

Title and details	UoL Supervisor 1	UoL supervisor 2	Department
<p>Sustainable & green finance in the transition to a low-carbon economy</p> <p>In recent years, climate change and climate-related risks have gained increasing attention due to their devastating effects on the social ecosystem and sustainable development. The literature classifies climate-related risks into two categories. Physical risks relate to economic damages caused by extreme weather events and natural disasters such as floods, hurricanes, wildfires, and sea-level rise. Transition risks link to financial asset re-valuation, mispricing and market disruption as a result of the transition towards a low-carbon economy (Dafermos et al., 2018). Climate risk exposure varies systematically across countries and is driven by different factors such as geographical characteristics, weather patterns, population density, economic fundamentals, and infrastructure but it is believed that climate shocks are bound to have greater impacts on low-income countries and the poor (Dercon, 2014). Against the backdrop of pressing concern about climate change, green finance and sustainable investment emerge and seek to improve the environment through the funding and support of green and sustainable projects. There is also a growing number of institutional investors that have incorporated ESG metrics into their capital allocation.</p> <p>Studies are interested in exploring:</p> <ul style="list-style-type: none"> (i) Country Climate Risk and Green Capital Allocation (ii) Pricing of climate risk in financial markets? (iii) What are the effects of climate risks on firm outcomes? (iv) Greenwashing & corporate culture, stock performance (v) The twin digital and green transition of business sectors in emerging market economies (vi) Green bond premium puzzle (vii) ESG-related risks and opportunities from both financial and stakeholder impacts (viii) Financial economics and the performance of socially responsible investments <p>Reference:</p> <p>Dafermos, Y., Nikolaidi, M., & Galanis, G. (2018). Climate change, financial stability and monetary policy. <i>Ecological Economics</i>, 152, 219-234. https://doi.org/https://doi.org/10.1016/j.ecolecon.2018.05.011</p> <p>Dercon, S. (2014). Climate change, green growth, and aid allocation to poor countries. <i>Oxford Review of Economic Policy</i>, 30(3), 531-549.</p>	Dr Chau Le		Department of Accountancy Finance and Economics
<p>Logistics beyond the state: Investigating how different types of non-state organisations conceptualise and operationalise logistics.</p> <p>This project aims to investigate how different types of organisations conceptualise and then operationalise their approach to logistics. Currently, the dominant literature on logistics considers either state-based organisations, such as state-based militaries, or does not consider how logistics is theorised and conceptualised, instead focusing on only the practical elements of getting the right material, to the right place, at the right time, and in the right amount. Both problems contribute to a one-sided understanding of logistics.</p>	Dr Patrick Finnegan	Dr Tony Clark	Department of Management

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<p>To address this problem, this project seeks to consider the ideas and practicalities of logistics throughout a variety of contexts, becoming increasingly distinct from the traditional state-based context to discover and test the limits of our current understanding of logistics.</p> <p>Our current typology progresses from a 'normal' peaceful, private enterprise through a progressively more militant set of contexts before eventually arriving at the application of an 'extreme case' of the violent Non-State Actor. The current typology is presented below:</p> <ol style="list-style-type: none"> 1. Private, Civilian Enterprise. 2. Private Security/Military Security/Support Companies. 3. Organised Crime Groups 4. Violent Non-State Actors. <p>By progressing through this increasingly extreme typology, this project will test our current understanding of logistics in an incrementally non-traditional context to both test our current assumptions and structures but also to explode some myths about the differences between these different types of groups.</p> <p>Where relevant the project will be particularly interested in instances where the groups chosen for each element of the typology are forced to rely on a state-based patron to fulfil their logistical needs, or whether they are able to fully implement their own systems.</p>			
