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INVESTIGACIÓN
AÑOS

An Ounce Of Prevention Is Worth A Pound Of Cure: How To Design And Conduct High-Impact Research

Herman Aguinis

Avram Tucker Distinguished Scholar & Chairperson, Department of Management, The George Washington University School of Business

Have you thought about ideas regarding empirical research but are not sure how to actually go about testing these ideas? Are you stuck with what you think may be a good general question for a project but are not sure how to actually design it, which variables to measure and how, and how the data will be analyzed? Do you have some initial ideas regarding projects, but are not sure whether these are worth pursuing? This plenary will address an assortment of issues that are critical in the research process beginning with an assessment of whether a project idea is interesting and of practical importance, followed with research design, measurement, and data-analysis issues.

Suggested readings (available at <http://www.hermanaguinis.com/pubs.html>)

- Aguinis, H., Ramani, R. S., & Cascio, W. F. in press. Methodological practices in international business research: An after-action review of challenges and solutions. *Journal of International Business Studies*.
- Solarino, A. M., & Aguinis, H. in press. Challenges and best-practice recommendations for designing and conducting interviews with elite informants. *Journal of Management Studies*.
- Aguinis, H., Hill, N. S., & Bailey, J. R. in press. Best practices in data collection and preparation: Recommendations for reviewers, editors, and authors. *Organizational Research Methods*.
- Aguinis, H., Ramani, R. S., & Alabduljader, N. in press. Best-practice recommendations for producers, evaluators, and users of methodological literature reviews. *Organizational Research Methods*.
- Aguinis, H., Villamor, I., Lazzarini, S. G., Vassolo, R. S., Amorós, J. E., & Allen, D. G. 2020. Conducting management research in Latin America: Why and what's in it for you? *Journal of Management*, 46: 615-636.
- Aguinis, H., Banks, G. C., Rogelberg, S., & Cascio, W. F. 2020. Actionable recommendations for narrowing the science-practice gap in open science. *Organizational Behavior and Human Decision Processes*, 158: 27-35.
- Aguinis, H., Cummings, C., Ramani, R. S., & Cummings, T. G. 2020. "An A is an A:" The new bottom line for valuing academic research. *Academy of Management Perspectives*, 34: 135-154.
- Aguinis, H., & Solarino, A. M. 2019. Transparency and replicability in qualitative research: The case of



interviews with elite informants. *Strategic Management Journal*, 40: 1291-1315.

- Aguinis, H., & Vandenberg, R. J. 2014. An ounce of prevention is worth a pound of cure: Improving research quality before data collection. *Annual Review of Organizational Psychology and Organizational Behavior*, 1: 569-595.
- Aguinis, H., & Edwards, J. R. 2014. Methodological wishes for the next decade and how to make wishes come true. *Journal of Management Studies*, 51: 143-174.

About the Keynote Speaker:

Herman Aguinis is the Avram Tucker Distinguished Scholar, Professor of Management, and Chairperson of the Department of Management at The George Washington University School of Business. His research addresses the acquisition and deployment of talent in organizations and organizational research methods. He has been elected for the five-year presidency track of the Academy of Management (AOM), served as Vice President and Program Chair for the AOM 2020 virtual conference and is now serving as AOM President Elect. Professor Aguinis has written 170 refereed

journal articles and published nine books. The 2019 and 2018 Web of Science Highly Cited Researchers Reports ranked him among the world's 100 most impactful researchers in Economics and Business and his work has received about 33,000 Google Scholar citations (h-index = 84) and more than 10,000 Web of Science citations. He is a Fellow of the Academy of Management and received the Losey Award by the Society for Human Resource Management Foundation for lifetime achievement in human resource research; AOM Research Methods Division Distinguished Career Award for lifetime contributions; and AOM Practice Theme Committee Scholar Practice Impact Award recognizing outstanding impact on policy making and managerial and organizational practices. He has also received seven best-article-of-the-year awards from *Personnel Psychology*, *Journal of Management*, *Journal of Organizational Behavior* (twice), *Academy of Management Perspectives*, *Organizational Research Methods*, and *Management Research*. He served as Editor-in-Chief of *Organizational Research Methods*, as President of the Iberoamerican Academy of Management, and serves or has served on the editorial board of 26 journals.