

Univ.-Prof. Dr. Gregory Jackson

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### **Important Information:**

Please see the webpages below for important dates and additional information.

#### **1. Diplomarbeiten:**

<http://www.wiwiss.fu-berlin.de/institute/management/jackson/lehre/diplom/diplomarbeit/index.html>

#### **2. Bachelorarbeiten**

<http://www.wiwiss.fu-berlin.de/studium-lehre/bachelor/Bachelorarbeit.html>

#### **3. Masterarbeiten**

<http://www.wiwiss.fu-berlin.de/studium-lehre/master/Masterarbeit.html>

### **Some Suggested Topic Areas for Bachelors, Masters, or Diplom, Summer 2013:**

Dissertations may be written in either English or German. The attached list outlines some suggested topic areas that fall within our research areas. These topics are suggestions for your consideration, and the selected literature is intended to provide some sense of recent debates and social science contributions in these areas. More generally, proposals dealing with cross-national comparison are very welcome, as is research related to international HRM. Students are welcome to suggest other topics, so please share your ideas related to the broad area of 'Personalpolitik'.

When considering a topic for your work (BSc, MSc or Diplom), students need to develop a clearly formulated research question. For example, "the link between CEO pay and performance" listed below is an issue, but it is up to you to define a research question (e.g. "do German firms adopting stock options as a form of CEO pay perform better than those who do not?"). Next, students should consider and indicate the main research methods to be utilized in answering this question (e.g. an analytical literature review, meta-analysis of past empirical results, original empirical research based on a case study, interviews, comparative analysis, or quantitative methods). Related to methods, students need to consider the availability regarding potential sources of data or how to approach the collection of original data. Please carefully consider the logistics involved, such as time constraints, issues of getting access to practitioners, and so on.

**1. Firm-specific human capital and theories of the firm**

Aoki, M. and G. Jackson (2008). "Understanding an emergent diversity of corporate governance and organizational architecture: an essentiality-based analysis." Industrial and Corporate Change **17**(1): 1-27.

Blair, M. M. (1999). Firm-Specific Human Capital and Theories of the Firm. Employees and Corporate Governance. M. M. Blair and M. J. Roe. Washington, DC, Brookings Institution: 58-90.

Parkinson, J. (2003). "Models of the Company and the Employment Relationship." British Journal of Industrial Relations **41**(3): 481-509.

**2. Strategic complementarities and 'bundles' of HR (human resource) practices**

Milgrom, P. R. and J. Roberts (1995). "Complementarities, Industrial Strategy, Structure, and Change in Manufacturing." Journal of Accounting and Economics **19**: 179-208.

Stavrou, E.T. and Brewster, C., (2005) "The Configurational Approach To Linking Strategic Human Resource Management Bundles With Business Performance: Myth Or Reality?" Management Revue **16** (2): 186-201

Wood, G.T., Croucher, C., Brewster, C., Collings, G.C. and Brooks, M. (2009) "Varieties of Firm: complementarity and bounded diversity." Journal of Economic Issues, **43**(1): 237-259.

**3. Institutional change and German industrial relations**

Rubery, J., G. Bosch, et al. (2008). "Surviving the EU? The future for national employment models in Europe." Industrial Relations Journal **39**(6): 488-509.

Streeck, W. (2009). Re-Forming Capitalism: Institutional Change in the German Political Economy. Oxford, Oxford University Press.

Visser, J. (2007). "Trade Union Decline and What Next. Is Germany a Special Case?" Industrielle Beziehungen **14**(2): 97-117.

**4. Employment relations in China**

Cooke, Fang Lee. 2011. Employment Relations in China. In *International and Comparative Employment Relations*, edited by Greg J. Bamber et al. London: Sage Publications: 307-329.

Wang, Kan (2008) A changing arena of industrial relations in China: What is happening after 1978, Employee Relations **30**(2): 190-216.

Zhu, Ying and Warner, Malcolm (2005) 'Changing Chinese employment relations since WTO accession' *Personnel Review* 34/3: 354-369

## **5. The impact of multi-national corporations on national employment relations systems**

Almond, Phil and Ferner, Anthony (eds) (2006) *American multinationals in Europe: managing employment relations across national borders*, Oxford: Oxford University Press.

Edwards, Tony. 2011. The Transfer of Employment Practices across Borders in Multinational Companies. In *International Human Resource Management*, edited by Anne-Wil Harzing and Ashly Pinnington. London: Sage Publications: 267-282.

Pudelko, M. and Harzing, A.-W. (2007), Country-of-origin, localization, or dominance effect? An empirical investigation of HRM practices in foreign subsidiaries, *Human Resource Management*, 46(4): 535–559.

