*)

70.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.

71.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)

72.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)

73.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.

74.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.

75.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)

76.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 Literati Network, 2009 Awards for Excellence. (ABDC C)

77.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)

78.Cooke, F. L. (2008), 'Enterprise culture management in China: An "insiders" perspective', *Management and Organization Review*, 4:2, 291-314. (ABDC B)

79.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*)

80.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.

81.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. (ABDC C)

82.Cooke, F. L. (2007), 'Chinese MNCs abroad: Internationalisation strategies and implications for HRM', *Management Online Review*, December. (ABDC C)

83.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. (ABDC A, ABS 4)

84.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)

85.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*)

86.Cooke, F. L. and Prouska, R. (2006), 'HR outsourcing and challenges to the HR profession', *The Human Factor*, May-

July, 19-25.

- 87.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)
- 88.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)
- 89.Cooke, F. L. (2005), 'Women's managerial careers in China in a period of reform', *Asia Pacific Business Review*, 11:2, 149-162. (ABDC B)
- 90.Cooke, F. L. (2005), 'Employment relations in small commercial businesses in China', *Industrial Relations Journal*, 36:1, 19-37. (ABDC A)
- 91.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. (ABDC A*)
- 92.Cooke, F. L. (2005), 'Employee participation and innovations: The interpretation of "learning organization" in China', *The Human Factor*, November 2005-January 2006, 26-30.
- 93.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)
- 94.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)
- 95.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)
- 96.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*)
- 97.Cooke, F. L. (2003), 'Maintaining change: the maintenance function and the change process', *New Technology, Work and Employment*, 18:1, 35-49. (ABDC A)
- 98.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)
- 99.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)
- 100.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. (ABDC A*) This paper was awarded the Best Recommended Paper of 2003 by British Journal of Industrial Relations.
- 101.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. (ERA A)
- 102.Cooke, F. L. (2003), 'Plant maintenance strategy: Evidence from four British manufacturing firms', *Journal of Quality in Maintenance and Engineering*, 9:3, 239-249.
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- 1.Peng, K., Cooke, F. L. and Wei, X. H. (in progress), 'Diversity and minority in organizations in Asia: Towards a more inclusive workplace?', *Asia Pacific Journal of Management* (ABDC A)
- 2.Ren, S., Fan, D., Stahl, G., Timming, A. and Cooke, F. L. (in progress), 'Setting a new table, not just sitting at the table:

- HRM leading the transformation towards sustainability', Human Resource Management. (ABDC A*)
- 3.Lyles, M., Tsang, E., Li, S. X., Hong, J. and Cooke, F. L. (in progress), 'From "Bring In" to "Go Global": Learning and Innovation of Chinese Firms along the Path of Inward and Outward Internationalization', Journal of World Business. (ABDC A*)
- 4.Wood, G., Cooke, F. L., Demirbag, M. and Kwong, C. (forthcoming, 2021), 'International human resource management in contexts of high uncertainties', The International Journal of Human Resource Management. (ABDC A)
- 5.Cooke, F. L. Schuler, R. and Varma, A. (2021), 'Human Resource Management in Asia', Human Resource Management Review. (ABDC A)
- 6.Cooke, F. L. (in progress), 'Human resource management in China', Asia Pacific Journal of Human Resources. (ABDC B)
- 7.Tarba, S., Cooper, C., Weber, Y., Cooke, F. L., Ahlstrom, D. and Collings, D. (2020), 'Strategic Alliances, Joint Ventures, and Mergers and Acquisitions in the Global Context: The Role of Human Resource Management', Journal of World Business. (ABDC A*)
- 8.Liu, M. W., Chen, C., Cooke, F. L. and Liu, L. A. (2019) 'Human Resource Management in Multinational Corporations in and from China', Human Resource Management. (ABDC A*)
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- 2.Cooke, F. L. and Kim, S. H. (eds.) (2018), Human Resource Management in Asia, London: Routledge.
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- 3.Wright, C., Bamber, G., Doellgast, V. and Cooke, F. L. (eds.), (2021), 'Introduction', International and Comparative Employment Relations, 7th edition, London: Sage.
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2.Cooke, F. L. (2019), 'Digitalization and Decent Work: Implications for Pacific Island Countries. International Labour Organization Report: ILO Office for Pacific Island Countries', https://www.ilo.org/wcmsp5/groups/public/---asia/---ro-bangkok/---ilo-suva/documents/publication/wcms_712544.pdf

