



**Postdoc or PhD Position in Work and Organizational Psychology
at the University of Hohenheim, Stuttgart, Germany**

At the Professorship for Business and Organizational Psychology (Prof. Dr. Ulrike Fasbender), a Postdoc Position (amounting to 50% of a TV-L 13, full-time employment) is to be filled by April 1, 2024. The position is funded by the Volkswagen Foundation as part of an international research project „Overcoming Societal Tensions in Europe: Can Age-Diverse Friendships be the Solution?“ and is fixed to 4 years.

What we offer:

- Appreciative communication and cooperative spirit
- Excellent learning and development opportunities
- Scope for creativity, own ideas, and self-initiative in research and teaching
- Supervision and developmental feedback in writing scientific publications, regular visits to national and international conferences, the opportunity to establish your professional network, the possibility of a research stay abroad as well as the lively exchange with other national and international leading teams in the field of work and organizational psychology

Tasks: In addition to your scientific qualification and the typical university didactic qualification, your tasks include scientific services in research and teaching, in particular:

- Support of the international research project on the topic of age-diverse friendships (project partners from Italy, Lithuania, the Netherlands, and the UK)
- Planning and implementation of empirical studies in the field of work and organizational psychology (primarily on the topic of age-diverse friendship, further topics possible)
- Statistical data analysis (e.g. with SPSS, Mplus, or R)
- Literature research and preparation
- Participation in the acquisition of new research projects and funds
- Presentation of research results at national and international conferences
- Publication of research results in international scientific journals
- Support in teaching

Topics in work and organizational psychology:

- #1: Sustainable Career Development over the Lifespan
- #2: Workplace Relationships and Diversity Management
- #3: Knowledge Transfer, Learning and Innovation in Organizations
- #4: Organizational Behavior, Technology and Change



Required profile:

- Interest in the topic of age-diverse friendship (further topics possible)
- Top-level master's degree in psychology
- Top-level PhD degree in psychology, preferably with a focus on work and organizational psychology, social psychology, or developmental psychology (for Postdoc only)
- Proven knowledge of research methods and statistics as well as the willingness to undertake complex data analysis
 - Beneficial: experience with social network analysis and/or actor-partner-interdependence modeling/dyadic data analysis
- Highly reliable, self-initiative, proactive, and independent way of working
- High-quality communication skills, especially in English, and a wish to write scientific publications
 - Beneficial: German language skills
- Secure MS Office skills (especially Word, Excel, and PowerPoint)

If you are interested or have any questions, please contact Prof. Dr. Ulrike Fasbender (ulrike.fasbender@uni-hohenheim.de). Your application (via the University of Hohenheim's job portal) should contain the following documents summarized as one PDF document:

- Letter of motivation
- Curriculum vitae (including a list of publications)
- Testimonies (school degree, university degrees including PhD degree, possibly further)

Application deadline: February 15, 2024

Link to the job portal of the University of Hohenheim: [here](#)

Note: If the application process has not been completed, it may be possible to apply after the application deadline. The talks will take place in the winter semester of 2023/2024.

Description of International Research Project Funded by the Volkswagen Foundation

Overcoming Societal Tensions in Europe: Can Age-Diverse Friendships be the Solution? The project aims to uncover the full potential of age-diverse friendships to strengthen cooperation and tolerance across different generations in Europe. Many of Europe's current challenges, such as migration or pension and social security, are linked to tensions between different social groups, including age groups. Friendship is the most powerful form of contact. When different social groups develop friendships, it can change their behavior. This project focuses on age-diverse friendships in the workplace as it is a hub for people from different generations to meet and the positive effect of age-diverse friendships formed in one context such as the workplace can spill over to other contexts. This project combines qualitative and quantitative methods, experimental designs, and intervention methods. By doing so, the consortium will explore the potential for age-diverse friendships to function as social glue in society across five work packages: (1) understanding the meaning of age-diverse friendship in different contexts, (2) studying why and when age-diverse friendships lead to support towards other age groups, (3) explore the potential of age-diverse friendships to reduce wider societal tensions, (4) ask whether and under which conditions age-diverse friendships facilitate social cohesion and (5) how organizations can support the formation and maintenance of age-diverse friendships.