ANTECEDENTS		IMPACT

extrinsic factors
- climate, crises, …
- economic development
- demographic change
- wage levels, market failures,…
- „war for talents"
- …

intrinsic factors
- reasons, motives, decision-making processes
- attitudes, preferences, expectations, risks,…
- economic situation
- …

MIGRATION
- patterns
- directions
- drivers
- concepts & dimensions
- models & theories
- …

macro-level effects and consequences
e.g. economic, legal, political, social, cultural dimensions…

organizational-level effects and consequences
e.g. recruitment, vocational behavior, networks,…

individual-level effects and consequences
e.g. identity formation, career development, integration, household security,…

CONTINGENCY PERSPECTIVES

#	*	Working title	Outline
1	macro-level impact	**Migration and eating behavior.**	In the course of a migration scenario, elements of the original culture are transferred to the new culture group. Among others, these include culturally coined habits and behaviors relating to food. Please describe the influence of migrants on the food culture of the host country. The "German Döner" (= ethnic food), for example, has little in common with the Turkish original. Even "Chicken Tikka Masala" - a dish on the menu of most Indian restaurants - was invented in the UK by chefs from the Indian subcontinent. In the course of a migration scenario, elements of the original culture are transferred to the new culture group. Among others, these include culturally coined habits and behaviors relating to food. Please describe how migration changes the eating behavior of migrants (e.g. adaptation to the culture of the host country or malnutrition of refugees from developing countries). *For a first orientation, read:* Burns, C. (2004): Effect of migration on food habits of Somali women living as refugees in Australia, in: *Ecological Food Nutrition*, Vol. 43 (2004), pp.213-229. Lysaght, P. (Ed.): Food and the Traveller: Migration, Immigration, Tourism and Ethnic Food, Proceedings of the 11th Conference of the International Commission for Ethnological Food Research, Cyprus 1996, Nicosia 1998. Nguyen, M. C.; Winters, P. (2011): The Impact of Migration on Food Consumption Patterns : The Case of Vietnam, in: *Food Policy*, Vol. 36 (2011), pp.71-87. Packard D.; McWilliams, M. (1993): Cultural foods heritage of Middle Eastern immigrants, in: *Nutrition Today*, Vol. 28 (1993), pp.6-12. Renzaho, A.; Burns, C. (2006): Post-migration food habits of sub-Saharan African migrants in Victoria: A cross-sectional study, in: *Nutrition & Dietetics*, Vol. 63 (2006), No.2, pp.91-102. see also.: http://www.siefhome.org/wg/fr/index.shtml

