

MAN 741 Research Seminar

spring/summer 2022

Topic: HRM & Leadership, in collaboration with  Mercer

Timetable

02.02. - 07.02.2022	Registration and indication of preferred topics: https://ww3.unipark.de/uc/MAN741_HWS2022/
10.02.2022	Announcement of participants (Deregistration possible until 11.02.2022)
15.02.2022	Kick-off , 9:00 a.m.-10:00 a.m., Zoom https://uni-mannheim.zoom.us/j/68226694932?pwd=cS9JdTZDMGRsY2Y5U3hORmdBK29Ddz09
24.04.2022	Submission of term paper (to be sent via e-mail as pdf to katja.dlouhy@bwl.uni-mannheim.de)
27.04.2022	Feedback on term paper (individual appointments)
12. and 13.05.2022	Presentations , 9:00 a.m. - 1:00 p.m., Zoom https://uni-mannheim.zoom.us/j/68226694932?pwd=cS9JdTZDMGRsY2Y5U3hORmdBK29Ddz09

Course overview:

The course aims to utilize empirical research on human resource management to answer practical questions in organizations. Each participant of the seminar works on a current problem with practical relevance (see list of topics below). The term paper and the presentation should comprise the following three steps:

1. Status quo: A short description of the current situation.
2. Evidence: Accumulation and presentation of scientific evidence on the topic. Empirical studies, reviews, and meta-analyses can be used for collecting evidence.
3. Strategic recommendation: Delineation of suggested solutions based on the empirical evidence. You may also provide an action plan containing what organizations can do to accumulate further evidence on the respective topic to improve future decisions.

The seminar grade is composed of three parts: Term paper, presentation, and active participation. The term paper should not exceed 15 pages. The length of the presentation should not exceed 15 minutes. Further details regarding the term paper and the presentation will be announced in the introductory event.

Topics

1. **Culture transformation:** What are characteristics of an effective corporate culture? Do changes in business etiquette due to virtual collaboration lead to a transformation of corporate culture?
2. **Employee experience:** Is it gaining importance? How can organizations respond to demands for a positive employee experience?
3. **Corporate social responsibility:** How important is corporate social responsibility to employees? What can organizations that are normally not considered responsible or sustainable do to attract or retain employees?
4. **Virtual teams:** What are the (long-term) effects of virtual teamwork? How can organizations enable effective virtual teamwork?
5. **Distance leadership:** What are effective leadership styles and behaviors in virtual work environments?
6. **Career management:** How can organizations enable agile or sustainable career paths? What are benefits and challenges when using large-scale employee data to complement current career management approaches?
7. **Rewards and benefits:** How can rewards and benefits motivate employees? How can organizations design reward and benefit systems for agile teams or roles?
8. **Competency management:** How can skills and competencies of employees in organizations be managed and developed? What are especially relevant HR competencies in virtual work environments?
9. **Digitization:** How can the HR function benefit from digitization? Can algorithmic decision-making complement current HR management approaches?
10. **Learning & development:** How can virtual learning and development be effective? What are benefits and challenges of (virtual) nudging?
11. **Performance management:** What are characteristics of effective and future-oriented employee performance management systems?
12. **Empowering women:** What is the effect of virtual work on gender equality? Which measures can organizations take to empower women?
13. **Diversity and inclusion:** How can HR departments contribute to this organizational goal?