

Organizational Research in the Social Sciences

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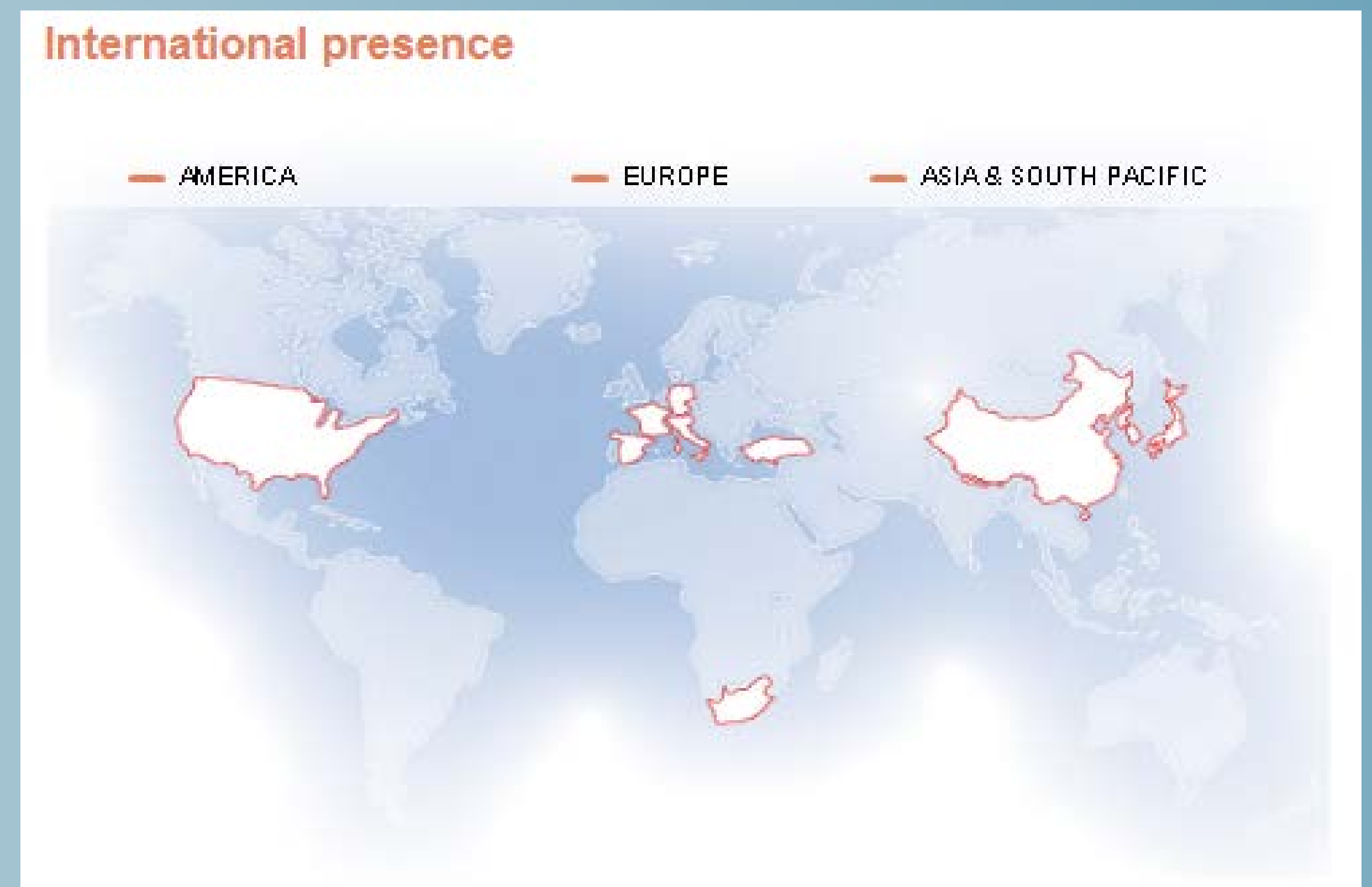
There are many problems that a company can face as they go through their daily operations. Quite often these problems will go unnoticed and the problems become worse because upper management is not made aware these things are happening.

In the spring of 2014 an international firm with operations in Elkmont, AL agreed to be the focus of a research study. Dr. MacKenzie and Dr. Marinova were approached to conduct a survey and asked me to assist them with the entire process that is still ongoing.

