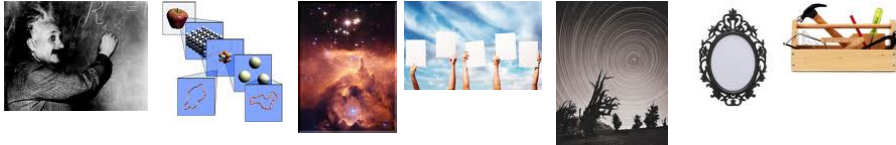


En kort diskussion om begreppet Teori

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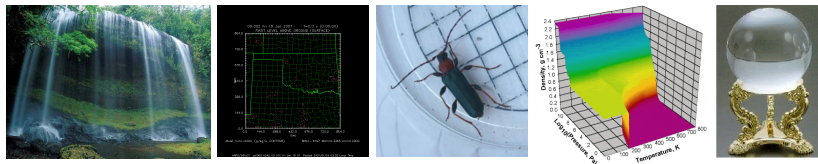


1

1

Vad är teori?

- Teorier bedöms ofta i förhållande till deras nyhetsvärde, bidrag och samtida intresse (Whetten, 1989).
- Man är inte helt överrens om vad det är som konstituerar en stark eller en svag teori inom samhällsvetenskapen (Sutton & Staw, 1995).
- Teori beskriver relation/er mellan variabler, vilka består av begrepp och koncept.



2

2

Vad är teori?

- Charles Darwin (1859/2010) in which he stated that theory is a supposition or a **system of ideas**.
 - This implicates a systemic view of theory, indicating that it covers a system of rules, procedures and assumptions used to generate a result.
- A theory can also serve as an **analytical tool** to make predictions about a given subject matter.
 - It enables “seeing” certain subjects and objects (and relationships between them).
- When stating that theory can be seen as a set of **prescriptive statements**, we turn to another and more pragmatic perspective (Gregor, 2006).
 - Theory becomes concerned with skills and practices in a certain context and something that solves a (practical) problem.
- When stating that theory can be seen as a **practice (or practical work)**, we turn to another and more pragmatic perspective. A practice perspective is often related to skills and practices in a certain context.
 - Reckwitz (2002, p. 249) make a distinction between different types of practices: Praktik and Praxis. Praktik is a routinized type of behavior which consists of several elements, interconnected to one other

3

3

Vad är teori?

(see: Eriksson-Zetterquist, Hansson & Nilsson, 2020)

- There are many different ways to define theory.
- There are even scholars claiming that it would simply be dangerous to give a definitive answer since it is “indicating a dogmatic position with the risk for black boxing the entire object, ending the endless collective quest” (Corvellec, 2013: 5).
- Theory originates from the Greek word “**theōros**” which can be translated into “spectator or a looking at, viewing, beholding.” The Greek word “**theōria**” can be translated into “**contemplation, speculation.**” The Latin word “**doctrina**” can be translated into doctrine as well as theory with a meaning of a **mental scheme of something to be done**. A doctrine is something that is taught or a system of teachings. It also represents a principle, policy or position relating to a particular subject (cf. Corvellec, 2013).
- There are numerous explanations and synonyms of the term theory. These include “*guess, speculation, supposition, conjecture, proposition, hypothesis, conception, explanation, model.*” (Weick, 1995: 386, italics in original).

4

4

Vad är teori?

- A practice.
- A mental construct.
- A social norm and position.
- A pragmatic answer to various types of problems, challenges and interrogation.
- A basis for and outcome of engaging with artifacts.
- A constitution force in power-struggles.



5

Vad är teori?

- An **assumption**, or a cluster of assumptions, being dependent of ontological, epistemological, view of the human nature and the view of methodology presumptions, about the nature of **casual relations** of what is being **explained or understood**.
- An ordered set of assertions about a **generic behavior or structure** assumed to hold throughout a **significantly broad range of specific instances** (Wacker, 1998).
- A set of **defined terms, variables or concepts** with (causal) **relationships** (Wacker, 1998).
- A **statement** of relationships between units observed or **approximated** in the empirical world. Approximated units mean constructs and variables in which the constructs are related to each other by propositions and the **variables are related to each other by hypotheses** (Bacharach, 1989).



6

Vad är teori?

