

Univ.-Prof. Dr. Gregory Jackson

Important Information:

Please see the webpage of LS Jackson and the links 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 2011:

Dissertations may be written in either English or German. The attached list outlines some suggested topic areas that fall within the research areas of the Chair. 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. Line manager involvement in HRM

Larsen, H.H. and Brewster, C. (2003) Line management responsibility for HRM: what is happening in Europe? Employee Relations **25**(3): 228-244.

McGovern, P., Gratton, L., Hope-Hailey, V., Stiles, P. and Truss, C. (1997), Human resource management on the line? Human Resource Management Journal **7**(4): 12–29.

Purcell, J. and Hutchinson, S. (2007) Front-line managers as agents in the HRM-performance causal chain: theory, analysis and evidence, *Human Resource Management Journal* 17(1): 3–20.

Renwick, D. (2003) Line manager involvement in HRM: an inside view, *Employee Relations* 25(3): 262-280.

5. Balancing the various roles of the HR manager

Caldwell, R. (2001) Champions, adaptors, consultants and synergists: the new change agents in HRM, *Human Resource Management Journal* 11(3): 39-52.

Francis, H. and Keegan, A. (2006) The changing face of HRM: in search of balance, *Human Resource Management Journal* 16(3): 231-249.

Kochan, T. (2007) Chapter 29: Social Legitimacy of the HRM Profession, A US Perspective, in *The Oxford Handbook of Human Resource Management*, edited by Boxall, P., Purcell, J., & Wright, P., Oxford: Oxford University Press.

6. Employment relations in Asia

Frenkel, S. And Kuruvilla, S (2002) “Logics Of Action, Globalization, And Changing Employment Relations In China, India, Malaysia, And The Philippines” *Industrial & Labor Relations Review* 55 (3):387-412.

Jung, E-H & Cheon, B-Y. (2006) ‘Economic crisis and changes in employment relations in Japan and Korea’, *Asian Survey*, 46(3): 457-476.

Kuruvilla, Sarosh, Subesh Das, Hyunji Kwon, and Soonwon Kwon. 2002. Trade Union Growth and Decline in Asia. *British Journal of Industrial Relations* 40 (3): 431-461.

7. Employment relations in China

Shen, Jie (2006) ‘An Analysis of Changing Industrial Relations in China’. *International Journal of Comparative Labour Law & Industrial Relations*, 22/3: 347-368.

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

8. 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.

Morgan, Glenn and Kristensen, Peer Hull (2006) The contested space of multinationals: Varieties of institutionalism, varieties of capitalism, *Human Relations* 59(11): 1467-1490.

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.

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, myopia 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. The link between CEO pay and performance

Bebchuk, L. and J. Fried (2003). "Executive Compensation as an Agency Problem." *Journal of Economic Perspectives* 17: 71-92.

David, P., Kochhar R., et al. (1998). "The effects of institutional investors on level and mix of CEO compensation." *Academy of Management Journal* 41: 200-208.

Kaplan, S. N. (2008). "Are U.S. CEOs Overpaid?" *Academy of Management Perspectives* May: 5-20.

12. Changing Forms of Executive Pay in Germany

Buck, T. W. and A. Shahrim (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.

Corporate Social Responsibility

13. 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.

14. 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.

15. 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.

16. 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.