Joseph Mula

From: Sanaz Bayati [Sanaz.Bayati@infotech.monash.edu.au]
Sent: Wednesday, 28 October 2009 4:34 PM
Subject: 20th Australiasian Conference on Information Systems (ACIS 2009)

Categories: Red Category

Dear author,

*
*

Acceptance
This e-mail is to confirm that your paper has been accepted for ACIS 2009 and will appear in the proceedings. In the rare event that at least one author does not register for the conference, or otherwise does not act in good faith, the program chairs reserve the right (with notice) to withdraw the paper from the conference.

Program
As the program is currently being finalised, you may be called upon to serve as a session chair or discussant. We would appreciate a timely and supportive response to such requests.

Registration
Early bird registration closes Friday 30^th October.
http://www.infotech.monash.edu.au/non-cms/about/news/conferences/acis09/registration.html

Technical Requirements
Please advise Sanaz.Bayati@infotech.monash.edu.au <https://my.monash.edu.au/email/compose.html?to=Sanaz.Bayati@infotech.monash.edu.au> of your AV requirements for your paper presentation before 23 November 2009.

Consent for Session Recording
I consent to having my session recorded. *Yes .....No. *Please email Sanaz.Bayati@infotech.monash.edu.au <https://my.monash.edu.au/email/compose.html?to=Sanaz.Bayati@infotech.monash.edu.au> before 23 November 2009.

Thank you again for submitting your work to ACIS 2009, and helping to make it an excellent conference. We look forward to seeing you in Melbourne in December.

Kind regards,

Helana Scheepers & Michael Davern
Program Chairs
ACIS 2009
http://www.infotech.monash.edu.au/non-cms/about/news/conferences/acis09/index.html

Proceedings of the 20th Australasian Conference on Information Systems

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Jessica Greer

From: Joseph Mula
Sent: Thursday, 17 December 2009 1:35 PM
To: Jessica Greer
Subject: RE: Publications

Jess
Do you have everything now?
I will be going on leave from tonight and want to make sure there are no more queries.
I don't want a repetition of what happened last year where I got little RPoints.

Thanks for your help and have a great Christmas.

Joseph

From: Jessica Greer
Sent: Wednesday, 16 December 2009 10:27 AM
To: Joseph Mula
Subject: RE: Publications

What is the printout of? Can you please give me the printout?

From: Joseph Mula
Sent: Wednesday, 16 December 2009 10:26 AM
To: Jessica Greer
Subject: RE: Publications

Jess
Has Marie Kavanagh given you her paper work for this article? You can get it from there.

I can't give you any more than the web site address or printout.

Thanks J

From: Jessica Greer
Sent: Tuesday, 15 December 2009 4:08 PM
To: Joseph Mula; Wendy Huang
Subject: RE: Publications

Hi Joseph

1. I need evidence of this ISSN
2. Thanks
3. There normally needs to be a content list but I will send it on and see how we go without it.

Thanks
Jess

From: Joseph Mula
Sent: Friday, 11 December 2009 1:03 PM
To: Jessica Greer; Wendy Huang
Subject: RE: Publications

Jessica

1. ISSN 1835-9132
2. You should have the email from the conference chairs re this paper. I have reproduced for you below.
3. The IBIMA was a virtual presentation so there is not content list. We gave you two versions the conference version and the published version (pp20-26). You can see the publication title at bottom of article.

18-Sep-2009

Dear Dr. Joseph Mula:

Manuscript ID ACIS-0255-2009 entitled "Knowledge sharing acts as a significant antecedent to organizational commitment in a Confucian culture: A quantitative study of employees in the Hong Kong ICT industry" which you submitted to the 20th Australasian Conference on Information Systems, has been reviewed.

We are happy to accept your manuscript for presentation at the 20th Australasian Conference on Information Systems and for publication in the Proceedings, subject to revisions. Please be sure to submit your revised manuscript by October 9, 2009.

The comments of your Review Team are included at the bottom of this letter. The team suggests some revisions. Please respond to these comments and revise your manuscript accordingly. The Program Chairs will be checking your revisions before a final acceptance decision can be made. Because of time constraints, there will be only one revision round. Please make sure that your revisions adequately address your Review Team's concerns.

As described next, you now need to prepare your final manuscript, which is a "Camera-ready" document that will appear in the Proceedings of ACIS 2009. Please be sure to follow the attached Submission Guidelines. Unlike your original submission, this version for publication needs to contain all identifying information including title, authors, and abstract.

