

	Ontology	Epistemology	(Internal) validity	Generalizability (External validity)	Bias/Values
Experimentation	The world consists of cause-effect relationships.	The world can become known via testing of hypotheses.	Achieved when real causality has been discovered.	The extent to which causal connections can be taken as holding generally between the isolated variables.	Can be minimised by using appropriate (quantitative) techniques.
Survey	"	"	Achieved when real correlations or causality is discovered.	The extent to which the sample represents the population (population validity).	"
Qualitative Ethnography	The world consists of meaning-making.	The world can become understood by understanding meanings.	Sought by grounding researchers' conceptualisations with reference to participants' meaning-making.	Analytical logic is used to find resonance with other contexts (transferability).	Can be minimised by correct use of qualitative methods.
Reflexive Ethnography	"	People can appreciate diverse interpretations of experienced worlds.	Sought by acknowledging that there is no final answer (honesty).	"	Researchers should acknowledge their influence in the research process (they are not neutral observers).
Action Research Research done with immediate practical intent	Different ontologies.	One can develop knowledge by working with people in practice.	Success is measured in terms of how practice is improved.	"	Bias can be minimised by trying to examine action with some detachment.
Action research with dialogical definition of knowledge	Different ontologies.	People can be facilitated to develop a dialogue between different definitions of reality.	'Success' is measured when people's attitudes to knowing is altered.	"	'Bias' is an inability to engage dialogically with alternative interpretations of reality.

Table: A theoretical elucidation of research designs