

**CONFIDENTIAL**

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**Title**

**Subtitle**

Semester Thesis / Bachelor Thesis/ Master Thesis

Faculty of Economics and Management  
University of Lucerne

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Field of study: Economics and Management

Submission date: TT.MM.JJJJ

## **Abstract**

*(Overview of the content of the thesis, 100 – 200 words)*

Keywords: *(4-6 terms)*

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## List of Abbreviations

CEHRM      Center for Human Resource Management

UNILU      University of Lucerne

...

# 1. Introduction

## 1.1. Research Motivation

*(answers the question why we should do this research by establishing practical relevance and a research gap)*

....  
....  
....

## 1.2. Objectives

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....  
....

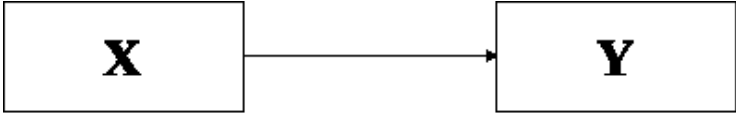


Figure 1.2. Research Model

## 1.3. Approach

*(contains the structure and the methodical approach)*

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....  
....

## 2. Theoretical Background

### 2.1. Subchapter

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### 2.2. Subchapter

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### 2.3. Subchapter

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Hypothesis 1: If X increases, Y decreases.

...

...



## **3. Methods**

### 3.1. Research Design

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### 3.2. Sample

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### 3.3. Measures

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....

## 4. Results

### 4.1. Descriptive Statistics

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....  
....

Table 4.1. An Example

	<i>M</i>	<i>SD</i>
Age (in years)	43.23	9.97
Pay (per hour)	41.55	12.01

### 4.2. Hypothesis Testing

....  
....  
....

## **5. Discussion**

### 5.1. Theoretical and Practical Implications

*(contains implications for research and practice)*

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### 5.2. Limitations

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### 5.3. Future Research

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## **References**

*(e.g. following APA)*

## **Appendix**

*(for additional information, tables, etc.)*

A.1. Appendix 1

...

A.2. Appendix 2

...

## Declaration of the Use of Artificial Intelligence (AI)

**If you have used AI, you must disclose this** by providing the names of the tools/services, their respective purposes, and a discussion of the measures taken to verify the content generated by AI. **An example** of how you can mention the use of AI in your work could be as follows:

In addition to conventional library research, I used ChatGPT to gain a better understanding of the topic and to generate new search terms for the literature search.<sup>1</sup> The AI results suggested that substance abuse is also a form of deviance. Through a literature search on Google Scholar (search term "substance abuse" AND "deviance") and consultation of research literature, I verified that substance abuse falls within the understanding of deviance. Consequently, I also referenced articles on substance abuse in the workplace in my work.

During data analysis in R Studio, I repeatedly encountered an error message that I could not interpret. I used ChatGPT to find out how to resolve the error.<sup>2</sup> It turned out that the error occurred due to missing values in the dataset. After consulting the original data, I found that there were indeed some observations with missing values for my key variable "Deviance." I removed these observations and documented the listwise deletion in the methodology section. Afterward, my code ran.

AI-based spelling corrections and language improvements were used throughout the writing of this paper (Grammarly, DeepL). To ensure that the original meaning of the content was not altered and that the content is accurate, I proofread everything carefully and corrected where necessary.

I confirm that I have used AI with necessary care and caution, fully disclosed the use of AI, and take full responsibility for the content of this paper.

### *Prompts*

<sup>1</sup> ChatGPT, OpenAI, Sep. 9, 2023. Prompt: "What behavior typically falls under deviance?"

<sup>2</sup> ChatGPT, OpenAI, Sep. 12, 2023. Prompt "How do I fix the error in a regression with R: Error in { : task 5 failed - "0 (non-NA) cases?".

[**Note:** The citation follows the format: Name of the tool, Publisher of the tool, Access Date, Prompt]

**If you have not used AI, you can use the following wording:**

I hereby confirm that I have created this thesis without any assistance from artificial intelligence.

## **Declaration of Independent Work**

*(the form can be downloaded via the UniPortal)*

I hereby declare that I completed this thesis independently and only used the sources and aids stated. I further declare that I have not previously submitted the thesis elsewhere.

Place:

Date:

Signature of the author: