



Developing an International Research Career and Comparative Methodologies

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Two Messages



- Practical advice for PhD students
- Brief discussion of methodologies for conducting comparative research

Practical Advice for Developing an International Research Career

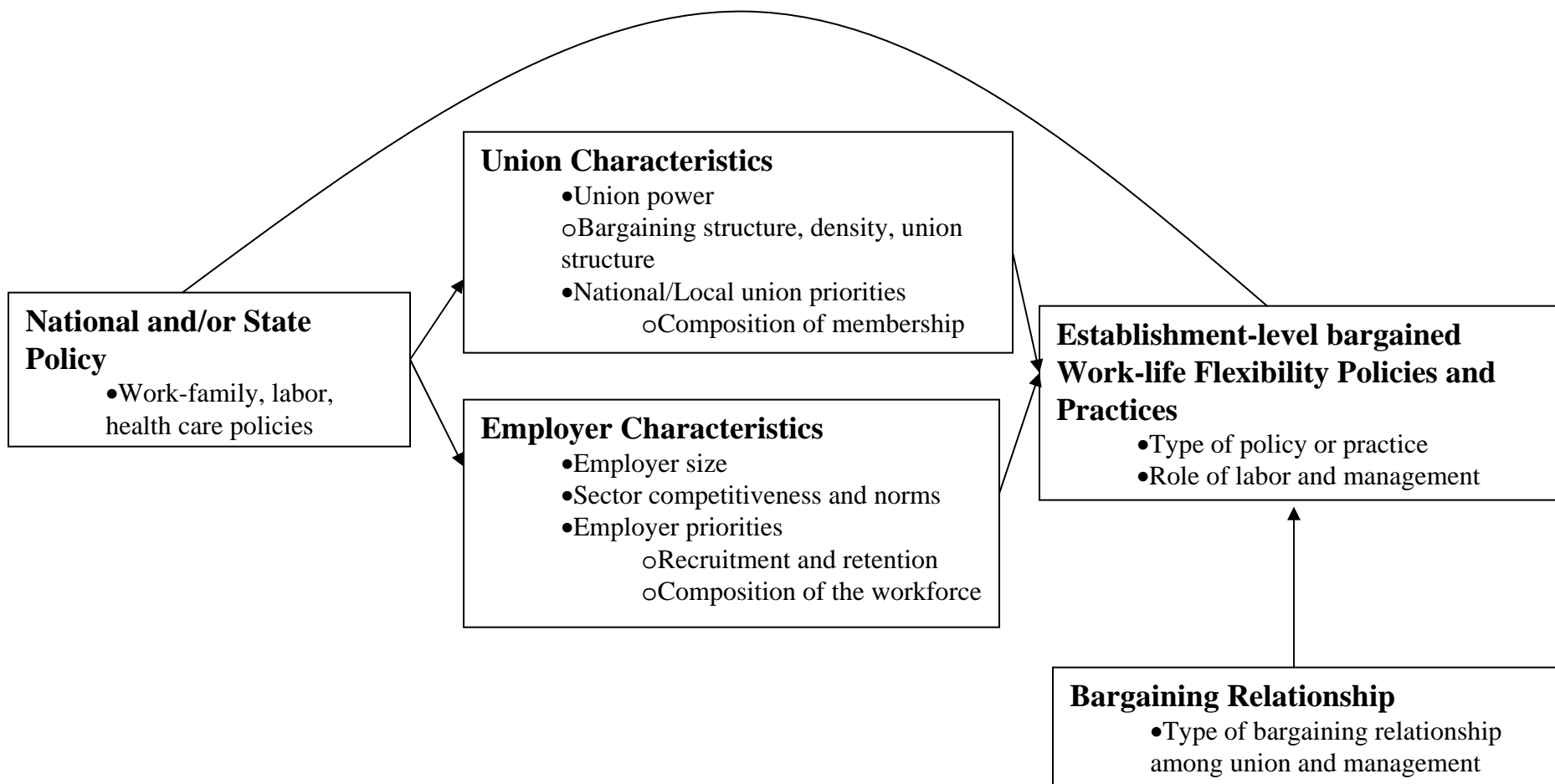


- US PhD experience
 - Requirements
 - Job search process
 - Where do students get jobs?
 - The tenure system
- Transition to Faculty member
 - Research in teams
 - Organizational Citizenship
- Learn how to be a scholar
- Your research agenda decisions
- Clear theoretical guide or analytical framework is important
- Choice of methods also critical



- Comparative
 - Be specific about what you are comparing.
 - Define phenomena and how you will measure it.
 - Ground your comparison in a theoretical framework
 - Focus on similarities or differences
 - Validate measures across countries vs. examining differential effects.
- Within industry, two country comparisons
 - Consider also sub-national or regional comparisons
- Qualitative or quantitative or mixed method approaches

Analytical Framework for Examining Establishment-Level Collectively Bargained Work-Life Flexibility Policies and Practices



Theories in Employment Relations



- Tend to be frameworks that describe or explain phenomena rather than predict outcomes.
- What is to be explained (outcome)?
- What determines outcome?
 - Forces (labor market conditions)
 - Actors (unions, employers, government)
- How do determinants interact?
 - Strategy
 - Boundaries (narrow, general)