

Title	Expanding the Conceptual Boundaries of Work Effort
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Brief Introduction	<p>Preface</p> <p>“You can’t connect the dots looking forward, you can only connect them looking backwards.”</p> <p>(Steve Jobs, co-founder and longtime CEO of Apple Inc., Fortune magazine’s CEO of the decade (2009), Stanford Commencement Speech, 2005)</p> <p>This memorable quote by one of the most inspiring leaders the world has ever seen is profound and true together. Similar to motivation theories that are frequently classified into process theories and content theories, it can be transferred to both the process of writing this thesis and to its content. With regard to the process, the time at the chair was characterized by diverse and multifaceted tasks and projects and, sometimes, I wondered how the different mosaic pieces would finally compose the overall picture. Likewise, I found writing a theoretical piece of work challenging, because it took some time until a complete and coherent outcome emerged from the different content-related components and in the middle of the process, the outcome was anything but crystal clear. Thus, patience, self-discipline, and perseverance were the key to success.</p> <p>Looking backwards, it is of great importance for me to express my thanks to a couple of people who supported me in writing this doctoral dissertation and, thus, contributed to its successful completion.</p> <p>First and foremost, I would like to thank my supervisor, Professor Dr. Max J. Ringlstetter who gave me the opportunity to write this dissertation. He managed to leave me enough freedom to develop my own thoughts while, at the same time, giving me important input and guidance at crucial points indispensable to compile this thesis. I did learn a lot from him in terms of leadership and management, insights that I will keep in mind during my future career and life. I would also like to thank Professor Dr. Harald Pechlaner for his agreement to be the second examiner and for his engagement and valuable suggestions during our doctoral seminars.</p> <p>Furthermore, I want to thank my colleagues and the entire team of the chair for their cooperative and friendly attitude that characterized our working atmosphere and col-</p>

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