**The Strategic Consequences of Sociological Theories in Contemporary Times**

**60-Days’ Developmental Reading / Study**

**SR 968-22: Sociological Methodology:**

**Interpreting Changing Cultures (Spring 2023)**

**Peter Abraham Airewele**

**Omega Graduate School**

**Prof. Ken Schmidt (Ph.D.)**

**April 15th, 2023**

**60-Days: Developmental Reading**

Submit a developmental readings assignment containing entries for each of the videos and readings for the 20-day Assignment and five additional readings of your choosing. Be sure to have your citations in APA format.

The Five Additional Readings are where you begin thinking about your research topic for the 100-Day Assignment.

Review 100-day assignments, essential course elements, assigned readings, and recommended readings to identify selections of books and scholarly peer-reviewed journal articles to identify and select developmental reading sources and entries. Each program and Core have specific grading criteria. Follow the FALL 2022 Developmental Reading Rubric for the required number of sources, comments, and quality criteria. See the General Helps in AA-101 The Gathering Place in DIAL for the following resources:

• Refer to the "FALL 2022 Student Guide to Developmental Readings" for updated information on sample comments, grading rubrics, and critical definitions related to developmental readings.

• Download the "FALL 2022 Developmental Reading Assignment Template" Word

document to begin writing your developmental reading assignment.

• For grading criteria, go to the "FALL 2022 Developmental Reading Rubrics."

• Document all sources in APA style, 7th edition (APA 7 Reference Example, APA 7 Quick Guide) for in-text citations and Works Cited. Include page numbers.

• Include a separate Works Cited page, formatted according to APA style, 7th edition.

• Submit through DIAL to the professor.

**The Strategic Consequence of Sociological Theories in Contemporary Times**

**Table of Content**

**Sources**

1. Social Theories Overview, Pt. 1 and 2 / Feminism /

Gender Equity.

1. Macrosociology vs Microsociology.
2. Social Institutions /Roles / Information & Community
3. Social Theory of Functionalism.
4. Social Conflict Theory.
5. Critical Realism, and Theory / Sociology of education

and knowledge, And the empirical framework / Social

and Progressive Sciences.

1. Sociological theory of Modernism and Post-Modernism,

and Positivism.

1. Sociology of Culture and innovation, Clash of Absolute

Christianity, and Sociological thoughts.

1. Social Christian Transformation-Paths / Faith learning integration /

The Vertical and Horizontal Love of God.

1. Critical Realism (CR), and Theory, Modernism and Post modernism

Revisited.

**The Strategic Consequence of Sociological Theories in Contemporary Times**

**Introduction**

This study will examine contemporary sociological theories and their relevant impact on society, academia, and the community. The underlying principles and precepts of sociological theories are ubiquitous and pervasive. They permeate and reflect the functionalities of socioeconomic and political environments, laws, governments, communities, and societal systems. The question is, what is the intriguing myth about these social systems and theories? Social Theory is a body of knowledge aimed at making sense of human life-aligned most closely with sociology. Social Theory is an intellectually inclusive and versatile body of ideas (Thorpe, 2017, p.1, para. 1). Javier Treviño, A. (2023) states that "the legal philosophy of French sociologist Émile Durkheim (1858–1917): focuses on - the relationship between law and morality, - the correspondence between social solidarity and legal sanctions, and-the social functions of contract" (Abstract). In another vein, Schmidt, K." (2023) writes, "It was during the middle of the 19th century that sociology developed as a distinct and scientific study of human social life, groups, and societies." Furthermore, sociology and social theories have never stopped stimulating intellectual discourse in contemporary and modern times.

**Source One:**Gardiner, R. A., & Finn, H. (2023). Implementing gender-based violence policies in the neoliberal university: challenges and contradictions. *Gender in Management: An International Journal*, *38*(2), 215-229.

**Comment 1:**Social Theories 1 and 2 seem to unfold different disparate values about gender inequality and feminism in contemporary times.

