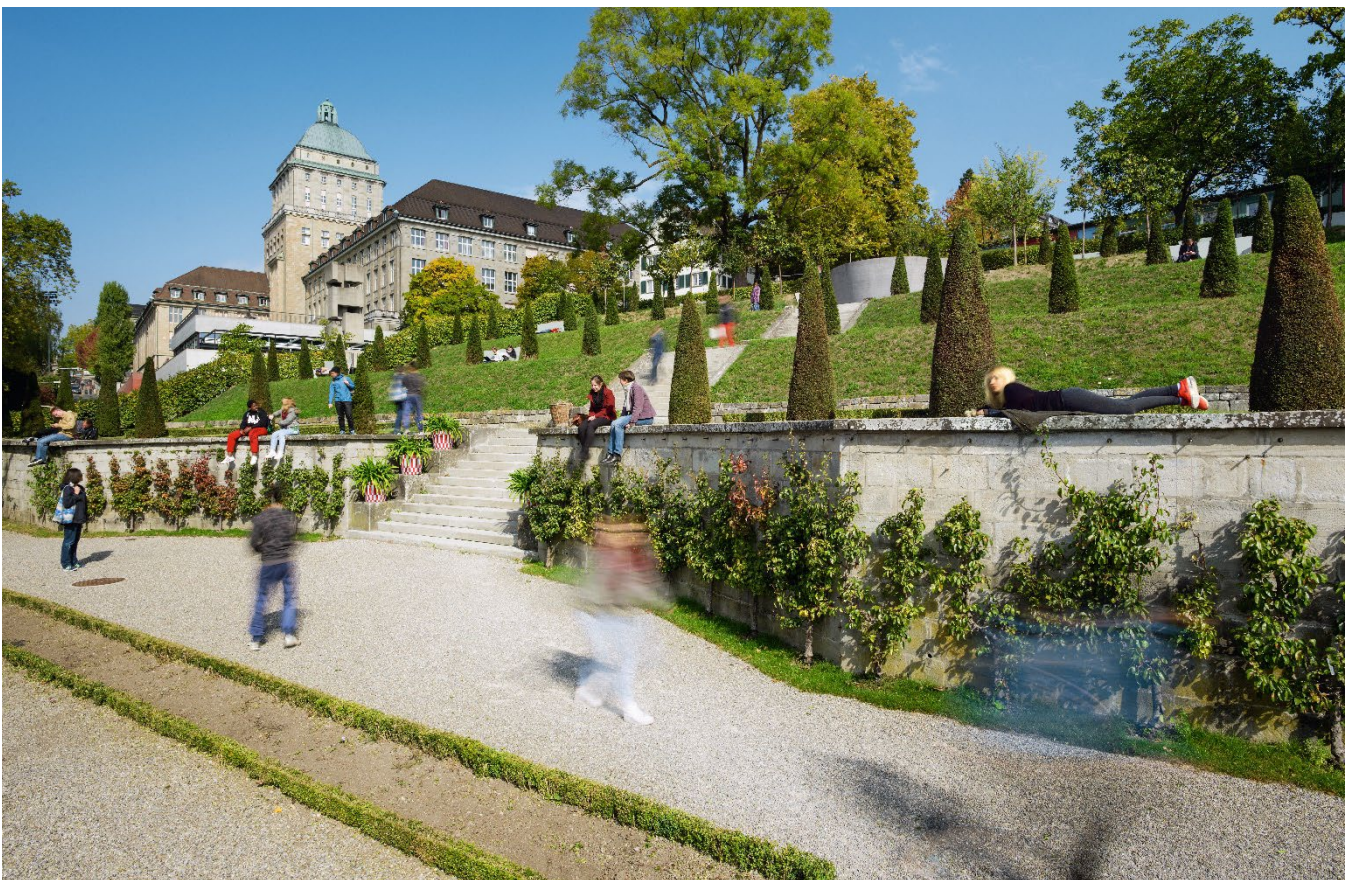


PhD opportunity in Business Administration

Fully funded and including employment as a research associate

With a focus on organizational behavior and specifically, emotions and emotional intelligence



The Department of Business Administration at the University of Zurich is inviting applications for a PhD position with a focus on organizational behavior and, specifically, emotions and emotional intelligence at work. The PhD student will be supervised by Prof. Dr. Jochen Menges, Chair of Human Resource Management and Leadership, and become a team member in the Center for Leadership in the Future of Work.

1 Your Tasks

Your primary tasks are...

- to conduct research and publish in top-tier journals in the area of organizational behavior and/or human resource management, with a special focus on emotions and emotional intelligence at work
- to assist with the development and delivery of organizational behavior and/or human resource management courses, for undergraduate, graduate and/or executive participants
- to provide supervision for undergraduate and graduate students
- to contribute to the Center for Leadership in the Future of Work as a leading platform for rigorous research, forward-looking teaching, effective outreach, and organizational and societal impact

2 Your Qualifications

Your qualifications include...

