
**DCU Business School
PhD Opportunities**

**Human Resource Management/
Employment Relations**

Applications are invited from individuals interested in studying for a PhD in the area of Human Resource Management/ Employment Relations.

Project Area/Topic

The project will focus on the key determinants shaping HRM in smaller firms. This will involve theoretical and empirical explorations into both industry specific contextual factors and the role of employees in shaping the nature of HRM interventions most appropriate to small firms. The project may embrace entrepreneurial firms, traditional small firms and/or medium sized firms. In all cases the contribution of the HRM/Employment Relations literature has been rather limited, rarely offering insights beyond the prescription of large firm solutions and ideals. The central role of smaller firms in generating economic growth and renewal means that redressing this deficiency is critical to both policy and practice.

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.

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 Brian Harney at brian.harney@dcu.ie