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PROGRAMM: MS (HR)

Examination: MID-TERM

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Q1: Pizam and Mansfeld (2009) mentioned some assumption regarding Positivism and Interpretivism, explain those assumptions from both perspective in detail.

Assumption	Positivism	Interpretivism
Focus of interest	What is general average and representative	What is specific unique and divergent.
Knowledge generated	Absolute laws (time, context & value free).	Relative meanings (time, context, culture, value bound).
Subject/Researcher relationship	Rigid separation	Interactive, cooperative, participative.
Nature of reality	Objective, tangible, single	Socially constructed, multiple
Goal of research	Explanation, strong prediction.	Understanding weak prediction.
Desired information	How people think and do a specific thing, or have a specific problem	What some people think and do - what kind of problems they are confronted with, and how they deal with them.

Positivism :

The positivist ontology believes that the world is external and that there is a single objective reality to any research phenomenon or situation regardless of the researchers perspective or belief.

Positivist researchers remain detached from the participants of the research by creating a distance, which is important in remaining emotionally neutral to make clear distinction between reason and feelings.

The goals of positivist researcher is to make time and context free generalization. They believe this is possible because human actions can be explained as a result of real causes that temporally precedes their behaviours and the researcher and his research subjects are independent and do not influence each other.

Positivist also claim it is important to clearly distinguish between fact and value judgement.

Interpretivism :

The position of interpretivism in relation to ontology and epistemology is that interpretivist believe the reality is multiple and relative. Interpretivists

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avoid rigid structural frameworks such as in positivists research and adopt a more personal and flexible research structure which are receptive to capturing meaning in human interaction and make sense of what is perceived as reality

The believe the researcher and his informants are interdependent and mutually interactive, the researcher remain open to new knowledge throughout the study and lets it develop with the help of informants.

Q2: when we want to compare positivism with intersubjectivism which philosophy do you think is better and why? Argue in detail.

Ans: The following table compare positivism and intersubjectivism

ONTOLOGY	Positivist	Intersubjectivist
Nature of being/ Nature of the world	Have direct access to real world	No direct access to real world.
Reality	Single external reality	No single external reality
EPISTEMOLOGY	Possible to obtain hard secure objective knowledge. Research focus on generalizations and abstraction Thought governed by Hypothesis and stated theories	Understood through perceived knowledge Research focuses on the specific and concrete. seeking to understand specific contexts
METAPHYSICS	Concentrate on objective and explanation detailed external observer clear distinction between reason and feelings	Concentrates on understanding and interpretation Researcher wants to experience what they are studying Allow reason and feeling to govern action
Focus of Research Role of the researcher Techniques used by researchers	Distinction between science and personal experience. Formalised statistical and mathematical methods pre dominant.	Accept influence from both science and personal experience Non quantitative

Interpretivist philosophy:

Interpretivist philosophy is better because of the following summary.

Interpretivists avoid rigid structural forms works such as in positivist research and adopt a more personal and flexible research structure which are receptive to capturing meanings in human interactions and make sense of what is perceived as reality.

The Interpretivist researchers enter the field with some sort of prior insight of the research context but assumes that this is insufficient in developing a fixed research design due to complex multiple and unpredictable nature of what is perceived as reality.

The researchers remain open to new knowledge throughout the study and lets it develop with the help of informants.

The use of such an emergent and collaborative approach is consistent with the interpretivist belief that humans have the ability to adapt, and that no one can gain prior knowledge of time and context bound social realities.

Therefore the goal of interpretivist research is to understand and interpret the meanings in human behaviours.

rather than to generalize and predict causes and effects.

For an interpretivist researcher it is important to understand

- Motives
- Meanings
- Reasons
- And other subjective experience which are time and context bound.

They examine micro approaches that see the individual as having agency, not simply a recipient of external social forces.

Enable us to see how ^{social} reality is constructed through meanings and negotiations.

This theory works best for understandings.

Q3: Please write in detail what you have learned during the course and how did you find the course in relation to your job or experience.

Ans: As far as the question is concerned that what we have learned during studying research philosophy and how it is related or comparable to our jobs and experiences.

So in research philosophy

We are studying different topics in other words different philosophies i.e. - positivism, Realism, Interpretivism etc.

As a matter of choice I suggest and focus on Interpretivist philosophy as up to some extent it is flexible and easy to understand.

Being a subject of wide premises it is collecting, analysing, and use of research philosophies, as we are studying here different philosophies due to which gaining new knowledge and new ideas on higher level, which will lead and will be helpful to us for our future studies and future life/job.

In relation to our job and experience so with new discussions and practices we are improving our experience, and as all of us better know that in job or practical work/field these philosophies and theories are implemented practically.

So after studying the said subject we will be able in an acceptable manner to implement practically which will lead to a good or professional position in comparison with those colleagues who are having no knowledge of the said subject.