

“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 10

Project Title: **Managing language perspectives on an international career**

Host institute: Copenhagen Business School (CBS), Denmark

Supervisors: Prof. Dr. Mette Zølner (CBS, DK), and Prof. Herbert Brücker (Institute for Employment Research (IAB, Germany)

Starting date: 1 September 2018 (3 years contract)

Short description

ESR 10 will explore how languages constitute challenges and opportunities for employee mobility in Europe.

Objective

- The objective of the project is to comprehend how language practices within organisations influence the career of international assignees.
- The project will investigate which practices companies apply to cope with language barriers (i.e. language brokers, language switching) and then analyse implications for HR practices and power distribution within organisations. To this organisational perspective, the project will add an individual perspective in order to explore how individual employees perceive such practices and adopt strategies for coping with these, and perhaps turn these into career opportunities.
- The complementary perspective (meso and micro) calls for a case-study methodology as this allows for in-depth qualitative studies of phenomena within a particular societal and implications context.
- Empirically, the project will focus on organisations in which language barriers are the least expected, namely in MNCs with English as corporate language. In addition, particular groups of mobile employees will be identified according to a) their language competences (i.e. native English speaking and others); b) their professions, functions (i.e. engineers and corporate staff functions) and c) positions in the hierarchy (employees with and without managerial responsibility).

Expected Results

- Systematic literature review on how a common corporate language influences HR practices, careers, collaboration and power distribution in MNCs.
- Development of an analytical model for comprehending language practices and strategies in multilingual MNCs.
- Conclusions on language designs in MNCs of use for HR practices in organisations.

Planned secondment(s)

- January to April 2020: Institute for Employment Research, DE. Purpose: gaining theoretical knowledge and methodological approaches to international assignees.

- December 2020 to March 2021: Airbus Group Spain, ES. Purpose: field-studies with observations, interviews and collection of documents.

Location

The CBS 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 Organisational Studies or Business Administration with a focus on Human Resource Management and, who is interested in adopting a sociological and qualitative perspective to global mobility of employees. Successful candidates should demonstrate outstanding academic achievements and a keen interest to research global mobility issues.

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).