

“Global mobility of employees (GLOMO)”

A Marie Skłodowska-Curie Actions Innovative Training Network (ITN) funded under H2020-MSCA-ITN-2017 is recruiting 15 early stage researchers for 3 year fixed-term, fully funded PhD positions (100%)

Overview

Topic No.: Early Stage Researcher 2

Project Title: **Creating Career Capital and Employability: Self-Initiated Repatriation, from ‘over the moon’ to the ‘dark side of the moon’.**

Host institute: Cranfield University, United Kingdom

Supervisors: Prof. Dr. Michael Dickmann (Cranfield University, UK) and Prof. Dr. Maike Andresen (University of Bamberg, DE)

Starting date: 1 September 2018 (3 years contract)

Short description

Global mobility is steadily increasing and many highly talented individuals decide to move and work abroad themselves rather than being sent by an employer. We know that these ‘self-initiated expatriates’ (SIEs) have distinctive drivers, interests and experiences when working abroad. In addition, most SIEs aim to return to their home country at some stage and normally undertake the journey back under their own volition and organisation. Too little is known about these self-initiated repatriates (SIRs) and their career capital – i.e. what competencies they have acquired and can transfer home, their networks in their home and host countries and how they can retain and use these for work purposes and their career motivations after their foreign work experiences – and their career experiences upon return.

Objective

To map career experiences of different types of SIRs after their work abroad in order to:

- Explore the individuals’ perception of career capital impact, career patterns and work-life satisfaction upon return.
- Assess changes to SIRs’ identity, their career-relevant networks and their use of (foreign acquired) career capital upon return.
- Investigate organisational perceptions of the value of self-initiated expatriation and repatriate work.
- Identify the ‘darker’ sides of SIRs’ careers.
- Develop recommendations for strategies to avoid, cope or overcome negative career effects associated with self-initiated expatriation and repatriation.

Expected Results

While the research explores primarily micro-level (i.e. individual-level) issues, its objectives are geared to a broader contribution. Specifically, it aims to:

- Refine and extend modern career theories in relation to international mobility.

- Aid individuals in their understanding, planning and enacting of global mobility; especially in terms of how to avoid the negative effects on careers and how to improve the utilisation of the positive aspects of working abroad.
- Support organisations to identify and avoid career management policies and practices that may lead to 'darker' career experiences of SIRs and, instead, help them to formulate approaches that allow better outcomes for both employers and employees.
- Inform governmental and EU policy formulation and implementation in the area of international worker mobility.

Planned secondment(s)

- January to April 2020: University of Bamberg, DE, purpose: acquisition of theoretical and empirical knowledge on aspects of expatriates' career and employability. Prof Maike Andresen and her team have a long-established track record for excellence in global mobility, international human resource management and global careers.
- December 2020 to March 2021: International Community Platform (ICP), NL. Purpose: Augment understand and insights into the wide range of business views and corporate approaches to international mobility and employability. The Dutch employer's organisation undertakes a myriad of research projects in the field of expatriate employment, and contributes to policy-making aimed at the improvement of recruitment and retention of high potential international employees in the Netherlands in association with an extensive network of international businesses and governmental organisations.

Location

Cranfield University is an exclusively postgraduate institution that is a global leader for education and transformational research in technology and management. The University is focused on the specialist themes of aerospace, defence and security, energy and power, environment and agrifood, manufacturing, transport systems, and water. The Cranfield School of Management is a world-leader in management education and research.

Cranfield is home to many world-class, large-scale facilities which enhance its teaching and research and is the only university in Europe to own and run an airport and to have airline status. It is ranked in the top five of UK universities for commercial research income, with 81% of its research classed as world-leading or internationally excellent by the Research Excellence Framework carried out on behalf of the UK Government. Among many awards, Cranfield University has received the prestigious Queen's Anniversary Prize in Further and Higher Education on five occasions, most recently in 2017.

Cranfield School of Management is one of the world's premier business schools. The School is one of an elite group of business schools worldwide to hold the triple quality accreditations of AACSB, AMBA and the EQUIS. The schools master's programmes are consistently ranked highly. For instance, its Master's in Supply Chain Management (2nd) and Master's in Management (7th) are currently ranked in the top ten worldwide.

Successful candidates will join the research group of the Changing World of Work (CWW) group located within the School of Management. The School of Management has run the world's largest academic HRM policies and practices survey (the Cranfield Network – CRANET) for almost thirty years and its staff are involved in research, publications and business consultancy. In addition, there is strong global academic leadership, for instance evidenced in chief editor roles of *The International Journal of Human Resource Management*. There is also a thriving doctoral community consisting of about 75 PhD and DBA students.

We seek

A candidate having a relevant university degree (master's degree or equivalent) in Economics or Business Administration with a focus on Human Resource Management or International Management, Business Psychology, Economic Geography, Sociology, Business Pedagogics or related fields. Successful candidates should demonstrate outstanding academic achievements and a keen interest to research global mobility issues as well as a willingness to enrich the academic and business community.

Contact

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Interested in applying?

Eligible candidates should inform themselves about the application modalities via our project website www.glomo.eu. If you are interested in GLOMO, please apply online, using the central submission system [here](#). Please state clearly which of the 15 GLOMO research project(s) you intend to apply for. All documents need to be submitted as a **single PDF** (max. 30 MB).