



ESRC DTC PhD Collaborative Studentship: Warwick Business School in collaboration with Institute for Collaborative Working (ICW)

Understanding the Psychology of Collaboration

Doctoral Studentships in the Social Sciences

The ESRC Doctoral Training Centre at the University of Warwick, one of 21 such centres in the UK, embodies the university's commitment to producing the next generation of leaders in social science research. Internationally renowned for its research excellence, Warwick is now inviting applications for an ESRC Doctoral Studentship in association with our collaborative partner, ICW, to commence in October 2016.

Our ESRC studentships cover fees and maintenance stipend and extensive support for research training, as well as research activity support grants. It is available only to applicants who meet the ESRC's residency requirements, details of which can be viewed at:

http://www2.warwick.ac.uk/fac/cross_fac/esrcdtdc/studywithus/eligibility/.

Project Summary

The proposed PhD research seeks to provide foundations for *collaboration* by investigating the nexus of inter-organizational relationships and psychology. This doctoral research will be supported by the ICW (Institute for Collaborative Working).

Organisational mechanisms directly or indirectly impact the way individuals enact collaborative behaviours. So at an organisational level, what kinds of mechanisms drive a collaborative culture? At an individual level, what specific skills, traits and biases are more (or less) likely to be effective for collaboration? How could we create an organisational structure that fosters collaborative working? Embedded in these questions are the interplay between individuals and organisations and it is this dynamic that we would like to further explore with this research. This work will directly contribute to the discourse on the institutionalisation of inter-organisational collaboration.

The PhD research will be focussed on two levels of analysis which will be conducted in parallel. These will be; 1) the organisational and 2); the individual levels which will be investigated by using complementary research methods.

- 1) At the organisational level, the PhD candidate will work to analyse organisations that engage in collaboration in order to identify collaborative organisational cultures and structures. This will predominantly entail interviews, site visits and passive observation of collaborative projects predominantly working with companies who are BS11000 certified. The aim of this stage is to understand the degree of adoption and implementation of collaborative working practices in the UK and beyond. ICW members such as (including but not limited) Network Rail, Costain, Boeing, Morgan Sindall and EMCOR Group have all indicated interest and are willing to provide access for the proposed research.

- 2) At the individual level of analysis, the PhD candidate will design and conduct experiments to profile individual collaborative behaviour with the aim to create a theoretically derived and practically relevant psychometric instrument. This instrument will facilitate industry in: 1) identifying employees and managers for collaborative projects, and 2) identifying individual training needs so as to develop employee skills in organisations. This psychometric instrument will be developed over the course of 4 years with further opportunities to involve a software company to implement it into a digital platform.

If you have specific enquiries and would like to discuss the proposal further, please feel free to contact Dr. Mehmet Chakkol (mehmet.chakkol@wbs.ac.uk).

Supervision

The PhD research will be supervised by Dr. Mehmet Chakkol and Dr. Mark Johnson, and the industry collaborator will be David Hawkins (Director of Operations, ICW).

Applications

Candidates should have a minimum 2.1 class undergraduate degree in a relevant discipline and possibly a Masters degree in a relevant area of management, supply chain management or psychology. In addition, given the requirement to engage with a broad range of stakeholders, the student will need to be able to demonstrate good interpersonal skills including the ability to make effective verbal and written presentations to senior level managers in a commercial environment.

Candidates must apply via the Warwick Business School Doctoral Programme. Details of the application process can be found at: <http://www.wbs.ac.uk/students/doctoral/applying.cfm>

Applications must be made online by **Thursday 30th June 2016 at the latest**. The online application form can be accessed at: <http://go.warwick.ac.uk/pgapply>

Candidates are invited to set out a short proposal (2 pages) that addresses the proposed research topic, framed by relevant literature, and with an outline of the proposed research design and its potential practical and theoretical contribution. A full proposal will be shaped further with direction and guidance from the supervisors once the successful candidate joins the programme.

Please state clearly on the form that you are applying for this project and under the section 'Finance: How would you finance yourself at Warwick?' please select 'Studentship' and quote: '**ESRC DTC Collaborative Studentship: Institute for Collaborative Working**' under Name of Award, and also email Dr. Mehmet Chakkol (mehmet.chakkol@wbs.ac.uk) to let him know that you have applied so we can identify your application.

For further information on the research project please contact Dr. Mehmet Chakkol.

For queries relating to the Doctoral Programme application procedure, please contact: phdadmissions@wbs.ac.uk

For applicants who already have applied for entrance to the WBS Doctoral Programme:

If you already hold an offer of a place at WBS, please email phdadmissions@wbs.ac.uk, by **30th June 2016** at the latest, to let us know that you wish to be considered for this studentship.

Shortlisted applicants will be invited to attend an interview at a date to be confirmed.