



OPEN Coffee Talk Session
Evidence Based Decision Making
Course - A 6½ minute introduction

Eric Barends, Centre for Evidence Based Management, Carnegie Mellon University

10.30 - 11.30 am, 24 March 2022

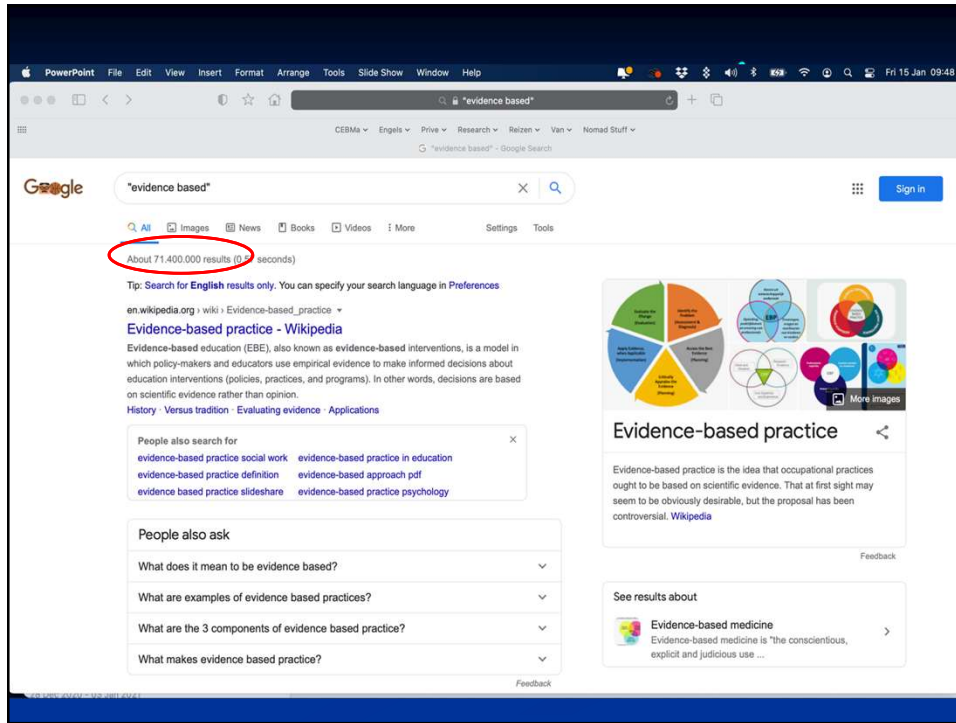
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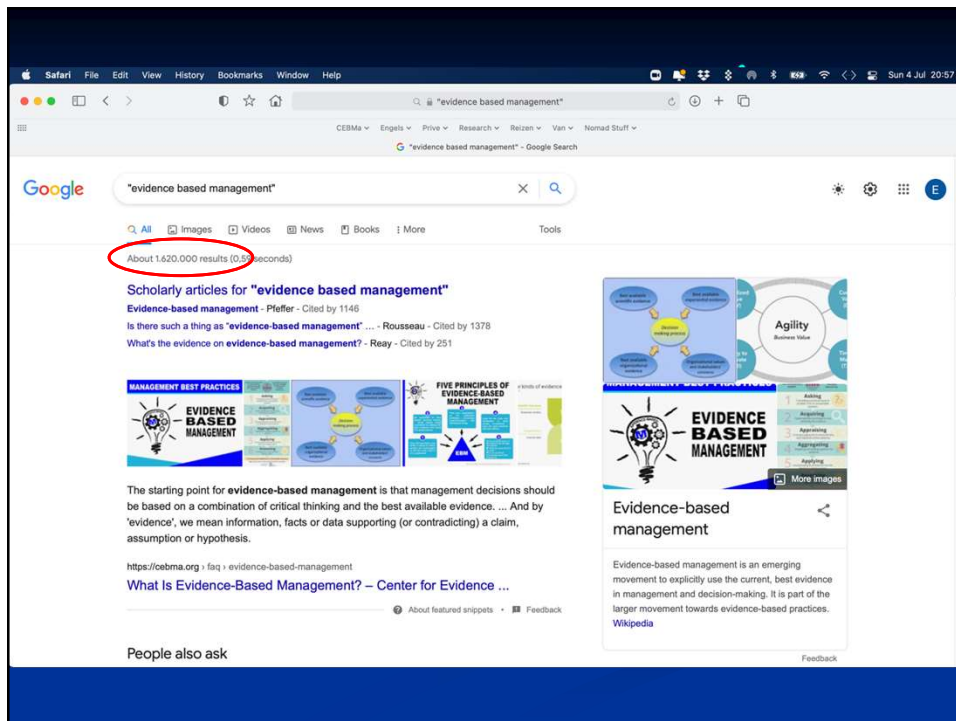


Evidence Based ?