#	*	Working title	Outline
2	organizational-level impact	**Migration as an opportunity for intra-national intercultural marketing in Germany.**	Consumers from different cultures differ, amongst other things, in their shopping behavior: how they get information, where they prefer to shop, why they buy certain products, how much they are willing to pay for it, and how they use these products. Companies are responding to these (intercultural) differences by applying the tools of Intercultural Marketing in different countries. With a rising number of migrants, it is getting more and more important to meet the cultural characteristics of the various target groups even within a country. Since the consumer behavior of various immigrant groups differs at least in part from that of the local population, consumers with a migration background need to be targeted by adjusted products (e.g. package size or flavor) as well as pricing, advertising or sales promotion measures - based on the results of intercultural market research. Occasionally, this (intra-)national orientation of Intercultural Marketing is called "Ethnic Marketing". On the basis of empirical and theoretical research, please describe the possibilities and problems of "Ethnic Marketing" for the German economy. *For a first orientation, read:* Erdem, K; Schmidt, R. Ä. (2008) Ethnic marketing for Turks in Germany, in: *International Journal of Retail & Distribution Management*, Vol. 36 (2008), No. 3, pp.212-223. Nufer, G.; Müller, F. (2011): Ethno-Marketing, Reutlinger Diskussionsbeiträge zu Marketing & Management, No. 2011-07, Hochschule Reutlingen, Reutlingen 2011; http://nbn-resolving.de/urn:nbn:de:bsz:21-opus-57176 (Stand: 27. Juli 2014)
3	individual-level impact	**Lifestyle changes after migration.**	As part of their migration, individuals give up their usual (original) socio-cultural habitat - sometimes with dramatic consequences: They maintain their (home) culture to a large extent and cannot adapt to the new (host country) culture (= segregation). It is also conceivable that they lose the connection to their original culture, while only partially adapting to the new culture (= marginalization). On the basis of the acculturation model (integration, assimilation, segregation, marginalization), please describe how migration can result in lifestyle changes for the migrants (e.g. attitude, customs and consumption habits). Please distinguish the behavior according to the four options and make sure to differentiate between the different types of migrants (e.g. workers vs. expatriate for a company). *For a first orientation, read:* Zick A. (2010): Psychologie der Akkulturation, Wiesbaden 2010. Zick A.; Alfes I.; Six B. (1995): Zwischen Assimilation und Marginalisierung: Ein Modell zur Akkulturation von Aussiedlern, in: Projektbericht "Erfolg und Verlauf der Aneignung neuer Umwelten durch Aussiedler", Jena 1995, S.202–219.
4	individual-level impact	**Impact of migration on health.**	Migration can affect the health of migrants, as numerous studies have shown. We know about the disproportionate utilization of emergency rooms and urgent care in psychiatric institutions. Migrants are also significantly more burdened with stress-causing life events than the local population. Please provide the exemplary illustration of both, the causes and the possible symptoms of an altered status of health. *For a first orientation, read:* Borde T.; David, M. (Eds.) (2007): Migration und psychische Gesundheit. Belastungen und Potentiale, Frankfurt / Main 2007. Deutscher Ethikrat (Ed.) (2010): Migration und Gesundheit: Kulturelle Vielfalt als Herausforderung für die medizinische Versorgung, Jahrestagung des Deutschen Ethikrates, 20.05.2010, Berlin 2010. Islam, F; Khanlou, N.; Tamim, H. (2014): South Asian populations in Canada: Migration and mental health, in: *BMC Psychiatry*, Vol. 14 (2014), No.1, p.301-323.

#	*	Working title	Outline
5	contingency perspective	**Attitude of the local population towards immigrants.**	Integration of immigrants can only succeed if the members of the so-called host country culture are ready to accept migrants in their culture. In this process of mutual acculturation, the attitude of the host country culture plays a crucial role. Please develop an attitude/behavior model, in which you clarify and explain the influencing factors - on attitude as well as - on the various developments of attitude. *For a first orientation, read:* Badyshtova, I. M. (2005): Attitudes of the Local Population Toward Migrants, in: *Sociological Research*, Vol. 44 (2005), No.1, pp.26-46. Kleinert, C. (2004): Fremden Feindlichkeit: Einstellungen junger Deutscher zu Migranten, Wiesbaden 2004.
6	contingency perspective	**Upward mobility in migrant careers.**	Does the country of origin, the status of education in its culture and/or the cultural attitude towards learning impact the upper reach of career mobility in the careers of migrants? In your seminar paper, you should review what researchers know about the factors which influence the upward mobility in migrants' careers (both positively and negatively). Discuss examples of these factors and their effects on career prospects drawing on various countries of origin. *For a first orientation, read:* Carletto, C. and Kilic, T. (2011). Moving Up the Ladder? The Impact of Migration Experience on Occupational Mobility in Albania*. The Journal of Development Studies* 47(6), 846-869. Parella, S., Petroff A. and Solé, C. (2013). The Upward Occupational Mobility of Immigrant Women in Spain. *Journal of Ethnic and Migration Studies* 39(9), 1365-1382.
7	macro-level impact	**The effects of migration on urban development and economic geography.**	Migration can become visible in the long-term development of cities and regions, where the nationalities of migrants leave their marks in form of clusters and changing "city landscapes". For example, consider how Mannheim has changed as a city under the influence of its large Turkish population. In your seminar paper, you should establish which criteria can be used to describe and evaluate such changes. You should then apply them to describe and discuss five examples of your choice from anywhere in the world. *For data, see www.destatis.de and databases of relevant international organizations.* *For a first orientation, read:* Dyson, T. (2011). The Role of the Demographic Transition in the Process of Urbanization. *Population & Development Review* 37, 34–54. Geyer, H.S. (2002). International handbook of urban systems: studies of urbanization and migration in advanced and developing countries. Cheltenham: Edward Elgar.
8	Macro-level impact	**Statistical correlations between migration and economic KPIs.**	There are numerous KPIs which provide criteria to describe migration and the economic situation of countries. Based on a thorough review of the relevant literature, you should identify hypotheses which formulate correlations that are expected to exist between specific features of migration on the one hand and economic development on the other. You should then show whether or in how far these hypotheses can be confirmed through statistical means. *For data, see www.destatis.de and databases of relevant international organizations.* *For a first orientation, read:* Carillo, M., Quintieri, B. and Vinci, C. (1999). Causes and Economic Effects of Migration Flows – an Overview. *Labour* 13(3), 587 – 602. Siokorelis, V.K. (2011). Economic Effects of Migration from Albania to Greece: An Empirical Approach. *Journal of Identity and Migration Studies* 5(1), 116-128.