**Quote/Paraphrase:**Gender injustices range from micro-aggressions to workplace bullying (Mavin & Yusupova, 2021), as well as the perpetuation of sexualized and gender-based violence (GBV) (Gardiner & Finn, 2023). (Abstract, Purpose).

**Essential Element:**This comment is associated with Feminism, Gender injustices, and inequality.

**Additive/Variant Analysis:** The additive is Gardner and Finn unfold the "Gender injustices" that filter through society in different forms, inside the environments, family homes, and offices. Here, different values are attached to male supremacy (associated with patriarchal status), resulting in some form of gender discrimination (Khan Academy (1st Video), 2023).

**Contextualization:**Like Gardner and Finn,Khan Academy (video clip on social theory 1 and 2, 2023) offers a concise view of the Feminist Theory: focusing on gender inequality, which is commonplace in patriarchal societies in capitalist economies. This study will help this author plan staff training emphasizing proactive actions, legislation, voices, and strategies for gender equality and equity.

**Comment 2:**The stereotyping of female gender and inequality manifests in domestic violence and spousal abuse (Males and society take undue advantage of their spouses, and vice versa).

**Quote/Paraphrase**Inequality in gender increases the risk of conducting violence by men against women (Pokhriyal, 2022).

**Essential Element:**This element is associated with cultural, racial, and ethnic stereotyping, the societal labeling of females as a weak gender.

**Additive/Variant Analysis:** The additive is, Pokhriyal links "Inequality in gender" to domestic violence. Education and awareness about gender rights are also critical. Females are strongly advised in the students' campuses, offices, and the Church to speak out against any abuse they face. Some women now take self-defense classes to protect themselves in violent situations.

**Contextualization:** Logical and Commonsense openly show that female pregnancy and childbirth are not weaknesses but strengths. The females must assume their right social roles as gender co-equals and not be sidelined or coerced into corners by cultural labels and inequality.

**Source Two:**Doucet, J. (2020). Applying Social Theory to Global Poverty.

**Comment 3:** Macrosociology involves studying widespread social processes and societal systems, like education, environments, peoples, religions, and multi-cultures.

**Quote/Paraphrase:**Sociology focuses on social theories divided into macro sociology and microbiology. Macro focuses on the big picture, while micro focuses on intimate interactions (Doucet, 2020). "Durkheim studied the large-scale shift from homogenous traditional societies to industrialized societies- Macrosociologists focus on society greater than the sum of individual people" (Khan Academy, 2023, Video extracts).

**Essential Element:**This is associated with the significance of Macrosociology (consisting of Functional and Conflict theories).

**Additive/Variant Analysis:**The additive is Durkheim's study "Shift from homogenous society to industrialized societies," (transformation from Agrarian economy, and industrial revolution, to market economies (18th to 21st centuries).

**Contextualization:**This study informs the transformational trends of the past and present in sociology, and the specific area of study like macro-sociology, the bigger picture of society, and the economy.

**Comment 4:**Microsociology involves studying people at a more interpersonal level, as in face-to-face interactions (Symbolic interactionism).

**Quote/Paraphrase:** Drew, C. (2022): Microsociology is a subset of sociology. It is a theory that explores individuals and their daily relationships. It analyses the

behavior of small groups and the interactions between small groups (Introduction).Microsociology: was- pioneered by proponents of the symbolic interactionism perspective, namely George Herbert Mead, Herbert Blumer, and Erving Goffman (Khan Academy, 2023).

**Essential Element:**This informs us about the core elements of small groups' relationships or specific society's socialization.

**Additive/Variant Analysis:** The additives are threefold: "social interaction," "social behaviors," and "social relationships" of small groups. Drew notes that micro-sociology is based on subjective interpretative analysis rather than statistical or factual observation.

**Contextualization:**Drew's interpretative analysis will be helpful when assessing or analyzing specific employee issues of low performance, tardiness, etc. This can be through direct face-to-face contact and observations, subtle interaction, and a direct engagement strategy.

**Source Three:**Stammler, P. (2023) Social Institutions in Sociology (11 Examples & Definition) Helpful Professor.com, Peer Reviewed by Chris Drew (Ph.D.) / April 10, 2023.

