

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

PhD student (100%) for PhD topic: ‘The antecedents of work design: When and for whom do managers design high quality jobs?’ at 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
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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

The PhD project is part of a larger research project on job design. Job design pertains to the content and organization of one’s work tasks, activities, relationships and responsibilities. The way jobs are designed matters: Numerous studies have shown that enriched jobs with many job resources (e.g., autonomy, feedback, opportunities to learn) and reasonable job demands (e.g., workload, role conflict) contribute to employee well-being, health and performance and may therefore impact on organizational success.

Despite its importance, surprisingly little is known about the antecedents of job design: *Who* designs high quality (as opposed to low quality) work? *When* do people choose high quality options when tasks and roles are divided into jobs. And *for whom*? This project aims to focus on managers as job designers and study when and for whom they design high quality work using experimental and survey research.

First, we validate scenarios assessing managerial job design behaviors to enable our further research. Through a series of experiments, we then examine which personal factors of the manager (e.g., knowledge, motivation), organizational circumstances (e.g., organizational hierarchy, economic crisis) and characteristics of the employees for whom jobs are designed (e.g., age, gender) influence managers’ decisions in designing work. Using a questionnaire design, we then study how these factors come at play in the design of jobs in organizations in real life.

Your job will consist of the following activities:

- Working proactively on the several steps of the project including executing experimental and survey studies
- Writing scientific papers 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, Behavioral Sciences, or a related discipline
- You obtained at least 2 ‘honours’ (e.g., cum laude, distinction) over the course of your higher education
- You are intellectually curious and are interested in the topic of job design
- You have experience with or strong interest in designing and executing quantitative research (and with experiments and/or survey research in particular)
- You have good writing skills and are fluent in English
- You are an analytic thinker with a proactive, self-directed approach to work
- We especially encourage candidates who are familiar with designing experiments and thinking in terms of causal relationships to apply

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 work design in the subject line.

Contact Prof. Dr. Anja Van den Broeck (Anja.vandenbroeck@kuleuven.be), Prof. Dr. Filip Germeys (filip.germeys@kuleuven.be) or Prof. Dr. Karin Proost (Karin.proost@kuleuven.be) for any questions you may have concerning this position.

KU Leuven carries out an equal opportunity and diversity policy.