

Addressing the “Too Much Theory” Problem in Management and Organizational Research: Abductive Reasoning and the Role of *Academy of Management Discoveries*



By **Prof. Peter Bamberger**

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Abstract:

Management and Organizational research is largely grounded on two basic logics or epistemological approaches, namely induction and deduction. These approaches have served our science well, gaining our field respect among the sciences, and resulting in its rapid growth over the past decades. However, increasingly scholars have begun to question whether the grounding of our field in these two logics alone may be overly restrictive, generating obtuse and abstract results and limiting our relevance to the broader community which our science seeks to serve. In this talk, I will present a complementary scientific logic, one grounded on abductive reasoning (i.e., inference to the best plausible explanation). Building upon Mantere & Ketokivi's (2013: 72) statement that, “we predict, confirm, and disconfirm through deduction, generalize through induction, and theorize through abduction,” I will distinguish the latter from these other two, more established scientific logics. After demonstrating how abduction serves as the basis for many other scientific fields, I will argue that it also serves as the under-recognized (and often maligned) basis upon much of what we do as management scholars. Finally, I will discuss the types of situations for which such an approach may be most suitable and how scholars might design and present studies grounded on such a logic in order to maximize theoretical contribution and practical impact.

Following the public lecture, there will be a paper development workshop in which Professor Bamberger will provide feedback on papers that authors are considering for submission to *Academy of Management Discoveries*. If you would like your paper to be considered for review in this workshop, please send your paper to Ms Ann Leung ann.sy.leung@polyu.edu.hk no later than 24 Feb.

Date : 6 March 2017 (Monday)
Time : 10:00 am – 10:30 am (Registration)
 10:30 am – 12:00 nn (Public Lecture)
 12:00 nn – 2:00 pm (Paper Development Workshop)
 [for selected participants and lunch provided]
Venue : Multi-function Hall, Alumni Atrium, Core A, PolyU

To register, please send your name, post, organization, & contact number to mm.notice@polyu.edu.hk on or before 27 Feb 2017 (Mon).

Registration will be accepted on a first-come-first-served basis.