**Comment 5:**Social institutions are vital in societies. They enhance groups' social engagement and interactions, abiding by the public code of conduct (courts and police).

**Quote/Paraphrase:**Social Institutions are organizations or systems that establish relationships, behavior, belief, rules, and norms that arrange society- They are organizations or entities that reproduce the norms, expectations, and functions to meet the social needs of society (Stammler, 2023). Introduction. "Furthermore, Institutions are structures within society, such as police stations, schools, and businesses, that provide order and stability" (Khan Academy, Sydney Brown, 2023, video clip).

**Essential Element:**This is associated with the role’s social institutions (family, police, and schools) play in relationship building, incorporating norms, rules, order, and peace.

**Additive/Variant Analysis:**The established "norms, rules, and expectations are the additive that resonates." These elements collectively create a sense of group collaboration, including an environment of order and peace.

**Contextualization:**This study will be valuable and applicable during staff training and organizational culture, vision, and mission statements. This is a by-product of transformational leadership based on group norms and common goals.

**Comment 6:** Knowledge of information, probity, and trust are critical in any social institution.

**Quote/Paraphrase:**"After an unprecedented year of global pain, loss, and uncertainty, a new report finds that 2020 marked "an epidemic of misinformation and widespread mistrust of societal institutions and leaders worldwide." (Aguilera, 2021), Yahoo Publication.

**Essential Element:** This demonstrates the negative impact of misinformation (the incarcerated violent protesters of January 6, 2021).

**Additive/Variant Analysis:**The variant is "misinformation and widespread mistrust" and can even lead to violence like January 6, 2021, capitol hill unrest. However, the seeming missing bolts in the saga are the culture of political extremism, brewed and sown through leadership greed. Hosea 4:6 (People perish for lack of knowledge).

**Contextualization:**Employees are reminded of how crucial education, organizational culture, group collaboration, and team efforts matter. Moreover, they are reminded to demonstrate equal participation in training and discussions and engage in criticism based on facts, not malice. No leader must be idolized, or the cookies crumble.

**Source Four:** Paul, C. (2023) Functionalism in Sociology: Definition, Examples, Criticism Peer Reviewed by Chris Drew (Ph.D.) / April 21, 2023 https://helpfulprofessor.com/functionalism-in-sociology/.

**Comment 7:** Functionalism is a theory of society that focuses on the structures that create the society and how the society can remain stable (Sydney Brown & Khan Academy, 2023, video clip).

**Quote/Paraphrase:** Functionalism examines the role social institutions play in keeping the social structure as a whole intact. Society is interwoven, like a complex web. It is comprised of different institutions. Each institution fulfills a specific role that keeps society functional (Paul, C. (2023).

**Essential Element:**This is related to how social structures (families, religion, media) are interconnected in activities and services.

**Additive/Variant Analysis:** The inter-connectedness also refers to how these social institutions**,**"a multitude of social structures (e.g., economic conditions, family relationships, religious practices, media outlets, etc.) fulfill their purpose and how they operate concerning other structures, and to ensure stability.

**Contextualization:**The ultimate goals of Functionalism include social interactions, stability, and structural order like in one's organization, and they are encouraged in modern societies. This resorts to sustainable teamwork, collaboration, and cohesiveness.

**Comment 8:**New "Functionalism" tends to focus on roles rather than what they accomplished by social institutions.

**Quote/Paraphrase:** "Functionalism - is still the dominant style of thought in the special sciences, like economics, psychology, and biology. Generally construed, Functionalism is the view that states or processes can be individuated based on their roles rather than what they are constituted or realized." (Beck & Grayot, 2021).

**Essential Element:**The "New Functionalism" focuses on both roles played by social structures and what the constituent elements can achieve in the process.

**Additive/Variant Analysis:** The empirical and new Functionalism may seem partly individuated or different. The commonality is the interconnectedness of the social structures.

**Contextualization:**It is like employees sharing the same goals but determining what specific processes to engage or utilize (like groups, timing, teamwork, dedication). Furthermore, the results analyzed are crucial for policy and decision-making.

