

Debra da Silva

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Debra's primary research interest relates to human resource management and employment mobility. Her PhD thesis examines a new typology of international human resource management theory focussing on the role of geography and mobility in international assignments. This research was conducted using a major IT multinational over a period of three years, interviewing and surveying the global executive management team as well as the Australia and New Zealand HR divisions. The outcomes of this research have been presented at international and Australian conferences as well as industry symposia. Her research also encompasses issues of cultural difference and adjustment, and organisational commitment.

Debra's current research program will be focussing on the role of mobility in skilled worker migration to regional Australia, and how employees make mobility decisions with regards to work/life balance issues. This project will be completed in the later half of 2008. With a background in applied microeconomics, she also has an interest in segmentation and labour market outcomes.

Debra has taught courses at all levels in areas such as HR, international management and organisational behaviour. In addition to this, Debra is a member of the Doctoral Students' Committee of the Academy of Management, and a member of the Academy of International Business and the Australian Human Resource Institute. Debra's research has recently been recognised in the *Best Paper Proceedings* of the 2008 Academy of Management.