<p>Innovation & Sustainable Entrepreneurship: Multidisciplinary Studies</p> <p>We are looking for PhD candidates with an interest in entrepreneurship field and, with a keen quest of studying innovation, and sustainability within entrepreneurial ventures.</p> <p>The research aims to provide a comprehensive understanding of how entrepreneurs view and integrate innovation in enterprises, how they include sustainability principles into their ventures, and how these two aspects may complement each other. This study attempts to offer nuanced insights on the tactics used by entrepreneurs to promote innovation, and specifically, the creative techniques in implementing sustainability within organisations.</p> <p>The main objectives are addressing issues, namely, the ways by which entrepreneurs perceive opportunities and integrate innovation in their ventures, how sustainability practices are being adopted by entrepreneurs into their business models and lastly, the realization of potential synergies between innovation and sustainability in entrepreneurial contexts.</p> <p>The project aims to further explore the following sub-questions:</p> <ul style="list-style-type: none"> • How can sustainable practices drive innovation in the field of entrepreneurship? • How can sustainable business practices contribute to the long-term success of entrepreneurial ventures? • What role does innovation play in fostering sustainable development within the context of entrepreneurship? • How can social entrepreneurship contribute to addressing pressing sustainability issues in local and global communities? • Investigate the role of innovation ecosystems in supporting and promoting sustainable entrepreneurship. • What are innovative applications of entrepreneurship to integrate sustainability into current business models, and what lessons can be learned from their experiences? 	Dr Andrea Caputo	Dr Mohammad Fakhar Manesh Dr Mahdiah Zeinali	Department of Management

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<ul style="list-style-type: none"> • How does business model innovation contribute to the sustained competitiveness and long-term success of organizations? • How can businesses effectively identify and assess opportunities for business model innovation? <p>The project also seeks to investigate the specific challenges and opportunities in different contexts, such as:</p> <ul style="list-style-type: none"> • Entrepreneurs, especially female/migrant entrepreneurs, who face multiple barriers and biases in establishing and sustaining their entrepreneurial endeavours. • Small and medium enterprises (SMEs), who often have limited resources and intersectional constraints in respect of larger corporations or institutions. <p>The proposed methods may vary based on the particular proposal; nevertheless, the supervisory team possesses proficiency in both qualitative and quantitative approaches. Bibliometric analysis, systematic literature review, fsQCA, necessity condition analysis, structural equation modelling, PLS, mediation/ moderation, ANOVA, case study, and interview.</p> <p>The project will contribute to the existing literature on entrepreneurship and innovation by providing a comprehensive and nuanced understanding of the role of sustainability in different context. The project will also have practical implications for managers, trainers, and policymakers who seek to improve their sustainable practice outcomes.</p> <p>If you are interested in applying for this project, please send us your CV, a research proposal, and a motivation letter. The research proposal should include the following elements:</p> <ul style="list-style-type: none"> • A clear statement of the research problem and objectives • A review of the relevant literature and theoretical framework • A description of the research design and methods • A discussion of the expected results and contributions • A timeline and budget for the project <p>Suggested publications from the team on the subject – highly recommended to consult before preparing a proposal:</p> <p>Benetti, S., Ogliastri, E., & Caputo, A. (2021). Distributive/integrative negotiation strategies in cross-cultural contexts: A comparative study of the USA and Italy. <i>Journal of Management & Organization</i>, 27(4), 786-808.</p> <p>Caputo, A. (2013). A literature review of cognitive biases in negotiation processes. <i>International Journal of Conflict Management</i>, 24(4), 374-398.</p> <p>Caputo, A. (2018). Religious motivation, nepotism and conflict management in Jordan. <i>International Journal of Conflict Management</i>, 29(2), 146-166.</p> <p>Caputo, A., Ayoko, O. B., & Amoo, N. (2018). The moderating role of cultural intelligence in the relationship between cultural orientations and conflict management styles. <i>Journal of Business Research</i>, 89, 10-20.</p> <p>Caputo, A., Ayoko, O. B., Amoo, N., & Menke, C. (2019). The relationship between cultural values, cultural intelligence and negotiation styles. <i>Journal of business research</i>, 99, 23-36.</p> <p>Caputo, A., Fiorentino, R., & Garzella, S. (2019). From the boundaries of management to the management of boundaries: Business processes, capabilities and negotiations. <i>Business Process Management Journal</i>, 25(3), 391-413</p> <p>Caputo, A., Kargina, M., & Pellegrini, M. M. (2023). Conflict in virtual teams: a bibliometric analysis, systematic review, and research agenda. <i>International Journal of Conflict Management</i>, 34(1), 1-31.</p>			

