

The PhD programme at Department of Organization (IOA)

IOAs PhD education

Department of Organization's PhD line aims to develop scholars with strong methodological skills and ability to theorise and investigate societally relevant questions pertaining to organizational, managerial, and governance-related phenomena. A major strength of the programme is its emphasis on strong empirical analyses and solid theoretical anchoring. IOA predominantly recruits PhD students on a 3-year scheme, funded either by the department/CBS, external collaborative research grants, industrial PhD funding, or by other academic institutions such as the National Research Center for the Working Environment, and the Royal Danish Defence College.

Most PhD students have teaching obligations and contribute to teaching in core courses in organizational theory and analysis at all levels of the CBS degree programmes. We also deliver teaching in international political economy, HRM, project management, change management, organizational psychology, leadership, qualitative methods, and many other courses. Our teaching aims to combine theoretical curiosity, critical reflexivity, empirical specificity, and practical relevance. It is a key ambition to make any student aware that most social phenomena rest upon and involve organization of some sort. All IOA PhD students take a PhD course in Organizational Analysis. Find more detailed information in IOA's departmental page in the [CBS PhD Handbook](#). PhD students are enrolled in CBS' PhD school – find more information [here](#).

Being a PhD student at IOA

At IOA we believe that an important aspect of a successful, fruitful, and joyful PhD process means being part of strong scholarly communities. While the department provides an organizational community for all PhD students, it also offers additional PhD support activities to strengthen the interaction between the individual PhD students and their peers. In a collaboration between senior faculty and PhD students, we strive to create and strengthen a community of practice, a peer-learning community, and a social community.

Several activities are scheduled throughout the year to provide support for learning and scholarly interactions. These activities are outlined in the IOA Annual wheel of PhD career support activities. Besides the activities included in the annual wheel, regular academic events where PhDs can provide peer-to-peer support take place throughout the semester. PhDs are also affiliated with one of the Department's research groups where they present their ongoing work and engage with colleagues' and guests' research. To foster social interactions between the PhD students, regular social events are taking place throughout the semester. IOA actively supports career clarification and development for the department's PhD students, and our alumni land interesting and impactful positions in research institutions as well as private businesses.