# Topics IS 742 - HWS 2020

| | Topic Area | Topic Description | Supervisor |
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| 1 | Employees' Use of New Implemented ES | Global spending on Enterprise Systems (ES) accumulated to $457bn in 2019 (Gartner 2019), which outlines the importance of these systems to organizations in various industries. However, it is the individual user who transforms the capabilities of an ES into organizational performance (Liu et al. 2011). Hence, a considerable amount of research illuminated the respective usage behaviours of individuals. These articles investigated either the intention of employees to use the ES in early implementations stages (e.g. Nicolaou and McKnight 2006), or their actual usage behaviours once the system is operational (e.g. Liu et al. 2011).<br><br>A written report and oral presentation will provide a thorough summary of prior research that investigated employees' use of new implemented ES.<br><br>Gartner. 2019. "Gartner Says Global IT Spending to Grow 3.7% in 2020," retrieved from: https://www.gartner.com/en/newsroom/press-releases/2019-10-23-gartner-sa global-it-spending-to-grow-3point7-percent-in-2020. Accessed: May 7th, 2020.<br><br>Liu, L., Feng, Y., Hu, Q., and Huang, X. 2011. "From Transactional User to VIP: How Organizational and Cognitive Factors Affect ERP Assimilation at Individual Level," Euro Journal of Information Systems (20:2), pp. 186–200.<br><br>Nicolaou, A. I., and McKnight, D. H. 2006. "Perceived Information Quality in Data Exchanges: Effects on Risk, Trust, and Intention to Use," Information Systems Research (17:4), pp. 332–351. | Johann Dietz |
| 2 | Success Factors of ERP Implementation | Global spending on Enterprise Resource Planning (ERP) systems accumulated to $36bn in 2018 and is expected to more than double until 2026 (Allied Market Research 2019). Hence, ERP systems probably stay one of the most deployed kind of enterprise systems and will impact the way companies conduct their business in the future. However, while the most ERP implementations succeed, some prominent failures highlight the risks accompanied with these projects. Thus, it is important to unveil organizational and individual level factors that determine the success of an ERP implementation.<br><br>A written report and oral presentation will provide a thorough summary of prior research investigating success factors of ERP implementations.<br><br>Allied Market Research. 2019. "ERP Software Market Expected to Reach $78.40 Billion by 2026," (Vol. 5285). | Johann Dietz |

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| 3 | Consequences of Data Breaches | As the amount of data stored in organization's systems has increased, so has their abuse by parties who should not have access to them. Negative consequences of data breaches include stock market reactions (Acquisti et al. 2006) and reduced customer spending (Janakiraman et al. 2018).<br><br>In your seminar, you should provide an interdisciplinary literature review about the various consequences of data breaches.<br><br>Acquisti, A., Friedman, A., and Telang, R. 2006. "Is There a Cost to Privacy Breaches? An Event Study," in ICIS 2006 Proceedings, pp. 1–20.<br><br>Janakiraman, R., Lim, J. H., and Rishika, R. 2018. "The Effect of a Data Breach Announcement on Customer Behavior: Evidence from a Multichannel Retailer," Journal of Marketing (82:2), pp. 85–105. (https://doi.org/10.1509/jm.16.0124). | Frederic Schlackl |
| 4 | Business Process Mining in the Auditing Context | A broad range of diverse analytical procedures to support auditors has evolved overtime but the use of process mining techniques to support auditors was two years ago relatively unexplored which refers to the idea to create values out of event log data within audit related business processes. Mining audit related event logs can for example serve to evaluate the effectiveness of internal control systems, identify fraud patterns and to support auditors within their risk management tasks. (i.e Chiu, Tiffany 2018)<br><br>A written report and an oral presentation of recent empirical research which are based on publicly accessible datasets at the intersection of process mining and auditing should summarize key insights and used datasets.<br><br>Mieke Jans; Michael G. Alles; Miklos A. Vasarhelyi - A Field Study on the Use of Process Mining of Event Logs as an Analytical Procedure in Auditing<br><br>Chiu, Tiffany; Vasarhelyi, Miklos A., Alexander – Exploring new audit evidence | Phares Akari |
| 5 | Learning and Skill Development in ISD | Technological advancements and organizational changes require information systems development (ISD) professionals to steadily adapt to new circumstances. In order to do so, ISD professionals enhance their skill set by learning new technical and non-technical skills, processes, and knowledge. Depending on the particular skills, the development of them can be explained by different formal and informal learning methods, e.g., self-directed learning, or continuous development shaped by the (work) environment (Heckman and Kautz 2012; Levasseur 2013).<br><br>In this seminar, you are asked to provide a literature review on learning and skill development on the individual level in the ISD context.<br><br>Bandura, A., & Walters, R.H. 1963. Social learning and personality development, New York: Holt Rinehart and Winston.<br><br>Heckman, J. J. and Kautz, T. 2012. "Hard evidence on soft skills," Labour economics (19:4): pp. 451-464.<br><br>Levasseur, R. E. 2013. "People Skills: Developing Soft Skills—A Change Management Perspective," Interfaces (43:6): pp. 566-571. | Karoline Glaser |

