



IOU NEWSLETTER No. 4, OCTOBER 2008

Dear Readers:

With the 4th Newsletter, we are happy to inform you about the recent activities at the Institute of Organization and Administrative Science (IOU).

We are very happy to welcome **Prof. David Seidl, PhD**, who is the new **Chair of Organization and Management** at the Institute. With **Prof. David Seidl** the IOU continues in its course to contribute to management research in top management journals. The current members of the IOU have **published in SCII/ISI-listed journals** such as *Academy of Management Review*, *Organization Science*, *Research Policy*, *Journal of Management Studies*, *Organization Studies*, *Organization*, *Business Ethics Quarterly*, *Human Relations*, *Journal of Business Ethics*, *Management International Review*. The IOU members have **contributed to widely read scholarly books**, such as the *Oxford Handbook of Organization Theory*, *Oxford Handbook of Corporate Social Responsibility*, *Oxford Handbook of Critical Management Studies* (*forthcoming*), *Cambridge Handbook of Strategy as Practice* (*forthcoming*).

For the most recent *Handbook of Research on Global Corporate Citizenship*, the editors **Prof. Dr. Andreas Georg Scherer** and Prof. Dr. Guido Palazzo have brought “together a leading group of scholars from around the world [...] – and the result is a hugely impressive collection of essays on one of the burning issues of our time” (Paul S. Adler, University of Southern Carolina, USA). The significance of the IOU Professors’ publications is demonstrated by the **impact** of all three Professors as presented in the Social Science Citation Index (see page 3).

Prof. Dr. Andreas Georg Scherer was president of the “Kommission Wissenschaftstheorie” (Philosophy of Science Commission) of the “Verband der Hochschullehrer für BWL” (Association of University Professors of Management) from 2006 to 2008. Furthermore, he was appointed as Associate Editor of the international, refereed journal *Business Ethics Quarterly*. **Prof. Dr. Margit Osterloh** received an Honorary Doctor from the University of Lüneburg. The senior assistant of Prof. Osterloh, **Dr. Antoinette Weibel**, finished her Habilitation and accepted a call for a professorship at the Hochschule Liechtenstein.

Doctoral students and junior faculty members were encouraged to **actively contribute to international scientific conferences**. They were accepted to present e.g., on the *Academy of Management Meeting*, the *EGOS Colloquium*, the *EURAM Conference*, the *Society for Business Ethics*, the *International Communication Association (ICA)*. Several members of the institute also **acted as (co-)convenors or conference organizers** (see section on Convenorships).

During the last period, the Chair of **Prof. Dr. Andreas Georg Scherer** hosted two outstanding guest lecturers in their field of research, **Prof. Gary Weaver, PhD** and **Prof. William McKinley, PhD**. Both conducted research and teaching activities here in Zurich. In the current term, another important scholar in his field, **Prof. Paul Shrivastava, PhD** is giving a *Research Seminar in Corporate Social Responsibility and Sustainability* for doctoral students (for detailed information, see section on Guest Lecturers).

All together, **six members of the institute received research grants** for their research projects from the Swiss National Science Foundation (SNF), the Swiss Network for International Studies (SNIS), and the Ecoscientia Foundation.

Sincerely yours,

Prof. Dr. Andreas Georg Scherer
Director of the Institute

Zurich, October 2008



University of Zurich

IOU – Institute of Organization and Administrative Science

NEW CHAIR OF ORGANIZATION AND MANAGEMENT



Prof. David Seidl, PhD is the new **Chair of Organization and Management** at the Institute of Organization and Administrative Science. His office is located in the institute building at Universitätsstrasse 84, 8006 Zurich. David Seidl studied Management and Sociology in Munich, London, Witten/Herdecke and Cambridge. He earned his PhD at the University of Cambridge in 2001. Before joining the University of Zurich, he held a position as Associate Professor of Strategy at the University of Munich. Since 2006 he has been Research Associate at the Centre for Business Research (Cambridge University). He is also a Board member of the European Group for Organizational Studies (EGOS) and a coordinator of the EGOS standing working group on "Strategizing: Activity and Practice" (with Julia Balogun and Paula Jarzabkowski) – see also www.strategy-as-practice.org. He is a member of the editorial boards of several academic journals including *Organization Studies*, *British Journal of Management*, *Scandinavian Journal of Management* and *Business Research*. His current research focuses on organizational identity, corporate governance, organizational change, and strategy. He has published in leading journals like the *Journal of Management Studies*, *Organization*, *Organization Studies* and *Human Relations* and has (co-)produced several books, including most recently *Niklas Luhmann and Organization Studies* and *Organizational Identity and Self-Transformation*. He is currently co-editing *The Cambridge Handbook of Strategy as Practice* (Cambridge University Press).

European Group for Organizational Studies (EGOS) and a coordinator of the EGOS standing working group on "Strategizing: Activity and Practice" (with Julia Balogun and Paula Jarzabkowski) – see also www.strategy-as-practice.org. He is a member of the editorial boards of several academic journals including *Organization Studies*, *British Journal of Management*, *Scandinavian Journal of Management* and *Business Research*. His current research focuses on organizational identity, corporate governance, organizational change, and strategy. He has published in leading journals like the *Journal of Management Studies*, *Organization*, *Organization Studies* and *Human Relations* and has (co-)produced several books, including most recently *Niklas Luhmann and Organization Studies* and *Organizational Identity and Self-Transformation*. He is currently co-editing *The Cambridge Handbook of Strategy as Practice* (Cambridge University Press).

SELECTED PUBLICATIONS OF PROF. DAVID SEIDL

Golsorkhi, D. / Rouleau, L. / **Seidl, D.** / Vaara, E. (Eds.) (in preparation), *Cambridge Handbook of Strategy-as-Practice*. Cambridge: Cambridge University Press.

Seidl, D. / van Aaken, D. (2008) (in press), "Anticipating Critique and Occasional Reason: Modes of Reasoning in the Face of a Radically Open Future", in: Costanzo, L. / MacKay, B. (Eds.), *The Handbook of Research on Strategy and Foresight*, Cheltenham: Edward Elgar.

Jarzabkowski, P. / Balogun, J. / **Seidl, D.** (2007), "Strategizing: The Challenges of a Practice Perspective", *Human Relations*, Vol. 60, pp. 5-27.

Kirsch, W. / **Seidl, D.** / van Aaken, D. (2007), *Betriebswirtschaftliche Forschung: Grundlagenfragen und Anwendungsorientierung*. Stuttgart: Schäffer-Pöschel (Nominated for the best-textbook award of the German Academic Association for Business Research (VHB) 2008).

Seidl, D. (2007), "General Strategy Concepts and the Ecology of Strategy Discourses: A Systemic-Discursive Perspective", *Organization Studies*, Vol. 28, pp. 197-218.

Seidl, D. / Becker, K. H. (Eds.) (2007), Special Issue on "Niklas Luhmann and Organization Studies", *Organization*, Vol. 13.

Seidl, D. (2005), *Organisational Identity and Self-transformation. An Autopoietic Perspective*. Aldershot: Ashgate (Reviewed in *Organization*, Vol. 14, pp. 147-150).

