Group Project: Women, men, and power

- Perceptions about power in organizations and in life in general
  - Interview 8 people each
  - Analyze the data in your group
  - Provide a written report and oral presentation

Interviews

- Who do I interview
  - NOT immediate supervisor, direct report, anyone at SLIR, or anyone in the HR/IR field
  - People in your assigned demographic group
  - Must all be employed or previously employed at some time

- Confidentiality
- Introduce yourself first

Interviewing techniques, part 1

- Never offer your opinion;
  - Do not agree or disagree with the comments
  - Do not “lead” the respondent, instead ask neutral questions
    » “What do you think about X?” vs.
    » “X is just great, don’t you think?”
Interviewing techniques, part 2

- Make sure you understand the point
  - To get more detail: “Can you tell me more about that?” or “Can you give me an example?”
  - If unclear: “Can you explain that again?” or “Why do you say that?” or “Let me make sure I’ve got it right. What you said is XYZ. Is that correct?”

- To get a history or chain of events:
  - “What happened next?”
  - “How did X respond?”

Interviewing techniques, part 3

- Be sure to cover each main point
  - (See survey instrument)
- For this project, OK to paraphrase questions and ask about interesting sidelines
- Listen for stories and details

Interviewing techniques, part 4

- Keep extensive notes, especially of examples and stories.
- Review and edit / expand your notes immediately after the interview. Easy to forget if you wait.
  - These will be turned in as part of final report.
Suggested outline for summary report

- Introduction: What is the issue and why should we be interested in it?
- Methods: sample, interview techniques, analysis approach
- Results
  - Text, charts / graphs, quotes
  - Can include interpretation (unlike academic pubs)
- Summary / Conclusions (in context of literature)
- Appendix: All interview notes and literature review

Guidelines for Presentation

- Every person in the group should talk
- Include:
  - Descriptive statistics of interviewees
  - Common themes across interviews
  - Notable differences
  - Summary
- Use powerpoint graphs, tables, etc. if useful for making your point.

Power in organizations

- Definition of Power:
  - A has power over b to the extent that s/he can get B to do something B would not otherwise do (Dahl)
  - Power over versus power with
### Sources of power

- Reward (Structural)
- Coercion (Structural)
- Legitimate (Structural)
- Expert (Personal)
- Referent (Personal)
- Task interdependence (Structural)