

# Bachelor & Master Theses

## Information Session

02. October 2024

**Chair of HRM and Leadership**  
Department of Business Administration

<https://www.business.uzh.ch/en/research/professorships/hrmlead.html>

# Agenda

1. Presentation of the Chair of Human Resource Management and Leadership
2. The scientific process
3. Organization of the BA-/MA-Thesis
4. Presentation of supervised research ideas
5. Questions

# Presentation of the Chair of Human Resource Management and Leadership

# Presentation of the Chair

The Chair of Human Resource Management and Leadership is part of the Department of Business Administration within the Faculty of Business, Economics and Information Technology.

Important questions driving our work:

- What is the difference between effective and ineffective leadership?
- What factors lead to charisma?
- What motivates people to expend effort at work?
- How can people work together in ways that facilitate task accomplishment and high performance?
- What is the skill set employees need in the 21st century?

# Presentation of the Chair

In our research,

- We focus on the social dynamics between leaders and followers and on the role of emotions, motivation, and digitalization in organizational life.
- We employ primarily **quantitative methods** and conduct **carefully controlled experiments** as well as **field and archival studies** in organizations.

# Presentation of the Chair



Prof. Jochen Menges



Prof. Lauren Howe



Lissette Cabrera

# Presentation of the Chair



Dr. Mary Hausfeld



Dr. Florence Bernays



Dr. Anand van Zelderen



Ryan Miller



Lara Dolenc



Maria Diaz Macias



Leon Bach



Moritz Remund

# The Scientific Process



# What is scientific work?

- The answering of a research question using theories or empirical data.
- Report the results in a written manuscript, following strong rules and norms:
  - Formatting
  - Contribution
  - Literature review
  - Methods
  - Discussion
  - Limitations

# Learning outcomes

## **Bachelor thesis (18 ECTS):**

- Understand the difference between various sources of information and knowledge (e.g., Wiki, newspaper, academic journals, textbooks)
- Learn how to conduct an empirical study (but no necessity to collect primary data)
- Learn how to work with the academic literature
- Learn to write clearly in an academic style
- Learn how to develop a contribution
- Learn how to manage time, work autonomously, and integrate suggestions and feedback received

# Learning outcomes

## **Master thesis (30 ECTS):**

- Learn how to collect and analyze primary data
- Learn how to develop strong conceptual arguments and reflect on the limitations of the work
- Learn to write an academic article
- Learn how to relate the contribution to the existing literature
- Learn how to engage in collaborative work with your advisor

# Organization of the BA-/MA- Thesis

# Organization of Thesis

## Deadline to apply:

11.10.2024. by end of day

Decisions sent by 25.10.2024

## Thesis start:

Earliest 01.12.2024

Typically February 2025

## Submission deadline:

<https://www.oec.uzh.ch/en/studies/graduation/degree-deadlines.html>

# Organization of Thesis

## Basic requirements:

- **Attend courses led by our Chair** of Human Resources and Leadership
  - *Bachelor:* HRM and Organizational Behavior | Emotions and Moods | The Role of Technology in Shaping a People-Centric Future of Work
  - *Master:* Leadership Lecture | Leadership Research Seminar | The Emotionally Intelligent Organization | UZH Innovathon: Building a Human-Centered Future of Work | People Innovation Mindset: Building a Human-Centered Ecosystem
  - *Every Semester:* CEO Lecture Series: Leadership in the Future of Work
- Participate in the **Information Session**
- Write the thesis in **English**

## Lecture Series on Leadership in the Future of Work



### Lovisa Hamrin

Owner and Chairwoman Herenco  
Chairwoman The Hamrin Foundation

UZH  
Center for Leadership in the  
Future of Work



We are honored to welcome Lovisa Hamrin at the University of Zurich, who will deliver a Lecture on Leadership in the Future of Work, on the theme:

#### «Future Leaders: How Women Are Transforming Business and Academia»

We kindly invite everyone interested in the future of work to join us for this public lecture on: **Thursday, 17 October, 2024, at 6:00 pm.**  
Join on-site to meet our speaker live and network with like-minded people: **University of Zurich, Rämistrasse 71, 8006 Zurich, Aula Magna KOL-G-201.**  
For more information, please click [here](#).

