

Getting started

Autumn 2023

September 13, 2023

Prof. Ewald Kibler (ewald.kibler@aalto.fi)

Prof. Henri Schildt (henri.childt@aalto.fi)

Purpose of “Getting Started” (3 ECTS)

- Getting to know each other and the faculty of the department of management studies
- Giving you some basic, practical information about doctoral course work and thesis work
- Providing insights on what academic work is like, and what you may be going through in the coming years, with assignments
- Offering **safe space** for sharing personal thoughts and for discussing (critical) questions/themes

Meetings on Wednesdays at 9-12

Wedn 13.9. (U213)

+ assignment

Introductions

Wedn 25.10. (U213)

+ assignment

How a doctoral dissertation is made?

Wedn 15.11. (U213)

+ assignment

Qualitative research papers

Wedn 13.12. (U213)

Quantitative research papers

Today's Agenda

1. Intros & Getting to know each other
2. Academic community
3. Common challenges in doctoral studies
4. Getting started in research
5. Assignment for the next session



Responsible Teachers – and thanks to Berna for assisting the course and Nina for the great collaboration during the last years!



Henri Schildt
Professor of Organization
& Management



Bernadetta Ginting-Szczesny
Post-Doctoral Researcher in
Entrepreneurship



Ewald Kibler
Associate Professor of
Entrepreneurship, Head of
Entrepreneurship
Unit/Doctoral Studies



Nina Granqvist,
Professor of
Organization &
Management



Participants: New Cohort of Doctoral Research at our Dep of Management Studies

Organization & Management

Aleksi Korhonen

Aino Heikkilä

Milja von Lerber

Heejae Jun

Entrepreneurship

Cana Keles

International Business

Anna-Riikka Smolander

Marzieh Soleimani

Jiayin Yu

Organizational Communication

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The academic community

Department of Management Studies - who are we?

With four subjects:

- **Organization and Management**
- **International Business**
- **Entrepreneurship**
- **Organizational Communication**

<https://www.aalto.fi/en/departement-of-management-studies>

Multidisciplinary

- Management is an applied science drawing on:

- Social sciences (e.g. sociology, communications)
- Economics
- Behavioral sciences (psychology, pedagogy)
- Cultural sciences (anthropology)
- Engineering



- Multiple different schools of thought

- These you get to know and understand during our studies
- Underlying philosophies / ontologies -> bases for assumptions

Head of Department Head of Doctoral Studies at Aalto BIZ



Johanna Moisander
Professor of Organizational
Communication

Heads of Doctoral Studies & Professors across out units at the Department



Iiris Saittakarri
Assistant Professor
and Head of Doctoral
Studies in
International
Business



**Paula Koskinen
Sandberg, Assistant
Professor and Head
of Doctoral Studies in
Organizational
Communication**



**Marjo-Riitta "Maikki"
Diehl, Associate
Professor of
Organization &
Management,
Ombudsperson at the
School of Business**



**Samuli Patala,
Assistant Professor
and Head of Doctoral
Studies in
Organization &
Management**

Organizational Communication – who are we?

Professors

Johanna Moisander

Paula Koskinen Sandberg

Senior Lecturers

Pekka Pälli

Kirsi Eräranta

Kathrin Sele

Visiting professor

Linda Putnam

More information about the staff profiles

See: [Research in Organizational Communication | Aalto University](#)

Paula Koskinen Sandberg

- Assistant Professor in Organizational Communication, August 2022
- PhD from Hanken School of Economics in 2016
- Before that, somewhat unusual path to academia:
- Master's degree in Sociology in 2005, University of Turku
- 8 years of working in mostly research projects in different organizations, without a PhD or even doctoral studies
- Also 4 years at Aalto (2009-2013), and I was not particularly interested in a PhD or Aalto's new career models such as the tenure track
- Even when finally doing a PhD, I thought it would be a final thing I do in academia, after which I will do something else.
- But I changed my mind, and here I am 😊

Research in Org Communication

- We aim to do critical organization studies with a focus on discourses, practices and organizational power
- Many of us are interested in gender and diversity in organizations
- Also business-society relations are central
- My personal research profile:
 - Multidisciplinary, somewhere between social sciences and organization studies
 - Feminist research: gender equality, policy and politics, in organizations but also labour market more broadly
 - Qualitative methods, data is typically documents, media material, interviews

International Business - who are we?

