



e a w o p

European Association of Work  
and Organizational Psychology

Meta-analysis and Systematic Reviews for W&OP

Michael McDaniel



**Biography:** Dr. McDaniel received his Ph.D. in Industrial Organizational Psychology from the George Washington University. Prior to joining VCU, he was a tenured associate professor at the University of Akron. Dr. McDaniel has published in *Academy of Management Journal*, *Journal of Applied Psychology*, *Personnel Psychology*, *Intelligence*, *International Journal of Selection and Assessment*, and *Human Performance*. Dr. McDaniel is a member of the Academy of Management, and a Fellow of the Society for Industrial, Organizational Psychology, Inc., a Fellow of the American Psychological Association, a Fellow of the Association for Psychological Science, and a member of the Society for Human Resource Management. Dr. McDaniel has received awards in recognition of his research from the Academy of Management, the International Personnel Management Association Assessment Council, the Southern Management Association, and the US Office of Personnel Management.

**Abstract:** This three hour workshop provides the participant with knowledge concerning the major meta-analysis models used in research in work and organizational psychology. The workshop also introduces the steps in conducting a systematic review. Thus, this workshop is not solely a statistics/methods course but overviews the knowledge the participant needs to conduct a meta-analysis and systematic review consistent with the Meta-Analysis Reporting Standards (MARS). The course also addresses emerging topics in meta-analysis and systematic reviews including a review of publication bias. Free software is made available to the

participants and a few demonstrations of software are incorporated into the workshop. Students who wish to follow along with software demonstrations may wish to install the recommended software, gain some familiarity with it prior to the workshop, and bring a laptop with software installed. However, without installing any software and leaving your laptop at home, one will gain a knowledge of the capabilities of the software through the demonstration.

At the end of this talk, participants should understand the steps in the systematic review process, some of the basic conceptual and statistical background of meta-analysis, and how to interpret the results of a meta-analysis. You will also know what you have left to learn to be a proficient meta-analyst.

Participants who have registered for the workshop in advance will receive a link to workshop materials and many other meta-analysis materials a few days prior to the workshop.

**Recommended Software:** R, RStudio (with free license). Install R before installing RStudio. Students may also wish to download a demonstration copy of Comprehensive Meta-Analysis (CMA) at [www.meta-analysis.com](http://www.meta-analysis.com). The instructor hopes to get you a free one month license for CMA.