Seidl, D. / Becker, K. H. (Eds.) (2005), *Niklas Luhmann and Organization Studies*, Copenhagen und Malmö: Copenhagen Business School Press and Liber. (Reviewed in *Organization Studies*, Vol. 28, pp. 117-120; in *Academy of Management Review*, Vol. 32, pp. 991-993; in *Soziale Systeme*, Vol. 12, pp. 161-165; In *Emergence: Complexity and Organization*, Vol. 10).

Hendry, J. / **Seidl, D.** (2003), "The Structure and Significance of Strategic Episodes: Social Systems Theory and the Routine Practices of Strategic Change", *Journal of Management Studies*, Vol. 40, pp. 175-196.



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PUBLICATIONS

In terms of impact the Professors of the IOU score as follows in the **Social Science Citation Index** (as of October 20, 2008):

Name	Citations	Entries in the SSCI/ISI	Cited Articles published in
Osterloh, M.	97	3	1x Organization Science, 1x Research Policy, 1x Journal of Management Inquiry
Scherer, A. G.	53	13	4x Academy of Management Review, 2x Organization, 1x Organization Studies, 2x Journal of Business Ethics, 1x Business Ethics Quarterly, et al.
Seidl, D.	35	6	1x Journal of Management Studies, 3x Organization, 1x Organization Studies, 1x Human Relations

BOOKS AND EDITORSHIPS

Rost, K. (2008), *Sozialstruktur und Innovation*, Saarbrücken: VDM Verlag.

Jarzabkowski, P. / Mohrman, S. / **Scherer, A. G.** (Guest Eds.) (2009) (in preparation), Special Issue on "Organization Studies as Applied Science. The Generation and Use of Academic Knowledge about Organizations", *Organization Studies*, Vol. 30.

Scherer, A. G. / Palazzo, G. / Matten D. (Guest Eds.), (2009) (in preparation), Special Issue on "The Changing Role of Business in a Global Society: New Challenges and Responsibilities", *Business Ethics Quarterly*, Vol. 19.

Scherer, A. G. / **Kaufmann, I. M.** / **Patzer, M.** (2009) (forthcoming), *Methoden in der Betriebswirtschaftslehre*, Wiesbaden: Gabler Edition Wissenschaft.

Scherer, A. G. / Palazzo, G. (Eds.) (2008), *Handbook of Research on Global Corporate Citizenship*, Cheltenham: Edward Elgar.

Scherer, A. G. / **Patzer, M.** (Eds.) (2008), *Betriebswirtschaftslehre und Unternehmensethik*, Wiesbaden: Gabler Edition Wissenschaft.

Scherer, A. G. / Picot, A. (Guest Eds.) (2008), "Unternehmensethik und Corporate Social Responsibility: Herausforderungen für die Betriebswirtschaftslehre", *Zeitschrift für betriebswirtschaftliche Forschung*, Sonderheft 58/08.

Schoeneborn, D. (2008), *Alternatives Considered but not Disclosed. The Ambiguous Role of PowerPoint in Cross-Project Learning*, Wiesbaden: VS Research.

Von Dungen, T. (2007), *Teamproduktion in Professional Service Firms. Organisationswandel und die Auswirkungen leistungsorientierter Anreizsysteme*, München: Rainer-Hampf Verlag.

JOURNALS

Osterloh, M. / Frey, B. S. / **Homberg, F.** (2008), "Le Chercheur et l'Obligation de Rendre des Comptes", *Gérer et Comprendre*, Vol. 91, pp. 48-54.

Rost, K. / **Osterloh, M.** (2008), "Unsichtbare Hand des Marktes oder unsichtbares Handschütteln? Wachstum der Managerlöhne in der Schweiz", *Die Unternehmung*, No. 3, pp. 207-304.

Rost, K. / Salomo, S. / **Osterloh, M.** (2008), "CEO Appointments and the Loss of Firm-specific Knowledge – Putting Integrity Back into Hiring Decisions", *Corporate Ownership and Control*, Vol. 5, No. 3, pp. 86-98.



Palazzo, G. / **Scherer, A. G.** (2008), "Corporate Social Responsibility, Democracy, and the Politicization of the Corporation", *Academy of Management Review*, Vol. 33, pp. 773-775.

Scherer, A. G. / Picot, A., (2008), "Unternehmensethik und Corporate Social Responsibility: Herausforderungen für die Betriebswirtschaftslehre", *Zeitschrift für betriebswirtschaftliche Forschung*, Sonderheft 58/08, pp. 1-25.

Scherer, A. G. / Palazzo, G. (2007), "Toward a Political Conception of Corporate Responsibility. Business and Society Seen From a Habermasian Perspective", *Academy of Management Review*, Vol. 32, No. 4, pp. 1096-1120.

Weibel, A. / Osterloh, M. (2008) (forthcoming), "Managing Motivation – Verdrängung und Verstärkung der intrinsischen Motivation aus Sicht der psychologischen Ökonomik", *Wirtschaftswissenschaftliches Studium*.

CONTRIBUTIONS TO BOOKS

Osterloh, M. / Luethi, R. (2008) (forthcoming), "Commons without Tragedy. Das Beispiel Open Source Software", in; Hoffmann-Riem, W. and Eifert, M. (Eds.), *Geistiges Eigentum und Innovation*, Berlin: Duncker & Humblot.

Osterloh, M. / Frey, B. S. / Zeitoun, H. (2008) (forthcoming), "Voluntary Co-Determination Produces Sustainable Competitive Advantage", in: Sacconi, L. (Ed.), *IAE Series*.

Osterloh, M. (2008), "Managing Motivation", in: Häberle, S. G. (Ed.), *Das neue Lexikon der Betriebswirtschaftslehre*, Band F-M, München-Wien: Oldenbourg, pp. 791-793.

Osterloh, M. / Homberg, F. (2008), "Vertrauen und Kontrolle in der Forschung", in: Bouncken, R. et al. (Eds.), *Steuerung versus Emergenz: Entwicklung und Wachstum von Unternehmen*, Wiesbaden: Gabler Edition Wissenschaft, pp. 485-503.

Rost, K. / Osterloh, M. (2008) (forthcoming), "Managementfashion Pay-for-Performance", in: Vartiainen, M., Antoni, C., Baeten, X., Hakonen, N., Lucas, R., Thierry, T. (Eds.), *Reward Management – Facts and Trends in Europe*, Duxbury, pp. 139-163.

Scherer, A. G. / Patzer, M. (2010) (in preparation), "Beyond Universalism and Relativism: Habermas' Contribution to Intercultural Ethics and its Implications for Organization Theory", in: Tsoukas, H. and Chia, R. (Eds.), *Research in the Sociology of Organizations. Special Volume on Philosophy and Organization Theory*, New York: Elsevier Press.

Scherer, A. G. (2009) (forthcoming), "Critical Theory and its Contribution to the Emergence of Critical Management Studies", in: Alvesson, M., Willmott, H. and Bridgman, T. (Eds.), *The Oxford Handbook of Critical Management Studies*, Oxford: Oxford University Press.

Scherer, A. G. (2008) (forthcoming), "Die Multinationale Unternehmung als politischer Akteur in der globalisierten Welt", in: Beschorner, T., Brink, A. and Schumann, O. (Eds.), *Unternehmensethik. Forschungsperspektiven zur Verhältnisbestimmung von Unternehmen und Gesellschaft*, Marburg: Metropolis Verlag.

