SCRUTINIZING WORKPLACE OPERATIONS THROUGH RESEARCH

Written by: Karen M. Macalinao
Administrative Assistant III
SDo-Bataan

Research has paved its way in different fields in order to discover strengths and weaknesses of institutions, businesses and organizations. It is also done to attain progress because research studies serve as the basis for actions to be taken in improving work, looking for solutions to existing problems and prevention to possible risks. Although conducting study requires lot of time, effort and resources, this still serves as a trend to resolve issues and determine actions that will thrive the workplace.

American Psychological Association (APA) revealed that a collection of research studies which will be applied in real-world contexts is designed to better understand “workplace issues such as matching people and jobs, finding ways to reduce workplace stress, studying people’s motivation and job satisfaction, as well as other topics.” This shows how research studies help reveal what is going on in a workplace and what could be done to resolve issues.

For without research, a workplace may stagnant and employees will remain dealing with work issues because there is no empirical study which proves that there are existing problems. If the issues will not be totally addressed, there will be more serious problems that may arise. As what mentioned above, it does not only resolve dilemmas but also helps prevent future risks that may become a reason to let the organization or workplace meet its regressing state.

However, Sim (2019) revealed that limited resources such as time, money and/or expertise hinder conducting research studies. Aside from these, there is also misunderstanding and anxiety over the research process and terms like hypothesis, methodology and outcomes, which show that lack of mastery is one of the barriers in conducting research. Conducting research from the past is one of the reasons because some are already afraid to try another one because the prior research became burdensome and critical.

Since resources, expertise and fear to try again are the major barriers in conducting research, one of the ways to overcome them is to invest for a timely research because research studies are not necessarily needed to be conducted almost every year. Also, they may hire a mentor or researcher to conduct a study for them if mastery is the problem so that
there will be an assurance that the study will be successful. It may cost money because there is a need to hire a researcher but it will be worth it because it is more costly to spend resources without an assurance that it will be successful.

Conducting research in a workplace can be tiresome and stressful but it will be worth it because it promotes organizational learning. It gives understanding of what works and what does not. It also an advantage for program development and refinement. As long as the results will be disseminated to the concerned individuals, everybody will be informed of the strengths and weaknesses and by that time, everyone will be taking their own little steps to improve their workplace which may result into bigger advantages not only within themselves but in the workplace as a whole.

References:
https://www.apa.org/research/action/workplace