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(175)

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.2010/8/22

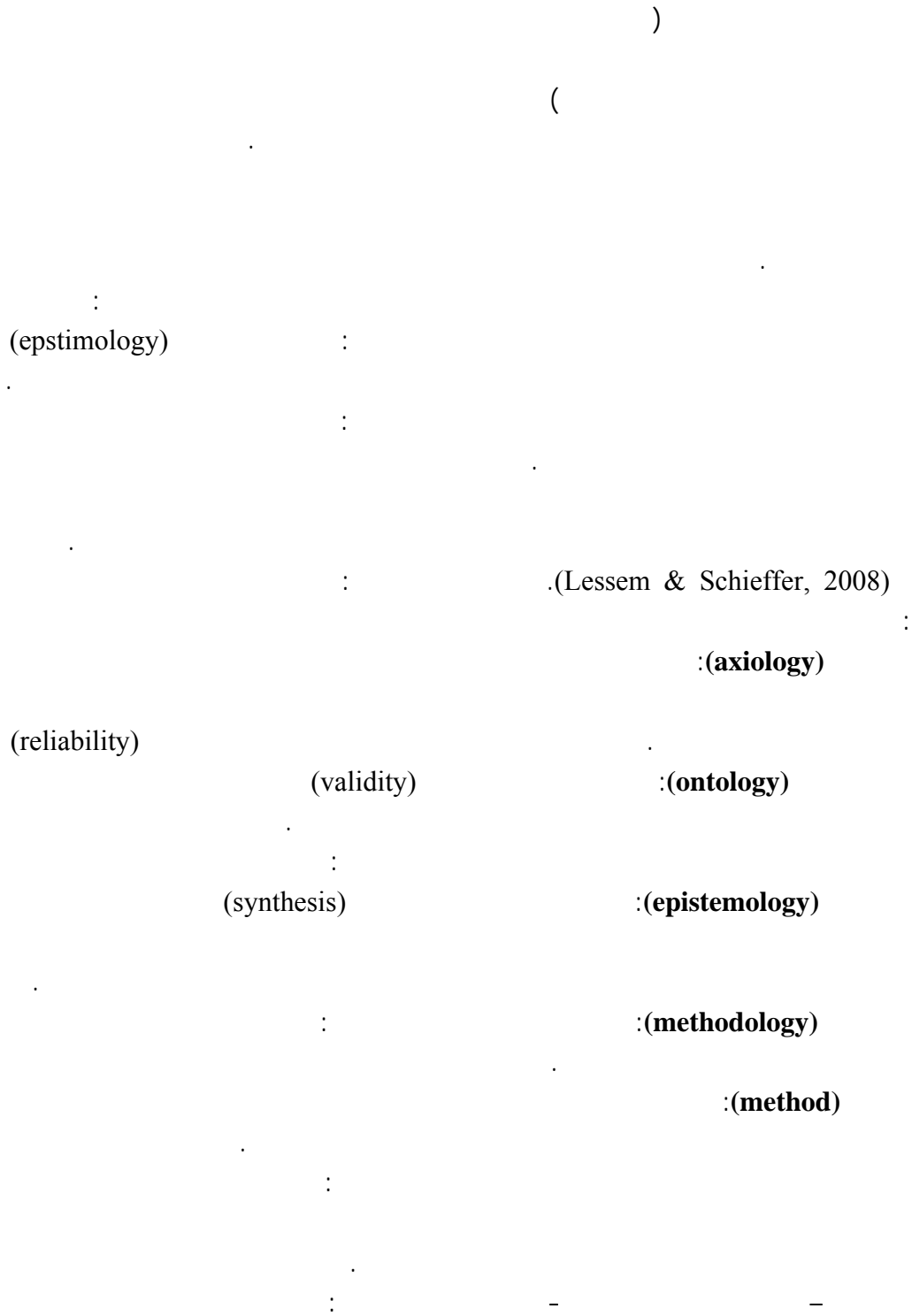
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(2009/2008)



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-6 - (2006)  
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(paradigm)  
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(2009) (1972)  
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(in-depth interviews)	-10	
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(2006)		-6
	(2009)	-7
	(175)	-8
		(longitudinal)
		(case study)
(brochures)		-9
		(content analysis)

(1)  
 (136) (%77.7)  
 (39) (%22.3)

(175 = ) : (1)

