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**Master-Seminar Summer Semester 2026**

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**Atypical Employees in the Labor Market****How to apply:**

- Name of seminar: Aktuelle Fragen der Personal- und Organisationsökonomik
- 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, April 22<sup>nd</sup>, 2026: Kick-off meeting and topic assignment
- Friday, June 26<sup>th</sup>, 2026: hand in the preliminary version of your seminar paper
- Friday, July 10<sup>th</sup>, 2026: hand in the final version of the seminar paper

**Block Seminar**during the week of June 29<sup>th</sup> to July 3<sup>rd</sup>, 2026

(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	<p><b>Changes in integration of marginal groups in the German labor market</b></p> <p>Bundesagentur für Arbeit (2023): Die Arbeitsmarktsituation von Frauen und Männern 2022, Nuremberg</p> <p>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?</p>
2	<p><b>How can disabled employees be integrated in the workplace?</b></p> <p>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.</p> <p>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?</p>
3	<p><b>Labor market participation of disabled employees – human right vs economic realities?</b></p> <p>Ilo, OECD (2018): Labour market inclusion of people with disabilities, conference paper, Buenos Aires.</p> <p>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?</p>
4	<p><b>Discrimination in Artificial Intelligence-enabled recruiting – should personnel officers do something?</b></p> <p>Chen, Z. (2023): Ethisc and discrimination in artificial intelligence-enabled recruitment practices, <i>Humanities and Social Sciences Communications</i>, 10(567).</p> <p>How can discrimination of AI-enabled recruiting tools be detected? What can be done about it and is a reaction necessary?</p>
5	<p><b>Token position and stigma</b></p> <p>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.</p> <p>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.</p>
6	<p><b>Are there negative consequences of more diversity for majority employees?</b></p> <p>Hirsch, B., Jahn, E. and 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.</p> <p>Employees with majority characteristics may not appreciate higher shares of colleagues with minority characteristics and leave their employer.</p>

