PROGRAM FOR FGV-EAESP
October – December, 2017

Epistemology and Research Design

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Learning Outcomes

This course aims to give students a grounding in the various epistemological perspectives underpinning social science research so they understand how these perspectives influence research design, methodology, methods, data analysis and theory construction.

Objectives

1. Explain the difference between ontology and epistemology and their significance in research
2. Discuss and critique the various philosophical perspectives in social science research.
3. Explain how the various epistemological positions influence research design, the selection of appropriate analytical techniques, and theory construction.
4. Discuss the relevance of alternative epistemological approaches to social science research, including: pragmatism, process, practice, socio-material, linguistic, poststructural, narrative and phenomenological approaches.
5. Explain how research philosophy impacts the role of the researcher.
6. Understand the nature and importance of reflexive approaches to research.
7. Define and formulate research problems and questions
8. Understand how to design research based on a fit between epistemology, research design, methodology, methods, data collection and analysis.

Program Delivery:

Both didactic and experiential approaches will be used, including lecture, seminars, discussion and observation.
Participants should read the required articles prior to each class.

Course Syllabus

Week	**Content**	**A selection of course readings**
October 9th	***Introduction to the Course*** **Why Epistemology?**	Cunliffe, A. L. (2011) Crafting qualitative research: Morgan and Smircich 30 years on. *Organizational Research Methods,* 14: 647-673.
October 16th	**Positivist, Critical Realist and Social Constructionist Epistemologies.**	Cunliffe, A. L. (2008) Orientations to social constructionism: Relationally-responsive social constructionism and its implications for knowledge and learning. *Management Learning*, 39: 123-139. Mingers, J., Mutch, A. & Wilcox, L. (2013) Critical realism in information systems research, *MIS Quarterly*, 37(3): 795-802
October 23rd	**Pragmatism, Practice and Process Epistemologies.**	Elkjaer, B. & Simpson, B. (2011) Pragmatism: A lived and living philosophy. In Tsoukas, H. & Chia, R. (Eds) *Philosophy and Organization Theory.* Bingley: Elsevier, Vol 32: 55-84. Feldman, M. S., & W. J. Orlikowski. (2011) Theorizing practice and practicing theory. *Organization Science,* 22: 1240-1253.
October 30th	**Materiality and Epistemology. Phenomenology.**	Orlikowski, W. J. (2010) The sociomateriality of organisational life: considering technology in management research. *Cambridge Journal of Economics* 34: 125-141. Tomkins, L & Eatough, V. (2013) The feel of experience: Phenomenological ideas for organizational research. *Qualitative Research in Organizations and Management*. 8 (3): 258 – 275.

November 6th	**The Linguistic Turn: poststructuralist, discursive, and semiotic epistemologies.** **Narrative and Dramaturgical Epistemologies**	Fairhurst, G. T. & Putnam, L. (2004) Organizations as discursive constructions. *Communication Theory*, 14 (1): 5-26
November 13th	***Feminist Epistemologies, Moral Epistemologies, Ecological Epistemologies.*** ***Epistemology and the Role of the Researcher***	Cunliffe A. L. & Karunanayake, G. (2013) Working within hyphen-spaces in ethnographic research: Implications for research identities and practice. *Organizational Research Methods,* 16: 364-392.
November 20th	***HOLIDAY – No Class***	
November 27th	**Student-Led Seminars:** Postcolonial epistemology Indigenous epistemologies Intersectionality Community/relevance Collaborative epistemology	
December 4th	***Epistemological Concerns and Research Design*** Ethics, accountability, subjects, reflexivity.	

Assessment
The assessment will comprise of a student-led seminar and a final written paper.

Additional References (Useful for the assignment – do not need to read for class):

Archer, M., Bhaskar, R., Collier, A., Lawson, T. & Norrie, A. (2013) *Critical Realism: Essential Readings.* London: Routledge.

Bell, E. & Thorpe, R. (2013) *A Very Short, Fairly Interesting and Reasonably Cheap Book about Management Research*. London: Sage.

Burr, V. (2015) *Social Constructionism.* (3rd edn.) East Sussex: Routledge.

Cassell, C., Cunliffe, A. L. & Grandy, G. (Eds.) (2018) *The SAGE Handbook of Qualitative Business and Management Research Methods.* London: Sage.

Creswell, J. (2013) *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches*. Thousand Oaks: Sage.

Easterby-Smith, M., Thorpe, R. & Jackson, P. (2015) *Management and Business Research.* (5th edit) London: Sage.

Elder-Vass, D. (2013) *The Reality of Social Construction.* Cambridge: Cambridge University Press.

Feldman, M. & Worline, M. (2016) The practicality of practice theory. *Academy of Management Learning and Education,* 15(2): 304-324.

Fenton, C & Langley, A. (2011) Strategy as practice and the narrative turn. *Organization Studies*, 32 (9): 1171-1196.

Fleetwood S. (2005). Ontology in organization and management studies: A critical realist perspective. *Organization*,12, 197–222.

Gergen, K. J. (2015) *An Invitation to Social Construction*. (3rd edit). Thousand Oaks: Sage.

Gibson, C. B. (2016) Elaboration, generalization, triangulation, and interpretation: On enhancing the value of mixed method research. *Organizational Research Methods*, 20(2): 193-223.

Helin, J., Hernes, T., Hjorth, D. & Holt, R. (eds.) (2014) *The Oxford Handbook of Process Philosophy and Organization Studies.* Oxford University Press.

Holstein, J.A. & Gubrium, J. F. (eds.) (2013) *Handbook of Constructionist Research.* NY: Guilford Press.

Langley, A. & Tsoukas, H. (2016) *The SAGE Handbook of Process Organization Studies*. London: Sage

Maxwell, J. A. (2012) *A Realist Approach for Qualitative Research*. London: Sage.

Nicolini, D. (2012) Pra*ctice Theory, Work, and Organization: An Introduction*. Oxford: Oxford University Press.

Punch, K. F. (2016) *Developing Effective Research Proposals* (3rd edit). London: Sage.

Putnam, H. (1990) *Realism with a Human Face*. Cambridge, MA and London: Harvard University Press.

Sayes, E. (2014) Actor–Network Theory and methodology: Just what does it mean to say that nonhumans have agency? *Social Studies of Science*, 44(1): 134-149.

Silverman, D. (2013) *Doing Qualitative Research.* London: Sage.

Simpson, B. (2008) Pragmatism, Mead and the practice turn. *Organization Studies*, 30(12): 1329–1347.

Tracy, S. J. (2012) *Qualitative Research Methods: Collecting Evidence, Crafting Analysis, Communicating Impact*. Wiley Blackwell