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<p>An analysis of management styles in public services such as education, health or policing and their impact on worker wellbeing</p> <p>Management styles in public services can have a big impact on the wellbeing of workers with a knock-on implication for absenteeism, presenteeism, workplace commitment and emotional labour (EL).</p> <p>Subjective indicators such as feeling valued, or job satisfaction are difficult to quantify, and so Bajorek et al. (2014) used absenteeism as a measurable indicator of wellbeing. Their study compared education and the NHS, which historically suffered from high staff absence correlating with poor patient outcomes due to the increased use of temporary staff. However, they discovered that when staff felt actively involved in decision making, their wellbeing (as illustrated by increased attendance) can be improved. Although presenteeism, defined as reduced performance and productivity due to ill-health while at work, could cost employers two to seven times more than absenteeism (Hemp, 2004), the findings of Bajorek et al. (2014) reflect the concept that an increased sense of control over the work environment improved work-based wellbeing. Sezen-Gultekin, Bayrakçıy & Limon (2021) suggest that teachers EL predicts their organisational commitment and work engagement. Organisational commitment plays a mediating role between EL and work engagement. When teachers exert emotional effort, transfer their negative emotions, and exhibit their emotions transparently, they become more committed to school and in turn they become more engaged in their work. SLT should be aware of the importance of teachers emotions and should create a environment where they can display their emotions. McQuade (2021) outlines a range of management styles and proposes that these along with worker self-perceptions of professionalism had implications for wellbeing within education.</p> <p>Proposals to investigate any of these areas further are welcomes. Most of the cited studies were qualitative or mixed methods but any methodology can be defended in this field.</p>	Dr Laura McQuade	Dr Charlotte Smith Dr Siobhan Wray	Department of Management
<p>Livelihood diversification and Sustainable Entrepreneurship for Coastal communities of Vietnam, building adaptive strategies towards changing climate.</p> <p>In Vietnam's 61 provinces (in 2006, presently 58) research indicates how credit, alternative measures of financial growth and foreign investment have been a vehicle for economic growth (Anwar and Nguyen, 2011) in different provinces. However, this is not the same in all provinces or trickled down to all communities. With a long coastline of 3260 km being home to 20% of the population of 1000 communities (Huynh et al. 2021 and Phuong et al. 2017), fisheries contribute to 4% of the GDP. Most (nearly 80%) of the fish catch is contributed by small scale fisheries that are affected by decline fish stock due to overfishing, fish trading, post-harvest fishing processes and climate change. Business can be a catalyst for innovative, profitable, and responsible approaches to poverty reduction. Rosenbloom (2017) emphasized providing the poor with market access and the requirement that every business must be financially viable if it is to be sustainable, inclusive business models emphasise economic empowerment. This research proposes to explore and critically evaluate the present livelihood of these small-scale communities. Specifically, recognising the role of women in fishing. Fishing is a predominantly male labour-intensive activity while women act as the market linkage for income generation. While Vietnam is experiencing high economic growth and restructuring of its labour intensive to capital-intensive economy, the impact on female wage earners is still a need to be investigated (Hong Do et al. 2019). Thus, as Evans et al. (2017) highlights, there is lack of case studies for the role of sustainable business model to embed economic, environmental, and social flows of value for firms</p>	Dr Debadayita Raha	Professor Shrabani Saha Professor Ted Fuller Dr Paul Igwe	Department of Management

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<p>to understand how to innovate their business models, identify and design alternatives, then assess and select the most adequate one. This can further be facilitated by ensuring a stronger political will to raise the awareness of its sustainability issues, social entrepreneurship and put higher in political agenda and be promoted to raise public, business, and social concerns (Hoang Tien et al. 2020). Thus, what can be done to bring together the livelihood challenges of small-scale fishing communities, diversification, sustainable entrepreneurship, and economic growth in Vietnam? There is a gap in knowledge about livelihood diversification for communities and small-scale entrepreneurship in Vietnam which this research will main to address.</p> <p>Research Aim: To identify the present practices of coastal communities and then undertake a feasibility and cost benefit study of small-scale sustainable entrepreneurial activities for livelihood diversification.</p> <p>Research Objectives:</p> <ol style="list-style-type: none"> 1. To evaluate present livelihood, food security and economic challenges from the point of view of reliability of income generation in changing climatic conditions 2. To identify possible small-scale entrepreneurship for the identified communities and undertake a future potential risk assessment. 