MAN 741 Research Seminar

Summer 2024

Topic: HRM in collaboration with Mercer

Timetable

07.02. – 12.02.2024	**Registration** and indication of preferred topics: https://ww3.unipark.de/uc/man741_fss2024
14.02.2024	**Announcement of participants** (Deregistration possible until 15.02.2024)
16.02.2024	**Kick-off meeting,** 9:00 a.m.-10:00 a.m., SO 133
22.02.2024	**Feedback** on thesis structure (individual appointments)
24.04.2024	**Submission of term paper** (to be sent via e-mail as pdf to katja.dlouhy@uni-mannheim.de)
29.04.2024	**Feedback** on term paper (individual appointments)
TBA May 2024	**Presentation day,** 9:00 a.m. - 5:00 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 and Upskilling:** Future-Proofing Workforces: How do organizations effectively identify and prioritize the most crucial skills for upskilling in the rapidly evolving digital landscape?
2. **New Ways of Working:** Agile Methodology Implementation: How does the adoption of agile methodologies impact organizational culture and leadership effectiveness in the context of new ways of working?
3. **Diversity, Equity, and Inclusion:** Inclusive Leadership: What are the key leadership behaviors and strategies that foster an inclusive work environment and contribute to the success of diversity and inclusion initiatives?
4. **Compensation Philosophy and Strategy:** Non-Monetary Benefits: How do non-monetary benefits, such as flexible work arrangements and wellness programs, influence employee perceptions of their overall compensation and contribute to talent retention?
5. **Total Wellbeing:** Burnout Prevention: What role do leadership practices and organizational policies play in preventing burnout among employees, and how can a proactive approach to wellbeing contribute to sustained high performance?
6. **Culture Transformation:** Change Leadership: What leadership behaviors are critical for driving successful culture transformation, and how can organizations develop and nurture change leaders within their ranks?
7. **Employee Experience:** Technology and Employee Experience: How does the integration of advanced technologies, such as AI-driven HR systems, impact the overall employee experience, and what factors contribute to successful technology adoption?
8. **Environmental Sustainability:** Sustainable HR Practices: In what ways can HR practices contribute to an organization's environmental sustainability goals, and how do environmentally conscious practices impact employee engagement and corporate reputation?
9. **Redesign of Work:** Redefining Job Roles: To what extent does the redesign of traditional job roles contribute to organizational agility, and what are the key considerations for successfully implementing and communicating these changes?
10. **Data Analytics in HR:** Predictive Analytics for Talent Management: How can predictive analytics be leveraged in HR for talent management purposes, and what challenges and ethical considerations arise in the use of such technologies?
11. **Talent Shortages:** Employer Branding: To what extent does a strong employer brand contribute to attracting and retaining top talent, and what specific employer branding strategies are most effective in overcoming talent shortages?
12. **AI in HR:** Ethical AI Practices: How can HR professionals ensure the ethical use of AI in recruitment, talent management, and decision-making processes, and what safeguards should be implemented to avoid bias and discrimination?
13. **Data-Driven HR:** HR Metrics and Key Performance Indicators (KPIs): How can organizations identify and measure meaningful HR metrics and KPIs that align with business objectives and contribute to informed decision-making?
14. **Gender Equality and Pay Equality:** Pay Equity Analysis: What methodologies and best practices can organizations employ to conduct rigorous pay equity analyses, ensuring fair compensation for all genders, and how can HR policies support ongoing pay equality efforts?
15. **Learning and Development:** Continuous Learning Cultures: How do organizational cultures that prioritize continuous learning contribute to employee development and innovation, and what leadership practices foster a culture of ongoing learning?