

Master's thesis:

FOCUS – Future-Oriented Corporate Solutions

Do you want to be a part of an ongoing research program at NHH? We are looking for **master students** (autumn 2014) who are interested in being a part of and contributing to the FOCUS-program. You may write in English or Norwegian.

Qualifications:

- Average grade B
- Preference for students within the Strategic Management (STR), International Business (INB) profiles, and finance (FIN).
- Excellent communication skills. Students are expected to present their results to the research group

Topics/research questions:

- **Management challenges in project based, knowledge-intensive organizations (STR).** Firms are increasingly characterized by temporality (in work organization *and* employment contracts), blurred boundaries and multiple sources of identity for employees. Master projects could address questions such as: Are there any strategic challenges in a project-based organization? What are the challenges of learning and knowledge sharing in project-based organizations? How is leadership executed in complex organizations with blurred reporting relationships? How do employees cope with conflicting demands and dual loyalties in triadic employment relations and matrix-like organizations? In particular we are looking for students who are interested in *analysing survey data*. There are also openings for theoretical theses as well as qualitative empirical studies.
- **Team leadership and relationships in teams (STR).** Teams are increasingly being used to ensure efficient deliveries, and understanding what makes teams effective, requires looking into the relationships between team members and team leadership. Master projects could address questions such as: How do relationships between team members develop, how do team leaders promote constructive relationships in teams, how do teams collaborate effectively, and how can teams be established in effective ways?
- **Internationalization and integration (STR/INB).** As Norwegian companies internationalize by establishing major business units in culturally, institutionally and geographically distant locations, they confront contexts where very different management practices prevail. How do Norwegian companies confront this challenge? For example: How do they create a common corporate culture (social capital) across their operations? How do

they transfer knowledge? How do they organize leadership development? And, what is the role of expatriation?

- **Change capacity (STR).** In an attempt to develop their competitive advantage, a number of firms are today restructuring, standardizing work processes, integrating activities and divisions, outsourcing and offshoring activities as well as downsizing. We explore how organizations can develop a capacity for frequent organizational changes and we are specifically interested in master projects that examine two issues: (1) Communication of change, such as the role of storytelling and/or social media in communicating about change and/or informal communication processes (2) the (hidden) costs of implementing such changes. Another research agenda has to do with how organizations create capacity and legitimacy for increased focus on sustainability/social responsibility.
- **Finance (FIN):** The finance department does not offer specified research topics. Students are advised to apply to the department for thesis supervision using the existing channels. However, individual applications can be considered if a topic turns out to be relevant for FOCUS.

Conditions:

- Thesis advisor from the FOCUS-program
- NOK 10.000 per thesis for travelling and other expenses

Interested? Send a brief application (max 1 page) with information on your profile, your topic of interest, preliminary research questions, date for thesis submission, and attach a grade transcript to:

anne.hald@nhh.no.

Deadline: March 15, 2014

In your application for a supervisor (<http://www.nhh.no/en/student-pages/thesis/application-for-supervisor.aspx>), please include information about applying to the FOCUS program.

(Deadline March 15)

If you have questions, please contact Karen.olsen@nhh.no

See also: <http://blogg.nhh.no/focus>