

Ausschreibung: Masterarbeiten in der A&O-Psychologie

Research Topic: Daily Leadership and Employee Well-being

Although most research has taken a static, between-person approach to leadership, this view neglects that it is reasonable to assume that leadership behavior fluctuates from day to day. For example, leaders are likely to adjust their behavior to followers' (changing) needs, situational constraints may hinder the enactment of leadership behaviors, and leaders may be absent on some days. These daily variations in leadership behavior may have important implications for followers' affective states and well-being. In this research project, we adopt a dynamic view on leadership that acknowledges fluctuations in leadership behavior to investigate the relationship between leadership and employee well-being on a daily basis.

Suggestions for research questions:

- *Does day-level leadership have an effect on employee well-being (at the next day)?*
- *Do day-to-day variations in leadership influence the effect of daily leadership behavior on employee well-being?*
- *What role do follower characteristics play in shaping the effects of day-level leadership on employee well-being?*
- *What are the mechanisms through which day-level leadership has an effect on employee well-being?*

Methods:

In this project, we will collect daily diary data from employees over the course of one week. The students will be involved in developing research questions, setting up the diary studies, and collecting and analyzing the data.

Note:

- The project will start at the beginning of **November 2019**.
- We invite **master students** to apply for the project.
- This project is suitable for **up to four students**.
- You may write your thesis either in **German** or in **English**.

Please write a **short application letter** and explain what you find interesting about the topic.

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Literature:

Breevaart, K., Bakker, A., Hetland, J., Demerouti, E., Olsen, O. K., & Espevik, R. (2014). Daily transactional and transformational leadership and daily employee engagement. *Journal of Occupational and Organizational Psychology*, 87(1), 138–157. <https://doi.org/10.1111/joop.12041>

Gabriel, A. S., Podsakoff, N. P., Beal, D. J., Scott, B. A., Sonnentag, S., Trougakos, J. P., & Butts, M. M. (2018). Experience sampling methods: A discussion of critical trends and considerations for scholarly advancement. *Organizational Research Methods*, 1094428118802626. <https://doi.org/10.1177/1094428118802626>

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