Scherer, A. G. (2008) (forthcoming), "Die politische Verantwortung globalisierter Unternehmen. Bemerkungen zum wirtschaftsliberalen Trennungsmodell", in: Kersting, W. (Ed.), *Moral und Kapital* (Arbeitstitel), Paderborn: mentis-Verlag, pp. 107-127.

Scherer, A. G. / Butz, A. (2008) (forthcoming), „Internationales Management und gesellschaftliche Verantwortung im Zeitalter der Globalisierung“, in: Oesterle, M.-J. and Schmid, S. (Eds.), *Internationales Management als Wissenschaft*, Stuttgart: Schäffer-Poeschel.

Scherer, A. G. (2008), "Varianten der Diskursethik und deren Beitrag zur Lösung des philosophischen Grundlagenstreits zwischen Universalismus und Relativismus in der Bioethik", in: Biller-Andorno, N., Schaber, P., Schultz-Baldes, A. (Eds.), *Gibt es eine universelle Bioethik?*, Paderborn: mentis-Verlag, pp. 269-278.



Palazzo, G. / **Scherer, A. G.** (2008), "The Future of Corporate Citizenship: Toward a New Theory of the Firm as a Political Actor", in: Scherer, A. G. and Palazzo, G. (Eds.), *Handbook of Research on Global Corporate Citizenship*, Cheltenham: Edward Elgar, pp. 577-590.

Scherer, A. G. / Butz, A. (2008), "International School", in: Clegg, S. and Bailey, J. R. (Eds.), *International Encyclopaedia of Organization Studies*, Vol. 2, London: Sage, pp. 707-710.

Scherer, A. G. / Palazzo, G. (2008), "Globalization and Corporate Social Responsibility", in: Crane, A., McWilliams, A., Matten, D., Moon, J., Siegel, D. (Eds.), *The Oxford Handbook of Corporate Social Responsibility*, Oxford: Oxford University Press, pp. 413-431.

Scherer, A. G. / Palazzo, G. (2008), "Introduction: Corporate Citizenship in a Globalized World", in: Scherer, A. G. and Palazzo, G. (Eds.), *Handbook of Research on Global Corporate Citizenship*, Cheltenham: Edward Elgar, pp. 1-21.

Scherer, A. G. / Patzer, M. (2008), "Paradigms", in: Clegg, S. and Bailey, J. R. (Eds.), *International Encyclopaedia of Organization Studies*, Vol. 4, London: Sage, pp. 1218-1222.

Scherer, A. G. (2007), Entries to "Activism" (pp. 11-12), "Anti-globalization" (pp. 19-21), "Race to the Bottom" (pp. 383-384), "Social Justice" (pp. 423-424), "Sweatshops" (pp. 451-452), in: Visser, W., Matten, D., Pohl, M. and Tolhurst, N. (Eds.), *The A to Z of Corporate Social Responsibility*, London: Wiley.

Scherer, A. G. / McKinley, W. (2007), "The Affinity between Free Trade Theory and Postmodernism: Implications for Multinational Enterprises". In: Eberle, T. S., Hoidn, S. and Sikavica, K. (Eds.), *Fokus Organisation. Sozialwissenschaftliche Perspektiven und Analysen. Festschrift für Emil Walter-Busch zum 65. Geburtstag*, Konstanz: UVK, pp. 167-187.

Scherer, A. G. / Palazzo, G. / Baumann, D., (2007), "Global Public Rules and Citizenship Rights: A New Responsibility of Private Business Firms?", in: Zimmerli, W. Ch., Holzinger, M. and Richter, K. (Eds.), *Corporate Ethics and Corporate Governance*, Berlin/Heidelberg/New York: Springer, pp. 309-326.

Mayer, F. L. / **Schoeneborn, D.** (2007), "WikiWebs in der Organisationskommunikation", in: Stegbauer, C. and Jäckel, M. (Eds.), *Social Software. Formen der Kooperation in computerbasierten Netzwerken*, Wiesbaden: VS Research, pp. 149-166.

MAGAZINES AND OTHER MEDIA

Baumann, D. / Scherer, A. G. (2008), "Wie Schweizer Unternehmen den UN Global Compact umsetzen", in: *IO New Management* (Zeitschrift für Unternehmenswissenschaft und Führungspraxis), No. 4, pp. 18-21.

Osterloh, M. / Frey, B. S. (2008), "Die Krankheit der Wissenschaft", in: *Frankfurter Allgemeine Zeitung*, July 21, 2007, No. 167, p. 13. Reprinted in: *Forschung und Lehre*, 2007, No. 11, pp. 670-673.

Osterloh, M. / Habisch, A. (2008), "Gutes tun und Geld verdienen. Soziale Verantwortung und Gewinnstreben passen besser zusammen, als meist vermutet wird", in: *Handelsblatt*, No. 105, June 3, 2008, p. 9.

Osterloh, M. / Homberg, F. (2008), "Prozessorganisation – Ein kurzer Überblick", in: *Scorecard*, No. 4, pp. 6-7.

Osterloh, M. / Rost, K. (2008), "Zu hohe Managersaläre", in: *Unimagazin* (Die Zeitschrift der Universität Zürich), No. 2, p. 7.

Osterloh, M. / Weibel, A. (2008), "Vertrauen, (Arbeits-)Moral und Kontrolle: Gut gemachte Kontrolle", in: *ALPHA* (Kadermarkt der Verlage Tagesanzeiger und Sonntagszeitung), March 2008.

Osterloh, M. / Weibel, A. / Rost, K. (2007), "Variable Leistungsvergütung – Ja, sie setzt sich durch. Aber ist sie deswegen auch gut?", in: *Scorecard*, No. 1, pp. 26-27.

Patzer, M. (2008), "Führung und Verantwortung in Organisationen". Vorstellung des Dissertationsprojektes, in: *Forum Wirtschaftsethik*, Vol. 16, No. 1, pp. 56-57.

Patzer, M. (2007), "Tagungsbericht zum Workshop der wissenschaftlichen Kommission Wissenschaftstheorie des VHB 2007", in: *Forum Wirtschaftsethik*, Vol. 15, No. 2/3, pp. 78-80.



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Rost, K. / Osterloh, M. / Weibel, A. (2008), "Freiwilligenarbeit in der Firma – ein monetärer und menschlicher Gewinn", in: *IO New Management* (Zeitschrift für Unternehmenswissenschaft und Führungspraxis), No. 4, pp. 28-32.

Rost, K. / Osterloh, M. / Rütsche, N. (2007), "Leistungslohn schmälert den Unternehmenserfolg", in: *IO New Management* (Zeitschrift für Unternehmenswissenschaft und Führungspraxis), No. 11, pp. 9-12.

Zenthöfer, J. (2008), magazine article reviewing the dissertation of **Schoeneborn, D.**: "Alternatives Considered but not Disclosed. The Ambiguous Role of PowerPoint in Cross-Project Learning", published in *wirtschaft + weiterbildung*: "Zürcher Wissenschaftler erforscht PowerPoint", No. 10, pp. 54-55.

