



**Universität
Zürich^{UZH}**

Bachelor & Master Theses

Information Session – March 31, 2021

Chair of HRM and Leadership
Department of Business Administration
University of Zurich
Plattenstrasse 14, 8032 Zurich

Agenda

1. Presentation of the Chair of “Human Resources and Leadership”
2. The scientific process
3. Organization of the BA-/MA-Thesis
4. Presentation of supervised research ideas
5. Contact



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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



Dr. Nicolas Bastardoz



Leonie Hentrup



Vera Hampel



Florence Bernays



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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



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Organisation of Thesis

Deadline to apply:

April 16

- Start as early as 1st July (ideally September)
- Targeted for a graduation in May or July 2022.

See for more information on the deadline:

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



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Organisation of Thesis

Basic requirements:

- **Follow classes given by our Chair of Human Resources and Leadership**
 - Bachelor: OB & HRM & Emotions and Moods seminar
 - Master: Leadership & Leadership research seminar
- Participate in the **Information session**
- Write the thesis in **English**



Organisation of Thesis

To apply, please send the following files...

1. **Cover letter:** Explain your motivation and the topics you would be interested to pursue (possible to have more than one; if so, rank order them clearly)
2. **Transcript of University grades**
3. **CV**

...by email to nicolas.bastardoz@business.uzh.ch



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Organisation of Thesis

1. We will review applications within 15 days after the deadline. Selected candidates will be assigned to one adviser.
2. Once “teams” are formed, selected candidates will contact their adviser to organize a meeting in order to discuss the general direction of their thesis.
3. 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:
 - I. If the report is approved, the candidate can proceed.
 - II. If the report is not accepted, the candidate will have 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



Organisation 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 a lot more (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:

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

Beware of plagiarism: Reference the origin of your work



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Prof. Lauren Howe

What are people's mindsets about the skills needed for the future of work, and what role does gender play in mindsets about skills and re-skilling/up-skilling?

References: Schumann, Zaki, & Dweck (2014); Lee (2018)

How does a CEO expressing concern about the human impact of a crisis affect share prices during a crisis?

References: Gittel, Cameron, Lim, & Rivas (2006); Taberner et al. (2009)

Are leaders who disclose stigmatized attributes with humor perceived as more effective?

References: Bitterly, Brooks, & Schweizer (2017); Gibson, Harari, & Marr (2018)



Leonie Hentrup

Emotions and technology adoption: Does the experience of awe facilitate change and technology adoption?

References: Lu, Papagiannidis, & Alamanos (2019), Alexander, Blinder, & Zak (2018), Keltner & Haidt (2003)

Leadership in context: Investigating the effect of music on leader charisma perceptions

References: Jacquart & Antonakis (2015), Pillai & Meindl (1998), Shamir & Howell (1999)



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Vera Hampel

Rebooting what we know about emotional intelligence: A citation context analysis.

Reference: Anderson & Lemken, 2020.

Measuring emotional intelligence with machine learning – a word processing analysis.

Reference: Wei, Wang, Han & Wang, 2020; Menon & Rahulnath, 2016.



Florence Bernays

Taking a follower-centric approach: Are charismatic attribution processes associated with cognitive decrements in followers of charismatic leaders?

Reference: Antonakis, Bastardo, Jacquart & Shamir (2016); Schjoedt, Stødkilde-Jørgensen, Geertz, Lund & Roepstorff (2011)



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Contact

You will find all relevant information (including this presentation and our email addresses) on our website:

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

Should you have any question, please do not hesitate to contact me:

nicolas.bastardo@business.uzh.ch



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