Please reserve your seat [here](#).

Prof. Dr. Gabriele Siegert  
Vice President  
University of Zurich  
uzh.ch

Prof. Dr. Jochen Menges  
Director  
Center for Leadership in the Future of Work  
leadthefuture.org

Prof. Dr. Andreas Kellerhals  
Director  
Europa Institute at the University of Zurich  
eiz.uzh.ch



# Organization of Thesis

## Application documents:

- **Qualtrics Survey:** [https://uzhwwf.qualtrics.com/jfe/form/SV\\_ahPEXaDWxvpNXNQ](https://uzhwwf.qualtrics.com/jfe/form/SV_ahPEXaDWxvpNXNQ)
- **Transcript of University grades**
- **CV**
- **Cover letter (optional):** Explain your motivation and the topics you would be interested in pursuing (it is recommended to have more than one; if so, rank order them clearly)

Please submit your application by the end of the day 11.10.2024



# Organization of Thesis

- We will review applications within 14 days after the deadline. Selected candidates will be assigned to one adviser.
- Once “teams” are formed, selected candidates will contact their adviser to organize a meeting to discuss the general direction of their thesis.
- Following this introductory meeting, the student will prepare and informally present an introductory report to settle the research question(s) and the general direction of the thesis:
  - If the report is approved, the candidate can proceed.
  - If the report is not accepted, the candidate has to modify/correct/improve the introductory report.

# Introductory report

The introductory report will contain:

- A preliminary title
- An introduction to the topic and some potential hypotheses (about 3 pages long)
- A basic organization of sections
- A calendar with different goals and steps for the thesis
- A reference list

# Organization of Thesis

Once the short report has been approved, you will:

- Register your thesis at the Dean's office (performed through OLAT)
- Have 6 months to write your thesis from the official start date
- Meet your advisor **at least once** (after 2-3 months) but generally more frequently (about 7-8 times on average)
- Submit your work when it is finished
- Revise your thesis to incorporate any feedback received
- Submit the final version of your thesis via OLAT & receive your grade (within 4 weeks after the final submission)

# Evaluation of Thesis

We will evaluate the thesis on the following criteria:

- Clear structure & quality of writing
- Breadth and depth of the literature review
- Quality of data collection and analysis (Master students; Bachelor students only if applicable)
- Relevance and strength of novel ideas or contribution
- Dedication to the project & quality of collaboration

**Beware of plagiarism:** Reference the origin of your work, including disclosing use of AI assistance

# Presentation of supervised research ideas

# Dr. Mary Hausfeld

## TOPIC 1

**Leader experiences of guilt:** Developing a taxonomy of the guilt leaders experience at & about work

**Project Start:** February 2025

**Profile:** Master

**Method:** Qualitative – Interviews

References: *Tracy & Robins (2004)*,  
*Schaumberg & Flynn (2012)*

## TOPIC 2

**Is guilt the cost of success?** Employed mothers' experiences of guilt and identity conflict at work.

**Project Start:** February 2025

**Profile:** Master

**Method:** Quantitative Diary Study

References: *Calarco et al. (2021)*, *Ladge and Greenberg (2015)*, *Borelli et al. (2017)*

## TOPIC 3

**Leaders Valuing Diversity:** Double standards for non-white and women leaders who value diversity

**Project Start:** as early as November 2024

**Profile:** Bachelor / Master

**Method:** Quantitative – Experimental

References: *Hekman et al (2017)*

# Dr. Anand van Zeldereren

## TOPIC

## The humanization of AI in the workplace: desirable or not?

**Project Start:** Early 2025

**Profile:** Bachelor & Master

**Method:** Flexible; Online survey or Mixed Reality

**Availability:** Team of max. 4\*

**Opportunity:** Acquire experience working with mixed reality tools and developing AI systems. Design novel research questions that tackle real and current organizational problems.