- A **statement of relations among concepts** within a **boundary set of assumptions and constraints**. It is no more than a **linguistic device** used to **organize a complex empirical world** [...] the purpose of a theoretical statement is twofold: to **organize** (parsimoniously) and to **communicate** (clearly) (Bacharach, 1989).
- A systematically related set of statements, including some **law-like generalizations** that are **empirically testable** (Hunt, 1991, 1983; Wacker, 1998).
- A **domain** (an exact setting or circumstance where the theory can be applied) **where theories applies** (Wacker, 1998).
- An **analytical tool** that serve as a foundation for **describing and analyzing**, for example, subjects and objects in the (social) world.



7

Vad är teori?

- A **statement** of relationships between units observed or **approximated** in the empirical world. Approximated units mean constructs and variables in which the constructs are related to each other by propositions and the **variables are related to each other by hypotheses** (Bacharach, 1989).
- A systematically related set of statements, including some **law-like generalizations** that are **empirically testable** (Hunt, 1991, 1983; Wacker, 1998).
- A **domain** (an exact setting or circumstance where the theory can be applied) **where theories applies** (Wacker, 1998).



8

Vad är teori?

- A theory is a supposition or a **system of ideas** to explain something. A **systemic view**, covering a system of **rules, procedures and assumptions** used to generate a result (Darwin, 1859/2010).
- A theory also serves as an **analytical tool** to make predictions regarding a given subject matter, acting as a **lens** to describe and analyze a phenomenon, providing a **scheme and language** (with a specific vocabulary and syntax) (Gregor, 2006; Lukka & Vinnari, 2014).

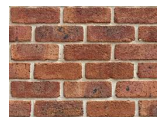
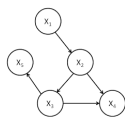


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9

Teoretiska begrepp (Begrepp med teoretisk laddning)

- Begreppen är teorins minsta byggstenar.
- Vi behöver använda begrepp och undersöka relationer mellan begrepp.
- Viktigt att vi använder oss av teoretiska begrepp.
- Att definiera begrepp.
 - Samma begrepp (e.g., Motivation) men olika definitioner.
- Begrepp som bygger modeller.
- Grundläggande begrepp och modeller inom organisationsteorin.



10

Exempel på teoretiska begrepp (se Analysschema)

Analyskategori	Begrepp	Typisk/klassisk referens
Grad av specialisering	Hög – låg Horisontell specialisering Vertikal specialisering	Barnard (1938)
Grad av centralisering	Hög – låg	
Grad av strukturering	Hög - låg	
Grad av formalisering	Hög – låg	
Span of control	Antalet anställda som rapporterar till en chef	
Typ av system	Rational, Open, komplex adaptiv	Scott (2003)
Syn på individen	Determinism – voluntarism	Burrell & Morgan (1979); Astley & Van de Ven (1983)
Syn på gruppen/er	Formella, informella	
Syn på organisation	Formell, informell	
Syn på möjligheter till handling	Determinism - Voluntarism	Burrell & Morgan (1979); Astley & Van de Ven (1983)
Typ av miljö	Stabil, Dynamisk Homogen - Heterogen	Mintzberg (1978)
Typ av produktion, produktionssystem	Stycke, Mass, Process	Woodward (1965)
Typ av strategi	Plan Handlingsmönster Process	Mintzberg (1988) Kotler (1987)

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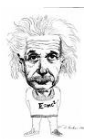
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What theory is not – Varför??!

- Referenser
- Data
- Listor med variabler eller konstrukt
- Diagram
- Hypoteser eller förutsägelser.
 - <https://www.youtube.com/watch?v=3zthhpfl1gA>
(Dinosaurietåget)

Förslag på läsning (ASQ):

- Sutton, R. I. and Staw, B. M. What theory is not.
- DiMaggio, P. What Theory is Not – Comments.
- Weick, K. What Theory is Not – Theorizing is.
- Van Maanen, J. Style as Theory.
- Suddaby, R. What Grounded Theory is Not



