

# Bachelor & Master Theses

## Information Session

14. April 2026

**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. 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:

**28.04.2026.** by end of day

Decisions sent by 15.05.2026 at the latest

Thesis start:

Earliest 01.07.2026

Typically Aug/Sep 2026

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 in Organizations | Emotions and Moods
  - *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
- Participate in the **Information Session**
- Write the thesis in **English**

# Organization of Thesis

## Application documents:

- **Qualtrics Survey:** [https://uzhwwf.qualtrics.com/jfe/form/SV\\_6sRlr3EKndRemdo](https://uzhwwf.qualtrics.com/jfe/form/SV_6sRlr3EKndRemdo)
- **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, 28.04.2026

# 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. Ryan Miller

## TOPIC 1

### Leader Flaw Disclosure – Qualitative Analysis

**Project Start:** Summer 2026

**Profile:** Bachelor & Master

**Method:** Qualitative

**Availability:** 2

*References:*

*Howe & Menges (2025)*

*Jiang et al., (2023) - HBR*

# Maria Diaz Macias

## TOPIC 1

**Quit Smart or Quit Fast?** Impatience and Strategic Goal Disengagement

**Project Start:** Summer/Fall 2026

**Profile:** Bachelor/Master

**Method:** Quantitative

**Availability:** max. 2

*References: Ratchford & Schnitker (2024); Roberts, Imas & Fishbach (2024)*

## TOPIC 2

**Playing Against Patience:** How Gamified Features Shape Waiting Behavior

**Project Start:** Fall 2026

**Profile:** Bachelor/Master (with an interest in gaming and/or coding)

**Method:** Experimental

**Availability:** max. 2

*References: Evans (2016) → "The economics of free";*

*DeVoe & House (2012)*

## TOPIC 3

**Why People Give Up:** The Role of Impatience in Personal Project Abandonment

**Project Start:** Summer/Fall 2026

**Profile:** Bachelor/Master

**Method:** Qualitative (diary study)

**Availability:** max. 2

*References: Clark, D. (2021) → "Feeling Stuck or Stymied?";*

*Roberts, Imas & Fishbach (2024)*

# Moritz Remund

## TOPIC 1

### The Emotionally Intelligent Interviewee:

How does EI show during a job interview?

**Project Start:** Fall 2026

**Profile:** Master

**Method:** Machine Learning

**Availability:** max 2 students

*References: Audrin & Audrin (2024)*

## TOPIC 2

### Feeling Like Using AI:

How do emotions influence the decision to use AI?

**Project Start:** Fall 2026

**Profile:** Bachelor or Master

**Method:** Diary Study

**Availability:** max 3 students

*References: Lerner et al. (2015)*

## TOPIC 3

### Saving our Autonomy:

How important is human intuition in the age of agentic AI?

**Project Start:** Fall 2026

**Profile:** Bachelor or Master

**Method:** Quantitative

**Availability:** max 2 students

*References: Davies et al. 2021*

# Leon Bach

## TOPIC 1

### Charismatic Visions:

How can a vision of the future inspire employees to follow?

**Project Start:** Fall 2026  
**Profile:** Bachelor/Master  
**Method:** Field Experiment  
**Availability:** 3 students

References: *Carton et al. (2014)*

## TOPIC 2

### Happiness and Performance Booster:

Can Employees learn emotional microskills to feel and do better?

**Project Start:** Fall 2026  
**Profile:** Bachelor/Master  
**Method:** Field Experiment  
**Availability:** 3 students

References: *Illies et al. (2024)*

## TOPIC 3

### A hero journey at work:

Can a hero journey narrative improve work meaningfulness?

**Project Start:** Fall 2026  
**Profile:** Bachelor/Master  
**Method:** Field Experiment  
**Availability:** 3 students

References: *Rogers et al. (2023)*

# 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\\_6sRlr3EKndRemdo](https://uzhwwf.qualtrics.com/jfe/form/SV_6sRlr3EKndRemdo)

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

[moritz.remund@business.uzh.ch](mailto:moritz.remund@business.uzh.ch)

# Questions



Do you have any remaining questions?

# Thank you!

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