

**Embracing Interpretivism: Seeing Through Human Eyes in HR Practice and
Qualitative Research**

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The framework through which we view everything depends on our worldview to determine our knowledge perception as well as social interaction and our ways of understanding the world. The field of research conducts its work using this worldview when designing research questions and selecting research methods while interpreting research findings. This essay outlines my worldview based on interpretivism that is experienced through my professional experience as a human resource (HR) practitioner. The second part of the essay will present how interpretivism corresponds to my understanding of human behavior and organizational dynamics; in the first part of this essay, I will reflect on my own life and work. In the second part, I will describe what is high-quality research according to the interpretivist tradition using relevant academic literature. This discussion presents how the interpretivist approach is a rich and meaningful way to make sense of people in context, and research field, particularly in HR-related fields where people's experience cannot be reduced to numbers.

The work responsibilities of HR offer me an exclusive view into human behavioral intricacies and complexities. Throughout my time in HR, I have witnessed how employee experiences and emotions together with their social circumstances outweigh both data and policy in terms of importance. A significant point in my growth as an HR professional occurred when I analyzed the internal employee engagement survey results. The quantitative results showed strong satisfaction levels yet face-to-face discussions indicated employees remained separate from the expressed satisfaction numbers. The employees refrained from reporting dissatisfaction through formal surveys because they feared both a lack of confidentiality and the strength of organizational influence. The true meaning of employees' experiences needed a deeper understanding than what statistical analysis could provide. My awareness started transforming my worldview toward an interpretivist understanding which depends on human connections as well as contextual and interpretative aspects.

The research tradition of interpretivism holds according to (Schwandt, 1994) that human experience together with social interaction creates the subjective constructions of reality. The research method concentrates on decoding what individuals perceive about their behaviors and their surrounding realities. The nature of human resource practice matches well with interpretivism because practitioners regularly handle unstructured subjective realities that defy standardized classifications. My interpretation of the workplace matches my belief that every worker holds unique truths based on their cultural background and personal situations and work environment influences.

During employee conflict resolution a specific worldview became even stronger. Two employees displayed dissimilar interpretations regarding their mutual experience where the project missed its deadline. Discipline between the employees exceeded the capacity of presenting mere facts alone because they needed to listen attentively while comprehending their different perceptions that formed through the combination of workplace stress with organizational team dynamics and operational communication methods. From an interpretivist perspective, I understood this issue by understanding how both people formed their own interpretations based on their personal situations.

The interpretivist research approach shapes my evaluation method for assessing study quality. The evaluation of interpretivist research differs from positivist research because it uses credibility and dependability and confirmability and transferability rather than focusing on generalizability and replicability and objectivity (Lincoln & Guba, 1985). The research quality of interpretivist studies depends heavily on accurate representation of participant life experiences known as credibility. As an HR professional, I regularly conducted casual member checking by discussing my analysis with staff members to validate that I had understood their problems effectively. The approach resembles one of the central methods used to boost credibility as per research standards outlined in (Creswell & Poth, 2018).

The evaluation method for transferability concentrates on delivering comprehensive contextual specifics that enable others to assess the applicability of research outcomes to their own environments. Organizational cultural elements and team dynamic patterns and local norms must be documented to detail how these influences employee actions. HR professionals together with researchers gain a better comprehension of the settings through detailed documentation which surpasses the limitations of quantitative summaries.

The research process should remain transparent and participant input needs to be stronger than researcher prejudice to achieve Dependability and Confirmability (Shenton, 2004). These core HR values appear in operational practices through reflective note keeping combined with systematic documentation systems and peer consultation panels for difficult personnel incidents. These elements serve researchers conducting interpretivist studies because they accept that investigators participate as active participants in knowledge creation. The method of self-awareness regarding personal assumptions along with researcher influence remains essential. Performance appraisals taught me about the influence of my role and status

because they limited employee freedom to speak openly. By being aware of my researcher position I developed more ethical and empathetic interaction methods.

High-quality interpretivist research must have ethics as its foundation. Interpretivist research necessitates strongly protecting confidentiality together with acquiring informed consent and ensuring participant safety because such studies collect deeply personal emotional data (Orb et al, 2001). These ethical principles directly align with my HR work because I treat confidentiality and individual dignity respect as essential principles during recruitment and mediation and in my counseling sessions.

The qualitative investigation methods used by Interpretivist research consist of in-depth interviews together with focus groups and ethnographic examinations and case study analysis. Research methods enable scientists to discover subtle details about participants by understanding their significant meanings and personal values and life experiences (Silverman, 2013). The research process adjusts through qualitative approaches because these methods combine flexibility and built-in emergence while allowing the study to shift according to participant-generated content. An adaptable approach like this proves essential in HR because HR professionals use it to design employee development programs through feedback gathered from both storytelling events and casual group interactions.

High-quality interpretivist research emphasizes understanding research phenomena within their complete situational framework. Research analysis requires an understanding of behaviors because they occur in meaningful environments such as culture and organization and interpersonal connections. Employee performance and engagement in HR demand analysis of extensive factors such as team culture as well as leadership style and personal life outside work. The researchers applied context-sensitive methods to understand employee digital skills and change apprehension along with communication issues which proved stronger influences than typical motivational variables. Advocating for quantitative evaluation alone would dismiss these fundamental understandings of the situation.

The research goal of interpretivists consists of generating prolonged inquiries which seek to build understanding instead of establishing absolute conclusions. The focus on meaning versus measurement within interpretivist research makes researchers stay open to their participants and deeply curious about each aspect of their experience. My research value consists of knowledge acquisition as well as the way it shifts our insights about human

behaviors. The HR field achieves inclusive policies combined with empathetic leadership and enhanced communication via actual real-life human experiences.

In conclusion, my career experience in human resources practice has transformed my perspective on both the world's nature and human behavior dynamics. Throughout each day I have seen how human behavior shows effects from personal meanings combined with social relationships paired with emotional situations that exceed standardized measurement or simple classifications. The worldly observations have shown me the path toward interpretivist worldviews because the concept of constructed human experiences creates multiple understandings of truth rather than offering a fixed unified version. The method of Interpretivism embraces my position that humans cannot reduce their actions to mere numerical values or idealistic classifications. Analysis of living experiences requires observation from the point of view of participants through examination of their situation and personal interpretations of their behavior and life events.

Through this philosophical standpoint, I have learned that top-quality research demands more than standardized methods alongside statistical generalization. Research of good quality should exhibit ethical care toward research subjects while adopting adaptable research methods that deeply understand their investigation context. The research process should view participants both as creators of meaning and respect their perspectives by understanding their worldviews from their perspective. Credibility and transferability along with reflexivity and confirmability exist beyond academic theory as practical instruments which establish researcher trust and display the closest possible representation of real-world situations.

This essay demonstrates that interpretivist research provides more than research methods because it delivers an understanding of philosophy. The research method acts as a platform that first hears then judges and explores and recognizes the complicated dimensions of human life. This approach gives me both knowledge and wisdom because I work with people as the central focus of all decisions and difficulties. The process of meaningful support starts when we decide to observe our surroundings based on how others perceive and experience them. My understanding suggests that the interpretivist research approach along with the foundation of excellent human resources practice rests upon this practice.

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