Zenthöfer, J. (2008), newspaper article reviewing the dissertation of **Schoeneborn, D.**: "Alternatives Considered but not Disclosed. The Ambiguous Role of PowerPoint in Cross-Project Learning", published in the *Frankfurter Allgemeine Zeitung* (FAZ): "Unnötige Bleiwüste. Das Programm PowerPoint eignet sich nicht als Allzweckwaffe", FAZ, June 23, 2008.

STAFF NEWS

NEW STAFF

We would like to welcome **Prof. Dr. David Seidl** from the University of Munich. From October 1, 2008, he will be the new Chair of Organization and Management at the IOU.

We would like to extend our welcome to the new staff members joining the department of Prof. Dr. Andreas Georg Scherer:

Prof. William McKinley, PhD, Southern Illinois University Carbondale, Guest Lecturer from May 1 to May 31, 2008.

Prof. Gary R. Weaver, PhD, University of Delaware, Guest Lecturer from May 1 to May 31, 2008.

Dr. Dennis Schoeneborn, Senior Research Assistant, July 1, 2008.

Patrick Haack, Research Assistant, September 1, 2008.

Christopher Wickert, Research Assistant, September 1, 2008.

Ewa Stepien, Student Assistant, February 1, 2008.

Bo Chen, IT and Student Assistant, February 1, 2008.

We would also like to extend our welcome to the new staff members joining the department of Prof. Dr. Margit Osterloh:

Emil Inauen, Research Assistant, March 1, 2008.

STAFF LEAVING THE INSTITUTE

We wish the following staff members leaving the department of Prof. Dr. Andreas Georg Scherer all the best and continued success with their careers:

Jih-Ming Chen, Student Assistant, March 31, 2008.

Julia Hillebrandt, IT and Student Assistant, March 31, 2008.



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We wish the following staff members leaving the department of Prof. Dr. Margit Osterloh all the best and continued success with their careers:

Antoinette Weibel, Senior Lecturer, March 31, 2008.

PROMOTIONS, HABILITATIONS, CALLS

Prof. Dr. Antoinette Weibel passed her habilitation exam in the spring term 2008 at the University of Zurich. Title of her habilitation thesis: "Governing Voluntary Work Behaviors".

Prof. Dr. Antoinette Weibel accepted a call to serve as Chair of Management at the Hochschule Liechtenstein.

AWARDS, HONOURS, APPOINTMENTS

Baumann, D. (2008), "Multinational Corporations as Corporate Citizens – An Empirical Analysis of UN Global Compact Participants in Switzerland", paper was awarded as the Second Best Paper at the Conference Best Paper Award of the Society for Business Ethics Meeting (SBE), Anaheim (USA), August 7-10, 2008.

Osterloh, M. received an honorary doctoral degree from the Leuphana University of Lüneburg (Germany).

Scherer, A. G. / Palazzo, G. (2007), "Toward a Political Conception of Corporate Responsibility. Business and Society Seen From a Habermasian Perspective", *Academy of Management Review*, Vol. 32, No. 4, pp. 1096-1120, paper is nominated for the *VHB Best Paper Award 2008* (German Academic Association for Business Research)

Scherer, A. G. is president of the Kommission "Wissenschaftstheorie" (Commission Philosophy of Science) of the "Verband der Hochschullehrer für BWL" (Association of University Professors of Management) (2006-2008).

Scherer, A. G. was appointed to Associate Editor of the international, refereed journal *Business Ethics Quarterly*.

Scherer, A. G. was appointed as a member of the Editorial Board of the journal *Business and Society* and of the journal *Business Research*.

Scherer, A. G. served as the Faculty Development Chair and Co-Chair of the Social Issues in Management Division (SIM) of the *Academy of Management* in the term of 2006-2008.

Zeitoun, H. / Osterloh, M. (2008) "Firm Governance and the Role of Top Management", paper was awarded with the Best Paper Award of the Corporate Governance track of the *European Academy of Management Conference (EURAM)* in Ljubljana (Slovenia), May 14-17, 2008.

RESEARCH CREDITS

Baumann, D. received a research grant from the Swiss National Science Foundation (SNF) to complete her dissertation project with the title "Global Rules - Private Actors. The Role of the Multinational Corporation in Global Governance". From September, 2008 to September, 2009 she will work with Prof. Prakash Sethi at Baruch College, Zicklin School of Business in New York (USA).

Haack, P. received a project grant from the Swiss Network for International Studies (SNIS) for the project: "Arguing Away the Legitimacy Deficit in Global Governance? Public Deliberation and the Politicization of the Firm". The project is part of the larger project "The Role of Private Business in Global Governance – An Analysis of Corporate Citizenship Approaches of Swiss MNEs and SMEs Participating in the UN Global Compact".

Inauen, E. received a project grant from the Ecoscientia Foundation for the project "Corporate Governance: What Can Stock Corporations Learn from Monasteries?".



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Käser, P. received a project grant from the Swiss National Science Foundation (SNF) for the project: "The Impact of Structured Interruptions on Performance and Strain". The project is based on laboratory studies conducted together with Prof. Dr. Urs Fischbacher from the University of Konstanz (Germany).

Rost, K. received a project grant from the Swiss National Science Foundation (SNF) for the project: "Invisible Hand or Invisible Handshake? The Impact of Market Forces and Market-Power on Executive Compensation Raises".

Wickert, C. received a project grant from the Swiss Network for International Studies (SNIS) for the project: "Business Ethics, Small and Medium-Sized Enterprises (SMEs), and the United Nations Global Compact (UNGCR)". The project is part of the larger project "The Role of Private Business in Global Governance – An Analysis of Corporate Citizenship Approaches of Swiss MNEs and SMEs Participating in the UN Global Compact".

SUMMER SCHOOLS

Inauen, E. participated at the European School on New Institutional Economics (ESNIE) 2008 in Cargèse, Corse (France).

Schoeneborn, D. participated in the ZUMA Simulation Summer Course 2008 in Koblenz (Germany), July 28 - August 1, 2008.

GUEST LECTURERS

Prof. William McKinley, PhD is the Rehn Professor of Management at the University of Carbondale, Illinois. His current research interests are in organizational change; organizational restructuring and downsizing; psychological contracts in organizations; business ideologies; organizational decline and innovation; the history, sociology, and philosophy of organization science. He is senior editor of *Organization Studies*. His articles were published in the *Academy of Management Review*, the *Academy of Management Journal*, *Administrative Science Quarterly*, *Organization Studies*, the *Journal of Leadership and Organizational Studies*, the *Journal of Organizational Behavior*, *Management International Review* and other scholarly journals.

During his visit in Zurich, he gave a **Seminar in Business Policy and Strategy** where he taught Bachelor and Diploma Students from the University of Zurich how to identify and apply a corporate business strategy. He encouraged them to conduct research for their thesis on important Swiss industries. They had to combine the insights gained from their practical investigations with the theoretical concepts of the course and to present their research findings in class.

