

Info Session, MSc Seminar Major Management Transformation of Work

Prof. Dr. Julia Backmann

Dr. Felix Hoch | Beatrice Schuldt | Matthias Sinnemann





**Prof. Dr. Julia
Backmann**

Research interests:

- Leadership and (team) collaboration in challenging times
- Technological change
- Change management



Dr. Felix Hoch

Research interests:

- Diversity
- Leadership in virtual teams
- Institutional environment
- Political climate



Beatrice Schuldt

Research interests:

- Well-being and sense of belonging
- Mobile / hybrid work



Matthias Sinnemann

Research interests:

- Teams (incentives)
- Collaboration in VR contexts
- Digital nomads

Seminar Overview

Format

- Language: English
- 12 ECTS in Major Management (PO Master (2010))

Application Process

- Complete application form between 10 May 12 pm to 28 May 11:59 pm on CfM page: (www.wiwi.uni-muenster.de/cfm/)
- ToW Seminar: you may indicate priority topics
- ToW Seminar maximum capacity: 45 slots
- Students will be assigned to seminars in mid-June

Assessment

- Group presentation
- Seminar thesis in groups
- Groups of 4-5 members



Approach

Topics

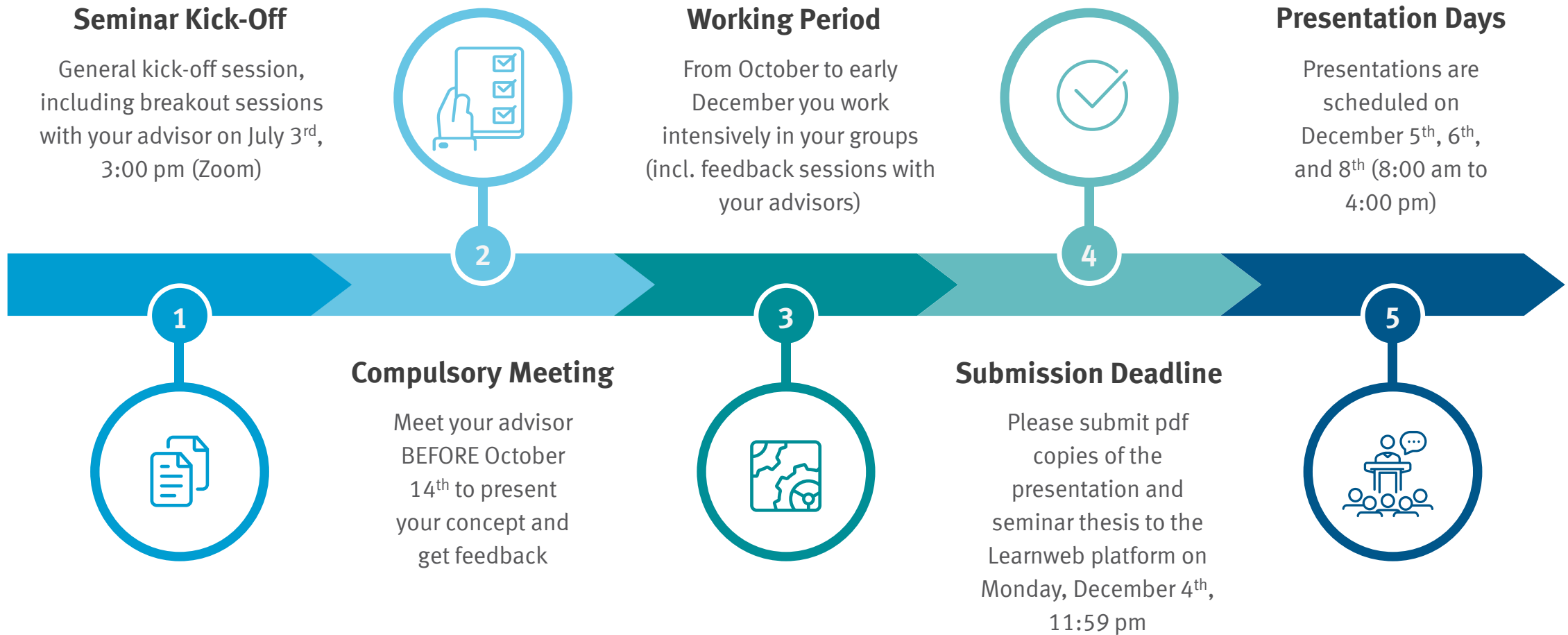
- 3 overarching topics (with 3 sub-topics)
- Each topic reflects research interests at ToW

Learning Objectives

- Understand research methods
- Develop and answer research questions drawing on theory, prior work, and own empirical work
- Learn how to design research projects and conduct research
- Prepare for Master Thesis

Continuous Guidance

- Each group will be assigned to one of the three advisors, who will provide guidance throughout the research and data analyses phases.
- Each advisor is expert in her/his field and will help to understand and apply methods.



