

University of Duisburg-Essen | Master Seminar: Future of Work, Human
Resource Management, & Organization

Course Syllabus

- Outline** This research seminar aims to investigate different topics in Future of Work, Human Resource Management & Organization, with the goal to help students write their master's thesis.
- Instructors** Kyung eun Park, M.Sc. (kyung.eun.park@uni-mannheim.de), Prof. Dr. Jan-Philipp Ahrens
- Objectives** The goal of this seminar is to familiarize the students in academic literature and to assist students in writing their master's thesis, as well as to train them to present in an academical format as preparation for the master colloquium. The students can expect to finish the course with the two takeaways: 1) familiarity with different topics and 2) knowledge of different research methods, and optionally already a topic that they can utilize in their master's thesis.
- Contents** The course will cover several topics: AI at workplace, work-from-home, top management team and sustainability, and diversity
- Dates**
- | | |
|---------------------------|---------------|
| 8 th November | 12:00 ~ 17:00 |
| 29 th November | 12:00 ~ 17:00 |
| 13 th December | 12:00 ~ 17:00 |
- Prerequisites** Recommended: Prior knowledge of STATA or Python
- Attendance** Attendance in all sessions is mandatory.
- Grading** The course consists of following grading:
- Paper presentation (30%)
 - Paper discussion (10%)
 - Idea proposal (20%)
 - Participation (10%)
 - Seminar paper (30%)
- I. **Paper presentation:** Students will be assigned a paper, which they present in the second session as a paper of their own. Students will be graded based on how well the contents are understood and presented within the given time (20 minutes).
- II. **Paper discussion:** Students will be assigned a paper aside from their presentation paper, which they will have to discuss with the paper presenter. The discussant should prepare a small presentation in which feedback is given to each section of the paper (10 minutes).
- III. **Idea proposal:** In the third session, students will present their research idea that they would like to use for their seminar paper. If wanted, the paper can be written together with another student in the seminar (max. 2 people per team). The proposal should contain the research question, short literature review, and the methodology. If in a team, all team members should participate in the presentation (30 minutes).

- IV. **Participation:** For the presentation (second) session, each student should prepare 2 questions for each presentation. Students must ask at least 2 questions in total during the second session to get participation points (66%). Additionally, students must ask at least one question during the research idea proposal (33%).
- V. **Seminar paper:** Students should write a final seminar paper as a part of the grading for this seminar. The specific requirements will be discussed in the first kick-off session, but students can expect to write a paper around 10 pages in length.

All presentations (paper, idea) and questions must be sent until **Wednesday 2pm** on the week of the presentation.

Session outline:

Session 1: Introduction, How to read academic papers, Research methods

Date & venue: 8th November 2024 (12:00 ~ 17:00), Room R12 R07 A69

Introduction to academic papers and research methods, organizational alignments such as distribution of presentations & assignments depending on course participant numbers.

Session 2: Presentation session

Date & venue: 29th November 2024 (12:00 ~ 17:00), Room R12 R07 A69

Student presentations & discussions.

Based on the number of students, there may be additional teaching to assist the research idea proposal for the next session.

Session 3: Research idea proposal session

Date & venue: 13th December 2024 (12:00 ~ 17:00), Room R12 R07 A69

Students research idea proposal & discussions, followed by feedback.

Based on the number of students, there may be additional teaching to assist with the paper writing for the next session.

Personal meeting on request

Date & venue: 30 minutes, online per ZOOM

Students have the opportunity to get assistance in methodology after they have decided their empirical analysis strategy. This will be decided upon request if the student wishes. Please note that this will not impact your grade.

Readings:

Recommended before 1st session:

Lange, D., & Pfarrer, M. D. (2017). Editors' comments: Sense and structure—The core building blocks of an AMR article. *Academy of Management Review*, 42(3), 407-416.

Bartunek, J.M., Rynes, S. L., & Ireland, R. D. (2006). What makes management research interesting, and why does it matter?. *Academy of management Journal*, 49(1), 9-15.

Bergh, D.D. (2003). Thinking strategically about contribution. *Academy of Management Journal*, 46(2), 135-136.

Leblebici, H. (1996). The act of reviewing and being a reviewer. *Rhythms of academic life: Personal accounts of careers in academia*, 269-274.

Grant, A.M., Pollock, T.G. (2011). Publishing in AMJ—Part 3: Setting the hook. *Academy of Management Journal*, 54(5), 873-879.

Geletkanycz, M., Tepper, B. J. (2012). Publishing in AMJ—part 6: Discussing the implications. *Academy of management journal*, 55(2), 256-260.

Reading assignment for 2nd session and presentation:

I. AI at workplace:

Pereira, V., Hadjielias, E., Christofi, M., & Vrontis, D. (2023). A systematic literature review on the impact of artificial intelligence on workplace outcomes: A multi-process perspective. *Human Resource Management Review*, 33(1), 100857.

Brynjolfsson, E., Li, D., & Raymond, L. R. (2023). Generative AI at work (No. w31161). *National Bureau of Economic Research*.

Einola, K., & Khoreva, V. (2023). Best friend or broken tool? Exploring the co-existence of humans and artificial intelligence in the workplace ecosystem. *Human Resource Management*, 62(1), 117-135.

II. Work-from-home:

Choudhury, P., Froughi, C., & Larson, B. (2021). Work-from-anywhere: The productivity effects of geographic flexibility. *Strategic Management Journal*, 42(4), 655-683.

Shin, S. J., Kim, T. Y., Lee, J. Y., & Bian, L. (2012). Cognitive team diversity and individual team member creativity: A cross-level interaction. *Academy of management journal*, 55(1), 197-212.

Allen, T. D., Merlo, K., Lawrence, R. C., Slutsky, J., & Gray, C. E. (2021). Boundary management and work-nonwork balance while working from home. *Applied Psychology*, 70(1), 60-84.

III. Team Diversity / Top management team diversity & sustainability:

Henry, L. A., Buyl, T., & Jansen, R. J. (2019). Leading corporate sustainability: The role of top management team composition for triple bottom line performance. *Business Strategy and the Environment*, 28(1), 173-184.

Qureshi, M. A., Kirkerud, S., Theresa, K., & Ahsan, T. (2020). The impact of sustainability (environmental, social, and governance) disclosure and board diversity on firm value: The moderating role of industry sensitivity. *Business Strategy and the Environment*, 29(3), 1199-1214.

Van Knippenberg, D., Nishii, L. H., & Dwertmann, D. J. (2020). Synergy from diversity: Managing team diversity to enhance performance. *Behavioral Science & Policy*, 6(1), 75-92.

Corritore, M., Goldberg, A., & Srivastava, S. B. (2020). Duality in diversity: How intrapersonal and interpersonal cultural heterogeneity relate to firm performance. *Administrative Science Quarterly*, 65(2), 359-394.