

**TOBIAS OBERPAUL**  
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**

10/2018 – present RESEARCH AND TEACHING ASSISTANT  
Institute for Human Capital Management  
Munich School of Management  
LMU Munich

**Education**

10/2018 – present PHD STUDENT  
Munich School of Management  
LMU Munich  
Supervisor: Prof. Ingo Weller

04/2019 – 09/2021 MASTER OF BUSINESS RESEARCH  
Munich School of Management  
LMU Munich

10/2015 – 09/2017 HUMAN RESOURCE MANAGEMENT, M.A.  
University of Applied Sciences Munich, Augsburg, Landshut  
Master Thesis: “The effects of fringe benefits on employee motivation –  
an empirical analysis based on self-determination theory”

10/2012 – 09/2015 HUMAN RESOURCE EDUCATION & MANAGEMENT, B.SC.  
LMU Munich  
Bachelor Thesis: “Strategic Talent Management”

**Research Interests**

- Complex Reward Systems and Communication
- Organizational Justice
- Strategic Human Resource Management

**Teaching**

- Wissenschaftstheorie (Bachelor course)
- Main Seminar: Human Resource Management (Bachelor course)
- Strategic Talent Management (Master course)
- Project Course (Master course)

### **Other Professional Experience**

- 10/2017 - 09/2018 REWARDS CONSULTANT  
Aon, Munich
- 04/2015 – 09/2017 WORKING STUDENT  
Aon, Munich
- 08/2013 – 06/2014 WORKING STUDENT  
von boyen consulting, Munich

### **International Experience**

- 08/2016 – 10/2016 INTERNSHIP  
McLagan, London

### **Languages**

- Native: German
- Fluent: English and French

### **IT Competences**

- R, Stata
- Python
- oTree