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Institut für Personal und Organizational Behavior

Masterarbeitsthemen 2025

Die folgenden Masterarbeitsthemen stehen im Jahr 2025 (Sommer- und Wintersemester) am Institut für Personal und Organizational Behavior zur Bearbeitung zur Verfügung. Die genaue Themenausarbeitung erfolgt nach Annahme zur Masterarbeit in individueller Absprache mit dem Institut. Alle Themen können sowohl in deutscher als auch englischer Sprache bearbeitet werden.

Eigene Themenvorschläge (beispielsweise in Kooperation mit einem Unternehmen) sind möglich, erfordern jedoch eine vorherige Abstimmung mit dem Institut. Dass eine Abstimmung erfolgt ist, ist bei der Bewerbung anzugeben.

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1. **Zwischen Anpassung und Autonomie: Führung in flexiblen Arbeitsmodellen**
   (konzeptionell oder empirisch)

Einstiegsliteratur
- Bernstein, E., Bunch, J., Canner, N., & Lee, M. (2016). Beyond the holacracy hype. *Harvard Business Review, 94*(7), 1–26.
- Roper, I., Prouska, R., & Chatrakul Na Ayudhya, U. (2022). The rhetorics of 'agile' and the practices of 'agile working': Consequences for the worker experience and uncertain implications for HR practice. *International Journal of Human Resource Management, 33*(22), 4440–4467.
- Steegh, R., Van De Voorde, K., & Paauwe, J. (2024). Understanding how agile teams reach effectiveness: A systematic literature review to take stock and look forward. *Human Resource Management Review*, online first. https://doi.org/10.1016/j.hrmr.2024.101056

2. **Colleague or Commander? Rollenwechsel und soziale Dynamiken im Team**
   (konzeptionell oder empirisch)

Einstiegsliteratur
- Farah, B., Elias, R., De Clercy, C., & Rowe, G. (2020). Leadership succession in different types of organizations: What business and political successions may learn from each other. *The Leadership Quarterly, 31*(1), 101289. https://doi.org/10.1016/j.leaqua.2019.03.004
- Lam, W., Lee, C., Taylor, M. S., & Zhao, H. H. (2018). Does proactive personality matter in leadership transitions? Effects of proactive personality on new leader identification and responses to new leaders and their change agendas. *Academy of Management Journal, 61*(1), 245-263.
- Li, J., & van Knippenberg, D. (2021). The team causes and consequences of team membership change: A temporal perspective. *Academy of Management Annals, 15*(2), 577-606.

3. Vom Teamplayer zur Führungskraft: Persönliche Identität im Wandel
   (konzeptionell oder empirisch)

Einstiegsliteratur

- Day, D. V., Riggio, R. E., Tan, S. J., & Conger, J. A. (2021). Advancing the science of 21st-century leadership development: Theory, research, and practice. *The Leadership Quarterly*, *32*(5), 101557. https://doi.org/10.1016/j.leaqua.2021.101557
- Haslam, S. A., Gaffney, A. M., Hogg, M. A., Rast III, D. E., & Steffens, N. K. (2022). Reconciling identity leadership and leader identity: A dual-identity framework. *The Leadership Quarterly*, *33*(4), 101620. https://doi.org/10.1016/j.leaqua.2022.101620
- Miscenko, D., Guenter, H., & Day, D. V. (2017). Am I a leader? Examining leader identity development over time. *The Leadership Quarterly*, *28*(5), 605-620.

4. Personal Branding: Die berufliche Selbstdarstellung von Führungskräften in sozialen Netzwerken (LinkedIn)
   (bevorzugt empirisch, z.B. als Experiment, aber auch konzeptionell möglich)

Einstiegsliteratur

- Dumont, G., & Ots, M. (2020). Social dynamics and stakeholder relationships in personal branding. *Journal of Business Research*, *106*, 118-128.
- Krings, F., Gioaba, I., Kaufmann, M., Sczesny, S., & Zebrowitz, L. (2021). Older and younger job seekers' impression management on LinkedIn. *Journal of Personnel Psychology*, *20*(2), 61-74
- Venciute, D., April Yue, C., & Thelen, P. D. (2024). Leaders' personal branding and communication on professional social media platforms: motivations, processes, and outcomes. *Journal of Brand Management*, *31*(1), 38-57.

5. Herausforderungen beim Online Recruiting am Beispiel der WasteSide GmbH
   (empirisch, quantitativ oder qualitativ)

Einstiegsliteratur:

- Bankins, S., Ocampo, A. C., Marrone, M., Restubog, S. L. D., & Woo, S. E. (2024). A multilevel review of artificial intelligence in organizations: Implications for organizational behavior research and practice. *Journal of Organizational Behavior*, *45*(2), 159-182.
- Harrison, T., & Stone, D. L. (2018). Effects of organizational values and employee contact on e-recruiting. *Journal of Managerial Psychology*, *33*(3), 311–324.
- Hunkenschroer, A. L., & Luetge, C. (2022). Ethics of AI-enabled recruiting and selection: A review and research agenda. *Journal of Business Ethics*, *178*(4), 977-1007.