Compulsory Meeting

Please schedule a meeting with your advisor (Beatrice, Felix, or Matthias) before October 14th, 2023.

You are required to informally present and discuss your:

- Outline of the seminar thesis
- Hypotheses (if applicable) and theoretical background
- Concept of the research design



Before you collect/code any data, please get approval on your research design to avoid mistakes!

Please share a summary of the above listed information at least 24 hours in advance of your meeting. You will receive feedback to refine your work.

This meeting is compulsory, but will not be graded. Feedback from your advisor is not limited to this meeting. **It is your responsibility to schedule a meeting!**

Formal Requirements

- Length: approx. 30 pages (excluding bibliography and appendix)
- Please adhere to the ToW style guide
- One submission per group
- Indicate who took the lead in writing each chapter/sub-chapter

Content (to be covered)

- Relevance of the topic
- Potential research gap and contributions
- Short literature review/theoretical background
- Hypotheses/propositions (if applicable)
- Methodology (incl. analytic strategy)
- Results
- Discussion:
 - Theoretical implications
 - Practical implications
 - Future Research
 - Limitations
 - Conclusion

Grading Criteria

- Compliance with formal requirements (incl. appropriate use of literature and references)
- All relevant content areas addressed
- Clear definition of terms
- Critical discussion and evaluation of topic
- Hypotheses derived from theory and prior literature
- Sound conduction of scientific analyses and presentation of findings
- Use of supporting tables, graphics etc.
- Clear structure of thesis (and common threat)





Formal Requirements

- Presentation in groups of 4-5 students – everyone has to present.
- Duration: max. 30 min (followed by discussion)

Content (to be covered)

- The content of the presentation encompasses the same content areas as the seminar thesis
- Additionally, please create an engaging presentation by including (case) examples/anecdotes
- You may include a short interactive activity

Grading Criteria

- Structure and content of presentation
- Presentation no longer than 30 minutes
- Presentation design (clear and appealing visualization)
- Individual presentation (timing, style of presentation (don't read!), contributions during discussion)
- Active participation in discussion

**Working from Everywhere:
Opportunities and Challenges of Living
Life as a Digital Nomad**

**Employees' Well-being
at Work: The Relationship Between
Employees and Their Well-being in
Professional Environments**

**Zooming in on Team Dynamics in
Virtual Teams**

Working from Everywhere: Opportunities and Challenges of Living Life as a Digital Nomad

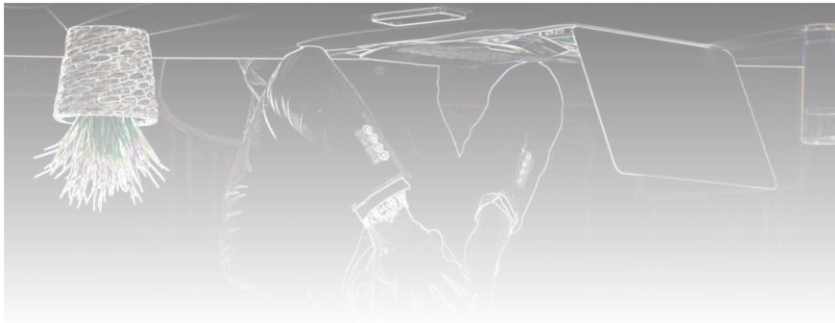
Maintopic 1: Digital Nomad



- Remote work is constantly increasing and people can flexibly choose their workplace (Thompson, 2019).
- So why not work by the **beach** instead of in the **office**?
 - Approximately **35 million** digital nomads worldwide (Digital Nomad World, 2022).
 - A digital nomad lifestyle can increase **professional, personal, and spatial freedom** (Reichenberger, 2018).
- However, searching for adventures in new places presents digital nomads with challenges for their **work-life balance** (Cook, 2020).
 - Research is missing on factors such as **loneliness**, a lack of **work motivation** or missing **job security**.
 - The question remains: How can people **travel** and at the same time maintain their **work productivity**?