%77.7	136		
%22.3	39		
%76.6	134		
%23.4	41	(1)	
%84.6	148		
%15.4	27	(2)	
%82.3	144		
%17.7	31		
%85.4	123		
%14.6	21	(3) /	
%44.6	66		
%48.6	72		
%6.8	10		
%16	28		
%84	147	(4)	

(%84.6) (148) (1)  
 (27) (134)  
 (%15.4) (%76.6)  
 (1) (%23.4) (41)  
 (144) (%82.3)  
 (%17.7) (31) (1)  
 (1)

(72) . (%48.6) (%85.4) (123)  
 (66) . (%44.6) (21)  
 (10) . (%14.6)  
 . (%6.8)  
 (case  
 (148) . study)  
 (2)  
 (63)  
 (50) (%42.6)  
 (%33.8) (1)

(148 = )

: (2)

(10 = )		(72 = )								(66 = )							
		<sup>(6)</sup>		<sup>(5)</sup>													
%6.8	10	%2	3	%4.1	<sup>(8)</sup> 6	%6.1	9		%20.9	31	%0.7	<sup>(7)</sup> 1	%10.1	15	%33.8	50	
						%12.8	19										
						%2.7	4										
						%21.6	32										

(%6.1)

(9)

(%2.7)

(4)

(%12.8)

(19)

"				(2)
		"	(15)	(%10.1)
(%6.8)	(10)			(6)
			(%4.1)	(2)
)	(	" "	" "	
			(700)	
	(2006 )			(2009)
				" "
			(2)	
			(3)	
			(68)	(%2)
			(%94.4)	(72)
			%10	
			(9)	
				" "
	(1)	" "		
(%84)	(147)		(2)	
				(6)
			(10)	
	(%16)	(28)		
(%61.5)	(91)			

(synthesis)

(148)

(3)

(97)

(13) (55.4%)  
 (7.4%) (31)  
 (17.7%)  
 (1.1%) (18)  
 (10.3%)  
 (8%) (14)

(175 = )

:(3)

17.7	31	
%55.4	97	
%8	14	
%7.4	13	
%1.1	2	
%10.3	18	
-	-	
%100	175	

(%11.4)

(%96.5) (139)  
 (5) :  
 (%3.5)

(4)

(175 = )

:(4)

%96.5	139		
%3.5	5	(11)	
-	-		
%18	25	(12)	
%82	114	(13)	
%49.6	69	(14)	
%50.4	70		
%99.3	138		
%0.7	1	(15)	
%28.5	41	(16)	
%71.5	103	(17)	
%39.8	41		
%60.2	62		
%48.8	20		
%51.2	21	(18)	
%17.7	31		
%82.3	144		

"

"

(4)



(%71.5) (103)

(%28.5) (41)

(4)

(41)

(%39.8)

(62)

(%60.2)

(Sigel & Castellan, 1988)

:

(1999)

(5)

(ratio)

(interval)

(1999)

(4)

(34)

(regression)

(%82.9)

(20)

(7) , (1999)

(%48.8)

(%17.1)

(T-test)

(ANOVA)

(25)

(%51.2)

(21)

(1999)

(6)

(41 = )

:(5)

%17.1	7	1999
%82.9	34	1999

(6) :

(175 = )

2	5	%4	7	1980-1973
22	14	%20.6	36	1990-1981
79	7	%49.1	86	2000-19991
45	1	%26.3	46	2009- (19)2001
148	27	%100	175	

(31) (4)

(%17.7)

(144)

(%82.3)

(2009)

(1972)

(6)

(2000-1991)

(%49.1)

(86)

(6)

(%10)

(%2)

(Buchanan & Bryman, 2009; Johnson & Duberley, 2000)

(7)

(36)

(%20.6)

(%79.4)

(139)

: (7)

(175 = )

%20.6	36	
%79.4	139	
%100	175	

(20)

(Functional

Positivist)

" "

(%20.6)

(21)

(22)

:

(8)

:

(175 = )

(8)

%14.9	26	1	1	1	1	1	5	2	1	5	1	3	4	
-	-	1	1	3	1	2	1	3	4	2	4	3	17	
		1	1											
%38.9	68			1	4	4	1	1	3	4	2	3	3	
%12.6	22								1	1	2		18	
%17.1	30					2	1	11	4	5	3	2	2	
%9.1	16													
%6.3	11										1	3	7	
-	-													

%1.1	2													
-	-													
%100	175													

(3)

(8)

(%38.9)

(68)

(%14.9)

(26)

(8)

(5)

(4)

(3)

(17)

:

(4)

(3)

