
Master-Seminar Winter Semester 2026/2027

Atypical Employees in the Labour Market

How to apply:

- Name of seminar: Advanced Seminar: Topics in Personnel Economics and Organizational Theory (12-M-SPO)
- The application process runs via <https://flip.wiwi.uni-wuerzburg.de/>. Please upload your current transcript of record and an overview of all exams you will be taking this semester.

Time Schedule:

- Wednesday, October 21st, 2026: Kick-off meeting and topic assignment
- Friday, January 8th, 2027: hand in the preliminary version of your seminar paper
- Friday, January 22th, 2027: hand in the final version of the seminar paper

Block Seminar

during the week of January 11th to January 15th, 2027

(exact time and room to be announced)

The number of participants is limited to 12 **students**.

The grade of the seminar comprises a mark for the seminar paper and a mark for the block seminar (presentation of your paper, presented comments to another paper, and discussion)

The seminar will be held in English.

List of Topics

1	Changes in integration of marginal groups in the German labor market Bundesagentur für Arbeit (2024): Die Arbeitsmarktsituation von Frauen und Männern 2025, Nuremberg Some employers and sectors in Germany have a much lower share of marginal employees such as disabled, females, older employees, and non-Germans than others. Diversity increases but some employers remain remarkably homogeneous. What may be the mechanisms behind the descriptive differences?
2	How can disabled employees be integrated in the workplace? Beatty, J., Baldrige, D., Boehm, S. and Kulkami, M. (2018): On the treatment of persons with disabilities in organizations: A review and research agenda, <i>Human Resource Management</i> , 58: 119–137. What are the drivers of the treatment of disabled employees in the workplace? How can the integration of employees with disabilities be measured and what are alternatives?
3	Labor market participation of disabled employees – human right vs economic realities? Ilo, OECD (2018): Labour market inclusion of people with disabilities, conference paper, Buenos Aires. Should disabled people enforce their human right to work in the regular labour market or should they settle with a job in workshops for disabled people instead? What public measures are effective in obtaining an integrative labour market for disabled people?
4	Discrimination in Artificial Intelligence-enabled recruiting – should personnel officers do something? Chen, Z. (2023): Ethics and discrimination in artificial intelligence-enabled recruitment practices, <i>Humanities and Social Sciences Communications</i> , 10(567). How can discrimination of AI-enabled recruiting tools be detected? What can be done about it and is a reaction necessary?
5	Token position and stigma Lambert et al. (2025): Token effect beliefs, stigma consciousness and the organizational attractiveness of homogeneous firms among women employees, <i>Equality, Diversity and Inclusion: An International Journal</i> 44 (9), 72-88. The status of tokens may have sweeping positive but also negative effects on their work experience. Some people may try to avoid being stigmatized in a job.
6	Are there negative consequences of more diversity for majority employees? Hirsch, B., Jahn, E., Zwick, T. (2020): Birds, birds, birds: co-worker similarity, workplace diversity and job switches, <i>British Journal of Industrial Relations</i> 58(3), 690-718. Employees with majority characteristics may not appreciate higher shares of colleagues with minority characteristics and leave their employer.

