

# Politecnico di Milano

## PhD in Management Engineering

### Research Title Internationalisation and skills in the digital era

<b>Scholarships and Financial support</b>	
Monthly net income of PhD scholarship (max 36 months)	€ 1.400,00 (In case of a change of the welfare rates during the three-year period, the amount could be slightly modified)
Number of scholarships	1
Beginning of PhD	1/11/2019
Deadline for application	21/05/2019
<b>Context of the research activity</b>	
Motivations and objectives of the research in this field	<p>The project focuses on the co-evolution of technical change, internationalisation strategies and skill development. Special attention will be given to the role played by digital technologies. The diffusion of Digital technologies accelerates the international exchange, diffusion, and generation of knowledge, and facilitates the development of networks involving different actors, including MNEs, national and local firms. Digital technology also impacts upon labour markets and employment practices (e.g. globally dispersed freelance workers; job polarization at the expenses of intermediate skill profiles); facilitate the cross-border organisation of firms' knowledge based activities over long geographic distances; and affect their management and coordination. By enlarging the domain of automation, digital technologies influence offshoring, re-shoring and backshoring strategies which increasingly depend on quality and costs of qualified workers at home and in different locations worldwide. For instance, additive manufacturing is likely to change production processes and shapes global value chains. This will have substantial consequences on firms' strategic decisions regarding production, internationalisation, and skill development in both domestic and foreign markets (e.g. the new Adidas Future Factory in Germany).</p> <p>Additionally, Western countries have been facing a shortage of skills, particularly in the areas of science, technology, engineering and math, resulting into a global sourcing of talent</p>

	<p>(Lewin et al. 2009). At the same time, advances in machine learning and software controls for robots are redefining some lower skilled jobs, such as logistics.</p> <p>The research project will shed light on the nature and characteristics of these co-evolutionary processes at different levels of analysis. Some key research issues could be the followings:</p> <ul style="list-style-type: none"> <li>- the effects of digital technologies on the labour market at the macro, meso and micro-level;</li> <li>- the impact of new manufacturing technologies on firms' skill composition and on offshoring, reshoring and backshoring decisions of companies.</li> <li>- the links between new technology adoption, skill development and internationalisation strategies may differ across different typologies of firms: established SMEs, international new ventures, Foreign and Domestic owned MNEs, Family vs. non-Family firms.</li> </ul> <p>The research and dissertation development activities will benefit from the participation of the PhD student in the activity of the research groups at Politecnico di Milano-School of Management, and at the Henley Business School – University of Reading).</p>
<p>Methods and techniques that will be developed and used to carry out the research</p>	<p>Research methods may include</p> <ul style="list-style-type: none"> <li>- Structured review of scholarly studies on the co-evolution of technical change, internationalisation strategies and skill development. (international business, international economics and management literature)</li> <li>- Econometric analysis and collection of data on the diffusion of digital technologies, and international fragmentation of activities</li> <li>- Presentation and discussion during project seminars and scientific conferences</li> </ul>
<p>Educational objectives</p>	<p>Ensure the academic development of the PhD candidate through specialized courses within state-of-the-art research in international business within a broad range of social science methods.</p>
<p>Job opportunities</p>	<p>Researchers/lecturers at higher education institutions; specialist/consultancy jobs in sectors that require broad analytical and methodological skills and critical judgement.</p>
<p>Composition of the research group</p>	<p>The research group on international business and economics at Politecnico di Milano – School of Management (<a href="https://www.som.polimi.it/en/">https://www.som.polimi.it/en/</a>) is composed by:</p> <p>Number of Full Professors: 6          Number of Associated Professors: 2          Number of Post-Docs: 2          Number of PhD students: 2</p> <p>The enrolment in the PhD of the Henley Business School will allow the PhD Student to interact with the research groups on international business within the group of International Business and Strategy (<a href="https://www.henley.ac.uk/school/international-business-and-strategy">https://www.henley.ac.uk/school/international-business-and-strategy</a>). The International Business and Strategy Unit consists of 20 members of Faculty, as well two Post-Doctoral Fellows and 15 PhD students <a href="https://hly.ac/ibs-phd">https://hly.ac/ibs-phd</a></p>
<p>Names of the research directors</p>	<p>Prof. Lucia Piscitello, Politecnico di Milano, School of Management.          Prof. Davide Castellani, University of Reading – Henley Business School, UK</p>

Contacts	For any further information please email to <a href="mailto:lucia.piscitello@polimi.it">lucia.piscitello@polimi.it</a> or <a href="mailto:davide.castellani@henley.ac.uk">davide.castellani@henley.ac.uk</a>
<b>Additional support</b>	
<u>Housing:</u> financial aid per PhD student per year (gross amount)	<i>No financial aid associated to housing</i>
<b>Additional information: educational activity, teaching assistantship, computer availability, desk availability, any other informations</b>	
<p>The student will obtain a Double PhD degree from Politecnico di Milano School of Management and Henley Business School. Therefore, s/he has the opportunity to participate into the courses and other activities of the PhD in Management Engineering program, and to interact closely with professors and researchers of the research group in international business and economics, the members of PhD program committee, and more generally professors in the Politecnico di Milano School of Management. The supervisor (Lucia Piscitello) and closer colleagues will give guidance for the research activities and dissertation development; the student will have a desk in the department and a portable computer. Depending on the PhD student's academic background, s/he will be involved in teaching assistantship for the courses in International Business, Economics and Management of Multinational Enterprises or other courses of the School of Management.</p> <p>Henley Business School (HBS) is a triple accredited Business School and leading school in research on international business. For over 50 years the University of Reading have stood at the forefront of teaching and research in International Business (IB) and, through HBS, it continues to help define the research agenda in the field as well as in Business History and International Human Resource Management (IHRM). Research is driven through leading centres, such as the John H. Dunning Centre for International Business and the Centre for International Business History. Researchers working at HBS are internationally very well-recognized for their academic accomplishments in the fields of international business. The PhD student will be able to interact with internationally leading scholars on topics at the core of the PhD project. HBS offers PhD level training at an international acclaimed standard and attracts excellent students. As a part this training, HBS offers the International Business Masterclasses, which allow to engage in key IB and IHRM topics taught by notable intellectual figures in the field and provide networking opportunities with PhD students from all over the world. The co-supervisor of the PhD project, Davide Castellani, is a professor in International Business and Strategy at HBS (<a href="https://www.henley.ac.uk/people/person/davide-castellani">https://www.henley.ac.uk/people/person/davide-castellani</a>).</p> <p>Funding for educational activities: 1st year: 1200 euros per student, 2nd year: 1200 euros per student, 3rd year: 1200 euros per student.</p> <p>Teaching assistantship: There are various forms of financial aid for activities of support to the teaching practice. The PhD student is encouraged to take part in these activities, within the limits allowed by the regulations.</p>	