3. To analyse sustainability, society, and business opportunities in Vietnam in light of changes in the environment. <p>Research Design: The research will draw on the Sustainable Livelihood Framework apply it to the 21st century by drawing on a sustainable entrepreneurship framework of social, economic and environmental concepts to create a comprehensive and innovative research design.</p> <p>Research Methodology: This will be a mixed method research utilising primary triangulated with secondary data analysis of large-scale national data. The student will identify the three coastal communities based in three different geographical areas of the county. Then undertake a baseline survey to justify the selection of the communities and their challenges. The project will be undertaken in three phases; firstly collecting socio-economic data of the communities, present livelihood practices (traditional and non-traditional). The Second phase will include resource mapping, focus group discussions with community members (men and women) to identify potential. Finally, the final phase will bring together the survey, findings from second phase in light of present policy discourse and the gap in implementation make valuable suggestions of small-scale sustainable entrepreneurial activities for men and women.</p> <p>References:</p> <p>Anwar, S. and Nguyen, L.P. (2009). Financial development and economic growth in Vietnam. <i>Journal of Economics and Finance</i>, 35(3), pp.348–360. doi:https://doi.org/10.1007/s12197-009-9106-2.</p> <p>Hong Vo, D., Van, L.T.-H., Tran, D.B., Vu, T.N. and Ho, C.M. (2019). The Determinants of Gender Income Inequality in Vietnam: A Longitudinal Data Analysis. <i>Emerging Markets Finance and Trade</i>, 57(1), pp.1–25. doi:https://doi.org/10.1080/1540496x.2019.1609443.</p> <p>Evans, S., Vladimirova, D., Holgado, M., Van Fossen, K., Yang, M., Silva, E.A. and Barlow, C.Y. (2017). Business Model Innovation for Sustainability: Towards a Unified Perspective for Creation of Sustainable Business Models. <i>Business Strategy and the Environment</i>, 26(5), pp.597–608. doi:https://doi.org/10.1002/bse.1939.</p> <p>Hoang Tien, N., Minh, H.T.T., Minh Duc, L.D., Mai, N.P. and Thuc, T.D. (2020). Social entrepreneurship and corporate sustainable development. Evidence from Vietnam. <i>Cogent Business & Managem</i></p>			

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<p>Employee organisational commitment is a well-established topic within the People Management and Strategy literatures. However, the professional literature eschews the term in favour of employee engagement. This disparity in terms and definitions is relevant because organisational commitment, as an ambition of many a practitioner and as a topic of research for academics, may be the wrong aspiration to have. The one-way, unilateral nature of commitment, where employees give and employers meet some nebulous commitments is perhaps not what practitioners should aim for. What is it about the topic of employee engagement that makes it more appealing? Could it be that engagement, being a two-sided concept is more suited to the needs to today's workplace? This project would look at conceptual refinements in the constructs as well as, ideally, a proposal of a full conceptual map of the construct as well as ways to measure them. Although the proposal is highly theoretical in that most of the development would happen without empirical input, it is expected that testing the concepts and the measures would be done through empirical data.</p>	Dr Susel Arzuaga	not identified	Department of Management
<p>AI-Driven Supply chain Management: Unleashing the Power of Data-Driven Decisions.</p> <p>This topic could be aligned with the subject like sustainability and resiliency in operations.</p> <p>This Ph.D. research delves into the transformative intersection of artificial intelligence (AI) and supply chain management, aiming to unravel the immense potential and implications of leveraging data-driven decisions within this critical domain. Furthermore, the study aims to shed light on the challenges and ethical considerations associated with the widespread adoption of AI in supply chain management, offering insights that can guide both academic discourse and practical implementation. Ultimately, this research contributes to the evolving landscape of AI applications in business by providing a comprehensive understanding of how data-driven decisions, facilitated by AI, can reshape and elevate the efficiency of supply chain management practices.</p> <p>Methodologies: Positivism, design science and simulation techniques are the methods which could be used for the mentioned research.</p> <p>Area: supply chain management; analytics; digitalisation; artificial intelligence with business approach</p>	Dr Ali Ghatari	not identified	Department of Management
