1. Theory Building Workshop

German Psychological Society (DGPs)
Section Work, Organizational & Business Psychology
Münster, May 24 & 25, 2019

Facilitator: William L. Gardner, Texas Tech University

Day 1, May 24

9:00 – 9:45 am   Participant Introductions

9:45 – 11:00 am  Overview of Theory Building Process
   • Basic Components of Theory
   • Criteria for Evaluating Theory

11:00 – 11:15 am BREAK

11:15 – 12:30 pm Discussion of Participant Projects

12:30 – 1:30 pm Lunch

1:30 – 3:00 pm  Constructs and Construct Definitions
   • Facilitator Presentation
   • Application to Participant Projects
   • Key Reading: Podsakoff, MacKenzie, & Podsakoff (2016)

3:00 – 3:15 pm  BREAK

3:15 – 4:15 pm  Developing Theoretical Frameworks/Process vs. Variance Models
   • Facilitator Presentation
   • Application to Participant Projects
   • Key Reading: Van de Ven (2007; Chapters 4 & 5)

4:15 – 5:15 pm  Writing Propositions
   • Facilitator Presentation
   • Application to Participant Projects
   • Key Readings: Bacharach (1989) and Sutton & Staw (1995)
Day 2, May 24

9:00 – 10:00 am  Levels of Theory
   • Facilitator Presentation
   • Application to Participant Projects
   • *Key Reading*: Klein, Dansereau & Hall (1994)

10:00 – 11:00 am  Boundary Conditions
   • Facilitator Presentation
   • Application to Participant Projects
   • *Key Readings*: Bacharach (1989) and Shepard & Suddaby (2017)

11:00 – 11:15 am  BREAK

11:15 – 12:00 pm  Theory Borrowing
   • Facilitator Presentation
   • Application to Participant Projects
   • *Key Reading*: Whetten, Felin & King (2009)

12:00 – 12:45  Lunch

12:45 – 1:30 pm  Wrap-up
   • Volunteer Participant Presentations
   • Final Thoughts
   • Q & A Discussion