*\*you can apply independently or together with your fellow student(s)*

# Dr. Florence Bernays

Primarily interested in working with MA students

## TOPIC 1

**No appreciation, no show?** How appreciation reduces counterproductive work behaviors.

**Project Start:** January/February 2025

**Profile:** Bachelor/Master (data collection required)

**Method:** Quantitative research study

**Availability:** Team of max. 3

References: *Locklear et al., (2023)*;  
*Sheridan & Ambrose (2022)*

## TOPIC 2

**Does emotional input (EI) shape AI output?** Prompt emotional engineering and GenAI task performance.

**Project Start:** January/February 2025

**Profile:** Bachelor/Master

(data collection required, with GenAI)

**Method:** Quantitative research study

**Availability:** Team of max. 2

References: *White et al. (2023)*



# Leon Bach

## TOPIC 1

Examining the effects of **emotional diversity**:  
What are the consequences of different emotional preferences in teams?

**Project Start:** End 2024 or 2025

**Profile:** Bachelor/Master

**Method:** Quant.

**Availability:** Alone or max. 2

References: *Barsade et al. (2000)*,  
*Tamir & Hu (2024)*

## TOPIC 2

**Do I belong here?**  
Does the fit between emotional preferences and organizational emotional culture predict feelings of belongingness?

**Project Start:** End 2024 or 2025

**Profile:** Bachelor/Master

**Method:** Quant.

**Availability:** Alone or max. 2

References: HBR Article: *Barsade, O Neill. (2014)*; *Yue, Men & Ferguson (2021)*

## TOPIC 3

**Managing emotional needs:** How can leaders support their employees in feeling the way they want to feel?

**Project Start:** End 2024 or 2025

**Profile:** Bachelor/Master

**Method:** Quant. or qual.

**Availability:** Alone or max. 2

References: *Williams et al. (2018)*

# Maria Diaz Macias

## TOPIC 1

**Promoting Patience in Organizations:**  
How and when patience develops, and how we can cultivate it

**Project Start:** February 2025

**Profile:** Bachelor/Master

**Method:** Quantitative Research Study

**Availability:** Alone or max. 2 students

References: *Comer & Sekerka (2014), Sweeny (2023)*

## TOPIC 2

**(Im)patient Leaders:** Emotional experiences of leaders about work and time in fast-paced environments

**Project Start:** February 2025

**Profile:** Bachelor/Master

**Method:** Qualitative – Interviews

**Availability:** Alone or max. 2 students

References: *Roberts & Fishbach (2023), Sweeny (2023), Schnitker (2012)*

# Moritz Remund

## TOPIC 1

**Emotional Machines:** Does emotionally intelligent communication with GenAI influence Human-AI-Interactions?

**Project Start:** February 2025

**Profile:** Bachelor/Master

**Method:** Quantitative Research Study

**Availability:** Alone or max. 2 students

References: *Liu & Bin (2024), Li et al. (2023)*

## TOPIC 2

**Emotionally Intelligent Daredevils:** Do differences in EI lead to differences in risky decision making?

**Project Start:** February 2025

**Profile:** Bachelor/Master

**Method:** Quantitative Research Study

**Availability:** Alone or max. 2 students

References: *Loewenstein et al. (2001), Alkozei, Schwab & Killgore (2016)*

# Contact

You will find all relevant information on our website:

<https://www.business.uzh.ch/en/research/professorships/hrmlead.html>

You may submit your application via the following Qualtrics survey:

[https://uzhwwf.qualtrics.com/jfe/form/SV\\_ahPEXaDWxvpNXNQ](https://uzhwwf.qualtrics.com/jfe/form/SV_ahPEXaDWxvpNXNQ)

For any additional questions, please do not hesitate to contact me:

mary.hausfeld@business.uzh.ch

# Questions



Do you have any remaining questions?



Universität  
Zürich

Center for Leadership in the  
Future of Work

# Thank you!

Chair of HRM and Leadership  
Center for Leadership in the Future of Work  
University of Zurich  
Plattenstrasse 14  
8032 Zurich

[www.leadthefuture.org](http://www.leadthefuture.org)