



PhD Candidate in Negotiation Management

Faculty Economics and Business – Amsterdam Business School

Closing date: 30. September 2018
Scope of work: 38 hours per week
Level of education: Master of Science
Salary indication: EUR 2,222 – 2,840

Situated in the center of Amsterdam, the Amsterdam Business School (ABS) is one of the two schools of the University of Amsterdam's Faculty of Economics and Business. The section International Strategy and Marketing within the Amsterdam Business School is currently home to about 30 faculty members, in addition to a number of PhD candidates and affiliated faculty.

The section International Strategy and Marketing is looking for a PhD candidate to join a research project on deception in negotiation, under the supervision of Dr. A. Zerres.

Project Description: Deception in Business Negotiations

Deceptive negotiation tactics, such as lying, the misrepresentation of information, or the artificial creation of time pressure, are widely used in negotiation but so far underrepresented in negotiation research. While recent research shows that such deceptive and unethical tactics are, for instance, very common in negotiation teams (Aykaç, Wilken, Jacob, & Prime, 2017, *Journal of Business & Industrial Marketing*) and triggered by competitive endorsement of peers (Aaldering, Steinel, & Zerres, *under review*), little is known about the antecedents, underlying dynamics, and impact of such deceptive behavior over the course of negotiations. The first essay of the proposed PhD project therefore builds on an analysis of already existing transcript and video data (collected by the supervisor team in previous projects, see Zerres & Hüffmeier, 2011, *Die Betriebswirtschaft*; Zerres, Hüffmeier, Freund, Backhaus, & Hertel, 2013, *Journal of Applied Psychology*; Hüffmeier, Zerres, Freund, Backhaus, Trötschel, & Hertel, in press, *Journal of Management*) by means of Statistical Discourse Analysis (SDA). In this first project the PhD candidate is expected to analyze the behavioral antecedents of deception in negotiation, its consequences, and also about measures that help negotiators to prevent and detect deception. Following-up on this first essay, the PhD project is meant to proceed with a series of primary studies (lab and field) as the basis of further essays and to further advance the theoretical processes underlying deception in negotiation.

Tasks and expectations

We are looking for ambitious high-potential candidates with a psychology or business administration background who are committed to excellence and high-impact research, and

who are therefore motivated to publish in top-tier international journals. Although the candidates should be able to work independently, we are looking for a “team player” who is able to and enjoys to work in an existing research team. The candidate must be willing to learn new research methodologies and statistical methods (such as Statistical Discourse Analysis), be able to conduct research consistent with the high standards of ABS, and have strong analytical and problem-solving skills. Next to conducting research for the PhD project (80% of the contracted time) the candidate is expected to contribute to the teaching within the ISM section (20% of the contracted time).

Supervision of the project

This project is an international cooperation between two sections at ABS and the Technische Universität Dortmund (Germany). The project lead and the contracted position are with the section International Strategy and Marketing at ABS (principal supervisor: Dr. A. Zerres). Cooperation partners are the section Leadership and Management at ABS (promotor: Prof. D. den Hartog) and the chair for Social, Work, and Organizational Psychology at TU Dortmund, Germany (external supervisor: Prof. J. Hüffmeier).

Requirements

- A Master’s degree in the area of psychology, business administration, communication sciences, or a related discipline (candidates in their last year of a respective master program can also apply);
- excellent grades and a strong interest in behavioural research methods and statistics;
- general interest in the topic of negotiation and conflict management;
- the drive to publish in top academic journals in psychology and/or management;
- well-developed analytical skills, strong organization and communication skills, an entrepreneurial mind set, and perseverance;
- the ability to work independently in developing the research project;
- mastery of both written and spoken English;
- Advanced knowledge of German is no requirement, but will be evaluated favourably.

Further information

For further information, please contact Dr. Alfred Zerres (a.zerres@uva.nl)

Appointment

The appointment will be for a period of 4 years, with an intermediate evaluation after 18 months. End-result should be a PhD thesis. An educational plan will be drafted that includes attendance of courses and (international) conferences. The PhD candidate is also expected to assist in teaching at undergraduate level.

The gross monthly salary will range from €2,222 in the first year to €2,840 in the last year. The Collective Labour Agreement (CAO) for Dutch Universities is applicable.

Preferred starting date is 1 November 2018.

Job Application

The UvA is an equal opportunity employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. We value a spirit of enquiry and endurance, provide the space to keep asking questions and cherish a diverse atmosphere of curiosity and creativity.

Applicants should send a letter of application accompanied by a curriculum vitae before 30 September 2018 to a.zerres@uva.nl. In addition, applicants should include a copy of their Master thesis and two reference letters. Applicants that are currently studying for a Master degree should include a short description of their Master thesis project (max. 2 pages) and a copy of their Bachelor thesis.

An interview and a scientific presentation will be part of the selection process.

No agencies please