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### **Associate Professor**

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## **EDUCATION**

**MONASH UNIVERSITY, Department of Management** Melbourne

PhD, Diversity Management (April 2003)

**UNIVERSITY OF QUEENSLAND, Graduate School of Management** Brisbane

PhD student, Diversity Management (1999 – Jan 2001)

**UNIVERSITY OF QUEENSLAND, Graduate School of Management** Brisbane

Bachelor of Business Management First Class Honours (1998), with the Top Performance Award

## **ACADEMIC EXPERIENCE**

**SUNWAY UNIVERSITY, Department of Management** Kuala Lumpur

**Head** January 2016- current

**SUNWAY UNIVERSITY, Department of Economics and Management** Kuala Lumpur

**Associate Professor** August 2015- current

**DEAKIN UNIVERSITY, Department of Management and Marketing** Melbourne

Senior Lecturer June 2004 - July 2015

**MONASH UNIVERSITY, Department of Business and Economics** Melbourne

Research Assistant 2002-2003

**UNIVERSITY OF QUEENSLAND, UQ BUSINESS SCHOOL** Brisbane

Tutor, Guest Lecture 1998-2001

## PEER-REVIEWED JOURNAL PUBLICATIONS

Azmat, F. & Fujimoto, Y. (conditional acceptance). Family embeddedness and entrepreneurship experience: A study of Indian migrant women entrepreneurs in Australia *Entrepreneurship & Regional Development* (ABDC=A)

Fujimoto, Y., Ferdous, A, Sekiguchi, T., & Sugianto, L. (in press). The Effect of Mobile Technology Usage on Work Engagement and Emotional Exhaustion in Japan. *Journal of Business Research* (ABDC=A)

Azmat, F., Fujimoto, Y., & Rentschler, R (2014). Exploring Cultural Inclusion: Perspectives from a Community Arts Organisation *Australian Journal of Management* (ABDC= A)

Fujimoto, Y., & Azmat, F. (2014) Organizational Justice of Work-Life Balance for Professional/Managerial Group and Non-Professional Group in Australia: Creation of Inclusive and Fair Organizations *Journal of Management and Organization*, 20, 5, 587-607 (ABDC=B)

Fujimoto, Y., Rentschler, R., Le. H., Edwards, D., & Härtel, C. E. J. (2014) Lessons learned from community organizations: Inclusion of people with disabilities and others *British Journal of Management*, 25(3), 518-537. (ABDC=A)

Fujimoto Y., Azmat, F., & Härtel, C. E. J. (2013) Gender Perception of Work-Life Balance: Management Implication for Full-time Employees. *Australian Journal of Management*, 35, 147-170 (ABDC =A)

Fujimoto. Y., Härtel, C. E.J ., Azmat, F. (2013). Towards a Diversity Justice Management Model: Integrating Organizational Justice and Diversity Management. *Social Responsibility Journal*, 9(1), 148-166

Fujimoto, Y., Hagel, P. Turner, P., Kattiyapornpong, U.. & Zutshi A. (2011) Helping university students to ‘read’ scholarly journal articles: the benefits of a structured and collaborative approach *Journal of University Teaching and Learning Practice*, 8(3), 1-14

Kattiyapornpong, U., Turner, P., Zutshi, A., Hagel, P. and Fujimoto Y. (2011) Learning to read journal articles : an exploratory study of an Australian marketing class, *TMC academic journal*, 5(2), 83-96.

Fujimoto, Y., & Hartel, C. E. J. (2010). A New Vision of Management: Full Potential Management Model *Journal of Diversity Management*, 5(4), 19-29.

Edwards, D, Rentschler, R, Fujimoto, Y., & Le, H. (2010). Why has the rising economic tide failed to float the disability employment boat? A call to action: Business, Community, Government and People Power. *The International Journal of Diversity in Organisations, Communities and Nations*, 10(1), 117-127

Fujimoto, Y., & Alexander, A. (2009). Efficiency to Effectiveness: A New Management Model of Social Inclusion. *Problems and Perspectives in Management*, 7(1):99-107 (ERA=C)

