

MAN 710: Research Seminar in Public & Nonprofit Management

Fall Term 2026: Organizational Misconduct and the Individual: Experimental Design and Quantitative Analysis

Chair of Business Administration, Public & Nonprofit Management

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Last updated: June 2026

1 Course Description

1.1 General outline

This course will introduce students to different approaches relevant to planning and implementing research in the fields of general, public and nonprofit management. Students will be familiarized with the process of conducting behavioural experiments and quantitative analysis as well as reading and writing scientific papers. They must apply this knowledge in a research project that is structured around this year's seminar topic.

At the end of this course, students will have acquired the skills for doing academic work on their own and, thus, to write a qualitative- or quantitative-empirical master thesis at the Chair of Public and Nonprofit Management. Additionally, they will learn how to review paper drafts and provide constructive feedback.

1.2 Seminar Topic Fall Term 2026

In the fall semester of 2026, students will work on research projects that examine how misconduct by and within organizations, including, but not limited to, public and non-profit organizations, affects individuals, and the mechanisms and dynamics underlying these effects.

To capture the complexity of organizational misconduct and address diverse research gaps, ranging from how individuals appraise and emotionally respond to misconduct to the role of dispositional factors such as moral capacity or moral salience in conditioning these responses, students will work on an individual research topic following the overarching research question:

RQ: How and when do individuals respond to organizational misconduct?

A selection of broad research avenues, inspired by the integrated model of Valor et al. (2022), will be provided at the beginning of the seminar. Building on this, students must develop their own topics in line with the overarching theme. Literature suggestions that mark a starting point on the topic are provided under Chapter 5 of this syllabus.

To allow individual research questions to be tested on a shared, sufficiently large dataset, the seminar follows a joint experimental design. The experimental manipulation, a vignette describing organizational misconduct that varies systematically in type or severity (e.g., financial fraud vs. discrimination vs. environmental violation, or low vs. high severity), is predefined by the instructor and constitutes the independent variable common to all individual studies. While the basic structure of the vignette is predefined by the instructor, it will be finalised collaboratively in class, giving students the opportunity to contribute to its

development. This ensures that the data collected by each student can be pooled into a single class-wide dataset (target N=100, approx. 10 respondents per student).

Within this shared experimental frame, each student independently identifies the dependent variable(s) and corresponding validated scale(s) relevant to their own research interest (e.g., moral outrage, punishment intentions, turnover intentions, organizational trust), and formulates a hypothesis on how the predefined misconduct manipulation relates to this outcome. Students may additionally specify a measured (i.e., non-manipulated) moderator, such as a dispositional factor like moral capacity or moral salience, and a corresponding moderation hypothesis. The individually selected measures are consolidated into a single, shared questionnaire administered to the joint sample.

To hone the skills necessary to conduct their own experiment in a master's thesis, students will be required to conduct quantitative analysis of the collected data using the programming language R. As part of the deliverables in the seminar, students will integrate their individually selected measures into the joint survey instrument and pre-register their study, specifying their hypotheses, design, and analysis plan before data collection begins.

2 Learning and Qualification Outcome

By the end of the course, students will be able to:

- describe research gaps, especially those related to their research projects,
- define research goals and research questions,
- search, interpret, evaluate, and select academic literature,
- select appropriate research methods (qualitative and/or quantitative) for various research questions,
- write a qualitative and/or quantitative research paper,
- evaluate research proposals and provide feedback.

In this seminar, the key competence of academic research shall be acquired.

3 Organizational Information

The time frame of the seminar: 08 September 2026 until 03 December 2026

Registration: Students must formally apply for this seminar by handing in an application consisting of

- (1) a motivation letter (max. 1 page), in which the student identifies **three** potential research questions
- (2) a CV (1-2 pages),
- (3) a Bachelor certificate, and
- (4) a current transcript of records.

Please combine all documents into **one** PDF file.

