



Professor Andy Smith

Andy Smith is Professor of Human Resource Management in the Faculty of Commerce. Until recently he was Head of the School of Commerce and previously of the School of Management for a number of years. Andy began his career at CSU in 1987 but has interrupted his time at the university. In 1991 he was Research Fellow with the National Key Centre for Industrial Relations at Monash University. From 1999-2002 he was General Manager, Research and Evaluation at the National Centre for Vocational Education Research in Adelaide. This position involved running the national competitive NVETRE grants scheme for vocational education and training research and administering the national research plan for VET sector. At CSU Andy has played a leading role in research development. From 1994 to 1998 Andy was Foundation Director of the Group for Research in Employment and Training (GREAT), an interdisciplinary research group that worked in the area of vocational education and training and human resource development. Andy has a PhD in the area of enterprise training which is his particular field of expertise. Andy has led a number of research projects in the area of workplace training and organisational innovation and change including *Industry Training Studies* (for ANTA) and *New Management Practices and Enterprise Training* (NCVER) and, in 2001, a study of the supply and demand for skills in an innovative economy for the Victorian Department of Employment, Training and Tertiary Education (ETTE). Andy is Director of the CSU's Centre for Organisational Performance, Ethics and Leadership (OPEL). Andy is the author of numerous articles on aspects of employment and training and of the text, *Training and Development in Australia*.

Recent Funded Research

- 2005-06. Burke, G., **Smith, A.** and Long, M. *A better way to measure employer expenditure on training*. In collaboration with Monash University. National Centre for Vocational Education Research.
- 2006-07. Smith, A., Oczkowski, E. and Selby-Smith, C. *To have and to hold: The role of human resource management and high performance work systems in the utilisation and retention of skills in organisations*. National Centre for Vocational Education Research.
2007. Smith, A., Oczkowski, E. and Hill, M. *Analysing employer training: a further analysis of the 2005 Survey of Employer Use and Views of the VET System*. National Centre for Vocational Education Research. .
2007. Smith, A. and Winterton, J. *Concepts of skills and competence: a comparative analysis of France and Australia*. Academy of Social Sciences in Australia/Ambassade de France en Australie, Social Science Program Grant.

Selected Publications

- Smith, A. and Hayton, G. (1999). "What Drives Enterprise Training? Some Evidence from Australia." *International Journal of Human Resource Management*. 10:2, 251-272
- Smith, A. and Dowling, P.J. (2001) "Analyzing Firm Training: Five Propositions for Future Research." *Human Resource Development Quarterly*.12:2. 147-67.
- Smith, A., Oczkowski, E., Noble, C. and Macklin, R. (2003). New management practices and enterprise training in Australia. *International Journal of Manpower*, 24:1, 31-47. **(winner of Emerald Management Reviews Citation for Excellence for 2003)**
- Smith, A. and Billett, S. (2004). *Mechanisms for increasing employer involvement in training*. National Centre for Vocational Education Research, Adelaide.
- Smith, A (2006). Training, organizational change and the emergence of learning and development in H. de Cieri and P. Holland (eds) *Contemporary issues in HRD: An Australian perspective*, Pearson Education, Sydney.
- Smith, A. and Billett, S (2006). Mechanisms for enhancing employer investment in training: a comparative perspective. *Research in Post-compulsory Education*. 11:1, 1-18.
- Smith, A (2006). Engagement or irrelevance? HRD and the world of policy and practice. *Human Resource Development Review*. 5:4, 395-99.