

What Theory is Not ?

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- 1. Five Confusing Elements**
- 2. What Theory is ?**
- 3. Thinking of Theory**
- 4. Recommendations & Conclusions**

1. Five Confusing Elements

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1. Five Confusing Elements

- Reference
- Data
- Variables
- Diagrams
- Hypotheses

Reference

We should not ...

- List references to construct conceptual arguments.
- Cite to show the profession.

We should ...

- Provide an explanation of why the theory or approach leads to a new or unanswered theoretical question.
- Include the pertinent logic from past theoretical work.

Data

We should not ...

- Regard empirical results as theory themselves.
- Substitute causal reasoning by reporting the data.
- List certain finding and expect for a similar pattern in new data.

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Brute empiricism. ✗
Causal Reasoning. ✓

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We should ...



Variables

We should not ...

- Fix in constructs building.
- Mix up comparative tests of variables and comparative tests of theory.

We should ...

- Tell why variables or constructs come about or why they are connected.
- Provide theory to explain a predicted relationship.

Diagrams

Diagrams can help ...

- Show causal relationships in a logical ordering.

Diagrams can not ...

- Clarify the nuance as verbal expression does.
- Discern the lieu of major proposition or hypothesis.

Hypotheses

Hypotheses can help ...

- Illustrate what is expected to occur.

Hypotheses can not ...

- Explain why it is expected to occur.

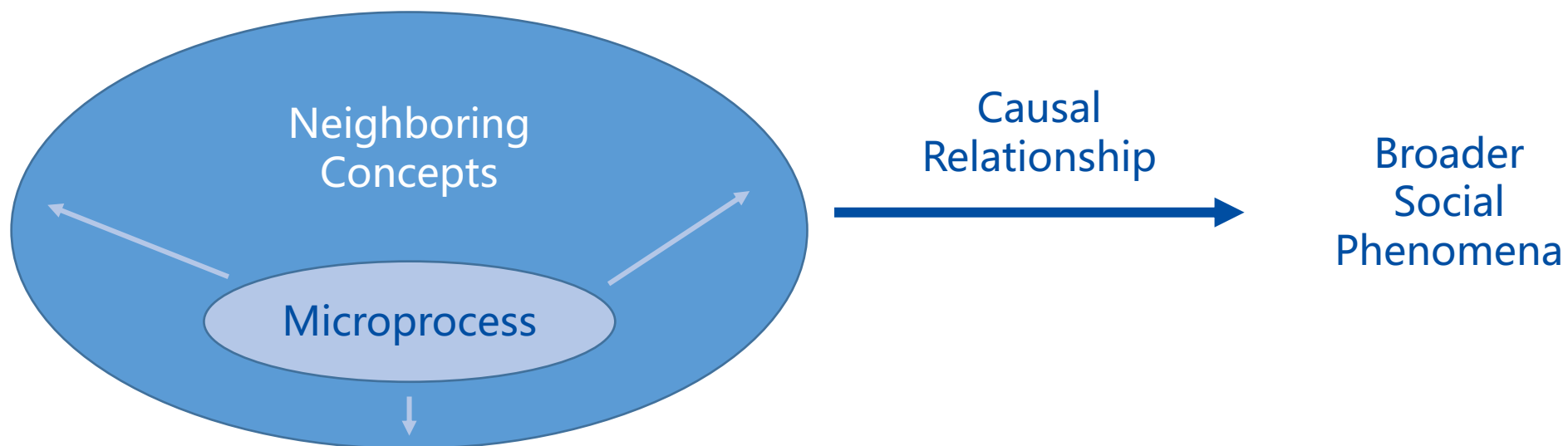
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2. What Theory is ?



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The Case Against Theory

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内容

- Theory first?
 - More descriptive narratives → newer and better theory and model
John Van Maanen (1989)
 - Empirical finding first. Kuhn (1970)
- Empirical research OR Theory building ?
- What leads to a lack in theorists ?
- How to keep balance between theory and empirical research?
 - Compensatory Education (ASQ)

Are We Expecting Too Much ?

Journals are too critical.

- Dilemma between board theory and deep theory.

Strong theory + Precise measurement → Hypocritical Writing

- Not to expose a gap in the empirical design.

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Recommendations & Conclusions

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内容

- More Tolerance
 - Qualitative research with descriptive material?
 - Quantitative research develop theory?
- " We argue for greater theoretical emphasis in quantitative research, along with more appreciation of the empiricism of qualitative endeavors."

Thank You.

