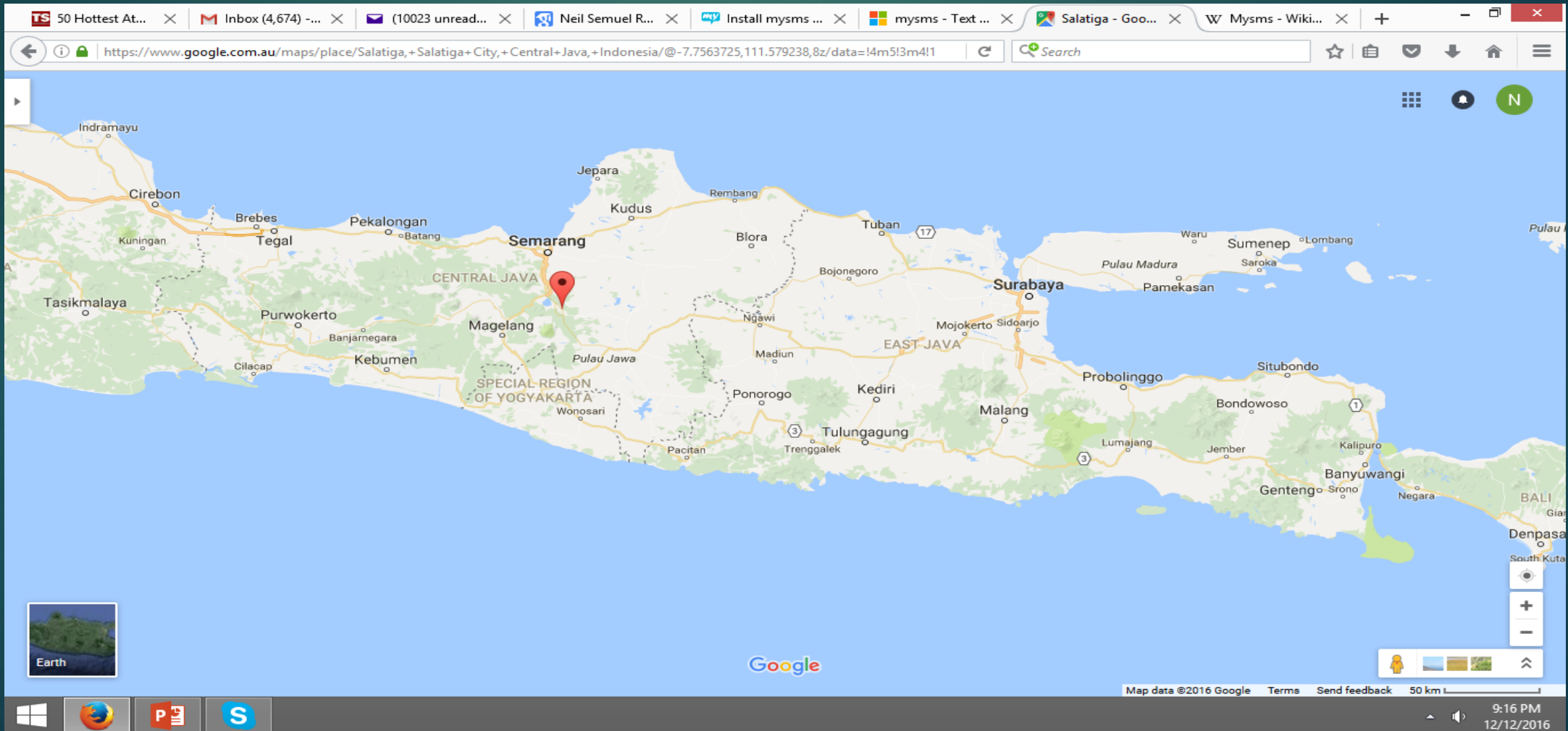




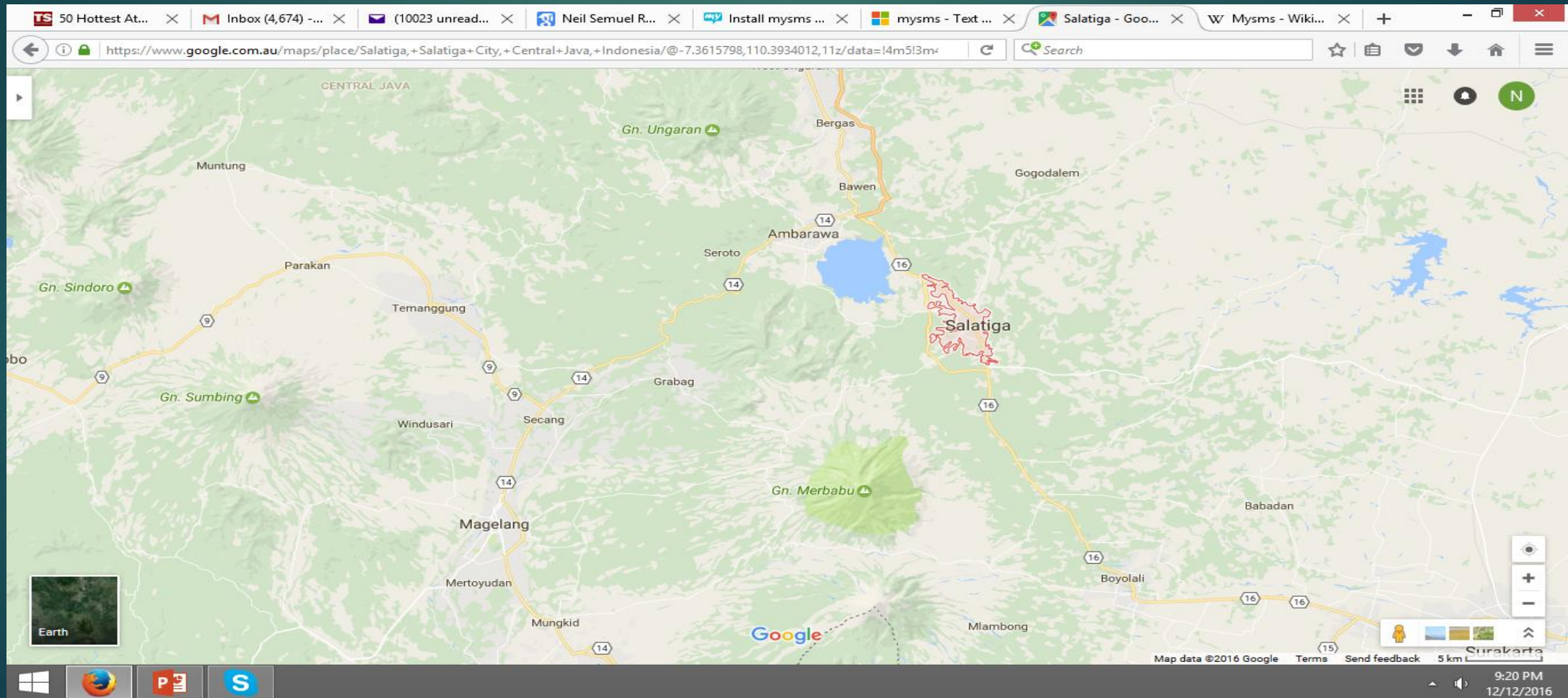
Universitas Kristen Satya Wacana: Research Areas for Collaboration

NEIL RUPIDARA

UKSW Salatiga: Located at around the centre of Java Island



Salatiga: A Mountainside Town of 180k Population



UKSW: Location of UKSW campuses

The image is a screenshot of a web browser displaying Google Maps. The browser's address bar shows the URL: <https://www.google.com.au/maps/place/Satya+Wacana+Christian+University/@-7.3118369,110.4926785,15z/data=!4m5!3m4!1s0x2e7a783>. The map shows a street grid with several labels, including 'Amika Dharma Nusantara', 'Ronde Factory, Angkringan Ronde...', 'Incubator Business Center (IBC)', and 'FACULTAS TEKNOLOGI INFORMASI'. A red pin is placed on the 'Incubator Business Center (IBC)' location, with a red arrow pointing to a photograph of the building. Another red arrow points from the map to a photograph of a modern building with 'FACULTAS TEKNOLOGI INFORMASI' written on its facade. The Windows taskbar at the bottom shows the time as 9:31 PM on 12/12/2016.

