

EDU 5419 - Advanced Study in Organizational Theory
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Assignment #4 - Matrix for Analysis of Perspectives on Theory Building

Given the notion that McCourt and Stone have similar ideas about the dichotomy of perspectives on theory building, we can use the terms of their dichotomy as central concepts for the analysis of specific statements of theory. If this were your dissertation, this matrix for the analysis would be your conceptual framework and the visual would be in the final section of chapter two.

You will construct a visual that shows the reader the relation of these concepts. One way is to construct a matrix that uses competing perspectives (the terms from McCourt and Stone) as the columns of the matrix and the individual, specific theories as the rows of the matrix. A second way is to show these major concepts as "bins" into which you sort specific sources. Either "columns" in a matrix or "bins" will give us a view of the dichotomy. This will allow us to compare the series of individual theories (the rows of the matrix or the items in the bins). Specific theories will either fall into column/bin A or column/bin B - or else we will need to create a column/bin C.

Matrix of Competing Perspectives

	Column A Name:	Column B Name:
Deborah Stone	Your Analysis A1	Your Analysis B1
Willy McCourt	Your Analysis A2	Your Analysis B2

We will need to construct the matrix or name the bins by selecting the two sets of key terms to authors use to present their notion of competing perspectives: the terms of the comparison = the names of columns/bins A & B. These key terms should come from your glossaries.

Present the names for the analytic concepts that serve as the name for column/ bin A and for column / bin B in the matrix. Offer a rationale for the use of these terms as column/bin names.

You also need to show the relation of the 2 major concepts. The columns suggest two parallel concepts: column A and Column B. If you present bins, you will need to suggest their relation one to the other by placing them visually on the page. What is the relation you want to depict?

	<i>Constructivist/Polis</i>	<i>Non-Constructivist/Market</i>
<i>Deborah Stone</i> (Polis/ Market)	<p>Position that society is a political community where the general will of the people is creating shared meaning and collective action that achieves that shared meaning.</p> <p><i>Synthesis:</i> Everyone brings their own perspectives to a larger community, where the best course of action is then identified.</p>	<p>Position that individuals have relatively fixed, independent preferences for goods, services, and policies.</p> <p><i>Synthesis:</i> Everyone's out for them self.</p>
<i>Willy McCourt</i> (Constructivist/ Non-Constructivist)	<p>Position maintains that while there is an objective world, we know it only through our senses which inevitably filter the sense data which they receive and impose their own structures upon it.</p> <p><i>Synthesis:</i> Everyone views the world through their own perspectives and life experiences.</p>	<p>Position maintains that there is an objective world which we know in an unproblematic way through the direct evidence of our senses. Individual preferences are pursued in an effort to maximize one's self-interest.</p> <p><i>Synthesis:</i> Every man for himself.</p>

