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This Issue of the journal consists of four (4) papers that encompass a diverse range of methodologies and contribute to aspects of importance to business as well as social issues in general.

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The first paper “Evaluating the Outcomes of a Training Program through an ROI Evaluation: A Case Study” (Andrews & Laing, 2018) examines the financial outcomes of training programs to justify the return on investment using a model specifically tailored to determine return on investment of training programs. Employing a case study approach over a 5 year period the return on investment provides a unique insight into the value of the training program.

The second paper “Casual employment and WorkPac Pty Ltd v Skene [2018] FCAFC 131” (Douglas & Watt, 2018) examines the Full Federal Court decision in WorkPac Pty Ltd v Skene [2018] and the principles it enunciates for distinguishing casual employment from ongoing, or permanent, employment; and issues of sham contracting in business. The decision relates to establishing evidence of casual employment and hence limited access to the protections provided to National System employees under the Fair Work Act 2009 (Cth) (FWA).

The third paper “An Extension of Rokeach’s Instrumental Values to Characteristics of CEO’s” (Vitale, 2018) discusses the application of the extension to Rokeach’s model of instrumental values as they apply to characteristics of CEO’s. The paper provides justification for the additional variables and an overview of the development process that lead to the design of an extended model.

The fourth paper “The Dawkins Experiment: A Potpourri of Commentary” (Perrin, 2018) provides a social commentary on the changes to the tertiary (higher) education sector in Australia with emphasis on the reforms instigated by the Labor Government Minister Dawkins. The paper is informed by a variety of philosophical approaches in presenting the discourse regarding the social experiment and the numerous outcomes that have shaped the Australian tertiary education sector.
References