(%12.6)

(22)

:

(18)

(16)

(%9.1)

(%17.1)

(30)

(%6.3)

(11)

(11)

(4)

(5)

(7)

(3)

(%1.1)

(%90)

(24)

(25)

(23)

(%40)

(epstimology)

" "

(20) (posteriori) (%11.4) (9)

(Buchanan & Bryman, 2009; Johnson & Dubertey, 2000) (%6.3) (11)

(hermeneutics) (intrepretive) (phenomenology) (%71.4) (125)

(feminisit) (postmodernist) (functional positivist) (critical realist)

(paradigms) (priori)

(Buchanan & Bryman, 2009; Johnson & Duberly, 2000) (39) (%22.3)

( ) ( )

(priori) (posteriori)

(Burrell, 1996; Burrell & Morgan, 1979)

(Planning)	(Design)	
(Intrepreneurial)	(Positioning)	
(Learning)	(Cognitive)	
(Cultural)	(Power)	
	(Environmental)	(Functionalism) -1
(9)		(Objectivism)
		(Positivism)
		(Intrepretivisim) -2
/		(Phenomontology)
		(Hermenentics)
		(Radical Humanism) -3
		(Critical
		(Feminism) Theory)
		(Radical Structuralism) -4
(%22.3)	(%71.4)	(Conflict Theory)

(Morgan, 1997)

(Images of Organization)

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(machine)	:
(brain)	(organic)
(political system)	(psychic prison)
(cultural system)	
	(instrument of domination)
	(influx and transformation)

(Mintzberg, et al, 1998)

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(2001 )

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(Copy and

Paste)

(Micro)

(Macro)

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(Management

Research

Professional  
Association)

(1989 )

(paradigm)

(20)

(%15-)

.10

(26)

(21)

(20)

-2

(%10)

(175)

-3

		-7		(15)	
					(12)
				(9)	
	(175)				
		-8			
(paradigm)					
(%23.4)	(41)		/		-4
		-9			
					-5
	( )				
				(27)	
					-6

(paradigm)

-3  
(axiology)

" " " "

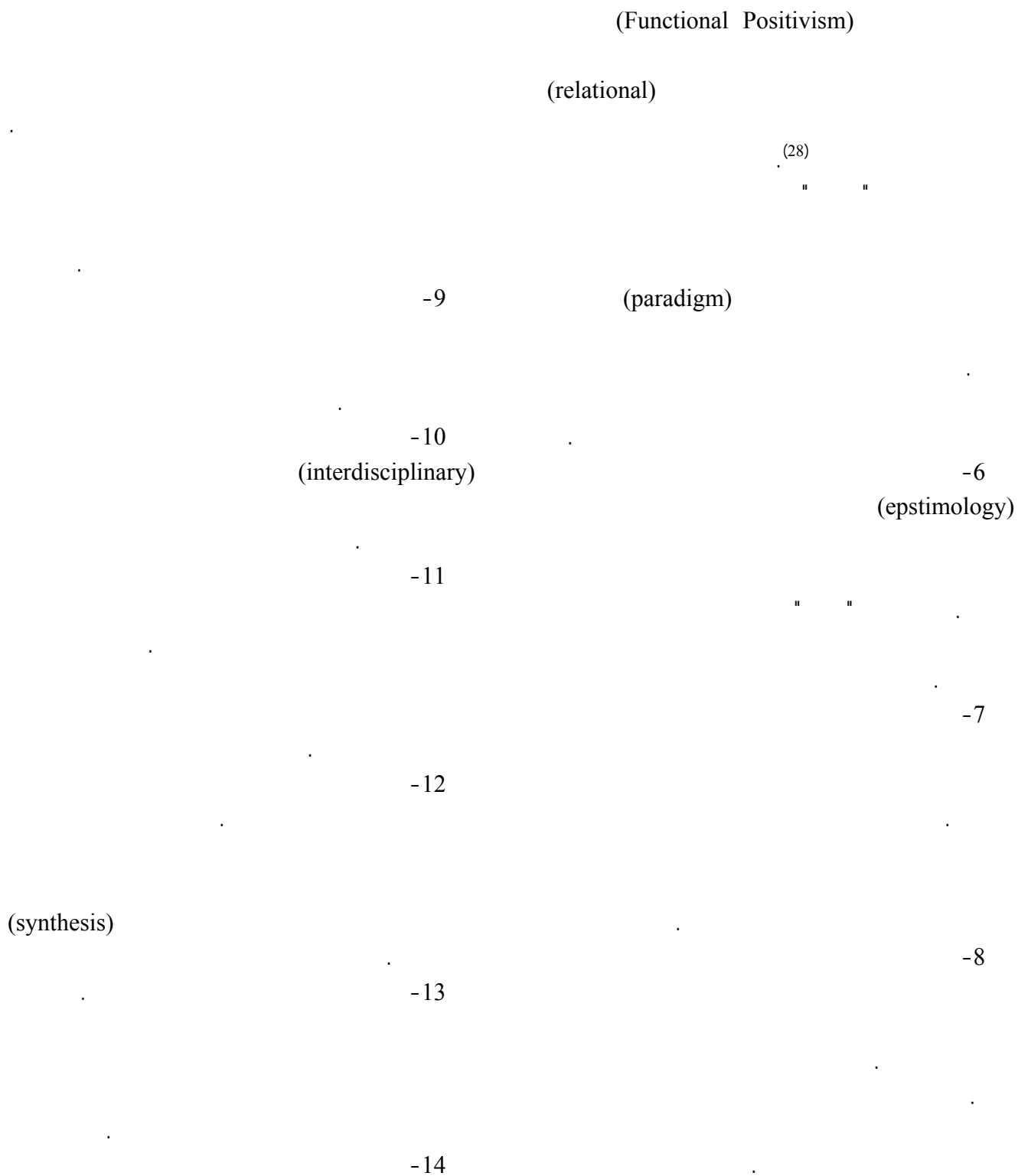
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(synthesis)

