EBERHARD KARLS
UNIVERSITÄT
TÜBINGEN

Faculty of Economics and Social Sciences

School of Business and Economics
Department of HRM and Organization
Prof. Dr. Kerstin Pull
Last update: January 2026

Statutory declaration

1. I hereby declare that I have written this paper/thesis myself and have not used any sources or tools other than those indicated. I have identified texts, ideas, concepts, graphics, etc. taken directly or indirectly from other sources as such and I have provided complete references to the respective sources.

2. **Use of generative AI:**
   I am aware that the use of content generated by generative AI does not guarantee its quality and that I am held responsible if the use of such tools results in inaccurate contents, violations of privacy, copyright, or scientific misconduct (e.g. plagiarism).

   I affirm that I have either documented all use of generative AI tools according to the instructions below or that I have not used any generative AI tools for this paper/thesis. In case I have used generative AI tools, I further affirm
   - that I have used generative AI only as learning aid and that my own creative work in this paper/thesis is clearly predominant.
   - that I have specified which AI tools I have used, for what purpose, and to what extent.
     To that aim, this statement is accompanied by a table that documents in a comprehensible and transparent manner (a) the tools that I used, (b) the way in which I used them (e.g., translation or reformulation of own text passages, creation of graphics or images), including a description of how the results were incorporated into the work, and that (c) lists the affected passages in the text. In the text, the relevant passages are identified as such and given an order number in square brackets ([AI-1], [AI-2], etc.), analogous to citations of the literature.
     If chatbot-based tools were used (e.g. ChatGPT), the prompts and outputs of the bots are also listed in the table. As can be seen from the comparison with the text passages on the corresponding pages in the text, the output of the bots was not adopted verbatim, but merely served as a collection of ideas for the own text passages (exception: use of chatbot-based tools for translation and rephrasing of own text passages - here a verbatim use of the chatbot-generated texts is allowed).

3. This paper/thesis has not yet been submitted in the same or a similar form to any other examining authority in Germany or abroad.

4. I understand that violating the above points may lead to consequences under examination regulations, including the paper/thesis being graded as 'fail.' In addition, repeated or serious attempts to cheat may result in disenrollment or the revocation of any awarded academic degree.

_____ _____

(Place, Date) (Signature)

Example of a table:

Tool used	What was the tool used for – and how was the result incorporated into the paper/thesis?	Affected passages with order number in text
DeepL Translate	Translation of the original quotes from the interviews – verbatim transfer into the text	p. 5, line 7-9 [AI-2] p. 16, line 12-16 [AI-2] p. 32, line 4-6 [AI-2]
DeepL Write	Reformulation of a self-written paragraph on the advantages and disadvantages of generative AI – verbatim transfer into the text	p. 17, line 3-12 [AI-5]
ChatGPT	Collection of ideas about the practical implications of the increasing power of generative AI – selected parts were summarized in the text in own words **Prompt**: *What does the increasing power of generative AI mean for operational practice?* **Output:** *The increasing power of generative artificial intelligence (AI) is having a significant impact on operational practice in several areas. Here are some of the key changes and opportunities that are emerging:* *1. Automation and efficiency:* *- Routine tasks:* *Generative AI can automate many repetitive and time-consuming tasks, such as data processing, report generation, or simple customer inquiries.* *- Process optimization:* *By analyzing large amounts of data, AI can identify inefficient processes and make suggestions for improvement.* *2. Creative and content-based work:* *- Content creation:* *AI models can create text, images, video, and other media content for use in marketing, advertising, and communications.* *- Personalization:* *Generative AI enables the creation of customized content and products that are tailored to the individual needs and preferences of customers.* *3. Decision support:* *- Data analysis:* *AI can analyze large amounts of data and provide valuable insights that serve as the basis for informed business decisions.* *- Prediction and forecasting:* *By analyzing historical data, AI can predict future trends and developments, which is useful for strategic planning and risk management.*	p. 47, line 19-25 [AI-7]

	4. Innovation and product development: *- Idea generation:* *AI can generate new product ideas and accelerate innovation processes.* *- Design and prototyping:* *Generative AI can help create designs and prototypes, maAIng product development more efficient.* *5. Enhanced customer interaction:* *- Chatbots and virtual assistants: Generative AI can be used to have natural and contextual conversations with customers, improving customer service.* *- Customer experience:* *Personalized interactions can increase customer satisfaction and loyalty.* *6. Training:* *- E-learning:* *AI-powered learning platforms can create personalized learning content and pathways tailored to employee needs.* *- Knowledge management:* *Generative AI can manage knowledge more efficiently and facilitate access to relevant information.* *7. Risk management and compliance:* *- Fraud detection:* *AI can detect unusual patterns and anomalies in data that indicate fraudulent activity.* *- Regulatory requirements:* *Generative AI can help organizations meet compliance regulations by automatically generating relevant documents and reports.* *However, the introduction and integration of generative AI into operational practice also poses challenges, such as ethical issues, data protection concerns, and the need to train employees in the use of new technologies. Overall, however, the increasing power of generative AI offers significant potential for improving efficiency, innovation, and competitiveness in organizations.*	

ChatGPT	Reformulation and correction of own text on the dangers of AI – verbatim transfer into the text **Prompt**: *Rewrite the following text, correcting any spelling mistakes: CHatgpt should be used with care, as you need to pay attentn to the flow of the text, avoid repetition, and use critical reflection to enure that your arguments are consistent with each other. It is not possible to use texts without refection for a scientific paper.* **Output:** *ChatGPT should be used with caution, as it requires attention to reading flow, avoidance of repetition, and critical reflection to ensure that arguments are coherent and aligned. It is not possible to use texts without reflection for a scientific paper.*	p. 48, line 13-16 [AI-8]
ChatGPT	Translation of own research question from German into English and generation of suggestions on how to phrase the research question – verbatim transfer of third suggestion into the text **Prompt**: *Ich habe eine Forschungsfrage, die heißt: Wie wirkt sich die Frauenquote in Deutschland auf die Unternehmens-performance aus? Formuliere das auf Englisch und gebe mir drei unterschiedliche Formulierungen davon.* **Output** *Here are three different formulations of your research question:* 1. *How does the gender quota in Germany impact corporate performance?* 2. *What is the effect of the female quota on business performance in Germany?* 3. *How does the implementation of a women's quota influence company performance in Germany*?	p. 1, line 23-24 [AI-1]
GraphMaker	Creation of a flow chart – transfer into the text	p. 10, Figure 1 [AI-3]