**Source Five:** Hayes, A. (2022). Conflict Theory Definition, Founder, and Examples.

**Comment 9:** Conflict theory highlights the functions of power, control, and struggles concerning different social institutions, groupings, peoples, and communities.

**Quote/Paraphrase:**Conflict theory, first developed by Karl Marx, is that society is in perpetual conflict because of competition for limited resources. Conflict theory holds that social order is maintained by domination and power rather than by consensus and conformity (Hayes, 2022).

**Essential Element:** This is about friction among opposing parties or employees.

**Additive/Variant Analysis:**Hayes rightly states that "Current conflict theory has four primary assumptions that are helpful to understand: competition, revolution, structural inequality, and war." Competition between type A employees, assertive, perhaps with higher performance, and type B employees with low performers are familiar in organizations compared to other factors.

**Contextualization:**Issues about the status quo, ethnocentrisms, promotion, envy, fraud, race, discrimination, and the inability to adjust to cultural change are some of the conflict issues in modern organizations. Sometimes, simple conflict resolution strategies have paid off through training, counseling, and therapy services. Even suggestion boxes and feedback in communication can help curtail conflicts before becoming too complex in each situation.

**Comment 10:**Conflict resolution starts with unbiased mediation to gain the respect of the disputing parties. The mediator can resolve the issues amicably.

**Quote/Paraphrase:**We isolate the effect of symbolic conflict by looking into a dispute with no material stakes (for one side) (Martínez, Valentim, & Dinas, 2023).

**Essential Element:**This relates to confidence and earned trust. They are critical factors in conflict resolution.

**Additive/Variant Analysis:**The "no material stakes" implies little vested interest favoring disputing parties. However, a vested interest can prevent fostered mediation.

**Contextualization:**The non-biased strategy is embraced in one's organization through group participation involving the disputing parties on the one hand. Furthermore, the disputing parties randomly select trusted mediators from among the staff on the other. This has provided a much-needed resolution package acceptable to all parties.

**Source Six:** Garlitz, D., & Zompetti, J. (2023). Critical Theory as post-Marxism: The Frankfurt School and beyond. Educational Philosophy and Theory, 55(2), 141-148.

**Comment 11: The philosophy** of critical Theory comes with knowledge, which is significant in multi-dimensional skill development and application.

**Quote/Paraphrase:** Critical Theory as a post-Marxist discourse is a category of academic thought that broadly involves theoretical scholarship to interrogate the structures and discourses of power. As such, it casts a broad net to include interdisciplinary thinkers ranging from cultural studies, Marxism, linguistics, sociology, philosophy, psychoanalytic criticism, and others (Garlitz & Zambetti, 2023).

**Essential Element:**This relates to critical theory philosophies related to social structures and power dynamics.

**Additive/Variant Analysis:**The additive "theoretical scholarship" is a macrocosm of interdisciplinary research studies spanning a broad spectrum of philosophy and sociology, cultural studies, and psychoanalysis. These theories are significant for one's leadership thinking and staff training.

**Contextualization:**The study ofPhilosophy unfolds the "fundamental nature of knowledge, reality, and existence, especially when considered as an academic discipline" (Webster's Dictionary). The recipe of knowledge enhances the skill-set development, performance, and growth of staff.

**Comment 12:** The sociology of education is vast. It contributes a hermeneutical framework for knowledge, interpreting culture, or interdisciplinary social research aimed at clarifying social issues and solving social problems to promote family, Church, and community.

**Quote/Paraphrase:**The empiricist view of knowledge has been most natural. Social scientists have appealed to provide genuine or authoritative knowledge to meet peoples' commonsense intuitions. Seeing is believing" (Benton & Craib, 2023, p.4, para. 1).

**Essential Element:** This is associated with knowledge proven through empirical or experimental processes.

**Additive/Variant Analysis:**The additive, "commonsense intuition" relates to commonly held perception based on factual and practical observation, backed by logical, rationalistic premise (Mathematical). Employees are reluctant to change their long-held culture and attitude to work. They prefer demonstrable change, which -is applicability and results to believe or buy into it.

