

PhD in Management

Title of the course: Experimental methodologies for management research

Instructor: Nicola Belle' (n.belle@santannapisa.it);

Short description of the course:

The primary objective of this course is to familiarize PhD students with the use of experimental methodologies to lend both positive and normative insights into contemporary management research. Participants will gain a deeper knowledge of the different types of experimental designs, tools, and techniques. By the end of the course, students will be able to:

- Recognize all the primary experimental designs;
- Analyze and evaluate experimental studies from the management literature and from the broader social sciences;
- Design their own experimental work.

Student commitment

During the course students will be divided into study groups, which will deliver in-class presentations.

Attendance is compulsory for the lectures.

The course will take place in room 1 Alliata according to the following schedule:

Date	Title	Main Topics	Hours
May 4	The theory of experimentation	We start by reviewing fundamental theoretical assumptions underlying experimentation in the social sciences and use illustrative examples to show how violations of these assumptions can threaten the validity of causal inferences.	14-16 2h
May 10	Randomization techniques, sample size and arrangement	We illustrate basic randomization techniques and describes how to calculate optimal sample size and arrangement. Moreover, we will discuss how to estimate the local average treatment effect in the presence of non-compliance.	14-16 2h
May 17	Types of experiments, designs, and	We review and compare types of experiments (i.e. lab experiments, artefactual, framed, and natural field	14-18 4h

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	tools	experiments), designs (e.g., basic, pretest-posttest control group, alternative-treatments, factorial, longitudinal, crossover, and Solomon four group designs), and tools (e.g., survey experiments, discrete choice experiments).	
May 24	Experimental projects' workshop	This session will be dedicated to work on students' experimental projects. Participants will have a chance to present research proposals and get feedback.	14-16 2h

Course evaluation

The final evaluation will be based on two components:

- Class participation;
- Experimental project proposal.

Readings

- Anderson, D. M., & Edwards, B. C. (2015). Unfulfilled Promise: Laboratory experiments in public management research. *Public Management Review*, 17(10), 1518-1542.
- Belle, N. (2013). Experimental evidence on the relationship between public service motivation and job performance. *Public Administration Review*, 73(1), 143-153.
- Belle, N. (2014). Leading to Make a Difference: A Field Experiment on the Performance Effects of Transformational Leadership, Perceived Social Impact, and Public Service Motivation. *Journal of public administration research and theory*, 24(1), 109-136.
- Belle, N. (2015). Performance-Related Pay and the Crowding Out of Motivation in the Public Sector: A Randomized Field Experiment. *Public Administration Review*, 75(2), 230-241.
- Belle, N., & Cantarelli, P. (2015). Monetary Incentives, Motivation, and Job Effort in the Public Sector An Experimental Study With Italian Government Executives. *Review of Public Personnel Administration*, 35(2), 99-123.
- Benz, M., & Meier, S. (2008). Do people behave in experiments as in the field?—evidence from donations. *Experimental economics*, 11(3), 268-281.
- Blom-Hansen, J., Morton, R. & Serritzlew, S. (2015) Experiments in Public Management Research, *International Public Management Journal*, 18:2, 151-170
- Bouwman, R., & Grimmelhuijsen, S. (2016). Experimental public administration from 1992 to 2014: a systematic literature review and ways forward. *International Journal of Public Sector Management*, 29(2), 110-131.
- Brewer, G. A., & Brewer, G. A. (2011). Parsing public/private differences in work motivation and performance: An experimental study. *Journal of Public Administration Research and Theory*, 21(suppl 3), i347-i362.
- Dal Bó, E., Finan, F., & Rossi, M. A. (2013). Strengthening state capabilities: The role of financial incentives in the call to public service. *The Quarterly Journal of Economics*, 128(3), 1169-1218.
- de Bekker-Grob, E. W., Ryan, M., & Gerard, K. (2012). Discrete choice experiments in health economics: a review of the literature. *Health economics*, 21(2), 145-172.
- Dos Santos, A. C. (2009). *The social epistemology of experimental economics*. Routledge.
- Fryer Jr, R. G., Levitt, S. D., List, J., & Sadoff, S. (2012). Enhancing the efficacy of teacher incentives

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Piazza Martiri della Libertà, 24 - 56127 Pisa
 TEL. (+39) 050 88.3886/-3981/-3887/-3872 FAX (+39) 050 88.38.90
 direzionemes@sssup.it

- James, O., Jilke, S. and Van Ryzin, G. (forthcoming 2017). Experiments in Public Administration Research: Challenges and Opportunities. Cambridge: Cambridge University Press
- Jilke, S., Petrovsky, N., Meuleman, B., & James, O. (2016). Measurement equivalence in replications of experiments: when and why it matters and guidance on how to determine equivalence. *Public Management Review*, 1-18. DOI: 10.1080/14719037.2016.1210906
- Jilke, S., Van de Walle, S. and Kim, S. (2016), Generating Usable Knowledge through an Experimental Approach to Public Administration. *Public Administration Review*, 76: 69-72.
- Levitt, S. D., & List, J. A. (2007). What do laboratory experiments measuring social preferences reveal about the real world? *The journal of economic perspectives*, 21(2), 153-174.
- List, J. A. (2007). Field experiments: a bridge between lab and naturally occurring data. *The BE Journal of Economic Analysis & Policy*, 5(2).
- Ryan, M., Kolstad, J., Rockers, P., & Dolea, C. (2012). How to conduct a discrete choice experiment for health workforce recruitment and retention in remote and rural areas: a user guide with case studies. World Health Organization & CapacityPlus: World Bank.

Further required readings will be distributed electronically by instructors.