Professors

Kristiina Mäkelä

(on leave as Provost)

Rebecca Piekkari

Tiina Ritvala

Iiris Saittakari

Hannu Seristö

Alexi Nittymies

Professors of Practice

Kähäri Perttu

Sami Tapani

Rita Jarventie-Thesleff

Visiting researcher

Jo Angouri

Catherine Welch

Sarianna Lundan

More information about the staff profiles

See: <https://www.aalto.fi/en/departments-of-management-studies/people-in-international-business>



Iiris Saittakari

Assistant Professor of International Business

Head of IB Doctoral Program 8/2022

Research interests: Physical and perceptual aspects of location, location and relocation of headquarters, attraction game of sustainable cities, politization of multinational corporations and the associated policy implications.



2001 – 2005
BBA (Ohio, US)



2006 – 2009
M.Sc. (Econ)

2010 – 2018
D.Sc. (Econ)
Incl. 3 maternity leaves



2018 – 2021
Post-doc

2022 ->
Assistant professor

2005 – 2006
Sales work in MI, US

- Door-to-door B2B & B2C
- Sales representative

2008 – 2009
Management consulting,
Helsinki

International Business unit

Research groups/ projects/ interest

- Language in IB research
- Headquarters' Location
- Sustainable Headquarters of the Future
- Attraction Game of Sustainable Cities
- Coastal Energy Hubs, Energy Transition & MNCs
- Innovation Management Practices
- University internationalization in the future: partnerships, satellite campuses or M&As
- Qualitative Research



Enjoy the ride

O&M - who are we?

Professors

Marjo-Riitta Diehl

Nina Granqvist

Minna Halme

Alexei Koveshnikov

Samuli Patala

Jukka Rintamäki

Henri Schildt

Taija Turunen

Timo Vuori

Astrid Huopalainen

Visiting professors

Farah Kodeih (IESEG Business School)

Saku Mantere (McGill University)

Eero Vaara (University of Oxford)

Lecturers

Saija Katila

Leena Lankoski

More information about the staff profiles (post docs!!)

<https://www.aalto.fi/en/departments-of-management-studies/people-in-organization-and-management>

Entrepreneurship - who are we?

Professors

Myrto Chliova

Tamara Galkina

Ewald Kibler

Arne Kröger

Patrick Schulist

Post-doc researcher

Lauri Laine

Bernadetta Ginting-Szczesny

More information about the staff profiles

See: [People in Entrepreneurship | Aalto University](#)

Research in Entrepreneurship

Our research can be broadly characterized as endeavoring to understand the complexity of entrepreneurship as a **multifaceted socio-economic phenomenon**. Much of our research is applied, with relevance for public policy.

Some of our current research projects include:

- psychological processes underlying entrepreneurial actions
- regional and institutional embeddedness of entrepreneurship
- social and sustainable business venturing
- self-employment and population ageing
- entrepreneurship in times of crisis

Introductions (~ 5 min each)

Please, tell briefly

- Your background
- Why doctoral studies, and why here?
- What is your broader research interest/topic?
- What are your methodological interests?
- Potential concerns or questions related to the doctoral studies

Usual challenges

Examples based on interviews with doctoral students (O&M, 2018)

Good:

- Professional doctoral program
- Strong student community
- Easy to start and to get to know the system: school orientation and our own Getting started course
- Good to do course assistant work!

To be developed:

- Teaching methods – the student is left quite alone with methods and data collection
- Not always attention to why we should study certain topics – the relevance of research!
- Atomistic – not always known what others do, or how similar topics are addressed in different ways
- Continuation in the beginning of the 2nd year if the courses have been studied during the first year
- Financing is unclear

Why doing a doctoral thesis takes so much time?