**Contextualization:** Nevertheless, employees are still tailored to logical (rational/mathematical) and empirical (experimental) analytical processes to demonstrate critical analysis based on sound judgment.

**Source Seven:** Scott, J. (2023). *Sociological Theory: Contemporary Debates*. Edward Elgar Publishing.

**Comment 13:**Social and progressive sciences are critical in Sociological Theory for their empirical rational discourse in the 20th century.

**Quote/Paraphrase:**Sociology-the discipline concerned with the study of social influences on human behaviors, a product of modernity (Scott, 2023, p. 1, para. 1).

**Essential Element:**This relates to modernism, postmodernism, and the underlying social influences.

**Additive/Variant Analysis:**Modernism shows the era was more of social progressives with few challenges until postmodernism when social and scientific progressivism were subject to intellectual criticism and challenges based on logical and rational facts.

**Contextualization:** The Christian worldviews in workplaces are often challenged by post-modernist ideologies, which are logically framed, with questions demanding possible answers and actions. Nevertheless, a modern Christian organization may or may not be swayed by logical inferences outside the seeming absolute-looking Christian doctrines of Truth.

**Comment 14:** Postmodernism ushers in more intellectual paradigms and theories attempting to justify their philosophical thoughts, partly similar and different.

**Quote/Paraphrase:**Modernity implies "the progressive economic and administrative rationalization and differentiation of the social world" (Sarup, 1993, p.1) Abstract). "This phenomenological study explores how Southern Baptist pastors perceive any postmodern influences in their churches and their effect on how the Church presents and teaches biblical Truth. Mitchell, D. R. (2023). Jean-Francois Lyotard, in his seminal work *The Postmodern Condition* (1984), defines it as an "incredulity toward metanarratives," which is a product of scientific progress" (1984: xxiv), Salberg et al. 2009).

**Essential Element:**This study relates to modernity as an era of rational social progressivism and postmodernism as a mix of social, rational, and scientific progressivism.

**Additive/Variant Analysis:**"Southern Baptists tend to express higher levels of religious commitment than Americans overall-Clear majorities of Southern Baptists (61%) say abortion and homosexuality should be illegal. (Fahmy, 2019, para 9 and 10).

**Contextualization:**Some factions among the youths are rooting for some social adjustment to its Christian teaching approach. **"**In 2014, survey-by the SBC showed nearly one-fourth (24.68 percent) of attendees were younger age (Strode, 2015). The takeaway is that some level of religious diversity and accommodation may be required in one's place of work.

**Source Eight:** Yeganeh, H. (2023). Culture and innovation: a human emancipation perspective. International Journal of Sociology and Social Policy, (ahead-of-print).

**Comment 15:**Culture as interdisciplinary social research plays significant roles in Christian sociology 2023.

**Quote/Paraphrase:**The analyses show that emancipatory cultural dimensions such as rationality, secularity, self-expression, individualism- and autonomy have significantly positive associations with national innovativeness. The opposing cultural values, such as traditionalism, religiosity, survival, collectivism, high uncertainty avoidance, and conservatism, negatively associate with national innovativeness (Yeganeh, H. (2023). Abstract.

**Essential Element:**This relates to the impact of internal and external cultural environments on national micro and macro sociology.

**Additive/Variant Analysis: "**Cultural individualism and collectivism" seem to strike some chords in the quote above. However, the conflict of traditionalism, progressivism, and conservativism in both modernist and post-modernist times may have significantly impacted Christian organizations like the Evangelicals, the Southern Baptist Church, and the Pentecostals in such national discourse like Pro-life and pro-life abortion, LGBTQs, etc.

**Contextualization:**Some people may see the actions of Evangelicals, Pentecostals, and Anglican denominations gone too far with absolute Christian traditionalism that abhors peoples' lifestyles different from theirs and classifies them as sinners. Like one's organization, the local Pentecostal church welcomes people with different sexual orientations. Nevertheless, it ensures that biblical messages are preached without banning anyone or being judgmental. In John 7:8, "Jesus said unto them, He that is without sin among you, let him first cast a stone at her" (the adulterer). Then, Jesus showed compassion, kissed her, and said, "Sin no more." It is evident in Exodus 20:13 KJV: "Thou shalt not kill."

