



LIM KIM SAN FELLOWSHIP FOR PHD STUDENTS
SINGAPORE MANAGEMENT UNIVERSITY
LEE KONG CHIAN SCHOOL OF BUSINESS
ORGANIZATIONAL BEHAVIOR AND HUMAN RESOURCES

Are you a PhD student who would be interested in spending anywhere from a couple of weeks to a few months conducting research in Singapore with Singapore Management University's Organisational Behaviour and Human Resources group? Or do you know of any such PhD students? The OBHR group at Singapore Management University's Lee Kong Chian School of Business is planning to award up to three **Lim Kim San Fellowships for PhD students** who do research in the area of leadership, broadly defined (that is, topics relevant to leaders, including, but not limited to, decision making, negotiation, justice, trust, and others). The fellow(s) can expect close interaction with their OBHR faculty host and the OBHR group, a collegial environment, and life in an exciting city.

The ideal applicant will have successfully completed coursework and show great promise as a researcher. Qualified applicants are invited to submit their CV and a short **Proposal** describing what research and other activities they would like to undertake as Lim Kim San Fellows, the duration they would like to spend at SMU, the SMU OBHR faculty they would like to collaborate with (their faculty host), as well as anything else they consider relevant. The duration of stay is flexible with a minimum period of two weeks and a recommended period of four to eight weeks. The starting date should be decided in discussion with the fellow's faculty host, but the visit needs to be completed before March 31, 2013.

The successful applicant(s) will carry the title Lim Kim San Fellow and will be an integral part of our very collegial OBHR group. Fellows will receive sufficient support to cover reasonable airfare and accommodation expenses, as well as a per diem to cover daily living expenses. If required, a limited amount of research funding is available. Fellows will have access to our group's subject pool, the school's Behavioral Lab, and the university's online survey system. Singapore is an interesting place for cross-cultural research. Singapore also has a large number of expatriates that could be tapped into for research in this area. Lim Kim San Fellows are expected to focus on advancing their research program. Note that there is no opportunity to complete coursework.

The successful applicant(s) will join one of the most productive groups of OBHR researchers in Asia. Our group is known for its collegiality, which has contributed to our faculty consistently publishing in top-tier OBHR journals. Since 2007, our faculty has published dozens of papers in top journals including at JAP, OBHDP, Academy of Management Journal, Journal of Management, Organization Science, and Strategic Management Journal.



Our OBHR faculty comprise Michael Benoliel (GWU, 1988), Michael Bashshur (University of Illinois), Don Ferrin (Minnesota, 2000), Gary Greguras (Bowling Green, 1998), Thomas Menkhoff (Bielefeld, 1990), Layne Paddock (Arizona, 2005), Jochen Reb (Arizona, 2005), Hwee Hoon Tan (Purdue, 1996), and David Wagner (Michigan State, 2009). All of us are active researchers, whose interests include affect and well-being, organizational trust, leadership, cross-cultural and intercultural management, motivation, negotiation, justice, OCB's, performance appraisal and selection, knowledge management, and decision making. For more details on our faculty, see <http://www.smu.edu.sg/research/orgbehavior.asp>.

APPLICATION PROCEDURE

Review of applications will commence on August 15 and continue until the positions have been filled. Interested students may direct their questions to the program coordinator, Layne Paddock, at elpaddock@smu.edu.sg, or to any OBHR faculty member they would like to work with during their visit (i.e., their faculty host). Interested candidates should send a cover letter, CV, proposal, sample publications, and a minimum of two reference letters to Layne Paddock (c/o Farah Binti Mohamed Iqbal) *electronically* to farahbmi@smu.edu.sg.

SINGAPORE MANAGEMENT UNIVERSITY

Singapore Management University's vision is to be a premier university, internationally recognized for its world-class research and distinguished teaching. Incorporated in January 2000, SMU is a young, vibrant, US-style research university. We opened a new, US\$250 million city campus in downtown Singapore in June 2005. Our faculty publish in the top international journals in their field, and SMU provides them with ample support to do so. As a new university, our present teaching focus is on undergraduates, however it is expected that graduate programs will be added in the coming year. Our teaching has already been recognized as distinctive within Asia, owing to our relatively small class sizes, our emphasis on experiential learning across the entire curriculum, and our emphasis on the building of leadership and organizational skills in addition to more technical skills.

LIVING IN SINGAPORE

Singapore is a vibrant, safe, modern, and cosmopolitan city-state with a multi-ethnic population of four million. With extensive nature parks (over 23% of the country is devoted to green space) and outdoor activities complementing a major metropolitan city, Singapore offers an ideal setting for work and play. As an indication of its quality, Singapore consistently ranks at or near the top ranking in Top 10-style lists for expatriates to live in. English is the language used for education, business, and government, with large segments of the population speaking Mandarin, Malay, and Tamil as second languages.



Singapore is a vibrant hub for business, playing host to 5,000 multinational companies; many of the Global 500 companies have located their Asia-Pacific headquarters in Singapore. Singapore is also considered a very family-friendly city, with excellent private and public schools. Being at a crossroads within Asia, Singapore offers a broad range of regional recreation and travel opportunities. Finally, and notably, Singapore is a culinary delight!