

Zur Wahl stehen die vier unten genannten Themen.

Die Abgabe der Präferenzen erfolgt während der Einführungsveranstaltung in das wissenschaftliche Arbeiten.

Die Bachelorarbeiten können in deutscher oder englischer Sprache angefertigt werden. Daher werden im Folgenden die Arbeitstitel auf Deutsch und auf Englisch angegeben.

### **Einführung in wissenschaftliches Arbeiten:**

Donnerstag, 20. Februar 2020, 15:30 (s.t.) – 17:00 Uhr, Lehrstuhlbibliothek Lehrstuhl für Public und Nonprofit Management (L5, 4, 3. OG)

### **THEMA 1:**

#### **The influence of status differences in teams on team creativity**

#### **Der Einfluss von Statusunterschieden im Team auf Teamkreativität**

##### Einstiegsliteratur:

Bunderson, J. S. (2003). Recognizing and Utilizing Expertise in Work Groups: A Status Characteristics Perspective. *Administrative Science Quarterly*

##### Abstract:

This paper develops and tests a theory of expertise recognition and utilization in groups that focuses on the critical role of members' status cues as indicators of task expertise. The theory draws on status characteristics theory and past research on groups to propose that while attributions of expertise in work groups will be informed by both specific (i.e., task-relevant) and diffuse (i.e., social category) status cues, the strength of this association will be contingent on the type of cue as well as on characteristics of the group context. So, whereas specific status cues will better predict attributions of expertise in decentralized, longer-tenured groups, diffuse status cues will better predict attributions of expertise in centralized, shorter-tenured groups. Further, attributions of expertise should fully mediate the relationship between members' status cues and intragroup influence. A multilevel test of these hypotheses in a sample of self-managed production teams in a Fortune 100 high-technology firm provides strong support. Group-level analyses confirm that the alignment of intragroup influence with specific status cues is positively associated with group performance.

## THEMA 2:

### Do quotas foster women's careers and organizational performance?

#### Fördern Quoten weibliche Karrieren und die Leistung von Organisationen?

Einstiegsliteratur: von Meyerinck, F./ Niessen-Ruenzi, A./ Schmid, M./ Davidoff Solomon, S (2020): As California Goes, So Goes the Nation? Board Gender Quotas and the Legislation of Non-Economic Values. Available at SSRN: <https://ssrn.com/abstract=3303798> or <http://dx.doi.org/10.2139/ssrn.3303798>

Abstract: In 2018, California became the first U.S. state to introduce a mandatory board gender quota for all firms headquartered in the state. We document negative announcement returns to the adoption of the quota for Californian firms, but also large negative spillover effects on a matched group of non-Californian firms, particularly those located in states that followed California's legislative lead in the past by raising minimum wages or legalizing cannabis. Frictions on the director labor market only explain a small fraction of value losses of Californian firms. They do not explain the negative spillover effects on firms in other states. We propose shareholders' fear of further legislation of non-economic values as a new explanation for the negative announcement returns to gender quotas. In line with this view, we find that firms with higher policy sensitivity show the strongest reaction.

## THEMA 3:

### The impact of failure on idea generation

#### Der Einfluss vom Scheitern auf Ideengenerierung

Einstiegsliteratur:

Wilhelm, H/ Richter, A.W./ Semrau, T. (2019): Employee Learning from Failure: A Team-as-Resource Perspective. *Organization Science*

Abstract:

Whether, and to what extent, employees learn from their failure experiences remains an unresolved issue for practitioners and scholars alike. On the one hand, failure provides individuals with opportunities for learning, whereas on the other hand, failure can also trigger defensive reactions that stifle learning. The present study expands experiential learning theories by incorporating the social context, thus offering a more comprehensive understanding of employee learning from failure. Specifically, we propose that team contexts that are psychologically safe and exhibit a well-developed transactive memory system provide important socioemotional and informational resources, enabling individual employees to seize the learning opportunities inherent in failure. Analysis of archival data on individual failure and subsequent performance in the domain of workplace creativity from 218 employees working in 42 teams supports our hypotheses. Employees are more likely to learn from their failure experiences if they work in teams with medium-to-high levels of psychological safety. Under these conditions, individual learning from failure is further stimulated by a well-developed transactive memory system. Our results also demonstrate the behavioral pathway linking failure experiences to subsequent outcomes. Interview data from 28 employees further illustrate the processes underlying these findings.

## THEMA 4:

### **The influence of employee mobility on organizational knowledge creation**

### **The Einfluss von Mitarbeitermobilität auf organisationale Wissensgenerierung**

#### Einstiegsliteratur:

Somaya, D./ Williamson, I. O./ Lorinkova, N. (2008): Gone but Not Lost: The Different Performance Impacts of Employee Mobility Between Cooperators Versus Competitors. *Academy of Management Journal*

#### Abstract:

This article extends research on the relationship between employee mobility and firm performance by exploring how mobility between competitors and mobility between potential cooperators are different. We draw on social capital theory to argue that movement of employees both to and from clients may enhance firm performance, whereas only inward mobility from competitors benefits firms. We also hypothesize that it is more harmful for firms to lose social capital-laden human assets to competitors than to other potential employee destinations. We tested our hypotheses with a novel dyadic data set of patent attorney movements between law firms and Fortune 500 companies.