**Comment 16:**Clash of Absolute Christianity and Social / Sociological thoughts are endemic in some US communities.

**Quote/Paraphrase: "**In 2014, the New York Archdiocese of the Catholic Church announced the closing of dozens of empty church buildings, and hundreds of other Protestant congregations faced dwindling- In 1989, my family and I started Redeemer, a new church in Manhattan. We faced cultural attitudes toward Christianity that ran from profound indifference to mockery to shouting-out-loud hostility" (Keller, 2023)

**Essential Element: There may** need to be more connectivity between the ministry and the community they serve.

**Additive/Variant Analysis:**The unlikely "cultural attitude" towards the ministry may have been due to a lack of i) connectivity and ii) poverty reeking everywhere in the neighborhood. iii) No food pantry distribution, iv) the Church is not organizing monthly job fairs, and v) a quarterly scholarship program. Including vi) gospel outreaches to evangelize to build relationships in the neighborhood.

**Contextualization:**This study shows the church community may have people that need jobs, counseling, culture blending bible studies (which is non-judgmental), and therapy healing from drug abuse and domestic violence. Building relationships and utilizing community policing to engage and recruit the community's inhabitants is crucial.

**Source Nine:**Moschella, M. C. (2023). Ethnography as a pastoral practice: An introduction. The Pilgrim Press.

**Comment 17:**Social Christian Transformational Paths through Prophetic prediction is not enough. There must be action, unwavering Faith, a working process, courage, and boldness during tribulations to backup the revelations.

**Quote/Paraphrase:**Great religious leaders are people who discern a prophetic call to change the world-are both spiritually and temporal-motivate and inspire leaders. Moschella, 2023, para. 1). Introduction.

**Essential Element:**This relates to transformation through practicable prophecy, a mix of religious, timing, and socially progressive relations.

**Additive/Variant Analysis:**Apart from the prophetic "spiritual" and the temporal" involving secular management forms, strategies must be explored to back up and accomplish the revelational predictions. Without God's miracles, prophetic revelations alone do not come to pass when expected. The receiver of the prophetic words must gird his or her loins, strengthen and put the held Faith into action, and work towards fulfilling the prophecy.

**Contextualization:**Prophesy can be forewarning or foretelling the future. It is synonymous with setting goals made known to staff during training or employee handbooks. The process of teamwork and efforts, applicable skills developed, and time must be channeled into accomplishing such set goals in one's organization. Set goals on their own will not work unless the instruments of work and

strategies are adequately mobilized.

**Comment 18:** Social Christian transformation paths are possible with Faith learning Integration through interdisciplinary areas of the Christian and secular world.

**Quote/Paraphrase:**Faith-Learning Integration is one of the important factors for achieving Christian Education goals;-it interacts holistically and consistently to create complete Faith. Love is the essence of consistency because love is - God's command; it has two directions, both to God vertically and to society. According to Paul the Apostle, Love is speechless but must be done with Truth (1 Corinthians 13: 1 ~ 13). (Hyun et al., 2020)

**Essential Element:**Faith learning integration requires a love of God and neighbors as foundational resources to thrive.

**Additive/Variant Analysis:**The "vertical form of love of God" may be active, yet the "horizontal form of love to neighbors and society" is problematic. "Society" in the quote refers to communities, churches, schools, students, families, teachers, and administrators who find it difficult to stimulate a love of God in their neighbors, the congregation, the community, and students.

**Contextualization:** This study shows that the missing key in faith learning integration is a love of God and neighbors. This is usually due to complex cultural diversity, broken homes, poverty, crimes, drugs, single families' issues, and the Church leadership approach to relationship building within and outside the Church.

