**Kratek opis usposabljanja mladega raziskovalca** (*Short description of the Young Researcher's training*)

1. Raziskovalna organizacija (*Research organisation*):

Ekonomska fakulteta Univerze v Ljubljani *(School of Economics and Business University of Ljubljana)*

2. Ime, priimek in elektronski naslov mentorja (*Mentor's name, surname and email*):

Matej Černe (matej.cerne@ef.uni-lj.si)

3. Šifra in naziv raziskovalnega področja (*Research field*):

5.04 Upravne in organizacijske vede; 5.04.03 *Management (5.04 Administrative and organisational sciences; 5.04.03 Management)*

4. Kratek opis usposabljanja mladega raziskovalca (*Short description of the Young Researcher's training)*:

Navedite tudi morebitne druge zahteve, vezane na usposabljanje mladega raziskovalca (npr. znanje tujih jezikov, izkušnje z laboratorijskim delom, potrebne licence za usposabljanje…).

*slo:*

Področje dela mladega raziskovalca/mlade raziskovalke bo oblikovanje digitalnega dela. Digitalizacija je korenito spremenila naravo in izvajanje dela. Področje informacijske tehnologije poudarja pomen digitalizacijskih vidikov zmogljivosti in njihov vpliv na dodano poslovno vrednost. »Mehki« dejavniki, povezani z managementom in organizacijo, ki so pogosto zanemarjeni na področju informatike, so ključni za izkoriščanje prednosti, ki jih ponuja digitalizacija. Hkrati tovrstno delo prinaša številne izzive in nevarnosti. Začetni vpogledi v digitalno delo kažejo, da tovrstno delo postaja vse bolj razdrobljeno, začasno in dekontekstualizirano, kar posledično omejuje ustvarjanje stalnih vezi z delodajalci, organizacijami in sodelavci. Oslabitev družbenih vezi je povezana z izzivi na mikro in makro ravni, kot so občutki osamitve, odtujenost in izključenost, to pa ima številne individualne, organizacijske in družbene posledice. Posledično je nujno potrebno identificirati delovne pogoje in načine ter pristope k oblikovanju dela, ki preprečijo morebitne negativne posledice in omogočajo izkoriščanje pozitivnih učinkov digitalizacije tako za posameznike kot tudi za organizacije. Raziskovanje mladega raziskovalca/ke se bo tako osredotočalo na vzpostavljanje delovnega okolja na več ravneh, ki bo v celoti izkoristilo funkcionalnost tehnologij za podporo delu na daljavo.

Oblikovanje dela na daljavo – dela preko digitalnih vmesnikov predstavlja znanstveno in praktično izjemno perspektivno interdisciplinarno tematiko raziskovanja. Kandidat bo član programske skupine 'Digitalizacija kot gonilo trajnostnega razvoja posameznika, organizacij in družbe' ter ožje raziskovalne skupine na trojno-akreditirani Ekonomski fakulteti Univerze v Ljubljani, ki obsega raziskovalce s Katedre za management in organizacijo ter Katedre za poslovno informatiko in logistiko. Skupina, v katero vstopa kandidat/ka, je mednarodno izjemno uveljavljena skupina raziskovalcev z objavami v vodilnih svetovnih revijah kot so Academy of Management Journal, Journal of Organizational Behavior, Leadership Quarterly,

European Journal of Work and Organizational Psychology, International Journal of Information Management, Journal of Business Research in Human Resource Management. Skupina ima vzpostavljeno sodelovanje z vodilnimi slovenskimi in svetovnimi inovativnimi podjetji, kjer so teme digitalizacije in dela na daljavo ključne za uspešno ravnanje z ljudmi in procesi ter na ta način za doseganje konkurenčne prednosti.

Pričakovani rezultati raziskovalnega dela mladega raziskovalca se bodo odražali tako na znanstvenem kot tudi strokovnem nivoju. Pričakujemo pomemben prispevek k svetovni znanosti na področju managementa, organizacijskih ved in poslovne informatike/digitalizacije, ki se bo odrazil v objavah vodilnih svetovnih revijah ter na izbranih mednarodnih konferencah (npr. Academy of Management, Society for Industrial and Organizational Psychology, European Association for Work and Organizational Psychology, International Conference on System Sciences). Hkrati bo kandidat/ka skrbel tudi za diseminacijo svojih ugotovitev v strokovnem prostoru in tako prispeval/a k razvoju gospodarstva in povezovanju centrov znanja s podjetji. Poleg raziskovalnega dela bo mladi raziskovalec/mlada raziskovalka vpisan/a tudi v redni doktorski študij (usmeritev Poslovne vede) na Ekonomski fakulteti v Ljubljani, pri čemer bo predizobrazba s področja vodenja podjetij, organizacijskih ved, uporabne, socialne ali industrijske psihologije prednost.

