

V89.0038
MW 2:00-3:50pm
Meyer 771

Prof. Madeline E. Heilman
TA: Heather Barry
Fall 2009

Laboratory in Organizational Psychology

This course will examine the principles of behavioral science research and the rationale underlying various research strategies. It also will provide you with some first-hand experience in the design and conduct of research investigations. My teaching objective is threefold: to familiarize you with the options open to the organizational psychology researcher, to help you develop your own research skills, and to make you more discriminating consumers of the research produced by others. Additionally, my personal objective is to show you that research can be, and usually is, a great deal of fun.

Readings

The following book has been ordered and is available through the NYU Bookstore:

Hoyle, R. H., Harris, M. J. & Judd, C. H. Research Methods in Social Relations. Holt, Rinehart and Winston, 2002. *Seventh Edition*.

This is the text for the course. We will be reading almost all the chapters, although not necessarily in sequence.

Supplemental articles and chapters from books also will be assigned.

Format

Two sessions a week are scheduled for this course: Monday and Wednesday from 2:00 - 3:50. We will almost always meet on Wednesdays, but we will not always meet on Mondays. This is because the "laboratory" in organizational psychology extends beyond the classroom. We therefore will be capitalizing on the world outside the classroom in designing and conducting research.

The format of our Wednesday session will vary a great deal: sometimes I will lecture (especially at the beginning of the semester), sometimes we will discuss the reading materials assigned, sometimes we will discuss assignments you have completed or that are underway, and sometimes we will work together on a methodological exercise. The point is to capitalize on the class as a group and to avoid using class sessions to do work that can be done individually or through reading.

Readings are to be done before the class associated with them. Also, there will be occasional "homework" assignments which, although not graded, must be completed and brought to class to facilitate class discussion.

Requirements and Grading

There will be two lab projects and a final exam for the course. The lab projects will involve the design and implementation of an experimental study and a questionnaire-based study. Details will be distributed later in the semester, although you should know that each assignment requires a typewritten report (approximately 10-15 pages) and the projects will be done in teams of students. The final exam will be given on December 14th. Your grade in the course will be based on your performance on the assignments, your class participation, and your final exam grade.

Individual Discussions

Heather Barry, the teaching assistant for the course, will run the Monday sessions and serve as a general consultant throughout the semester. She will be available to discuss the assignments and the readings. Her office is in Room 776, 6 Washington Place. You can make appointments with her as needed. It is best to reach her by e-mail at: heather.barry@nyu.edu.

My office is located in Room 576, 6 Washington Place. If you wish to talk, it is best to call me at 998-7813 or email me at: madeline.heilman@nyu.edu. I look forward to meeting each of you individually during the course of the semester.

Blackboard

Blackboard is a software program that allows us to manage the course online. To access your blackboard account for this class, go to www.home.nyu.edu. At the top of the webpage you will see a tab for "academics". Once you get into the academics page, you will find that under the section "classes" (lower half of the page) there is a link to [Lab in Organizational Psychology](#). If you click on this link you will enter our course website. On this site you can find the syllabus, copies of assignments, useful links on the web, handouts etc. This is also where you will access the readings that are not in your textbook as pdf files. The website will also be a place for you get any last minute announcements. Please be sure to check the site regularly. **N.B. The email address we will use for you is your NYU account. Therefore, please make sure you check it regularly.**

COURSE OUTLINE AND READINGS

Note: Readings are due on the date indicated

Sept. 9 **Introduction to the Research Process and Overview of the Course**

Sept. 16 **Generating Research Ideas**

How do research ideas originate? The role of theory and theorizing. Inductive vs. deductive reasoning. Formulating the research problem.

Hoyle, Harris, & Judd, Chapters 1 & 2 (pp. 3-44); pp. 75-81.

Rosenthal, R. and Rosnow, R.L. Primer of Methods for the Behavioral Sciences, Chapter 1 (pp. 1-16).

Sept. 23 **The Observational Method**

Being an observer. Strengths and weaknesses of the observational field study as a research tool. Exploratory vs. hypothesis testing research objectives.

Hoyle, Harris, & Judd, pp. 361-381; pp. 412-421.

(OPTIONAL) Lofland, J. Analyzing Social Settings, pp. 93-113.

Sept. 30 **Experimental Design**

The nature of experiments. Some definitions. The objective of determining causal relationships. Design and design issues.

Hoyle, Harris, & Judd, pp. 237-264.

Oct. 7 **Conducting an Experiment**

Types of laboratory studies. Manipulation of the independent variable. Creating an experimental task. Selecting a research context.

Hoyle, Harris, & Judd, pp. 270-380; pp. 293-305.

(OPTIONAL) Aronson, Ellsworth, Carlsmith, & Gonzales, pp. 218-239; pp. 40-57.

Oct. 14 **Methodological Issues and Problems in Experimentation**

Demand characteristics. Experimenter bias. Deception and its alternatives. External validity. Laboratory vs. field research.

Hoyle, Harris, & Judd, pp. 264-268; pp. 280-293.

Aronson, Ellsworth, Carlsmith, & Gonzales, pp. 292-313.

(OPTIONAL) Aronson, Ellsworth, Carlsmith, & Gonzales, pp. 70-82.

Oct. 21 **Field Experiments and Quasi-experimental Design**

Unique problems of the field experiment: Design and implementation. Some quasi-experimental designs. Evaluation Research.

Hoyle, Harris, & Judd, Chapter 13 (pp.307-331); Chapter 14 (pp.332-360).

Oct. 28 **An Examination of the Correlational Model**

Survey research. The uses and abuses of correlational analysis. Relational vs. causal inference objectives. Some comparisons of the correlational vs. experimental approach.

Badia, P., & Runyon, R.P., Fundamentals of Behavioral Research, pp. 76-91.

Kerlinger, F.N., Behavioral Research, pp. 116-125.

Nov. 4 **Data Collection: Questionnaires and Rating Scales**

Design and administration of interviews. Content analysis.

Hoyle, Harris, & Judd, pp.96-112; Chapter 6 (pp. 121-151).

(OPTIONAL) Crano, W.D. and Brewer, M.B., Principles and Methods of Social Research. Chapter 12 (pp. 229-256).

Nov. 11 **Data Collection: Interviews**

Design and administration of questionnaires. Types of attitude scales.

Hoyle, Harris, & Judd, Chapter 7 (pp. 152-178).

Nov. 18 **Data Collection: Alternatives to Collecting Subjective Report Data and General Issues in Measurement**

Behavioral Measures. Unobtrusive measures. Archival measures. Indirect measures. Reliability and Validity.

Hoyle, Harris, & Judd, pp. 83-95; pp. 381-401.

(OPTIONAL) Hoyle, Harris, & Judd, pp. 112-119.

Nov. 23** **Social Responsibility of the Behavioral Researcher**

Ethical considerations. Research as an intervention. Dissemination of findings.

Hoyle, Harris, & Judd, Chapter 3 (pp. 45-72).

***Note there will be no class Wednesday, November 25 because of the Thanksgiving holiday. Instead Wednesday's class will be held on Monday, November 23.*

Dec. 2 **Doing Research in Organizations; Review and Comparisons of Research Designs**

Organizational research and its complexities. The pros and cons of various research designs. Using multiple approaches in a program of research.

Dec. 9 **Student Presentations of Research Projects**

Dec. 14 **FINAL EXAM**