12

12

Teori vs. Teoretisering

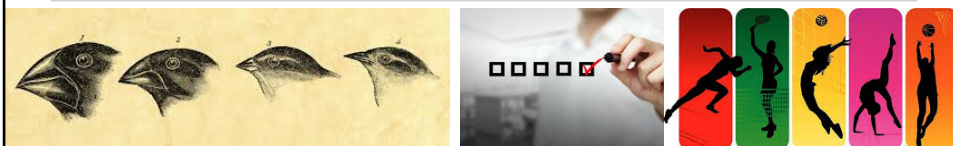
- Whetten (2002) argue that a promising arena for theory development in the field of business is the **incremental improvement** of s called middle-range theories and that “theory development mostly focuses on improving extant explanations for what is readily observable, via a process of **incremental change informed by logical, empirical or practical tests.**”
- Weick (1995) on his side argue that products of a theorizing process seldom emerge as full-blown theories and that “theories” sometimes passes for theory but are in fact just **approximations**. These approximations may result from **lazy theorizing**. Still, **theorizing can be seen as an antecedent to strong theory** in a sense that it can be beneficial at early stages of the development of theory.
- Weick (1989: 516) states “**Theory cannot be improved until we improve the theorizing process**, and we cannot improve the theorizing process until we describe it more efficiently (and) operate (it) more self-consciously”.



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Teori vs. Teoretisering

- Weick (1989: 519) continue by arguing that: “when theorist build theory, they design, conduct, and interpret imaginary experiment. In doing so, their **activities resemble** the three processes of **evolution: variation, selection and retention.**”
- Because the theorist rather than nature intentionally guides the evolutionary process, theorizing is more like **artificial selection than natural selection**, and theorizing becomes more like natural selection the more the process is dominated by **validation and empiricism**”



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Jämför... Jag har en teori...

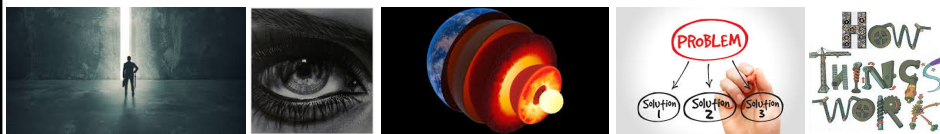
- Hur använder vi det vardagliga språket vs. det vetenskapliga språket.
- Språket som en bärare av kulturella uttryck.
- Jag har en teori...
 - Innebär att jag har en uppfattning av hur en eller olika saker fungerar, eller hur jag ser på en specifik händelse, fråga, etc.
- Jag har en teori → inte samma sätt som forskare använder begreppet teori (i strikt mening).
- En teori har ambitionen att:
 - Eg. Bevisa relationer mellan oberoende variabels påverkan på en beroende variabel.
 - Vad påverkar produktivet
 - Eg. Generera en förståelse för hur ett komplex av variabler tillsammans kan förklara ett specifikt fenomen.



15

Att ha en teori...

- Theory can on the one hand side be seen as something complex and abstract and, on the other hand, something that is pragmatic and of utility for, for example, **problem solving, decision making and schemes for action**.
- Theory and theory construction can also be seen as the very **core of the scientific process** and few dispute the **central role of theory** in the social sciences. In one perspective, the primary goal of a theory is “to answer the questions of **how, when** (or where), and **why** ... unlike the goal of description, which is to answer the question of what (or who)” (Wacker, 1998).
- “**Having a theory**” is something that **most people have**, and uses theory as a term to describe or explain an apprehension of **how things work**, are **constituted**, how things will be and being **related to causes and consequences** regarding, for example, subjects and objects. In the day-to-day language “having a theory” can also mean that we **try to foresee**, and to **anticipate the unknown** (Corvellec, 2013).



16

Exempel på när vi behöver teori

- För illustrativa syften
- För att analysera
- Som en utkomst av en forskningsprocess
- För att förklara
- För att förstå
- För att rikta sökljuset när man samlar in data.
 - Som underlag för frågeställningar till intervjuer, enkäter, etc.

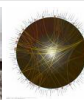


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17

Analytiska och metodologiska perspektiv

- En mängd olika teoretiska perspektiv (e.g.):
 - Listan med den 16 olika teorierna och perspektiven.
- Flera olika analytiska perspektiv
 - Medarbetarperspektivet
 - Individnivå
 - Gruppnivå
 - Ledningsperspektivet
 - Intressentperspektivet (Externa intressenter (stakeholders) e.g. finansiärer, myndigheter, leverantörer, kunder, etc).
 - Perspektiv utifrån
 - Perspektiv inifrån
 - Perspektiv ovanifrån
 - Perspektiv underifrån
 - Ethiskt perspektiv
 - Genusperspektiv
 - ...



18

18

Teori och modell – två sidor av samma mynt?

