

DOCTORAL RESEARCH SEMINAR IN HUMAN RESOURCE MANAGEMENT FS23

I. ORGANIZATION

Schedule of classes

The doctoral research seminar will take place on 24th of March 2023.

Venue

24th of March 2023: room 214, Inseliquai 10 (University of Lucerne)

Assignments

1. **Preparation:** Each PhD candidate will have the opportunity to submit one of the following:
 - a. a draft paper for the selected conference or the selected journal. PhD candidates need to investigate potential target conferences and journals beforehand.
 - b. a draft paper for the dissertation
 - c. a PowerPoint presentation or a draft paper with idea(s) for a dissertation paperAll participants will submit their draft paper by a deadline date of **March 13** to Anja Feierabend (anja.feierabend@unilu.ch), who will forward them to all participants. The submitted draft should indicate the conference or journal selected as a target for the paper.
2. **Presentation and discussion:** PhD candidates will present their submitted papers in the plenary meeting on March 24. Additionally, some participants will play the role of the discussants. The discussants' presentations should be structured approximately as follows: Begin with a summary to acknowledge the major contributions of the work and then identify areas of weakness and suggestions for how to improve the paper (e.g., ideas for reorganizing the main ideas, suggestions about needs to be explained more fully or developed further, and identify potential practical implications). Each discussant will give the presenter a brief written document that summarizes these feedback comments, for use during the revision process. For each paper, 20 minutes will be available for the speaker, 10 minutes will be available for the discussant, and 30 minutes will be reserved for questions from the audience.
3. **Review:** PhD candidates, who would like to have ETCS points for the seminar, will submit a journal analysis for their paper to Anja Feierabend (anja.feierabend@unilu.ch) till 7th of April.

Organisation

If you have any questions, please get in touch with Anja Feierabend (email: anja.feierabend@unilu.ch)

II. PROGRAM

Thursday, 23th of March, 2023

18:00 *Dinner all together*

Friday, 24th of March, 2023

09:00 – 09:15 Welcome

09:15 – 10:15 Marina Pletscher “Value of Employee Voice: The impact of bottom-up communication on organizational innovation and the moderating role of communication training for managers.

Discussant: Anja Feierabend

Notes: Manuela Morf

10:15 – 10:30 *Coffee Break*

10:30 – 11:30 Claudio Zihlmann “Swiss Political Militia System – first survey: Focus on compatibility with work”

Discussant: Lea Rutishauser

Notes: Martina Morard

11:30 – 12:30 Delia Meyer “Networking Behavior as a Mediator of the Relationship between Leader-Member Exchange and Career Sustainability: A Longitudinal Study?”

Discussant: Anastasia Sapegina

Notes: Claudio Zihlmann

12:30 – 14.00 *Lunch all together*

14:00 – 15:00 Martina Morard “Take the chance: The effect of psychological safety on interrater-reliability”

Discussant: Manuela Morf

Notes: Lea Rutishauser

15.00 – 15.15 *Coffee Break*

15:15 – 16:15 Lena Schneider “Staying Employable while getting close(r) to retirement: The importance of job autonomy for the use of action regulation strategies”

Discussant: Delia Meyer

Notes: Anja Feierabend