Note: You will not be able to make your revisions on the originally submitted version of the manuscript residing on the submission system. Instead, create your revised manuscript using Word and save it on your computer.

To submit your revised manuscript, log into http://mc.manuscriptcentral.com/acis2009 and enter your Author Center, where you will find your manuscript title listed under "Manuscripts with Decisions." Under "Actions," click on "Create a Revision." This action will take you through a 6-step process, similar to your original submission process.

As part of this process, please respond to the Review Team's comments in the space provided. In order to expedite the processing of the revised manuscript, please be as specific as possible in your responses to your Review Team. You can also use this space to document any other changes you have made to the original manuscript.

IMPORTANT: When you get to Step 5 of the resubmission process, you will need to upload your revised submission (as a "Camera-ready" document). Once you complete the resubmission process by "Submitting" after Step 6, your manuscript number will be appended with R1 to denote a revision and that your manuscript is ready for publication.

Should you discontinue the resubmission process at any point before "Submitting" the manuscript at Step 6, your manuscript title will now be shown under "Revised Manuscripts in Draft". Select "Continue Submission" to complete the resubmission process.

Because we are trying to facilitate timely throughput to ACIS 2009, your revised manuscript should be uploaded as soon as possible, but no later than October 9, 2009.

We would also like to remind you that at least one author must register for the conference by October 20, 2009 and must present at ACIS. Details on registration, accommodation and travel requirements can be found at the ACIS 2009 website.

Once again, thank you for submitting your manuscript to the Australasian Conference on Information Systems 2009. We look forward to receiving your revision and welcoming you to Melbourne.

Sincerely,
Helana Scheepers and Michael Davern
Program Chairs
20th Australasian Conference on Information Systems

Review Team's Comments to Author(s):

Track Chair: 1
Comments to the Author:
I accept the AE recommendation and will check the revisions made after your resubmission.

Associate Editor: 2
Comments to the Author:
Review: Knowledge sharing acts as a significant antecedent to organizational commitment in a Confucian culture: A quantitative study of employees in the Hong Kong ICT industry

The paper entitled 'Knowledge sharing acts as a significant antecedent to organisational commitment in a Confucian culture: A quantitative study of employees in the Hong Kong ICT industry' looks at the relationship between knowledge sharing practice in organisations and organisational commitment. The authors could show that there is a correlation between knowledge sharing practice and organisational commitment.

The paper has a substantial methodical backing and the results are derived using substantial empirical data obtained using a survey. The finding that there is a correlation between knowledge sharing practice and organisational commitment are founded on substantial empirical data. The authors could also show that the five component model of organisational commitment introduced by Wang (2004) can capture organisational commitment more sufficiently than a model based on three components.

Regarding the structure of the paper I found that there were some issues and that the paper could be further improved as follows. For the general line of argumentation and the aim of the paper the sections on the 'economic development in Hong Kong' and 'Manpower Market in the ICT industry' seem unnecessary. Not being familiar with the situation in Hong Kong (HK) I encountered the following problems. Firstly, it is claimed that a program to create 85,000 flats per year did deteriorate HK's economic climate without substantiating this claim by providing further evidence to supporting literature. For me it is not readily understandable why massive construction projects by the administration lead to increasing unemployment. Secondly, the figures shown in Table 1 do not correspond to the argument in the paragraph that follows it, as they are based on different numbers not shown in the Table. It might be useful to replace Table one with the Figures used for the paragraph or vice versa. Thirdly, in the second paragraph of the manpower section the first sentence states that 'the demand for IT professionals declined drastically'. However, the remainder of the paragraph refers to figures showing a continuous increase in the employment in this sector. Given these issues and the questionable importance of these paragraphs for the research presented in the paper, the authors should consider leaving

those two sections out. This would also provide some space to elaborate more in depth on some issues underdeveloped in the current draft which are further outlined below.

At the beginning of the article the authors jump straight into the main constructs of the paper. I believe the paper would benefit from some preliminary 'stage setting' at the beginning, highlighting the importance of organisational commitment and knowledge sharing for ICT companies in general before introducing the models used in this paper. Also, as the authors are talking about a Confucian culture in their heading, the paper would benefit by introducing what they understand by Confucian culture, why they believe HK has a Confucian culture and how it differs from company culture in the West.

