Objectives:

Organizational phenomena are inherently multilevel in nature. Management research focusing on a single level risks misspecification fallacies and may result in misleading findings. The primary purpose of this course is to provide students with adequate understanding of the conceptual issues relevant to multilevel research. The secondary purpose is to expose the students to several analytical approaches with the hope that students will adopt them in future research endeavors.

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Class Time: Mondays 9:00 a.m. to 12:00 a.m.
Location: Rm. # 51307, Graduate School of Management
Office Hours: By appointment

Required Textbooks:


Recommended Books and Readings:


Prerequisites:

You are expected to have a working knowledge of general linear models (regression, ANOVA, and ANCOVA) and to have reasonable experience in using common statistical software such as SPSS.

Grading:

Class participation and contribution 30%
Assigned presentations 35%
Term Project 35%
Term Project:

You are responsible for an individual project to be due toward the end of the semester. In this project, you need to locate two empirical studies dealing with identical or similar multilevel issues, one using OLS technique(s) and the other HLM, and to compare and contrast their theoretical perspectives, research designs, analytical techniques, etc. You are expected to share your insights with the class. Be sure you make a valuable contribution to all of us.

1. September 20  Course Introduction

   No Assignment

2. September 27  Issues in Level of Analysis

   Thorndike, E.L. (1939). On the fallacy of imputing the correlations found for groups to the individuals or smaller groups composing them. American Journal of Sociology, 52, 122-124.


3. October 4  Multilevel Nature of Organizational Phenomena


4. October 11  **Research Design in Multilevel Research**


5. October 18  **Extending Multilevel Organizational Theory (I)**

Kozlowski, S.W.J. & Kline, K. (2000). A multilevel approach to theory and

6. October 25  Extending Multilevel Organizational Theory ( II )


7. November 1  Measurement and Aggregation


8. November 8  Approaches to Multilevel Data Analysis ( I )


9. November 15  Approaches to Multilevel Data Analysis ( II )


10. November 22   Introduction to HLM (I)


11. November 29 Introduction to HLM (II)


12. December 6   Empirical Examples for HLM


**13. December 13 Comparison between HLM and OLS (1)**


perceptions of the work environment. Journal of Applied Psychology, 86, 3-16.(T)


14. December 20   Comparison between HLM and OLS (II)


15. December 27   Lab Practices

16. January 3   Lab Practices

17. January 10   Project presentation

18. January 17   Conclusion


