

## **Funded Spring 2015 Research Opportunity - Organizational Development**

### **Measuring Organizational Development and Effectiveness (MODE) Reliability Study**

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#### **Background**

The MODE tool was developed to provide a means of objectively measuring organizational development of NGOs. The tool was implemented in studies in India and Ethiopia, investigating the linkages between changes in NGO capacity and organizational development and beneficiary health outcomes. After the conclusion of the Ethiopia Organizational Development study last year, data showed that organizations that were able to improve their capacity were also likely to have better health outcomes for their beneficiaries. Further research is necessary to explore in-depth the linkages between organizational development and performance. To provide the basis for future studies, a study is being conducted using NGOs in the Boston area to ensure that the MODE tool is reliable for continued use.

The research team seeks a team of students interested in organizational development and contributing to the research by conducting organizational development assessments of NGOs in Boston during March and April.

#### **Scope of Work**

March - April:

A mandatory initial training session will be held in March (exact date TBD). After the training session, data collectors will be responsible for conducting organizational development assessments using the MODE tool at Boston-area NGOs. Each data collector will be responsible for conducting assessments of 8-10 organizations over the course of the 4-week study period. Each assessment will require approximately 5 hours and the completion of an assessment report to provide the organizations with results.

#### **Payment**

Data collectors will be paid \$15 per hour. Between 45 – 50 hours total expected including training, assessments, and report writing.

#### **Preferred Qualifications**

- Second semester or more advanced MPH candidate (or equivalent experience)
- Experience working with NGOs
- Data collection experience
- Ability to work independently
- Good interpersonal skills; confidence and tact required to interview top executives at organizations

*\*Candidates will be required to attend a 6-8 hour training session (likely on a Saturday) prior to the beginning of data collection.*

#### **To Apply**

Please send your CV with a statement of interest and your availability in March and April to Christine Lenihan at [clenihan@bu.edu](mailto:clenihan@bu.edu).