

General PhD thesis themes offered by the supervisors

Supervisor	General theme	Language (ESTonian, ENGLISH)
MAJANDUSTEADUS/ECONOMICS		
Anneli Kaasa anneli.kaasa@ut.ee	I am interested in supervising topics that measure and analyse culture and/or relate culture to various other phenomena. Culture is here understood as a pattern of values, attitudes, norms, beliefs that differentiate one group of people (e.g. country, region) from another. As culture is a very broad term, I want to stress that I am willing and able to supervise only research that approaches culture in the same way as I do in my research (please, google me).	ENG/EST
Jaan Masso Jaan.mass@ut.ee	I am interested in supervising topics related to the labour market effects of technological changes (automation, robotization, AI) and the effects of company internationalization (FDI or trade, but also the effects of trade sanctions) on firm performance (productivity and job creation). In addition to the study of the whole economy, the focus could be on specific companies in sectoral labour markets (e.g. Fintechs in the financial sector). The proposed research is, in most cases, expected to use large administrative datasets, like the matched employer-employee datasets. Yet, one may also propose qualitative research where quantitative data is scarce.	ENG
ÄRIJUHTIMINE/BUSINESS ADMINISTRATION		
Tiia Vissak tiia.vissak@ut.ee	I am interested in supervising qualitative (case study) research on topics related to different firms' internationalization, especially measuring and achieving success or failure during VUCA and non-VUCA conditions. Some potential additional themes I will consider: family firms' internationalization, real estate firms' internationalization, the role of network relationships in firms' internationalization, changes in (effectual vs. causal) decision-making during firms' internationalization, firms' foreign market exits and re-entries... Of course, you can also focus on other topics related to firms' internationalization but you should contact me before applying (contacting me is also recommended if you choose something from the topics I proposed). You can study firms originating from and/or active in any countries on the condition that you have good access to data (not only public data: you are expected to conduct multiple interviews, too). NB! If you are interested in these topics but prefer quantitative methods, then you are also welcome as then I'll find you a co-supervisor fluent in quantitative methods.	ENG

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Krista Jaakson krista.jaakson@ut.ee	I am looking for a motivated PhD student who would study family business issues, including succession planning, in Estonia (in comparison with other Baltic countries). The study would comprise quantitative research (e.g. ORCID database) and qualitative research (interviews, ethnography). For observations and interviewing Estonian language is a must. Having an experience in family business management would be beneficial.	EST
Kurmet Kivipõld kurmet.kivipold@ut.ee	I am interested in supervising topics related to intellectual capital of organizations from strategic point of view in knowledge and technology intensive organizations. Also, interesting topic is collectivistic leadership in connection with use of artificial intelligence in organizations	ENG/EST
Anne Reino anne.reino@ut.ee	I am interested in supervising topics related to (business) ethics (whistle-blowing, ethical decision-making, inclusiveness and other). Qualitative research methods are preferred.	ENG/EST
Peeter Peda peeter.peda@ut.ee	I am interested in supervising a motivated PhD student who would conduct research in the field of performance management, management accounting and control. Potential topics can focus on the design and use of performance management/management control systems and their relationship with various other phenomena (e.g., uncertainty, temporality, agility, digitalisation, well-being, prosociality, climate change, performance, etc.) on employee, organizational, or societal levels. Empirical studies as part of the PhD project would build on qualitative research methods and can be conducted in different private and/or public sector organizations in Estonia or abroad. Furthermore, I would also consider supervising topics related to megaprojects, public-private partnerships, and public sector accounting/budgeting (reforms). Depending on the specificity of the final topic, a co-supervisor might be included for effective supervision of the thesis.	ENG
MAJANDUSTEADUS/ECONOMICS ÄRIJUHTIMINE/BUSINESS ADMINISTRATION		
Helen Poltimäe helen.poltimae@ut.ee	I am interested in supervising topics related to green transition, carbon taxation, resource efficiency, circular economy, valuation of ecosystem services. Broadly speaking, different issues that lie in the intersection of economy and environment. It can business/sectoral level or policy level.	

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Priit Vahter priit.vahter@ut.ee	<p>I am interested in supervising topics related to determinants of productivity of firms, effects of internationalization of firms and innovation and new technology on firm performance and wages of employees. These would be based on econometric analysis of firm level or employer-employee level data. For example, the student can study the drivers of productivity gap between firms at the productivity frontier and the rest. This involves investigation of factors that create competitive advantage for the top performers (superstar firms) and/or factors that support or hinder catch-up by low or medium productivity firms with the productivity frontier. Proposals are especially welcome that would focus on: i) the role of differences in skills and diversity of workforce (e.g., by gender, cultural background, age) in explaining the productivity gap; ii) factors that hinder knowledge spillovers from multinationals and innovative firms to low productivity firms; iii) how complementarities in innovation process of firms (e.g. between technological innovation and other factors of productivity) affect the productivity gap. Also, focus on either the role of adoption of technologies, such as AI and automation, or eco-innovation by firms in productivity dynamics is very welcome.</p>	ENG