Bocconi

Ph.D. Course code 41084

RESEARCH METHODS FOR SOCIAL SCIENCES

Prof. **Remus Ilies**
Dept. of Mgmt. & Tech. - Room 4-D2-01
remus.ilies@unibocconi.it

Course description

This course is designed to prepare students to undertake original programs of scientific research in Organizational Behavior and other social sciences. During the course, students will learn and apply principles from the stages of the scientific process that come after theory development and hypothesis generation, such as those concerning research design and application through analysis and verification. The objective of this course is to provide you with knowledge of, and practical skills in using, the research methods covered herein. After completing this course, you should have mastered the knowledge necessary to (a) communicate with scholars in behavioral and social science disciplines about empirical research, (b) critically review research methods used in empirical studies, (c) design your own research to maximize the knowledge to be gained from it while recognizing its limitations, and (d) conduct the types of statistical analyses covered in this class (e.g., regression analysis, multilevel modeling, meta-analysis) and be able to correctly interpret and report their results.

Course Material and Expectations

Class participation. For each meeting, several readings are required, and students are expected to come to class prepared with comments and questions on the assigned materials. Students must (a) lead class discussions of assigned empirical articles that illustrate the methods covered in this course, (b) complete homework and analysis assignments and (c) be prepared to discuss and demonstrate several assignments (e.g., empirical analyses) in class. These activities will be scored, and the score will constitute 40% of your final course grade. The readings will be posted on Blackboard before each class, and presentation slides and other materials that I will use will be posted after each class.

Examination. There will be one written exam that will consist of essay questions, short-answer questions, and applications of the concepts learned in this course. Before the exam, I will provide you with sample questions of the sort that will be on the actual exam. Your exam score will contribute 60% of your final grade for this course.

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Tentative list of topics

- Research design choices: Types of studies and data collection approaches
- Field studies: Measurement, reliability and validity
- The basics: Variance and covariance, and their multivariate extensions
- Analyzing experimental data: Analysis of variance and related methods
- Testing associations with simple models: Correlation and regression
- Estimating more complex models: Path analysis and structural equation modeling
- Multilevel studies: Study design and model specification and testing
- Studies using secondary data and meta-analysis; course wrap-up

Faculty Bio.

Remus Ilies is full professor in the Department of Management and Technology at Bocconi University. Before moving to Bocconi in 2021, he was Provost's Chair and full professor of management and organisation at the National University of Singapore for over 10 years. Prior to that, he was the Gary Valade Research Fellow and full professor of management at Michigan State University where he started his academic career as an assistant professor in 2003. His research focuses on diverse topics such as employee well-being, work-family processes, attitudes, and leadership and motivation, with a particular interest in understanding the role of emotional processes in explaining outcomes relevant to these research topics. This research has been published in premier scholarly outlets such as *Academy of Management Journal,* and *Journal of Applied Psychology*. For his research, Remus has received numerous awards – for example, the Cummings Scholarly Achievement Award, recognizing an early- to mid-career scholar, from the *Organizational Behavior Division* of the *Academy of Management.*