Prof. Gary R. Weaver, PhD is Professor of Management at the University of Delaware and editor in chief of *Business Ethics Quarterly*. His research focuses on psychological, sociological and philosophical aspects of ethics in business and society. He is co-author of *Managing Ethics in Business Organizations: Social Scientific Perspectives* (Stanford University Press, 2003). He also serves on the editorial boards of the *Academy of Management Review* and the *Journal of Management*, and his research has appeared in the *Academy of Management Journal*, the *Academy of Management Review*, *Organization Studies*, *Business Ethics Quarterly*, *Human Relations*, the *Journal of Management*, *Business and Society*, *California Management Review* and other scholarly journals.

During his stay in Zurich he taught a **Research Seminar on Business Ethics and Corporate Social Responsibility** for doctoral students. The students had to write and present their own research papers, which were then discussed in class and revised for a second version. During the whole process, Prof. Weaver gave important hints for writing and preparing papers for publishing in top-tier journals. The students were able to obtain feedback from a senior research scholar, who is also an editor of top-ranked journals and the editor-in-chief of *Business Ethics Quarterly*.



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Prof. Paul Shrivastava, PhD, is the Howard I. Scott Chair and Professor of Management at Bucknell University, Pennsylvania, USA. He has published 15 books and over 100 articles in professional journals on sustainable strategic management and crisis management. He served on the boards of 10 leading management journals (including the *Academy of Management Review*, the *Strategic Management Journal* and *Organization and Environment*). He founded the non-profit organization, the Industrial Crisis Institute. Prof. Shrivastava is a consultant to major multinational companies and serves on the Board of Trustees of DeSales University.

He is giving a **Research Seminar in Corporate Social Responsibility and Sustainability** for doctoral students at the University of Zurich in November and December 2008. The students will have the possibility to present their own research paper and get qualified feedback from a leading scholar in his field of research. They will also benefit from the practical experience of Prof. Shrivastava.

RESEARCH AND TEACHING INVITATIONS

19.05.2008, Prof. Gary Weaver, PhD (University of Delaware): "Enhancing Ethical Behavior in Multinational Corporations".

28.04.2008, Prof. Dr. Joachim Wolf (Universität Kiel): "Strategie und Organisation Multinationaler Unternehmen: Wie sich ein Forschungsfeld im Zeitablauf entwickelt hat".

19.03.2008, Prof. Timothy Kuhn, PhD (University of Colorado): "The Role of the Media and Communications in the Process of Globalization".

PRESENTATIONS, LECTURES, AND CONVENORSHIPS

CONGRESSES, CONFERENCES, LECTURES

Baumann, D., "Multinational Corporations as Corporate Citizens – An Empirical Analysis of UN Global Compact Participants in Switzerland", paper presented at the 2008 Society for Business Ethics Meeting (SBE), Anaheim (USA), August 7-10, 2008.

Butz, A., "Economic View on CSR - Odd Couple or Happy Relationship", paper presented at the 2008 Annual Meeting of the Academy of Management (AOM), Anaheim (USA), August 8-13, 2008.

Butz, A., "Corruption and Corporate Governance – A Conceptualization of Organizational Corruption Control and the Effects on Individual Behavior", paper presented at the 24th EGOS Colloquium, Amsterdam (Netherlands), July 10-12, 2008.

Homberg, F., "Performance Evaluation in Academia: A case of misallocated Distrust", 4th Workshop on Trust, Amsterdam (Netherlands), October 25-26, 2007.

Homberg, F., "Performance Evaluation and Pay for Performance: Does it Really Motivate Public Officials?", paper presented at the EGPA Conference, Madrid (Spain), September 19-22, 2007.

Inauen, E., took part at the Podium Discussion and presented at the Opening Session of the ZRWP Zentrum für Religion / Wirtschaft / Politik: "Wie viele Legionen haben die Religionen? Zur Macht des Glaubens in Politik und Wirtschaft", Basel (Switzerland), May 30, 2008.

Käser, Ph., "Organizational Coordination of Interruptions: An Example of Positive Organizing?", paper presented at the 2007 Annual Meeting of the Academy of Management (AOM), Philadelphia (USA), August 6-8, 2007.

Kaufmann, I. M. and Colleagues of the UFSP Ethik (Markus Christen, Adrian Jäggi, Nicole Miller, Claudia Rudolf von Rohr), presentation at the Annual Meeting of the European Society for Philosophy and Psychology, July 9-12, 2007.

Osterloh, M. / Luethi, R., "Self-governance in science: what can we learn from FOSS?", paper presented at the DIME – DRUID Fundamental, Copenhagen (Denmark), June 17, 2008.



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Osterloh, M. / Rost, K. / Weibel, A., "Crowding-Out of Intrinsic Motivation - Opening the Black Box", paper presented at the ISNIE Annual Conference, Reykjavik (Iceland), June 21-23, 2007.

Patzer, M., "Towards a Political Conception of Responsible Leadership", paper presented at the 24th EGOS Colloquium, Amsterdam (Netherlands), July 10-12, 2008.

Rost, K. / Inauen, E. / Osterloh, M. / Frey, B.S., "Corporate Governance: What can stock corporations learn from monasteries?", paper presented at the 28th SMS Annual International Conference, Cologne (Germany), October 12-18, 2008.

Rost, K. / Osterloh, M., "Determinants of Directors pay in Switzerland: An Optimal-Contract versus a 'Fat Cat' Explanation", paper presented at the 28th SMS Annual International Conference, Cologne (Germany), October 12-18, 2008.

Rost, K. / Salomo, S., "CEO Appointments and the Loss of Firm-specific Knowledge - Putting Integrity Back into Hiring Decisions", paper presented at the 2008 Annual Meeting of the Academy of Management (AOM), Anaheim (USA), August 8-13, 2008.

Rost, K. / Inauen, E. / Osterloh, M. / Frey, B.S., "Corporate Governance: What can stock corporations learn from monasteries?", paper presented at the ISNEA Annual Conference, Toronto (Canada), June 21-21, 2008.

Rost, K. / Salomo, S., "CEO Appointments and the Loss of Firm-specific Knowledge - Putting Integrity Back into Hiring Decisions", 70. Jahrestagung des Verbands der Hochschullehrer für Betriebswirtschaft e.V., Berlin (Germany), May, 15-17, 2008.

Rost, K. / Osterloh, M. / Weibel, A., "Freiwilligenarbeit in der Firma – ein monetärer und ein menschlicher Gewinn", Vortrag Themenabende Fakultätstage der Wirtschaftswissenschaftlichen Fakultät, Herausforderungen der BWL - Antworten der Zürcher Forschung, University of Zurich (Switzerland), April 11, 2008.

Rost, K. / Inauen, E. / Osterloh, M. / Frey, B.S., "Corporate Governance: What can stock corporations learn from monasteries?", paper presented at the European Public Choice Society, Jena (Germany), March 27-30, 2008.

Rost, K. / Osterloh, M., "Managementmode Pay-for-Performance?", 32. Workshop der Kommission Organisation, Munich (Germany), February 21-22, 2008.

Rost, K. / Weibel, A., "Incentives to initiate Voluntary Work Behaviours in Organizations: A Field Experiment", presentation at a Research Seminar with Prof. Dr. M. Osterloh, Prof. Dr. Brandstätter, University of Zurich (Switzerland), January 21, 2008.

