
**DCU Business School
PhD Opportunities**

HRM/OP Group

Applications are invited from individuals interested in studying for a PhD in the area of HRM in healthcare.

Project Area/Topic

The project will focus on the HR-Performance link in Irish hospitals. The core focus of the HR function is to ensure that service-related issues are effectively addressed by management.

Nonetheless HR has struggled to support service-delivery and improvement in the hospital sector. This study will consider the HR practices which influence performance outcomes in hospital organisations. The successful candidate will work with an existing research team, conducting research in this area.

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 Professor Patrick Flood at patrick.flood@dcu.ie