

The Solomon Four-Group Design The first remedy is to use a design called the Solomon four-group design. Probst was interested in studying the relationship between organizational restructuring (e.g., agency mergers and management reorganization) and various measures of employee reactions (e.g., perceived job security and emotional reactions). By comparing this effect with the impact of your treatment when a pretest is included, you can determine whether inclusion of the pretest alters the effect of your treatment. Note that four groups are included in this design.