

Title CSC project:

Feedback dialogue as a means to enhance informal learning at the workplace

Principal investigator:

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H-index: 57 (see: <https://scholar.google.nl/citations?user=Fx5sE0QAAAAJ&hl=en>)

Recent citation scores, see: <https://scholar.google.nl/citations?user=8oUU-6UAAAAJ>

Selection of five publications:

I published in some of the most important journals in Educational Psychology, Learning Sciences, Human Resource development and multidisciplinary science. In 2022, the publisher Rutledge will publish my book on the topic of feedback dialogue. A more extended list of publications can be found here: <https://www.maastrichtuniversity.nl/nl/m.segers/onderzoek>

Strik, N. P., Hamstra, M. R. W., & Segers, M. S. R. (2021). Antecedents of Knowledge Withholding: A Systematic Review & Integrative Framework. *Group & Organization Management*, 46(2), 223-251.

Froehlich, D. E., Beausaert, S., & Segers, M. (2021). Similarity-Attraction Theory and Feedback Seeking Behavior at Work: How Do They Impact Employability. *Studia paedagogica*, 26(2),

Crans, S., Bude, V., Beausaert, S., & Segers, M. (2021) Social informal learning and the role of learning climate: Toward a better understanding of the social side of learning among consultants. *Human Resource Development Quarterly*, 32, 4, 507-535. DOI: 10.1002/hrdq.21429

Dochy, F., & Segers, M. (2018). *Creating Impact Through Future Learning: The High Impact Learning that Lasts (HILL) Model*. London; Routledge.

Gabelica, C., Van den Bossche, P., De Maeyer, S., Segers M., & Gijssels, W. (2014). The effect of team feedback and guided reflexivity on team performance change. *Learning and Instruction*, 34, 86-96.

Proposal:

Recent literature reviews on feedback seeking behavior of employees as a means for professional development have stressed that effective feedback seeking behavior requires dialogic feedback. This PhD project will tackle the contextual antecedents of engaging in a feedback dialogue. Which organizational and cultural factors are related to if and why employees seek feedback from colleagues or supervisors? In this project, the PhD will collect and analyse Chinese and European data to answer these questions.

Methods:

Data collection methods: surveys and interviews; Data analysis methods: Thematic analysis and co-occurrences analysis (interviews); Factor analyses, multi-level analyses; Structural Equation Modelling (quantitative survey data)

Requirements:

The candidate needs to have an excellent command of English and an MSc in Psychology, Human Resource Development, Educational Sciences or a related science. There is no need to know all the ins and outs of the methods mentioned to apply for this position. Knowledge of statistical programs like Atlas.ti, R or SPSS is helpful but also not necessary to apply.