**TNTLab Meeting Minutes**

**Date**: 9/19/2017

**Attendance**: Richard, Bo, Elena, Sebastian, Kory, Martina, Kyle

1. Richard: Meeting opened

**ANNOUNCEMENTS – none**

**ONGOING BUSINESS**

**ACTION ITEM (ANDREW):** Andrew should submit at least 2 journal submissions (Thesis & Mturk), but ideally 3 this semester (maybe Revelian)

**ACTION ITEM (RICHARD/BO/ANDREW):** schedule a lab get together with Revelian at SIOP this year

**DECISION:** As soon as we hit participant threshold with Revelian, should submit as JAP article

**ACTION ITEM (BO, ANDREW, & RICHARD): Recruit URAs from 303/318 via email/class**

1. Elena: Implementing article discussion. Finding articles that are both readable by URAs and relevant to current lab research is difficult.

**DECISION: Hold off on article discussion until we have a few more URAs**

1. Revelian

**ACTION ITEM (BO & ANDREW):** Revelian announcements 2x a week –

**UPDATE**: Bo is getting it posted everyday but Mondays

Richard: Students can access study using hard access on campus so it is important to know where they are if they’re having trouble. Could be a flash issue. Revelian is currently developing an HTML 5 platform but it might impact reaction times

At 351 participants, have increased by 20 since August which is too slow

Once we get close to 600 participants, need to request new keys from Revelian

**ACTION ITEM (KORY & MARTINA):** Need drop off new flyers every two weeks at help-desk in Webb

**OLD BUSINESS**

**ACTION ITEM (ELENA):** **send reminder out about getting github set up**

1. Richard: Tech Handbook

**ACTION ITEM (ELENA)**: send Richard list of outstanding handbook chapters

1. Elena: Thesis pivots

**ACTION ITEM (ELENA): Make progress on thesis draft**

1. Bo- working on getting to writing phase for dissertation

**DECISION:**  **Reviewing handbook chapter: 9/15 deadline is the early deadline, Bo can have an extension until 9/30**

1. Andrew: will begin rewriting thesis or mturk for publication

Should also start prepping for candidacy

Thesis: applicant reactions didn’t work out in I-o community, may gear towards another journal

Richard: Journal citation reports (JCR) is a library database. Andrew should look in the management area and sort by impact factor and start looking at HR journals

IJSA is super practice oriented- practical I-o Research

HR journals are more theory driven

Don’t revise extensively to cater to reviewers – shop in journals

**ACTION ITEM (ANDREW): Thesis rewrite: Add a paragraph on practical implications and be ready to submit for publication– due Tuesday**

**NEW BUSINESS**

1. Sebastian – FYP

**ACTION ITEM (SEBASTIAN) – Create skeletal outline by Tuesday**

Richard: purpose of study is investigating how factors introduces as extrinsic motivators can become intrinsic motivators

Ex: Ask someone to use gamified learning app in a week, under what circumstances does extrinsic motivation convert into intrinsic motivation to continue using the app and learning a language

Should look at a Meta-analysis in psych science (possibly)- to what degree is extrinsic motivation correlated with intrinsic; By rewarding someone to do it, you remove the intrinsic motivation

People do jobs for extrinsic and intrinsic reasons- however, using previous theory it suggests that as soon as you start paying someone they don’t enjoy their job- but that’s not right

Similar in gamification- contextual factors that are explaining when intrinsic and extrinsic interact

Project: under what circumstances can we say you are required to keep using this gamified learning app- under what conditions do people keep going?

Have you still used it after they are required?

Under what conditions are people using the app after the experiment?

General question: switch from extrinsic to intrinsic

What exactly is intrinsic motivation? – Needs satisfaction

Under what conditions does extrinsic motivation satisfy needs?

If you didn’t know that you would feel more competent and autonomous, if the gamified app shows you that you are fulfilling needs you didn’t know you had, maybe you keep going once you realize

Lit review targets:

Need fulfillment

Extrinsic motivators and need fulfillment

Competence needs and extrinsic motivators

Interpersonal moderators (secondary questions)

1. Richard: discussed Glassdoor project– after SIOP deadline, progress will start back up after SIOP submissions

**ACTION ITEM (RICHARD):** Send email to see who still wants to work on project

1. Interdisciplinary project- one final stage of data collection

Need to figure out a way to identify if items in that list of journals are journals are not (could also be books) – not sure if we can get classifications of books or not, depends on scopus index

**ACTION ITEM (BO): Set up meeting (including Alexis and Adrian) for ideally next week’s lab meeting to brainstorm what we will want to show in publication app (what can we sort/ subset**

**ACTION ITEM (RICHARD): develop final version of data file**

1. Richard discuss benefits of masters programs/gave career and grad school advice

Don’t get a masters in general psych, find a terminal I-O

Disadvantage to online masters/phd is you don’t have the network

Strategic HR/ people analytics/ talent management is where I-O comes in (hiring better people, better training), not HR general

**ACTION ITEM (ELENA): Pictures of lab members in hall need to be updated**

**ACTION ITEM (ELENA): Names and emails of all final undergrads**