

MAN 741 Research Seminar

Fall Term 2025

Topic: HRM and Leadership in collaboration with



Timetable:

25.08 - 28.08.2025	Registration and indication of preferred topics via https://ww3.unipark.de/uc/HWS25_MAN741
04.09.2025	Announcement of participants (Binding acceptance of offer or deregistration possible until 05.09.2025)
09.09.2025	Kick-off meeting 9:00 a.m. - 10:30 a.m. / Room: 004 Hörsaal (L9, 1-2)
15.09 - 17.09.2025	Feedback on thesis structure (Individual appointments)
05.11.2025	Submission of term paper
13.11 - 14.11.2025	Feedback on term paper (Individual appointments)
24.11.2025	Presentation of results , approx. 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 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. Claudia Rossetti (claudia.rossetti@uni-mannheim.de).

Topics:

1. **Retention Strategies for High Performers**
What are the most effective approaches to retain high-performing employees in times of skills shortage, and how can organizations implement them?
2. **Gamification at Work – Boosting Motivation and Engagement?**
How does the integration of gamified elements in the workplace influence employee experience and long-term engagement?
3. **Digital Leadership in Virtual Work Environments – Competency Profiles for Leaders 4.0**
What skills and behaviors do leaders need to succeed in increasingly digital and remote workplaces, and how can these be developed?
4. **Pay Transparency and Its Impact on Employee Satisfaction – Navigating New Norms in Compensation Communication**
How does increasing salary transparency affect employee trust, motivation, and workplace fairness?
5. **Understanding the Pushback Against DEI Initiatives – Effects, Employee Reactions, and Paths to Acceptance**
How do diversity, equity, and inclusion (DEI) initiatives influence organizational outcomes and different employee experiences? How can organizations design and communicate DEI efforts to foster acceptance?
6. **Early Career Talent Development – Inclusive Programs for a Diverse Global Workforce**
Which practices in graduate programs, mentoring, and talent pooling drive inclusion and long-term commitment in international contexts?
7. **AI in Recruitment and Selection – Promise and Pitfalls of Intelligent Hiring Technologies**
How do algorithmic hiring tools perform in terms of candidate perception, validity, and ethical decision-making in hiring processes?
8. **Performance Management in the Age of Artificial Intelligence – Rethinking Human–AI Collaboration**
What is the future role of performance management when AI systems become agentic, and how can organizations ensure relevance and fairness?
9. **Employer Branding for a Sustainable Future**
How do companies use their sustainability initiatives as part of their recruiting strategies, and what are their outcomes for candidates and organizations?
10. **Employer Attractiveness Across Generations – Fact or Fiction?**
Do Generation Z and Millennials really value different aspects of work, and how should employer branding strategies respond to generational differences?
11. **The Role of Former Executives in Corporate Boards – Is the "Deutschland AG" Still Alive, and Does It Add Value?**
12. **Corporate Governance in Family-owned Business – A Strategic Advantage or an Unnecessary Burden?**

(Last modified: August 18, 2025)