EBERHARD KARLS UNIVERSITÄT TÜBINGEN

Wirtschafts- und Sozialwissenschaftliche Fakultät
FB Wirtschaftswissenschaft
Prof. Dr. Philip Yang
Juniorprofessur für Strategie und Organisation

Winter 2021/22

Bachelor-Seminar „Leaders & Teams"

Veranstalter:

Prof. Dr. Philip Yang
Inhaber der Juniorprofessur für Strategie und Organisation
Abteilung Personal & Organisation
Wirtschafts- und Sozialwissenschaftliche Fakultät
Eberhard Karls Universität Tübingen

Themen

Eine **Liste mit der Basisliteratur** zu den einzelnen Themen finden Sie am Ende des Dokumentes. Die angegebene Literatur dient zur Einarbeitung in Ihr jeweiliges Thema. Darüber hinaus wird erwartet, dass Sie, **ausgehend von 1-2 Literaturquellen**, zusätzlich relevante Literatur für die Ausarbeitung Ihrer Hausarbeit verwenden. Sie können auch inhaltlich von diesen Themen abweichen und eigene Vorschläge machen.

1)	**Careers**
2)	**Unethical Behavior**
3)	**Pressure**
4)	**Status, Stars, and Underdogs**
5)	**Transformation of Work**
6)	**Diversity & Sustainability**

Bewerbung

Die **Bewerbung** für einen Seminarplatz ist bis **Dienstag**, **den 22. Oktober 2021**, **24.00 Uhr**, möglich. Es werden 12 Seminarplätze angeboten. Das Seminar kann sowohl nach alter Regelung (7,5 ECTS) als auch nach neuer Regelung (12 ECTS) belegt werden.

Bitte schicken Sie das Bewerbungsformular und Ihren Kontoauszug über erbrachte Studien- und Prüfungsleistungen in PDF per Email an philip.yang@uni-tuebingen.de. Das **Bewerbungsformular** finden Sie auf der Homepage. Auf dem Bewerbungsformular können Sie Ihre Präferenzen für die von Ihnen für eine Bearbeitung bevorzugten Themen vermerken.

Platzvergabe

Bereits am **Montag, den 25. Oktober 2021** wird allen Teilnehmern die Teilnehmerliste für das Bachelor-Seminar und die Warteliste per Email geschickt.

Die Studierenden, denen ein Seminarplatz zugewiesen wurde, sind verpflichtet, diesen im Rahmen der **Vorbesprechung am 28. Oktober 2021** anzutreten. Ansonsten erlischt die Betreuungszusage ersatzlos und es wird ein(e) Bewerber(in) der Warteliste nachrücken.

Formales

Leistung (12 ECTS)

      1. Teilleistung (2/3): Hausarbeit (ca. 20 Seiten)
      2. Teilleistung (1/3): Vortrag (12+3 Minuten), Poster

Was von Ihnen erwartet wird:

Ihre Hauptaufgabe in diesem Seminar besteht in der selbständigen Auswahl und Bearbeitung einer Forschungsfrage aus dem Ihnen zugewiesenen Themenbereich im Rahmen einer **schriftlichen Hausarbeit (in englischer Sprache**). Die genaue Fragestellung und die Grobgliederung der Arbeit sind mit dem Betreuer im Rahmen der **Pflicht-Sprechstunde** abzusprechen. Neben der schriftlichen Hausarbeit ist im Rahmen der ersten Teilleistung ein **mündliches Referat** (**in englischer Sprache**) aus der eigenen Arbeit zu halten. Ein **Poster zu ihrer Arbeit** bringen Sie zur Präsentation mit.

Wenn Sie nach neuer Regelung schreiben, geben Sie zusätzlich ein schriftliches Korreferat zu einem Ihnen zugewiesenen Vortrag eines Kommilitonen ab. **Hinweise für das Erstellen wissenschaftlicher Arbeiten** und zum Korreferat werden in der **Pflicht-Vorbesprechung** und auf der **Homepage** zur Verfügung gestellt. Darüber hinaus haben Sie die Möglichkeit neben der **Pflicht-Sprechstunde** offene Fragen in einer **zusätzlichen Sprechstunde** nach Terminabsprache mit den studentischen Betreuern zu besprechen.

Organisatorischer Ablauf

Die folgende Tabelle enthält – zur Vereinfachung Ihrer Terminplanung - die Termine des Bachelor-Seminars.

Die Teilnahme an allen Veranstaltungen ist verpflichtend. Prüfen Sie daher unbedingt vor einer eventuellen Bewerbung, ob Sie tatsächlich an allen Terminen anwesend sein können.

