

## **Ausschreibung der Abschlussarbeiten am Lehrstuhl für Internationales Management**

Stand 08. Januar 2018

**Bewerbung möglich bis 22. Januar 2018, 9 Uhr**

### **Thema 1**

#### **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.

## **Thema 2**

### **Supplementary Fit and Complementary Fit in the Context of Expatriate Adjustment**

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

Expatriates have attracted a lot of attention within the field of international human resource management. Prior research has revealed that various determinants of the expatriate adjustment process represent important antecedents of their performance abroad. Such antecedents of expatriate adjustment are recognized to occur on different levels of investigation: in this regard, expatriate literature distinguishes between individual, and work level determinants, as well as environmental factors, which facilitate or hamper successful adjustment.

This thesis should focus on person-environment fit theory, more specifically on the concepts of supplementary and complementary fit, and its role in the context of expatriate adjustment. In a comprehensive literature review, this thesis should connect the supplementary and complementary fit concepts with expatriate adjustment theory, 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.

Nolan, E. M., and Morley, M. J., 2014. A test of the relationship between person–environment fit and cross-cultural adjustment among self-initiated expatriates. *The International Journal of Human Resource Management*, 25(11), 1631-1649.

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.

## **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**

##### **Who is to blame? Attribution Biases and Abusive Supervision**

(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. Two factors that play a considerable role in abusive supervision are supervisor and employee attributions. For example, if a supervisor attributes an employee’s bad performance to laziness, the supervisor is more inclined to punish said employee and more likely to exert abusive supervision. On the other hand, 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 a comprehensive literature review, this thesis should analyze the existing relationships, 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.

Liang, L. H.M; Huiwen, L.; Brown, D. J.; Ferris, D. L; Hanig, S. and Keeping, L. M.; 2016. Why are abusive supervisors abusive? A dual-system self-control model. *Academy of Management Journal*, 59 (4), pp. 1385-1406.

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.