#	*	Working title	Outline
9	macro-level impact	**Urbanization and rural depopulation: Migration towards Megacities.**	What is a megacity and why are megacities attractive for migrants? In your seminar paper, you should delineate the defining criteria of megacities and discuss examples with a particular focus on their role as destinations for migration. You should further discuss how migrants are affected by their life in megacities and vice versa. *For data, see www.destatis.de and databases of relevant international organizations.* *For a first orientation, read:* Dogan, M. (2004). Four Hundred Giant Cities Atop the World. *International Social Science Journal* 56, 347 – 360. Wenzel, F., Bendimerad, F. and Sinha, R. (2007). Megacities – Megarisks. *Natural Hazards* 42(3), 481-491.
10	organizational-level impact	**Between integration and exploitation: corporate strategies regarding migrants.**	In your seminar paper, you should first establish what the term "corporate strategy" stands for in general as well as specifically with regard to corporate strategies concerning migrants. Based on the working definitions you choose from the relevant research literature, you should then discuss the scope of corporate strategies concerning migrants and their respective consequences in terms of leadership and human resource management. *For a first orientation, read:* Menz, G. (2011). Employer Preferences for Labour Migration: Exploring 'Varieties of Capitalism'-Based Contextual Conditionality in Germany and the United Kingdom. *The British Journal of Politics & International Relations* 13(4), 534–550. Ortlieb, R., Sieben, B. and Sichtmann, C. (2014). Assigning Migrants to Customer Contact Jobs: a Context-Specific Exploration of the Business Case for Diversity. *Review of Managerial Science* 8(2), 249-273.
11	individual-level impact	**From two-fold absence to two-fold presence? The impact of social media on the relationship networks of "connected migrants".**	In your seminar paper, you should investigate the defining characteristics of social media and how they impact the configuration of communication patterns and relationship networks from the specific perspective of migrants. Reviewing existing research on the social media use of migrants (and, optionally, by conducting a small-scale study yourself), you should discuss how the migrant experience has been changed through the emergence of social media and discuss the implications in terms of *either* of the following: - the migrant's integration in the host country, - *or* the migrant's re-integration back in the country of origin. *For a first orientation, read:* Borkert, M., Cingolani, P. and Premazzi, V. (2009). The state of the art of research in the EU on the uptake and use of ICT by immigrants and ethnic minorities (IEM). *IMISCOE Working Paper* No. 27. Komito, L. (2011). Social Media and Migration: Virtual Community 2.0. *Journal of the ASIST* 62(2), 1075-1086.

