

## **“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 5

**Project title:** **Creating identity: A narrative approach**

**Host institute:** Copenhagen Business School, Denmark

**Supervisors:** Prof. Dr. Per Darmer (Copenhagen Business School, DK), Prof. Dr. Silke Anger (Institute for Employment Research, DE)

**Starting date:** 1<sup>st</sup> of September, 2018 (3 years contract)

### **Short description**

ESR 5 explores the sensemaking (Weick, 1995) international assignees have of their international global careers, what it means for them to be an international employee / manager, and how that sensemaking develops with their career development. The study of their sensemaking will identify the narratives they construct and identify with when they speak about their global careers. The study consists of two case studies and the data to be collected are primarily qualitative data in order to see the sensemaking, identity and narratives of the international assignees in two case studies (defined organisational and institutional settings).

### **Objective**

- Explore the sensemaking of international assignees of their global careers, and how the careers and their sensemaking about it and their identification with it develops over time to identify the narratives they construct when speaking about their global and international careers in two the two case studies (defined organisational and institutional settings)
- The cases study looks at the local sensemaking of the international assignees to see how it (mis)fits with national/institutional, organisational, and professional narratives within the case studies.
- The foundation of the study is the local sensemaking and identity in the two case studies and it is used to explore how international assignees combine and reconstruct these in new ways when making sense of their own careers and themselves as international employees / managers

### **Expected results**

- The development of an analytical model to study and comprehend international assignees' sense-making and identity constructions when crossing cultural and linguistic boundaries. The results will be local as it is two cases that is the empirical and analytical foundation of the study, but the study will discuss if and to what extent the results might be more general (go beyond the two case studies).
- Conclusions on employee perspectives of use for HR practices in organisations

### **Planned secondment(s)**

- January to April 2020: Institute for Employment Research, DE, purpose: acquisition of theoretical knowledge and methodological approaches to international assignees.
- December 2020 to March 2021: TetraPak, NL, purpose: field-studies (interviews and observations) in two countries.

### **Location**

The Copenhagen Business School has a strong international reputation and is often highly placed in external rankings (in 2015 rankings from Eduniversal placed CBS # 3 in the world and the University of Texas at Dallas placed CBS # 7 in Europe and # 77 in the world). CBS has a very large annual output in terms of articles in peer reviewed journals (514 in 2015) and an extensive cooperation with industry. CBS has 'triple crown' accreditation (AMBA, EQUIS and AACSB).

CBS has been quoted as one of the most interesting business schools in the world today, attracting a large number of international staff (more than 1/3 of the academics). With the distinctiveness of its diversity, CBS aims to become a world-leading business university with research – and teaching – excellence in classical management disciplines (including finance and economics, accounting and operations management, marketing, strategic management and organisation) and in disciplines that place business in a wider social, political and cultural context. CBS has a particular responsibility to bring knowledge and new ideas to companies and business organisations, to the next generation of business leaders, and to society as a whole.

Students are trained within Business knowledge and business skills, combined with reflective thinking and critical approaches, it is important for CBS that its students are of value to society and are equipped to face urgent problems of society today. At CBS we challenge traditional business research and thereby improve it.

### **We seek**

A candidate having a relevant university degree (master's degree or equivalent) in Business Administration with a focus on Human Resource Management or International Management, Business Psychology, Economic Geography, Sociology, Business Pedagogics or related fields.

### **Contact**

Prof. Dr. Per Darmer  
Department of Organization  
Copenhagen Business School  
Kilevej 14A  
DK-2000 Frederiksberg  
E: [pd.ioa@cbs.dk](mailto:pd.ioa@cbs.dk)  
T: +45 3815 2919

<https://www.cbs.dk/en/research/departments-and-centres/department-of-organization/staff/pdioa>

### **Interested in applying?**

Eligible candidates should inform themselves about the application modalities via our project website [www.glomo.eu](http://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).