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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 (2008-2020)

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-)

REFEREING 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
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12. Journal of World Business
13. Technology Analysis and Strategic Management
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15. Human Resource Management Journal
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17. International Journal of Human Resource Management
18. Human Resource Management Review
19. Journal of Business Ethics
20. Industrial Relations Journal
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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
30. Asia Pacific Journal of Human Resources
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
41. New Political Economy
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43. Journal of Current Chinese Affairs
44. International Journal of Quality and Reliability
45. International Journal of Public Sector Management
46. Women in Management Review
47. International Journal of Cross-Cultural Management
48. European Journal of Management
49. Social Policy and Administration
50. Equality, diversity and inclusion: An international journal
51. International Journal of Production Economics
52. Chinese Journal of International Politics
53. Critical Perspectives on International Business
54. Canadian Journal of Administrative Sciences
55. Public Administration and Development
56. International Journal of Accounting, Auditing and Performance Evaluation
57. Journal of Ethnic and Migration Studies
58. Journal of International Management
59. Equality, diversity and inclusion: An international journal
60. Journal of Management Information Systems
61. Journal of Change Management
62. Outsourcing: An International Journal
63. Journal of Chinese Management
64. Global Business Reviews
65. Management Revue
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.AIRAAZ 2014 Conference
- 77.IACMR 2014 Conference
- 78.Network of Asia Pacific Schools and Institutes of Public Administration and Governance (NAPSIPAG) 9th International Conference (2012)

REFEREING 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

Research grants

International Labour Organisation

- 1.Cooke, F. L. (January-June 2019), 'Digitalisation and decent work in Pacific Island Countries', International Labour Organisation Office, Pacific Island Countries, USD\$12,500.
- 2.Cooke, F. L. and Brown, R. (Aug 2014 – March 2015), 'Non-Standard Forms of Work in Japan, China and Republic of Korea', International Labour Organisation, Geneva, USD\$10,000.

From Australia (Fang migrated to Australia on 1st February 2010)

External grants:

- 1.Cooke, F. L. (January – December 2019), 'Digitalisation and its implications for skills, employment and human resource management', Australian Human Resources Institute, Australia, \$5,000.
- 2.Cooke, F. L. (January – December 2018), 'HRM in Asian countries', Australian Human Resources Institute, Australia, \$5,000.
- 3.Cooke, F. L. (January – December 2017), 'Decent work and corporate social responsibility in Asian countries', Australian Human Resources Institute, Australia, \$5,000.
- 4.Cooke, F. L. (January – December 2016), 'Human resource management practices in China', Australian Human Resources Institute, Australia, \$7,000.
- 5.McLoughlin, I. (Lead), Cooke, F. L., Davenport, S. and Cornford, J. (November 2015-October 2016), 'Into uncharted waters: Governing big and open data across government/third sector boundaries in the delivery care services', Australian New Zealand School of Government: \$61,000.
- 6.Cooke, F. L. (January – December 2015), 'Employee grievance and human resource management practices in Asian countries', Australian Human Resources Institute, Australia, \$5,000.
- 7.Cooke, F. L., McLoughlin, I., Sohal, I. and Cooney, R. (June 2014 – May 2015) 'Evaluating the Transferability of Innovative Models of Care', Institute for Safety, Compensation and Recovery Research, Australia, \$220,645.
- 8.Cooke, F. L. (January – December 2014), 'Employee resilience, supportive HR practices and organisational performance in the Australian banking sector', Australian Human Resources Institute, Australia, \$5,000.
- 9.Sohal, A., Bamber, G., Cooke, F. L., McLoughlin, I., Cooney, R., O'Neill, P. and Prajogo, D. (February – June 2013), 'Developing a better co-ordinated, high quality system of care for people with disabilities', Institute for Safety, Compensation and Recovery Research, Australia, \$104,179.
- 10.Cooke, F. L. (2013), 'Industrial Relations beyond the European Union – China', part of the main research contract between Fondazione Giacomo Brodolini and the European Foundation for the Improvement of Living and Working Conditions, a comparison of five non-EU countries: Brazil, China, India, Japan and USA – Eurofound (Contract No: 13-3030-04), Euro€4,000 (for the China part).
- 11.Bamber, G., Cooke, F. L. (chief investigators) and Snape, E. (partner investigator) (August 2011 – July 2014), 'Human resource management (HRM) outsourcing and shared services: Analysing changing approaches to HRM', with Victorian Department of Education and Early Childhood Development (industrial partner), Australian Research Council (ARC) LP1120275 (Round 2), \$156,000.
- 12.Cooke, F. L. and Wang, J. (July 2012 – June 2013), 'Human resource management and employee resilience in the banking industry in China', PPC Worldwide, Australia, \$20,000.

