Studying organizations using critical realism
A practical guide

Contents

List of Tables .......................... xxi
List of Figures .......................... xxiii
Contributors ........................... xxv

   Joe O'Mahoney and Steve Vincent .......................... 1

2. Critical Realism, Research Techniques, and Research Designs
   Stephen Ackroyd and Jan Ch. Karlsson .................... 21

3. Employing a Form of Critical Realist Discourse Analysis for Identity Research: An Example from Women's Talk of Motherhood, Childcare, and Employment
   Wendy Sims-Schouten and Sarah Riley ..................... 46

   Abigail Marks and Joe O'Mahoney .......................... 66

5. Critical Realism and Grounded Theory
   Steve Kempster and Ken Parry ............................. 86

6. Critical Realism and Interviewing Subjects
   Chris Smith and Tony Elger .............................. 109

7. Critical Realism and Ethnography
   Chris Rees and Mark Gatenby ............................ 132

8. Critical Realism and the Organizational Case Study: A Guide to Discovering Institutional Mechanisms
   Steve Vincent and Robert Wapshott ....................... 148

9. Comparing Cases
   Ian Kessler and Stephen Bach ............................ 168

10. Critical Realism and International Comparative Case Research
    Ayse Saka-Helmhout ..................................... 185

11. Pulling the Levers of Agency: Implementing Critical Realist Action Research
    Monder Ram, Paul K. Edwards, Trevor Jones, Alex Kiselinchev, and Lovemore Muchenje .................. 205
<table>
<thead>
<tr>
<th>Chapter</th>
<th>Title</th>
<th>Author(s)</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>12</td>
<td>History and Documents in Critical Realism</td>
<td>Alistair Mutch</td>
<td>223</td>
</tr>
<tr>
<td>13</td>
<td>Critical Realism and Mixed Methods Research: Combining the Extensive and Intensive at Multiple Levels</td>
<td>Scott A. Hurrell</td>
<td>241</td>
</tr>
<tr>
<td>14</td>
<td>Realist Synthesis</td>
<td>Joanne Greenhalgh</td>
<td>264</td>
</tr>
<tr>
<td>15</td>
<td>Probability and Models</td>
<td>Malcolm Williams</td>
<td>282</td>
</tr>
<tr>
<td>16</td>
<td>An Appraisal of the Contribution of Critical Realism to Qualitative and Quantitative Research Methodology: Is Dialectics the Way Forward?</td>
<td>Andrew Brown and John Michael Roberts</td>
<td>300</td>
</tr>
<tr>
<td>17</td>
<td>Concluding Comments</td>
<td>Paul K. Edwards, Steve Vincent, and Joe O'Mahoney</td>
<td>318</td>
</tr>
<tr>
<td></td>
<td><strong>Bibliography</strong></td>
<td></td>
<td>327</td>
</tr>
<tr>
<td></td>
<td><strong>Index</strong></td>
<td></td>
<td>357</td>
</tr>
</tbody>
</table>
List of Tables

1.1 Examples of Abduction 17
2.1 Eight Designs Relevant to Realist-informed Research and Some of their Characteristics 27
4.1 Ten Realist Principles and their Consequences for Identity Research 78
5.1 Structure of the Chapter 88
7.1 Categories of Ethnographic Data 141
9.1 Distribution of HCA Roles by Trust 181
9.2 Distribution of HCA Roles by Type of Ward 182
10.1 Key Subsidiary Characteristics and the Nature of Transferred Practice 190
10.2 Key Institutional and Organizational Characteristics Related to Type of Agency 193
10.3 Illustrative List of Codes 198
10.4 Truth Table Indicating Necessary and Sufficient Conditions 201
13.1 Sectoral Distribution of Soft Skills Deficits in Scotland 2002 248
13.2 Generative Mechanisms and Methods Used to Investigate Them within Case Studies 253
13.3 Breakdown of Case-study Response Rates and Respondents 256
14.1 Different Types of Realist Synthesis 276
15.1 Logistic Regression Main Effects Model of Variables Associated with Migration from Cornwall 1981-91 (1981 variables) 296
15.2 Odds Ratios of Variables Associated with Migration from Cornwall 1981-1991 (1981 variables) 296
List of Figures

1.1 Levels of Realist Theorizing 15
3.1 Model for the Interactions between Discourse, Embodiment, Materiality, and Social Structures 53
3.2 Critical Realism in Discourse Analysis in Three Phases 59
3.3 CRDA in Action 63
4.1 The Transformative Capacity of Agency 73
5.1 Causal Configurations of Two Contexts 90
5.2 Hycner’s ‘Phenomenological’ Analysis 99
5.3 Building a Grounded Theory 101
5.4 A Retractive Grounded Theory of Leadership Development 102
5.5 Example of Contrastive Causal Configurations 106
7.1 Causal Mechanisms 142
8.1 Significant Types of Causal Mechanism 151
12.1 Mentions of Retailing in Brewery Company Annual Reports, 1970-1990 231
13.1 Overview of MMR Research Design 246
14.1 Template for Realist Synthesis 270
14.2 Web-based Description of a Programme as an Example of a Source of Programme Theories 272