

 	Universität Bern Institut für Psychologie Abteilung Arbeits- und Organisationspsychologie Prof. Dr. Andreas Hirschi Prof. Dr. Achim Elfering
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THEMENVORSCHLAG FÜR EINE MASTERARBEIT

Thema	Exploring agile working environments: Investigating perceptions of job demands and resources amongst employees, employees' team members and managers
Beschreibung	<p>The topic of agile work and management has gained increasing importance for organizations world-wide. However, there is a gap in the literature of how employees adapt and adjust to agile working environments. So far the career and personality resources required by employees to adapt to the agile working environment have not been examined. This research aims to explore whether these resources are gained or lost over time and then to assess if the resource changes can be linked to lower job or life satisfaction or higher stress levels. In this study, triads of employees, their team members and their managers will be surveyed on their perceptions of the agile work environment and the resources that are required to deal with the initial transition to an agile working environment, as well as the resources that are needed over time to continue to adapt to the demands of the agile organisation. A better understanding of how individuals allocate, conserve and regain resources can be gained, which could inform future human resource management processes to support employees transitioning and working in agile organisations. Human resource management practices and programs are needed to help in offering better talent management of employees in agile working environments. Masters' students will be examining associations between the triads which include employees, their team members and their managers. The results will contribute to new developments in work adjustment in Switzerland, and these results could be informative to European countries who have multi-national work environments and are faced challenges linked to implementing agile work environments.</p>
Anforderungen	<ul style="list-style-type: none"> • Thesis can be written in English or German • Interest in the work and organisational psychology field • Independent literature search (including retrieving and synthesizing literature in English), • Good knowledge of SPSS, R, Amos or Mplus to be used for data analysis. • Good knowledge of qualtrics • Data collection of Triads over 3 time points.
Anzahl	3 Master students
Betreuer/in	Dr. Anouk Jasmine Albien anouk-jasmine.albien@psy.unibe.ch Prof. Dr. Andreas Hirschi

Literatur	<ul style="list-style-type: none"> • Huck-Fries, V., Prommegger, B., Wiesche, M., & Krcmar, H. (2019). The Role of Work Engagement in Agile Software Development: Investigating Job Demands and Job Resources. <i>Proceedings of the 52nd Hawaii International Conference on System Sciences (HICSS)</i>, 52, 7048-7056. Retrieved from http://hdl.handle.net/10125/60141 • Sun, W., & Schmidt, C. (2018). Practitioners' Agile-Methodology Use and Job Perceptions. <i>IEEE Software</i>, 35(2), 52–61. Doi: 10.1109/ms.2018.1661333 • Hoda, R., & Murugesan, L. K. (2016). Multi-level agile project management challenges: A self-organizing team perspective. <i>Journal of Systems and Software</i>, 117, 245-257. Doi: 10.1016/j.jss.2016.02.049 • Tripp, J. F., Riemenschneider, C., & Thatcher, J. B. (2016). Job satisfaction in agile development teams: Agile development as work redesign. <i>Journal of the Association for Information Systems</i>, 17(4), 267. Doi: 10.17705/1jais.00426 • Tessem, B., & Maurer, F. (2007, June). <i>Job satisfaction and motivation in a large agile team</i>. Paper presented at the Agile Processes in Software Engineering and Extreme Programming, 8th International Conference, Como, Italy. Doi: 10.1007/978-3-540-73101-6_8 • Melnik, G., & Maurer, F. (2006, June). <i>Comparative analysis of job satisfaction in agile and non-agile software development teams</i>. Paper presented at the Extreme Programming and Agile Processes in Software Engineering, 7th International Conference, Oulu, Finland. Doi: 10.1007/11774129_4 • Gren, L., Torkar, R., & Feldt, R. (2014, July). <i>Work motivational challenges regarding the interface between agile teams and a non-agile surrounding organization: A case study</i>. Paper presented at the Agile Conference (AGILE), Kissimmee, FL, USA. doi: 10.1109/AGILE.2014.13
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