#	*	Working title	Outline
12	antecedents/ extrinsic factors	**Population displacement through environmental degradation: Threats and coping mechanisms.**	Climate change induced environmental degradation has a variety of adverse effects on climate dependent socio-economic systems. There is a growing number of population movements caused by these environmental changes – including, but not limited to post-disaster refugees. In your paper, you should introduce the concept of *ecosystem services*. Selecting one of these ecosystem services which is facing current or impending degradation (e.g. water scarcity, air pollution, etc.), you should provide informative data on how it has been or is expected to result in migration. Based on this data, you should compare migration triggered by loss of this ecosystem service with migration patterns resulting from other push factors in terms of destination, integration etc. and discuss which coping mechanisms other than migration have been found to play a role. *For a first orientation and further reading:* Farber, S.C., Costanza, R. and Wilson, M.A. (2002). Economic and Ecological Concepts for Valuing Ecosystem Services. *Ecological Economics* 41, 375–392. Warner, K., Hamza, M., Oliver-Smith, A., Renaud, F. and Julca, A. (2010). Climate Change, Environmental Degradation and Migration. *Natural Hazards* 55, 689-715.
13	antecedents/ intrinsic factors	**Place utility vs. social capital: Push and pull-factors in migration decision making.**	Researchers employ rational choice theory to explain migration decision making on the individual level. You should review their discussion with specific regard to "localized capital" as a factor of influence in the decision making progress, as actors consider their options – to stay or to go – with regard to human, social and other forms of capital which may not be easily transferable from one place to another. Optionally, you may test your findings from this review against data collected in qualitative interviews with migrants. *For a first orientation and further reading:* Haug, S. (2008). Migration Networks and Migration Decision-Making. *Journal of Ethnic and Migration Studies* 34 (4), 585-605. Radu, D. (2008). Social Interactions in Economic Models of Migration: A Review and Appraisal. *Journal of Ethnic and Migration Studies* 34(4), 531-548.
14	dimensions, models & theories	**Understanding migrant integration through social network analysis.**	Social network analysis (SNA) provides researchers with the means to visualize and analyze the personal relationship networks of migrants both in their country of origin and in their new home country. In your seminar paper, you should select relevant concepts and measures of SNA (such as network density and centrality, tie strength and homophily) to track changes in migrants' relationship networks as they relocate and settle in their new environments. Reviewing existing research on the social networks of migrants, you should discuss these variables in terms of how they can be informative predictors of integration, drawing on the theoretical perspective of *either* social capital *or* organizational onboarding. *For a first orientation and further reading:* Lubbers, M.J., Molina, J.L., Lerner, J. Brandes, U., Ávila, J. McCarty, C. (2010). Longitudinal Analysis of Personal Networks. The Case of Argentinean Migrants in Spain. *Social Networks* 32, 91-104. Ryan, L. (2011). Migrants' Social Networks and Weak Ties: Accessing Resources and Constructing Relationships Post-Migration. *The Sociological Review* 59(4), 707-724.

#	*	Working title	Outline
15	organizational-level impact	**Employee consumerism or staff poaching? Employer branding as a "weapon" in the "war for talents".**	In your paper, you should discuss employer branding from the perspective of recruiting rare talent internationally. You should show how the competition between companies fighting the global "war for talent" differs from attracting and retaining employees locally and delineate which role employer branding has been shown to play in it. Based on what you have learned about relevant approaches and mechanisms in employer branding, you should compile an evaluation scheme and apply it to analyze the employer branding of ca. 10-20 MNCs (based on their online communication through websites, social media and commercials as relevant). *For a first orientation and further reading:* Point, S. and Dickmann, M. (2012). Branding International Careers: An Analysis of Multinational Corporations' Official Wording. *European Management Journal* 30, 18-31. Sivertzen, A., Nilsen, E.R. and Olafsen, A.H. (2013). Employer Branding: Employer Attractiveness and the Use of Social Media. *Journal of Product & Brand Management* 22 (7), 473-483.
16	macro-level impact	**Brain drain.**	Brain drain is defined as "the departure of educated or professional people from one country, economic sector, or field for another usually for better pay or living conditions". In your paper, you should delineate the issues arising from human capital flight. Please focus on student and research migration. You should then discuss whether brain drain can turn to gain for the regions from which people emigrate? *For a first impression, read* Bollard, A., McKenzie, D., Morten, M. and Rapoport, H. (2009): Remittances and the Brain Drain Revisited: The Microdata Show That More Educated Migrants Remit More. Discussion Paper Series. IZA DP No. 4534.
17	contingency perspective	**Public discourse on migration.**	The migration of different population groups plays a major role in the public discourse, with a constant change in stakeholders, priorities and intensity of discussion. One can observe tendencies of a paradigm shift as the immigration discourse is changing from a more ideological towards an economic debate. In your seminar paper, you should investigate the development of the public discourse on migrants and migration. *For a first impression, read* Verkuyten, M. (2005): Immigration Discourses and their Impact on Multiculturalism: A Discursive and Experimental Study. *British Journal of Social Psychology* 44, 223–240.
18	macro-level impact	**A world without borders makes economic sense.**	On the Guardian's "Poverty Matters Blog", economist Michael A. Clemens states: "Allowing workers to change location significantly enriches the world economy. So why do we erect barriers to human mobility? […] The world impoverishes itself much more through blocking international migration than any other single class of international policy. A modest relaxation of barriers to human mobility between countries would bring more global economic prosperity than the total elimination of all remaining policy barriers to goods trade - every tariff, every quota - plus the elimination of every last restriction on the free movement of capital." Discuss! *For a first impression, read* Clemens, M. A. (2011): Economics and Emigration: Trillion-Dollar Bills on the Sidewalk? *Journal of Economic Perspectives* 25 (3), 83–106.