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| 6 | Crowd Work Platforms | Crowd work emerged as a form of work in the digital world which complements or substitutes formal organizational employment. Crowd work relies on the corner stones of crowdsourcing and is a paid, mostly short-term employment enabled by digital platforms (Durward et al. 2016). The number of platforms on which jobs are offered (e.g., Upwork, Topcoder) is growing, and so is the number of ISD professionals engaging partially or completely in crowd work on such platforms (Gol et al. 2018; Taylor and Joshi 2019). The crowd work platform itself may play a vital role for the crowd workers and also their job performance (Deng et al. 2016).<br><br>In this seminar, you should provide a literature review on research about crowd work with a particular focus on the role of platforms.<br><br>Deng, X., Joshi K.D., and Galliers, R.D. 2016. "The Duality of Empowerment and Marginalization in Microtask Crowdsourcing: Giving Voice to the Less Powerful through V Sensitive Design," MIS Quarterly (40:2): pp- 279-302<br><br>Durward, D., Blohm, I., and Leimeister, J. M. 2016. "Crowd work," Business & Information Systems Engineering (58:4), pp. 281-286.<br><br>Gol, E. S., Stein, M.-K., and Avital, M. 2018. "Why Take the Risk? Motivations of Highly Skilled Workers to Participate in Crowdworking Platforms," in ICIS 2018 Proceedin<br><br>Taylor, J., and Joshi, K. D. 2019. "Joining the crowd: The career anchors of information technology workers participating in crowdsourcing," Information Systems Journal (29:3), pp. 641-673. | Karoline Glaser |
| 7 | The Neutral Machine | Under which circumstances do people anticipate more favorable evaluations by algorithms compared to humans? Prior literature has shown that many people are averse to algorithms making evaluation decisions (e.g., in hiring). However, algorithms are often perceived as more neutral and objective than human decision-makers.<br><br>In this seminar, you will develop and run an experiment to explore which features of the human decision-maker (e.g., age, gender, tenure) and the algorithm (e.g., data sources, developers) will shape people's preferences for being evaluated by humans compared to algorithms. | Florian Pethig |
| 8 | Women and Minorities in IT | The role of women in IT continues to draw academic scrutiny. Especially when it comes to management positions, women and employees from ethnic minorities continue to be under-represented. This seminar paper summarizes the most important streams of literature investigating the existing theories regarding this phenomenon.<br>An overview and summary of most influential quantitative and qualitative studies may require distinguishing between<br>a) employees of IT companies regardless of the content of work vs. employees of IT companies working in job functions related to IT and<br>b)  different areas within the IT sector (e.g. software/hardware development, data analytics).<br><br>This seminar thesis examines the suspected causes for continued underrepresentation and gives a holistic overview of the explanations and suggested remedies to counter imbalanced representation in IT-related jobs. | Hannah Sperling |

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| 9 | Role Model Impact on Underrepresented Groups | Research on career choice and aspirations of underrepresented groups has often focused on formative factors in childhood or adolescent years (e.g. effect of parent's occupation, gender-atypical education).  After an analysis of the most important theories in this regard, this seminar paper should provide an overview of existing research on the effect of role model presence on members of underrepresented groups, i.e. women and ethnic minorities, in certain areas of the workforce.<br><br>In this seminar, a comparison of role model definitions and examples, as well as different constructs used to measure the effect of role model presence for individuals (confidence, perceived self-efficacy etc.) is expected. With special emphasis on the IT sector, existing qualitative and quantitative research should be summarized and contextualized. | Hannah Sperling |
| 10 | Organizational Routines and Routine Dynamics | Organizational routines are a central feature of human organizations and an explanatory mechanism in many of our most widely accepted theories. Since the concept was introduced by Stene (1940), organizational routines have been regarded as the primary means by which organizations accomplish much of what they do. While routines can be a source of inertia and inflexibility, they can also be an important source of flexibility and change (Feldman, M. S., & Pentland, B. T. 2003)<br><br>In this literature review, you are expected to check the organizational routines' studies focusing on routine dynamics by means of analyzing quantitative data sources. | Fareed Zandkarimi |