- **Course work (1 year of work)**
- **Finding topic, often also abandoning topics**
- **Getting to know literatures**
- **Fieldwork / data collection**
- **Focusing and refocusing the topic**
- **Time for “creativity” and “independent” thinking/ideation**
- **Writing the research gradually and iteratively**
 - Early vs. later conference papers
 - Essays and papers to be published/ and, or the monograph
 - Kappa / introduction of the essay-based thesis
 - Single-authored and co-authored work

Receiving advise

Build a well-working relationship with an advisor/group of advisors:

- **learning research work with the help of a senior colleague**
- **support in making choices (e.g. focus, reading literatures)**
- **help in creating a network and integrating into academic community**
- **concrete pieces of advice in study issues (including funding)**
- **can suggest credit-generating performances**
- **responsible for the thesis examination process (selecting pre-examiners, opponent)**

Dealing with feedback

- **A key differentiator between successful and less successful scholars is the ability to learn from negative feedback quickly and move on**
- **Every good scholar has been rejected from every good journal**
- **There are few things that are absolutes in management research**
- **If your paper got rejected consider what is useful advice to improve your paper, but you don't have to do all**
- **If your paper got rejected do see what you can learn from reviewer comments and make some changes as you might well have one of the same reviewers at the next journal**

Relationship with your advisor or advisory group

A group of advisors:

- No single person offers a 100 % match with what you do
- Find people from your area, create “your own pack”
- From our unit, Aalto more broadly, other universities, requirements of the empirical setting
- Who: this changes and develops over time
- Keep relations to your professor at the unit – some responsibility on your studies and thesis research
- If you encounter serious problems in advisory relationships, you can talk to the unit coordinator of doctoral studies, the head of the doctoral program or ombudsman

Formal Supervision Plan (with a Study Plan) annually

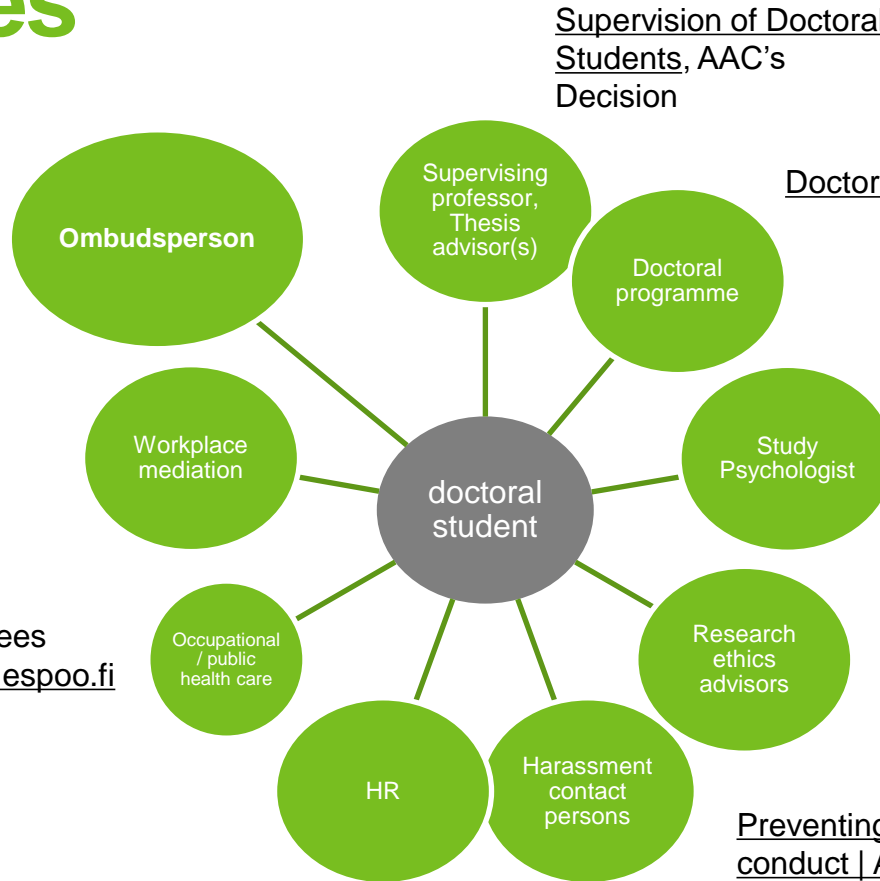
<https://into.aalto.fi/display/endoctoralbiz/Supervision+plan+and+Study+plan>

