

# Organizational Interactions and Beyond

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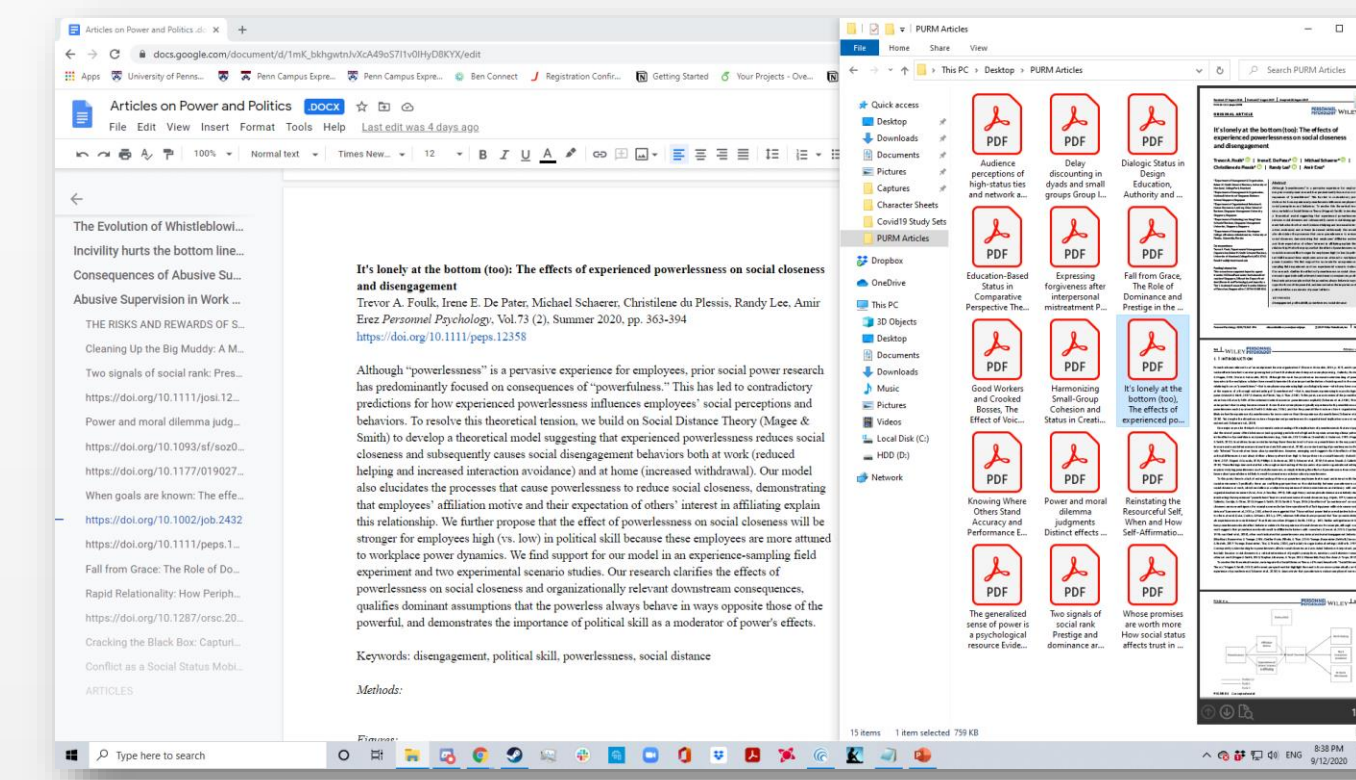
## Introduction

This past summer, I was selected to participate in Professor Samir Nurmohamed's research as a part of the *Flipside Collective*, an opportunity that I was very grateful for, especially considering my lack of previous exposure both in research and the field of organizational behavior. However, the COVID-19 pandemic brought up some new foils to the program that I had to adjust to, namely the time difference as well as the need to switch to an entirely online platform for completing tasks delegated to me. Regardless, the Flipside Collective team was an incredible experience over this summer that I would be hard pressed to forget.

## Overview

The nature of the work I was assigned by Professor Nurmohamed was unique both in its nature and purpose. Rather than focusing exclusively on one large project, my partner and I were assigned a multitude of projects to work on throughout the summer. Though our focuses were different, we were both exposed to many aspects of the research process. However, we each also had a specific project or two that we dedicated special attention and effort to.

