

**Position Announcement for:**

**Full Professor of Human Resource Management (HRM)  
(Ref.no. 158805)  
WU (Vienna University of Economics and Business)**



WU (Vienna University of Economics and Business) is currently inviting applications for a permanent position as Full Professor in Business Administration, in particular Human Resource Management. The post is allocated to the Department of Management.

WU is the largest business university in the European Union and is centrally located at the heart of Europe. The University maintains an excellent position as a center for research and teaching and attracts an international group of students and faculty. It offers a broad range of subjects in all areas of economics and business administration. WU is one of only five EQUIS accredited universities in the German-speaking world and is striving to achieve a top position among the leading European business universities. For details, please see [www.wu.ac.at](http://www.wu.ac.at).

The applicant's research approach should be oriented towards social and human sciences-related aspects of business administration, and, regarding research in human resource management, the emphasis should rather be on behavioral than on economic approaches. The applicant's research focus should be on one of the core areas of human resource management, such as recruiting, remuneration, incentive systems, human resource development and labor relations, strategic HRM or international HRM.

With regard to research, the applicant is expected to have published extensively and on a high level in the field of HRM, to have taken part in the international HR discourse, e.g. through high-level academic conference presentations, and to be experienced in empirical research. Future research must take the Department's strong focus on "Development, Learning and Change in Systems" (ELVIS "Entwicklung, Lernen und Veränderung in und von Systemen") into consideration. For more information on this, please see <http://www.wu.ac.at/management/Elvis>.

Teaching responsibilities will include participation in (1) bachelor programs in the introductory phase and the Department's relevant special fields of business administration, (2) master programs in the MSc program in "Management", (3) doctoral programs, and (4) postgraduate education. Teaching experience and proficiency in English is required. The applicant must be willing and should be able to teach in German, too.

Apart from these qualifications, selection criteria will include social competence, the ability to work in teams, communicative skills and a proven track record of acquiring grant money for basic scientific research, serving the scientific community and taking part in academic self-governance activities.

For details of the position, please contact Prof. Dr. Helmut Kasper, Chairman, Department of Management, by phone +43-1-31336-4551, or email [helmut.kasper@wu.ac.at](mailto:helmut.kasper@wu.ac.at).

Candidates should send their applications (including all relevant documents, curriculum vitae, list of publications, list of classes held, as well as their ideas on future research) to the Rector of WU Wirtschaftsuniversität Wien, Prof. Dr. Christoph Badelt, Augasse 2-6, A-1090 Vienna. Electronic applications can be sent to [prof.application@wu.ac.at](mailto:prof.application@wu.ac.at). Please quote the reference no. given above when submitting your application. Applications must be submitted by September 15<sup>th</sup>, 2010.

WU is an Equal Opportunity Employer and seeks to increase the number of its female faculty members. Therefore qualified women are strongly encouraged to apply. In case of equal qualification, female candidates will be given preference.