MAN 7108 Seminar on Research Methods

Instructor: Mo Wang, Ph.D.
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Office Hours: By appointment

Course Meeting Time & Place
Class Time: 14 meetings, three hours each (one or two meetings on Friday)
Location: DOA

Course Overview and Objectives
The goals of this course are threefold: (1) to provide an overview of advanced research method tools for conducting single- and multi-level research on organizational phenomena; (2) to develop critical skills needed to plan for and evaluate empirical organizational research; and (3) to develop skills of actually using various organizational research methods. Most importantly, I hope this course will teach students to think about theories in their content domain, research methods and design, and statistics as three inter-related components of a unified system through which theories are developed, tested, and refined. Simply put, theoretical and methodological competencies are not, and should not be, mutually exclusive.

Software Requirement
SPSS, R, and Mplus

Key Reference Books


Teaching Assistants
Elisabeth Gilbert (elisabeth.gilbert@warrington.ufl.edu)
Min-Hsuan Tu (min-hsuan.tu@warrington.ufl.edu)
Yifan Song (yifan.song@warrington.ufl.edu)
Yixuan Li (yixuan.li@warrington.ufl.edu)
Course Structure

Class Participation (30%)

This class will require your active participation and involvement. You are expected to have read the material for each week (I have zero tolerance for students coming to the class without reading the papers) and be prepared to ask questions and contribute to the flow of the class. This does not mean that you should sacrifice quality for the sake of quantity; both are important. But, I have no way of gauging quality if you don’t participate.

You will only be allowed to miss the class for medical reasons with written and verifiable documentation from doctors. If you fail to come to class due to any other reasons, you will lose all the percentage points for class participation.

Homework Assignment (30%)

Homework will be assigned after each class, which is designed to help master the various methods and techniques covered in the course. The homework will require you to perform various data management and analyses of data using SPSS, R, and/or Mplus. In addition, and equally important, your will be asked to critically interpret results from analyses you conduct and write manuscript-like report on the results. You will have four days to complete each homework assignment. If you fail to turn in any of your homework on time, you will lose all the percentage points for homework assignment.

Take Home Mid-term Exam and Final Exam (40%)

From February 15th to 22nd, you will have two days (48 hours) to complete a take home mid-term exam. The exam questions will integrate among the topics covered from Class 1 to Class 7. You can refer to your notes, reading materials, and homework when you work on this exam. If you fail to turn in your exam on time, you will lose all the percentage points for the mid-term exam, which is 20%.

In the week of April 10th, you will have two days (48 hours) to complete a take home final exam. The exam questions will integrate among the topics covered from Class 8 to Class 14. You can refer to your notes, reading materials, and homework when you work on this exam. If you fail to turn in your exam on time, you will lose all the percentage points for the final exam, which is 20%.
Course Sequence and Readings

Class 1 (January 13): Theory Building and Testing


Class 2 (January 20): Regression Fundamentals


Class 3 (January 27): Classic Test Theory and Validity


Class 4 (January 27): Factor Analysis


Class 5 (February 3): Reliability


Class 6 (February 3): Scale Development


Class 7 (February 10): Structural Equation Modeling


Class 8 (February 24): Moderation and Congruence Analysis


Class 9 (March 3): Multilevel Modeling: Constructs


**Class 10 (March 3): Multilevel Modeling: Observed and Latent Variables**


**Class 11 (March 17): Moderated Mediation and Mediated Moderation in Mono-level and Multilevel Frameworks**


**Class 12 (March 17): Categorical and Count Outcomes**


**Class 13 (March 24): Longitudinal Data Analysis**


**Class 14 (March 24): Latent Class Procedures**