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CEBMa Engels Privé Research Reizen Van Nomad Stuff

"evidence based HR" - Google Search

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About 42,300 results (0.5 seconds)

Scholarly articles for "evidence based HR"

Becoming an **evidence-based HR** practitioner - Rousseau - Cited by 197

Toward **evidence-based HR** - van der Togt - Cited by 34

In search of HR intelligence: **evidence-based HR** ... - Falletta - Cited by 53

 View all

In short, **evidence-based HR** refers to a process in which the organization evaluates any decision or process against data, real experience, expert opinions, and/or other types of information to ensure the decision is likely to have the desired outcome.

Sep 29, 2017

hrdailyadvisor.bnr.com · 2017/09/29 · evidence-based-hr

What is Evidence-Based HR? - HR Daily Advisor

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Centre for Excellence in Child and Family Welfare

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FINANCIAL REVIEW

NEWS BUSINESS MARKETS STREET TALK REAL ESTATE OPINION TECHNOLOGY PERSONAL

KPMG dumps 'abused' staff surveys

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KPMG global head of human resources Robert Bolton says engagement is an "abused" term. Daniel Munoz

"This term engagement is abused, it's misunderstood, it's not evidence based, and it's a minefield," Bolton said.

ENGAGEMENT DOESN'T DRIVE PERFORMANCE

Hard evidence is mounting that contrary to popular belief, engagement doesn't drive performance. In fact, the inverse is true. Performance drives engagement.

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Ten Key Evidence-Based Change Management Principles

February 13, 2020

Insights on how organisations can work with technology to drive change.

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Technology has opened up new ways to communicate, making it easier to connect with people.

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https://www.cdss.ca.gov/ocap/res/pdf/2018_CEEC_Fact_Sheet.pdf




California Evidence-Based Clearinghouse for Child Welfare

Online resource provides easy access to scientifically tested practices in child welfare

In January 2004, as part of the state's child welfare improvement strategies, the California Department of Social Services' Office of Child Abuse Prevention (OCAP) partnered with the [Chadwick Center for Children and Families](#) in cooperation with the [Child and Adolescent Services Research Center](#) to award a grant to create an evidence-based clearinghouse for child welfare practices in California. The current grant cycle began July of 2016 and will conclude June of 2019.


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Autoplay: On Off

The Trump administration has reportedly banned the Centers for Disease Control and Prevention (CDC) from using the phrases "evidence-based" and "science-based" in official documents.


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 Centre for Excellence in
Child and Family Welfare



On January 14, 2019, the Foundations for
Evidence-Based Policymaking Act was signed into law

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Evidence based management?

- Never heard off
- Heard off
- Heard off and can explain

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Evidence-based decision-making Central Premise:

Decisions should be based on
the 'best available evidence'.

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Evidence?

information, facts or data
supporting (or contradicting)
a claim, assumption or hypothesis

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Source?

outcome of scientific research,
organizational data,
benchmarking, best practices,
personal experience

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“But ... then we all base our decisions on ‘evidence’”

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Yes, but...most people pay little or no attention to *the strength of the evidence* and base their decisions on *too few sources of evidence*

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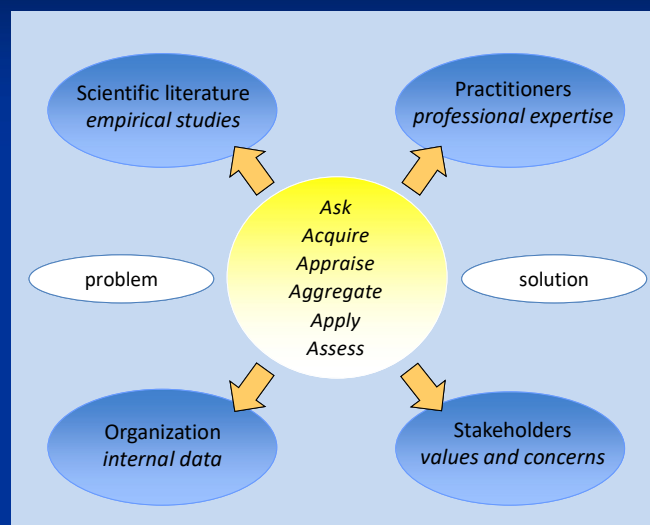


