



Sommer 2022

Bachelor-Seminar „Transformation, Digitalization & Sustainability“

Veranstalter:

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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 **Freitag, den 22. 4 2022, 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 **Dienstag, den 26. April 2022** 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. April 2022** 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
28.4.2022	Pflicht-Vorbesprechung	14.15- 16.45	Zoom
Nach Absprache	Pflicht-Sprechstunde	Termin-Vergabe im Rahmen der Vorbesprechung am 28.4.2022	Zoom
Nach Absprache	Zusätzliche Sprechstunde		Zoom
Bis 11.07.2022, 24.00 Uhr	Abgabe der Hausarbeiten neue Regelung (2-fach)		Briefkasten, Nauklerstr. 47
Abschlusspräsentation		Terminierung im Rahmen der Vorbesprechung am 28.4.2022	

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

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(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.

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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

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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

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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

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Maruping, L. M., Venkatesh, V., Thatcher, Sh. M. B., & Patel, C. P. (2015), Folding under Pressure or Rising to the Occasion? perceived time pressure and the Moderating role of Team Temporal Leadership. *Academy of Management Journal* 58(5), 1313-1333

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

Mitchell, M. S., Baer, M. D., Ambrose, M. L., Folger, R., & Palmer, N. F. 2018. Cheating under pressure: A self-protective model of workplace cheating behavior. *Journal of Applied Psychology*, 103: 54–73.

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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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Mueller, P. E. M., Georgakakis, D., Greve, P., Peck, S., & Ruigrok, W. (2021). The Curse of Extremes: Generalist Career Experience and CEO Initial Compensation. *Journal of Management*, 47(8), 1977–2007. <https://doi.org/10.1177/0149206320922308>

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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

Lyons, J. B., & Schneider, T. R. (2009), The Effects of Leadership style on stress outcomes. *The Leadership Quarterly* 20, 737-748

Trichas, S., Schyns, B., Lord, R., & Hall, R. (2017), “Facing “Leaders: Facial expression and leadership perception. *The Leadership Quarterly* 28, 317-333

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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Choi, O.-K., & Cho, E. (2019). The mechanism of trust affecting collaboration in virtual teams and the moderating roles of the culture of autonomy and task complexity. *Computers in Human Behavior*, 91, 305–315. <https://doi.org/10.1016/j.chb.2018.09.032>

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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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Schubert, T., & Tavassoli, S. (2020). Product Innovation and Educational Diversity in Top and Middle Management Teams. *Academy of Management Journal*, 63(1), 272–294. <https://doi.org/10.5465/amj.2017.0741>

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