

## Invitation to the Oral Examination – Department CE

For the occasion of his/her examination for a Doctoral Degree,

**Valentin Josef Johannes Zieglmeier**

will present his/her dissertation entitled/on

**Designing People Analytics for Data Sovereigns**

on **13 September 2024** at **15:45h**

Attendance to the presentation is open to the public. The presentation will be in English.

The candidate, all members of the Examination Committee, and authorized examiners of the TUM School of CIT are invited to the presentation and subsequent oral examination.

The presentation and subsequent examination will take place online via Zoom:

**link:** <https://tum-conf.zoom-x.de/j/65155721421?pwd=wtNrRnHAXeNzDYFOqmOCOMnDuDChf5.1>

**Meeting-ID 651 5572 1421**

in room **01.07.023**.

### **Examination committee:**

Chair: **Prof. Georg Groh**

First Examiner: **Prof. Alexander Pretschner**

Second Examiner: **Prof. Jens Großklags**

Third Examiner: **Prof. Thomas Hess**

Munich/Garching, the **05** of **August 2024**

### **Mailing list:**

Members of the examination committee

Doctoral candidate

**Abstract:**

People analytics (PA) are increasingly used to help understand and guide employees. Yet, they do not sufficiently incorporate the employee perspective in their design. Therefore, we propose that PA consider employees as data sovereigns. Towards this, we contribute: (1) A rethink of PA with inverse transparency by design, (2) A tool for decentralized inverse transparency in adverse conditions, (3) Design guidelines for trustworthy user interfaces, and (4) A taxonomy of appeal strategies for PA.