Trust me, 20 years of
management experience

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Sources of evidence

CIPD



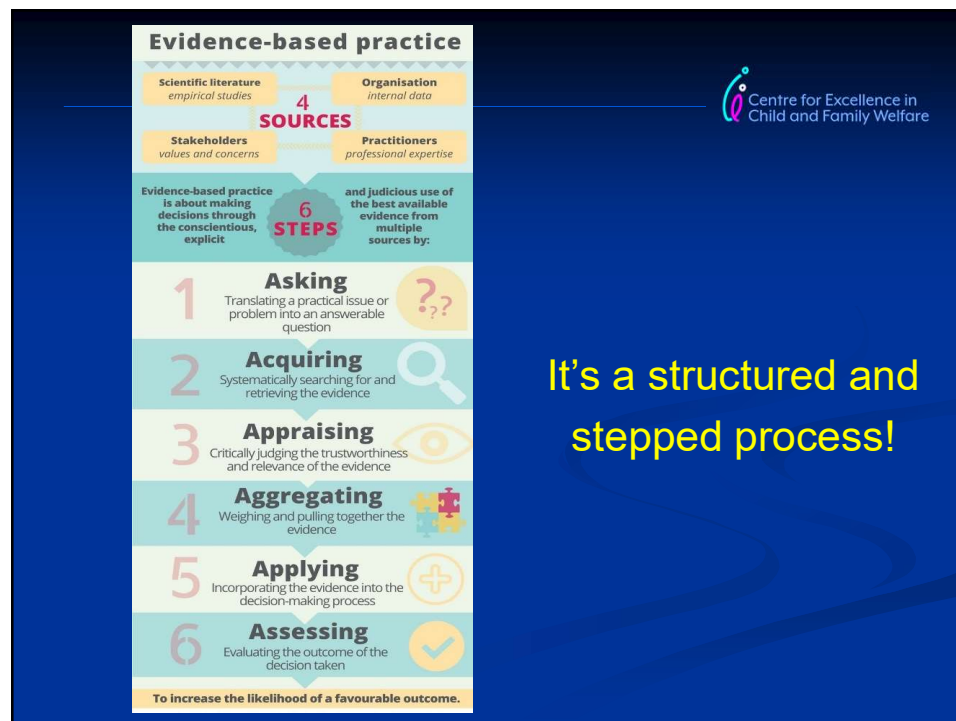
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Evidence-based ... whatever

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The use of *critically evaluated evidence*
from *multiple sources* to increase the
likelihood of a favourable outcome

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15 Online learning modules



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What's in the course modules?



- **Explanatory content**
- **Learn By Doing activities**, giving you chance to practice the concept that you are learning, with hints and feedback to guide you if you struggle.
- **Did I Get This activities**, giving you the chance to do a quick "self-check" and assess your understanding of the material before doing a graded activity.
- **Assessment Quiz** > 3 attempts, 70% or more
- **Podcasts**
- **Exercises**

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Assessment > for you & for us



SUB OBJECTIVE / SKILL	ACTIVITY	STUDENTS	CORRECT	%
Assessing whether a statistically significant finding is of practical relevance	Learn By Doing: 2B.3. LBD-5	41	<div style="width: 68%; background-color: #28a745;"></div>	68%
Assessing the impact of an effect size	Did I Get This?: 2B.3. DIGT-7	41	<div style="width: 73%; background-color: #28a745;"></div>	73%
Assessing whether a confidence interval is sufficiently narrow	Learn By Doing: 2B.3. LBD-3	39	<div style="width: 44%; background-color: #dc3545;"></div>	44%
Assessing whether an outcome was measured in a reliable way	Did I Get This?: 2B.3. DIGT-8	40	<div style="width: 83%; background-color: #28a745;"></div>	83%
Identifying the type of research question a study aims to answer	Learn By Doing: 2B.3. LBD-4	41	<div style="width: 61%; background-color: #ffc107;"></div>	61%
Identifying a study's research design	Did I Get This?: 2B.3. DIGT-7	40	<div style="width: 72%; background-color: #28a745;"></div>	72%
Assessing a study's methodological quality	Learn By Doing: 2B.3. LBD-3	40	<div style="width: 58%; background-color: #ffc107;"></div>	58%
Grading a study's trustworthiness	Assessment Quiz: 2B.3 AQ-1	39	<div style="width: 72%; background-color: #28a745;"></div>	72%

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Assessment > for you & for us



Module 4


An Introduction to Scientific Evidence

View data for: All Students [Show Options...] EMAIL

ESTIMATED LEARNING LEVEL Learning Objectives


Estimated Learning by Student

15 students
1 dot = 1 student



Class Accuracy by Sub-Objective

Assessing whether a... 13
Assessing the impact... 13
Recognising the... 13



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