Datum	Inhalt	Zeit	Ort
28.10.2021	**Pflicht-Vorbesprechung**	**10.15- 13.45**	**Zoom**
Nach Absprache	Pflicht-Sprechstunde	Termin-Vergabe im Rahmen der Vorbesprechung am **28.10.2021**	**Zoom**
Nach Absprache	Zusätzliche Sprechstunde		**Zoom**
Bis 7.01.2022, 24.00 Uhr	Abgabe der Hausarbeiten neue Regelung (2-fach)		Briefkasten, Nauklerstr. 47
Abschlusspräsentation		Terminierung im Rahmen der Vorbesprechung am **28.10.2021**	**Zoom**

Themenbereiche – Basisliteratur

1. Careers

Swider, B. W., Harris, T. B., Liu, J. T., & Gardner, R. G. (2017), Employees on the Rebound: Extending the careers Literature to include Boomerang Employment. Journal of Applied Psychology 102(6), 890-909

Arnold, J. D., Van Iddekinge, C. H., Campion, M. C., Bauer, T. N., & Campion, M. A. (2020). Welcome Back? Job Performance and Turnover of Boomerang Employees Compared to Internal and External Hires. *Journal of Management*, 0149206320936335. https://doi.org/10.1177/0149206320936335

Keller, J., Kehoe, R. R., Bidwell, M. J., Collings, D. G., & Myer, A. (2020). In with the Old? Examining When Boomerang Employees Outperform New Hires. *Academy of Management Journal*. https://doi.org/10.5465/amj.2019.1340

Raffiee, J., & Byun, H. (2020). Revisiting the Portability of Performance Paradox: Employee Mobility and the Utilization of Human and Social Capital Resources. *Academy of Management Journal*, *63*(1), 34–63. https://doi.org/10.5465/amj.2017.0769

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Berman, S. L., Down, J., & Hill, C. W. L. (2002), Tacit knowledge as a Source of Competitive Advantage in the National Basketball Association. Academy of Management Journal 45(1), 13–31.

Fonti, F., & Maoret, M. (2016),The Direct and Indirect Effects of care and Peripheral Social Capital on Organizational Performance. Strategic Management Journal 37, 1765-1786

Shamsie, J., & Mannor, M. J. (2013), Looking Inside the Dream Team: Probing into the Contributions of Tacit Knowledge as an Organizational Resource. Organization Science 24(2), 513-529

Vashdi, D. R., Bamberger, P. A., & Erez, M. (2013), Can Surgical Teams ever learn? the Role of Coordination, Complexity, and Transitivity in Action Team Learning. Academy of Management Journal 54(4), 945-971

Chen, G. (2005), Newcomer adaptation in teams: Multilevel Antecedents and outcomes. Academy of Management Journal 48(1), 101-116

Grohsjean, T., Kober, P., & Zucchini, L. (2016), Coming back to Edmonton: Completing with former employers and colleagues. Academy of Management Journal 59(2), 394-413

2. Unethical Behavior

Stuart, H. C., Moore, C. (2017), Shady Characters: The Implications of Illicit Organizational Roles for Resilient Team Performance. Academy of Management Journal 60(5), 1963-1985

(Fehr et al., 2020; Johnson & Umphress, 2019; Kuenzi et al., 2020; Seuntjens et al., 2019; Tang et al., 2020)

Fehr, R., Fulmer, A., & Keng-Highberger, F. T. (2020). How do employees react to leaders' unethical behavior? The role of moral disengagement. *Personnel Psychology*, *73*(1), 73–93. https://doi.org/10.1111/peps.12366

Johnson, H. H., & Umphress, E. E. (2019). To Help My Supervisor: Identification, Moral Identity, and Unethical Pro-supervisor Behavior. *Journal of Business Ethics*, *159*(2), 519–534. https://doi.org/10.1007/s10551-018-3836-z

Kuenzi, M., Mayer, D. M., & Greenbaum, R. L. (2020). Creating an ethical organizational environment: The relationship between ethical leadership, ethical organizational climate, and unethical behavior. *Personnel Psychology*, *73*(1), 43–71. https://doi.org/10.1111/peps.12356

Seuntjens, T. G., Zeelenberg, M., van de Ven, N., & Breugelmans, S. M. (2019). Greedy bastards: Testing the relationship between wanting more and unethical behavior. *Personality and Individual Differences*, *138*, 147–156. https://doi.org/10.1016/j.paid.2018.09.027

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Kilduff, G. J., Galinsky, A. D., Galla, E., & Reade, J. J. (2016), Whatever it takes: Rivalry and Unethical Behavior. Academy of Management Journal 59(5), 1508-1534

Sharma, P. N. (2017), Moving Beyond the employee: The Role of the Organizational context in Leader workplace aggression. The Leadership Quarterly 29, 203-217

Umphress, E. E., & Bingham, J. B. 2011. When employees do bad things for good reasons: Examining unethical pro-organizational behaviors. Organization Science, 22: 621–640.

