

## DOCTORAL RESEARCH SEMINAR IN HUMAN RESOURCE MANAGEMENT FS24

---

### I. ORGANIZATION

---

#### *Schedule*

May 23 – Plenary Session, Room: 214, Inseli

May 24 – Individual Feedback Sessions, Room: 4.B51, Unilu  
University of Lucerne

#### *Assignments*

1. **Preparation:** Each Ph.D. candidate will have the opportunity to submit one of the following:
  - a. a draft paper for the selected conference or the selected journal. Ph.D. 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 paper

All participants will submit their draft papers by **May 03** to Anastasia Sapegina ([anastasia.sapegina@unilu.ch](mailto:anastasia.sapegina@unilu.ch)), who will forward the documents to all participants. The draft should indicate the conference or journal selected as a target for the paper.

2. **Presentation and discussion:** Ph.D. candidates will present their submitted papers in the plenary meeting on May 23. The paper will also be discussed by a discussant, a role that will be taken over by some of the participants. We recommend discussants to structure their presentation 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 their paper, recommendations about what needs to be explained more fully or developed further and identify potential practical implications). Each discussant will provide the presenter with a brief written document summarizing these feedback comments for a potential revision. After this, there will be a plenary question session with all members of the seminar.

For each paper, 20 minutes will be available for the presenter, 10 minutes for the discussant, and 30 minutes for questions from the audience.

3. **Face-to-face feedback:** On May 24, each participant will be scheduled to meet for 45 minutes with Adam Smale to receive individualized feedback.

## Organization

If you have any questions, please get in touch with Anastasia Sapegina ([anastasia.sapegina@unilu.ch](mailto:anastasia.sapegina@unilu.ch))

---

## II. PROGRAM: PLENARY SESSION, ROOM 214, INSELI

---

**Thursday, May 23, 2024**

09:00 – 09:15	Welcome	
09:15 – 10:15	Martina Morard "Navigating Traditions and Transitions: Unraveling the Impact of Career Orientation and Competitive Psychological Climate on Subjective Career Success in Hierarchical Organizations"	
	Discussant: Marina Pletscher	Notes: Naemi Jacob
10:15 – 10:30	<i>Coffee Break</i>	
10:30 – 11:30	Sarah Kost "Managing Paradoxes in Talent Management Communication: A Qualitative Study"	
	Discussant: Anastasia Sapegina	Notes: Marina Pletscher
11:30 – 12:30	Delia Meyer "Quiet Quitting: How Changing Attitudes Toward Work Shape Employees' Creative Behavior"	
	Discussant: Anja Feierabend	Notes: Martina Morard
12:30 – 13:45	<i>Lunch all together at <a href="#">Le Piaf</a></i>	
13:45 – 14:45	Naemi Jacob "Talent Identification – A Quantitative Investigation of Antecedents and Consequences"	
	Discussant: Manuela Morf	Notes: Delia Meyer
14:45 – 15:45	Claudio Zihlmann "Community Organization and the Influence on Recruiting Problems for Municipal Councils"	
	Discussant: Anna Sender	Notes: Sarah Kost
15:45 – 16:00	<i>Coffee Break</i>	
16:00 – 17:00	Marina Pletscher "Listen To Your Team: A Multilevel Analysis of Upward Communication and Organizational Performance Across Cultures"	
	Discussant: Sarah Kost	Notes: Claudio Zihlmann
19:00	<i>Dinner all together at <a href="#">Wirtschaft zur Ente</a></i>	

---

## II. PROGRAM: FACE-TO-FACE FEEDBACK, ROOM 4.B51, UNILU

---

***Friday, May 24, 2024***

09.00 – 09.45 Martina Morard

9.45 – 10.00 *Coffee Break*

10.00 – 10.45 Claudio Zihlmann

10.45 – 11.00 *Coffee Break*

11.00 – 11.45 Delia Meyer

11.45 – 12.45 *Lunch Break*

12.45 – 13.30 Marina Pletscher

13.30 – 13.45 *Coffee Break*

13.45 – 14.30 Sarah Kost

14.30 – 14.45 *Coffee Break*

14.45 – 15.30 Naemi Jacob