

PhD research pre-proposal

Code: BEAR-2021/PhD8	
Title: Strategic HRM and organizational complexity: managerial responsiveness to contexts of crisis, uncertainty, and unpredictability	
Supervisors: Prof. Diórgenes Falcão Mamédio (UIR) & Prof. Qing Lu Henry (UIR)	
Host college: College of Management, Rabat Business School	Host research unit: BEAR Lab

SUMMARY OF THE RESEARCH PRE-PROPOSAL

This subject aims to develop a doctoral thesis on Strategic Human Resources Management (SHRM) in a context of crisis, uncertainty, and unpredictability, which constitute the reality of global organizations. Managing teams in a dynamic of internal change and external pressure demands a great deal of effort. Furthermore, this scenario raises key questions about the role of SHRM and managerial practices in dealing with workforce challenges. Understanding the responsiveness of managers in this complex environment is essential for the development of professionals engaged in a world that requires new skills, a global mindset and high adaptation.

REQUIRED ACADEMIC QUALIFICATIONS & SKILLS

Human resource management concepts, organizational behavior or equivalent are important to develop this research approach. Knowledge of qualitative methods and experience in interviews are considered a differential. Analytical and writing skills are fundamental.