<p>Development of risk management model in the field of sustainable new product development.</p> <p>This research focuses on the development of a comprehensive risk management model tailored specifically for the realm of new product development using an agile framework. This study aims to identify and analyse the unique risks associated with agile new product development, considering factors such as rapidly changing requirements, iterative processes, and evolving stakeholder expectations. The proposed risk management model is designed to provide a systematic framework for anticipating, assessing, and mitigating potential challenges throughout the agile new product development lifecycle. This research also could be done with business intelligence architecture.</p> <p>Methodology: The methodology employed in this research involves a multi-faceted approach, combining both qualitative and quantitative methods. Quantitative analysis, including surveys and statistical modelling, will be used to quantify and prioritize identified risks. The methodology is based on survey and interpretivism approach with qualitative methods.</p> <p>Area: Operation; analytics; new product development; sustainability</p>	Dr Ali Ghatari	not identified	Department of Management

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<p>Sustainability, Resiliency, and Lean Principles through System Management with Emerging Technologies.</p> <p>In this ground-breaking Ph.D. research, the focus lies on crafting a holistic approach to organizational transformation that converges sustainability, resiliency, and lean principles within the realms of system management and engineering. The study aims to explore the synergies among these pivotal elements, leveraging emerging technologies and foresight practices to create future-ready organizations. By integrating cutting-edge technologies such as artificial intelligence, blockchain, and IoT, the research seeks to not only enhance sustainability and resilience but also streamline operations through lean methodologies. This interdisciplinary investigation is poised to unveil novel insights that will contribute to the evolution of organizational frameworks aligned with the demands of a sustainable, resilient, and technologically advanced future. The other concepts for prioritising the alternative could be using MCDM techniques.</p> <p>Research Methods</p> <p>The research methodology will encompass system design blending qualitative and quantitative techniques to ensure a comprehensive analysis.</p> <p>Area: operation; system engineering , applied decision making (multiple criteria decision making)</p> <p>In this ground-breaking Ph.D. research, the focus lies on crafting a holistic approach to organizational transformation that converges sustainability, resiliency, and lean principles within the realms of system management and engineering. The study aims to explore the synergies among these pivotal elements, leveraging emerging technologies and foresight practices to create future-ready organizations. By integrating cutting-edge technologies such as artificial intelligence, blockchain, and IoT, the research seeks to not only enhance sustainability and resilience but also streamline operations through lean methodologies. This interdisciplinary investigation is poised to unveil novel insights that will contribute to the evolution of organizational frameworks aligned with the demands of a sustainable, resilient, and technologically advanced future. The other concepts for prioritising the alternative could be using MCDM techniques.</p>	Dr Ali Ghatari	not identified	Department of Management
<p>The impact of cultural identity shaping on students' academic performance in higher education. The impact of academic leadership on students' study experience in higher education.</p> <ol style="list-style-type: none"> 1. To explore international students' learning performance, study experiences within (UK) higher education sectors. 2. To explore the process of international students' cultural identity being shaped, changed whilst their higher education study. 3. To explore the shaping/forming/changing process and outcomes of (international/home) students' academic self-efficacy whilst their higher education study. 4. To explore the role of academic leadership in UK higher education sectors (e.g., impacts of the role on students' academic performance, education sectors' performance...) 	Dr April Griffin	not identified	Department of Management

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<p>Innovations Impact on Entrepreneurial Marketing and firms performance. themes that we are interested in welcoming a PhD candidate(s) to pursue a PhD, shown below, please choose one of them and let us know.</p> <p>1. A call on Industrial Marketing research:</p> <p>We're interested in a study in the field of business-to-business marketing, within this broad theme, in particular focusing on business owners behaviours and business practices on networks and network relationships, how they collaborate with customers through their network relationships in innovation (Simmons et al., 2013; Lemon and Verhoef, 2016) and how digital channels /or technologies (of your choice) are utilised in their innovations by working with customers or other stakeholders.</p> <p>An example of theme:</p> <ul style="list-style-type: none"> • Entrepreneurial network collaboration and digital technologies/channels in innovation <p>The industrial context is preferably related to the small and medium sized enterprises (SMEs) and by taking a sociological philosophical worldview as an approach (Denzin and Lincoln, 1998; Mason, 2002), which enables thorough in-depth insights into the world of the business owners who are entrepreneurs to reveal their essences of lives (Patton, 2002).