

“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 8

Project Title: **Managing diversity in careers: A comparative study of Self-Initiated Expatriation and Local-Plus Expatriation as an organisational practice**

Host institute: Toulouse Business School, France

Supervisors: Prof. Dr. Akram Al-Ariss (Toulouse Business School, FR), Prof. Dr. Thomas Saalfeld (University of Bamberg, DE)

Starting date: 1 September 2018 (3 years contract)

Short description

ESR 8 will develop an understanding of the dynamics of self-initiated expatriates (SIE) and local-plus expatriates as an organisational practice by comparing different SIE groups in terms of their career capital accumulation and possible corporate use of such a diversity.

Objective

- Understand the dynamics of SIE and local-plus expatriates as an organisational practice.
- Compare organisational SIEs, local-plus expatriates, and traditional expatriates in terms of their career capital accumulation and possible corporate use.
- Determine, from a strategic HR perspective, and comparing SIE's to local-plus expatriates, how companies can better use SIEs in their internationalisation policies.
- Develop recommendations for innovative HR practices regarding new forms of expatriate mobility, e.g. SIE.

Expected Results

- Develop theory regarding Self-Initiated Expatriation.
- Help organisations to identify, attract, recruit, integrate, manage, and ultimately retain SIEs and improve the overall management of expatriate mobility through innovative solutions.
- Elaborate good HR fit of global expatriate mobility with successful talent management.

Planned secondment(s)

- January to April 2020: University of Bamberg, DE, purpose: Idea generation on global mobility policies within an international and diverse academic environment confronting various research traditions. Final adjustments to research design, thorough discussion of theoretical framework and methodology; linking the project to wider theoretical debates on migration and organisations research.

- December 2020 to March 2021: IBM Denmark, DK, purpose: gather documents and conduct expert interviews with SIEs and local-plus expatriates in DK.

Location

The Toulouse Business School is a French 'Grande École' Business School (>4,200 students) with an academic focus on business, social and economic sciences. TBS is part of Toulouse University and a partner in the University Doctoral School in economics, management and law. Founded in 1903 by the local Chamber of Trade and Industry it has traditionally extensive cooperation with industry and the local, regional, national as well as international corporate environment.

TBS has 'triple crown' accreditation (AMBA, EQUIS and AACSB) since 2003. With its large network of international partner universities, TBS facilitates internationally oriented degree programmes and research projects. The promotion and development of young talent is of particular importance to TBS (motto: "Think & Create").

Our graduates are prepared for reflective responsible business with academic and professional preparation for openness, audacity, enthusiasm and ethical standards.

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).