

# MAN 741 Research Seminar

Fall/winter 2023

**Topic: HRM in collaboration with **

## Timetable

01.09. – 04.09.2023	<b>Registration</b> and indication of preferred topics: <a href="https://ww3.unipark.de/uc/man741_hws2023">https://ww3.unipark.de/uc/man741_hws2023</a>
06.09.2023	<b>Announcement of participants</b> (Deregistration possible until 07.09.2023)
12.09.2023	<b>Kick-off meeting</b> , 9:00 a.m.-10:00 a.m., EO 256
25.09.2023	<b>Feedback</b> on thesis structure (individual appointments)
27.10.2023	<b>Submission of term paper</b> (to be sent via e-mail as pdf to <a href="mailto:katja.dlouhy@uni-mannheim.de">katja.dlouhy@uni-mannheim.de</a> )
02.11.2023	<b>Feedback</b> on term paper (individual appointments)
10.11.2023	<b>Presentations</b> 10:00 a.m. - 5:00 p.m., hkp/// group, Friedrich-Ebert-Anlage 35-37, 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. Pay for Performance**

What are the requirements for pay for performance and which methods can be used to measure performance effectively?

### **2. Competencies in Supervisory Boards**

Which competencies are considered relevant for the Supervisory Board and what need for action does this imply for the future?

### **3. Independent Supervisory Board**

What requirements are placed on the independence of the Supervisory Board members and what challenges does this pose?

### **4. Mega Grants**

Incentive effect of an extremely high, one-time equity award with a long vesting period against the background of applicability in Europe.

### **5. Determinants and Implications of a Positive Employee Experience (EX)**

What is the difference between EX and User Experience (UX)? Does digitalization improve EX? How can organizations measure the concept/ operationalization of EX?

### **6. Artificial Intelligence (AI) in HR**

What types of AI can be applied in different fields in HR? What added value can be achieved and what are the limits?

### **7. 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?

### **8. Fostering a Diverse and Inclusive High-Performance Culture**

How do organizations succeed in cultivating a workplace culture that embraces diversity and inclusion, and how does this impact the company's competitive advantage?

### **9. Facilitating Strategic Dialogues with Employee Representatives**

How does the communication between corporate leadership and employee representatives affect the quality and legitimacy of decisions within an organization?

### **10. ESG in the Employee Lifecycle**

How does the incorporation of ESG impact recruiting and retention strategies?

### **11. Skill-based Grading**

Can a skill-based grading system be advantageous in a highly dynamic environment compared to a traditional criteria-based grading system?