

CENTER FOR APPLIED PSYCHOLOGICAL RESEARCH (CAPR)

What is CAPR

A Center within the University of Houston College of Liberal Arts and Social Sciences

Who We Are and What We Do

The Center for Applied Psychological Research (CAPR) is a research based team at the University of Houston whose focus is to generate evidence-based human resource programs and interventions. The two leading faculty are Dr. Christiane Spitzmüller and Dr. L.A. Witt of the Department of Psychology. Founded in 2004, current and previous research partners include Saudi Aramco, ExxonMobil, BP, The Veteran's Affairs Research Division, and the Global Fund.

Challenges & Solutions

In collaboration with our partner organizations, we derive research-based evidence through data collection. We collect job analysis, survey and interview data and apply state-of-the-art methodologies to understand organizational challenges with custom-built solutions.

How we work

Based on the corporate sector's needs, our team of Industrial /Organizational Psychology experts lead graduate student researchers to specifically address projects. For instance, we have conducted training needs analyses for a host of engineering and geoscience disciplines, we have studied mentoring solutions in cross-cultural settings, and have investigated the optimization of workforce nationalization efforts. CAPR has developed customized mentoring training programs for expatriate mentors and their national protégés. We have also conducted large-scale safety climate surveys for energy and construction companies.

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Partnerships
ExxonMobil
Saudi Aramco
BP INGA
Willbros Group
WorleyParsons



Projects
Training Needs
Task Analysis
Training Development
Surveys
Mentorship Development

**PARTNERING WITH THE ENERGY INDUSTRY
SPANNING THE GLOBE**
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UNIVERSITY OF HOUSTON

Future Directions

CAPR contributes to the university's Tier One mission by applying leading edge research based knowledge to solve the global business sector's challenge in human resources management and simultaneously publishing insightful articles in top-tier journals, and producing a steady stream of PhDs. Our I/O alumni are employed by major private and public organizations upon graduation. Besides expertise in technical training projects in energy, our program also has strong ties with organizations in the health care sector and produces considerable research affecting practice in both, particularly in safety- and stress-related topics.