ABOUT THIS SEMINAR

WHY DO YOU WORK IN THE NON-PROFIT SECTOR?: A THEORETICAL MODEL AND A CASE STUDY ON CHINESE TRADE ASSOCIATIONS

Associate Professor Zhang Ran Ph. D

HR and its management play a vital role in Non-profit organisations. However, due to the constraints of specific characteristics of NPOs and the combined effects of having to operate under Government contracts, the challenges arising from competition with the private sector, and the influence of the global economic recession the problems of HR in NPOs have been exacerbated.

So why do people choose to work in NPOs? Are they there for monetary or non-monetary reasons? This presentation will mainly detail the motives of potential staff to join an NPO and will be focused on the theoretical model for joining motivation. The case study of a Trade Association, one typical NPO in China, will be used to illustrate the HR challenges, issues and joining motivation of workers in NPOs in China.

Dr. Ran Zhang is the Executive Deputy-Director of the Foreign Affairs Office and Associate Professor in Management, Shanghai TV University (STVU). Dr. Ran was granted his PhD in Business Administration from Tongji University, one of the top 20 universities in China. Over the past five years Dr. Ran has been devoted to research on NPOs in China. Ran has had articles related to this theme published in core academic journals in China and one monograph titled “Organizational Capabilities of Modern Trade Association” was newly published in July, 2009. Ran has been in charge of several important research projects. In 2008, Ran was responsible for the project “The Assessment System of Core Competence of Non-profit Organisations” sponsored by Shanghai Municipal Education Commission. In July 2009, Ran was sponsored again by the Shanghai government for a new project entitled “Research on Strategic Motivations in Non-profit Organisations”. Dr. Ran is currently working as a visiting scholar at the University of Sydney from June to October this year with the research focus “Strategic HRM of NPO”. Ran is happy to share his research with staff and students who show interest in his research focuses.

Dr Bronwen Dalton is a member CCS and the Director of the Centre for Community Organisations and Management; the Coordinator of the Masters of Community Management Program, and the University Ombudsman at the University of Technology, Sydney. Bronwen has conducted extensive research in the field of third sector studies and authored book chapters and journal articles on childcare, nonprofit business venturing, recruitment; accountability; and advocacy.

Jenny Green is a member of CCS and she is the Program Director of the Postgraduate Community Management Program. She has extensive experience in the not-for-profit sector, particularly in the area of disability services. Prior to her appointment at UTS she was the State Manager of Disability Services in NSW TAFE. She is a member of the NSW Administrative Decisions Tribunal in both the Community Services Division and the Guardianship and Protective Estates Division. She is also the Chair of the Advisory Group for the Office of the Protective Commissioner and the Public Guardian. She works in a voluntary capacity as the secretary of the Board of the NSW Disability Discrimination Legal Centre and as a Board Member of Community Connections Australia. She is an active member of the Centre for Australian Community Organisations and Management (CACOM) a research centre at UTS.

Presentations are about 20 minutes with 10 minute Q and A, followed by 30 minutes of wider discussion. Refreshments will be provided.

REGISTRATION

Please send registration details to: ccs@uts.edu.au & please include name, group or organizational affiliation & e-mail address.

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