

Topic Area	Future Challenges in Human Resource Management
Overview	<p>Digitalization and COVID-19 led to a major shift on how we actually work and will work in the future. The suggested topics are intended to shed light on future challenges in Human Resources Management. These topics will be supervised by Professor Stock-Homburg. The thesis should be written in English language. The topics are highly relevant for business and research. Thus, excellent work could be submitted to an international conference or journal.</p>
Specific Topics	<ul style="list-style-type: none"> ▪ AI-based HR recruiting – Challenges, Threats, and State of the Art ▪ AI-supported leadership – myth or pathway for future HR? ▪ Implicit followership – How our ideals affect the way we work ▪ Home office in the manufacturing area ▪ HR training for a digital work force: An overview of current training approaches ▪ Everytime from everywhere – Work scenarios after the COVID-19 crisis? ▪ Digital Readiness of Employees – Drivers and performance implications ▪ Virtual teams – State of the Art and Future Perspectives ▪ Ethical aspects of the placement of social robots at the workplace
Basic Literature	<ul style="list-style-type: none"> ▪ Holthaus, C., Park, Y. K., & Stock-Homburg, R. (2015). People Analytics und Datenschutz–Ein Widerspruch?. <i>Datenschutz und Datensicherheit</i>, 39(10), 676-681. ▪ Nifadkar, S. S., Wu, W., & Gu, Q. (2019). Supervisors’ work-related and nonwork information sharing: Integrating research on information sharing, information seeking, and trust using self-disclosure theory. <i>Personnel Psychology</i>, 72(2), 241-269. ▪ Reinke, K., Bieling, G., & Stock-Homburg, R. (2016). Mobile IKT-Nutzung im Arbeits- und Privatleben – Stressfaktor oder förderlich für die Life Balance?. <i>Wirtschaftspsychologie</i>, 2, 15-24. ▪ Schneider, K., Reinke, K., Gerlach, G., Anderson, C., Wojtek, S., Neitzel, S., Dwarakanath, R., Boehnstedt, D., & Stock, R. (2017). Aligning ICT-enabled Availability and Individual Availability Preferences: Design and Evaluation of Availability Management Applications. <i>International Conference on Information Systems 2017, Seoul, South Korea</i>. ▪ Stock-Homburg, R. (2008). Die Rolle des marktorientierten Personalmanagements im Rahmen der Umsetzung marktorientierter Strategien: Eine empirische Untersuchung. <i>Zeitschrift für betriebswirtschaftliche Forschung (zfbf)</i>, 60(3), 124-152.

	<ul style="list-style-type: none"> ▪ Stock-Homburg, R., Herrmann, L., & Bieling, G. (2009). Erfolgsrelevanz des Personalmanagements – Ein Überblick über 17 Jahre empirische Forschung, <i>Die Unternehmung (DU)</i>, 63, 1, 8-74. ▪ Stock, R., Merkle, M., Eidens, D., Hannig, M., Heineck, P., Nguyen, M. A., & Völker, J. (2019). When Robots Enter Our Workplace: Understanding Employee Trust in Assistive Robots. <i>Fortieth International Conference on Information Systems, Munich</i>. ▪ Stock-Homburg, R., & Hannig, M. (2020). Is There a Privacy Paradox in the Workplace?. <i>Forty-First International Conference on Information Systems, India</i>. ▪ Stock-Homburg, R., Hannig, M., & Lilienthal, L. (2020). Conversational Flow in Human-Robot Interactions at the Workplace: Comparing Humanoid and Android Robots. <i>International Conference on Social Robotics (ICSR)</i>, 578-589. ▪ Stock-Homburg, R., & Holthaus, C. (2019). CHOIVACY – Ein mehrdimensionaler Ansatz zur Bewertung des Privacy-Managements von Unternehmen. <i>Datenschutz und Datensicherheit</i>, 43(1), 35-40.
<p>Additional Information</p>	<p>Prerequisites: Sufficient scientific and methodological knowledge Kind of thesis: bachelor thesis, study or master thesis Start: as soon as possible Publication options: Excellent works could be submitted as international conference or journal paper or to the working paper series on Market-oriented Management of the chair of Marketing and HRM.</p>
<p>Contact</p>	<p>Please contact M.Sc. Katharina Staab (katharina.staab@bwl.tu-darmstadt.de) with your CV and transcript of records, and indicate the specific topic you are interested in.</p>