“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 7
Project Title: Managing global compensation and rewards
Host institute: AIRBUS Group SAS**,** France
Supervisors: Prof. Dr. Cordula Barzantny (Toulouse Business School, FR), Prof. Dr. Michael Dickmann (Cranfield University, UK)
Starting date: 1 September 2018 (3 years contract)

Short description

ESR 7 will develop an understanding of the importance of the various logics of personnel administration and pay roll systems in various European countries and cultural context configurations with the use of SAP. Contrasting patterns of influences and development of mobility barriers due to payroll system differences in Europe and beyond will be compared, leading to a conceptualisation of a possible European harmonisation of SAP payroll systems in order to facilitate European and global mobility, transnational leaves as well as European mind set development for supportive accounting practice.

Objective

- Understand the various logics of compensation and benefits within the various European countries.
- Compare contrasting patterns of influences and development of mobility barriers due to compensation system differences in Europe and beyond (analysis of local compensation and benefits in various European countries, data mapping and tracing of local tax and social practices and their impact on mobility barriers).
- Conceptualise a possible European/global harmonisation of compensation and benefits systems in order to facilitate European and global mobility.

Expected Results

- Develop theory regarding a harmonised compensation and benefits system to foster global mind set in the European qualified labour mobility context.
- Elaborate innovative solutions for developing a consistent compensation and benefits approach system across at least four European countries for mobility purposes and beyond if possible
- Help organisations and institutions to manage and ultimately attract and retain expatriates and international leaves.
- Knowledge and best practice on trans-European accounting practice.

Planned secondment(s)

- January to April 2020: Cranfield University, UK. Purpose: Idea generation on global mobility policies linked to payroll systems within an international and diverse academic environment confronting various research traditions.
- December 2020 to March 2021: IBM Denmark, DK. Purpose: learning from IBM's leading edge experience with international mobility policies; increase the understanding of the corporate view and possible opportunities on mobility payroll management of international professionals; facilitation of data collection within IBM (HR professionals and line managers).

Location

The Airbus Group is a global pioneer in aeronautics, space and defence-related services, creating cutting-edge technology. The Airbus Group operates in more than 170 locations worldwide and employs 138,622 employees in 2015.

Most of the Company's order book and growing industrial footprint now lies beyond its European borders. Such examples can be seen in aircraft final assembly lines in Tianjin, China, and Mobile, Alabama (US). We also produce helicopters in Brazil, maintain research centres in Singapore, India, the US, China and Russia, and we run Maintenance, Repair and Overhaul (MRO) hubs on five continents.

Airbus Group's strong European roots as the largest aerospace and defence company in Europe, the Airbus Group is proud of its European roots and achievements. We make a vital and growing contribution to the economies of our home countries, France, Germany, Spain and the UK, and around 35,500 of our suppliers (or 65% of our total spend) are in our home markets. We also help to preserve European competitiveness on the world stage: since our foundation in 2000, we have created 15,000 new high-tech jobs in Europe alone.

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

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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).