From the UK

- 1.O'Reilly, J., Stuart, M..... Cooke, F. L. (2019-2023), 'Digital futures at work (Dig.IT Futures@Work)', the Economic and Social Research Council (ESRC), £7.9 million (full costing), £6.5 million the Economic and Social Research Council funding (approx. AUD\$14,343,445.00 at the time of the funding award).
- 2.Nadvi, K. (Principal applicant), Barrientos, S., Coe, S., Cooke, F. L., Hulme, D., Phillips, N. Sen, K., Sinkovics, R. Wilkinson, R. (January 2010 – January 2011), 'The rising powers and global standards research network', the Economic and Social Research Council 'Rising Powers Initiative', £57,757.40.
- 3.Tylecote, A. (Principal Applicant) and Cooke, F. L. (March 2006 – December 2007), 'Corporate governance and technological development in China', the Economic and Social Research Council, £44,000.
- 4.Cooke, F. L. (January – December 2005), 'Identifying skill gaps and enhancing careers service training for postgraduates in Manchester Business School: towards a closer match of demand and supply', Humanities Faculty

Teaching Quality Enhancement Fund, University of Manchester, £17,500.

5.Fosh, P. (Principal Applicant, Cardiff Business School), Cooke, F. L. and Zhao, M. H. (co-applicants) (March 2003 – February 2006), 'Opportunities and barriers for women in East Asian cities with a Chinese culture', the Economic and Social Research Council (ESRC), £188,512.

6.Cooke, F. L. (November 2003 – June 2004), 'The nature of part-time work in community services in China and gender implications,' the British Academy, £4,500.

7.Cooke, F. L. (August 2003 – December 2004), 'Employment of migrant Chinese women in the North West', the European Social Fund, £167,464 (55% of which was matched funding by University of Manchester).

8.Cooke, F. L. (January 2003 – December 2004), 'The important role of shopfloor user involvement in the innovation of manufacturing technology', Engineering and Physics Science Research Council, £120,538, grant No. GR 96569.

9.Cooke, F. L. (January 2003 – March 2004), 'Informal (sector) employment and gender implications in China: working for the small and self-employed businesses', the Nuffield Foundation, £5,560.

10.Cooke, F. L. (February 2003 – October 2003), 'Informal employment in the community services and its role in employment and economy in China', the British Council, Beijing, £6,000.

11.Rubery, J. (British Co-ordinator, School of Management, University of Manchester), Wang, J. F. (Chinese Co-ordinator, Fudan University, Shanghai) and Cooke, F. L. (April 2002 – March 2005), 'Human Resource Management and Equal Opportunities in the New Globalised Economy in China', three-year project funded by the Higher Education Links, the British Council, Shanghai, £25,000.

