

**UNIVERSITY OF KENT  
KENT BUSINESS SCHOOL**

**PhD Studentship in Strategic Human Resource Management and Employee Engagement**

Applications are invited for a full-time PhD studentship in the area of Strategic Human Resource Management, starting as soon as possible but no later than January 2011. The studentship is being supported by Kent Business School and will involve working under the supervision of Professor Katie Truss. The main purpose of the studentship is to study employee engagement within the context of small to medium-sized enterprises (SMEs). Professor Truss has led several research projects on employee engagement since 2006 funded by industry and the CIPD, and the studentship will build on research undertaken to date.

The PhD student will join the Centre for Employment, Competitiveness and Growth (ECG) within Kent Business School and will be based primarily at the University's Medway Campus with Professor Truss. However, they will also be part of the Business School's doctoral community at Canterbury, so the role will involve some travel between the two sites.

Kent Business School has a thriving doctoral programme with around 80 research students, working alongside a growing international academic team. The Centre for Employment, Competitiveness and Growth has a sustained track-record in research involving SMEs, and the student will be working alongside other PhD students and researchers within the Centre.

The studentship covers Home/EU fees and provides a monthly stipend (approximately £13,500 p.a). The ideal candidate would normally be expected to hold a 2:1 or First class honours degree plus a master's degree, or equivalently an upper 5-year undergraduate degree if coming from Europe, with a background in human resource management, organisational behaviour, or occupational psychology. Advanced quantitative skills will also be required. Excellent written and verbal communication skills are essential. Applications will be assessed based on previous academic achievements and relevant skills.

**How to Apply**

Initial applications should be sent to Claire Baldock, Research Secretary, Kent Business School, University of Kent, Canterbury, Kent CT2 7PE, telephone 01227 823009, e-mail [phdinfo@kent.ac.uk](mailto:phdinfo@kent.ac.uk) quoting 'Truss PhD Studentship' in the e-mail subject. Further details regarding the studentship are available through the web link below:

<http://www.kent.ac.uk/kbs/programmes/research/opportunities/index.html>

Applications should be sent electronically and include all of the following materials:

- A cover letter or proposal explaining your specific interest in the research project, relevant training and skills appropriate to working on the project, and long-term career goals
- A curriculum vitae (CV)
- Official transcript(s) of your undergraduate/postgraduate degrees
- Names and contact information of two references (one of which must be from an academic institution you have studied at who can supply letters of support if short-listed for the position)
- If English is not your first language then evidence should be supplied that meets the minimum English language requirements (Click for details).

<http://www.kent.ac.uk/studying/postgrad/international/english.html?tab=entry-requirements>

**Completed applications should be received no later than: 31<sup>st</sup> October 2010**