

- Job advertisement -

## Student research and teaching assistant remote work (37.5 hours/month)

I am looking for a student research and teaching assistant to **support me in international research projects and teaching at the People and Organisations Department, NEOMA Business School**. The job starts as soon as possible and initially lasts for three months. The student research assistant will work on a freelance basis (salary of 12€/hour). We may mutually agree on prolonging the contract as I strive for long-term collaboration.

My research projects focus on *employee voice*. Employee voice is defined as the improvement-oriented communication of suggestions and concerns to enhance organizational and unit functioning. I am interested in short-term fluctuations of employee voice, that means, why does a person speak out on one day but not the other? In my research, I aim at identifying factors that facilitate and restrain employee voice as well as disentangling the personal consequences that go in hand with speaking out at work. My teaching focuses on Leadership and Organizational Development (GBBA). This course helps students to develop their self- and other-awareness to facilitate effective teamwork and leadership in their future organizations.

### Your primary duties and responsibilities involve:

- Screening daily dairy survey data in SPSS, computing descriptive statistics (syntax-based), and preparing data for analyses in Mplus
- Assist in preparing worksheets for e-learning in MS Word
- Test, evaluation, and improve e-learning materials on a platform
- Prepare tables and figures for project reports and publications
- Contribute to other research activities, if necessary (e.g., literature and database searches, programming and editing surveys in Qualtrics)

### I will select the candidates according to the following criteria:

- Recognized BSc degree in Psychology or related discipline
- Proved research skills (e.g., an empirical bachelor thesis, previous work experience)
- Excellent knowledge of German and English language

- Enthusiasm for scientific research and management
- Integrity to handle confidential and sensitive data
- Self-motivated, highly responsible, autonomous, and conscientious approach to work
- Flexibility in adjusting to new work-related requirements
- Software skills to handle MS Office Word and SPSS very well, preferably first experience with Mplus, or, ability to learn these new software and research techniques quickly

I offer flexible work hours and the opportunity for remote work in an excellent and collaborative work environment. We will exchange and collaborate via MS Teams regularly. A current student assistant will assist you in navigating administrative duties, the collaborative platform, and the research topic on *employee voice*.

**NEOMA Business School** is one of the top-tier business schools in France and one of the few elite business schools in the world with triple accreditation (AACSB, EQUIS, and AMBA). Within our three campuses in France (Champagne-Ardenne, Normandy, and Paris), our mission is to train and support future managers and entrepreneurs to provide responsible leadership that goes beyond current dominant models of business and leadership. We develop *empowering management* through world-class, rigorous, and relevant research that inspires our teaching and learning experiences, reaching all of our stakeholders.

Please send your application including all relevant documents (letter of motivation, CV, copies of university certificates, references) as one pdf-file to Dr Anita Starzyk ([anita.starzyk@neoma-bs.fr](mailto:anita.starzyk@neoma-bs.fr)).

## **Dr Anita STARZYK**

*Assistant Professor*

*People and Organisations Department*

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**The deadline for application is 31 August 2020. However, I will evaluate applicants on an ongoing basis.**