Roles in the support network of doctoral candidates

Ombudsperson for doctoral students | Aalto University

Workplace Mediation for enhancing the cooperation in teams and solving conflicts | Aalto University

Terveystalo.com for employees Social and health services | espoo.fi
– if you live in Espoo



Supervision of Doctoral Students, AAC's Decision

Doctoral programmes - Studies - Into (aalto.fi)

Student support, guidance and study well-being | Aalto University; PhD Pathfinder - Guiding you on your PhD journey (mariatornroos.fi)

Research Ethics and Research Integrity | Aalto University

Preventing harassment and inappropriate conduct | Aalto University

Advice for getting started

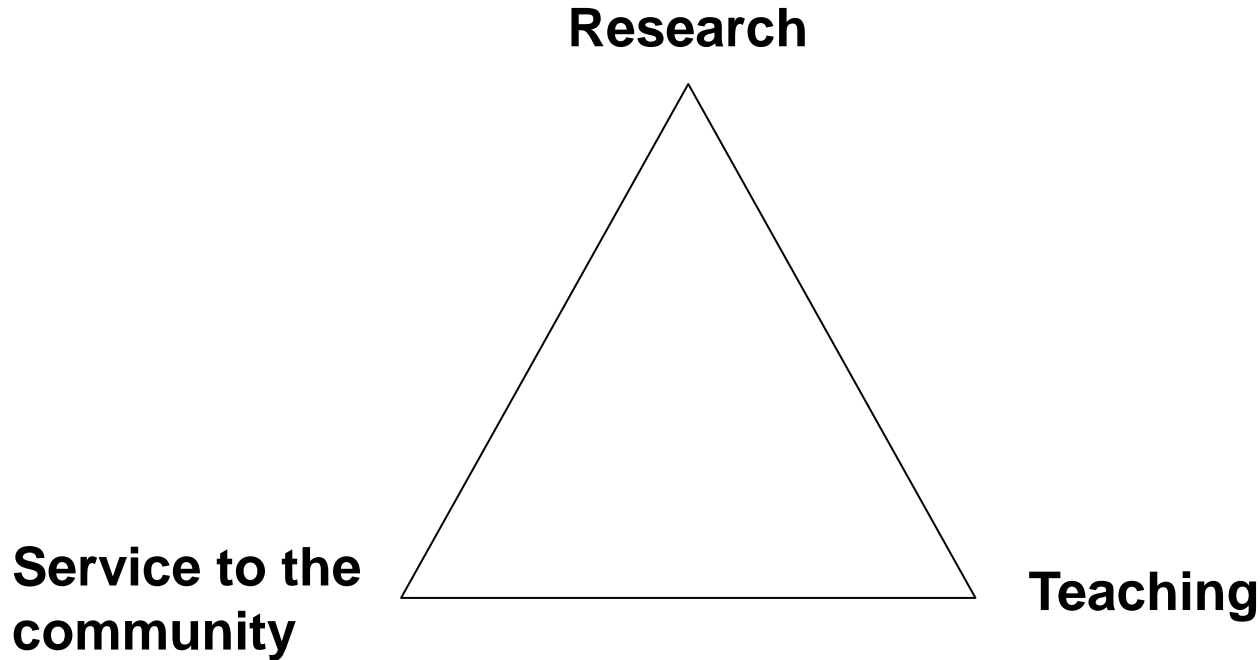
Meet your unit's faculty 😊

- Your task is to prepare a session to present yourselves / each other to our faculty
- Your unit will give you instructions on how to do this
- Also, join the regular "Wednesday coffee" for meeting
Feel free to join "Aalto Football" – it's every Tuesday (8:30-9:30amm, Otaniemi) 😊

