MAN 741 Research Seminar

Spring/summer semester 2020

Topic: Evidence-Based HRM (in collaboration with Mercer)

**Timetable**

- **05.02. - 10.02.2020**
  - **Registration** and indication of preferred topics: [https://ww3.unipark.de/uc/LS_Personal/a280/](https://ww3.unipark.de/uc/LS_Personal/a280/)

- **12.02.2020**
  - **Announcement of participants**
    (Deregistration possible until 14.02.2020)

- **18.02.2020**
  - **Introduction at the University of Mannheim**
    Time: 10:15-11:45; room: SO 422

- **24.04.2020 (12:00 a.m.)**
  - **Submission of term paper** (to be sent via e-mail as pdf to katja.dlouhy@bwl.uni-mannheim.de)

- **29.04./30.04.2020**
  - **Feedback** on term paper (individual appointments)

- **May, date tba**
  - **Presentations at Mercer in Frankfurt** (Platz der Einheit 1, 60327 Frankfurt/Main), 9:00 a.m. – approx. 6:00 p.m.

**IMPORTANT:** The seminar will be conducted in collaboration with Mercer. Each participant of the seminar will work on a current human resource management issue with practical relevance. The seminar language is English.


Topics

1. Meaningful Work
Numerous employees with high potential do not want to focus on their career, but rather on their private life. They like working at your organization, but see their work as meaningless. Which measures can the organization take to make work more meaningful?


2. Career Opportunities
Employees in your organization complain about poor career development opportunities and non-transparent promotion criteria. What are possible reasons and consequences, and which HR practices and policies should be implemented to overcome this issue?


3. Recruitment
Your organization wants to change its recruitment process. In the first step, the HR department wants to screen candidates using an algorithm. How do you evaluate the effectiveness of this measure, and what are your recommendations?


4. Work-Life-Balance
The top management team of your organization has announced several policies that aim at enhancing employees’ work-life balance. However, the latest employee survey shows that employees’ work-life balance has not improved. What might be possible causes and remedies?

5. Aging Workforce
Employee satisfaction in your organization is rather low, and several managers have proposed that the relatively high average age of employees in your organization might be the cause. Could this be the reason, and what are potential remedies?


6. Flexible Work
Employees in your organization are requesting flexible work arrangements. What are potential advantages and problems, and which measures can the organization take to maximize the positive effects of flexible work arrangements?


7. Performance Monitoring
Your organization wants to monitor employees and collect performance data in order to increase individual and organizational performance. What are potential merits and problems, and how can the organization counter these problems?


8. Agile Organizations
Your organization wants to change its structure and become an “agile” organization. How can the organization make sure that employees support the change, and that especially middle managers do not leave the organization?

9. Nutrition in the Workplace
Most employees eat rather unhealthy meals in the organization’s canteen, and the top management team suspects that this might be related to their performance. Is this assumption backed by evidence, and how could employees’ eating habits be changed?


10. Virtual Teams
The multinational organization that you work for wants to introduce teamwork among employees from different production sites and countries. What are potential problems, and how can they be countered?


11. Mental Illness in the Workplace
Several employees in your organization who suffered from mental illnesses such as depression complain about stigmatization and missing support from their superiors and coworkers. What are potential reasons, and what can the organization do to support employees?


12. AI in Organizations
The top management team wants to transform your organization into a “digital organization”. What are potential merits and problems, and how can the organization counter these problems?