Rost, K., "Technology and Innovation Management", Lehrauftrag Bachelor Seminar, Zeppelin Universität, WS 2007/2008.

Rost, K. / Osterloh, M., "Management Fashion Pay-for-Performance", paper presented at the European Reward Management Conference (RMC), Brussels (Belgium), December 17-18, 2007.

Rost, K. / Weibel, A. / Osterloh, M., "High Performance Work Practices – Deadly Combination or Match Made in Heaven?", presentation at a Research Seminar with Prof. Dr. D. Frey, Prof. Dr. B. Frey, Prof. Ch. Engel, University of Zurich (Switzerland), November 28-29, 2007.

Rost, K. / Osterloh, M., "Determinants of Directors pay in Switzerland: An optimal-contract versus a 'fat cat' explanation", Workshop 2007 der Kommission Personalwesen, Wolfsburg (Germany), September 21-22, 2007.

Rost, K. / Weibel, A. / Osterloh, M., "Good Organizational Design for Bad Motivational Dispositions?", paper presented at the 2008 Annual Meeting of the Academy of Management (AOM), Philadelphia (USA), August 3-8, 2007.

Rost, K. / Osterloh, M., "Invisible Hand or Invisible Handshake? The Impact of Market Forces and Market Power on Executive Compensation", presentation at the HUI-Seminar, Switzerland, May 10-11, 2007.

Rost, K. / Weibel, A. / Osterloh, M., "Good Organizational Design for Bad Motivational Dispositions?", 31. Workshop der Kommission Organisation, Munich (Germany), March 1-2, 2007.



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Rost, K., "Patentanalyse als Instrument zur Identifikation und Bewertung von Innovationsfeldern", Bachelor Vorlesung, Universität Bern (Prof. Lüthje), 2007.

Rost, K., "Auswahl geeigneter empirischer Methoden für Dissertationsprojekte", PhD-Seminar, Universität Hamburg (Prof. Theichert), SS 2007.

Rost, K., "Empirische Methoden und Berufspraxis", Master Vorlesung, Universität Hamburg (Prof. Theichert), SS 2007.

Freeman, E. R. / Matten, D. / **Scherer, A. G.** / Thompson, G. F., "The Political Role of the Corporation: Perspectives on Contemporary CSR", panel discussion at the 3rd International CSR-Conference "Corporate Responsibility and Governance", Berlin (Germany), October 8-10, 2008.

Scherer, A. G. / Palazzo, G., "The New Political Role of Business in a Globalized World – A Call for a Paradigm Shift in CSR", paper presented at the 2008 Annual Meeting of the Academy of Management (AOM) (SIM division), Anaheim (USA), August 8-13, 2008.

Scherer, A. G. / McKinley, W., "Globalization Critics vs. Free Trade Theory: Ideological Conflicts and the Behaviour of MNEs", paper presented at the 2008 Annual Meeting of the Academy International Business (AIB), Track 1, Milan (Italy), June 30-July 3, 2008.

Scherer, A. G. / Palazzo, G. / **Seidl, D.**, "Legitimacy Strategies as Complexity Reduction in a Post-national World: A Systems-Theory Perspective", paper presented at the 4th Organization Studies summer workshop 2008, Embracing Complexity: Advancing Ecological Understanding in Organizational Studies, Pissouri (Cyprus), June 5-7, 2008.

Scherer, A. G. / Palazzo, G., "The New Political Role of Business in a Globalized World – A Review and Research Agenda", paper presented at the 2008 WK INT Conference (Wissenschaftliche Kommission Internationales Management), Vienna (Austria), February 22-23, 2008.

Scherer, A. G., "Multinationale Unternehmen als politische Akteure in der globalisierten Welt: Herausforderungen im Spannungsfeld von Ökonomie, Politik und Ethik", presentation at the Münchener Kompetenzzentrum Ethik (MKE), Ludwig-Maximilians-Universität München, January 25, 2008.

Scherer, A. G., "Die politische Verantwortung globalisierter Unternehmen. Bemerkungen zum wirtschaftsliberalen Trennungsmodell", presentation within the lecture Ringvorlesung Moral und Kapital – Grundfragen der Wirtschaftsethik, Christian-Albrechts Universität zu Kiel, December 12, 2007.

Scherer, A. G. / McKinley, W., "Globalization Critics vs. Postmodernized Free Trade Theory: Implications for MNEs", paper presented at the 2007 Annual Meeting of the Academy of Management (AOM) (OMT division), Philadelphia (USA), August 3-8, 2007.

Scherer, A. G. / Palazzo, G., "Globalization and its Consequences for Corporate Responsibility", paper presented at the 2007 Annual Meeting of the Academy of Management (AOM) (SIM division), Philadelphia (USA), August 3-8, 2007.

Scherer, A. G. / Palazzo, G. / **Ricken, B.A.**, "Explaining Politics in Organizations: A Critique of Organizational Politics and Political Economics", paper presented at the 2007 Annual Meeting of the Academy of Management (CMS interest group), Philadelphia (USA), August 3-8, 2007.

Palazzo, G. / **Scherer, A. G.** / Weaver, G. R. / Matten D. (workshop convenors), "Slippery Dance Floors: The Changing Role and Responsibility of Business in a Global Society", sub-theme for the 23rd EGOS Colloquium 2007, Vienna (Austria), July 5-7, 2007.

Schoeneborn, D., "Organisation als Kommunikation: Möglichkeiten und Grenzen der externen Beratung von Organisationen", presentation at the 4th meeting "Die Meso-Perspektive in der Publizistik- und Kommunikationswissenschaft: Organisation und Kommunikation, Schnittstellen zwischen Theorie und Praxis", Vitznau (Switzerland), September 19-21, 2008.

Schoeneborn, D., "The Terrorist Act, its Visibility, and Reproduction. An Organizational Communication Account on Global Terrorism", paper presented at the Pre-Conference of the Annual Meeting of the International Communication Association; ICA 2008: "What is an organization? Materiality, agency, and discourse", Montréal (Canada), May 21-22, 2008.



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Böhm, S. / **Vögtlin, C.**, "Towards a Model of Collective Organizational Identification - A Longitudinal Survey Study", paper presented at the 2008 Annual Meeting of the Academy of Management (AOM), Anaheim (USA), August 8-13, 2008.

Vögtlin, C., "Towards a Descriptive Model of Responsible Leadership", paper presented at the 24th EGOS Colloquium in Amsterdam (Netherlands), July 10-12, 2008.

Vögtlin, C. / Böhm, S., "The Influence of Employee Training Programs on Team Empowerment and Attitudinal Outcomes", presentation at the SCALA Brown Bag Seminar, St. Gallen Research Center for Ageing, Welfare and Labour Market Analysis, St. Gallen (Switzerland), April 28, 2008.

Vögtlin, C. / Böhm, S., "The Influence of Employee Training Programs on Team Empowerment and Attitudinal Outcomes", paper presented at the 2007 Annual Meeting of the Academy of Management (AOM) (HR division), Philadelphia (USA), August 3-8, 2007.

Weibel, A. / Rost, K. / Osterloh, M., "Crowding-Out of Intrinsic Motivation - Opening the Black Box", paper presented at the 2007 Annual Meeting of the Academy of Management (AOM), Philadelphia (USA), August 3-8, 2007.