The organization allowed us to gather responses from a series of questions they created to assess employee perceptions of the organization on a variety of dimensions. After interviewing 20+ employees that have various duties around the plant, there seemed to be one issue that all departments had. The primary issue that impacted employee performance was communication. This was especially problematic given management's desire to promote use of the company's suggestion for improvement (SFI) system.

After learning this information, our next step was to focus on the issue that seemed to be a repeat occurrence in the interviews. To better understand the factors that lead to the use of the company's SFI system we are in the process of creating and ultimately administering a survey to all 150 employees

During this part of the process I have had to do background research on the company and dig deeper into some of the issues touched on and then start the survey design. Once designed and approved by IRB we plan to administer this survey to the organization's employees. Our goal is to finalize, submit for IRB approval and collect data this fall. Through the survey we hope to identify specific organizational practices that influence suggestions system use. In designing the survey we are performing literature reviews focusing on a variety of topics, including: communication, group identification, employee voice, job performance, and employee satisfaction.



SFI System Stats

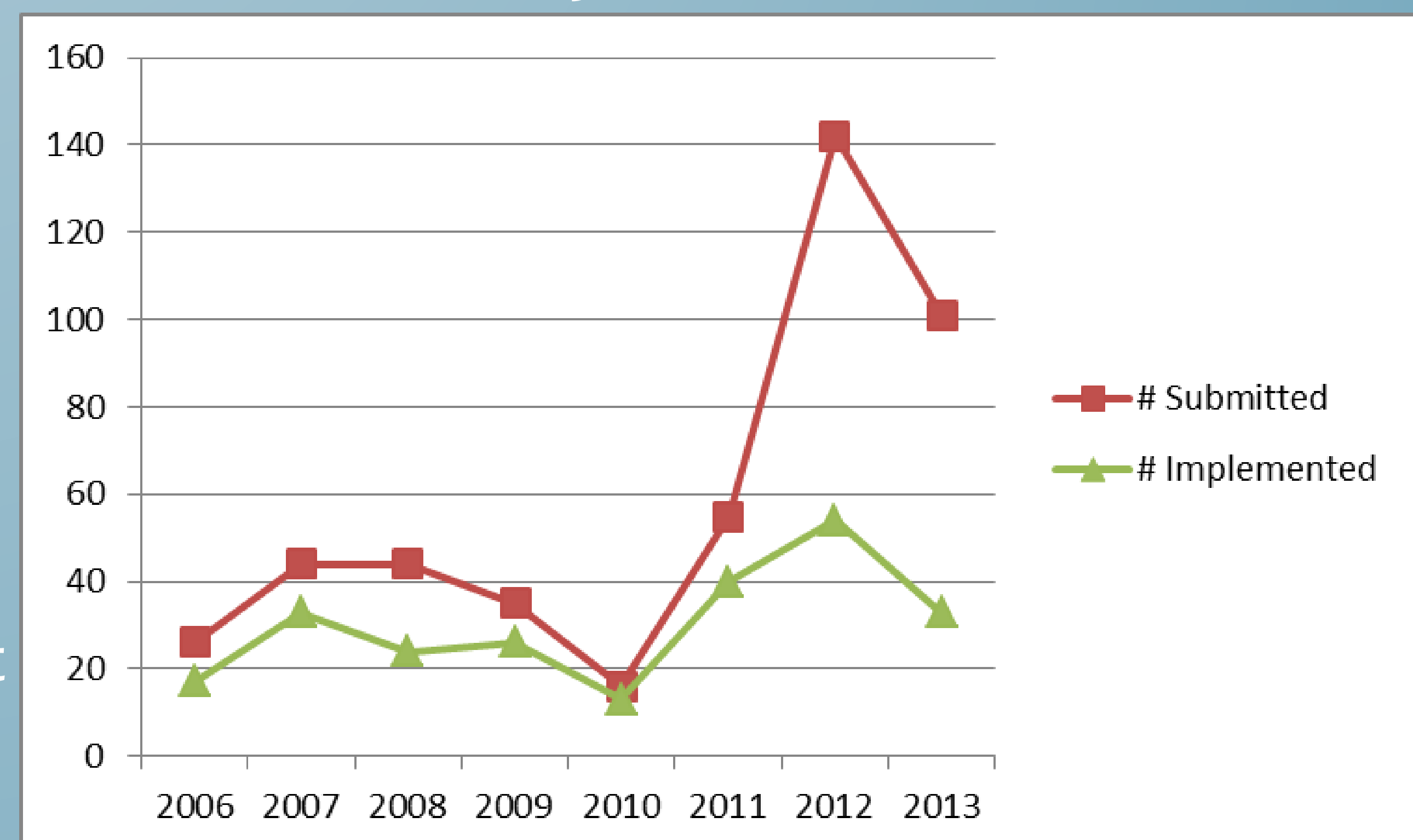
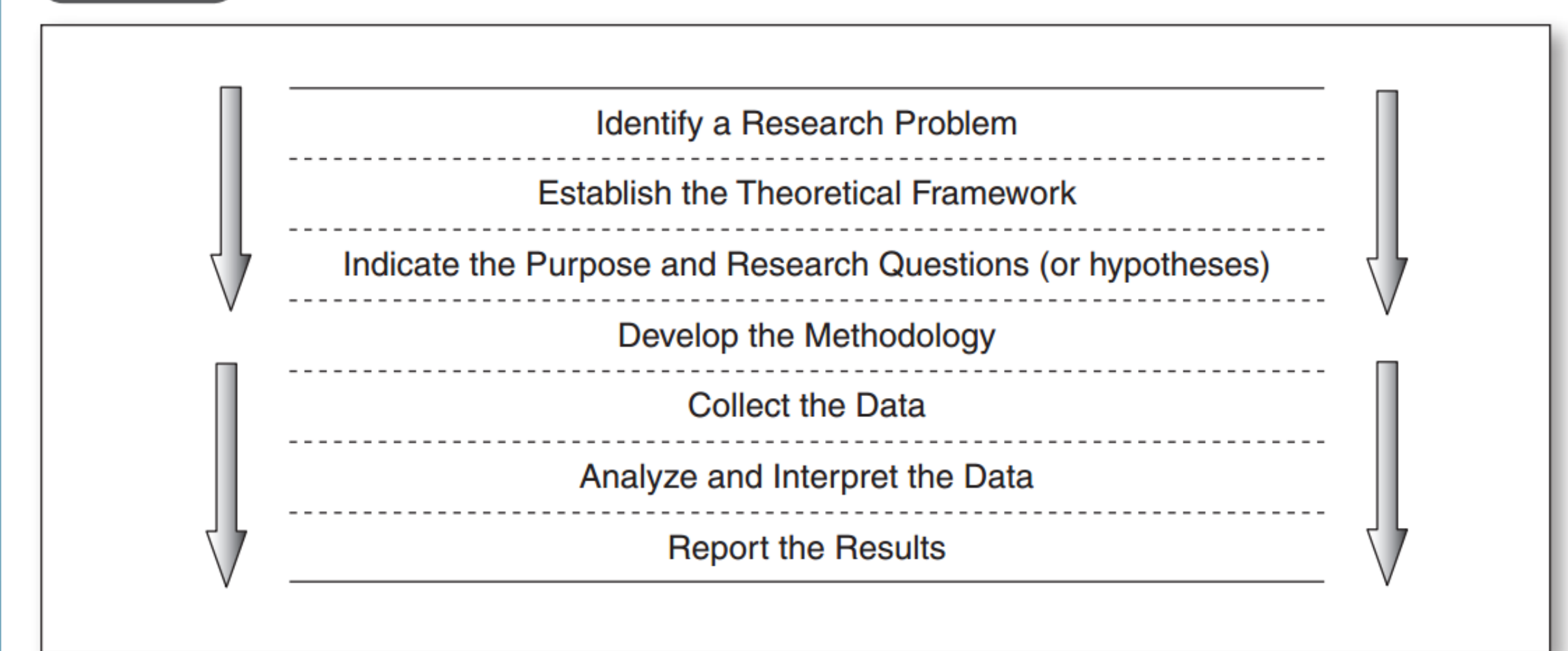


Figure 1.1 The Scientific Method



Edmonds, Alex and Kennedy, Thomas (2013). *The Scientific Method and Relevant Components*. Nova Southeastern University: Sage Productions.

Social Scientific Method vs the Typical Scientific Method

Typical Steps of the Scientific Method

1. Make observations.
2. Propose a hypothesis.
3. Design and conduct an experiment to test the hypothesis.
4. Analyze the results of the experiment to form a conclusion.
5. Determine whether or not the hypothesis is accepted or rejected.
6. State the results.

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