

**Note: This was done in outline form to help explain how to write the paper. Your actual summary and application paper should be written in the format of a paper and NOT an outline.**

## I Introduction

### A. Problem or issue under study.

1. You would include a statement about the importance of occupational safety.

### B. Past literature

1. Past research has not used well controlled laboratory studies.
2. Past research has focused on two types of studies.
  - a. Case studies
  - b. Individual difference variables

### C. Purpose of the current study. (This often includes one or more hypothesis).

1. Often studies will explicitly state the hypotheses of the study. However, this study does not explicitly state a hypothesis, but instead makes a more general statement about the effects of organizational behavior modification.

behavior

2. Example of how this might be phrased.

can

“The authors examine how an organizational behavior modification intervention can increase safety behaviors among employees in a wholesale bakery”

## II Method

### A. Participants.

1. As a general rule of thumb, you do not need to go into a lot of detail about the number of participants and demographic information about participants. The exception to this rule would be is if a particular feature of the participants was critical to the study.

2. Example of how this might be phrased:

“The study was conducted with employees from the wrapping and makeup departments of a wholesale bakery. “

B. Statement about the basic procedures used and materials if appropriate

1. Statement about how they developed the observational codes.
2. Explanation of the intervention and how it was implemented.

### III Results

A. You should explain the essential results, which are often linked to hypotheses from the introduction of the experiment. Your summary should be more focused on showing that you understand the results than in simply repeating back statistics reported in the paper.

B. Example

*“Safety Level.* The study was divided into three periods: baseline, intervention, and reversal. In the baseline period, the average performance of safety behaviors was 70% for wrapping and was 77.6% for makeup. However, during the intervention, the percentage of safety behaviors performed clearly exceeded the 90% goal in both departments. Finally, in the reversal stage (i.e., feedback and observations were eliminated), the percentage of safely performed behaviors dropped back down into levels similar to those observed in the baseline data.”

B. Briefly explain any secondary findings.

1. Employees reaction
2. Supervisory participation
3. Management support
4. Maintenance

Of the four that are listed, the one that is most important is supervisory participation, so you might spend a little more time discussing this one than the others.

### IV Discussion

A. Statements that explain their main findings.

In this article, the five points that the authors make about why the informational feedback worked would be one of the main points mentioned in this section.

B. Limitations and/or discussion about future studies.

In this article, the discussion of how future research might want to isolate the components of informational feedback to see which part is most effective would be a good part to add in this section.

V. Other comments on summarizing the paper.

A. You should use the headers from the article as headers in your summary.

B. You should avoid the use of excessive direct quotes because I want to see that you can read an article and understand it enough to put into your own words. If you simply string together a set of direct quotes then you have not accomplished that goal. This same argument applies if all you do is make minor wording changes from the original article to write the summary.

C. Avoid Plagiarism: If you do a direct quote then you need quotation marks and a citation that includes the authors' name, date and page number of the direct quote.

VI Application Section

1. Do you see the potential for another study to be run based either on a limitation of the current study or an extension of the current study?

a. For example, the study notes that they had trouble getting management on board with the plan, but that employees were very excited about it. It is possible that you could set up a peer reinforcement plan for employees. This plan might involve teaching employees how to notice safety behaviors and then how to implement praise. You could also discuss that a weakness of such program might be that the reinforcement might not be as meaningfully when it comes from a fellow employee versus a superior.

2. Do you see any limitations of the study?

A. For example, they note in the discussion section that the information feedback worked because it dealt with very objective data. That is, the safety behaviors discussed in the study were very clear cut. You might have more trouble implementing this type of intervention in an area like customer service where behaviors might be less clear cut. This doesn't mean that it could not occur but it does suggest to implement such a plan you would have to be very clear on what "good customer service meant in your study.

3. Do you think that there might be a better way to operationalize any of the variables?
4. Do you think that the study may generalize to other groups of participants or locations?
  - A. I have a word of caution on this one. You want to avoid simple statements about generalization. For example, if a study was done with just men and you say it should also be done with women then you need to back up your statement with a convincing argument about why this would make a difference from either a theoretical or applied standpoint.
5. The list of 1-4 is a partial sampling of things that could be covered in your application section. You may find that other things can be commented upon in this section.
6. In all cases, the application section should be your original ideas and not simply a restatement of ideas already presented in the paper.