“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 9

**Project Title:** Managing retention via job embeddedness

**Host institute:** University of Bamberg, Germany

**Supervisors:** Prof. Dr. Maike Andresen (University of Bamberg, DE), Prof. Dr. Svetlana Khapova (Vrije Universiteit Amsterdam, NL)

**Starting date:** 1 September 2018 (3 years contract)

**Short description**

ESR 9 will investigate determinants why some foreign employees stay abroad permanently and why others leave a host country.

**Objective**

The objective of this research project is to investigate factors at the individual, organisational and institutional level that explain why foreign employees stay in their country of residence permanently or intend to stop their career abroad and leave this country. In order to understand individuals’ decision-making process, a focus shall be placed, among others, on expatriates’ international relocation mobility willingness and its antecedents (including expatriates’ occupational, organisational and community embeddedness and adjustment over time) as well as on individuals’ differences in career definitions between countries and their implications for the retention of foreign employees.

As this project’s focus is on the organisational perspective, implications for Human Resource Management shall be derived. In this vein, human resource managers (recruiters), supervisors and foreign employees working in different European countries shall be surveyed with the aim to identify, compare, analyse and evaluate organisational good practices and prerequisites to retain foreign employees.

**Expected Results**

- Systematic literature review about factors determining expatriates’ intention to stay in their current country of residence and organisational practises that serve to retain foreign employees.
- Development of empirically-based models explaining individuals’ decision-making regarding their stay in the foreign country of residence and organisations’ motives, goals and management approaches regarding retention of foreign employees.
- Conclusions for organisations regarding retention of foreign employees and approaches to influence foreign employees’ decision-making process (including both human resource management practices and community policies, city marketing, immigration and integration policies in the EU Common Market).
Planned secondment(s)

- January to April 2020: Vrije Universiteit Amsterdam, NL. Purpose: acquisition of theoretical and empirical knowledge on aspects of highly-skilled expatriation and discussing implications with Dutch HR managers, considering the role of e.g. colonialism for retention.
- December 2020 to March 2021: Wärtsila, Fl. Purpose: access to international employees working in more than 70 countries for data collection.

Location

The University of Bamberg is an internationally recognised centre for excellent research and teaching in the Social Sciences, Economics, and Business Administration with a particular emphasis on labour markets and education, including a long-standing track record in funded research on migration/expatriation. The University’s research excellence in this area is underpinned by the Leibniz Institute for Educational Trajectories in Bamberg. Moreover, the University’s Faculty of Social Sciences, Economics, and Business Administration and the Federal Institute for Employment Research in nearby Nuremberg cooperate closely.

The Bamberg Graduate School of Social Sciences is funded under the German Excellence Initiative to provide outstanding graduate training and supervision in English to its international student body.

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).