THE DEFENSE TAKES PLACE:
November 30th, 13.00-16.00 CET

TITLE:
“Salary is not the solution to everything”: Job attribute preferences of employees in Greenland and implications for employer measures to attract and retain employees’

ASSESSMENT COMMITTEE:
• Associate Professor Laura James, Aalborg University (chair)
• Associate Professor Deatra Walsh, UiT The Arctic University of Norway
• Associate Professor Søren Voxted, University of Southern Denmark

SUPERVISOR & CO-SUPERVISOR:
• Associate Professor Robert Chr. Thomsen, Aalborg University
• Professor Joan Nymand Larsen, University of Akureyri

VENUE:
Kroghstraede 3, Room 3.114
You can participate in person or online
The defense will be conducted in English

Registration for the event is mandatory here
Deadline 23rd November
After the defense Department of Culture and Learning will host a reception
Presentation

This dissertation presents the first comprehensive study of job attribute preferences of the work force in Greenland. Existing literature and reports pointed to a mismatch between the employers’ demand for work force and the employees’ supply of work force in Greenland. This mismatch was also identified by local stakeholders. With a point of departure in Greenlandic employers’ identified need to optimize work force recruitment and retention measures, this dissertation explores and provides analysis of existing recruitment and retention measures as well as the job attribute preferences of the work force in Greenland.

The applied research design combines pragmatism and an explorative design with mixed methods. Three selected employers in Greenland and two employee groups within each employer built the basis for the problem-based analysis with a data set consisting of existing literature and unique primary data which includes employer interviews, an employee survey and employee interviews. In alignment with the explorative design of the dissertation, theory has been applied both in a deductive and inductive way.

Key findings of this dissertation include discrepancies between the employers’ approach and the employees’ needs as well as distinct findings on the job attribute preferences of the work force in Greenland. This dissertation further provides recommendations for the sustained alignment of existing and future measures with job attribute preferences in Greenland and points to unrealized potential.

The study was a collaboration between Aalborg University, Arctic Consensus, Kommuneqarfik Sermersooq and Sulisitsisut, the Greenland Business Association.