- Casual thinking, and the **casual modeling** that often goes with it, is probably the most **prominent approach to theory construction** in the social sciences (Jaccard & Jacoby, 2010).
 - Kausaliteter och kausala samband.
- Researchers are often occupied with trying to understand **what causes variation** and if something causes **variability**, then that something also varies. In the process of trying to identify **causes of variables, causal analysis also involves specifying effects of variables.**
 - Variabler och variation
- Jaccard and Jacoby (2010) argue that being distinct from predictive-associational relationships are causal relationships, invoking the notion of causality, with the ideal that **one of the variables in the relationship influences the other variable in the relationship.**
 - Relationer mellan begrepp

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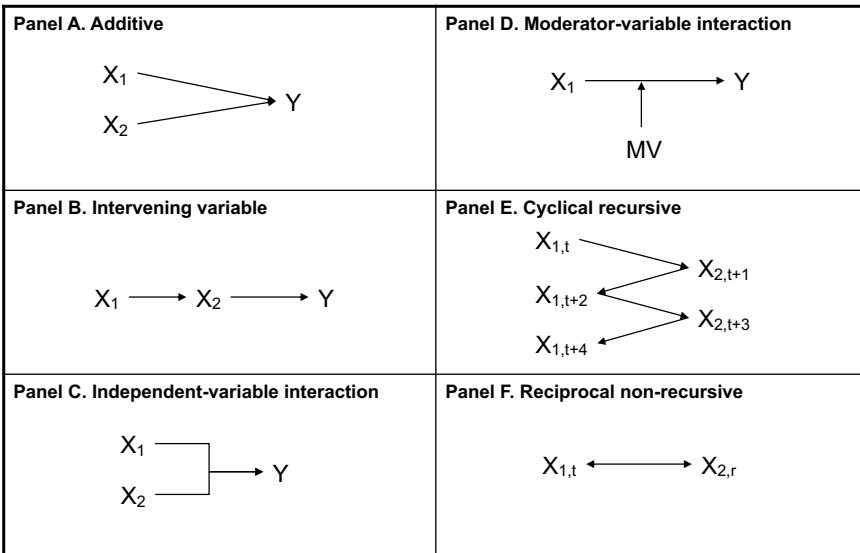
Teori och modell – två sidor av samma mynt?

- To **analyze theory** we must enable an analysis of the model/s that they consist of. Not only do we have variables that are theoretically defined and in empirical investigations also theoretically loaded to enable, for example, observations and measurements.
- It is possible to detect **several different types of causalities** or relationships between dependent and independent variables and there is some typical and reoccurring basic-type of models in the academic literature.
- Here we outline a set of six basic casual models:

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Några exempel av kausalmodeller

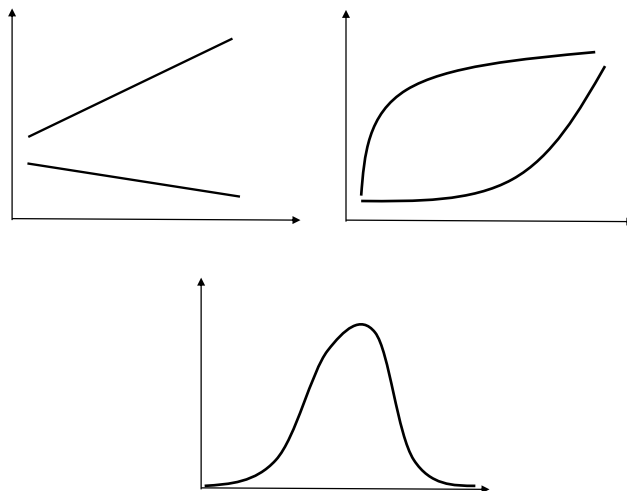


Source: Luft & Shields (2003) Mapping Management Accounting, AOS. (Available on Blackboard)

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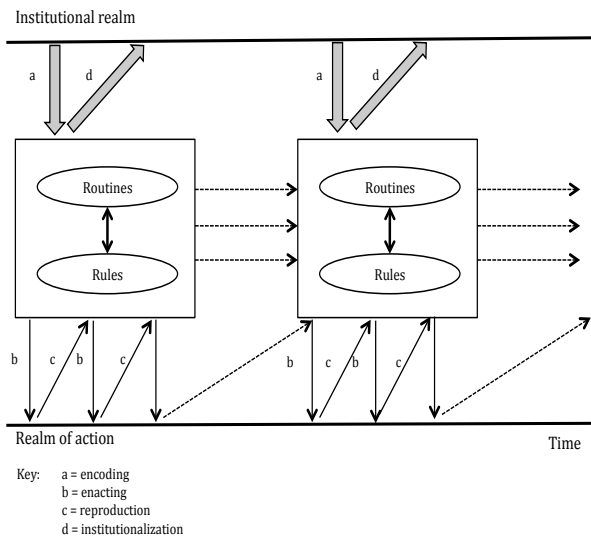
Olika typer av relationer



