

# MAN 741 Research Seminar

Spring/summer 2023

Topic: HRM in collaboration with  Mercer

## Timetable

08.02. - 12.02.2023	<b>Registration</b> and indication of preferred topics: <a href="https://ww3.unipark.de/uc/man741_fss2023">https://ww3.unipark.de/uc/man741_fss2023</a>
13.02.2023	<b>Announcement of participants</b> (Deregistration possible until 14.02.2023)
17.02.2023	<b>Kick-off meeting</b> , 9:00 a.m.-10:00 a.m., O226
06.03.2023	<b>Feedback</b> on thesis structure (individual appointments)
24.04.2023	<b>Submission of term paper</b> (to be sent via e-mail as pdf to <a href="mailto:katja.dlouhy@uni-mannheim.de">katja.dlouhy@uni-mannheim.de</a> )
27.04.2023	<b>Feedback</b> on term paper (individual appointments)
10.05.2023	<b>Presentations</b> , 10:00 a.m. - 4:00 p.m., Mercer, Platz der Einheit 1, 60327 Frankfurt am Main

## 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. **Skills:** How can organizations develop a skills-based structure and what are the potential risks and benefits of such a model?
2. **New ways of working:** What HR measures can organizations implement to accommodate employees' desire for more flexible work arrangements and which methods have been proven most effective?
3. **Diversity, equity & inclusion:** How can HR departments effectively promote and implement Diversity, Equity, and Inclusion within the workplace?
4. **Compensation:** How should compensation models be adapted to meet the needs of a diverse workforce in uncertain global circumstances?
5. **Employee wellbeing:** What measures can organizations take to support employees' mental health and prevent burnout?
6. **Organizational culture:** What elements of organizational culture are most important to the current generation of employees and are there generational differences at all?
7. **Employee experience:** How can the employee experience be enhanced for key retention populations throughout the employee lifecycle?
8. **Careers:** How can organizations design career development opportunities for older workers, specifically in terms of training and development?
9. **Recruitment:** What strategies can organizations employ to overcome talent shortages for blue-collar positions and attract new hires?
10. **ESG:** Is measuring Environmental, Social, and Governance (ESG) objectives and promoting them through financial incentives on the employee level effective?
11. **Innovation:** Is measuring innovation and promoting it through financial incentives on the employee level effective?