Oreg, S., Vakola, M., Arciniega, L., Armenakis, A., Barkauskiene, R., Bozionelos, N., Fujimoto, Y., González, L., Han, J., Hřebíčková, M., Jimmieson, N., Kordačová, J., Mitsuhashi, H., Mlačić, B., Ferić, I., Topić, M. K., Ohly, S., Saksvik, P. Ø., Saksvik, I., Dam, K. (2008) Dispositional resistance to change: Measurement equivalence and the link to personal values across 17 Nations, *Journal of Applied Psychology*, 93(4) 935-944. (ABDC=A\*)

Fujimoto, Y., Bahfen, N., & Fermelis, J., & Härtel, C.E.J. (2007). The Global Village: Online Cross-Cultural Communication and HRM, *Cross-Cultural Management: An International Journal*, 14(1): 7-22. (ABDC=B)

Fujimoto, Y., & Härtel, C. E.J (2006). A Self-Representation Analysis of the Effects of Individualist-Collectivist Interactions Within Organizations in Individualistic Cultures *Cross-Cultural Management: An International Journal*, 13(3): 204-218 (ABDC=B)

Fujimoto, Y. (2004). The experience of Asian expatriates in Australia. *Doing Business Across Borders*, 3(1): 24-32.

Fujimoto, Y., & Härtel, C. E. J. (2004). Culturally specific prejudices: Interpersonal prejudices of individualists and intergroup prejudices of collectivists. *Cross-Cultural Management: An International Journal*, 11(3): 54-69. (ABDC=B)

Fujimoto, Y., Härtel, C. E. J., & Härtel, G. F. (2004). A field test of the diversity-openness moderator model in newly formed groups: Openness to diversity affects group decision effectiveness and interaction patterns. *Cross-Cultural Management: An International Journal*, 11(4): 3-15. (ABDC=B)

Härtel, C.E.J.; Panipucci, P.; Fujimoto, Y. (2003 Supplement). Fostering diverse workgroups who excel in decision-making. *Australian Journal of Psychology*, 55: 127-129. (ABDC=B)

Härtel, C. E. J. & Fujimoto, Y. (1999). The Perceived Dissimilarity Openness Moderator Model. *Academy of Management Proceedings*, 1, C1-C6. Academy of Management.

Härtel, C. E. J. & Fujimoto, Y. (2000). Diversity is not the problem-Openness to Perceived Dissimilarity is. *Journal of Management and Organization*, 6(1): 14-27. (ABDC=B)

Fujimoto, Y., Härtel, C. E. J., Härtel, G. F., & Baker, N. J. (2000). Openness to dissimilarity moderates the consequences of diversity in well-established groups. *Asia Pacific Journal of Human Resources*, 38(3), 46-61

Härtel, C. E. J. & Fujimoto, Y. (1998, Supplement). Effects of diversity in organisational groups: Development of the diversity-openness moderator model. *Australian Journal of Psychology*, 50: 24 (ABDC=B)

## OTHER PEER-REVIEWED PUBLICATIONS

Fujimoto, Y., Hartel, C. E. J., Perketi, A. (in press). **Strengths that different cultures bring to workgroups: The cultural strengths oriented HRM perspective.** In Zheng, C. *International Human Resource Management: Practices, Trends and Future Directions*. New York: Nova Science Publisher.

Azmat, F., Rentschler, R & Fujimoto, Y. (2014). **‘Walk through the doors. Be our guest’: How important are partnerships to enable multicultural groups to attend arts events?** In O’Reilly, D., Rentschler, R., & Kirchner, T., *Routledge Routledge Companion to Arts Marketing* (eds), London: Lawrence Erlbaum Associates, Inc. pp.132-141

Le, H., Bednall, D., Fujimoto, Y. (2014). **Ethnic consumers of the arts: Extending the MAO model** Transcultural Marketing for Incremental and Radical Innovation, In Christiansen, B., Yildiz, S., Yildiz, E. *Transcultural Marketing for Incremental and Radical Innovation* (Eds.), 78-95 PA: IGI global.

Le. H., Fujimoto, Y., Rentschler., R., Edwards, D. (2012). **Tourism Victoria, Australia- An integrative model of inclusive Tourism for people with a disability** In Buhalis, D., Ambrose, I., and Darcy, S. *Accessible Tourism Concepts/Issues: Inclusion, disability, ageing population and tourism*

Courmadias, N., Fujimoto, Y., Härtel, C.E.J., (2010). **Japanese Equal Employment Opportunity Law: Implications for Diversity Management in Japan.** In M. Ozbilgin., J.. Syed. *Managing Cultural Diversity in Asia: A Research companion*. Cheltenham and New York: Edward Elgar Press.