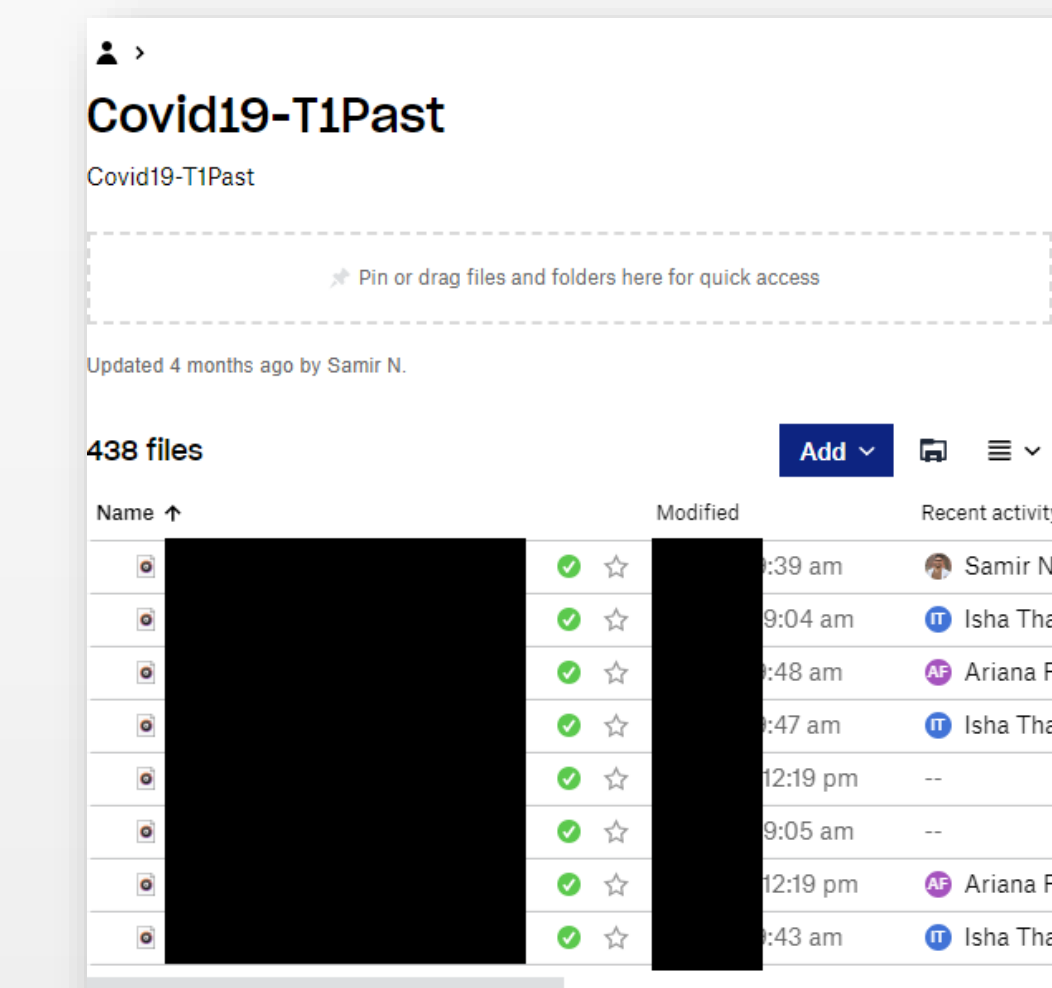
## Annotated Bibliography



Research very often builds off previous findings or tries to extend a specific aspect of research on a topic towards a new direction or field. When doing so, it seems essential to have a list of articles

covering previous experiments or related literature. Part of our goal this summer was to compile and then summarize a list of 35 different articles covering anything from 'how do songwriters initiate and facilitate the songwriting process?' to 'how does social status affect the perception of promises?' or 'How do peripheral experts build a foundation for influence with line managers?' In doing so, we needed to summarize how the experiments and studies were conducted, as well as the background info for the topic, which demonstrated to me the uniquely interdisciplinary applications of the field.

## COVID Narratives



My work had a specific emphasis on evaluating recorded narratives for a project focused on the effects of COVID on people's career paths. For this project I worked closely with another coder in giving work-related testimonials a rating on a whole slew of measures such as 'agency' or 'optimism.' The narratives that I listened to

reflected a wide range of perspectives from all around the world, and it was both inspiring and fascinating to see how different people in different locations working in different industries all responded differently to the pressures and challenges that COVID brought. The work was not as simple as just listening to a recording and marking down numbers however, instead requiring the coders to collaborate in developing and sticking to a proper "codebook" so as to more clearly qualify each measure and preventing "drift."

## Secondary Tasks

Though the smaller tasks we were assigned were a little bit more compartmentalized in terms of their scope, they were no less important when looking at their placement in a larger context. Not only that, each one provided valuable insight into different segments of research: from conceptual research to formatting/presenting questions to getting the final paper out the door.

### Proofreading

Though maybe not always thought of as the most exciting part of research, proofreading the final products is no less important. Ensuring that the end result is correct both in its formatting and delivery is part of what makes the difference between a paper that gets past review and one that doesn't.

### Survey Testing

A theory never ends with just a hypothesis. What is often more difficult is formulating the questions that will adequately establish links between ideas and generate usable data to prove the hypothesis. After that, the questions must be loaded onto a platform and tested to ensure they are presented in the right way. Though I only sat in on the former, I contributed to the latter.

### Organizational Research

Surveys and experiments are no use without a group to distribute them to. Being able to identify what kind of survey population is the best fit to pull data from is essential to generating meaningful results, be it the general population through Amazon's MechanicalTurk or the employees of a Chinese rail conglomerate.

## Examination of Organizational Behavior

All the work I did this past summer I feel is unified around the common theme of organizational behavior, namely, the reactions by people and organizations in the face of adversity of hardship. Seeing how meaningful and beneficial change could be wrought from a traumatic or disruptive experience was both refreshing and inspiring.