Qualitative vs. Quantitative

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# Abstract

When it comes to the organizational and managerial decision making, there are different decision-making rationales that are supposed to be followed. Both the qualitative and quantitative studies tend to provide benefit in this regard. When one talks about the qualitative study, then it goes towards providing a decisive conclusion about the issue without getting really into the core problems about the issue. On the other hand, the qualitative study goes to show the broader trend that are going to be happening with regards to the issue and how better decision making is supposed to be done in this regard.

Qualitative vs. Quantitative

# Introduction

No matter is that nature of the study is, it is imperative to make sure that the type of data that is being collected and the way it is being rationalized is very important when it comes to then draw any conclusion from it. There are different reasons due to which a reteach might be quantified or qualified but one of the prime reasons due to which it is being done is because of the fact that how it complements the finding of the study and how the overall result is going to be augmented due to it. During the course of this paper, there are two studies that are going to be analysed both of them related to the intimate partner violence. It is going to be seen what the rationale was for using the quantitative or qualitative research during the study and how important it is for the manager to understand the research from it as well as coming towards the interpretation of the data.

# Discussion

During the course of this paper, there are two studies that are going to be looked at. The first one looks at the effects of the diversity on the business performance which is a quantitative report. While on the other hand, the second research that is going to be looked at is how the work life balance is supposed to be achieved among men and women who are going through work life crisis at the given point of time. The first one is the quantitative research while on the other hand, the second one is the qualitative research.

## Using Quotative Research and How Managers can deduce Information From it\

The first thing that can be seen in terms of the first study is that how the results and conclusions are supposed to be reached at the given point of time. What this article goes to show is that how different organizational aspects such as diversity and racial balance play an important role as far as the way business performance of the entity is concerned. The other thing that stood out is that how the conclusive research is being reached with the help of the quantitative research. One of the key advantages that the quantitative research tends to offer is that it provides a conclusive evidence about how a certain phenomenon is going to have an impact over the organization (Hofstede et al, 2016). The other thing that it shows is that how the business case is supposed to be made for the diversity at the given point of time (Hofstede et al, 2016). The idea during the premises of this article was to show how there are number of aspects that are bound to have organizational context and how they tend to have a lasting impact over the way things are being done at the level of the organization. The other thing that it does is that it provides the nuanced idea about how the diversity and other such variables are going to be having long term implications for the organizations at the given point of time. At the same time, it is very crucial to have some sort of insight about the way performance implications are there as far as the diversity is supposed to be managed at the workplace and how it relates with the long-term performance of the organization (Hofstede et al, 2016). Paechter suggests that masculine and feminine identities are related to the communities of practice of masculinity and femininity in five key ways: identity as the negotiated experience of self (the ways that we ‘do’ masculinity or femininity contribute to how we understand who we are), identity as community membership (competent and convincing performances of masculinity or femininity that conform to group norms are central to identity), identity as a learning trajectory Gender is integral to any discussion about intersections between paid work and family life.

## Qualitative Study and How it Aids the Decision Making at the End of the Managers

This study and the article go to show that how the work life balance is supposed to be achieved at the given point of time and what are some of the broader trends that area needed to be kept in mind when such decisions are going to be made (Hofstede et al, 2016). During the course of the study, there are semi structured interviews are going to be made when it comes to the way experience of the men and women tend to vary during the course of the organization. The idea is to make sure that how the organizational performance is correlated. One thing that stands out the most with regards to the way quantitative study is carried out is that rather than reaching outwardly towards the conclusion of the issue or show some basic underlying correlation among the variables, it tends to look at the different trends that might have developed during the course of the organization (Hofstede et al, 2016). At the same time, the other thing that it does is that it tends to show that how the issue of the diversity is being witnessed at the work place and how managers and different stakeholders that are involved in the decision making in the organization are going to be in the position to make sure that they are able to take informed decision in this regard (Hofstede et al, 2016). There are some theoretical references that are being made to make sure that how the connection is made. The information that is gained from this study is important in the sense that it goes to show what are some of the broader trends that are witnessed when it comes to the way organizational decision making is supposed to be carried out at the given point of time (Emslie & Hunt, 2018). The important thing that is being showed here is that some sort of trend is being showed that how productivity is going to increase or decrease depending on the diversity and the work life balance that is being provided to the people at the given point of time (Emslie & Hunt, 2018).

## How Managers are supposed to use Both the Approaches

The key thing that has to be done on the part of the mangers is that they should be making sure that how the underlying information that is being presented during the premise of the article is being used in the appropriate manner and what are some of the broader variables that are needed to be discussed in this regard at the given point of time (Emslie & Hunt, 2018). There are two thing that are very important when it comes to the managerial decision making in this regard (Kochan et al, 2016). The first thing that is important is that how the underlying approaches can be used to make sure that the right decision is being with regards to the broader themes that are surrounding with regards to the diversity and work life balance is supposed to be looked at the workplace. At the same time, the other important variable that has to be looked at is that how it is going to be made sure that the broader inference and data analysis techniques are going to be sued at the given point of time with regards to the way decision making is supposed to be done (Emslie & Hunt, 2018).

# Conclusion

In the hindsight, it can be said that both the qualitative and quantitative information analysis styles go a long way towards making sure that some sort of insight is being provided to the people and managers as far as the way organizational decision making is supposed to be done (Kochan et al, 2016). At times, the managers need to know the precise reason for some occurrence, and this is where qualitative style of analysis is going to be providing valuable information to them (Emslie & Hunt, 2018). On the other hand, there are might be a case when the decision making is needed to be done at the level of the organization and there are some underlying trends that the business and the management intends to understand. The key thing that has to be understood during the course of both the instances is that it is up to decision maker that how they interpret and decide to act upon the given information (Emslie & Hunt, 2018).

**References**

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