

Ph.D. Position

Organizational unit

Institute for Entrepreneurship, Technology Management, and Innovation (EnTechnon) in cooperation with IQudo® sport of ideas

Job description

Creative culture is considered an essential resource for innovative organizations and plays a crucial role in, e.g., business modeling, engineering, design, and the arts. The Ph.D. project will focus on understanding and measuring organizational creativity, specifying its determinants, and fostering a favorable organizational environment. The creative process, the team setup, leadership, corporate culture, the layout of the workspace, and time pressure are some of the determinants mentioned in the literature. The research project will first review and compile the existing scientific literature. On this basis, the goal is to design and validate a questionnaire to measure organizational creativity fitness. The questionnaire will then be applied in use cases, and correlate the data with adequate performance indicators. One of the challenges is making the questionnaire as comprehensive as necessary and as compact as possible. The project will finally conduct a broader survey and analyze the results using quantitative empirical methods.

Planned starting date

March 2023.

Personal qualification

You have:

- A master's degree in Management & Economics, psychology, social sciences, or mathematics with very good results
- Interest in the topic and outstanding commitment, a high level of initiative, and creativity
- Excellent team and communication skills
- Independent and structured way of working

Remuneration

You will receive a scholarship through the 'KIT Freundeskreis und Fördergesellschaft e.V.' (KIT Circle of Friends and Sponsoring Society) funded by Robert Gerlach/IQudo. The scholarship will be 1.450 EUR per month. In addition to the scholarship, you will have a work contract with the KIT with a 25% E13 position.

Contract duration

The contract duration is three years, with an extension option of one year. There will be a six-month probation period.

Application

Please send your application to application@entechnon.kit.edu

We aim to fill the positions with employees (f/m/d) as evenly as possible. In the case of equal suitability, severely disabled persons will be given preferential consideration.

Supervisor

Prof. Dr. Orestis Terzidis, Email: orestis.terzidis@kit.edu

Advisor

Dipl.-Wirt-Ing. Robert Gerlach, creativity trainer, founder of IQudo® sport of ideas, Email: r.gerlach@IQudo.com, www.IQudo.com