How to Turn Half-baked Ideas into High-impact Empirical Studies

By

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Date: 20 Jan 2017 (Fri)
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Venue: M802

Abstract

Have you thought about ideas regarding empirical research but are not sure how to actually go about testing these ideas? Are you stuck with what you think may be a good general question for a project but are not sure how to actually design it, which variables to measure and how, and how the data will be analyzed? Do you have some initial ideas regarding projects, but are not sure whether these are worth pursuing? This seminar will address an assortment of issues that are critical in the research process beginning with an assessment of whether a project idea is interesting and of practical importance, followed with research design, measurement, and data-analysis issues. Although the seminar will address issues applicable to most empirical research, it has a unique structure and, to maximize its usefulness, it requires that some of the participants, but certainly not all, submit a paragraph or two about an idea they have for a project, even if it is only general and abstract. At the end of the seminar, participants will have an actionable plan in terms of the specific issue to study as well as type of design, measures, and analysis that will be necessary for its execution. In other words, the seminar will be instrumental in allowing participants at all career stages, from junior to senior, to identify a clear and specific idea/question for a project and design, measurement, and data analysis needed to turn the idea into an actual empirical study. The seminar will be highly interactive and require the active involvement of all participants. For those interested and willing, please email a paragraph or two describing your idea, no matter how rough or incipient, to Ms Ann Leung at ann.sy.leung@polyu.edu.hk by December 27th, 2016.

Prof. Herman Aguinis is the Avram Tucker Distinguished Scholar and Professor of Management in the George Washington University School of Business (GWSB). Prior to joining GWSB, he was the John F. Mee Chair of Management and the Founding Director of the Institute for Global Organizational Effectiveness in the Kelley School of Business, Indiana University. He has held visiting scholar positions at universities in Australia, China, France, Spain, Singapore, South Africa, Malaysia, Puerto Rico, and Argentina. His multi-disciplinary, multi-method, and multi-level research addresses human capital acquisition, development, and deployment, and research methods and analysis. His life and professional agenda is to have an impact on the academic community, but also on society at large and his research has been featured by Forbes, The Economist, Bloomberg Businessweek, and USA Today, among other media. He has published more than 130 journal articles (e.g., AMJ, AMR, SMJ, JAP, PP Psych, JOM, ORM) and five books including Performance Management (3rd edition), Applied Psychology in Human Resource Management (7th edition), and Regression Analysis for Categorical Moderators, delivered more than 120 presentations at universities in about 20 countries, and secured US$5 million in extramural funds. He is a Fellow of the Academy of Management (AOM), American Psychological Association, Association for Psychological Science, and Society for Industrial and Organizational Psychology, and Past President of the Iberoamerican Academy of Management. He received the AOM Research Methods Division Distinguished Career Award for lifetime contributions, the AOM Entrepreneurship Division IDEA Thought Leader Award, and the AOM Practice Theme Committee Scholar Practice Impact Award recognizing an outstanding scholar who has had an impact on policy making and managerial and organizational practices. In addition, he received best-article-of-the-year awards from Academy of Management Perspectives, Organizational Research Methods, Journal of Organizational Behavior, and Personnel Psychology. He served as editor-in-chief of Organizational Research Methods and guest editor for special issues of Journal of Management on bridging micro and macro research domains and Personnel Psychology on corporate social responsibility. He is currently serving as associate editor of the Annual Review of Organizational Psychology and Organizational Behavior, and has served or currently serves on the editorial board of 25 US-, France-, Spain-, and Brazil-based journals (e.g., JAP, PP Psych, JOM, ORM, AMP, AMLE). For more information, please visit http://www.hermanaguinis.com/

All interested are welcome.