#	*	Working title	Outline
19	macro-level impact	**Migration and language change.**	What type of German do (young) migrants speak? Is there a migrant-specific language? Linguistic variation arises in the context of migration, from new language contacts, especially among younger people. Through the interplay of languages of origin of migrants and the target language of the host country, specific language variants and special structures develop. These do not only lead to changes in individual linguistic repertoires but solidify and spread and eventually lead to the creation of new, special "immigrant varieties" the national language of the host country. Look at the linguistic situation of migrants in Germany: Are there migrant varieties? Is there a migrant-German? Are there several migrant-languages? *For a first impression, look at* http://www.kiezdeutsch.de/ and read the first chapter of "Die "türkischen Powergirls". Lebenswelt und kommunikativer Stil einer Migrantinnengruppe in Mannheim" by Dr. Inken Keim: http://pub.ids-mannheim.de/laufend/studien/pdf/sds39-2.pdf.
20	macro-level impact	**Migration and literature.**	While the concept migration has always been a popular subject in literature, over the past few centuries it has become increasingly more relevant, reflecting and processing world history on a personal level. "Writers of migration" cover their personal challenges of the journey and the difficulties of a new environment. Using a cross section of literary texts, look at the motivation of migration as well as its complications. Explore the concepts of identity, belonging and home, communities, territory and displacement. *For a first impression, read* Frank, S. (2008): Migration and Literature. Günter Grass, Milan Kundera, Salman Rushdie, and Jan Kjærstad. New York: Palgrave Macmillan.
21	macro-level impact	**Migration networks in Europe and their impacts on political life of receiving and sending countries.**	A number of studies have pointed out that the immigration flows do not always coact in accordance to the micro and macro economical theoretical frameworks and legal approaches mostly mask the importance of the social networks that drive migration. The migrant networks affect both social, political and economic spheres of the sending and receiving countries. In recent years, policymakers focus more on the effects of the migrant social networks and support institutionalization of the migrant organizations and coordinate them with the state bodies to incorporate immigrants into economies and societies. *For a first impression, read* Anderson, B. 2010. Mobilising Migrants, Making Citizens: Migrant Domestic Workers as Political Agents. *Ethnic and Racial Studies* 33(1), 60-74. Anderson, Bridget. 1993. Britain's Secret Slaves: migrant domestic workers in the UK. London: Kalayaan and Anti-Slavery International. Baser, B. 2014. The Awakening of a Latent Diaspora: The Political Mobilization of First and Second Generation Turkish Migrants in Sweden. *Ethnopolitics* 13(4), 355-376. Giugni, M. and Passy, F. 2004. Migrant mobilization between political institutions and citizenship regimes: A comparison of France and Switzerland. *European Journal of Political Research* 43(1), 51–82.