

## RESEARCH ESSAY

### Tasks for Course: DLMSIHRM01\_E – Seminar: International Human Resource Management

#### CONTENT

<b>1. Tasks .....</b>	<b>2</b>
1.1 Task 1: Organizational Diversity Programs Across Cultures.....	2
1.2 Task 2: Comparative International Human Resource Management:.....	3
1.3 Task 3: Work Values Preferences of Generations .....	4
<b>2. Additional information for the evaluation of the Research Essay.....</b>	<b>4</b>
<b>3. Tutorial Support .....</b>	<b>4</b>

## 1. TASKS

There are different subject areas to choose from. Please choose one of the subject areas first. For the concrete selection of your essay topic, you have two possibilities:

- You decide on one of the already given questions or
- You formulate a question yourself within the subject area which you would like to work on in your research essay. In this case, please consider that the question must be agreed upon in advance with the tutor and approved by them. The independent delimitation and formulation of a question represents a good preparation and exercise, especially regarding the later thesis.

Introductory literature references are given for each of the subject areas, which can serve as a starting point. It is expected that further literature sources will be researched and incorporated into the research essay. It should be noted that the theoretical approach and the related literature research are the main focus of the research essay.

### 1.1 Task 1: Organizational Diversity Programs Across Cultures

Peretz, H., Levi, A., & Fried, Y. (2015). Organizational diversity programs across cultures: effects on absenteeism, turnover, performance and innovation. *The International Journal of Human Resource Management*, 26(6), 875–903. <https://doi.org/10.1080/09585192.2014.991344>

Sippola, A., & Smale, A. (2007). The global integration of diversity management: a longitudinal case study. *The International Journal of Human Resource Management*, 18(11), 1895–1916. <https://doi.org/10.1080/09585190701638101>

#### Possible questions for the research essay:

Please select only **one** of the proposed questions.

- What is the focus of diversity and inclusion programs of companies in Germany\* and what are the effects for the employer brand?
- What is the focus of diversity and inclusion programs of companies in the USA\* and what are their benefits for the business success of the company?
- What is the focus of diversity and inclusion programs of companies in India\* and what are the main reasons that motivate those programs?
- What is the focus of diversity and inclusion programs of companies in the UK\* and what are their effects on employee performance?
- What is the focus of diversity and inclusion programs of companies in the Spain\* and what are their effects on innovativeness?

\* You are welcome to choose another country, but please only focus on **one** country. Also, make sure you have valuable and scholarly/academic sources on which you base the discussion on your chosen country.

### 1.2 Task 2: Comparative International Human Resource Management:

Al Ariss, A., & Sidani, Y. (2016). Comparative international human resource management: Future research directions. *Human Resource Management Review*, 26(4), 352–358. <https://doi.org/10.1016/j.hrmr.2016.04.007>

Mayrhofer, W., Farndale, E., & Brewster, C. (2018). *Handbook of research on comparative human resource management* (2nd ed.). Edward Elgar Publishing.

#### Possible questions for the research essay:

Please select only **one** of the proposed questions.

*Please note: Comparative International HR Management is largely concerned with the questions how and to what extent Human Resource Management practices differ across countries. If you wish, you can choose two specific countries ( e.g., Germany and USA) for a comparison.*

- Comparing Talent Management: why and to what extent are there differences in Talent Management practices across countries?
- Comparing Diversity-Management across Borders: why and to what extent are there differences in Managing Diversity across countries?
- Comparing Motivation and Engagement Practices: why and to what extent are there differences in Motivation and Engagement Practices across countries?
- Comparing Recruitment Practices across Borders: why and to what extent are there differences in Recruiting Practices across countries?
- Comparing Diversity and Inclusion Issues across Borders: why and to what extent are there differences in Diversity and Inclusion Issues across countries?

### 1.3 Task 3: Work Values Preferences of Generations

Benson, J., & Brown, M. (2011). Generations at work: are there differences and do they matter? *The International Journal of Human Resource Management*, 22(9), 1843–1865. <https://doi.org/10.1080/09585192.2011.573966>

Cox, A., Hannif, Z., & Rowley, C. (2014). Leadership styles and generational effects: examples of US companies in Vietnam. *The International Journal of Human Resource Management*, 25(1), 1–22. <https://doi.org/10.1080/09585192.2013.778311>

#### Possible questions for the research essay:

Please select only **one** of the proposed questions.

- What are the work values of Generation Z in China\* and what are the effects on recruiting candidates from Generation Y?
- What are the work values of Generation Z in the USA\* and what are the effects on retaining them?
- What are the work values of Generation Z in India\* and what are the effects on motivation and job satisfaction?
- What are the differences between Generation Z and the Baby Boomer Generation in the UK and what are the effects of work commitment and engagement?
- How to effectively lead, motivate and retain Generation Z in Germany\*?

\* You are welcome to choose another country, but please only focus on **one** country. Also, make sure you have valuable and scholarly/academic sources on which you base the discussion on your chosen country.

## 2. ADDITIONAL INFORMATION FOR THE EVALUATION OF THE RESEARCH ESSAY

When conceptualizing and writing the written assignment, the evaluation criteria and explanations given in the writing guidelines should be considered.

## 3. TUTORIAL SUPPORT

In this written assignment task, several support channels are open; as the student, it is your responsibility to select your preferred support channel. The tutor is available for technical consultations and for formal and general questions regarding the procedure for processing the research essay. However, the tutor is not required to approve outlines or parts of texts and drafts. Independent preparation is part of the examination work and is included in the overall evaluation. However, general editing tips and instructions are given in order to help you get started with the written assignment.