

Evaluating organizational interventions

November 3 - 5 2014
7.5 Bologna Credits



Stockholm Stress Center



Stockholm
University

Evaluating organizational interventions

Course leaders

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Introduction

Organizational interventions can be defined as interventions conducted in the workplace that aim to change the way work is organized, designed and managed. As such they focus on changing political, structural and social aspects of the organization. Evaluating organizational interventions is a complex endeavor. Organizations are uncontrollable units that change over time and concurrent events take place that impact on the way data must be analyzed. Multi-level statistical methods and mixed method research designs are necessary to examine what works for whom under which circumstances.

This training workshop aims to provide participants with the skills and knowledge on how to analyze the complex data that such research generates.

The training course is targeted those who already have some experience in conducting such interventions and/or who have plans of conducting such interventions.

Format

Two days of interactive training sessions, the third day will be a learning lab where trainees can book a time with the lecturers to get specific feedback on their own data and research.

Time

3-5 November 2014

Examination

PhD students will be required to write a ten-page assignment. The focus of the assignment can be three-fold:

- 1) To describe an organizational intervention design taking into account the complex nature of these interventions,
- 2) To describe and present the statistical analysis of existing organizational intervention data or
- 3) Analyze existing data using mixed methods data.

Each assignment should follow the structure (or parts of) of scientific journal articles to facilitate future publication.

Literature

Nielsen, K., & Abildgaard, J.S. (2013). *Organizational interventions: A research-based framework for the evaluation of both process and effects*. *Work & Stress*, 27, 278-297.

Nielsen, K., & Randall, R. (2013). *Opening the black box: A framework for evaluating organizational-level occupational health interventions*. *European Journal of Work and Organizational Psychology*, 22, 5, 601-617.

Pawson, R. & Tilley, N. (1997). *Realistic Evaluation*. London: SAGE.

Byrne, B.M. (2012). *Structural equation modeling with Mplus: Basic concepts, applications, and programming*. New York: Routledge

Additional literature for the examination assignment.