University of ZurichUZH

LEADERSHIP RESEARCH
Seminar, 3 ECTS

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COURSE CONTENT

The class involves two major activities: First, we will train students in the inner workings of quantitative data analysis, from thinking about study design to analyzing and interpreting regression analyses. Second, we will train students in academic writing. We will focus on how to write clearly and compellingly from the introduction and literature review, through reporting methods and results, to the discussion section.

COURSE AIMS

The primary purpose of this course is for students to learn how to conduct research on leadership and, more broadly, human behavior in organizations. Students will learn and discuss how research on leadership is produced and receive hands-on experience in the research process. This course will engage students in all the stages of research and prepare students to comprehend and work with leadership research and to allow them to produce such research themselves. This knowledge is valuable across multiple domains of life, for example, for writing a Master's thesis at university, for understanding and interpreting research throughout life, for producing a trend report or an internal HR/talent development analysis in organizations, or for crafting a strategy for leading a start-up.

EXPECTATIONS

To ensure the best learning experience, we expect you to attend all sessions and thoroughly prepare for them. We will expect that you have read the relevant literature and have submitted your homework on time. We will also expect that you actively participate in the seminar; when you participate, everyone benefits from a more positive learning environment and the class becomes more interesting and fun.

LANGUAGE

The course will be in English.

AVAILABILITY

The class instructors are available per email (nicolas.bastardoz@uzh.ch; lauren.howe@uzh.ch; jochen.menges@uzh.ch) and for personal meetings on demand.

TIMETABLE

All sessions will take place in Room SOF-E-15 between 10:15 – 12:00 on Wednesdays throughout the Spring Semester 2020.

Week	Date	Topic
1	19.02.2020	Introduction: Choosing a research topic
2	26.02.2020	Introduction to Research Designs
3	04.03.2020	Research Designs Advanced
4	11.03.2020	Introduction to Academic Writing
5	18.03.2020	Basics of Statistical Analysis
6	25.03.2020	Writing Hypotheses: What do you predict?
7	01.04.2020	Using Stata and R
8	08.04.2020	Basics of Data Analysis
--	15.04.2020	--- No Class ---
9	22.04.2020	Advanced Data Analysis
10	29.04.2020	Writing Methods and Results: What happened?
11	06.05.2020	--- Work on Project ---
12	13.05.2020	Writing the Introduction: "Setting the hook"
13	20.05.2020	Writing the Discussion Section: What are the implications?
14	27.05.2020	Open office hours

PROVISION OF COURSE MATERIALS ON OLAT AND LAPTOP/TABLET POLICY

We will for most of the sessions provide slides as handouts that are downloadable in PDF format on OLAT.

Please bring your own personal computer to each class because you will need them to perform in-class exercises. Computers should be used to follow and annotate the seminar material or perform the requested exercises, and not used as a distraction.

COURSE READINGS & HOMEWORK

Date	Reading (before class)	Homework (after class)
19.02.2020	---	Evaluate research ideas & vote via Qualtrics link
26.02.2020	Shadish, Cook & Campbell (2002) – Ch. 1 pp.1-32 Podsakoff & Podsakoff (2019) – Read pp. 12-16	Draft up the study design
04.03.2020	"Research design, Part #2" *AMJ*	Draft up the survey logic
11.03.2020	Wagenmakers (2009) Tips for Clear Writing Ragins (2012) Reflections on the Craft of Clear Writing	Collect 5 additional articles for literature review & Submit article summaries
18.03.2020	Weiers (2007) - Ch. 15 Simple Linear Regression and Correlation	Initiate data collection
25.03.2020	"Hypotheses, Part #4" *AMJ*	Submit a first draft of hypotheses
01.04.2020	---	Finish data collection Problem Set 1
08.04.2020	Cameron & Trivedi (2009) – Ch. 3 Linear regression basics	Problem Set 2
22.04.2020	---	Analyze the data individually & Submit initial analyses
29.04.2020	"Crafting the Methods & Results, Part #5" *AMJ*	Submit first draft of Methods and Results sections
06.05.2020	---	---
13.05.2020	"Setting the Hook, Part #3" *AMJ* "Topic Choice, Part #1" *AMJ*	Submit first paragraph of the Introduction section
20.05.2020	"Discussing the Implications, Part #6" *AMJ*	Submit an outline for the Discussion section
27.05.2020	---	---

To reflect the prominence of group work in organizations, we encourage you to work collaboratively with other class members. Sharing ideas, comments, or questions will allow you to increase your learning from the class. But all homework assignments have to be submitted individually, through the OLAT platform. See more information in the "Writing assignment" section of the Assessment section (p. 5).

