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Q 1: Pizam and Mansfeld (2009) mention some assumption regarding Positivism and Interpretivism, Explain those assumption from both Prospective in detail?  
What is Positivism?

Positivist believe that Society

Shapes the individual and use quantitative methods, Positivists

Prefer quantitative methods such as social survey, structured questionnaires and official statistics because these have good reliability and representativeness, in this study a large scale survey conduct in order to get an overview of society,

For example, Relationship between educational achievements and social class, this type of sociology is more interested in trends and pattern rather than individual,

What is interpretivism?

Interpretivist believe that

individual shape society and use qualitative methods, An interpretivist approach to social research would be much more qualitative, using method such as unstructured interviews or participant observation, according to interpretivist individual are intricate and complex and different people experience and understand the same "objective reality" in vary different ways.

Explanation of assumption according to Pixam and Mansfeld (2009) regarding positivism and interpretivism?

① Nature of reality (objective, tangible, single)

Positivist believe that Emphasizing or expressing things as perceived without distortion of personal feeling, insertion of fictional matter, or interpretation. Positivist believe that true knowledge comes from studying observable traits and actions rather than through reasoning or speculating. They argue that A person or their judgment not influenced by personal feeling or opinion in considering and representing facts.

Positivist believe that such knowledge can be transmitted in tangible form. They argue that knowledge gained through direct observation is factual and trustworthy. Factual information collection, for example watching people work, measuring manufacturing items, measuring time in athletics, is regarded as objective and therefore also valid.

Pixam and Mansfeld (2009) They assume that in positivist approach single case study is an



important research within the information system discipline.

They argue that single case study are identified including the needs for a clear and deep understanding of key concepts, included theory, prepositions, Hypothesis and Hypothesis testing.

positivist, single study and single requirements provide a sound and systematic approach for conducting a research.

### Interpretivism: Nature of Reality (Socially constructed Multiple)

Pizam and Mansfeld (2009) assumption regarding interpretivism they argue in this study research collect views from different participant meaning emerge usually towards the end of the research process. They argue that the researcher integrates human interest into a study, interpretive researchers assume that access to reality (given or socially constructed) is only through social construction. Such as language shared meaning and instruments

### Positivism: Goal of Research (Explanation Strong Prediction)

They argue that positivist seeks explanation of events

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in order that their underlying law can be discovered, so future events of that type can be predicted and, the implication goes, controlled." on the basis of these prediction it becomes possible, by manipulating a particular set of variable, to control events, so that desirable goals are achieved and undesirable consequences eliminated.

for example, include helping manager to be able to make predictions about future events and outcomes, to ensure that finding of the study is as objective as possible in order to help managers take informed decision.

interpretivism: Goals of Research (understanding weak prediction)

They argue that the finding base on interpretivist approach is ineffective for making prediction about future events and therefore often seen by managers as absolutely unnecessary and particularly irrelevant for achieving predetermined goals.



③ Positivism: Focus of interest (what is general average and Representative)

They argue that positivist relies specially on scientific evidence, such as experiments and statistics, to reveal a true nature of how society operates, positivism is based on the idea that science is the only way to learn about the truth, in this study only factual knowledge gain through observation including measurement is trust worthy.

④ Interpretivism: (Focus of interest) ... what is specific, unique and deviant)

The argue that in this approach interpretivist collect different views from research participant using different methodology, interviews, group discussion and observation to reflect different aspects of the issue, in this study collective views emerge usually towards of the research process, for example, Employee satisfaction, in this study it can be easily find out for an organization that how to increase Job satisfaction, & whether it can be

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compensation, it can be promotion OR it can be job rotation

interpretivist focus on what can be unique and specific

to reach towards the conclusion to solve the problem. and

make false solution for the problem.

(4) Knowledge generated: laws absolute (time, context, and value free)

Positivism: in this study the point of research

is to uncover the laws that govern human behaviour,

just as scientist have discovered the laws that govern

the physical world. ~~Spots~~ Positivist believe that

true knowledge is based on experience of sciences

and can be obtained by observation and experiments,

verified data (Positive Fact) received from senses

are known as empirical evidence. Positive knowledge

is based on natural phenomena and their properties

and relations, positivist thinkers adopt scientific

of knowledge generation. The goal of positivism is to



⑦

formulate abstract and universal laws on the operative dynamics of social universe, in this approach, laws are to be tested against collected data systematically.

⑥ Interpretivist: Knowledge generated (time, context, culture, value bond) (Meaning).

Pitsoom and Mansfield (2009) they argue

that in this study knowledge generated from organization or society with logical thinking and critical review, They argue that in this study the researcher study in depth, in this area such as cross-culture differences in organization, issue of ethics, leadership and analysis etc. the researcher gain a lot of knowledge during this study.

The point of Research is to gain in depth insight into the lives of respondent, to gain an empathetic understanding of why they act in the way that they do. in this study researcher maintain close interaction with respondent<sup>to</sup> know the meaning.

### ⑤ Positivism: Researcher relationship (Rigid separation)

Pizam and Mansfeld (2009) They argue that

positivist are independent from the study, and there are no provender for human interest within the study. They argue that positivist maintain minimal interaction with the research participant their work is to describe the data not to prescribe the data.

