MAN 741 Research Seminar

Spring/Summer Term 2025

Topic: HRM and Leadership in collaboration with   **Mercer**

Timetable:

03.02 - 06.02.2025	**Registration and indication of preferred topics via** https://ww3.unipark.de/uc/MAN741_FSS2025/
13.02.2025	**Announcement of participants** (Binding acceptance of offer or deregistration possible until 14.02.2025)
18.02.2025	**Kick-off meeting** (Seminar participants will be notified of the time and room)
25.02.2025	**Feedback on thesis structure** (Individual appointments)
28.04.2025	**Submission of term paper**
06.05 - 07.05.2025	**Feedback on term paper** (Individual appointments)
21.05.2025	**Presentation of results**, approx. 9:00 a.m. - 6:00 p.m. Mercer, 60327 Frankfurt am Main

Course Overview:

The course aims to utilize empirical research on human resource management and leadership 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. Theoretical work, empirical studies, qualitative 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 (formatting guidelines: APA style; language: English). The length of the presentation should not exceed 15 minutes. Further details regarding the term paper and the presentation will be announced in the kick-off meeting. If you have further questions, please contact Dr. Claudia Rossetti (claudia.rossetti@uni-mannheim.de).

<u>Topics:</u>

1. **Rethinking Performance Reviews - Moving Beyond Annual Appraisals:** What are the most effective alternatives to annual performance reviews, and how do these impact organizational outcomes like productivity and retention?
2. **Algorithmic Bias in HR Systems - Challenges and Mitigation Strategies:** What are the underlying factors driving bias in AI-driven HR tools, and how can organizations design and validate equitable AI models for recruitment and talent management?
3. **Innovation in Talent Acquisition - Navigating Labor Market Volatility and Shortages:** In the face of labor market volatility and talent shortages, what innovative strategies (e.g., leveraging technology, building talent pipelines) can organizations adopt to enhance their talent acquisition processes?
4. **The Impact of ESG Metrics on Employer Branding:** How do environmental, social, and governance (ESG) initiatives influence employer branding and attract top talent in large organizations?
5. **Upskilling - Future-Proofing Workforces**: How do organizations effectively identify and prioritize the most crucial skills for upskilling in the rapidly evolving digital landscape?
6. **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?
7. **Hybrid and Remote Work - The Future of Psychological Safety:** How do hybrid and remote work environments impact psychological safety, and what interventions can HR implement to sustain psychological safety?
8. **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?
9. **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?
10. **Gender and Pay Equity:** 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 equity efforts?
11. **Learning and Development:** How do organizational cultures that prioritize continuous learning contribute to employee development and innovation, and what leadership practices foster a culture of ongoing learning?
12. **Pay Transparency and its Implications for Organizational Justice:** To what extent does pay transparency influence perceptions of fairness, and how does it affect employee engagement and turnover?

(Last modified: January 29, 2025)