Students studying in the master's program Culture and Business must personally hand in the form "Antrag auf

Übertragung (Export) der Masterarbeitsbetreuung“.
Without this form, the registration cannot be processed.

Applications (including [UNI-ID](#)) must be submitted to
Patrick Schulz (patrick.schulz@uni-mannheim.de) **by 27
August 2026** via email.

Information about being accepted for the research seminar will be sent out **by 03 September 2026**. You need to send your binding module participation confirmation or cancellation **by 04 September 2026** to Patrick Schulz.

Please note:

- This timeline applies to all research seminars in the Area Management, and exceptions from it will not be granted (Link: <https://www.bwl.uni-mannheim.de/en/programs/master/mmm/information-for-students/#c324891>).
- Higher-semester students are prioritized when allocating seats in the research seminar. Accepted seats are legally binding, and attendance at the in-class sessions is compulsory.

Prerequisite:

At least one of the following courses must be completed before you can complete MAN 710 (parallel attendance **not** possible):

- Strategic Management between Profit and Purpose (MAN 609)
- Understanding and Tackling Societal Challenges through Management Research (MAN 659)
- Selected Challenges in Nonprofit Management (MAN 675)
- Digital Era Government (MAN 676)
- Public & Nonprofit Management (MAN 679)
- Challenges of Public & Nonprofit Management (MAN 680)

Examination:

Seminar paper – part 1 (25%, **due 8th of October 2026, noon**, via ILIAS)

Seminar paper – part 2 (75%, **due 3rd of December 2026, noon**, via ILIAS)

*Note: delayed submissions **cannot** be accepted*

Course materials:

ILIAS

Credits:

6 ECTS 180 hours

In-class attendance and individual feedback: ~20 hours

- Lectures: 15 hours
- 1 day mini conference: 7 hours
- 1 mandatory office hour: ~0,75 hour

Review: ~20 hours

- Evaluating seminar papers of peers: ~10 hours
- Preparation of discussion role: ~10 hours

Own seminar paper: ~140 hours

- Data collection and data analysis (including preparation) = 60 hours
- Writing of seminar paper (parts 1 and 2; including literature search) = 80 hours

Contact Details

Lecturer: Patrick Schulz
E-Mail: patrick.schulz@uni-mannheim.de
Office hours: Upon appointment

4 Course Requirements

4.1 General Requirements

This course is highly interactive and thus based on critical conversations among students. Discussions will be based on conceptual and empirical academic papers and methods literature. We will critically reflect on research designs and methods and have workshops in which the theoretical knowledge will be applied. Apart from being interested in the course subject per se, participants should be highly motivated to engage with empirical research. A strong commitment to active participation in discussions in the onsite sessions is expected. Students should have some experience with quantitative analysis, particularly linear regression, as the course will not cover such methods in detail.

To successfully pass the seminar, students must attend the sessions as scheduled in the syllabus and Portal². Students are allowed to miss two blocks of 90 minutes each. Please indicate your absence via email. Students must not miss the sessions in which the results of their work will be presented and discussed within the mini conference.

4.2 Examination Requirements

Students will conduct their research endeavor consisting of a quantitative empirical seminar paper. Students will collect the data for the quantitative empirical seminar papers through a survey experiment. Students are required to provide the do-file containing the R-code employed in their analysis. Each student will conduct his or her own data analysis.

Pre-registration: Based on the methodological course content and their individual research topic, students will create a pre-registration of their experiment. A link to the pre-registration must be submitted together with the seminar paper and thus constitutes a part of the examination (part 1). Students will receive feedback on their submission (part 1).

Seminar paper (part 1): Students will write a short proposal consisting of an introduction, theoretical background, and methods to be applied (parts 1–3 of an academic paper). Students must follow the guidelines for academic work, as published on the website of the *Chair of Public and Nonprofit Management*. Evaluation criteria are (1) formal aspects, (2) content, (3) scientific language, and (4) reasoning. The proposal grade is 25% of the final grade. The length of the proposal should be about 1.800 words (+/-10%, including figures and tables, excluding the title page and references, in PDF or Word format). Students will get feedback on their proposal from the lecturer during individual mandatory consultation hours and within and after the mini conference. They are expected to use this feedback to improve their final seminar paper (part 2).