</p> <p>With an interpretative approach (qualitative methods) to understand the business phenomena (Bann, 2009) addressed above, based on a candidate's interest to further explore and to develop the existing knowledge through their own research investigation and specific research focus, to make contribution to knowledge.</p> <p>2. The second call on Innovations in Entrepreneurial marketing decisions and firms performance. Examples of potential research themes include:</p> <ul style="list-style-type: none"> • The impact of entrepreneurial marketing on innovative marketing performance of small- and medium-sized companies • The impact of technology on Entrepreneurial Marketing Decisions • The role of entrepreneurial marketing & innovation capability in the performance of SMEs • The role of the innovation system's actors (particularly the importance of networks, entrepreneurs, and intermediaries) on firm performance. <p>To take qualitative methods into the inquiries, to investigate and establish 'how' and 'why' questions, to lead to the research outcomes.</p>	Dr Jialin Hardwick	Dr Paul Igwe	Department of Marketing Languages and Tourism
<p>Technological Metamorphosis: Investigating the Dynamic Interplay of AI, Automation, and Digital Communication in Reshaping Psychological Contracts in Employee-Employer Relationships.</p> <p>The advent of advanced technologies, particularly artificial intelligence (AI), automation, and digital communication tools, has revolutionized the landscape of the contemporary workplace. This dynamic shift necessitates a comprehensive exploration of how these technological advancements influence and reshape the psychological contracts that govern the mutual expectations between employees and employers. This Ph.D. research proposal aims to investigate the intricate interplay between technology and psychological contracts, focusing on AI, automation, and digital communication tools.</p> <p>Rationale: This research proposal seeks to contribute to the scholarly discourse surrounding the intersection of technology and psychological contracts. By unraveling the multifaceted dynamics between AI, automation,</p>	Dr Kudrat Khuda	not identified	Department of Management

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<p>digital communication, and employee-employer relationships, this research endeavors to provide a comprehensive understanding that can guide both academic inquiry and practical interventions in the rapidly evolving world of work.</p> <p>Tentative Methodology: This research will employ a mixed-methods approach, combining qualitative and quantitative research methods. Surveys, interviews, and focus group discussions will be conducted to capture the nuanced perspectives of both employees and employers on the influence of technology on psychological contracts. Data will be analyzed using both statistical tools and qualitative coding methods to derive comprehensive insights.</p>			
<p>The absurd workplace: studying absurdities in organizational life and how they are normalized.</p> <p>The current world is absurd. Faced with climate change, health pandemics, and ever-growing inequality, it is striking how globally, governments and organizations are malingering to find effective responses to these crises, leading to absurd situations where we are facing the destruction of the planet, while humankind is not making the necessary transformation towards truly sustainable societies and workplaces.</p> <p>Focusing on these grand, global challenges from an absurdity and hypernormalization lens, the project aims to elucidate what is happening in contemporary society and workplaces, why there is so little improvement being made in relation to the grand global challenges, and how a more sustainable social transformation can be made in organizations. It offers a wide, yet in-depth, perspective on absurdity in society and the workplace and presents a theoretical framework, as well as in-depth case studies of sectors or organizations where absurdity manifests itself.</p> <p>The project aims to elucidate mechanisms of how absurd manifests in workplaces, how they are maintained, normalized and contested.</p> <p>The work builds on earlier research:</p> <p>Bal, M., Brookes, A., Hack-Polay, D., Kordowicz, M., & Mendy, J. (2023). The absurd workplace: how absurdity is hypernormalized in contemporary society and organizations. <i>Ephemera-theory and politics in organizations</i>.</p> <p>Bal, M., Brookes, A., Hack-Polay, D., Kordowicz, M., & Mendy, J. (2022). <i>The Absurd Workplace: How Absurdity is Normalized in Contemporary Society and the Workplace</i>. Springer Nature.</p>	<p>Prof Matthijs Bal</p>	<p>Dr Andy Brookes Dr John Mendy</p>	<p>Department of Management</p>
<p>Impact of digitalization on green economic growth. The project would be about the impact of digitalization on green economic growth. The methodology would be a quantitative, econometric analysis. Which type of the analysis is dependent on the type of data that is available. Any country or group of countries can be analysed as long as data is available.</p>	<p>Dr Dragana Radicic</p>		<p>Department of Accountancy Finance and Economics</p>