

Themen für Abschlussarbeiten

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Bachelorarbeiten

Research questions that refer to workplace resources and demands and their outcomes

Topics that entail resources and demands in the workplace, e.g. research questions referring to the following models:

- Job-demands-resources theory (Bakker & Demerouti, 2017)
- Conservation-of-resources theory (Hobfoll, 1989, 2001; Hobfoll et al., 2018)
- SMART model of work design (Klonek & Parker, 2021; Parker & Jorritsma, 2021)

Research questions that refer to work motivation and consequences for individuals and organizations

Questions that refer to the following models:

- Self-determination theory (Deci & Ryan, 1985; Deci & Ryan, 2000; Gagné & Deci, 2005)
- Flow (Abuhamdeh, 2020; Csikszentmihalyi, 2009)
- Job-demands-resources-theory (Bakker & Demerouti, 2017)
- Job characteristics and work (re)design (Hackman & Oldham, 1976)
- Job crafting (Wrzesniewski & Dutton, 2001)

Research questions that refer to alternative forms of employment

- Multiple jobholding (Campion et al., 2020)
- Volunteering (Rodell, 2013)
- Self-employment and hybrid entrepreneurship (Raffiee & Feng, 2014)

Free training, easy income or prestige? Functions of a side-gig from individual and organizational perspective (Literature Review and Comparison of the US and Germany)

Side-gigs (also called side hustles, side jobs) are small jobs that individuals in a dependent employment do in their leisure time for different reasons: Some want to easily generate additional income, some seek individual fulfillment and others take on additional jobs to test a business idea or polish their resumé. Often side-gigs are discussed in the context of the platform economy (Böhl, 2021). Side hustles are a relevant phenomenon in the English-speaking popular media (e.g. on Apple Podcasts, 10 podcasts about “side hustles”, 6 podcasts about “side gigs” and many single episodes of other podcasts; several blogs on side hustles, like e.g. sidehustlenation.com), and it is discussed

whether this phenomenon will stay after its increased prevalence through the pandemic (Berger, 2023). In Germany, there are similar articles about increasing income through a side job (Goldner & Schmidt, 2022) and the percentage of individuals holding a second or more parallel employments has increased from 1991-2016 (the survey from 2021 is highly influenced by the pandemic situation, which is why many small jobs have been abandoned; Statista, 2023).

The following questions (among others) could be addressed in this work:

- What is a side gig/side hustle (US-American perspective)? What is the parallel term in Germany?
- What are individual motives to take on a side job and what are outcomes when holding parallel jobs?
- What functions can a side-gig fulfill from individual and organizational perspectives? Are these functions to be evaluated positively or negatively (from whose perspective)?
- In the US, taking on a side-hustle is a heavy topic in the popular media right now. How is the US-perspective on side-gigs different from the German perspective?

Introductory literature:

US perspective

Nahrgang, J. D., Sessions, H., Vaultont, M. & Bartels, A. L. (2020). *How to make your side-hustle work*. Harvard Business Review. [https://hbr.org/2020/03/make-your-side-hustle-work*](https://hbr.org/2020/03/make-your-side-hustle-work)

Raffiee, J. & Feng, J. (2014). Should I Quit My Day Job? A Hybrid Path to Entrepreneurship. *Academy of Management Journal*, 57(4), 936–963. [https://doi.org/10.5465/amj.2012.0522*](https://doi.org/10.5465/amj.2012.0522)

Sessions, H., Nahrgang, J. D., Vaultont, M., Williams, R. & Bartels, A. L. (2020). Do the Hustle! Empowerment from Side-hustles and Its Effects on Full-time Work Performance. *Academy of Management Journal*

German perspective

Hufnagel, J. & Spraul, K. (2022). Aligning working in an organization with teaching yoga: An investigation into personally meaningful work. *German Journal of Human Resource Management: Zeitschrift für Personalforschung*. Vorab-Onlinepublikation. <https://doi.org/10.1177/23970022221127009>

Schulze Buschoff, K. (2018). *Selbstständigkeit und hybride Erwerbsformen: Sozialpolitische Gestaltungsoptionen*. The Institute of Economic and Social Research (WSI), Hans Böckler Foundation. WSI Policy Brief, No. 21. <https://nbn-resolving.de/urn:nbn:de:101:1-2018040415945>

Stereotypes (Prejudices?) about multiple jobholders

Coverage about the group of individuals holding several parallel jobs often seems biased, because the group of multiple jobholders is perceived to be a homogenous group with the same needs and motivations, e.g. as *Süddeutsche Zeitung* (2020) reports:

Immer mehr Menschen in Bayern gehen mehr als einem Job nach. Die sogenannte Mehrfachbeschäftigung habe einen neuen Höchststand erreicht, teilte der Deutsche Gewerkschaftsbund (DGB) in Bayern am Donnerstag mit. Demnach habe es 2003 noch 258 000 Mehrfachbeschäftigte im Freistaat gegeben. Im vergangenen Jahr seien jedoch bereits 718 000 Mehrfachbeschäftigte gezählt worden. Dies entspreche einer Steigerung von 178 Prozent. Das

Beschäftigungswachstum insgesamt habe im Vergleichszeitraum hingegen 28,9 Prozent betragen. "Diese Entwicklung ist besorgniserregend", sagte Matthias Jena, Vorsitzender des DGB Bayern. Zwar habe die Einführung des gesetzlichen Mindestlohns die Einkommenssituation vieler Beschäftigter verbessert, "aber von armutsfesten Löhnen sind immer noch zu viele zu weit entfernt".

