

Master Thesis - “Technologies for customized development of people” (30 credits/20 weeks – 1 student)

Project Background

GKN Aerospace strongly believe that a company’s greatest asset is the personnel and that, for all foreseeable future, success will be depending on them. In other words, to be a no1 company, we also need to be world class in developing people. We need to customize the development for each individual, throughout the life, to maximize the value for everyone involved in our everyday work as well as for the company.

To further underline this, *Great people* is one of the main areas under *Great place to work*, which is one of our five value drivers. We measure how well we meet this through our annual EngageMe survey.



We have a good process in place that forms the base for competence development. But we now want to take the next steps. The hypothesis is that at some point a bigger step change will come – likely by usage of new technology such as artificial intelligence – and then we shall be in front line. What more do we need to do, in short, medium and long time perspective? We assume both simpler and more complex solutions will be needed to assure maximized personal development, give “learning throughout life” a boost and hereby contribute to a more sustainable company and society.

In summary, the purpose is to find new unique ways for GKN to improve the development of people, the goal is to provide fact based input as the start of technology development and hereby contribute to improved sustainability.

We want your help to think outside the box and find smart, efficient and fun ways forward in this important and exciting field!

Assignment Description

The thesis work will focus on:

- Get knowledge of GKN current process for competence development
- Survey / market analysis of capabilities and technologies externally GKN
- Identify how GKN compares to other companies, description of current situation
- Perform interviews internally at GKN
- Based on the outcome of above, set the detailed plan for the remaining work and define outputs. Containing for example:
 - Find suitable metrics to monitor progress for development of people and the organization
 - Perform risk- and knowledge gap analysis
 - Derive initial (technology) requirements and value proposition
 - Define and prioritize technologies and activities to help GKN reach goals and requirements in short (implemented in 1-3 years), medium (implemented in 3-8 years) and long term (implemented in 8-20 years)
 - Take part of, and/or provide input to technology readiness level (TRL) review/s

Qualifications

- Master in industrial engineering, data science, information science, or similar, preferably in combination with pedagogics and human behaviors
- It is desired to have a strong drive for new technologies as well
- Interest in the development of people, both on individual level and as members of well working teams
- Interest in sustainability and especially social sustainability is also favourable

- The student should be capable of taking initiatives on their own, especially while gathering data from departments
- GKN would prefer if the student can perform the work on the GKN site in Trollhättan, Sweden, at least a couple of days every week

Apply by

Send your resume and cover letter to Anders Hellgren, anders.hellgren@gknaerospace.com

Last date for application: **2021-12-01**. Interviews will be held continuously and the position could be filled prior to the last application date.