

RESEARCH ASSOCIATE: Value Distribution Among Company Stakeholders: Exploring the Microfoundations of Income Inequality

REQ211354

As part of the University's ongoing commitment to redeployment, please note that this vacancy may be withdrawn at any stage of the recruitment process if a suitable redeployee is identified.

A Research Associate is required to support a British Academy / Leverhulme-funded research project led by Dr Philipp Kern in the Institute of International Management at Loughborough University London. The role is ideally suited for a current PhD student.

Project Overview

The project investigates how value created by large British, German and Italian companies is shared among their stakeholders and how these patterns have changed over the last 20 years, thereby aiming to contribute to a better understanding of the 'microfoundations' of income inequality. Despite an increasing interest in the link between organizations and distributional outcomes, we still lack a systematic examination of how patterns of value distribution in large employers have evolved over time and, crucially, how these patterns are shaped by the institutional environment firms operate in. Research on this relationship has been held back by a lack of suitable methodological tools that enable an integrated analysis of stakeholder returns that is comparable across firms, sectors, countries, and time.

To address this gap, the project will use an emerging methodology, the stakeholder value creation and appropriation (VCA) model, to link firm-level changes in value added appropriation to macro-level inequality trends. It will take a longitudinal, comparative approach involving a large sample of firms across multiple advanced economies. More specifically, it will analyse VCA patterns in the 100 largest listed firms in two key sectors (manufacturing and services) in three major economies (UK, Germany, Italy) over the last 20 years. The analysis will show changes in the share of value going to major stakeholder groups (customers, employees, executives, capital owners, government), thus shedding light on which groups are able to increase their share over time and which groups lose out. The large sample will enable examination of variation within systems compared to variation between systems. By tracking distributional patterns over a time period that has seen capitalist systems increasingly financialized, the project will show how institutional features relate to evolving distributional patterns on the firm level, thus connecting micro and macro levels of analysis to further our understanding of inequality.

The project will seek to answer the following questions:

- (1) How have patterns of stakeholder value creation and appropriation evolved in large British, German and Italian firms over the last 20 years?
- (2) To what extent are these patterns consistent with macroeconomic indicators of income inequality in the three countries?
- (3) To what extent can these patterns be explained by features of the respective national business systems?
- (4) How homogenous are distributional patterns within sectors and countries?
- (5) Is there evidence of convergence in distributional patterns across countries?

Job Description

Job Grade

Specialist and Supporting Academic Grade 6

Job Purpose

The post holder will assist in carrying out research on the 'Value Distribution Among Company Stakeholders: Exploring the Microfoundations of Income Inequality' project.

Job Duties

- Collect and process company financial information from databases (Refinitiv Eikon / DataStream) and annual reports
- Conduct desk research and literature reviews
- Assist with data analysis and interpretation of VCA results
- Support relationships with external stakeholders through dissemination of research updates
- Support impact and engagement activities such as workshops

Points to Note

The purpose of this job description is to indicate the general level of duties and responsibility of the post. The detailed duties may vary from time to time without changing the general character or level of responsibility entailed.

Special Conditions

All staff have a statutory responsibility to take reasonable care of themselves, others and the environment and to prevent harm by their acts or omissions. All staff are therefore required to adhere to the University's Health, Safety and Environmental Policy & Procedures.

All staff should hold a duty and commitment to observing the University's Equality & Diversity policy and procedures at all times. Duties must be carried out in accordance with relevant Equality & Diversity legislation and University policies/procedures.

Successful completion of probation will be dependent on attendance at the University's mandatory courses which include Respecting Diversity and, where appropriate, Recruitment and Selection.

Organisational Responsibility

The post holder will report to Dr Philipp Kern, Lecturer in International Management

Person Specification

Your application will be reviewed with respect to meeting the essential criteria listed below. Applicants are strongly advised to explicitly state and evidence how they meet each of the essential criteria in their application. Stages of assessment are as follows:

1 – Application

2 – Interview

Essential Criteria

Area	Criteria	Stage
Experience	Research background in a relevant area of social science	1, 2
	Familiarity with quantitative research methods	1, 2
Skills and abilities	Ability to collect and process quantitative data	1, 2
	Strong analytical skills	2
	Ability to work to deadlines, proactively and independently	2
	Well-organised with experience of good record-keeping	1, 2
	Ability to work well with other researchers collaboratively	2
	Excellent written and oral communication skills	1, 2
	Confidence using Microsoft Excel	1, 2
Training	Willingness to undertake appropriate further training and to adopt new procedures as and when required	1,2
Qualifications	An MSc degree in an appropriate field of research	1
Other	Commitment to observing the University's Equal Opportunities policy at all times	1,2
	Willingness to occasionally travel and attend meetings related to the research project	1

Desirable Criteria

Area	Criteria	Stage
Experience	Experience with company financial data	1,2

Conditions of Service

The position is **Part-Time and Fixed Term**. The role is for 6 hours per week over 11 months with planned start date of 1 February 2022. This can be varied slightly, however, to suit the circumstances of the successful applicant. Salary will be on Specialist and Supporting Academic **Grade 6 £31,406 - £40,927 (pro-rata) per annum plus £3,252 London Allowance (pro-rata)**, at a starting salary commensurate with experience.

The appointment will be subject to the University's normal Terms and Conditions of Employment for Academic and Related staff, details of which can be found [here](#).

The University is committed to enabling staff to maintain a healthy work-home balance and has a number of family-friendly policies which are available at <http://www.lboro.ac.uk/services/hr/a-z/family-leave-policy-and-procedure---page.html>.

Loughborough University London Staff are eligible to apply for an interest free season ticket loan and corporate gym membership.

In addition, the University is supportive, wherever possible, of flexible working arrangements. We also strive to create a culture that supports equality and celebrates diversity throughout the campus. The University holds a Bronze Athena SWAN award which recognises the importance of support for women at all stages of their academic career. For further information on Athena SWAN see <http://www.lboro.ac.uk/services/hr/athena-swan/>

Application

The closing date for applications is **11:59pm on 17 December 2021.**

Interviews date – to be confirmed