Mini conference: We will organize a mini conference in which each student presents their paper and receives feedback from their peers. In addition, students will be asked, as an exercise in peer reviewing, to discuss a designated paper. The workshop is specifically designed to facilitate horizontal learning; therefore, sufficient time is allocated for feedback and discussion. Depending on the number of participants in the seminar, this conference may be split into two days with students being allocated to one of the sessions.

Each paper is allocated a total of 30 minutes: 10 minutes for the presentation, 10 minutes for the discussant's comments, and the remaining time for open discussion with the group. To prepare for this session, all students are expected to read the seminar paper (Part 1) of their fellow students and to read in greater depth the paper they are assigned to discuss. For each paper they read, students should respond to designated guiding questions and document their answers in Miro. The discussant may draw on these peer comments when preparing their discussion. All students should use the feedback from their peers to revise and improve their seminar paper (part 2).

Seminar paper (part 2): Based on the written proposal, students must write up the results of their empirical work in a comprehensive seminar paper (5.700 words (+/-10%), including figures and tables, excluding title page, references, and appendices). For this purpose, they must include the feedback provided on the proposal, refine the methodology section, and add sections on their data analysis, findings, discussion, and conclusion. Evaluation criteria are the same as those for seminar paper part 1. Guidelines for scientific work, as published on the website of the *Chair for Public and Nonprofit Management*, must be followed. The final paper must be submitted via the examination ILIAS (in PDF format + do-file).

Table 1 gives you an overview of the examination portfolio.

Submission Type	% of final grade	Deadline (for all)
Seminar paper (including pre-registration) (part 1)	25%	Thu, 08.10.2026, noon

Mini conference (presentation and discussion)	Mandatory, not graded	Thu, 15.10.2026 and Fr, 16.10.2026
Seminar paper (part 2)	75%	Thu, 03.12.2026, noon
Total	100 %	

Table 1: Examination Portfolio MAN 710

5 Literature

5.1 Seminar Topic

- Greve, H. R., Palmer, D., & Pozner, J. E. (2010). Organizations gone wild: The causes, processes, and consequences of organizational misconduct. *Academy of Management Annals*, 4(1), 53-107.
- Valor, C., Antonetti, P., & Zasuwa, G. (2022). Corporate social irresponsibility and consumer punishment: A systematic review and research agenda. *Journal of Business Research*, 144, 1218-1255.
- McDonnell, M. H., & Nurmohamed, S. (2021). When are organizations punished for organizational misconduct? A review and research agenda. *Research in Organizational Behavior*, 41: 100150.
- Kugel, J., & Mercado, J. M. (2026). Call Me Maybe? An Experimental Analysis of Donor Backlash to Voluntary Nonprofit Fraud Disclosure. *Nonprofit and Voluntary Sector Quarterly*, 0(0).

5.2 Theory Development

- Whetten, D. A. (1989). What constitutes a theoretical contribution?. *Academy of Management Review*, 14(4), 490-495.
- Adner, R., Polos, L., Ryall, M., & Sorenson, O. (2009). The case for formal theory. *Academy of Management Review*, 34(2), 201-208.
- Felin, T., Foss, N. J., & Ployhart, R. E. (2015). The microfoundations movement in strategy and organization theory. *Academy of Management Annals*, 9(1), 575-632.

5.3 Quantitative Research Methods

- Aguinis, H. (2025). *Research methodology: best practices for rigorous, credible, and impactful research*. Sage Publications.
- Field, A., Field, Z., & Miles, J. (2012). *Discovering statistics using R*. Sage Publications.

