

## **Introduction**

According to Engle from the Cornell University, an annotated bibliography is a list of citations to books, articles, and documents. Each citation is followed by a brief descriptive and evaluative paragraph, the annotation. The purpose of the annotation is to inform the reader of the relevance, accuracy, and quality of the sources cited. In this task, students are required to prepare an annotated bibliography from article “Ways of generating research questions: Gap-spotting or problematization?” from Professor Jargon Sandberg and Professor Mats Alvesson. The article is about how do organizational researchers build their research questions from current literature and discussing on how this would develop remarkable and significant theory. Apart from that the article has also focuses on social norms of research in constructing the research question. My specific research topic is focusing on HRM and government policies, and this article is really relevant to study in the field of humanities and social sciences research. Therefore, this article is very useful for my research topic as there is special work that is unique and helpful to a new student like me, for example how to construct my research questions through the gap-spotting and understand the problemization that challenge to assumption.

## **The bibliography:**

Sandberg, J., & Alvesson, M. (2011). Ways of generating research questions: Gap-spotting or problematization? *Organization*, 18/1: 23-44.

The authors of this article are professors in University of Queensland (Prof. Jorgen Sandberg) and Lund University (Mats Alvesson) who focus on how to construct research questions in effective ways and present more reflective and inventive guidelines on how to formulate research questions. There are limited studies that exactly looked at how the research questions are developed and this has made the article to contribute valuable value to existing research. However the key strength of this study is that it moves beyond gap-spotting, and discusses how these ways are likely to promote more interesting and significant theories. There are four basic steps used by the authors for identifying and challenging assumption in existing literature which include of reviewed high impact or leading journals from US and European, concentrated on the first part of the articles (from introduction to method section), looked for key statements and lastly is gap spotting.

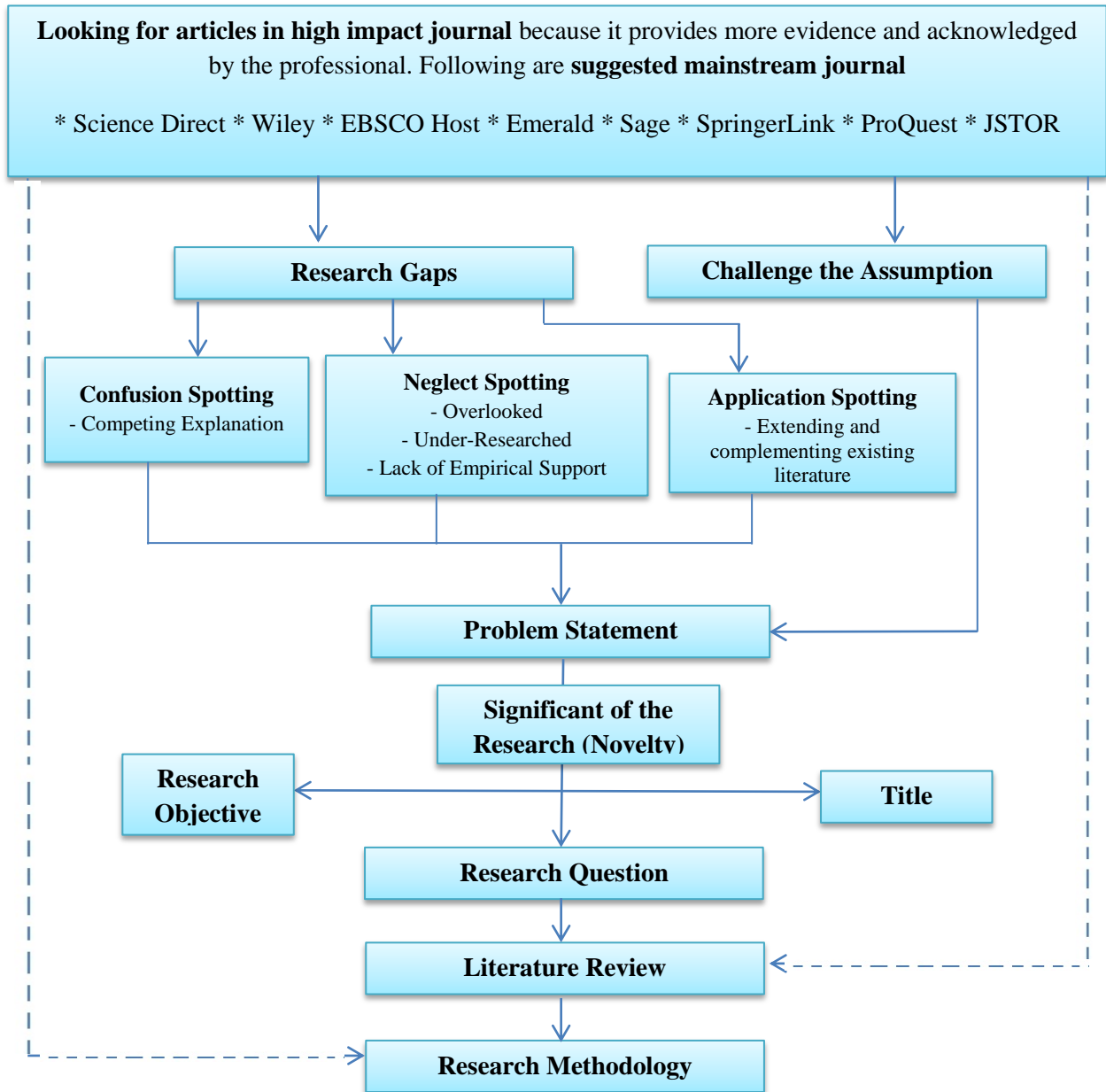
The article also provides a comprehensive explanation on the basic modes of gap spotting such as confusion spotting, neglect spotting and application spotting this has portray clear guidance on how to differentiate existing gap in literature. According to Thomson and Kamler (2016), gap spotting produces work that is predictable and does not challenge the assumption that underlies in the existing literature or produce new theory. Thus, it is contrary with challenge to assumption which leads to new theory. As reported in this article challenge to assumption of existing theory could be interesting (Davis, 1971) in a significant way but not to deny all of the assumption (Davis, 1971; Bartunek et al., 2006) and must contrast significantly from the current ones. Another recent (later) publication from the authors of this article that published in 2013 has proposed to discover the exploration question through problematization which is a methodical procedure used to test suppositions or challenge to assumptions.

