PhD project title
Technological Innovation and HRM in Chinese Firms

Supervisors
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Research centre
WOERRC

Project description
A firm's technological capability, the ability to utilise, adapt, and change existing technological knowledge, and to develop new technologies, products and processes, are often considered to be crucial in helping the firm seize opportunities in uncertain environments and sustain competitive advantages over rivals. Previous research has shown that firms in developing economies (such as China) tend to adopt one of five types of technology strategies (i.e. domestic imitative strategy, dependent strategy, international imitative strategy, defensive strategy and offensive strategy), depending on their level of ambition (Freeman 1995, Xiao, Tylecote and Liu 2013). While a large amount of existing research has demonstrated a positive relationship between HRM and a firm's performance, few studies, however, examined how HRM actually contributed to a firm's performance in technological innovation, particularly in developing countries. The aim of this PhD project is to develop an in-depth understanding about how different HRM strategies and bundle of practices can support different innovation strategies. The candidate will be encouraged to adopt a case-study method in order to capture the richness of contextual data.

PhD candidate profile
The PhD candidate should meet the following requirements:
- Be enthusiastic, well-organised and have good inter-personal skills.
- High motivation and a keen interest in the research area.
- A first degree that is equivalent to a UK classification of upper second class honours or above. In addition, a good masters level qualification of merit or above, with a minimum of 60 per cent in the dissertation, research project element or equivalent experience. We also accept an MBA from an accredited school where the candidate can demonstrate that a significant research element has been undertaken. For further information on entry requirements, please see: [http://www.sheffield.ac.uk/management/study/researchdegrees/howtoapply](http://www.sheffield.ac.uk/management/study/researchdegrees/howtoapply)

Duration and start dates
Full or part time study for 3 or 6 years is available, and remote location study is also possible. We have two start dates a year for PhD students. Our preferred start date is 1 October, however we do recognise that not everyone will be able to commence studies at that time, so we also offer a second start date of 1 February. If you are unable to start in October or February, it may be also possible to start your PhD at a different time of the year.

Closing date for applications
Applications will be considered until a suitable candidate has been identified. For the 1 October start date, a full application must have been received by 15 July. For 1 February start date, a full application must have been received by 15 November.
How to apply
See http://www.sheffield.ac.uk/management/study/researchdegrees/howtoapply for full details of how to apply.

For an informal discussion about this opportunity, please contact Huiping Xian at h.xian@sheffield.ac.uk or Andrew Tylecote at a.tylecote@sheffield.ac.uk.