### ⑥ Interpretivism: Research relationship (interactive, cooperative, participative)

A significant portion of qualitative research involves collecting data from research respondent. The kind of information that participant disclose in a research setting depends in part on the nature and quality of their relationship with research. Researcher-Participant relationship are considered a topic worthy of study. During the collection of primary data such as interview group discussion the researcher interact, cooperate, and participate to reach towards the goal of the research.



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⑥ Positivism: Desired information (How many people think  
and do a specific things or have a specific problems)

They argue that in this study we describe the data, using different statistical tools and techniques, positivism depends on quantifiable result.

For example A study conducted to trace that how many people infected by coronavirus, in KPK. Govt decided to conduct a survey to know the exact figure about infected people, being positivist

different statistical tools will be use to quantify

the result. in this study peoples actions can

generally be explained by the social norms

they have been exposed to through their

socialisation and their social class, gender and

ethnic background.

⑤ Interpretivism: Desired information (what some people

think and do, what kind of problems they are confronted with, and how they deal with them.)

Interpretivist aims to get a better understanding through first hand experience, truthful reporting, and quotation of actual conversation. It aims to understand how the participant derive meaning from their surrounding, and how their meaning influence their behavior. In this study individuals are intricate and complex and different people experience and to understand the same "objective reality" in different ways and have individual reason for their action,



Q2 When we want to compare positivism with interpretivism, which philosophy do you think is better and why?

Positivism and interpretivism take centre stage on discussion on understanding organization. Positivist believe that good and reliable understanding of organization can only be achieved by studying the organization activities scientifically using quantitative techniques.

On the other side interpretivist argue that because human beings are involved in organizational activities, understanding organization can better be achieved through qualitative evaluation of the practical experience of the organization. Subject: The arguments the positivist based on the premise that organisational realities exist separate from the organisational actors,

Hence they argue that to understand the organization.

The researcher should adopt an objective, quantitative and specific approach. The essence according to them to achieve result that will as much as possible be free from the value and subjective characteristics of the organisational subject.

According to me I will go for positivist approach, because the positivist approach has some obvious benefits. Some of the major benefits for example positivist helping manager to make prediction about future events and outcomes, to ensure that findings of the study is as objective as possible in order to help manager take informed decision.

In this approach findings obtained from studies can be replicated with a



reasonable assurance of achieving a consistent outcome in subsequent time thereby ensuring that the solution adopted as a result of the finding is reasonable, reliable. In this study we describe the problems for future prediction.

This study allow the researcher to reach a higher sample size and the information can be collected very quickly and another benefit that we use here randomized sample techniques, in this study the data that researcher receive from this work gives the outcome greater credibility because the statistically analysis has more depth to review.

In this study Researcher collect information for the quantitative research process in real-time scenario so that

Statistical analysis can occur almost immediately.

Another reason why I choose this approach because experiments, surveys and interviews provide immediate answers that become useful from a data-centered approach, in this study researcher focus on a specific fact that he want ~~to the~~ to study in the general population,

this Positivism is a process that let us understand the reasons behind our decision, behavior or action from a societal view point.



Q3 Please write in detail what you learned during this course (Research Philosophy) and did you find the course in relation to your Job or experience?

Studying of this course I learned too many things regarding different tools of logic and reason to analyse the ways in which human experience the world.

Studying of this course I learned critical thinking, close reading, clear writing, and logical analysis, to use these to understand the language that we use to describe the world, this course enable me that how to read closely, with critical eyes, during my research it will be comprehensive exposure to numerous alternative world, ethical views that will help me with my daily interaction with all different types of people of ethics, culture and political orientation.

background, This course enabled me that how to analyze information and using it to form logical conclusion.

Further and how to evaluate information and how to understand other prospective, Studying of this course it makes me able to develop my skills and teaches me that how to solve a problem with a logical thinking.

This course will be help me alot in the following fields, Business, foreign services social worker, or public relation director, For example generate idea on a variety of a problem, formulate and solving problem, uncover assumption and suggest alternative solution, Studying of this course it makes me able to analyze, develop and formulate logical arguments. it makes me able to make knowledgeable decision examining thoroughly the consequences of various actions, aptitude to examine



various angles of topics, it makes me able to write and speak clearly and effectively and interpret and assess various thoughts and theories, During Study of this course now I know that why we do Search of a Research.

This course of Study using in many fields or project, if I start work in Public Policy So working in public policy requires communicating with others, creation arguments of others, skills that philosophy major are well equipped,

Here in Pakistan public policy professionals often work at the government level to analyze and ~~solved~~<sup>solve</sup> problems that

effect of masses of people, public policy  
career also requires the ability to be receive,  
differentiate between good and bad arguments,  
writing, and Research.

This course also makes me  
able for Self Study, to spend a lot of time  
during research that involves reading, writing,  
experiments work, and data analysis, The  
reading material can include academic and  
scholarly journals, articles, and books, while  
the writing portion can consist of blogging  
publishing articles and much more -

Thanks