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**Master-Seminar Winter Semester 2025/2026**

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

- Name of seminar: Aktuelle Fragen der Personal- und Organisationsökonomik
- Apply until July 25th, 2025
- 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 22<sup>nd</sup>, 2025: Kick-off meeting and topic assignment
- Friday, January 9<sup>th</sup>, 2026: hand in the preliminary version of your seminar paper
- Friday, January 23<sup>rd</sup>, 2026: hand in the final version of the seminar paper

**Block Seminar**

during the week of January 12<sup>th</sup> to January 16<sup>th</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 Kulkarni, 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>What drives old individuals to work after retirement?</b></p> <p>Lorenz, S. and Zwick, T. (2021): Money also is sunny in a retiree's world, <i>Journal for Labour Market Research</i>, 55(21).</p> <p>Is labor market participation after retirement driven by financial necessity or self-actualization? How can the attractiveness of work after retirement be increased?</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>

	Employees with majority characteristics may not appreciate higher shares of colleagues with minority characteristics and leave their employer.
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