6. Back to the Office: Einflüsse der Rückkehrpolitik auf die Zufriedenheit und Bindung von Mitarbeitenden
(konzeptionell oder empirisch)

Einstiegsliteratur:
- Appel-Meulenbroek, R., Kemperman, A., van de Water, A., Weijs-Perrée, M., & Verhaegh, J. (2022). How to attract employees back to the office? A stated choice study on hybrid working preferences. *Journal of Environmental Psychology*, *81*, 101784.
- Hill, E. J., Ferris, M., & Märtinson, V. (2003). Does it matter where you work? A comparison of how three work venues (traditional office, virtual office, and home office) influence aspects of work and personal/family life. *Journal of Vocational Behavior*, *63*(2), 220-241.
- Schertler, M., Glumann, N. V., & Boehm, S. A. (2024). How two megatrends affect each other: Studying the interplay of remote work and workplace inclusion with a random intercept cross-lagged panel model. *Academy of Management Discoveries*, *10(*3), 351–374.

7. Präsentismus: Chancen und Herausforderungen für die Zusammenarbeit in Teams
(konzeptionell oder empirisch)

Einstiegsliteratur:
- Johns, G. (2010). Presenteeism in the workplace: A review and research agenda. *Journal of Organizational Behavior*, 31(4), 519-542.
- Patel, C., Biron, M., Cooper, S. C., & Budhwar, P. S. (2023). Sick and working: Current challenges and emerging directions for future presenteeism research. *Journal of Organizational Behavior*, *44*(6), 839-852.
- Ruhle, S. A., & Süß, S. (2020). Presenteeism and absenteeism at work – an analysis of archetypes of sickness attendance cultures. *Journal of Business and Psychology*, 35, 241-255.

8. *Zwischen Unterstützung und Kontrolle*: Führung in selbstorganisierten Teams
(konzeptionell oder empirisch)

Einstiegsliteratur:
- Druskat, V. U., & Wheeler, J. V. (2003). Managing from the boundary: The effective leadership of self-managing work teams. *Academy of Management Journal, 46*(4), 435-457.
- Lanaj, K., & Hollenbeck, J. R. (2015). Leadership over-emergence in self-managing teams: The role of gender and countervailing biases. *Academy of Management Journal, 58*(5), 1476-1494.
- Wellman, N. (2017). Authority or community? A relational models theory of group-level leadership emergence. *Academy of Management Review*, *42*(4), 596–617.

9. Wenn Mitarbeitende sich ihre eigenen Ziele setzen: Der Einfluss von Self-Leadership auf Motivation und Leistung
(konzeptionell oder empirisch)

Einstiegsliteratur:

- Knotts, K., Houghton, J. D., Pearce, C. L., Chen, H., Stewart, G. L., & Manz, C. C. (2022). Leading from the inside out: A meta-analysis of how, when, and why self-leadership affects individual outcomes. *European Journal of Work and Organizational Psychology*, *31*(2), 273–291.
- Manz, C. C. (1986). Self-leadership: Toward an expanded theory of self-influence processes in organizations. *Academy of Management Review*, *11*(3), 585-600.
- Neck, C. B., Neck, C. P., Goldsby, E. A., & Goldsby, M. G. (2023). Pushing down on me: The paradoxical role of self-leadership in the context of work pressure. *Administrative Sciences*, *13*(5), 117.

10. Charakter zeigen? Authentizität am Arbeitsplatz
(konzeptionell oder empirisch)

Einstiegsliteratur:

- Cha, S. E., Hewlin, P. F., Roberts, L. M., Buckman, B. R., Leroy, H., Steckler, E. L., Ostermeier, K., & Cooper, D. (2019). Being your true self at work: Integrating the fragmented research on authenticity in organizations. *Academy of Management Annals*, *13*(2), 633–671.
- Pillemer, J. (2024). Strategic authenticity: Signaling authenticity without undermining professional image in workplace interactions. *Organization Science*, *35*(5), 1641–1659.
- Rook, C., Leroy, H., Zhu, J., & Anisman-Razin, M. (2024). The different ways of being true to self at work: A review of divergence among authenticity constructs. *Human Relations*, online first. https://doi.org/10.1177/00187267241288109

11. Rhetorik oder Realität? Die Rolle von Diversitäts-Signalen für Arbeitgeberattraktivität
(empirisch)

Einstiegsliteratur:

- Bradley, C., Moergen, K. J. N., Roumpi, D., & Simon, L. S. (2023). Don't just tell me, show me: Impacting perceptions of organizational attraction and fit using activating LGBT diversity signals. *Personnel Psychology*, online first. https://doi.org/10.1111/peps.12595
- Goldberg, C., & Willham, E. (2024). When words are not enough: The combined effects of autism meta-stereotypes and recruitment practices aimed at attracting autistic job-seekers. *Human Resource Management*, *63*(4), 639–651.
- Windscheid, L., Bowes-Sperry, L., Kidder, D. L., Cheung, H. K., Morner, M., & Lievens, F. (2016). Actions speak louder than words: Outsiders' perceptions of diversity mixed messages. *Journal of Applied Psychology*, *101*(9), 1329–1341.