Regarding the discussion of Wang's Model on page four it is not clear that 'CC-loalt' refers to what is called 'passive continuance' and 'CC-hisac' to 'value' in the first paragraph of the page and in figure 2. Also, the formulation of the first hypothesis seems incomplete, as it states that Wang's (2004) model is 'more appropriate' without stating what it is more appropriate than. It is clear from the context to what other models it is compared but this is not stated in the actual hypothesis.

In the research method the authors describe their sampling technique and their sampling strategy sufficiently. Just a minor comment regarding the number of respondents per company: it would also be nice to see the minimum and maximum number of respondents per company in addition to the average. In regard to the questionnaire the authors do not mention what kind of scale was used and how the data was actually obtained. For example, were they using an online questionnaire, an email questionnaire or were the questions part of an bigger questionnaire?

Issues regarding the questionnaire also bear on the final data analysis. The authors do not indicate if they also gathered some control variables which they later tested on their data. If 9,360 companies had 75,345 employees in total this means that on average one company had eight employees. One could argue that the company size could have an impact on the knowledge sharing and the organizational commitment of employees.

Minor comments:
In the Abstract the year for the reference to Wang should be 2004 not 2009.
In the second paragraph of the introduction the year given for Wang is 200 but it should be 2004.
The second sentence in the second paragraph of the introduction is grammatically incorrect. It should say 'was used'.
In the last paragraph on page one it is not explained what the abbreviation HKSER stands for. This abbreviation is only explained on page 6.
Second paragraph page three 'continuance' is spelled 'ccontinuance'.
The subheading on page 6 'Knowledge sharing practices' is not in bold.
Last paragraph before the references section the word 'to' should be omitted. It should say 'could test Wang's'.
The reference to Takao (1998) is not included in the references section. It should be included with the addition 'cited by Wang 2004'
Reports referred to in the text are not included in the references section. These reports should include: the HKSAR annual statistics used for Table 1; the HKIHRM report; the HKSAR manpower survey 2003; and the Vocal training survey 2002.

Reviewer(s)' Comments to Author(s):

Reviewer: 1
Comments to the Author

Key strengths:

1) The paper is well structured and follows the research objective consistently throughout the paper. The research method is described rigorously and with great transparency (e.g. detailed explanation of method of analysis, appendix providing survey questions).

2) The paper addresses a significant topic which has important practical implications.

Areas for enhancement:

1) Critical qualities:
a) I would strongly recommend a revision of the literature review and discussion/conclusion based on a more critical awareness of the limitations of the applied literature. The paper as yet does not show an adequate understanding of the knowledge sharing literature in particular. It limits itself to the work of de Vries, Van den Hoff and de Riedder (2006) which is based on the narrow transmitter-receiver model of knowledge transfer. This theory conceptualises knowledge as a 'thing' which can be given or received. The paper ignores the substantial criticism towards this model in the knowledge management literature, which conceptualises knowledge sharing more as a process of negotiation, in which both parties actively infer and construct meaning (e.g. Hislop 2009; Gherardi and Niccolini 2002; Orlikowski 2002). The practice-based perspective on knowledge thus focuses on the processes through which people connect with each other, communicate and make and take perspectives (Boland and Tenkasi, 1995). While the author does not need to follow this perspective, the paper would benefit from an awareness of the limitations an objectivist perspective on knowledge entails in terms of the outcomes of his/her research. This could help to strenghten the discussion and conclusion part and make clear what the results can and cannot convey.

b) The practical implications of the paper are underdeveloped and could be addressed more thoroughly in the discussion section. What does it mean if knowledge sharing has an impact on organisational commitment? For instance, what are the implications for Knowledge Management practice and for organisations considering KM practice?

2) Cohesion of paper
The paper will benefit from gearing the introduction a bit more concisely towards the two questions: what is the purpose of the paper and why is it a significant topic? More concretely, while the sections of the Economic development in Hong Kong and the Manpower market in the ICT industry are important contextual factors, they can be addressed in less detail.

3) Quality of communication: The paper should be checked thoroughly for spelling mistakes and grammar. There are also some logical issues throughout the paper which seem to be related to the way the message is communicated, rather than actual logical flaws.

Reviewer: 2
Comments to the Author
The paper analyzed and examined the effect of knowledge sharing practices on organizational commitment in ICT industry in Hong Kong using model of De Vries, Van den Hoff and de Ridder with Wang model of five components for organizational commitment.

