MAN 741 Research Seminar

Spring/summer 2026

Topic: HRM in collaboration with Mercer

Timetable

02.02. - 05.02.2026	**Registration** and indication of preferred topics: https://ww3.unipark.de/uc/man741_fss2026
12.02.2026	**Announcement of participants** (Deregistration possible until 13.02.2026)
18.02.2026	**Kick-off meeting,** 3:30 p.m.- 5:00 p.m., room TBA
24./25.02.2026	**Feedback** on thesis structure (individual appointments)
28.04.2026	**Submission of term paper** (to be sent via e-mail as pdf to supervisor)
04.05.2026	**Feedback** on term paper (individual appointments)
13.05.2026	**Presentations**, 9:00 a.m. - 6:00 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. **Restructuring:** What strategies and measures do HR departments use in organizational restructuring?
2. **Corporate Governance:** Is there a gender pay gap in executive boards and what are factors driving it?
3. **Skills**: How do changing skill requirements impact the nature and design of jobs in modern organization?
4. **Recruiting** Does skill-based recruiting differ from traditional hiring models, and how can it be used to optimize workforce planning and organizational outcomes?
5. **Culture in M&As** Which organizational culture factors influence successful M&As?
6. **Change Management and Leadership** When do leaders become engaged in change initiatives and what is the impact of their involvement on the success of these initiatives?
7. **Change Management and Communication:** How should leaders best communicate change to their employees and how can AI chatbots be integrated in the communication of change?
8. **Pay Transparency** How does pay transparency shape employee perceptions and trust?
9. **Talent Management** How does the adoption of AI affect employee development and talent management practices?
10. **Employer Branding** How do organizations manage employer branding during organizational downturns or crises?
11. **Job crafting** How can organizations use job crafting to become more efficient?
12. **Future of Work** How is AI transforming the HR function and the role of HR consultants?