

Making the case for positive interventions in organizations: Using research to demonstrate support

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Working within Organizations

- Issues faced by HR and organizational psychology
 - Kirkpatrick's model
 - Reactions
 - Return on investment
 - Utility analysis

What convinces managers?

- Managers respond positively to UA estimates
(Carson, Becker, & Henderson, 1998; Mason & Foster, 2004)
- Decision makers report using UA information in their choices when it is available (Mason & Foster, 2004)
- Managers responded more favorably to research based information rather than UA
(Huint & Saks, 2003)

What do I mean by 'research'?

Test
pre-



post

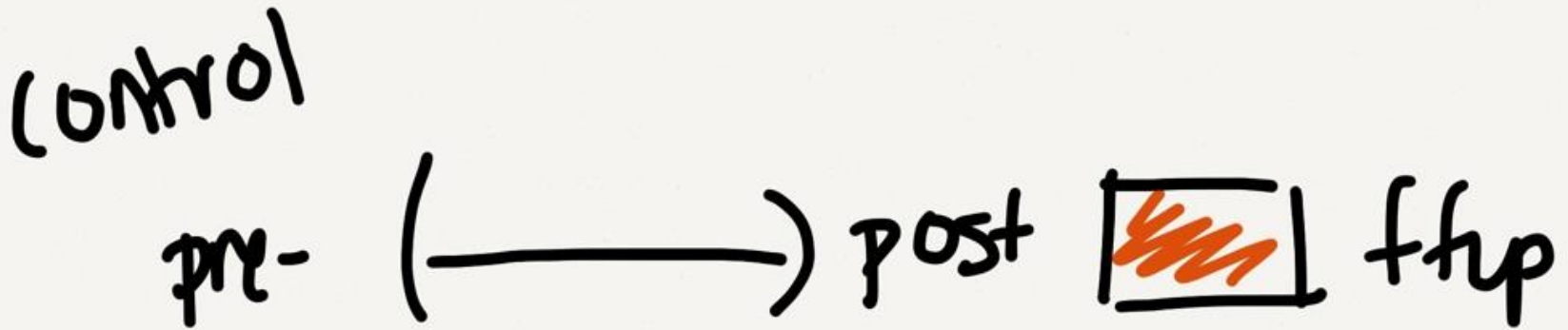
Control
pre-



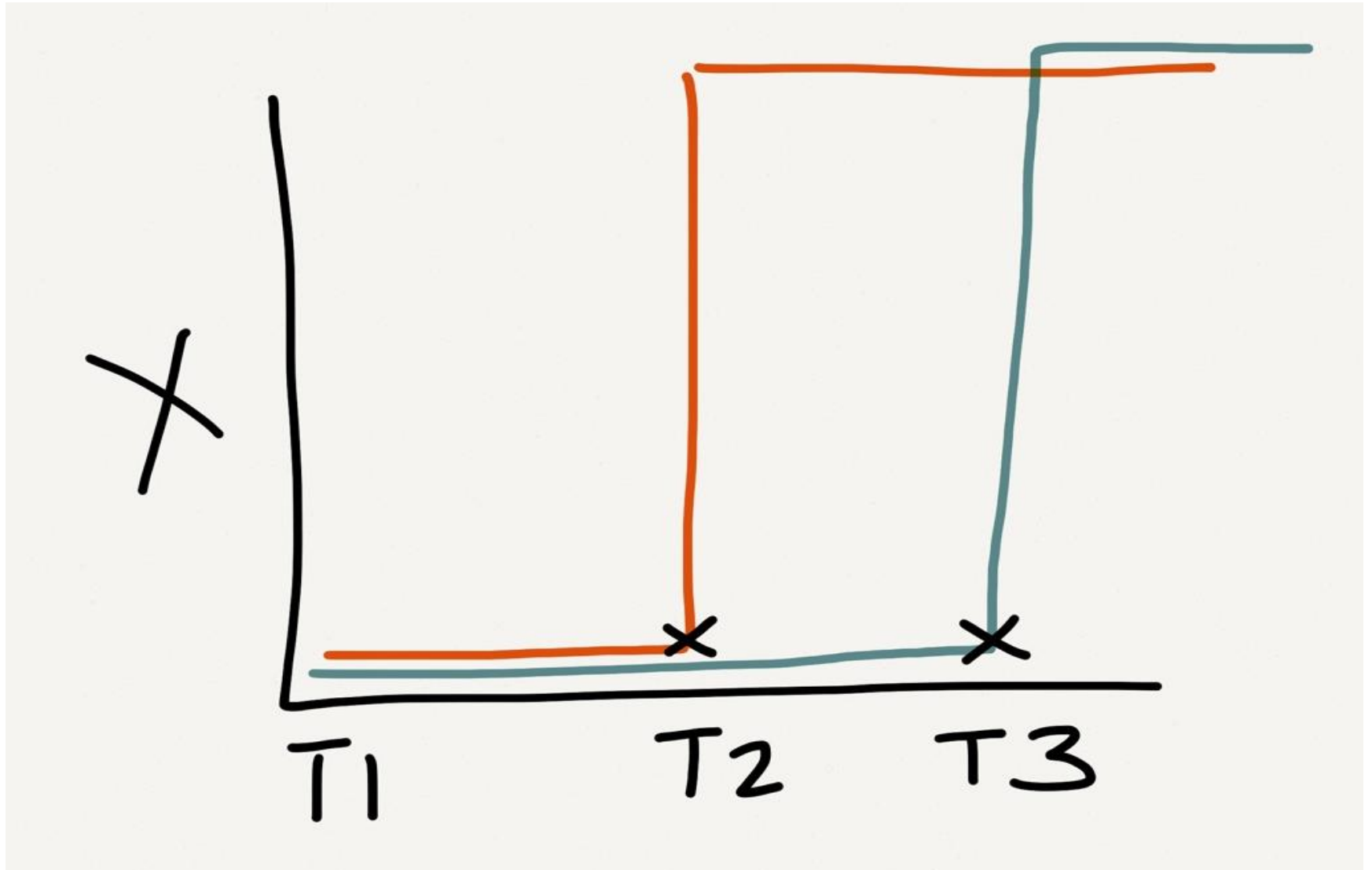
post

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The ideal



Outcomes



Scientist/Practitioner gap

- **Two silos** (Latham & Daghighi Latham, 2003)
- **Language**

Control

Comparison

Conditions

Groups

Manipulation

Intervention

Case examples



- Sookhai & Budworth (2010)
- Budworth, Latham, & Manroop (in press)

Thank you!

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