It reads somehow well however there are fatal errors that reduces the quality of the paper and unnecessarily (see below). The methodology is sound and conclusions were derived correctly. The major problems I found in the paper are the typing errors, grammar errors and some referencing errors. Examples are:

"this generates an interest whether Wang's (200) model... "(typing error)

"Knowledge sharing has been identified as one of the key enabler in gaining..." (no reference, grammar error)

"Voel, S. C. and....9, 3, pp. 51-63." (additional space after pp.)

The above errors only belong to the bottom page 1 and page 11 as a sample. There is a need to have a fix referencing method in 'References' section. This paper deserves a better presentation.

Thanks J

From: Jessica Greer
Sent: Friday, 11 December 2009 11:16 AM
To: Joseph Mula; Wendy Huang
Subject: Publications

Hi Joseph and Wendy

I have signed off on all of the publications but three, which are nearly complete. I just require a little more information.

- An ISSN for the journal article in e-Journal of Business Education & Scholarship of Teaching ('Click on the students...')
- Evidence of peer review for the ACIS conference ('Knowledge sharing acts...')
- Table of contents/intro to proceedings displaying your paper for the IBIMA Conference ('The moderating affect...')

Thanks
Jess

Jess Greer
Executive Assistant
Associate Deans (Academic and Research)

Dean's Administration Centre | Faculty of Business | University of Southern Queensland
Toowoomba | Queensland | 4350 | Australia

Ph: 07 4631 1266 | Fax: 07 4631 1295
Email: greerj@usq.edu.au

The Evolution of a Conference: A Message from the Program Chairs

Helana Scheepers
Faculty of Information and Communication Technologies
Swinburne University of Technology
Email: HSCHEEPERS@groupwise.swin.edu.au

Michael Davern
Faculty of Economics and Commerce
University of Melbourne
Email: m.davern@unimelb.edu.au

Since the inception of the Information Systems (IS) discipline scholars have questioned and debated what constitutes the domain of IS research. Diversity is not simply desirable it is essential for a discipline that demands understanding of both information technology and contexts of application. The pervasive use of information technology, throughout the economy and society, together with the volatility in interest and support for the discipline, have made the defining of the domain of IS more than just of academic interest. For ACIS for 2009 we seek not to look back at what the IS domain has been, but to look forward to what it is to become. We seek to examine the definition of the IS discipline not by reflecting on where the IS discipline came from, but by exhibiting research at the forefront of where the discipline is heading into the future.

ACIS2009 is pleased to bring to you a programme, featuring aspects of Information Systems that signify the pervasive nature of our discipline. With papers on topics from design science to IS strategy, from collaborative applications to individual behaviour, the full diversity of IS research is represented. We seek to prompt debate with panel discussions on topics ranging from the "cultural divide between business and IT" to "Common method variance".

In keeping with the conference theme, "Evolving Boundaries and New Frontiers: Defining the IS Discipline", we have keynote speakers that are at the forefront of these evolving boundaries and new frontiers. Professor Vallabh Sambamurthy, discusses the digital transformation of organizations, society and the new frontiers and research opportunities it provides. Professor Peter Weill reminds us that research must ultimately have impact as he explores the boundaries between academic research and IS management practice.

ACIS 2009 received over 192 submissions from 16 countries in response to our Call for Papers. Following a rigorous double-blind review process involving at least two reviewers for every paper, assessment by the programme track chairs, and quality assurance of the revised submissions, 92 papers and 12 posters were initially accepted, for an acceptance rate of 54%. The final programme includes 104 papers across nine tracks (with poster case studies, completed research and research-in-progress submissions).

On behalf of the 2009 Conference Committee we would like to thank all our authors and reviewers for their contributions. In particular, we would like to acknowledge the contributions of our track chairs in organising and managing the nine tracks included in the conference.

We take this opportunity to welcome you to 20th Australian Conference on Information Systems in Melbourne, Australia. The programme features many interesting papers, keynote speakers, and panels. We sincerely hope you will find this conference enjoyable and rewarding.

Helana Scheepers and Michael Davern

Programme Chairs, ACIS 2009

ISBN: 978-0-646-52570-9

ACIS2009

20th Australasian Conference on Information Systems

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Programme and Abstracts

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Defining the IS Discipline

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