Trinity Business School invites applications for a funded scholarship for a PhD in the area of Employee Engagement. The scholarship comprises the cost of home/EU fees per year, and a stipend of €17,000 per annum for up to 3 years. An additional €2,000 per annum is provided for field work/conference attendance. The start date is September 2018. The maximum period of funding is three years.

A minimum of a 2.1 undergraduate degree in social sciences and a Master’s qualification in a relevant business discipline is essential e.g. MSc Business or MBA. The successful candidate will be required to take part in the structured PhD programme at the Trinity Business School. More details on this programme can be found at https://www.tcd.ie/business/doctoral/.

Research Theme

The research focus will be determined in conjunction with the sponsoring company and will be in the subject area of Employee Engagement. This is an area of critical importance to all businesses. We know that companies with highly engaged employees outperform those with disengaged employees by 54% in employee retention and by 89% in customer satisfaction. Further research reveals that 70% of engaged employees are customer focused as distinct from 17% of disengaged employees. It is a fascinating area of research representing considerable benefits for conscientious companies. Professor Amanda Shantz will act as academic supervisor.

How to apply

There are two steps to the application process.

Step 1. Initially you should email Professor Amanda Shantz (SHANTZA@tcd.ie) with (1) an up-to-date curriculum vitae with a one-page cover letter and (2) a research proposal based on the above description (3500 ± 10% words, excluding references). In the cover letter, you need to describe how you fulfil the required criteria, your reasons for applying, and reasons for your interest in teaching. For the research proposal, you could focus on one or a few research questions listed above. Please refer

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1 Version 1.2 – 15th May 2018
to the Trinity Business School website for more information on how to prepare a research proposal. Shortlisted candidates will be interviewed either in person or through a video conferencing facility.

Informal enquiries can be sent to Professor Amanda Shantz via email (SHANTZA@tcd.ie). The deadline for this application is Friday, 29th June 2018.

**Step 2.** The selected candidate will be invited to apply online to the Business School Doctoral Programme. Full details are found here [www.tcd.ie/business/doctoral/apply.php](http://www.tcd.ie/business/doctoral/apply.php). For this stage you will be required to provide two academic references, academic transcripts which must be certified by the issuing body, a certified copy of degree certificate(s), a certified certificate of English Language Competency if English is not your first language and your research proposal. The deadline for this second step of the application process is the Friday, 13th July 2018.

**About the Trinity Business School Doctoral Programme**

Trinity Business School’s doctoral programme focuses on educating and training outstanding postgraduate students for careers in professional business research and for academic employment in international business schools. It has achieved Eduniversal’s top level 5 Palmes of Excellence. The programme attracts students with diverse backgrounds from around the world, including some who have completed a Master’s degree in business or management, those who have gained practical experience at a managerial level following their undergraduate degrees, and those who work as researchers and lecturers in a university setting. We have a strong tradition of initiating doctoral students into the academic world through conferences, publication and involvement in other fora. You will be provided with supervision and resources to support your doctoral studies. Working closely with your academic supervisor you will focus on a specific research project to produce a thesis that represents a significant contribution to knowledge.

We currently have over 50 PhD students registered in the School. Our philosophy and structure means that you will be part of a small incoming class but you will also be part of a broader cohort of students who stimulate and support their fellow students. Building on Trinity’s 400 year tradition of personalized, tutorial style learning, we get to know each of you intimately and help inform your academic and personal development and confidence throughout the programme. You will gain from a close, one-to-one relationship with our faculty, the opportunity to identify and resolve the individual challenges you face and a chance to discover the natural talents you possess.
New entrants and continuing students are required to follow a set of structured components which are central to the effective formation of all doctoral candidates. These components have been designed to support the routine and ongoing work involved in pursuing a programme of research leading to the award of a PhD degree. They provide in-depth learning and development opportunities tailored to meet the needs of PhD students. It is recommended that you consult the following website for full details https://www.tcd.ie/business/doctoral/.

About Trinity College Dublin and the Trinity Business School

Trinity College Dublin is Ireland’s premier university. The QS World University Ranking 2014/15 rank Trinity College 1st in Ireland and 71st in the world. It is ranked 138th in the world in the Times Higher Education Supplement (THES) World University Rankings, making it the only Irish university in the top 200. It is ranked by the Shanghai Jiao Tong University’s listings as a top global 200 university.

Trinity Business School offers a wide range of undergraduate, postgraduate and MBA programmes and is ranked 1st in Ireland and 16th in Western Europe (Eduniversal Deans’ Ranking 2015). It is the only Irish business school to be recognised as an Elite Global Institution in the QS World Business School Rankings.