### **Overall summary and conclusions**

This article is very useful guideline especially to new or junior researcher to sharpen their skills in formulating research questions and lead to influential theories that produce interesting and significant research. Even though there are some parts of the article is quite technical but it is still easy to comprehend and can be a valuable and practical tool constructing research question. As a student this article realized me that research is about filling the gap and not about looking for the title because most of the students start the idea of their research by looking at the topic first. The principle of this article is potential to help researchers to come out with stronger foundation of studies by strengthen fields of inquiry. More critically, apart from filling the gap the theory can be challenged provided with strong evidence and arguments with the problemization method.

Gap spotting is impeccably defensible and the problemization method has also offers best way to develop research questions that might leads to novelty of the research itself. My research topic is about HRM and government policy, and the contribution of this article has inspired me on how to critically develop my research questions, either to use gap-spotting or problemization method. From this article, I have adapted its constructs to facilitate me in preparing my research questions as well as a comprehensive guideline for my complete research proposal in my studies as shown in figure 1

**Figure 1:**  
**Guideline of Constructing Research Questions and Flows to Research Proposal**



. Gap-spotting, the most widely recognized way to deal with creating research questions. Summarized from this article, gap spotting purposely attempt to challenge the suspicions that underlie the current literature, the added value is focuses on focuses on spotted the confusions, neglected areas or applications in existing theory or literature. The gap spotting can be done in single mode or else combining all of the modes together as reported in this article. Relates to my research topic, gap spotting is the best way for me to develop the research questions because my aim is to extend and emerge the existing theory and not to

challenge the assumptions. Problemization technique has a potential to create an innovative research questions, nurture the proportion of high impact theories and much more interesting but this must be evaluated prudently From the research gap and problemization then the research problem will clearly see the problem statement and assess the novelty of the research before creating significant research questions. In the progress of constructing the research question, I might be able or working together with the research title and objectives. Lastly, the gap spotting and problemization methods are also useful to the foundation of literature reviews and research methodology. All in all, this article is a good, reflective and interesting article that capable to facilitates the students in preparing strong foundation of research questions as well as to senior researchers in which this will help them to publish in high impact journal and to avoid rejection from the editors.

## References

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