Christa Wood

Associate Lecturer
School of Marketing and Management
Prior Work and Research Interests

- 11 years in the public service
- Bachelor of Accounting and Management
- Master of Strategic Human Resource Management
- PhD – Performance Appraisal (PA) in the Public Service
  - Supervisors: James Reveley and Karin Garrety
- Human Resource Management (HRM)
  - Gender issues in the workplace
  - HRM and strategy
  - HRM and culture
PhD: 
Performance Appraisal in the Public Service

• Background
  - Change from bureaucracy to commercialized enterprise - Agency
  - Management structure
  - Culture

• Objectives
  - To establish to what extent PA can be used as a tool to influence, control and manage values, norms and behaviours that help to create/sustain organisational reality.
PhD:
Performance Appraisal in the Public Service

• Methodology
  - Qualitative
  - Interviews

• Data
  - Regional Office
  - 30 to 40 public servants (customer service officers, lower and middle management)
PhD
Performance Appraisal in the Public Service

• Theoretical Perspective
  – Discourse analysis

• Problems
  – Time
  – Organisation
Potential for Academic Collaboration

- Public Service
- Gender Issues
- Discourse Analysis
- Human Resources
Potential for Industry Collaboration

• Public Service
  - Extend PhD research
  - Comparative studies
  - Overseas?
Personal Areas of Success

• Mother
• Academic
Discussion Points for the Audience

• General tips for PhD
  - Time management
  - Organisation

• Questions? Comments?

• Thank you for your interest!