

MAN 7410 Research Seminar

Fall Term 2026

Topic: HRM and Leadership in collaboration with



Timetable:

Until 27.08.2026 (23:59)	Registration and indication of preferred topics via https://ww3.unipark.de/uc/MAN741_2026/
03.09.2026	Announcement of participants (Binding acceptance of offer or deregistration possible until 04.09.2026)
15.09.2026	Kick-off meeting 10:15 a.m. - 11:45 a.m. / Room: EO 256 (Ehrenhof Ost)
21.09 – 23.09.2026	Feedback on thesis structure (Individual appointments)
11.11.2026	Submission of term paper
16.11 - 20.11.2026	Feedback on term paper (Individual appointments)
09.12.2026	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 Prof. Dr. Max Reinwald (max.reinwald@uni-mannheim.de).

Topics:

1. What makes board oversight effective, and how might AI change this?
2. How do companies adjust executive compensation structures in response to shareholder activism?
3. ESG targets in executive compensation: What does the evidence say about their effects, and how are they designed in practice in DAX companies?
4. The Skills That Survive Automation – Dynamic capabilities, Job-Demands-Resources Model, and a resource-based view
5. With the EU Pay Transparency Directive increasing the level of transparency around compensation data, what are the opportunities and risks for companies?
6. What do we know about generational differences, and what follows for tailored leadership and talent development approaches for Generation Z?
7. What impact does a feedback culture have on performance and continuous improvement in organizations?
8. What makes a corporate culture AI-ready, and which organizational conditions determine whether artificial intelligence is used effectively
9. How can organizations measure the effectiveness of change initiatives and which indicators reveal problems early enough to act on them?
10. Autonomous AI Agents and the Future of HR Architecture Theory
11. The Knowledge-Based View and Institutional Theory Meet AI: Hierarchy in Consulting Firms
12. How will AI change the work of compensation consultants?

(Last modified: August 14, 2026)