Weibel, A. / Rost, K. / Osterloh, M., "A Motivation-Based View on Human-Resource-Management and Performance", paper presented at the 2008 Annual Meeting of the Academy of Management (AOM), Anaheim (USA), August 8-13, 2008.

Weibel, A. / Rost, K. / Osterloh, M., "Crowding-Out of Intrinsic Motivation - Opening the Black Box", Contingent incentives...Good or bad for work motivation?", paper presented at the SIO Symposium of Marylène Gagné, 2008.

Waibel, P., "Business Opportunities in Activities of Multinational Corporations by Contributing to Private Sector Development in Rural Areas of Latin America", Dissertation concept presented at the Inauguration of the North-South Centre (ETH Zurich), Zurich (Switzerland), June 29, 2007.

Weibel, A. / Rost, K. / Osterloh, M., "Crowding-Out of Intrinsic Motivation - Opening the Black Box", EURAM Annual Conference, Paris (France), May 16-19, 2007.

Zeitoun, H. / Osterloh, M., "Firm Governance and the Role of Top Management", paper presented at the EURAM conference, Ljubljana (Slovenia), May 14-17, 2008.

CONVENORSHIPS

Scherer, A. G. / Palazzo, G. / Matten D. (workshop convenors), "The Business Firm as a Political Actor", sub-theme proposal accepted for the 25rd EGOS Colloquium 2009, Barcelona (Spain), July, 2009.

Palazzo, G. / **Scherer, A. G.** / Siegel, D. S. coordinated the PDW Workshop "Thinking about New Ideas and Topics: SIM&ONE Research Roundtables", at the 2008 Annual Meeting of the Academy of Management (SIM&ONE division), Anaheim (USA), August 10, 2008.

Scherer, A. G. / Siegel, D. S. coordinated a PDW Workshop with Marta Calas, Linda Smircich, Tina Dacin, Steven W. Floyd, K. Michele (Micki) Kacmar, Richard Nielsen, Linda Trevino, Gary Weaver, "Ask the Experts: Publishing SIM&ONE Research in Top Journals", at the 2008 Annual Meeting of the Academy of Management (SIM&ONE division), Anaheim (USA), August 10, 2008.

Scherer, A. G. / Siegel, D. S. coordinated a PDW Workshop with Frank de Bakker, Tima Bansal, Petra Christmann, Andrew Crane, John Hassard, Pursey Heugens, Brian Husted, Campbell Jones, Joshua Margolis, Alfred Markus, Dirk Matten, Abby McWilliams, Richard Nielsen, Guido Palazzo, Kathleen Rehbein Georges Romme, Deborah E. Rupp, Lori Ryan, Marshall Schminke, Susan Schneider, Dough Schuler, Paul Shrivastava, Ann Terlaak, Linda Trevino, "Manuscript Development Workshop: SIM&ONE Research Mentoring", at the 2008 Annual Meeting of the Academy of Management (SIM&ONE division), Anaheim (USA), August 10, 2008.

Scherer, A. G. organized the 2008 Annual Meeting of the WK Wiss (Kommission Wissenschaftstheorie im Verband der Hochschullehrer für BWL, Chair: Andreas Georg Scherer), Theme of the Workshop: "Methods in Business Adminstration", University of Zurich, Zurich (Switzerland), March 13-14, 2008.



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Scherer, A. G. / Sharfman, M. P. coordinated a PDW Workshop with Andrew Crane, John Jermier, John Hassard, Dirk Matten, Hans Van Oosterhout, Guido Palazzo, Scott Reynolds, Georges Romme, Deborah Rupp, Lori Ryan, Donald Siegel, Susan Schneider, Chamu Sundaramurthy, N.N., "Learn from Experts about Publishing Social Issues Research in Top General Management Journals", at the 2007 Annual Meeting of the Academy of Management (SIM division), Philadelphia (USA), August 5, 2007.

Palazzo, G. / **Scherer, A. G.** / Weaver, G. R. / Matten D. (workshop convenors), "Slippery Dance Floors: The Changing Role and Responsibility of Business in a Global Society", sub-theme convenors at the 23rd EGOS Colloquium 2007, Vienna (Austria), July 5-7, 2007.

STUDENT RESEARCH PAPERS

SEMESTER PAPERS, CHAIR OF PROF. DR. MARGIT OSTERLOH

Selection:

- Alexander, Stephan, "Der Schutz vor feindlichen Übernahmen und die Managementrekrutierung".
- Dubs, Annina, "Die Deutsche Kammerphilharmonie Bremen - ein Orchester im Eigentum seiner MusikerInnen. Ein Vorbild für Unternehmen?".
- Gmür, Alexandra, "Democratic and Sociocratic Structures in Organizations - A Comparison with a Focus on Top Management".
- Heusser, Stefan, "Victory. Ein Fallbeispiel zu den Entwicklungen im Schweizer Corporate Governance System".
- Kundert, Barbara, "Auf der Suche nach wirksamen Motivationsmassnahmen Wie wirksam sind die gängigen Motivationsmassnahmen, die in Unternehmen eingesetzt werden? Eine Beurteilung an Hand des Motivations-Schemas von Falko Rheinberg".
- Madjdpour, Keyhan, "Basisinnovationen und Börsencrashes: Überblick und Zusammenhänge".
- Müller, Roger, "Vor- und Nachteile von Fonds ohne Benchmark: Am Beispiel von Julius Bär Absolute Return Bond Fund".
- Otonicar, Boris, "Der Einfluss der psychologischen Grundbedürfnisse Autonomie, Kompetenz und soziale Zugehörigkeit auf das OCB-Verhalten".
- Pardo, Rocio, "Psychologische Aspekte der Autonomie".
- Schaub, Roman, "Organizational Citizenship Behaviour und seine motivationalen Grundlagen".
- Siegrist Wolfensberger, Sarah, "Zusammenarbeit in Gruppen - Was trägt die Social Identity Theory in diesem Forschungsgebiet bei?".
- Stieger, Miriam, "Leistungssteigerung durch selbst und partizipativ gesetzte Ziele - Motivation, Kognition oder Mythos?".
- Tagmann, Linda, "Diversität im Verwaltungsrat".

SEMESTER PAPERS, CHAIR OF PROF. DR. ANDREAS GEORG SCHERER

Selection:

- Bachmann, Anita, "Der Einfluss und die Legitimation von Nichtregierungsorganisationen in Bezug auf die Weltrahmenordnung und auf Multinationale Unternehmen am Beispiel der Clean Clothes Campaign".
- Buehler, Sarah, "Eine Diskussion wissenschaftstheoretischer Ansätze zur Überwindung der Dichotomie Objektivismus-Subjektivismus".



