

EXPERIMENTAL DESIGN FOR ORGANIZATION RESEARCH

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The course will cover basic contents related to experimental and quasi-experimental designs, with special attention to field experimental designs. Further, specific declinations of experimental designs in social sciences will be covered, including scenario-based and policy capturing designs, which are increasingly being adopted in OB and HRM research. The course will also tap into intervention studies as unique examples of field experimental research. Finally, students will be introduced to considering how experimental designs may be used to address both between- and within- person research questions. The course is built on a series of academic articles that represent foundational references from a methodological standpoint, as well as exemplary empirical contributions that have adopted these designs. Students will need to read the articles ahead of classes, and on a rotation basis they will present to the class their main take-away. Through active discussion and criticism of these works we will generate insights relevant for the design of their own research.