12.Cooke, F. L. (British Co-ordinator, School of Management, University of Manchester), Wang, J. F. (Chinese Co-ordinator, Fudan University, Shanghai) and Rubery, J. (April 2002 – March 2003), 'Female Workers in Non-state-owned Manufacturing Companies: Wage and Health and Safety Protections', funded by Department for International Development (DfID), Britain, £8,900.

13.Cooke, F. L. (September 2002 – March 2003), 'New forms of employment in a context of change: non-standard employment in contemporary China and its role in the globalised economy', Centre for International Business and Management Small Research Grants, MSM, University of Manchester, £500.

From China

1.Liu, S. S., Cooke, F. L., Huang, Q. H., Kubo, K., Wang, Y. F., Ge, C. M., Qiu, L., Liu, X. L., Zhang, F. and Ma, H. G. (January 2019 – December 2023), 'Multiple modes of employment in the concept of sharing: Constructing collaborative talent management theories and examining impact mechanisms' (共享理念下的多元雇佣：合作型人才管理理论建构与作用机理研究), the National Natural Science Foundation of China (Key Program Scheme, grant No: NSFC 71832003), RMB2.55 million.

2.Liu, X. M., Wang, J., Cooke, F. L., Liu, X. H., Wei, Y. Q., Jiang, Y. M., Jiang, W., Li, Y. L., Deng, X. H. and Yang, N. (January 2019 – December 2023), 'The internationalisation of Chinese enterprises and institutional evolution' (中国企业国际化与制度演进), the National Natural Science Foundation of China (Key Program Scheme, grant No: NSFC 71832012), RMB2.8 million.

3.Wang, M., Cooke, F. L., Morley, M. and Li, S. (December 2017 – December 2018), 'The impact of performance evaluation used for cadres: A multi-level research', Sichuan Province 13th Five-Year Planning Social Sciences Program (四川省社会科学规划项目，四川省社科联的项目) (SC16E037), China, RMB20,000.

4.Yu, G. L. (principal application), Qiao, J., Cooke, F. L., Liu, M. W., Cui, X. and Li, T. G. (November 2016-November 2019), 'A study of the interests, roles, mode of actions and interactive mechanisms of stakeholders in labour relations', funded under the Key Projects scheme of the National Social Science Foundation of China (NSSFC: 16AZD013), RMB 350,000.

5.Cooke, F. L. (principal applicant), Liu, X. M. and Wang, J. (January 2014 – December 2017), 'A comparative study of human resource management strategies of Chinese and Indian owned multinational firms in Africa and Southeast Asia', the National Natural Science Foundation of China (NSFC: 71372205), RMB 550,000.

6.Wang, J. (principal applicant) and Cooke, F. L. (January 2014 - December 2016), 'The choice of equity entry mode in foreign direct investment by Chinese enterprises and its impacts on the performance of overseas subsidiaries: From an institutional theory and social network perspective, the National Natural Science Foundation of China (NSFC: 71302179), RMB 190,000.

7.Bai P. W. (principal applicant) and Cooke, F. L. (July 2013 – June 2016), 'Imbalance in the distribution of labour income of ordinary workers in enterprises in China: An empirical analysis and countermeasures based on the principles of equity and efficiency', the National Social Science Foundation of China (equivalent of ARC in Australia or ESRC in the UK) (NSFC: 13BJY037), RMB 180,000.

8.Xiao, Y. C. (principal applicant) and Cooke, F. L. (2012 – 2013), 'A comparative study of multi-team utilization in a cross-country and cross industry competition environment', the National Natural Science Foundation of China (NSFC: 71210107006), RMB 25,000.

9.Xiao, Y. C. (principal applicant) and Cooke, F. L. (January 2011 – December 2013), 'A research of multi-team learning and collaboration mechanism in Chinese enterprises based on the MTS theory', the National Natural Science Foundation of China (NSFC: 71071139), RMB 270,000.