MR bo prek mentorja vpet tudi v intenzivna mednarodna sodelovanja. Konkretna raziskovalna vprašanja in metodologija, ki jo bo študent/ka uporabila pri svojem raziskovalnem delu bo izoblikovana tekom prvega leta študija v sodelovanju z mentorjem, temeljila pa bo na kvantitativnemu raziskovalnem pristopu.

Od kandidata pričakujemo tudi:
• Visoko raven motiviranosti za znanstveno-raziskovalno delo
• Proaktivnost, ustvarjalno radovednost in disciplinirano vztrajnost
• Odličnost v obvladovanju pisnega in ustnega izražanja v angleškem jeziku (doktorski program se izvaja v angleščini)
• Predhodna metodološka in vsebinska znanja s področja prijave
• Digitalne spretnosti raziskovalnega dela
• Izkušnje s pisanjem strokovnih in znanstvenih tekstov so prednost
• Pozitiven odnos do timskega dela ob hkratnem prevzemanju osebne odgovornosti
• Pripravljenost preživeti del študija na eni od vodilnih svetovnih univerz
• Ambicijo prispevati k razvoju znanosti v svetovnem merilu

Vsi kandidati naj pošljejo (v angleškem jeziku):
• Spremni dopis z motivacijskim pismom (2 strani)
• Popoln akademski CV
• Priporočilna pisma (do 3)
• Bibliografija objav (v kolikor obstaja)
• Osnutek dispozicije z izbranim raziskovalnim vprašanjem v okviru razpisane tematike (do 5 strani)

Pridržujemo si pravico intervjuja in strokovnega testa z ožjim izborom kandidatov.

*eng:*

The young researcher's work domain will be focused on designing digital work. Digitalization has radically changed the nature and execution of work. The information technology field has

regularly highlighted the importance of digitalization aspects of technological capability and their role in capturing business value. However, the backbone of enabling these performance benefits are 'soft' factors related to management and organization, which are often neglected in the information technology field. At the same time, remote work leads to many challenges and potential threats. Initial insights into digitally-mediated labour indicate that such work tends to become granular, temporary, and de-contextualized, thus limiting the creation of permanent ties to employers, organizations, or co-workers. The weakening of social ties is associated with micro- and macro-level challenges, such as isolation, alienation and exclusion, which may lead to a wide range of individual, organizational and social repercussions. It is thus imperative to identify working conditions related to design in organizations at multiple levels that would prevent these occurrences, and help enable positive effects of digitalization for individuals and organizations. Young researchers' research will thus focus on investigating how we can design work and its context at and across multiple levels to fully leverage the functionality of technologies in supporting digitally-mediated work.

Designing remote and digital work represents an interdisciplinary topic of utmost scientific and practical importance. The candidate will be a member of programme group 'Digitalization as Driving Force for Sustainability of Individuals, Organizations, and Society' and a narrower research group at the triple-crowned School of Economics and Business, University of Ljubljana that spans across the Academic Unit of Management and Organization, and Academic Unit for Business Informatics and Logistics. Its members publish in leading academic journals in the field of management including Academy of Management Journal, Journal of Organizational Behavior, Leadership Quarterly, European Journal of Work and Organizational Psychology, International Journal of Information Management, Journal of Business Research and Human Resource Management. The group has established collaboration with leading Slovenian and global innovative organizations, where topics of digitalization and work design represent central issues of management for sustaining competitive advantage.

Expected results of work will reflect at both scientific and professional level. We expect significant contribution to global literature in the areas of management, organization studies and business informatics/digitalization through publications in leading international scientific journals and selected conferences (Academy of Management, Society for Industrial and Organizational Psychology, European Association for Work and Organizational Psychology, International Conference on Information Systems). At the same time, the candidate will disseminate findings in the professional arena and contribute to the development of organizations and connecting knowledge centres with companies.

Young researcher will take part in the full-time PhD program (specialization Business studies) at the University of Ljubljana, School of Economics and Business. Previous education and experience (academic or professional) in the fields of organization studies, human resource management or digitalization is an advantage. Through the supervisor, the young researcher will be part of intensive international collaborations. Specific research questions and methodology used will be defined together with the supervisor during the first year of studies, but will likely be based on quantitative approach.

We also expect from the candidate:
• High level of motivation for scientific research work
• Proactivity, creative curiosity, and disciplined persistence
• Excellence in written and vocal English language
• Previous methodological and content knowledge in the application domain
• Digital research skills

• Experience with writing professional and scientific texts is an advantage
• Positive attitude towards teamwork along with assuming personal responsibility
• Readiness to spend part of the studies at one of the leading international universities abroad
• Ambition to contribute to science at the global level

The application should include:
• A cover/motivation letter (max 2 pages)
• A full academic CV
• A convincing individual project proposal on a topic related to the project (up to 5 pages)
• Letters of recommendations from relevant employers/tutors, 2-3 relevant references
• A complete list of publications and/or other documented relevant activities

We reserve the right to invite short-listed candidates to an interview and expertise test.