



## **“Global mobility of employees (GLOMO)”**

A Marie Skłodowska-Curie Actions Innovative Training Network (ITN) funded under H2020-MSCA-ITN-2017 is recruiting an early stage researchers for 2,5 year fixed-term, fully funded (PhD pre-research) position (100%)

We are happy to announce that we have another position to be filled in the Innovative Training Network (ITN) **“Global mobility of employees” (GLOMO)** ([www.globo.eu](http://www.globo.eu)). The Marie Skłodowska-Curie Action “Global mobility of employees” (GLOMO) is an international research project, co-ordinated by Prof. Dr. Maike Andresen from the University of Bamberg, and is financed under the funding line “excellent science” of the Horizon 2020 research and innovation programme of the European Commission.

**Topic No.:** Early Stage Researcher 7

**Project Title:** **Managing global compensation and rewards**

**Host institute:** The position will be based in a multinational company either in France or in Denmark

**Supervisors:** Prof. Dr. Cordula Barzantny (Toulouse Business School, FR), Prof. Dr. Svetlana Khapova (Vrije Universiteit Amsterdam, NL)

**Starting date:** 1<sup>st</sup> of April, 2019, or later (2,5 years contract)

### **Short description**

ESR 7 will develop an understanding of the importance of the various logics of personnel administration and pay roll systems in various European countries and cultural context configurations with the use of SAP. Contrasting patterns of influences and development of mobility barriers due to payroll system differences in Europe and beyond will be compared, leading to a conceptualization of a possible European harmonisation of SAP payroll systems in order to facilitate European and global mobility, transnational leaves as well as European mindset development for supportive accounting practice.

### **Objective**

- Understand the various logics of compensation and benefits within the various European countries.
- Compare contrasting patterns of influences and development of mobility barriers due to compensation system differences in Europe and beyond (analysis of local compensation and benefits in various European countries, data mapping and tracing of local tax and social practices and their impact on mobility barriers).
- Conceptualise a possible European/ global harmonization of compensation and benefits systems in order to facilitate European and global mobility.

### **Expected Results**

- Develop theory regarding a harmonized compensation and benefits system to foster global mindset in the European qualified labour mobility context.

- Elaborate innovative solutions for developing a consistent compensation and benefits approach system across at least four European countries for mobility purposes and beyond if possible
- Help organisations and institutions to manage and ultimately attract and retain expatriates and international leaves.
- Knowledge and best practice on trans-European accounting practice.

#### **Planned secondment(s)**

- January to April 2020: Vrije Universiteit Amsterdam, NL purpose: Idea generation on global mobility policies linked to payroll systems within an international and diverse academic environment confronting various research traditions.
- December 2020 to March 2021: Partner Organisation, purpose: learning from leading edge experience with international mobility policies; increase the understanding of the corporate view and possible opportunities on mobility payroll management of international professionals; facilitation of data collection within the company (HR professionals and line managers).

#### **Contact**

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#### **Do you consider applying?**

Eligible candidates should apply online, using the central submission system [here](#). All documents need to be submitted as a **single PDF** (max. 30 MB). **Applications are open until 31 March, 2019.**

Project Coordinator: Prof. Dr. Maike Andresen, Univ. of Bamberg, E: [glomo@uni-bamberg.de](mailto:glomo@uni-bamberg.de)

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