

Ausschreibung der Abschlussarbeiten am Lehrstuhl für Internationales Management

Stand 02. Juli 2018

Bewerbung möglich bis 16. Juli 2018, 9 Uhr

Thema 1

Abusive supervision and subordinate attributions

(Das Thema kann nach Absprache auch in deutscher Sprache bearbeitet werden.)

While the positive side of leadership has been extensively analyzed in numerous studies, the research stream on abusive supervision with its approximately 20 years of research is relatively young. Abusive supervision is defined as “the display of hostile verbal and non-verbal behaviors excluding physical contact (e.g., ridiculing and belittling)” (Tepper, 2000: 178). Research on abusive supervision gained momentum in the past years, since abusive supervision is negatively associated with employee performance and positively associated with turnover intentions, therefore potentially leading to considerable costs for organizations. While the first studies concentrated on these causal relationships, current research focuses on factors leading to perceived abusive supervision. One factor that plays a considerable role in abusive supervision is the employee’s attribution. For example, if an employee shows a tendency to interpret other’s behaviors as having hostile intent, the employee more likely perceives supervisor punishment as abusive. In addition, if the employee feels the leader broke his or her expected moral standards (e.g. leaders should be caring, motivating, etc.), the employee can experience fear or anger.

In a comprehensive literature review, this thesis should analyze the existing relationship, while illustrating additional avenues for future research.

Literature:

Tepper, B. J., 2000. Consequences of abusive supervision. *Academy of Management Journal*, 43 (2), pp. 178-190.

Oh, J. K. & Farh, C. I. C.; 2017. AN EMOTIONAL PROCESS THEORY OF HOW SUBORDINATES APPRAISE, EXPERIENCE, AND RESPOND TO ABUSIVE SUPERVISION OVER TIME. *Academy of Management Review*, 42 (2), pp. 207-232.

Brees, J.; Martinko, M. and Harvey, P.; 2016. Abusive supervision: subordinate personality or supervisor behavior? *Journal of Managerial Psychology*, 31 (2), pp. 405-419.

Harvey, P., Madison, K., Martinko, M., Crook, T. R. & Crook, T. A., 2014. Attribution Theory in the Organizational Sciences. The Road Traveled and the Path Ahead. *Academy of Management Perspectives*, 28 (2), pp. 128–146.

Thema 2

I support you if you support me – Perceived organizational support and its effect on employee performance

(Das Thema kann nach Absprache auch in deutscher Sprache bearbeitet werden.)

A company's most valuable resource is their employees' knowledge, skills and social relationships, i.e. human capital. Today's changing work environment (international assignments, multicultural teams, job uncertainties) can put employees under a lot of stress. At the same time, the growing competition between employers in the so called "war for talents" can encourage employees to leave their company, taking their firm specific human capital with them. Therefore, research on factors contributing to employees' well-being and motivation with regard to employees' performance and organizational commitment has increased over the past years. According to Organizational Support Theory (OST), "employees develop a general perception concerning the extent to which the organization values their contributions and cares about their well-being (perceived organizational support, or POS)" (Kurtessis et al. 2017, p. 1885). In recent literature, POS is analyzed in the context of leadership, organizational context and employee performance.

In a comprehensive literature review, this thesis should analyze the existing relationship, while illustrating additional avenues for future research.

Literature:

Kurtessis, J. N.; Eisenberger, R.; Ford, M. T.; Buffardi, L. C., Stewart, K. A. & Adis, C. S.; 2017. Perceived Organizational Support: A Meta-Analytic Evaluation of Organizational Support Theory. *Journal of Management*, 43 (6), pp. 1854-1884.

Kim, K. Y.; Eisenberger, R. & Baik, K.; 2016. Perceived organizational support and affective organizational commitment: Moderating in fluence of perceived organizational competence. *Journal of Organizational Behavior*, 37 (4), pp. 558-583.

Thema 3

Recruitment Process Outsourcing

(Das Thema kann nach Absprache auch in deutscher Sprache bearbeitet werden.)

Attracting and retaining high potential employees is crucial for every organization to operate successfully. Designing and executing a recruitment process that is suitable for both the organization and a respective target group, imposes numerous challenges on the departments involved in recruiting. As the requirements for diverse competencies within the recruitment process are constantly increasing, many companies decide to outsource parts of, or even the entire recruitment process to external providers. By doing so, companies intend to save resources to allocate them differently and to leave recruiting to supposed experts. Despite various positive aspects of recruitment process outsourcing (RPO), recent research has found negative outcomes associated with the practice of RPO. In a comprehensive literature review, this thesis should analyze existing insights on recruitment process outsourcing, and its advantages and disadvantages, while illustrating avenues for future research.

Literature:

Claus Wehner, M., Giardini, A., and Kabst, R., 2012. Graduates' reactions to recruitment process outsourcing: A scenario-based study. *Human Resource Management*, 51(4), 601-623.

Cooke, F. L., Shen, J., and McBride, A., 2005. Outsourcing HR as a competitive strategy? A literature review and an assessment of implications. *Human resource management*, 44(4), 413-432.

Ordanini, A., and Silvestri, G., 2008. Recruitment and selection services: Efficiency and competitive reasons in the outsourcing of HR practices. *The International Journal of Human Resource Management*, 19(2), 372-391.

Thema 4

The Role of Culture in Expatriate Management

(Das Thema kann nach Absprache auch in deutscher Sprache bearbeitet werden.)

The success of international assignments is of critical importance for companies due to the high costs associated with them. Prior research has produced substantial insights revealing central antecedents of expatriate performance. Various streams of literature focus on work-related as well as individual factors as significant facilitators of successful expatriate adjustment and, hence, expatriate performance abroad. Further research emphasizes environmental factors, like the national culture of both the home and host country, which are also found to facilitate or hamper expatriate adjustment. In recent years, critical voices regarding the investigation and conceptualization of culture have increased, calling for new approaches in cross-cultural research.

In a comprehensive literature review, this thesis should analyze the existing concepts, insights and critique associated with national culture within the field of expatriate management, while illustrating additional avenues for future research.

Literature:

Baum, M., and Isidor, R., 2017. The Influence of the Cultural Context on Expatriate Adjustment. In: B. Bader, T. Schuster, A.K. Bader, eds. 2017. *Expatriate Management*. UK: Palgrave Macmillan. pp. 165-190.

Puck, J., Holtbrügge, D. and Raupp, J., 2017. Expatriate Adjustment: A Review of Concepts, Drivers, and Consequences. In: B. Bader, T. Schuster, A.K. Bader, eds. 2017. *Expatriate Management*. UK: Palgrave Macmillan. pp. 297-336.

Shenkar, O., 2012. Beyond cultural distance: Switching to a friction lens in the study of cultural differences. *Journal of International Business Studies*, 43(1), 12-17.

Tung, R. L., and Verbeke, A., 2010. Beyond Hofstede and GLOBE: Improving the quality of cross-cultural research. *Journal of International Business Studies*, 41(8), 1259-1274.