

RESEARCH STUDENT SEMINAR

Wednesday 25 April 2018
14:00 – 15:00

**SEERC Conference Room,
Proxenou Koromila Building**

“Decoding employee voice in countries of crisis: New models of understanding and development”

By
Mr Drilon Lajci,
PhD student
Management School, TUoS

ABSTRACT

This thesis seeks to determine the most significant factors that influence HR strategies and practices, and their impact on voice mechanisms and employee relations when Multinational Corporations (MNCs) invest in developing countries. It focuses on three organizations, which have employed different entry modes, operate in different sectors and have different ownership types. A mixed-methods approach utilizing both quantitative and qualitative approaches through sequential data collection is proposed as an appropriate means of providing a richer and more vivid understanding of the understudied matters. Moreover, an innovative data collection method will be utilized based on web- application technologies. This thesis aims to contribute at a theoretical level to the contemporary body of literature on comparative studies by analyzing different factors that characterize MNCs. More precisely it seeks to provide understanding on the impact of MNCs' entry modes, sectoral differences, and ownership types of HR strategies and their impact on voice mechanisms and employee relation. From a methodological point of view, it introduces a new data collection method using information technologies which can contribute and benefit to future studies within, or outside the field.

The seminar series is open to all members of *staff* and *students* of CITY and to any *externals* that wish to attend.