- Stevenson, R., Josefy, M., McMullen, J. S., & Shepherd, D. (2020). Organizational and management theorizing using experiment-based entrepreneurship research: Covered terrain and new frontiers. *Academy of Management Annals*, 14(2), 759-796.
- Wulff, J. N., Sajons, G. B., Pogrebna, G., Lonati, S., Bastardo, N., Banks, G. C., & Antonakis, J. (2023). Common methodological mistakes. *The Leadership Quarterly*, 34(1), 101677.
- Hair, J. F. (Hrsg.). (2014). *Multivariate data analysis*. Harlow: Pearson.
- Huntington-Klein, N. (2021). *The effect: An introduction to research design and causality*. Chapman and Hall/CRC.

5.4 [Qualitative Research Methods]

- Gioia, D. A., Corley, K. G., & Hamilton, A. L. (2013). Seeking Qualitative Rigor in Inductive Research: Notes on the Gioia Methodology. *Organizational Research Methods*, 16(1), 15–31.
<https://doi.org/10.1177/1094428112452151>
- Miles, M. B., Huberman, A. M., & Saldaña, J. (2014). *Qualitative data analysis: A methods sourcebook* (Third edition). SAGE Publications, Inc.
- Ritchie, J., & Lewis, J. (Hrsg.). (2014). *Qualitative research practice: a guide for social science students and researchers*. London: Sage.
- Saldaña, J. (2021). *The Coding Manual for Qualitative Researchers* (Fourth Edition). Thousand Oaks: Sage.

6 Timetable

Last update: June 2026, changes may occur throughout the semester

Date	Time	Format & Room	Session type	Content
Ongoing			Self-study	Reading list (see required readings)
Tue, 08.09.2026 Kick-Off and Introduction	09:00 – 12:00	On campus Room EO 256	In-class session	Course outline and administrative matters; Philosophy of science and research designs
Tue, 15.09.206 Session 1	13:30 – 16:30	On campus Room 201; L9,7	In-class session	Introduction to experiments & thematic introduction
Thu, 17.09.2026 Session 2	13:30 – 16:30	On campus Room EO 256	In-class session	Experimental design
Mo, 21.09.2026 Session 3	09:00 – 12:00	On campus Room EO 256	In-class session	Data collection
Thu, 24.09.2026 Session 4	09:00 – 12:00	On campus Room 201; L9,7	In-class session	Data analysis
Mon, 28.09.2026	09:30	Examination Portfolio (not graded)	Submission via mail	Work-in-progress seminar paper part 1 and open questions with suggested own solutions
Thu, 01.10.2026	Individual time slots	On campus and online possible	Individual feedback	Answering open questions and receiving feedback on work in progress seminar paper part 1
Thu, 01.10.2026 - Thu, 08.10.2026			Self-study	Incorporating feedback and refinement of seminar paper part 1
Thu, 08.10.2026	noon	Examination Portfolio (graded)	Submission via ILIAS	Seminar paper part 1 (including pre-registration)
				Preparation of presentation on status quo of research project (~10 minutes) and open questions
Thu, 08.10.2026 - Wed, 14.10.2026			Self-study	Preparation of detailed discussion for status quo of research project for one selected fellow student (matches will be communicated on Thu, 08.10.2026)
				Provision of feedback on seminar papers part 1 for all fellow students answering the lead questions in Miro
Thu, 15.10.2026 – Fr, 16.10.2026	9:00 – 17:00 (incl. lunch break)	On campus Room SO 133 (Thu) / EO 256 (Fr)	In-class session	Mini conference
Ongoing – Wed, 03.12.2026			Self-study	Data collection, data analysis, synthesis and writing up of seminar paper part 2
Thu, 19.11.2026	Individual time slots		Individual feedback	Individual data collection, analysis, synthesis and writing up of seminar paper part 2

Thu, 03.12.2026	noon	Examination portfolio	Submis- sion via ILIAS	Seminar paper part 2 (including do- file)
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