

Following position is vacant in the **Faculty of Economics and Business** of KU Leuven:

PhD student (100%) for PhD topic: ‘The role of justice motives in bystanders’ reactions to interpersonal mistreatment at work’ at the Research Center for Work and Organisation Studies (WOS), Campus Brussels.

Contract: Full-time
Period: Fixed-term
Place: Brussels
Start: October 1 st , 2018
Apply before: August 10, 2018

The Research Center for Work and Organisation Studies (WOS) is an interdisciplinary group of scholars located in Brussels, Leuven and Antwerp. The group’s research unites different theoretical as well as methodological perspectives in studying work-related and organizational topics. See: feb.kuleuven.be/research/wos.

Project

Bystanders’ reactions to interpersonal mistreatment (e.g. incivility, workplace bullying, social undermining) is a much understudied topic. This is striking, as bystanders play a pivotal role in the occurrence and process of interpersonal mistreatment at work and could therefore present valuable leads for its prevention. In the current PhD project, we aim to disentangle their reactions by applying the lens of justice motives. More specifically, we aim to study the role of instrumental (i.e. usefulness motives– for example, not responding because I need a favor from the perpetrator), relational (i.e. social motives – for example, responding because I want to monitor my social status in the team) and deontic (i.e. ethical motives – for example, responding out of empathy with the target) justice motives in the eventual responses of bystanders to the mistreatment situation. First, we explore and integrate relevant literature to address our overall research question in a theoretical model, which will serve as a guideline for the subsequent steps. Second, we investigate associations between bystanders’ motives and their responses using a multi-method approach (i.e. experimental – survey). Third, we explore what broader contextual factors (e.g. a stressful job, a competitive work setting, company policies to prevent mistreatment) mold these justice motives. Fourth, we investigate which bystander reactions are effective – for the target, for the bystander him/herself and for the team where the mistreatment is taking place – under which circumstances. In all, our project aims to advance scientific knowledge as well as add to practical insights in bystanders’ reactions to interpersonal mistreatment.

Your job will consist of the following activities:

- Working proactively on the several steps of the project; including assessing a thorough literature review and designing, collecting, and analyzing a series of quantitative studies
- Writing down scientific papers about this research with the aim of integrating them in a doctoral dissertation;



- Active participation in (international) seminars and conferences;
- Completion of the PhD program of the Faculty of Business and Economics (see: https://feb.kuleuven.be/eng/leuven/edu/phd/phd_business_economics)
- Provision of teaching support in courses of the academic faculty (e.g., supervision of master's theses, supervising and grading exams).

Profile

- You hold a master's degree in Psychology, Applied Economics, Social Sciences, or Behavioral Sciences
- You obtained at least 2 'honours' (e.g., cum laude, distinction) over the course of your higher education
- You are intellectually curious and have a strong interest in the topics of interpersonal mistreatment and justice
- You have experience with quantitative research (and with survey research and experiments in particular), and/or you are prepared to update your knowledge in that area
- You have a smooth pen and good language skills
- You are a team player with a proactive, self-directed approach to work

Offer

We offer employment as a full-time doctoral researcher in a stimulating environment in a group that is actively involved in research at the highest international level (see: feb.kuleuven.be/research/wos) from Oct 1st 2018 (starting date is negotiable) and this for a period of 3 years (pending on positive evaluation after 12 and 24 months. Extension of this period is dependent on extra funding). PhD candidates at KU Leuven have a salaried position with social security coverage and earn approximately 26k€ per year.

More information on the terms of employment can be found on:

<https://www.kuleuven.be/personeel/jobsite/en/working-at-kuleuven>

Interested?

We ask all applicants to submit a recent CV (including study results of each year of higher education) and motivation letter to jan.dierick@kuleuven.be before August 10, 2018. Please mention the topic of justice and mistreatment in the subject line.

Contact Prof. Dr. Elfi Baillien (<https://feb.kuleuven.be/Elfi.Baillien>) or Prof. Dr. Lieven Brebels (<https://feb.kuleuven.be/Lieven.Brebels>) for any remaining questions you may have concerning this position.

KU Leuven carries out an equal opportunity and diversity policy.