

PhD and Postdoc Positions in Management (Organizational Behavior) at ISM University of Management and Economics



About the position

We are looking for passionate researchers for a ground-breaking project titled "Overcoming Societal Tensions in Europe: Can Age-Diverse Friendships be the Solution?", in which we aim to investigate how friendships across different generations can enhance cooperation and tolerance within Europe's diverse society. The project is founded on the belief that age-diverse friendships, particularly in the workplace—a natural meeting point for different generations—can act as a catalyst for social change, promoting broader societal cohesion. Ideal candidates are those passionate about making a tangible impact on how societies function and thrive through improved intergenerational relations. The position is funded by the Volkswagen Foundation as part of an international research project „Overcoming Societal Tensions in Europe: Can Age-Diverse Friendships be the Solution?“.

What we offer:

- Appreciative communication and cooperative spirit
- Excellent learning and development opportunities
- Scope for creativity, own ideas, and self-initiative in research and teaching
- Supervision and developmental feedback in writing scientific publications, regular visits to international conferences, the opportunity to establish your professional network, the possibility of a research stay abroad as well as the lively exchange with other international leading teams in the field of management and organizational psychology
- Fully funded PhD tuition fees (for PhD)
- Budget for field work and conference participation

What You'll Do:

- Support of the international research project on the topic of age-diverse friendships (together with project partner universities)

- Planning and implementation of empirical studies in the field of organizational behavior (primarily on the topic of age-diverse friendship, further topics possible)
- At least one of the following:
 - Qualitative interview-based research
 - AI-based data analysis
 - Statistical data analysis (e.g. with SPSS, Mplus, or R)
- Collaborate with scholars and PhD students at partner universities in completing project tasks
- Presentation of research results at international conferences
- Publication of research results in international scientific journals

What You Bring:

- Interest in the topic of age-diverse friendship (further topics possible)
- Top-level master's degree in psychology, management, or related fields (for PhD)
- Top-level PhD degree in psychology or management (for Postdoc only)
- Highly reliable, self-initiative, proactive, and independent way of working
- High-quality communication skills, especially in English, and a wish to write scientific publications
- Secure MS Office skills (especially Word, Excel, and PowerPoint)

How to apply:

If you are interested or have any questions before applying, please contact Prof. Dr. Bernadeta Goštautaitė (bergos@ism.lt).

To apply, please submit your CV to phd@ism.lt.

Application deadline: [March 15 - May 15, 2024](#) or until the position is filled.

About the Research Project Funded by the Volkswagen Foundation:

Partner universities:

Ulrike Fasbender ([University of Hohenheim, Germany](#))

Lisbeth Drury ([Birkbeck, University of London, United Kingdom](#))

Bernadeta Goštautaitė ([ISM University of Management and Economics, Lithuania](#))

Anita Keller ([University of Groningen, the Netherlands](#))

Michela Vignoli ([University of Trento, Italy](#))

Overcoming Societal Tensions in Europe: Can Age-Diverse Friendships be the Solution? The project aims to uncover the full potential of age-diverse friendships to strengthen cooperation and tolerance across different generations in Europe. Many of Europe's current challenges, such as migration or pension and social security, are linked to tensions between different social groups, including age groups. Friendship is the most powerful form of contact. When different social groups develop friendships, it can change their behavior. This project focuses on age-diverse friendships in the workplace as it is a hub for people from different generations to meet and the positive effect of age-diverse friendships formed in one context such as the workplace can spill over to other contexts. This project combines qualitative and quantitative methods, experimental designs, and intervention methods. By doing so, the consortium will explore the potential for age-diverse friendships to function as social glue in society across five work packages: (1) understanding the meaning of age-diverse friendship in different contexts, (2) studying why and when age-diverse friendships lead to support towards other age groups, (3) explore the potential of age-diverse friendships to reduce wider societal tensions, (4) ask whether and under which conditions age-diverse friendships facilitate social cohesion and (5) how organizations can support the formation and maintenance of age-diverse friend-ships.