**Source Ten:** Zhang, T. (2023). Critical realism: A critical evaluation. Social Epistemology, 37(1), 15-29.

**Comment 19:**  Critical realism (CR), or Theory, seems controversial for its post-positivism arguments.

**Quote/Paraphrase:**  "Two concerns- Critical realism is one of many philosophical schools against positivism and not necessarily the best. Second, critical realists exaggerate the importance of critical realism to social science and conflate the philosophy of science with sociological theories" (Zhang, 2023); In his book What Is a Person, Christian Smith claims:

"Critical realism seeks to offer a constructive alternative to the positivist empiricist paradigm, on the one hand, and constructivism, postmodernism, and specific versions of the hermeneutical perspective, on the other. The struggle between these two broad alternatives has left the social sciences deadlocked in a debate that cannot be resolved within its terms. Critical realism seeks to transcend that sterile impasse by articulating a coherent, third-way alternative. For present purposes, critical realism opens a window for understanding the human in more illuminating and satisfying ways than rival approaches (Smith Citation2011, 92)".

**Essential Element:** This shows conflicting views between modernist and post-modernist theorists.

**Additive/Variant Analysis:**Zhang seems too hasty and flat wrong at categorizing Critical realism (CR) as not "necessarily the best." Christian Smith welcomes CR with open arms as "illuminating and satisfying." The bone of contention here is the conflicting views about CRs. The missing factors are the need for better-coordinated qualitative and quantitative methodologies and applications. Furthermore, the arguments are

marred by the competing egos of intellectual theorists.

**Contextualization:**The post-positivism academics or theorists find CR compelling when there is a mix of the subjective and objective experiential, the empirical, rationalistic, and logical evaluation of a given theory for its optimum application, etc. This style of assessment and evaluation can be applied in one's organization in specific programs and project development.

**Comment 20:**Paradigm and theory integration is required to derive targeted positive outcomes in science and social sciences.

**Quote/Paraphrase:** The paper further illustrates how through reproductive theorizing, critical realism offers a more epistemologically and ontologically grounded alternative for integrating qualitative and quantitative methods compared to pragmatism. (Abstract, p.93, para 1).

Integrating qualitative and quantitative research methods is the hallmark of mixed methods research—MMR (Guetterman et al., 2020). In most social sciences, the MMR qualitative approaches explain quantitative findings (Ozawa & Pongpirul, 2014). Introduction. (Mukumbang, F. C. (2023, p.93, para.3).

**Essential Element:** Several authors accept and utilize the mixed methods research called MMR to facilitate their study evaluations.

**Additive/Variant Analysis:** Mukumbang finds the MMR-mixed method research, MMR, as a helpful tool, alongside critical analysis, including applying quantitative and qualitative approaches to address complex issues in either sciences or social sciences.

**Contextualization:** The Integration of MMRs and the CRs create a vast expanse of alternative strategies in one's organization to apply in services and operations, thereby leading to sustainable performance and productivity. Besides paradigms and theories, management models like Participatory-Brainstorming (PB) and Cross-Cultural-Bonding (CCB) can be devised to accelerate group-cultural values, group work, group cohesiveness, and relationship building.

**Conclusion**

           This study took a more pragmatic approach to analyze a series of ideologically driven theories from social theories 1 and 2 (Khan Academy) to Functionalism, social, and institutional theories, conflict theory, critical realism CR, and Theory in contemporary times. Fascinating is the conflict of intellectual brinkmanship or blusters between theorists of modernism and postmodernism. When Zhang stated that critical realism or Theory is "exaggerated and unnecessary," Christian Smith quickly counteracted and rebuffed it by embracing it. Zhang, in his article *Critical Realism: A critical evaluation,* *Social Epistemology, 2023,* presents what Christian has written: "Critical realism seeks to offer a constructive alternative to both the positivist empiricist paradigm, on the one hand, and constructivism, postmodernism, and specific versions of the hermeneutical perspective, on the other." So, the anomaly in the pudding is the clash of egos, intellectual paradigms, and theories still linked to pointless comparativists' ideologues. The resounding defense buffers come from Mukumbang and a host of intellectuals. Mukumbang writes: "The paper further illustrates how through reproductive theorizing, critical realism offers a more epistemologically and ontologically grounded alternative for integrating qualitative and quantitative methods compared to pragmatism. (Abstract, p.93, para 1). Integrating qualitative and quantitative research methods is the hallmark of mixed methods research—MMR (Guetterman et al., 2020). The haze of smoke screens about empirical positivism is demystified by post-modernist and critical realists and theorists emphasizing a plain field of alternative theories seasoned by “qualitative and quantitative research methods-the mixed methods research—MMR”. So long as a given Theory can be applied based on its merit applicability, and potentialities, any criticism must have meat on the bones, to convince, mobilize, and galvanize the 21st century intellectualism.