The needs and motivations of some multiple jobholders are assumed to be relevant for the whole population of individuals holding more than one job. While statistics show that the lowest income percentile has the highest probability to hold a second job, second job holders are represented in every income percentile (Klinger & Weber, 2017). Brenke (2009) shows that low-skilled and low-qualified workers are outnumbered by middle- and high-qualified persons in the multiple jobholding population.

Moreover, some articles point to another prejudice about multiple jobholders, i.e. negative consequences: "Leben am Limit: Der Trend zur Mehrfachbeschäftigung" (Lexoffice, 2019). The author writes:

Mehr verdienen und an weiteren Arbeitsplätzen neue Erfahrungen sammeln, das klingt nach guten Möglichkeiten. Tatsächlich aber multijobben aktuell noch die wenigsten Menschen, um sich selbst zu verwirklichen oder in andere Aufgabengebiete hineinzuschnuppern: Geldknappheit bzw. ein niedriger Lohn im Hauptjob sind in den meisten Fällen der Grund dafür, die stressige Zeitplanung und Doppelbelastung in Kauf zu nehmen. Nicht, um dann über große Reichtümer zu verfügen – sondern um überhaupt über die Runden zu kommen.

Scientific research, however, shows that holding multiple jobs does not predict depression or decreased psychological wellbeing (Hünefeld, 2018). Again, this example shows that negative outcomes of holding multiple jobs cannot be assumed for the whole population.

Method: Document analysis of press articles (selection of media outlets possible) since 2003 (? Einführung Mini-Job) and comparison to official statistics from different sources (iab, BAMF, statista, etc.).

Masterarbeiten

[When do individuals decide to engage in job crafting and how do they decide on their job crafting strategy? \(Interview study\)](#)

Job crafting refers to the activity of "turning the job you have into the job you want" (Wrzesniewski et al., 2010). Besides crafting their job, individuals may engage in different types of crafting, e.g. crafting their career and the time-spatial dimensions of their work (Tims et al., 2022). Also, we know that individuals apply different strategies when crafting their job, e.g. approach and avoidance crafting (Tims et al., 2022). Approach crafting is perceived to mainly produce positive outcomes for the individuals and organizations, like e.g. meaningfulness, job satisfaction and recognition (Lazazzara et al., 2020). Some approach crafting initiatives, however, produce negative outcomes as well, like decreased well-being and increase in burnout (Harju et al., 2021). Also, job crafting initiatives may enhance satisfaction within a team (Wrze (Mainka & Süß, 2022)sniewski et al., 2010) or cause friction within a work group and reduce willingness to cooperate among colleagues (Fong et al., 2022). This is why, organizations are keen understanding the situational context, when individuals decide to engage in job crafting. Knowing the starting conditions of job crafting, organizations would be able to intervene constructively by either changing the workplace conditions or identifying the best job crafting actions for the individual that align with their colleagues and work groups goals.

The method favorably is a qualitative content analysis with from semi-structured interview data with employed individuals. Possible is a rather explicatory approach (Mayring, 2015), by using different theoretical lens to explain the findings from the interviews.

Second careers (Interview study)

The shortage of qualified staff is a challenge for many industries and regions in Germany and Europe (Peichl et al., 2022), which is why companies are open for alternative recruiting opportunities, like so-called "Quereinsteiger" (Drucker, 2022; Paefgen-Laß, 2022), meaning individuals changing to another occupation for a new job after having worked for some time in another occupation. This career pattern is called "second careers" (Baruch & Quick, 2007) or occupational change (Medici et al., 2020).

The project should address the following questions (adaptations possible):

- When is a career change considered an occupational change or a "second career"?
- When, why and how do individuals decide to change into a second occupation?
- What are factors contributing to a successful transition into a new career?
- Could second careerists be a remedy for the "Fachkräftemangel" in Germany?

The method favorably is a qualitative content analysis with from semi-structured interview data with individuals in their second careers. Setting a focus on changes into or between particular occupations is possible.

Micro-role transitions of multiple jobholders: Risk factors and effective strategies of transitioning between jobs (Interview study)

Following the article of Ashforth, Kreiner and Fugate (2000), many researchers have investigated everyday micro-role transitions between different life domains, e.g. work and family. From the work design literature, we also know challenges and strategies for effective switching or transitioning between tasks (Leroy, 2009; Mesmer-Magnus et al., 2021). So far, we do not know, how multiple jobholders successfully switch or transition between their tasks from different jobs. Particular interesting questions refer to the characteristics of work arrangements (working time, work location) as well as specific techniques to switch between tasks in an effective manner.

For individuals it is important to understand, which types of jobs (and their respective tasks) can be combined in an effective way in order to reduce and keep the coordinating activities and time spent on the transition as low as possible. For organization it is useful to know, which combinations of jobs can easily be managed parallelly and in which types of job combinations their employees are at risk to compromise their contractual obligations.

Suggested method: Qualitative content analysis with semi-structured interviews

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