

NICOLAS TICHY
Research and Teaching Assistant
Ludwig-Maximilians-Universität München (LMU Munich)
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Contact Details

Institute for Human Capital Management
Munich School of Management
LMU Munich
Geschwister-Scholl-Platz 1, 80539 Munich, Germany

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Academic Positions

02/2018 – present RESEARCH AND TEACHING ASSISTANT
Institute for Human Capital Management
Munich School of Management
LMU Munich

Publications

Tichy, N., & Weller, I. (2020). Voluntary employee turnover: The stepchild of German HR and organizational psychology research. In D. Allen, J. Vardaman, D. Collings, & V. Vaiman (Eds.), *Global talent retention* (forthcoming). Emerald.

Winter, K., Zapf, B., Hütter, M., Tichy, N., & Sassenberg, K. (in press). Selective exposure in action: Do visitors of product evaluation portals select reviews in a biased manner? *Cyberpsychology: Journal of Psychosocial Research on Cyberspace*.

Education

02/2018 – present PHD STUDENT
Munich School of Management
LMU Munich
Supervisor: Prof. Ingo Weller

02/2018 – 09/2020 MASTER OF BUSINESS RESEARCH
Munich School of Management
LMU Munich

10/2015 – 10/2017 PSYCHOLOGY, M.Sc.
University of Tübingen
Master Thesis: “Reception of information from product evaluation portals: The impact of mean reviewer ratings”

10/2011 – 09/2015 PSYCHOLOGY, B.Sc.
University of Konstanz
Bachelor Thesis: “Just flipping coins? A comparison between professional and laypeople forecasts of the German stock index (DAX)”

Research Interests

- Transparency and fairness in performance reward systems
- Contract complexity in executive remuneration
- Goal conflict in complex compensation systems
- Multidimensional CSR and employee behavior
- Digital HR and people analytics

Teaching

Undergraduate

- B.Sc. HRM Basics (2018, 2019, 2020). Tutorial (approx. 150 students)
- B.Sc. HRM Seminar (2018, 2019, 2020). Seminar (approx. 15 students)
- B.Sc. Digital HR & People Analytics (2018/2019). Seminar (16 students)
- B.Sc. START with Business Planning (2018). Seminar (approx. 40 students)
- B.Sc. Philosophy of Science (2018). Administration (approx. 400 students)

Thesis supervision

- Supervised 50 empirical and conceptual M.Sc. (3), B.Sc. (22), Seminar (25) theses by students in Business Administration

Other Professional Experience

- 11/2014 - 09/2015 STUDENT RESEARCH ASSISTANT
Social Psychology and Decision Making
University of Konstanz
- 09/2013 – 03/2014 INTERN
Headhunting, Human Resources
Kontrast Consulting GmbH
- 10/2011 – 07/2012 STUDENT LECTURER FOR THEORY OF MENTAL TESTS
Research Methods and psychological Assessment
University of Konstanz
- 10/2009 – 05/2013 STUDENT RESEARCH ASSISTANT
Social Psychology and Motivation
University of Konstanz

International Experience

- 10/2015 – 06/2016 VOLUNTEERING AND TRAVELLING
Tanzania, Zambia, South Africa, Myanmar, Philippines, Indonesia
- 10/2009 – 05/2013 CIVIL SERVICE AT MT BARKER WALDORF SCHOOL
5231 Mt Barker, SA, Australia
Assistant in the classroom and on field trips, landscaping, janitor