Umphress, E. E., Bingham, J. B., & Mitchell, M. S. 2010. Unethical behavior in the name of the company: The moderating effect of organizational identification and positive reciprocity beliefs on unethical pro-organizational behavior. Journal of Applied Psychology, 95: 769–80.

Anand, S., Vidyarthi, P., & Rolnicki, S. (2017), Leader-Member exchange and Organizational citizenship behaviors: Contextual effects of Leader power distance and group task interdependence. The Leadership Quarterly

Van Gils, S., Van Quaquebeke, N., Van Knippenberg, D., Van Dijke, M., & DeCremer, D. (2015), Ethical Leadership and Follower Organizational Deviance: The Moderating role of Follower moral attentiveness. The Leadership Quarterly 26, 190-203

Henle, Ch. A., Gross, M. A. (2014), What have I done to deserve this? Effects of Employee Personality and Emotion on Abusive Supervision. Journal of Business Ethics 122(3), 461-474

Gino, F., & Pierce, L. 2009. Dishonesty in the name of equity. Psychological Science, 20:

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Gino, F., & Pierce, L. 2010. Robin hood under the hood: Wealth-based discrimination in illicit customer help. Organization Science, 21: 1176–1194.

3. Pressure

Dohmen, Th. J. (2008), Do professionals choke under pressure? Journal of Economic Behavior & Organization 65, 636-653

Rico, R., Sanchez-Manzanares, M., Gil, F., & Gibson, C. (2008), Team Implicit Coordination Processes: A Team Knowledge-Based Approach. The Academy of Management Review 33(1), 163-184

Gardner, H. K. (2012), Performance Pressure as a Double-Edge Sword: Enhancing Team Motivation while Undermining the use of Team Knowledge. Administrative Science Quarterly 57(1), 1-46

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Kocher, M. G., Lenz, M. V., & Sutter, M. (2012), Psychological Pressure in competitive Environments: New Evidence from Randomized Natural Experiments. Management Science 58(8), 1585-1591

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4. Status, Stars, and Underdogs

Buyl, T., Boone, C., Hendriks, W., & Matthyssens, P. (2011). Top Management Team Functional Diversity and Firm Performance: The Moderating Role of CEO Characteristics. *Journal of Management Studies*, *48*(1), 151–177. https://doi.org/10.1111/j.1467-6486.2010.00932.x

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Harms, P. D.,Crede, M., Tynan, M., Lean, M., & Jeung, W. (2017), Leadership and Stress : A Meta-Analysis review. The Leadership Quarterly 28 178-194

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Epitropaki, Q., Kark, R., Mainemelis, Ch., & Lord, R. G.(2017), Leadership and followership identity processes: A Multilevel review. The Leadership Quarterly 28(1), 104-129

Bernerth, J. B., & Hirschfeld, R. R. (2016), The Subjective well-being of group leaders as explained by the quality of leader-member exchange. The Leadership Quarterly 27, 697-710

5. Transformation of work

Bouncken, R., Ratzmann, M., Barwinski, R., & Kraus, S. (2020). Coworking spaces: Empowerment for entrepreneurship and innovation in the digital and sharing economy. *Journal of Business Research*, *114*, 102–110. https://doi.org/10.1016/j.jbusres.2020.03.033

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McMackin, J., & Heffernan, M. (2021). Agile for HR: Fine in practice, but will it work in theory? *Human Resource Management Review*, *31*(4), 100791. https://doi.org/10.1016/j.hrmr.2020.100791

Peñarroja, V., Orengo, V., Zornoza, A., & Hernández, A. (2013). The effects of virtuality level on task-related collaborative behaviors: The mediating role of team trust. *Computers in Human Behavior*, *29*(3), 967–974. https://doi.org/10.1016/j.chb.2012.12.020

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6. Diversity & Sustainability

Beji, R., Yousfi, O., Loukil, N., & Omri, A. (2021). Board Diversity and Corporate Social Responsibility: Empirical Evidence from France. *Journal of Business Ethics*, *173*(1), 133–155. https://doi.org/10.1007/s10551-020-04522-4

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