- an enthusiasm for topics concerning emotions and emotional intelligence at work
- an excellent Masters degree or its equivalent in Business or Psychology or neighboring fields, including successfully completed courses in organizational behavior or organizational/industrial psychology or social psychology
- excellent oral and written English, as evidenced, for non-native speakers, in relevant test scores (e.g., TOEFL), stays abroad and/or a Masters thesis written in English; German language skills are not needed (taking German classes is an option for those who want to)
- a very good understanding of quantitative methods, including study design and statistical analyses, and a very good command of relevant software packages, such as R, Mplus, Stata, and/or SPSS
- good technical skills, including a very good command of Microsoft office software; any coding skills are a plus
- a strong interest in research and, ideally, some relevant experience, for example, as a research assistant
- curiosity and discipline, self-reliance and initiative-taking, as well as a collaborative spirit and energy for working in a team

3 Your Opportunity

You have the opportunity...

- to complete a PhD at an internationally renowned research university, with full funding and including employment as a research associate for up to six years at an internationally competitive salary level, in line with the university's compensation scheme
- to work with leading scholars through collaborative research projects on issues of great societal relevance
- to be part of a dynamic team that is dedicated to top-tier research, inspirational teaching and impactful outreach while fostering a positive working atmosphere
- to partake in extensive career development; that includes, for example, regular mentoring, relevant courses, extensive networking opportunities, and support for workshops and conferences
- to develop a broad skill set by gaining teaching/training and consulting experience, and to expand your professional network through contacts to some of the world's most renowned businesses that belong to the center's network both locally in Zurich and globally
- to live in a city where the quality of life is among the best in the world



The Focus of Your PhD Studies

Our world is changing profoundly, with implications for how people live and work. These changes, as diverse and multi-faceted as they are, have one aspect in common: they elicit emotions in people (Frijda, 2007). These emotions, in turn, can help people prepare for and succeed in a changing world, but they can also impede progress, become a burden, derail people, and deteriorate their health. Thus, a more nuanced understanding of emotions is urgently needed. We focus on how emotions unfold at work, what abilities people need to effectively deal well with emotions (such as emotional intelligence), how emotions

are affected by interpersonal processes (such as leadership), and what organizational structures and cultures are conducive to the beneficial effects of emotions. As a member of our team, you will focus on emotions and emotional intelligence at work at part of your PhD studies.

4 About Us

The University of Zurich is one of the leading research universities in Europe and enjoys an excellent international reputation. With scholars and students from all over the world, the Faculty of Business, Economics and Information Technology engages with the important economic and social questions of our times and addresses them through cutting-edge research. The Department of Business Administration, specifically, focuses on organizations.

The Center for Leadership in the Future of Work was established with the support of some of the world's most renowned businesses that provide both funding and access to data, with the goal of growing a vibrant global people innovation ecosystem that prepares people and organizations for the future of work. We give aspiring researchers an opportunity to grow their careers in a collaborative setting with an international outlook, and we foster a startup spirit that allows all members of the Center to shape and contribute to the Center's goal of developing a leading platform for rigorous research, inspirational teaching, effective outreach, and organizational and societal impact. The Chair of Human Resource Management and Leadership is part of the Center for Leadership in the Future of Work.



5 About Zurich

Located in the heart of Europe, Zurich is an important economic, cultural, and social center. The image of the largest city in Switzerland is dominated by its beautiful location on Lake Zurich and the Limmat River, its stunning views of the Alps on the horizon, numerous local recreation areas, and urban diversity. Around 440,000 people from more than 175 different countries live in Zurich. Zurich offers something for everyone: culinary flights of fancy, limitless shopping, numerous cultural and sporting events, Switzerland's trendiest nightlife, over 50 museums and 100 galleries, to mention only a few – plus the amazing outdoors of Switzerland with world-class skiing slopes, hiking trails, and watersports opportunities are just steps away and often accessible with public transport.



6 Timeline and How to Apply

Step 1: Please submit your application in English until **15 April 2024** via e-mail to recruiting.clfw@business.uzh.ch, indicating "Application for PhD Opportunity" in the header of your e-mail. Your application should consist of two PDF documents:

First, please put the following documents in this order into a single PDF document:

- A 2-page cover letter that describes your motivation and includes your contact data
- A current CV that includes any research-relevant experiences (assistantships, internships, lab experience, conference presentations, publications, etc.)
- Copies of your final transcripts for high school and all university degrees
- Optionally, any transcripts for tests scores (e.g., TOEFL, SAT, ACT, GRE, GMAT)
- Names and contact data including e-mail and phone number for two referees who can speak to your research abilities and potential in academia.

Second, please submit a copy of your Masters thesis as a separate PDF document. If you did more than one Masters degree, please submit your latest thesis.

Step 2: If we see a good fit between your profile and our offer, we will invite you for a Zoom interview and afterwards may follow up with online Assessment Center. A first round of Zoom interviews and Assessment Centers are conducted in **May 2024**.

Step 3: To get to know each other, we invite successful candidates to Zurich for further interviews. A first round of interviews in Zurich are scheduled for **5, 6, and 7 June 2024**. Please block these dates in your calendar.

Step 4: The potential start date for the position is **1 September 2024**. However, the start date can be flexible depending on your circumstances; thus, please let us know in your cover letter by when you would be free to join us and when your desired start date is.

If you do not hear from us until **31 July 2024**, please understand that we cannot take your application forward.

Any questions?

If you have questions about the application process or your fit with the position, you may contact us at recruiting.cfw@business.uzh.ch. Given the volume of applications, individual responses may take some time. Thank you for your patience.

We look forward to receiving your application!



Contact

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