Build your personal networks throughout your studies

- **Research interests direct the development of a personal network: empirical setting, theory**
- **Professors elsewhere, post docs and peers**
- **Collaborative papers**
- **Go to conferences, international and local courses**

Spheres of PhD journey/academic work



Research work and courses – Finding a suitable rhythm and balance

Do your course work:

- Expectations at the school level: do the course-based studies quickly, in about two years
- Progress in course work considered when deciding on the continuation of funding (after second year)
- Also, provides you a “soft landing” to academia, structure and sense of achievement

However, it is important to start doing research as soon as possible

- Doing courses is a minor and a far less challenging (!!) part of the doctoral studies
- One gets more out of courses if one has an ongoing, own project
- You can only learn research by doing – start early

International courses, tutorials & conferences

- **KATAJA - The Finnish Doctoral Program in Business Studies:**
 - Courses in Qualitative methodology, Courses in the fields of Management and Organization, Special courses in different research fields
 - **EDAMBA - European Doctoral Programmes Association in Management and Business Administration**
 - Organizes an annual summer school and courses in different fields of research.
 - **EGOS - European Group for Organizational Studies**
 - Organizes tutorials for doctoral students in the connection of the yearly colloquium.
 - **EIASM - European Institute for Advanced Studies in Management**
 - Organizes summer schools, workshops and tutorials for doctoral students.
 - **NORDIC ACADEMY OF MANAGEMENT (Nordiska Företagsekonomiska Föreningen, NFF)**
 - Organizes tutorials every second year together with a conference.
 - **EURAM - European Academy of Management**
 - **ACADEMY OF MANAGEMENT (USA)**
 - Organizes PhD tutorials, workshops and an annual conference in the field of management studies
 - **SCANCOR - The Scandinavian Consortium for Organizational Research, Stanford University**
 - Organizes PhD workshops
 - **AIB - Academy of International Business**
 - Organizes conferences in the field of international business including a doctoral tutorial
 - **EIBA – European International Business Association**
 - Organizes an annual conference including two doctoral tutorials
 - **BABSON (USA), RENT (Europe) + ISBE (UK) entrepreneurship conference**
 - Organizes PhD tutorials, workshops and an annual conference in the field of entrepreneurship studies
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Teaching

- **Teaching assistant: a great way of learning about teaching**
- **80 hours per academic year**
- **A!Peda course as optional course**
- **Good to observe different teachers**
- **Learning about different teaching methods**
- **Good to get teaching experience before graduation, but not so much that it slows you down**

Service to the community and Impact

- **Be an active member of the unit and department communities**
- **Participate in (social) events and research seminars**
- **Volunteer and engage in conversations**
- **Help your peers**

- **Your main focus should be on producing academic research, but with a little bit of effort you can have your work have more practical impact and this is increasingly important**
 - Using it in teaching
 - Getting it into the popular press
 - Writing practitioner-oriented articles

Pre-Assignment for Session 2

Submit a short essay (as PDF, between 1000-1500 words) about writing a dissertation based on your main insights from interviewing a graduate and her/his supervisor by 23 October 2023. Also, build on your essay to prepare a 5-10-minute presentation for Session 2 (25 October, to be confirmed).

Choose a published dissertation (completed after around 2018) that is of genuine interest to you and that was not advised or conducted by your own supervisor. Then, carefully read the dissertation and interview both the graduate and the related 1st (or if not possible the 2nd) supervisor.

Pre-assignment for session 2

Exemplary themes/questions informing the interview and writing your essay should include at least the following:

- **What were the phases of writing the dissertation, what happened over time?**
- **What was the researcher's main research question and task, and how did that come out in the dissertation? Does the doctoral thesis in your view address this task or question?**
- **An account that presents both from the researcher's and her/his advisor's point of view answers to the following questions:**
 - *What made it possible to finish the dissertation (successfully)?*
 - *Why is the dissertation like it is? (e.g. regarding the structure, choices of literatures and methods, style and content of the essays, ...)*
- **Any observations, insights or questions evoked by this inquiry regarding the process doctoral studies and writing the dissertation**

**Questions, issues
to discuss?**
