

# Nicola Schmitt

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## RESEARCH INTERESTS

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### Topics:

- Technological innovation
- Digital transformation and the future of work

### Methods:

- Large secondary data
- Experiments
- Surveys

## EDUCATION

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**University of Mannheim**, Mannheim, Germany Sep 2024 – Present

- PhD Candidate in Management at the Graduate School of Economics and Social Sciences
- Supervisor: Prof. Dr. Karin Hoisl

**University of Cologne**, Cologne, Germany Sep 2020 – Sep 2024

- Master of Science in Business Administration with specialization in Corporate Development

**ALBA Graduate Business School**, Athens, Greece Mar 2022 – Jun 2022

- Semester abroad
- Msc in Shipping Management, ranked No. 12 in Maritime Management worldwide

**University of Cologne**, Cologne, Germany Oct 2016 – Feb 2021

- Bachelor of Science in Business Administration

## ACADEMIC EXPERIENCE

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### **University of Mannheim: Teaching Assistant**

*Chair of Organization and Innovation (Prof. Dr. Karin Hoisl)*

- Research Seminar Organization and Innovation Fall 2025
- Supervision of Master theses since Fall 2025

### **University of Mannheim: Research Assistant**

Feb 2025 – Aug 2025

*Chair of Organization and Innovation (Prof. Dr. Karin Hoisl)*

- Supported the chair with administrative and research tasks.

**University of Cologne: Research Assistant**

Feb 2024 – Jul 2024

*Junior professorship of Organizational Behavior (J-Prof. Dr. Annabelle Hofer)*

- Assisted with teaching the course 'Contemporary Topics in Organizational Behavior – From Theory to Practice,' including the preparation of course materials and course coordination support.
- Conducted targeted literature reviews to support academic publications.
- Cleaned data for multi-wave studies on sustainable career development using SPSS.

**University of Cologne: Research Assistant**

Aug 2023 – Jan 2024

*DFG-funded research project on Gig Work and Future Employment Prospects: A*

*Correspondence Study (J-Prof. Dr. Annabelle Hofer (UZK) & Dr. Elisa Gerten (LMU))*

- Conducted literature reviews and analyses on the functioning, participants, and trends of the GigEconomy market.
- Participated in the planning and design of a correspondence study.
- Coordinated the team of student research assistants.

## ADDITIONAL EXPERIENCE

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**Ernst&Young Global Limited, Switzerland: Junior Consultant Intern** Apr 2018 – May 2018

*People Advisory Service*

- Conducted a research project on the latest developments in Change-Management.
- Developed and coordinated the implementation of an internal system for the exchange of data.

**ICGK International Consulting Group Kapur GmbH: Training**

Apr 2018 – Present

*Preparation for Entering the Business Consulting Profession*

- Education and training in the field of Innovative Economic and Business Systems.

## RESEARCH

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**Work in Progress:**

2025

*Political Connectedness and Innovation: Reducing Market Uncertainty through Non-Market Strategies*

- In the conceptual stage

**Master Thesis:**

2024

*The Politics of Corporate Venture Capital with Prof. Dr. Christian Schwens*

- Literature review on the influence of Economic Policy Uncertainty (EPU) and political connectedness on Corporate Venture Capital investments (CVC).

- Quantitative analysis of a large-scale dataset matching CVC panel data (1995–2020) with Corporate Political Action Committees (PACs) contributions data from the US Federal Election Commission and further firm-specific data.
- **Results:** Contrary to expectations, EPU does not moderate the relationship between political connectedness and CVC investments. Instead, EPU positively moderates the effect of corporate contributions on political connectedness, as firms increase contributions during periods of high uncertainty to secure access to policy-related information. Furthermore, political connectedness mediates the impact of political contributions on CVC investments, highlighting its role in driving investment decisions.

**Research Project:**

2023

*Impact of a Gender Quota targeting Top Management on Gender-Specific Hiring Behavior regarding the Subordinate Managerial Level with Dr. Louis Strang*

- Literature review on the limited spillover effects of gender quotas, analyzing why existing quotas fail to enhance gender diversity beyond executive leadership positions.
- Development of an experimental design to demonstrate the effect of top management experiencing a gender quota in raising awareness of gender inequality and promoting more gender-inclusive hiring practices at subordinate managerial levels.

**Research Project:**

2021

*Gender Differences in Networking and Implications for Career Success with Dr. Anna Olszewska*

- Literature review on networking, social capital, and gender-specific differences in professional networks.
- Comparative analysis of network structures between men and women, and their implications for gender-specific career success.
- **Results:** Women benefit from dual networking strategies by combining strong local support networks with diverse, high-status professional contacts to enhance career success.

**Bachelor Thesis:**

2021

*Spillover Effects of Pro-Environmental Behavior on the Moral-Licensing-Theory with Prof. Dr. Bernd Irlenbusch*

- Literature review on Moral Licensing Theory, focusing on key moderators influencing consistent environmentally friendly behavior.
- Examined behavioral spillover effects in the energy sector and developed targeted intervention strategies.
- **Results:** Interventions fostering intrinsic motivation, strong environmental identity, and goal framing can effectively reduce negative spillover effects and promote sustainable energy consumption behavior.

## Skills

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### Languages

- German (native), English (fluent), French (basic), Spanish (basic)

### Software

- Microsoft Excel, R, Stata, SPSS, LaTeX

## Social Engagement

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### Voluntary Worker

Sep 2020 – Present

*ZGW-Zukunft Gestalten Wir e.V.*

- Assistance to the Chairman of the Board with administrative and strategic tasks.
- Contributed to the planning, coordination, and implementation of Global Aid Projects.
- Planned and executed marketing campaigns to enhance public outreach.

### Mentor for Exchange Students

Oct 2023 – Dec 2023

*PIM&CEMS Student and Alumni Club Cologne e.V.*

- Provided individual guidance and support to exchange students as part of the PIMentor Program.
- Assisted with academic and cultural integration at the university.

### Mentor for First Semester Students

Oct 2020 – Feb 2021

*PIM&CEMS Student and Alumni Club Cologne e.V.*

- Supported first-semester students in transitioning to university life in Cologne through academic and personal mentoring.
- Fostered community building through mentoring events.