UKSW at a glance

- ▶ Founded in 1956 (turned 60 in Nov 30, 2016) by churches (now supported by 18 church synods across Indonesia).
- ▶ 14,000s students (all degrees, from virtually all provinces in Indonesia, also overseas students)
- ▶ Around 450 academic staff

14 Faculties (56 Degree Programs: Diploma, Bachelor, Master, Doctoral)

- ▶ Faculty of Education
- ▶ Faculty of Language and Arts
- ▶ Faculty of Theology
- ▶ Faculty of Law
- ▶ Faculty of Psychology
- ▶ Faculty of Social Sciences and Communication Studies
- ▶ Faculty of Economics and Business
- ▶ Faculty of Agriculture and Business

Faculties: Continued

- ▶ Faculty of Science and Mathematics
- ▶ Faculty of Biology
- ▶ Faculty of Medical and Health Sciences
- ▶ Faculty of Electronic Engineering and Computing
- ▶ Faculty of Information Technology
- ▶ Interdisciplinary Postgraduate Faculty

Research at UKSW: Milestones

▶ Recent Developments

- ▶ 2001/2: Formally announced its intention to be a research-university
- ▶ 2009: Deputy Rector (Research and Community Service)
- ▶ 2010: Research and Community Bureau
- ▶ 2014: Innovative Research Bureau
- ▶ **2016: Ranked 20 Nationally**
- ▶ 2017 and Beyond: Expanding research network and improving research performance
 - ▶ 2025: Ranked in Asia

Temporary Areas of Research Strength (Based on Previous Publications – Classifying According ANZSRC - FoR)

| | |
|--|--|
| Impact of Tourism | Cheminformatics and Quantitative Structure |
| Industrial Relations/HRM | ESL |
| Environmental Impact Assessment | Medical Biochemistry |
| Approximation Theory and Asymptotic Method | Microbial Ecology |
| Automation and Control Engineering | Soil Biology |
| Industry Economics and Industrial Organisation | Fish Physiology and Genetics |
| Organic Chemical Synthesis | Biological Physics |
| Stochastic Analysis and Modelling | Urban and Regional Economics |

Neil: Brief Biography

- ▶ Field: Human Resource Management and Organisation Studies
- ▶ PhD Macquarie (2011): Configuration of HR Systems within Multinational Subsidiaries in Indonesia
- ▶ MSc (Intl. Bus) Rijksuniversiteit Groningen: HRM and Fundamental Organisational Change
- ▶ Recent Journal Publications:
 - ▶ NS Rupidara, R Darby (Forthcoming). INSTITUTIONAL INFLUENCES ON HRM IN THE ASIAN BUSINESS ENVIRONMENT: THE CASE OF INDONESIA. *Journal of Asia Business Studies*.
 - ▶ NS Rupidara, P McGraw (2011). The role of actors in configuring HR systems within multinational subsidiaries. *Human Resource Management Review* 21 (3), 174-185.
 - ▶ NS Rupidara, P McGraw. (2010). Institutional change, continuity and decoupling in the Indonesian industrial relations system. *Journal of Industrial Relations* 52 (5), 613-630



▶ Selected Conference/Workshop Papers:

- ▶ NS Rupidara (Forthcoming/2017). Professionalising Human Resource in Indonesia: Actors, Mechanisms, Ideas and Sources Involved. 13th New Institutionalism Workshop (HUJI Israel)
- ▶ NS Rupidara, A Dilly (2015). Work-Family conflict and coping mechanisms among women workers: A perspective from Indonesia. 9th Dutch HRM Network Conference (Utrecht Univ. Netherlands).
- ▶ Ruel, HJM. Tsu, JM. & NS Rupidara (2013). The impact of Conflicting Institutional Pressures on the HRM Integration Strategy: A Study in MNC Subsidiaries in Indonesia. 8th International Conference of Dutch HRM Network, 14-15 November (KU Leuven Belgium).
- ▶ NS Rupidara (2012). Legitimizing HR: Actors, Institutional Change and Political Actions in the Configuration of HR Systems within Multinational Subsidiaries in Indonesia. 11th World Congress of International Federation of Scholarly Associations of Management (IFSAM) (University of Limerick, Limerick, Ireland, 26-29 June).

On going and future research

- ▶ Cranet Survey in Indonesia (2015-2016)
- ▶ HR Business Partner in Indonesia: An Exploratory Study (2015 – 2017)
- ▶ Professionalisation of HR in Indonesia (Up-coming)
- ▶ Student research projects: e-HRM, Strategic HRM in Public Sector, Employee Turnover, Diversity Management.