

## MAN 741 Research Seminar HWS 2022

### Topic: Evidence-based HRM & Leadership, in collaboration with hkp/// group

#### **Timetable:**

22.08.-29.08.2022	<b>Registration and indication of preferred topics via</b> <a href="https://ww3.unipark.de/uc/MAN741_HWS2022/">https://ww3.unipark.de/uc/MAN741_HWS2022/</a>
01.09.2022	<b>Announcement of participants and assigned topics</b>
02.09.2022	<b>Acceptance or deregistration</b>
07.09.2022	<b>Introductory event</b> Time: 13:30 – max. 17:00 Room: L9, 1-2, room 210
03.11.2022	<b>Submission of term paper</b> (to be sent via e-mail as pdf-version to Irmela Koch-Bayram; <a href="mailto:irmela.koch@bwl.uni-mannheim.de">irmela.koch@bwl.uni-mannheim.de</a> )
07.11.-11.11.2022	<b>Feedback on term paper</b> (individual appointments with Irmela Koch-Bayram)
18.11.2022	<b>Presentation of results</b> Time: approx. 9:00 - 17:00 Location: hkp/// group, Friedrich-Ebert-Anlage 35-37, 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 introductory event. If you have further questions, please contact Dr. Irmela Koch-Bayram ([irmela.koch@bwl.uni-mannheim.de](mailto:irmela.koch@bwl.uni-mannheim.de)).

## **Topics:**

### 1. New Work only a concept?

How can New Work concepts look like in the conflicting areas of agile transformation and legal practice, and how can this be implemented?

### 2. HR and People Analytics

To what extent is HR Analytics used and which success and risk factors are related to it? Which KPIs are currently recommended by research? Which KPIs have the greatest value contribution to the business? Are there certain priorities depending on the industry or size?

### 3. Workforce Transformation

How do companies meet the challenge of demographic change (employee market, shortage of skilled workers, shortage of people), ever faster changes in business models and parameters (e.g. technology) and aging workforce when it comes to skills and job profiles?

### 4. HR Service Delivery Platform

How does a state-of-the-art HR service delivery platform look like, what are key success factors and which tools can be used to deliver this approach?

### 5. Environment, Social, Governance (ESG)

What effect can be expected from increased ESG competence within the Supervisory Board and how can ESG competence be ensured?

### 6. Competencies in Supervisory Board

What competencies are expected within the Supervisory Board in the context of ongoing professionalization in the future to ensure long-term corporate development?

### 7. CEO turnover

How does CEO turnover differ regionally and what impact does this have on company performance?

## Topics on Compensation

### 8. Does an extensive investor dialogue lead to better Say-on-Pay results?

9. What influence do complex compensation systems have on company performance? How effective are complex compensation systems in motivating employees and incentivizing individual performance?

10. Do share-based compensation instruments and shareholding guidelines lead to higher company performance? Does (broad) share-based compensation for employees affect company performance / retention / employee satisfaction?

11. Does consistency of Management Board and employee compensation affect company performance / employee satisfaction / fluctuation?

12. How do spot bonuses impact employee motivation and retention?

13. How do different risk profiles of employees affect the effectiveness and attractiveness of compensation systems?

14. Should companies adapt their offered compensation and benefits packages to different life stages of employees? Which opportunities and risks from the company's perspective are associated with "flexible" compensation and benefits packages in different life phases.

(last modified August 17, 2022)