
**DCU Business School
PhD Opportunities**

Exploring biases in employment contexts

Project Area/Topic

The project will focus on the impact of biases (e.g., gender, motherhood) in the context of employment decisions which is a timely and important topic. Specifically, the project aims to investigate either the interplay of factors (e.g., evaluator gender, type of personnel decision) that foster gender discrimination in the hiring process or the role of motherhood in screening and hiring decisions. Given the vast amount of studies carried out in the laboratory with student samples, we intend to research hiring decision making processes in organizational samples.

Entry Requirements

To be accepted to the PhD programme, applicants must hold a Masters degree by research from a recognised university. Applicants who do not hold a Masters by research (i.e. those with a taught Masters) may be considered for the PhD-track programme. If progress is satisfactory after the first year – judged by work in progress and an oral examination – the scholar may then transfer to the PhD programme.

The applicant should ideally have a background in psychology or business studies with an interest in the field of gender in the workplace. Analytical skills and knowledge of quantitative data analysis would be advantageous.

Application Procedures

Applicants should submit their CV and a research proposal (approx. 3,500 words) by email to: Ms. Rachel Keegan at rachel.keegan@dcu.ie

Guidelines on how to structure a proposal can be found at:
http://www.dcu.ie/dcubs/research_proposal_guidelines.pdf

Informal enquiries about this/these position/s may be made to Dr. Janine Bosak
janine.bosak@dcu.ie