



PhD in INGEGNERIA GESTIONALE / MANAGEMENT ENGINEERING - 39th cycle

**THEMATIC Research Field: THE APPLICATION OF SOCIAL NETWORK ANALYSIS TO
HUMAN RESOURCE MANAGEMENT:TOWARDS SOCIAL RESOURCE MANAGEMENT**

Monthly net income of PhDscholarship (max 36 months)

€ 1450.0

In case of a change of the welfare rates during the three-year period, the amount could be modified.

Context of the research activity

**Motivation and objectives of the research
in this field**

In recent years, we have observed an integration of social network perspectives and methodologies in human resource management (Soltis et al., 2018). This step represents a paradigm shift from human resource management (more focus on human capital) to social resource management (more focus on social capital) (Hollenbeck & Jamieson, 2015). Social capital refers to the resources that can be found in the relationships between people (Coleman, 1988), and social capital can, therefore, be considered a collective resource that manifests itself in social networks where it affects opportunities for collaboration and social support (Kawachi & Berkman, 2001). Social network analysis can help work organizations to: i) identify the "social butterflies" in the network and use these individuals as liaisons to help facilitate the socialization process; ii) identify employees who seem socially isolated and allow the organization to focus social interventions in the right areas; iii) monitor the formation and development of network ties; iiiii) identify actors who play a relevant role within teams as brokers; iiiiii) investigate how social capital may affect wellbeing and performance of employees.

**Methods and techniques that will be
developed and used to carry out the
research**

The following methodologies will be applied in the research project:
- Surveys, in order to measure constructs related to attitudes and behaviors (such as work engagement, social support, leadership approach, etc.);



	support, leadership approach, etc.); - Social Network analysis combining data coming from information systems and survey; - Multivariate analysis of primary sources; - Case studies, in order to analyse best practices and identify their critical success factors.
Educational objectives	The main educational objectives of the research project are the following: - Developing the capacity to analyze particularly the social networks of the work organizations; - Developing the capacity to support work organizations and HR Managers to identify and develop useful and tailored actions and policies to foster the wellbeing and the performance of employees.
Job opportunities	The opportunities for a PhD graduate in this research area are: - Academic career in the fields of Human Resource Management and Organizational Behaviour; - HR department of private and public work organizations.
Composition of the research group	1 Full Professors 1 Associated Professors 1 Assistant Professors 1 PhD Students
Name of the research directors	Luca Gastaldi and Mariano Corso

Contacts	
luca.gastaldi@polimi.it	

Additional support - Financial aid per PhD student per year (gross amount)	
Housing - Foreign Students	--
Housing - Out-of-town residents (more than 80Km out of Milano)	--

Scholarship Increase for a period abroad	
Amount monthly	725.0 €
By number of months	6

Additional information: educational activity, teaching assistantship, computer availability, desk availability, any other information
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The candidate will work at the Department of Management, Economics and Industrial Engineering and attend the PhD Courses and all the educational activities of the PhD Program in Management Engineering