

## **Information on Postgraduate Research Scholarship - Ref: VCS-FBUS-03-20**

**Faculty:** Business

**Department:** Human Resources and Organisational Behaviour

**Lead Supervisor:** Dr. Alexandra Stroleny

**Project Title:** The regulation of nursing and associated human resource management practices: a cross-country comparative analysis

### **Project Description:**

The current global pandemic has shed a fresh light on the importance and challenges for healthcare systems and professional staff who work within them. Nursing is regulated because it is one of the health professions that pose risk of harm to the public if practiced by someone who is unprepared and incompetent (e.g. Willis, 1983; du Toit, 1995). Nurses need to go through a re-registration (aka revalidation) process every few years to demonstrate professional competencies (Middleton, 2015) and the revalidation requirements are usually perceived as additional pressure.

To combat global nursing shortages, some countries use relaxed regulatory processes (e.g. India, Thailand) and other countries (e.g. UK and Australia) opt for migrant nurses. Research suggests that most migrant nurses experience host country regulatory barriers and therefore are limited in their career choices and professional development opportunities (Adhikari & Melia, 2015). While previous research has noted the substantial disparity between countries regarding the professional regulation of nurses (e.g. Cutcliffe et al., 2011), there is a lack of research providing up-to-date comparative analysis of nursing regulatory models and systems (Benton et al., 2013; Burau, 2013; Koff, 2016).

This comparative research project will map challenges for nurses' registration and revalidation across selected European countries, using the UK as the basis of comparison, from the perspectives of key actors in the healthcare sector and disseminate good practices transnationally. It will examine the institutional conditions and wider HRM practices which contribute to effective registration and revalidation systems and implementation in the context of current and projected nursing shortages.

We are seeking a fully-funded PhD student (3 years) to join the Centre for Research on Employment and Work. We are looking for a recent graduate with a Master's degree in psychology/management/HRM/sociology/social sciences or similar. Your research will be expected to culminate with a PhD dissertation after 3 years.

**Duration:**

**3 years, Full-Time Study**

### **Bursary available (subject to satisfactory performance):**

Year 1: £15,285

Year 2: In line with UKRI rate

Year 3: In line with UKRI rate

In addition, the successful candidate will receive a contribution to tuition fees equivalent to the university's Home rate, currently £4,407, for the duration of their scholarship. International applicants will need to pay the remainder tuition fee, currently £10,593, for the duration of their scholarship. This fee is subject to an annual increase.

<b>Person Specification of Essential (E) or Desirable (D) requirements:</b>	
<b>Criteria:</b>	<b>E or D</b>
<b>Education and Training:</b>	
<ul style="list-style-type: none"> <li>1<sup>st</sup> Class or 2<sup>nd</sup> class, First Division (Upper Second Class) Honours Degree or a taught Master's degree with a minimum average of 60% in all areas of assessment (UK or UK equivalent) in a relevant area to the proposed research project</li> </ul>	<b>E</b>
<ul style="list-style-type: none"> <li>For those whose first language is not English and/or if from a country where English is not the majority spoken language (as recognised by the UKBA), a language proficiency score of at least IELTS 6.5 (in all elements of the test) or an equivalent UK VISA and Immigration secure English Language Test is required, unless the degree above was taught in English <b>and</b> obtained in a majority English speaking country, e.g. UK, USA, Australia, New Zealand, etc, as recognised by the UKBA.</li> </ul>	<b>E</b>
<b>Experience &amp; Skills:</b>	
<ul style="list-style-type: none"> <li>Previous experience of undertaking research (e.g. undergraduate or taught masters dissertation)</li> </ul>	<b>E</b>
<ul style="list-style-type: none"> <li>Strong qualitative research and analytical skills</li> </ul>	<b>E</b>
<ul style="list-style-type: none"> <li>Strong statistical skills (e.g., R, SPSS, Stata)</li> </ul>	<b>D</b>
<ul style="list-style-type: none"> <li>Strong skills in presenting research findings both orally and in writing (in English)</li> </ul>	<b>D</b>
<b>Personal Attributes:</b>	
<ul style="list-style-type: none"> <li>Understands the fundamental differences between a taught degree and a research degree in terms of approach and personal discipline/motivation</li> </ul>	<b>E</b>
<ul style="list-style-type: none"> <li>Able to, under guidance, complete independent work successfully</li> </ul>	<b>E</b>
<b>Other Requirements:</b>	
<ul style="list-style-type: none"> <li>This scholarship may require Academic Technology Approval Scheme approval for the successful candidate if from outside of the EU/EEA</li> </ul>	<b>E</b>
<ul style="list-style-type: none"> <li>A PhD project research proposal that is related to the research area</li> </ul>	<b>E</b>
<ul style="list-style-type: none"> <li>The scholarship must commence before</li> </ul>	<b>E</b>

**Closing date for applications: *midnight UTC on 19<sup>th</sup> October 2020***

**For further information contact: Dr. Alexandra Stroleny**

***E-mail: A.E.Stroleny@greenwich.ac.uk***

#### **Making an application:**

Please read this information before making an application. Information on the application process is available at: <https://www.gre.ac.uk/research/study/apply/application-process>. Applications need to be made online via this link. **No other form of application will be considered.**

All applications **must include** the following information. **Applications not containing these documents will not be considered.**

- **Scholarship Reference Number (Ref)**– included in the personal statement section together with your personal statement as to why you are applying
- **a research proposal related to the subject topic \***
- **a CV including 2 referees \***
- **academic qualification certificates/transcripts and IELTS/English Language certificate if you are an international applicant or if English is not your first language or you are from a country where English is not the majority spoken language as defined by the UK Border Agency \***

*\*upload to the qualification section of the application form. Attachments must be a PDF format.*

Before submitting your application you are encouraged to liaise with the Lead Supervisor on the details above.