

“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 11

Project Title: **Global Mobility: Implications of National Hostility**

Host institute: Cranfield University, UK

Supervisors: Prof. Dr. Michael Dickmann (Cranfield University, UK) and Prof. Dr. Vesa Suutari (University of Vaasa, FIN)

Starting date: 1 September 2018 (3 years contract)

Short description

Migration flows and large scale immigration may result in social and political changes in countries. A plethora of global workers – including business travellers, short and long-term assignees, self-initiated expatriates, localised staff and employed migrants – and their families might encounter some conditions that they see as unwelcoming or even hostile. Too little is known about these contextual factors and their impact on the careers and (daily) life experience of global workers and how individuals, organisations and society can master the arising challenges.

Objective

To investigate societal factors and systems that may be seen as hostility in the context of global work in order to:

- Explore different forms and degrees of hostile environments in various contexts, including high levels of migration, degrees of threat and insecurity.
- Investigate individual (re-)actions to cope with various facets of hostile environments, including activities to identify, manage and minimise threats and effects on careers.
- Assess organisational approaches to international work in hostile environments
- Develop insights and recommendations for individuals, organisations and society.

Expected Results

While the research explores primarily macro-level issues, its objectives are geared to a broader contribution. Specifically, it aims to:

- Develop insights in relation to working in hostile environments. This is likely to include the exploration of the sources of hostility, the identification of critical incidents impacting on individuals and organisations as well as the exploration of alternative forms of work.
- Support individuals in their understanding and resolutions of tensions and paradoxes that emerge as a result of working in hostile and/or unfriendly environments.
- Assist organisations to develop global career management design principles to support the individuals who undertake their international work in a hostile context.

- Inform cities, governments and EU policy formulation in relation to migration and working in hostile environments.

Planned secondment(s)

- January to April 2020: University of Vaasa (Fi). Prof. Suutari leads the research group in *Human Resource Management* (HRM). Purpose: the acquisition of theoretical and empirical knowledge on hostile environments and the resulting effects on expatriates and other global workers.
- December 2020 to March 2021: atrain (De) is a global consulting company specialised in building client organisation's human capital. atrain's core areas of expertise include: people and organisational development and talent and leadership development services that are sensitive to the organisational context as well as the external and internal labour market that may experience hostility towards migrants and international workers. Purpose: to investigate how international employees cope with hostile conditions, the facilitation of data collection within atrain and its network of international professionals, HR and line managers.

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 highly 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

Prof. Dr. Michael Dickmann
Cranfield University
School of Management
College Road, Cranfield MK43 0AL, UK
United Kingdom

E: m.dickmann@cranfield.ac.uk

T: +44 1234 751122

<https://www.cranfield.ac.uk/som/people/professor-michael-dickmann-327415>

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).