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Exempel på en path-dependent model



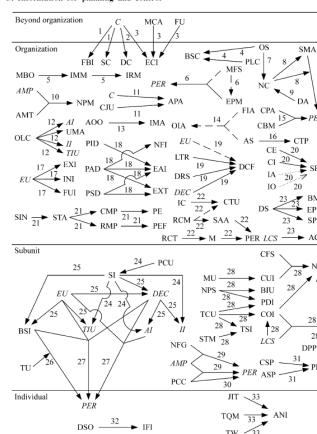
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Studier av organisation/er på olika nivåer

- Flera olika analysnivåer:
- Beyond-organization (Institutionell nivå)
- Organizational
- Sub-unit (group) level
- Individual level
- Single level models
- Multiple level models

Appendix C. Information for planning and control



24

24

Paradigmatic fit

- We would also like to point out that there is **no clear demarcation between theory and method**. Theory can be seen as method and method can be seen as theory (cf. Van Maanen, Sørensen & Mitchell, 2007).
- Often, **theory and method are treated as conceptually independent** of each other and such treatment can, to some extent, be **problematic** since **theory and method are interrelated in practice**. (Eriksson-Zetterquist, Hansson & Nilsson, 2020)



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Paradigmatic (methodological) fit

- *First*, there is a need for developing internal consistency among elements of a research project in order to generate **methodological fit**. Edmonson and McManus (2007) point out four key elements:

Element	Description
Research question	The focus of the study and problematization in order to narrow down the topic area, addressing issues of theoretical and practical significance.
Prior work	The state of the current literature, providing an overview of existing theoretical and empirical research that pertain to the topic of the current study. An aid in identifying unanswered questions, unexplored areas, relevant constructs and areas of low agreement.
Research design	Type of data to be collected, data collection tools and procedures, data analysis tools and procedures, sampling/selection of sites for data collection, strategies in order to enhance validity and reliability.
Contributions to literature	Theory development as an outcome of the study. New ideas that contest conventional wisdom, challenge prior assumptions, integrate prior streams of research to produce a new model, or refine understanding of a phenomenon. Practical insights.

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Paradigmatic (methodological) fit

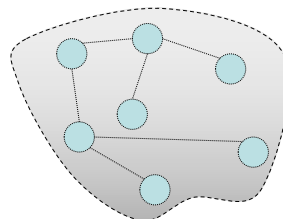
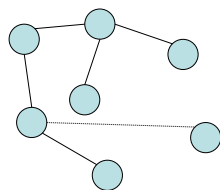
- *Second*, Methodological choices can either enhance or diminish the ability to address particular research questions and therefore there is a **need for logical pairings between methods and the state of theory development when a study is conducted** (Edmonson & McManus, 2007).
- *Third*, and on the other hand, Buchanan and Bryman (2011) points out that organizational research displays three trends: **widening boundaries** (or being unbounded), **a multi-paradigmatic profile and methodological innovativeness**. That is, contemporary organizational research addresses a huge variety of topics and the previously dominating positivist (or neo-positivist) epistemology is **no longer seen as the only approach to science**.

27

27

Vilken typ av kunskap söker man?

ATT FÖRKLARA (Ehrklären)	ATT FÖRSTÅ (Verstehen)
Verkligheten ses som beroende av specifika omständigheter.	Verkligheten ses som meningsfull
De mänskliga aktörerna ses som resultat av specifika omständigheter.	De mänskliga aktörerna ses som skapare av mening.
Forskarens ambition är att genom, exempelvis, modeller sammanfatta de mest kritiska och determinerande faktorerna och deras (inbördes) relationer.	Forskarens ambition är att genom, exempelvis, tolkningar problematisera och generera en djupare mening (och förståelse) för solidariteten mellan forskaren som aktör och observatör och de mänskliga aktörerna som forskaren studerar.



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