## Creative Economies

### **6. Organizing Creativity**

Lingo, E. L. & O'Mahony, S. 2010. 'Nexus Work: Brokerage on Creative Projects.' *Administrative Science Quarterly*, 55:1, 47-81.

Sosa, M. E. 2011. 'Where Do Creative Interactions Come From? The Role of Tie Content and Social Networks.' *Organization Science*, 22:1, 1-21.

George, J. M. 2007. 'Creativity in organizations.' In J. P. Walsh & A. P. Brief (Eds.) *The Academy of Management Annals*: Ch. 9: 437-77.

Woodman, R. W., Sawyer, J. E. & Griffin, R. W. 1993. 'Toward a Theory of Organizational Creativity' *Academy of Management Review*, 18:2, 293-321.

### **7. Work in creative or cultural industries**

Peterson, R. A. & Anand, N. 2004. 'The production of culture perspective.' *Annual Review of Sociology*, 30, 311-34.

Fleming, L., Mingo, S. & Chen, D. 2007. 'Collaborative Brokerage, Generative Creativity, and Creative Success.' *Administrative Science Quarterly*, 52:3, 443-75.

O'Mahoney, S. & Bechky, B. A. 2006. 'Stretchwork: Managing the career progression paradox in external labor markets.' *Academy of Management Journal*, 49:5, 918-41.

Roy, W. G. & Dowd, T. J. 2010. 'What Is Sociological about Music?' *Annual Review of Sociology*, 36:1, 183-203.

Lange, B. & Burkner, H. J. 2010. 'Creation of value in creative industries. The case of electronic club music.' *Zeitschrift Fur Wirtschaftsgeographie*, 54:1, 46-68.

## **8. Copyright, Control and Exploitation in Creative Contexts**

Goel, S., Miesing, P. & Chandra, U. 2010. 'The Impact of Illegal Peer-to-Peer File Sharing on the Media Industry.' *California Management Review*, 52:3.

Mattsson, J. T., Peltoniemi, M. & Parvinen, P. M. T. 2010. 'Genre-deviating artist entry: the role of authenticity and fuzziness.' *Management Decision*, 48:9, 1355-64.

Dowd, T. 2004. 'Concentration and Diversity Revisited. Production Logics and the U.S. Mainstream Recording Market, 1940-1990.' *Social Forces*, 82, 1411-55.

Ordanani, A., Rubera, G. & Sala, M. 2008. 'Integrating functional knowledge and embedding learning in new product launches: How project forms helped EMI Music.' *Long Range Planning*, 41:1, 17-32.

## Corporate Governance

### **9. Diffusion and effectiveness of corporate governance codes around the world**

Aguilera, R. V. and A. Cuervo-Cazurra (2004). "Codes of Good Governance Worldwide: What is the trigger?" *Organization Studies* **25**(3): 415-444.

MacNeil, I. and X. Li (2006). "'Comply or Explain': market discipline and non-compliance with the Combined Code." *Corporate Governance: An International Review* **14**(5): 486-496.

Werder, A. V., T. Talaulicar, et al. (2005). "Compliance with the German Corporate Governance Code: an empirical analysis of the compliance statements by German listed companies." *Corporate Governance: An International Review* **13**(2): 178-187.

### **10. Time horizons, short-termism, and corporate governance**

Laverty, K. J. (1996). "Economic Short-Termism": The Debate, the Unresolved Issues, and the Implications for Management Practice and Research." *The Academy of Management Review* **21**(3): 825-860.

Laverty, K. J. (2004). "Managerial myopia or systemic short-termism?" *Management Decision* **42**(8): 949-962.

Marginson, D. and L. McAulay (2008). "Exploring the debate on short-termism: a theoretical and empirical analysis." *Strategic Management Journal* **29**(3): 273.

### **11. Changing Forms of Executive Pay in Germany**

Buck, T. W. and A. Shahrin (2005). "The Translation of Corporate Governance Changes Across National Cultures: The Case of Germany." *Journal of International Business Studies* **36**: 42-61.

Fiss, P. C. and E. Zajac (2004). "The Diffusion of Ideas over Contested Terrain: The (Non)adoption of a Shareholder Value Orientation among German Firms." Administrative Science Quarterly **December**(49): 501-534.

Sanders, W. G. and A. C. Tuschke (2006). "The Adoption of Institutionally Contested Organizational Practices: The Emergence of Stock Option Pay in Germany." Academy of Management Journal **50**(1): 33-56.

## **12. Governance Roles of Accounting and Gatekeepers**

Coffee, J. C. (2006) *Gatekeepers : the professions and corporate governance*. Oxford ; New York: Oxford University Press.