**Works Cited**

Aguilera, J. (2021). 'An Epidemic of Misinformation.' New Report Finds Trust in Social

Institutions Diminished Further in 2020. *TIME Magazine*.

American Sociological Association (2023). WHAT IS CRITICAL REALISM? Theory

Section. Comments by: Archer, M, Decateau, C, Gorski, P, Little, D, Porpora, D, Rutzou,T, Smith, C, Steinmetz, G, Vandenberg, G. (2016, 2023)

Beck, L., & Grayot, J. D. (2021). New Functionalism and the Social and behavioral sciences.

European Journal for Philosophy of Science, 11(4), 103.

Benton, T., & Craib, I. (2023). *Philosophy of social science: The philosophical foundations of*

*social thought*. Bloomsbury Publishing.

Doucet, J. (2020). Applying Social Theory to Global Poverty.

Drew, C. (November 22, 2022). Microsociology: Definition, Examples & Criticism. Helpful

Professor.https://helpfulprofessor.com/microsociology-definition-examples-criticism/.

Fahmy, D. (2019). 7 Facts about Southern Baptists, Baptist Press.

Gardiner, R. A., & Finn, H. (2023). Implementing gender-based violence policies in the

neoliberal university: challenges and contradictions. *Gender in Management: An International Journal*, *38*(2), 215–229.

Garlitz, D., & Zompetti, J. (2023). Critical Theory as post-Marxism: The Frankfurt School and

beyond. *Educational Philosophy and Theory*, *55*(2), 141–148.

Hayes, A. (2022). Conflict Theory Definition, Founder, and Examples.

Hyun, C. C., Wijayanti, L. M., Asbari, M., Purwanto, A., Santoso, P. B., Igak, W., ... &

Pramono, R. (2020). Implement contextual teaching and learning (CTL) to improve the concept and practice of love for faith-learning Integration. International Journal of Control and Automation, 13(1), 365–383.

Martínez, S., Valentim, V., & Dinas, E. (2023). Symbolic Conflict Resolution and Ingroup

Favoritism. Journal of Conflict Resolution, 00220027231155323.

Moschella, M. C. (2023). *Ethnography as a pastoral practice: An introduction*. The Pilgrim

Press.

Mukumbang, F. C. (2023). Retrodictive theorizing: a contribution of critical realism to mixed

methods research. *Journal of Mixed Methods Research*, *17*(1), 93-114.

Paul, C. (2023). Functionalism In Sociology: Definition, Examples, Criticism Peer Reviewed by

Chris Drew (Ph.D.) / April 21, 2023 https://helpfulprofessor.com/functionalism-in-sociology/.

Pokhriyal, D. (2022). Promotion Of Gender Equality to Prevent Domestic Violence Against

Women. *Specialusis Ugdymas*, *1*(43), 4850-4865.

Mitchell, D. R. (2023). The Effects of Postmodernism on Southern Baptist Churches and

Teaching of Biblical Truth: Quantitative Research Method.

Stammler, P. (2023). Social Institutions in Sociology (11 Examples & Definition) Helpful

Professor.com, Peer Reviewed by Chris Drew (Ph.D.) / April 10, 2023.

Strode, T (2015). Survey: Younger Southern Baptist involvement rising in metadata.

Yeganeh, H. (2023). Culture and innovation: a human emancipation perspective. International

Journal of Sociology and Social Policy, (ahead-of-print).

Zhang, T. (2023). Critical realism: A critical evaluation. *Social Epistemology*, *37*(1), 15–29.