Oreg, S., Vakola, M., Arciniega, L., Armenakis, A., Barkauskiene, R., Bozionelos, N., Fujimoto, Y., González, L., Han, J., Hřebíčková, M., Jimmieson, N., Kordačová, J., Mitsuhashi, H., Mlačić, B., Ferić, I., Topić, M. K., Ohly, S., Saksvik, P. Ø., Saksvik, I., Dam, K. (2009), **Validation of the Resistance to Change Trait across 17 Nations** In E. Davidov, P. Schmidt and J. Billiet., *Cross-Cultural Analysis: Methods and Applications* (Eds), Taylor and Francis.

Fujimoto, Y. (2006). *The role of Culture.* In. Fisher, G. **International business: Managing in the Asia-Pacific** (Eds.), 204-241. Frenchs Forest NSW: Pearson Education.

Fujimoto, Y., Härtel, C.E.J. & Panipucci, D. (2005). **Emotional Experience of Individualist-Collectivist Workgroups: Findings from a Study of 14 Multinationals Located in Australia** (Eds). In. C. E. J. Härtel, W. J., Zerbe., & N. M. Ashkanasy *Emotions in Organisational Behaviour* (Eds.), 125-160. Mahwah, NJ: Lawrence Erlbaum Associates, Inc.

Ayoko, R., Härtel, C. E. J., Fisher, G. & Fujimoto, Y. (2004). **Communication Competence in Cross-Cultural Business Interactions.** In D. Tourish & Hargie, O. *Key issues in organisational communication.* (Eds.), 157-171. London: Routledge.

## **Human Resource Management Education Books**

Härtel, C.E. J., & Fujimoto, Y (2010, 2012, 2014). *Human Resource Management*. Pearson Education Australia, Sydney.

Härtel, C.E.J., Fujimoto, Y. Strybosch, V. E. & Fitzpatrick, K. (2006). *Human Resource Management Transforming theory into innovative practice*. Pearson Education Australia, Sydney.

## **Research Books**

Fujimoto, Y., & Härtel, C. E. J. (2010). *Moderating and Mediating Effects of Workforce Diversity*. Saarbrücken, Germany: Lambert Academic Publishing.

Härtel, C. E. J., & Fujimoto, Y. (2010). *Diversity Climate of Openness in a Workplace*. Saarbrücken, Germany: Lambert Academic Publishing.

## **Refereed Conference Presentations since 2005**

Fujimoto, Y., Bainbridge, H. T. J. (2016 upcoming). *Job seekers with disabilities: Barriers and sources of support in the pursuit of employment* Academy of Management HR Division's International Conference, February 20-22, 2016 in Sydney Australia.

Fujimoto, Y., Azmat, F., & Subramaniam, N. (2014). *Creating Community Inclusive Organization: Organizational Accountability Framework*, Academy of Management Conference, August 1-5, 2014 Philadelphia.

Zhao, Y., & Fujimoto, Y., Gao, S. (2014). *Exploration of Chinese Employees' Perceived Organizational Family Support*, Academy of Management Conference, August 1-5, 2014 Philadelphia.

Fujimoto, Y. (2013). *Organizational Diversity Learning Framework: Going Beyond Diversity Training* Academy of Management Conference, August 9-13, 2013, Orlando, Florida

Fujimoto, Y., Härtel, C. E. J., & Pekerti, A. (2012) *Strengths that Individualism and Collectivism Bring into Workgroups: A Call for Human 'Strengths'-based HR Practices*. Academy of Management Conference, Aug 3-7, Boston.

Fujimoto, Y., & Härtel., C. E. J. (2012) *Organizational Framework of Diversity Inclusive Employee Involvement and Participation: The Deliberative Democratic Decision-Making (3DM) Process* Academy of Management Conference, Aug 3-7, Boston.

