

The Eindhoven University of Technology (TU/e) is looking for a

**Full Professor of Organizational Behavior  
with affinity for Human Decision Processes**

at the Human Performance Management (HPM) Group of the Department of Industrial Engineering and Innovation Sciences (formerly Department of Technology Management).

This chair focuses on psychological processes with regard to organizational behavior and with a link to human decision making. In other words, what are the organizational factors that have an impact on how people and groups act, think, feel and respond to work and organizations? Further, understanding how decisions are made by employees, and how they can be optimized, is an important goal of the field of organizational behavior. This position will fit in the performance enhancement research theme of HPM, which deals with the optimization of the contributions of humans to the performance of operational processes. Preferably, the new chair will also develop teaching and research initiatives in the healthcare domain that fit well with the current activities of HPM in that area (e.g. medical decisions and error management).

**Tasks**

You will contribute to teaching in the area of Organizational Behavior (OB) at both the undergraduate, graduate and postgraduate levels. As specific tasks you will initiate, perform and supervise fundamental and applied research in this research area (HPM's performance enhancement theme). Of course you will be engaged in leadership and managerial tasks and you are expected to incite the OB research in the area of operations management and innovation management. You will manage or develop an international network in OB and, to a lesser extent, also in human decision processes. Acquiring funding and/or projects (i.e. second and third money streams as well as European funding sources) will be part of your job.

**Requirements**

*Concerning Research and Teaching* you have a profound knowledge of the field of Applied Psychology, especially in the field of Organizational Behavior, with affinity for Human Decision Processes. You have a track record of excellent international publications in top-tier journals and therefore, a proven track record as an internationally leading scholar. You are experienced in setting up and managing large research projects and in obtaining external funds for research. As far as teaching is concerned, you have an extensive track record in designing, co-coordinating and teaching (under)graduate courses. Of course you have a PhD in a relevant field, preferably in Organizational Psychology.

*Concerning Administration tasks* you have a track record in inspiring, motivating and coaching professionals and you have managerial experience in academic settings. Besides the ability to work in and coach multidisciplinary teams you have strong communication and organizational skills.

**Appointment and Salary**

You will be appointed in a tenured position as full professor (1.0 fte) within an inspiring job in a dynamic and ambitious university. Gross yearly salary is within the range of € 70,000 and € 120,000 (in accordance with the Collective Labor Agreement of the Dutch Universities - CAO NU). Salary will be based on your knowledge and experience.

Substantial tax benefits apply to non-Dutch citizens conditional on the permission granted by the Dutch Tax Office.

We have an attractive package of fringe benefits (including excellent work facilities, child care and excellent sports facilities) available for you.

**The Human Performance Management (HPM) Group** focuses its research and education on the role of resources (i.e. human, job and organizational resources) in optimizing the performance of operational processes. Put differently, how should work, teams, and organizations be designed and developed to obtain a high performance organization in which employees can work with high motivation, creativity and pleasure? In this respect, it is assumed that the best fit between humans and work will be achieved when adequate attention is given to the human side as well as the work side in (re)designing and (re)developing operational processes to improve performance. The HPM Group teaches courses at the undergraduate, graduate and PhD levels.

**The Department of Industrial Engineering and Innovation Sciences** offers BSc Programs in Industrial Engineering and Management Science (Technische Bedrijfskunde), Innovation Sciences (Technische Innovatiewetenschappen), and Industrial Engineering for Health Care, (Technische Bedrijfskunde voor de Gezondheidszorg) and MSc Programs in Innovation Management, Operations Management and Logistics, Technology and Policy, and Human Technology Interaction. Education and research in the department focus on the development and use of technology in a business and society oriented context. Research is design and application oriented, based on fundamental scientific insights and methods.

**Information**

More information about this position can be obtained from: prof.dr. Jan de Jonge (Chair HPM Group), phone +31.40.2472493, e-mail: [j.d.jonge@tue.nl](mailto:j.d.jonge@tue.nl) or prof.dr. Sjoerd Romme (Dean of Department), phone +31.40.2472635, e-mail: [a.g.l.romme@tue.nl](mailto:a.g.l.romme@tue.nl).

You can request the complete profile of this chair of "Organizational Behavior & Human Decision Processes" from: Caren van Overdijk, HR advisor, e-mail: [c.j.m.v.overdijk@tue.nl](mailto:c.j.m.v.overdijk@tue.nl)

More information about the HPM Group can be found at <http://w3.tm.tue.nl/nl/capaciteitsgroepen/hpm/>

**How to apply**

Interested candidates are requested to send a written application (together with a curriculum vitae and a list of publications) to the Personnel Department, Dept. of Technology Management, Pav R.1.23, PO Box 513, 5600 MB Eindhoven, the Netherlands (fax: + 31.40.2475712), e-mail: [pz@tue.nl](mailto:pz@tue.nl).

Please send in your application before 1 January 2009 and quote reference number **V39.469**.