12. Von der Theorie zur Praxis: Die Umsetzung von Diversitätsinitiativen in Organisationen
(konzeptionell oder empirisch)

Einstiegsliteratur:
- Dang, C. T., Volpone, S. D., & Umphress, E. E. (2023). The ethics of diversity ideology: Consequences of leader diversity ideology on ethical leadership perception and organizational citizenship behavior. *Journal of Applied Psychology*, *108*(2), 307–329.
- Leslie, L. M. (2019). Diversity initiative effectiveness: A typological theory of unintended consequences. *Academy of Management Review*, *44*(3), 538–563.
- Leslie, L. M., Flynn, E., Foster-Gimbel, O. A., & Manchester, C. F. (2024). Happy talk: Is common diversity rhetoric effective diversity rhetoric? *Academy of Management Journal*, *67*(3), 595–624.

13. Employee Resource Groups: Mitarbeitenden-Netzwerke zwischen Selbstorganisation und Institutionalisierung
(konzeptionell oder empirisch)

Einstiegsliteratur:
- Dennissen, M., Benschop, Y., & Van Den Brink, M. (2019). Diversity networks: Networking for equality? *British Journal of Management*, *30*(4), 966–980.
- Ingram, P. (2023). Identity multiplicity and the formation of professional network ties. *Academy of Management Journal*, *66*(3), 720–743.
- Kilduff, M., & Brass, D. J. (2010). Organizational social network research: Core ideas and key debates. *Academy of Management Annals*, *4*(1), 317–357.

14. Wenn der Applaus nicht (mehr) reicht – Wahrnehmung und Anerkennung beruflichen Engagements in der Pflege nach der COVID-19 Pandemie
(konzeptionell oder empirisch)

Einstiegsliteratur:
- Haß, R., & Serrano-Velarde, K. (2015). When doing good becomes a state affair: Voluntary service in Germany. *VOLUNTAS: International Journal of Voluntary and Nonprofit Organizations, 26*(5), 1718-1738
- Naumann, E., Möhring, K., Reifenscheid, M., Wenz, A., Rettig, T., Lehrer, R., ... & Blom, A. G. (2020). COVID-19 policies in Germany and their social, political, and psychological consequences. *European Policy Analysis, 6*(2), 191-202.
- Perry, J. L., Hondeghem, A., & Wise, L. R. (2010). Revisiting the motivational bases of public service: Twenty years of research and an agenda for the future. *Public Administration Review, 70*(5), 681-690.

15. Politische Führung und Strategisches Handeln im Krisenmanagement: Ein Widerspruch oder wechselseitige Ergänzung?
(konzeptionell oder empirisch)

Einstiegsliteratur

- Boin, A., & Lodge, M. (2021). Responding to the COVID-19 crisis: A principled or pragmatist approach?. *Journal of European Public Policy*, *28*(8), 1131–1152.
- Favoreu, C., Carassus, D., & Maurel, C. (2016). Strategic management in the public sector: A rational, political or collaborative approach?, *International Review of Administrative Sciences, 82(*3), 435-453.
- Thielsch, M. T. et al. (2021). Managing pandemics-demands, resources, and effective behaviors within crisis management teams. *Applied Psychology, 70*(1), 150-187.

16. Der hybride Campus als neue Normalität? – Attraktivität und Effekte digitaler Lehr- und Lernkonzepte in der universitären Lehre
(konzeptionell oder empirisch)

Einstiegsliteratur:

- Ebner, M., Schön, S., Braun, C., Ebner, M., Grigoriadis, Y., Haas, M., ... & Taraghi, B. (2020). COVID-19 epidemic as E-learning boost? Chronological development and effects at an Austrian university against the background of the concept of "E-Learning Readiness". *Future Internet, 12*(6), 1-20.
- Rapanta, C., Botturi, L., Goodyear, P., Guàrdia, L., & Koole, M. (2020). Online university teaching during and after the Covid-19 crisis: Refocusing teacher presence and learning activity. *Postdigital Science and Education, 2*(3), 923-945.
- Skulmowski, A., & Rey, G. D. (2020). COVID-19 as an accelerator for digitalization at a German university: Establishing hybrid campuses in times of crisis. *Human Behavior and Emerging Technologies, 2*(3), 212-216.

17. Der Wert sozialer Widerstandsfähigkeit - Die Rolle und die Auswirkungen sozialer Gemeinschaften auf die Krisenbewältigung
(konzeptionell oder empirisch)

Einstiegsliteratur:

- Ansell, C., Sørensen, E., & Torfing, J. (2023). Public administration and politics meet turbulence: The search for robust governance responses. *Public Administration, 101*(1), 3–22.
- Fraser-Moleketi, G.J. (2012). Democratic governance at times of crisis: Rebuilding our communities and building on our citizens. *International Review of Administrative Sciences, 78*(2), 191–208.
- Melo Zurita, M. D. L., Cook, B., Thomsen, D. C., Munro, P. G., Smith, T. F., & Gallina, J. (2018). Living with disasters: Social capital for disaster governance. *Disasters, 42*(3), 571-589.