

Job Opening

**Doctoral (PhD) Position at the interface of Human Resource Management  
and Management Accounting**

(60% TV-L E13)

The Chairs of Human Resource Management (Prof. Petra Nieken) and Management Accounting (Prof. Marc Wouters) at the Karlsruhe Institute of Technology offer a pre-Doctoral research position as of **November 1, 2020** (or later). With our guidance, you will develop your own research agenda and participate in writing a research grant application. The research will focus on HRM and MA practices in the digital economy, for example, how such practices could be adapted to the “gig economy” or how big data and analytics could impact individual and team performance measurement.

**What we offer**

- Intensive collaboration in the HRM and MA teams
- Excellent and interdisciplinary scientific environment
- Access to KD<sup>2</sup>Lab, one of the largest computer-based experimental labs
- Regular local and regional research workshops (Heidelberg-Mannheim-Karlsruhe area)
- Opportunity for exchange in our international networks

**What we expect**

- Qualified master degree in business administration, economics, industrial engineering, or a related field (or be near the completion of your studies)
- Good research skills
- Reliable and independent work attitude, as well as a good team player
- Fluent English (fluent German would be an asset)

The position is initially limited to one year. The intention is to offer an extension if funding is available. KIT is pursuing a gender equality policy. We would therefore particularly encourage qualified women to apply. If qualified, handicapped applicants will be preferred. Please email your application (CV, transcripts, short letter of motivation) to [hrm@wiwi.kit.edu](mailto:hrm@wiwi.kit.edu) until **30.09.2020**. Review of applications will start immediately and will continue until the position is filled. If you have any questions, please contact Prof. Nieken ([petra.nieken@kit.edu](mailto:petra.nieken@kit.edu)) or Prof. Wouters ([marc.wouters@kit.edu](mailto:marc.wouters@kit.edu)).

Karlsruhe Institute of Technology (KIT) is a public corporation pursuing the tasks of a State University of Baden-Wuerttemberg and of a national research center of the Helmholtz Association. The KIT mission combines the three strategic lines of activity of research, higher education, and innovation. With about 9,400 employees and 24,500 students, KIT is one of the big institutions of research and higher education in natural sciences and engineering in Europe.