

Ausschreibung: Masterarbeiten in der A&O-Psychologie

Research Topic: Daily Leadership and Employee Well-being

Most research has taken a static, between-person approach to leadership. However, 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 does the (wider) context (e.g., follower characteristics, situational 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 **April 2020**.
- We invite **master students** to apply for the project.
- This project is suitable for **up to three students**.
- You may write your thesis either in **German** or in **English**.

Please write a **short application letter** (German or English) and explain what you find interesting about the topic.

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Literature:

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.

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Kelemen, T. K., Matthews, S. H., & Breevaart, K. (2019). Leading day-to-day: A review of the daily causes and consequences of leadership behaviors. *The Leadership Quarterly*. Advance online publication.

<https://doi.org/10.1016/j.leaqua.2019.101344>

Kuonath, A., Specht, J., Kühnel, J., Pachler, D., & Frey, D. (2017). Keeping up day-specific effects of transformational leadership: The role of followers' emotion regulation. *European Journal of Work and Organizational Psychology*, 26(6), 828–843. <https://doi.org/10.1080/1359432X.2017.1379993>

Ohly, S., & Gochmann, V. (2017). Diary studies in leadership. In B. Schyns, P. Neves, & R. J. Hall (Eds.), *Handbook of Methods in Leadership Research* (pp. 296–316).



MASTERARBEITEN IN DER A&O-PSYCHOLOGIE

DAILY LEADERSHIP AND EMPLOYEE WELL-BEING

Im **Projekt FÜHR'GESUND** vergeben wir derzeit mehrere Abschlussarbeiten an Studierende im Master Psychologie.

Ziel des Projekts ist es herauszufinden, wie sich **tägliche Schwankungen** im **Führungsverhalten** auf das **Wohlbefinden** der Mitarbeiter*innen auswirken.

Dafür befragen wir Arbeitnehmer*innen über einen **Zeitraum von einer Woche täglich** zum Verhalten ihrer Führungskraft und zu ihrem Wohlbefinden.

Studierende haben die Möglichkeit, bei der **Entwicklung** der Fragestellungen, der **Umsetzung** der Studie sowie der **Auswertung** der Daten mitzuwirken.

Die Abschlussarbeiten können zwischen **März** und **Mai 2020** begonnen werden.

Falls Sie interessiert sind oder Fragen an uns haben, können Sie uns gerne kontaktieren:
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