

Themen Oberseminar Diversity Management Sommersemester 2017

Nr.	Thema	Betreuerin	Team
1	<p>Messung und Messprobleme von Diversität</p> <p><u>Einstiegsliteratur:</u> Harrison, D. A., Price, K. H., Gavin, J. H., & Florey, A. T. (2002). Time, teams, and task performance: Changing effects of surface- and deep-level diversity on group functioning. <i>Academy of management journal</i>, 45(5), 1029-1045.</p> <p>Harrison, D. A., & Klein, K. J. (2007). What's the difference? Diversity constructs as separation, variety, or disparity in organizations. <i>Academy of management review</i>, 32(4), 1199-1228.</p> <p>Pitts, R. A., & Hopkins, H. D. (1982). Firm diversity: Conceptualization and measurement. <i>Academy of management Review</i>, 7(4), 620-629.</p>	Thommes	2er Team
2	<p>Kulturelle Diversität in Unternehmen und Teams</p> <p><u>Einstiegsliteratur:</u> Watson, W. E., Kumar, K., & Michaelsen, L. K. (1993). Cultural diversity's impact on interaction process and performance: Comparing homogeneous and diverse task groups. <i>Academy of management journal</i>, 36(3), 590-602.</p> <p>Ely, R. J., & Thomas, D. A. (2001). Cultural diversity at work: The moderating effects of work group perspectives on diversity. In <i>Administrative Science Quarterly</i>.</p> <p>Tröster, C., Mehra, A., & van Knippenberg, D. (2014). Structuring for team success: The interactive effects of network structure and cultural diversity on team potency and performance. <i>Organizational Behavior and Human Decision Processes</i>, 124(2), 245-255.</p>	Hoppe	2er Team
3	<p>Gender Diversität in Unternehmen und Teams</p> <p><u>Einstiegsliteratur:</u> Richard, O. C., Kirby, S. L., & Chadwick, K. (2013). The impact of racial and gender diversity in management on financial performance: How participative strategy making features can unleash a diversity advantage. <i>The International Journal of Human Resource Management</i>, 24(13), 2571-2582.</p>	Hoppe	2er Team

	<p>Hoogendoorn, S., Oosterbeek, H., & Van Praag, M. (2013). The impact of gender diversity on the performance of business teams: Evidence from a field experiment. <i>Management Science</i>, 59(7), 1514-1528.</p> <p>Lee, C., & Farh, J. L. (2004). Joint effects of group efficacy and gender diversity on group cohesion and performance. <i>Applied Psychology</i>, 53(1), 136-154.</p>		
4	<p>Gender Diversität in Vorstandsteams</p> <p><u>Einstiegsliteratur:</u> Ali, M., Ng, Y. L., & Kulik, C. T. (2014). Board age and gender diversity: A test of competing linear and curvilinear predictions. <i>Journal of Business Ethics</i>, 125(3), 497-512.</p> <p>Joecks, J., Pull, K., & Vetter, K. (2013). Gender diversity in the boardroom and firm performance: What exactly constitutes a “critical mass?”. <i>Journal of business ethics</i>, 118(1), 61-72.</p> <p>Triana, M. D. C., Miller, T. L., & Trzebiatowski, T. M. (2013). The double-edged nature of board gender diversity: Diversity, firm performance, and the power of women directors as predictors of strategic change. <i>Organization Science</i>, 25(2), 609-632.</p>	Thommes	2er Team
5	<p>Altersdiversität in Unternehmen und Teams</p> <p><u>Einstiegsliteratur:</u> Backes-Gellner, U., & Veen, S. (2013). Positive effects of ageing and age diversity in innovative companies—large-scale empirical evidence on company productivity. <i>Human Resource Management Journal</i>, 23(3), 279-295.</p> <p>Kunze, F., Boehm, S., & Bruch, H. (2013). Organizational performance consequences of age diversity: Inspecting the role of diversity-friendly HR policies and top managers’ negative age stereotypes. <i>Journal of Management Studies</i>, 50(3), 413-442.</p> <p>Kunze, F., Boehm, S. A., & Bruch, H. (2011). Age diversity, age discrimination climate and performance consequences—a cross organizational study. <i>Journal of organizational behavior</i>, 32(2), 264-290.</p>	Hoppe	2er Team
6	<p>Humankapitaldiversität in Unternehmen und Teams</p> <p><u>Einstiegsliteratur:</u> Bunderson, J. S., & Sutcliffe, K. M. (2002). Comparing alternative conceptualizations of functional diversity in management teams: Process and performance effects. <i>Academy of management journal</i>, 45(5), 875-893.</p>	Hoppe	2er Team

	<p>Cummings, J. N. (2004). Work groups, structural diversity, and knowledge sharing in a global organization. <i>Management science</i>, 50(3), 352-364.</p> <p>Kilduff, M., Angelmar, R., & Mehra, A. (2000). Top management-team diversity and firm performance: Examining the role of cognitions. <i>Organization science</i>, 11(1), 21-34.</p>		
7	<p>Team Diversität und unethisches Verhalten</p> <p><u>Einstiegsliteratur:</u> Cumming, D., Leung, T. Y., & Rui, O. (2015). Gender diversity and securities fraud. <i>Academy of Management Journal</i>, 58(5), 1572-1593.</p> <p>Daboub, A. J., Rasheed, A. M., Priem, R. L., & Gray, D. (1995). Top management team characteristics and corporate illegal activity. <i>Academy of Management review</i>, 20(1), 138-170.</p> <p>Muehlheusser, G., Roider, A., & Wallmeier, N. (2015). Gender differences in honesty: Groups versus individuals. <i>Economics Letters</i>, 128, 25-29.</p>	Thommes	2er Team
8	<p>Team Diversität und Innovationen</p> <p><u>Einstiegsliteratur:</u> Østergaard, C. R., Timmermans, B., & Kristinsson, K. (2011). Does a different view create something new? The effect of employee diversity on innovation. <i>Research Policy</i>, 40(3), 500-509.</p> <p>Talke, K., Salomo, S., & Rost, K. (2010). How top management team diversity affects innovativeness and performance via the strategic choice to focus on innovation fields. <i>Research Policy</i>, 39(7), 907-918.</p> <p>Taylor, A., & Greve, H. R. (2006). Superman or the fantastic four? Knowledge combination and experience in innovative teams. <i>Academy of Management Journal</i>, 49(4), 723-740.</p>	Thommes	2er Team