

MAN 741 Research Seminar HWS 2024

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

Timetable:

26.08.-02.09.2024	Registration and indication of preferred topics via https://ww3.unipark.de/uc/MAN741_HWS2024/
04.09.2024	Announcement of participants and assigned topics
05.09.2024	Binding acceptance of offer or deregistration
12.09.2024	Kick-off meeting Time: 10:15 – 11:45 am Room: EO 256
06.11.2024	Submission of term paper (to be sent via e-mail as pdf-version to Irmela Koch-Bayram: irmela.koch-bayram@uni-mannheim.de)
11.11.-13.11.2024	Feedback on term paper (individual appointments with Irmela Koch-Bayram)
20.11.2024	Presentation of results Time: approx. 9:15 - 18:00 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 kick-off meeting. If you have further questions, please contact Dr. Irmela Koch-Bayram (irmela.koch@bwl.uni-mannheim.de).

Topics:

1. **Agile working models in organizations:** What requirements are necessary for successful implementation? What prevents companies from introducing agile working models?
2. **Strategic workforce planning:** Why is this topic relevant for HR and how does it help to provide the necessary basis for up-and reskilling?
3. **Artificial Intelligence (AI) in HR:** What prevents HR from using AI (despite advancing technology regarding AI-supported functionalities)? What (technical and functional) requirements are necessary for successful implementation?
4. **ESG competence in supervisory boards:** How well prepared are German Supervisory Boards for a sustainable transformation?
5. **The role of compensation consultants:** How do compensation consultants (allegedly) influence compensation? What should hkp/// be aware of?
6. **Malus and clawback?** How do malus and clawback mechanisms affect the behavior of the individual? Are they always beneficial? Have there been any public cases?
7. **Mega grants:** Incentive effect of an extremely high, one-time equity award with a long vesting period against the background of applicability in Europe
8. **Up or out?** How are professional services firms responding to the changing world of work?
9. **ESG in the employee lifecycle:**
 - a) How does the incorporation of ESG impact recruiting and retention strategies?
 - b) How do companies succeed in integrating ESG in the compensation & benefits systems of employees and managers (not Management Board)?
10. **Preparing people, skills, and structures for transformation:** What strategies are organizations using to provide their workforce with essential skills and adaptable structures to facilitate successful transformations?
11. **Harnessing talent for a future-ready workforce:** How and in which ways does effective Talent Management contribute to the alignment of an organization's workforce with anticipated future demands?
12. **Pay transparency: Curse or blessing?** Possible effects of increasing pay transparency through upcoming EU legislation and arising publicly available sources.
13. **Individual differentiation in variable pay:** Is individual differentiation in variable pay necessary to ensure high company performance?

(Last modified August 22, 2024)