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(omnisciense)

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2009

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(paradigms)

(paradigm)

(Induction)

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(Locke, 2007).

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(emancipatory)

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(content analysis)

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(paradigm)

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			.2
	.15	/	.3
	.16		
			.4
(inreferential)	.17		(99)
		(123)	
			(%80.5)
Chi2 ANOVA T-test :	.18		.5
.Path analysis Discriminant analysis		(200)	
			.6
			.7
			.8
(ratio) (interval)		(Al-Rasheed, 2000)	.9
	.19		
			.10
.2005			(200)
	.20		.11
(2003 )			
	.21		
(Hofstede, 2001)			(3)
		(%20)	(23)
.(2005 )			.13
	.22	(%80)	
(Powell &		"	
.DiMaggio, 1991)		"	
			.14
(2003 )			(8)
	.23		
(200)		(4)	

(Hofstede & Kassem, 1976; Hofstede, 1996)

(2000) .24  
 (2004) .25  
 .26  
 (Business Ethics) (31)  
 (9)

2006  
 .215-171 (2003)  
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 (19) (19)  
 .277-229 (2001)  
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 .173-157 2001 4-3 (2004)  
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 .74-47 ,156-117 1 5 (2006)  
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 .2009/4/4 : (2005)

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## Jordanian Management and Organization Research: An Evaluative Methodological Study

*Adel Al-Rasheed\**

### ABSTRACT

This evaluative methodological study aims at identifying the features of Jordanian management and organization research and its key components. It also aims at identifying the scope of the achievement of its objectives based on comprehensive survey of relevant published research in accredited journals issued by related Jordanian formal universities. The study is conducted on (175) papers.

The study reveals that Jordanian management and organization research is mainly characterized by being: formal, unilateral, traditional and imbalanced. That is, it builds on one epistemic framework, has similar analytical style, employs one method of collecting data, considers organizations and institutions as closed systems, emphasizes particular sectors rather than the others, non comparative, non accumulative, not following up contemporary epistemic and methodological developments and a noticeable proportion of its research does not comply with the agreed upon criteria of conducting research.

The interpretation of these features is based on three pivot: Research context, the researcher and the administration of its publication and evaluation with their varied components. Such as absence of an incubating research environment as a component of the first pivots; the impatient researchers and their non thorough attitudes and styles towards formulating research basic elements as a component of the second pivot, and approving practices not complying with standard research writing as a component of the third pivot.

Among the research recommendations are the following: The call for adopting the principle of multiple research epistemology and methodology; complying with ethical and critical dimensions in conducting research; providing the supportive environment for conducting research; employing in-depth interviews and analysis of documents' content in collecting data; reviewing previous research in a synthetic and inductive manner and re-applying this study on published and non published Jordanian management and organization research in other sources not included in this study.

**KEYWORDS:** Management and Organizational Research, Evaluative and Methodology Study, Cultural Paradigm, Institutional Paradigm, Jordan.

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