

## **Master's Thesis suggestions**

Note that you should think of a thesis topic/research area before the start of the 22170 Research Seminar course. See the Thesis Topic Form on all areas you should consider and think about. The department has many potential supervisors with a variety of research expertise and interests. Please see the faculty's homepages and you can contact via email potential supervisors and discuss your ideas before the start of the course. Here is also a short list of potential topics that supervisors have suggested related to their own projects and expertise. This is not a comprehensive list, merely some suggestions. You can contact them via email (firstname.lastname@hanken.fi)

### **Denise Salin:**

- Workplace bullying and organisational actions
- High performance work practices and wellbeing

### **Emma Nordbäck:**

- Leadership in virtual or hybrid work
- Team dynamics in virtual or hybrid work
- Leadership in self-managed organizations

### **Mikko Vesa:**

- Strategy-as-practice (i.e., micro-studies of how strategy work is done)
- Open Strategy (i.e., the role of transparency and inclusion in strategy work)
- Gamification and the game industry as empirical field
- The Geopolitics of Business (i.e., the role of politics, conflict and geography on business)
- Questions relation to energy.

### **Jennie Sumelius:**

- Talent management in multinational corporations (MNCs)
- The changing nature of work for individuals and HRM (e.g. digitalization and remote work, increasingly blurred boundaries between leisure time and work time etc.
- International Human Resource Management, i.e. challenges related to managing people in multinational firms with operations in culturally and institutionally diverse environments or the implementation and effect of various HRM practices diversity management, performance management etc.

### **Mats Ehrnrooth:**

- Perceptions and perspectives on the relative importance of leadership and HRM for employee attitudes and behaviors (in any kind of organizations). The thesis subject can be narrowed down to several more specific focuses. It can also be studied in specific kinds of organizations. For example, how do employees in self-managed organizations, with no or very few middle managers, view the importance of leadership and HRM?
- The state of workforce analytics/people analytics in Finnish organizations. HR and/or top management perspectives on the topic.

### **Linda Tallberg:**

- Plant-based/vegan companies as empirical context (e.g. aspects related to sustainability, innovation, ethics, strategy etc)
- Workplaces that have animals and its employee effects (e.g., assistance animals, working animals (e.g. sniffer-dogs), office-dogs, veterinarians, entertainment, tourism, animal farming, labs, etc)
- Animal relations in organizations or Human-Animal Work (HAW) from a management and organizational, sustainability and/or ethics perspective.
- Managing wellbeing of humans and animals in organisations (eg., HR aspects, leadership etc).

### **Charlotta Niemistö**

- Gränsen mellan jobb och det övriga livet i (t.ex) kunskapsintensiva branscher/  
Work/non-work boundaries in (e.g.)knowledge intense fields
- Jobb och vårdansvar i olika åldrar och livsskeden /Work and care responsibilities at  
different ages and in different life phases
- Känslogränser i kunskapsintensivt arbete /Emotional boundaries in knowledge  
intense work
- Utbrändhet och organisationspraxis /Burnout and organisational practices
- Mänsklig hållbarhet /Human sustainability
- Att leda ålder/olika åldrar i organisationer / Age management in organisations

### **Ville Takala:**

- The Nordic welfare state
- Politics of data, public sector digital transformation
- Challenge-driven/mission-oriented innovation