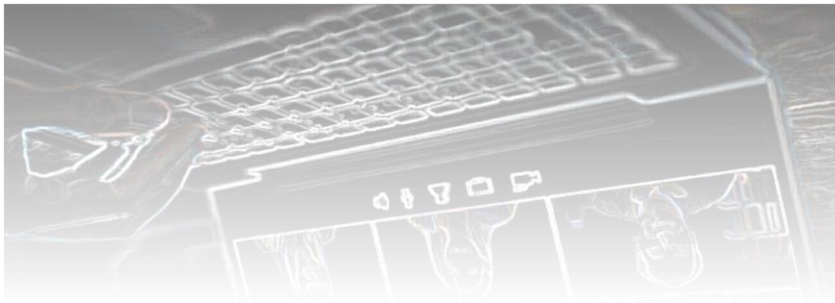
Employees' Well-being at Work: The Relationship Between Employees and Their Well-being in Professional Environments

Maintopic 2: Employees' Well-being



- Employees are **an important asset and critical driver for success**.
 - **Employees capabilities** can be essential to create sustainable competitive advantages. (Barney, 1991; Colbert, 2004).
 - **Employees motivation** influences their contribution to goals, norms and values which relates to sustainable competitive advantage of companies (Gottschalg & Zollo, 2007).
- At the same time, **our well-being is an important factor for work contribution and capabilities**.
 - In 2021, approximately **19%** of German employees' **notification of incapacity to work** was **due to mental health issues** (Schumann et al., 2022).
 - According to the American Psychological Association, the **COVID-19 pandemic fueled the growth** of mental health diseases (Abramson, 2022).

Maintopic 3: Virtual Teams



- During the pandemic virtual teams in the form of **video calls** took over completely, changing the daily lives of millions of employees (Feitosa & Salas, 2021). And with **virtually every large organization** using them now, **they are here to stay**.
- While video calls are a completely common experience for most of us, we know surprisingly little about how the special features of this medium affect how we **express ourselves** and how we are **seen by others**:
 - **Personality traits** in videos are already assessed based on cues, such as the **loudness and pitch of the voice** (Hickmann, 2022). But what if I have a **cheap microphone with bad audio quality**?
 - While hopes are high that virtual teams help **increase gender equality**, they might also give rise to **new sources for gender bias**. For instance, a harmless picture in the **background**, might be enough to affect evaluations in virtual job interviews by **giving away parental status and sexual orientation** (Roulin et al., 2022).

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Working from Everywhere: Opportunities and Challenges of Living Life as a Digital Nomad

TOPICS

- 1) Free but Lonely? How Digital Nomadism Affects Work Productivity
- 2) Beach or Office? Digital Nomads and Their Working Habits
- 3) Once a Digital Nomad, Always a Digital Nomad?

METHODS

- Topics 1 & 2: Creation of an online survey & quantitative analysis of survey data
- Topic 3: Creation of a semi-structured interview guideline & qualitative analysis of interviews

Employees' Well-being at Work: The Relationship Between Employees and Their Well-being in Professional Environments

TOPICS

- 4) Who are you? How Personality Influences our Well-being at Work
- 5) The Importance of Leadership Behavior – How Leaders Influence Employees' Well-being at Work
- 6) Does Well-being Influence Performance? The Influence of Employees' Well-being at Work on Their Performance Outcomes

METHOD

- Creation of an online survey
- Quantitative analysis of survey data

Zooming in on Team Dynamics in Virtual Teams

TOPICS

- 7) Of Extraverts on Tropical Islands and Introverts Before Blurred Backgrounds: Personality Traits and Team Dynamics in Virtual Teams
- 8) Virtually no Gender Differences? Female Leadership and Gender Dynamics in Virtual Teams
- 9) Don't Stop me now! Effects and Management of Interruptions in Virtual Teams

METHOD

- Video-coding of experimental data
- quantitative analysis of experimental data

QUESTIONS?

Please contact Matthias:
matthias.sinnemann@uni-muenster.de



References



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