Fujimoto, Y., Härtel, C. E. J., & Pekerti, A (2011) *Strengths that individualism and collectivism bring to workgroups: A call for human strengths based HR practices* . Academy of International Business Australian New Zealand chapter, University of Queensland, Business School, Nov 18<sup>th</sup>

Turner, P, Zutshi, A., Fujimoto, Y , Hagel, P and Kattiyapornpong U (2011). ***Exploring how Australian sport marketing students read journal articles***, in Gammelsaeter, Hallgeir and Bielons, Gerardo (eds), *EASM 2011 : The 19th Conference of the European Association for Sport Management : Commitment in Sport Management : Book of Abstracts*, pp. 433-434, GB Creation & Advice Consulting, Madrid, Spain, Madrid, Spain

Le, H, & Fujimoto, Y. (2010). ***A participatory model for ethnic audience development for the arts Performances*** 25th Annual Australian and New Zealand Academy of Management Conference, Auckland.

Fujimoto, Y., Hagel, Pl, Turner, P., Kattiyapornpong, U. and Zutshi, A. (2010), ***Helping university students to 'read' scholarly journal articles: the benefits of a structured and collaborative approach***, *Enhancing Learning Experiences in Higher Education: International Conference*, December 2-3, 2010, Hong Kong.

Fujimoto, Y., Hagel, Pl, Turner, P., Kattiyapornpong, U. and Zutshi, A. (2010), ***Reading Journal Articles in Management and Marketing Discipline for Structure and Meaning***, *Deakin Teaching and Learning Conference*, November 3-4, 2010, Victoria, Australia.

Le, H, & Fujimoto, Y. (2010). ***Motivators and Barriers of Ethnic Groups to Engage in Arts Performances*** 24th Annual Australian and New Zealand Academy of Management Conference, Auckland.

Le, H. & Fujimoto, Y. (2009) ***Motivators and Barriers of Ethnic Groups to Engage in Arts Performances*** 10th International Conference on Arts and Cultural Management, Texas.

Fujimoto, Y., Edwards, D. Rentschler, R. (2008) ***What Diversity Management Can Learn from Community Organizations: Theories and Practices*** Academy of Management Conference, August 8-13, in Anaheim, California

Fujimoto, Y., & Härtel, C. E. J. (2008). ***Justice-based Diversity Management: The Path to Social Change***. Paper presented at European Academy of Management, Ljubljana.

Fujimoto, Y., & Härtel, C. E. J. (2008). ***Moving beyond employee involvement and participation: The case for deliberative democracy***. Paper presented at European Academy of Management, Ljubljana

Creed, A., Zutshi, A., Fujimoto, Y., Paris, M. (2007). ***Diversity sensitivity in online management education***. Paper presented at Academy of Management Conference, New Orleans, U.S.

Fujimoto, Y., & Härtel, C. E. J. (2007). ***Development of a Diversity Openness Climate Organizational Measure***. Paper presented at European Academy of Management, Paris.

Fujimoto, Y., & Härtel, C. E. J. (2007). ***Unveiling the black box of SHRM: Transforming theory into innovative practices***. Paper presented at European Academy of Management, Oslo, Paris.

Fujimoto, Y. (2006). ***A New Vision of Diversity Management: Management that Fills Societal Gaps***. Paper presented at the Business As World Benefit, Cleveland, U.S.

Parajo, D., & Fujimoto, Y. (2006). *The Role of Human Resource Management in Moderating the Relationship between Organisational Culture and TQM Adoption*, Paper presented at Australian New Zealand Academy of Management, Queensland.

Fujimoto, Y., Bahfen, N., & Fermelis, J. (2005). *Reducing the Online Cross-Cultural Communication Divide between Individualists and Collectivists*, Paper presented at the 19th ANZAM Conference

### **Best Paper Proceedings**

Fujimoto, Y., & Härtel, C. E. J. (2002, July). Emotional Experience of Individualist-Collectivist Workgroups: Findings from a Study of 14 Multinationals Located in Australia. **3rd International Conference on Emotions and Organisational Life best papers**

Fujimoto, Y. & Härtel, C. E. J. (2000, December). A Self-representation analysis of the effects of individualist-collectivist interactions within organisations in individualistic cultures: moderators and intervening Processes. *Asia Academy of Management Best papers proceedings*

Härtel, C. E. J. & Fujimoto, Y. (1999). The Perceived Dissimilarity Openness Moderator Model. *Academy of Management Best paper proceedings*.