- Huwiler, Eva, "Sind CSR-Aktivitäten öffentliche Güter? Eine vergleichende Untersuchung mit Fokus auf globalen öffentlichen Gütern".
- Kurath, Melanie, "Einfluss der Unternehmensmarke auf Arbeitsbedingungen und Aktivitäten der Nichtregierungsorganisationen in der Spielwarenbranche".
- Mariella, Frei, "Religion und Führung. Überlegungen zur Wirkungsweise von Religiosität in der Interaktionstheorie".
- Meyer, Marina, "Trends, Entwicklungen und Qualitätsfaktoren in der Nachhaltigkeitsberichterstattung".
- Portmann, Roman, "Dysfunktionale Effekte performance-basierter Bezahlung in der Werbeagentur unter Beachtung von Reziprozität, Vertrauen und intrinsischer Motivation".
- Steiner, Roman, "Warum reagieren manche Unternehmen auf den Druck der NGOs und manche nicht? Eine Illustration am Beispiel der Schweizer Spielwarenbranche".
- Tomovski, Nadja, "Managementkonflikte in chinesisch-westlichen Joint Ventures. Zum Einfluss von nationaler Kultur und ökonomischer Ideologie".
- Weber, Michael, "Corporate Volunteering bei Schweizer Unternehmen: Eine Bestandesaufnahme".

DIPLOMA AND LICENTIATES' THESES, CHAIR OF PROF. DR. MARGIT OSTERLOH

- Adamantidis, George, "Wissenschaft als Allmende".
- Beyerle, Sabrina, "Klatsch, Vertrauenswürdigkeit und Vertrauen".
- Blum, Karin, "Die Selbstüberschätzungsthese als Erklärung für Akquisitionen".
- Braun, Jürg, "Selektion und Entwicklung von internationalen Key Account Managern".
- Faust, Victoria, "Vergleich einer zirkulären Organisation mit einer Genossenschaft".
- Favini, Nadine, "Soziale Netzwerkanalyse - Eine empirische Analyse der Unternehmensverflechtungen über Verwaltungsratsmandate in der Schweiz".
- Fischer, Eva, "Religion und Volunteering".
- Furger, Pascal, "Verwandte und nicht verwandte Akquisitionen – Aktuelle Erkenntnisse".
- Gafner, Raffael, "Durch Toolkits und Communities zu User Innovationen am Beispiel von Adidas und Nike".
- Getzmann, Andrea, "Einfluss der Corporate Governance auf die Integrität von Unternehmen".
- Hofmann, Markus, "Eigentümerstruktur erfolgreicher Mehr-Generationen-Familienunternehmen in der Schweiz: Daten, Erfahrung und Erkenntnisse".
- Inauen, Emil, "Die Organisationsform der Benediktinerklöster in Bayern, Baden-Württemberg und der Deutschschweiz: Analyse eines erfolgreichen Unternehmensmodells mit Fokus auf Corporate Governance und Lösung der Principal-Agenten-Problematik".
- Kara, Serkan, "Performance & Measurement: Pay without Performance?".
- Küng, Oliver, "Marktanalysen auf der Basis von Patenten".
- Kotrba, Anna, "Ansätze zur Erklärung des Motivation Crowding Effektes".
- Lachenmeier, Lukas, "Netzwerke in Verwaltungsräten: Positive und negative Auswirkungen von Sozialem Kapital".
- Lopez, Manuel, "Der Produktanwender als Quelle für technologische Innovationen: Eine explorative Studie über patentierte Erfindungen in der Medizin".
- Lüssi, Sabina, "Das Top Management in NPOs und in Partnerschaften".



- Lurati, Marco, "Potentiale und Grenzen des 'Lead-User-Konzepts' im Innovationsprozess".
- Mahawattage, Anil, "Trifft ein heterogener Verwaltungsrat bessere Entscheidungen für die Unternehmung?".
- Michlig, Michael, "Erfolgsfaktoren der Einführung einer konkreten Dienstleistungsinnovation im Schweizerischen Gesundheitswesen (am Beispiel der Funktionalität Ärztebesucherplanung auf der Internetplattform 'docbox')".
- Moreira, Ana Maria, "Human Resource Work Practices – Instrumente eines erfolgreichen Motivations managements".
- Ongetta, Nicole, "High Performance Work Practices – Eine mikrofundierte Analyse".
- Pavic, Gabriela, "Outsourcing von Facility Management".
- Pellizzari, Fabio, "Diffusionsprobleme von Digital-TV".
- Randegger, Sabrina, "Anreizkombination und individuelle Performance".
- Rask-Müller, Monika, "Kreativitätsförderung durch kognitive Distanz und Ähnlichkeit".
- Riedener, Melanie, "Macht Werbung glücklich? Zusammenhang zwischen Werbeausgaben und subjektivem Wohlbefinden".
- Rütsche, Nicole, "Topmanagementvergütung vor dem Hintergrund der Prinzipal-Agenten-Theorie".
- Sauer, Harmonie, "Vertrauensschaffung im B2C E-Commerce".
- Schierjott, Christian, "Kann man Wissen kaufen? Pro und Contra von 'Unternehmenseinkäufen' als Innovationsquelle".
- Schrenk, Fabian, "Trust Repair".
- Skrobala, Petra, "Motivation zur Delegation und Partizipation: institutionelle Rahmenbedingungen".
- Strelbel, Ivan, "Die Unabhängigkeit des Verwaltungsrates: Auswirkungen auf die Unternehmens-Performance und Managerlöhne".
- Strub, Pascale, "Die Wirkung von Pay for Performance auf die Arbeitsleistung: eine Metaanalyse ökonomischer und psychologischer Studien".
- Suter, Tomas, "Das Top Management in Familienunternehmen und in Partnerschaften".
- Tresch, Jenny, "Co-determination of employees and shareholders in a corporation".
- Tütsch, Marlies, "Effekte von Private Equity Firmen".
- Vieli, Lukas, "Soziale Identifikation in Sozialen Dilemmata - Ein Vergleich der empirischen Forschung in Psychologie und Ökonomie".
- Volpe, Pietro, "The Change of the Concept of Public Goods in the Literature".

DIPLOMA AND LICENTIATES' THESES, CHAIR OF PROF. DR. ANDREAS GEORG SCHERER

- Frei, Marc, "Organisatorische Umsetzung von Corporate Social Responsibility gegenüber Mitarbeitern".
- Haefliger, Rachel, "Die Analyse von Mikrofinanzierung als Mittel für die nachhaltige Entwicklung von Dritt Weltländern und die effiziente Bekämpfung von Armut im Rahmen der Globalisierung".
- Hartmann, Ada, "The Common Code for the Coffee Community – das Potential des Multistakeholderansatzes zur Überwindung der Kaffeekrise".
- Hillebrandt, Julia, "Ethikmanagement in der Roten Biotechnologie. Eine Analyse der Ethikmanagement-Massnahmen der drei umsatzstärksten amerikanischen Unternehmen der Roten Biotechnologiebranche anhand von Fallstudien".



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- Lindauer, Jessica, "Die Auswirkungen des Socially Responsible Investments auf das Stakeholder-Management am Beispiel des Engagement-Ansatzes".
- Oswald, Christian, "Corporate Volunteering – Kooperationen zwischen gemeinnützigen Organisationen und Wirtschaftsunternehmen".
- Riaño William Andres, Garcia, "Sozial-Audit-System als Tool eines Strategischen Managements: Konzept zur Einbettung von CSR-Initiativen im Strategischen Management".
- Scheibli, Tamara, „Reputation und Reputation Risk Management multinationaler Unternehmen mit besonderer Berücksichtigung von sozialen Reputationsrisiken“.