

Why of Action Research?

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1. Generally learning from training programmes used in organisations is partial. Trainers provide propositional knowledge to trainees leaving its use to them. Action research promotes holistic development including planning, implementing and evaluating for learning as a continuous learning process.
2. Generally human experience is fragmented and tacit. Action research is an appropriate methodology to make it explicit and whole.
3. Personal and practical knowledge is rarely shared because it is held in the form of insights, images, routines which are rarely validated in professional literature with other professionals and academics. Action research produces **shared practical knowledge**. Do you share personal knowledge in you organisation?
4. Shared knowledge is useful for the general good of organisations and humanity at large. Individuals can gain academics qualifications from universities and grow holistically from personal experiences.
5. Usually there is inadequate cooperation and mutual understanding amongst academics and practitioners. Action research has begun to promote collaboration them for finding better solutions for human problems. Collaboration is the corner-stone of action research.
6. Action research encourages holistic human development including physical, mental and spiritual. Partial human growth has caused so many modern problems. Give a few examples.
7. Action research is a form of cultural change. Excessive worship of technology has reduced people into things to be exploited. We have to adopt 'things mindset' to 'human development mindset'.
8. Ultimately action research has the potential of generating learning organisations, and learning societies.

9. Human development in organisations is rarely systematic and holistic. And we rarely learn from our experience. Action research has the potential of ensuring sustainability in human development on our planet.

10. Many developing countries import professional knowledge from developed countries. Such knowledge is not always suitable for solving local problems. Sometimes this knowledge causes harm than good. To own and contextualise imported knowledge involves the use of action research rarely used in these countries. Now UN and other aid agencies have begun to encourage developing countries to produce local practical knowledge. Action research provides a useful methodology to meet this call

Case Records for Analysis

- Punia R S (1995), Curriculum Development for Training Guides for Botanical Gardens in Mauritius.
- Punia R S (1996), Learning from Teachers' Certificate in IVTB.

Books to Read

1. Elliott J (1991), **Action Research for Educational Change**, Buckingham: Open University Press.

Paper to Read

1. Punia RS (2009), **How can I persuade you to do Action Research?**
2. Schon D A (1995) The New epistemology requires a new Epistemology, **CHANGE**, Nov/Dec, 1995