



# 10 Step Research Process What I Actually Did

- Erica Nickolaus
  - IDS 300
  - Dr. Lafever
- Old Dominion University

# STEP 1- State the Research Question

My Research Question:

What are the most effective leadership styles for the restaurant business that support job satisfaction and employee morale while also helping to produce the best work?





## STEP 2- Justify Using and Interdisciplinary Approach

- The goal of this study was to look at and to see the effects of management can have on a staff and see how they can negatively and positively affect those around them



## STEP 3- Identify Relevant Disciplines

My Disciplines

- Management
- Sociology
- Psychology



# STEP 4- Conduct the Literature Search

In this step I started researching and started to narrow down and adjust my search. Not all the sources found I was able to fit into my paper, and I needed to expand and conduct another literature search as I expanded my research.



# STEP 5- Develop Adequacy in Each Relevant Discipline

In this step I started to go into a bit more detail into the sources and really get more of an understanding of the disciplines and the assumptions of each

# STEP 6- Analyze the Problem and Evaluate Each Insight or Theory

In this step I determined how each discipline looked at the problem.

Management- Looks at the different leadership styles and breaks them down

Psychology- Looks at how each individual responds to management and stressors they face

Sociology- Looks at group and environmental factors that effect the workplace



# STEP 7- Identify Conflicts Among Insights and Their Sources

- This was the part of the research where I began to put things together and combine the disciplines together.
- Conflicting Insight Found-
  - “In this research, even though it showed a low correlation, the result stated that positive mood has a negative relationship with job performance. This unexpected result was not supported by previous studies. However, explored that even though positive mood can yield various ideas, but the idea’s quality is not at highest” (Khunog 2016 p. 2).





# STEP 8- Create Common Ground Among Insights

The integration style that I used Sequential Integration to tie the discipline together and create common ground. I looked at each discipline and found how they related to each other and what qualities are present in both.

# STEP 9- Construct a More Comprehensive Understanding

- This is where I had to go back and fill in some additional information with extra sources. I identified where I needed more information and filled in the gaps. For me, the sociology area was lacking so I did more research in that discipline.



# STEP 10- Reflect On, Test, and Communicate the Understanding

- The final Step! In this step I put it all out and determined how I wanted my message to come across and what I wanted my final message to be. I put together what my findings were and reflected on how to improve my research



# References

- Khuong, M. N., & Khanh, L. K. (2016). The influence of leadership styles on employee mood and job performance: A study of hotels and restaurants in Ho Chi Minh City, Vietnam. *International Journal of Trade, Economics and Finance*, 7(4), 140–147.  
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- Repko, A. F. & Szostak, R. (2021). *Interdisciplinary research: Process and theory* (4th ed.). SAGE Publications, Inc.