Carberry, E. J. & King, B.G. (2012) Defensive Practice Adoption in the Face of Organizational Stigma: Impression Management and the Diffusion of Stock Option Expensing. Journal of Management Studies, forthcoming

Vollmer, H., Mennicken, A. & Preda, A. (2009) Tracking the numbers: Across accounting and finance, organizations and markets. Accounting, Organizations & Society **34**: 619-637.

## Corporate Social Responsibility

### **13. Gender Equality and Women in the Board of Directors**

Adams, R.B., and D.Ferreira. 2009. Women in the boardroom and their impact on governance and performance. Journal of Financial Economics **94** (2): 291-309.

Brammer, S., A.Millington, and S.Pavelin. (2009). Corporate Reputation and Women on the Board. British Journal of Management **20** (1): 17-29.

Grosvold, J. and S.Brammer. (2011). National Institutional Systems as Antecedents of Female Board Representation: An Empirical Study. Corporate Governance: An International Review **19** (2): 116-135.

Seierstad, C. and T.Opsahl. (2011). For the few not the many? The effects of affirmative action on presence, prominence, and social capital of women directors in Norway. Scandinavian Journal of Management **27** (1): 44-54.

Terjesen, S., R.Sealy, and V.Singh. (2009). Women Directors on Corporate Boards: A Review and Research Agenda. Corporate Governance: An International Review **17** (3): 320-337.

#### **14. The relationship between corporate social responsibility and institutional diversity in European business systems or 'varieties of capitalism'**

Campbell, J. L. (2007). "Why would corporations behave in socially responsible ways? An institutional theory of corporate social responsibility." Academy of Management Review **32**(3): 946-967.

Gjoberg, M. (2009). "The Origin of Corporate Social Responsibility: Global Forces or National Legacies?" Socio-Economic Review **7**(4): 605-637.

Jackson, G. and A. Apostolakou (2010). "Corporate Social Responsibility in Western Europe: An Institutional Mirror or Substitute?" Journal of Business Ethics on-line advanced publication.

#### **15. Strategic perspectives on corporate social responsibility**

Barnett, M.L. (2007). Stakeholder influence capacity and the variability of financial returns to corporate social responsibility. *Academy of Management Review*, **32**(3): 794–816.

Orlitzky, M., F.L. Schmidt, S. L. Rynes. (2003). Corporate social and financial performance: A metaanalysis. *Organization Studies*. **24**(3): 403-441.

Vogel, D. (2006). The Market for Virtue. Washington DC, Brookings Institute.

#### **16. The influence of irresponsible business practices on corporate reputation**

Griffin, J.J., J.F. Mahon. 1997. The corporate social performance and corporate financial performance debate: Twenty-five years of incomparable research. *Business and Society*. **36**(1) 5-31.

Mattingly, J.E., S.L. Berman. 2006. Measurement of corporate social action: Discovering taxonomy in the Kinder Lydenburg Domini ratings data. *Business and Society*, **45**(1): 20-46.

Strike, V.M., J. Gao, P. Bansal. 2006. Being good while being bad: Social responsibility and the international diversification of US firms. *Journal of International Business Studies*, **37**(6): 850-862.

#### **17. International Labor Standards as CSR Policy**

Jiang, G. 2009. "Implementing supplier codes of conduct in global supply chains: process explanations from theoretic and empirical perspectives," *Journal of Business Ethics*, **85**, 77–92.

Locke, R., Fei Qin, Alberto Brause. 2007. "Does Monitoring Improve Labor Standards? Lessons from Nike," *Industrial and Labor Relations Review*, Volume 61, Issue 1 (October), p.3-31

Locke, R., M. Amengual, A.Mangla. 2009. "Virtue out of Necessity? Compliance, Commitment, and the Improvement of Labor Conditions in Global Supply Chains," *Politics & Society*, 37(3), 319-351.

### **18. Corporate Misconduct and Reputation Management**

Carberry, Edward J. & King, Brayden G. (2012). Defensive Practice Adoption in the Face of Organizational Stigma: Impression Management and the Diffusion of Stock Option Expensing. *Journal of Management Studies*, no-no.

Greve, Henrich R., Palmer, Donald & Pozner, Jo-Ellen (2010). Organizations Gone Wild: The Causes, Processes, and Consequences of Organizational Misconduct. *The Academy of Management Annals*, 4(1), 53-107.

Jonsson, Stefan, Greve, Henrich R. & Fujiwara-Greve, Takako (2009). Undeserved Loss: The Spread of Legitimacy Loss to