The due date for homework is always **10am before the next class**.

There is no mandatory book reading, but the following readings could be of interest to students willing to learn more about the different topics seen in class:
1. <u>Design:</u>
    a. Shadish, W. R., Cook, T. D., & Campbell, D. T. (2002). *Experimental and quasi-experimental designs for generalized causal inference*.
    b. Weiers, R. M. (2010). *Introduction to business statistics*.
2. <u>Data analysis:</u>
    a. Cameron, A. C., & Trivedi, P. K. (2009). *Microeconometrics using Stata*.
    b. Allerhand, M. (2011). *A tiny handbook of R.*
3. <u>Writing:</u>
    a. Strunk, W., Jr., & White, E.B. (2000). *The elements of style* (4th ed.). New York: Pearson Longman.
    b. Pollock, T.G., & Bono, J.E. (2013). Being Scheherazade: The importance of storytelling in academic writing. *Academy of Management Journal, 56*(3), 629-634.

ASSESSMENT

The course will be assessed using three evaluation criteria:

1. **Class participation (10%):** Students will be evaluated on the extent to which they contributed to the learning of the class over the course semester. Contribution demands active participation, but this goes beyond simply speaking a lot. In order to contribute effectively, we expect students to have read the assigned articles carefully and come prepared with thoughtful questions and feedback. Effective contribution to the class environment includes a variety of dimensions:
   a. <u>Quality of participation</u>: Bring new and interesting as well as substantiated and logical perspectives to the attention of the class; give relevant and interesting examples; question and challenge the course readings in class.
   b. <u>Quantity of participation</u>: Participate consistently but not at the expense of your classmates; if you feel uncomfortable speaking up in class, use other means (e.g., OLAT); listen attentively and avoid non-class related side activities during class; be present in class at least 10 out of 12 sessions.
   c. <u>Manner of discussion</u>: Criticize constructively, such as critiquing the ideas and not the person; convey disagreement respectfully; avoid cynicism and heated arguments; listen carefully and be ready to say "you are right, I am wrong."

2. **Homework and problem set (40%):**
   a. <u>Writing assignments</u>: Throughout the course of the semester, there will be several writing assignments, the goal of which is to prepare you for writing the final paper by breaking the paper down into several stages. For example, you will submit a first draft of your hypotheses section, which will allow you to receive early feedback on your writing and thus to incorporate this feedback to strengthen your final paper. Since the projects will be completed as a class, some sections of the paper may also be written collaboratively, including the Methods, Hypotheses, and Results, as these sections will be similar and can include some identical information for the students who are working on a particular project. However, some sections *must* be written individually, including the Introduction, Literature Review, and Discussion, and therefore any part of these sections may not be copied from other class members.
   b. <u>Problem sets</u>: There will be two problem sets during the course of the semester (after weeks 7 and 8). The aim is to allow you to engage practically in analyzing a dataset. You are allowed to work in groups but each student must submit their answer to the problem sets individually. For these problem sets, you may use the software R or Stata depending on your preferences or skills.

3. **Final paper (50%):** Building on the relevant homework and problem sets, your task is to write a full empirical manuscript that incorporates the aspects covered in class. The final paper should be between a minimum of 15 pages + references (12 point, Times New Roman font, doubled spaced, Margins 2.5cms). **The due date for the final paper is Sunday June 7th at 11.59pm**. We will grade the final paper on the structure and the quality of writing, the breadth and depth of the literature review, the quality of data collection and analyses, and the quality of arguments and the relevance of the contribution, based on the content seen during the whole seminar. Please see the detailed template available online for more information.