

Is Theory Really Different from Practice? (A Reflection Further Explored Based on Expert Opinion)

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Abstract

This reflection on “is theory really different from practice?” has been explored by taking this question to academicians/theorists, practitioners and students to know what is their stance on it. To complete the study senior level academicians, at least of the rank of Assistant Professor/Senior Lecturer, from four (04) different domains of study, natural science, management science, social science, computer science, students and practitioners from the same domains have been individually inquired through email. Main premise of the reflection was that there was no difference between theory and practice. Main argument to support the premise was that both were same because both feed each other, that theories are actually the captures of practices to be guidance for further practices. A close analysis of all the responses showed that experts have principally supported the premise of the reflection. The study is based on primary data collected through email survey, the thoughts, analysis and findings presented in the paper are original. Analysis is based on the responses of fourteen respondents which limit the generalizability. This offers opportunity to design a future research to get broad based survey. The study has initiated an important debate on the issue of similarity or difference between theory and practice. This emphasizes that practitioners can really benefit from theories in solving their problems.

Keywords: Theory, Theorizing, Practice, Reflection

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Introduction

The statement which I have faced in the circles of both academicians and practitioners more than any other statement is that there is difference between theory and practice. Those who utter this statement utter it almost as a matter of belief. Every time I encounter this statement a question arises in my mind that is theory really different from practice? This is indeed a serious question which we should take and address seriously. Before commenting on the statement and addressing the question it is appropriate to clear my stance on the matter. My stance on this is aligned with what Kurt Lewin argued years ago that there is nothing more practical than a good theory (Lewin, 1951). To all those who believe otherwise I have always tried to explain that a theory, if this is really a theory and not something taken mistakenly as theory, can never be different from practice. If I argue this I have reasons to do so.

My first and the foremost too, reason stays in the very definition of a theory. In simple words a theory is an abstraction of a reality, a practice. This point has artistically been explained by Kuhn (2012) that theories are the nets we use to catch the bird called the world. A little explanation to what Kuhn said can make the definition of a theory crystal clear. The world around us comprises of almost infinite number of all type of phenomenon, including supernatural, natural, social, economic, political, technological etc. All these phenomenon/occurrences appear before us, or appeared before our ancestors on this planet, as different practices, remaining a mystery at least initially. Like a bird, which remains beyond our approach, the world also stays beyond understanding unless we attempt to understand it. As we use nets to catch the birds, the same way we use/formulate/construct theories to understand what, how and why is happening around us in the world. Summing up this point we can state that theory is the capture of a practice which makes it understandable for us.

Let's take few examples to further grasp the point. The first encounter of a human being with its environment must have raised a number of questions in his mind like what is this around. And how and why is it so? Suppose this encounter was about plants and birds. By observation of plants and birds over a period of time must have provided answers to the questions in mind and a logical connection of all the answers must have made plants and birds understandable for him. So out of this a theory, may be rudimentary in nature, and must have come into existence that how and why do birds fly. The same process must have helped develop a number of theories in different branches of

science/knowledge to make the world more understandable. In my branch of science, management science, this had long been a question that what makes people shirking, a practice, at work place? The development of agency theory, through principal-agent relationship, really answered the question by explaining that this is because of the preference a worker gives to personal interest to the interest of the organization. The theory also suggests that how to manage the problem of shirking. The agency theory also came into being by the observation of principal-agent relationship, a practice, for a certain period of time.

Now as the concept of a theory is clear I present my second reason which lies in the process through which theories are developed and confirmed. Be clear before understanding theory building process that a theory always stems from a practice. The process of theory building starts from an unresolved/unanswered question about a practice/occurrence/phenomenon. When a theorist/researcher/scientist does not find satisfactory answer to the question in literature he goes on studying the practice/occurrence/phenomenon, what we call collection of data. After collecting the data researcher analyzes it and draws conclusions. The conclusions are then presented/proposed as theory. The theory is then critically taken by other researchers, who test it further under the light of more practices of same type. Once a theory is supported by further empirical evidence it becomes the theory.

This simply presented process of theory development makes one thing very clear that theories are not developed in vacuum but based on the data of practices. When theories are the captures of the practice then how these can be different from practice? This is also a serious question for all those who still think that there is a difference between theory and practice. Having argued the point that theory and practice are aligned I do not argue that all theories are perfect captures/abstractions of reality, what all I want to make is that theories are from practices and for practices. Our experience in this world support that we can never claim that we have fully understood this world and its realities because with advancement in knowledge we find many existing explanations less relevant. As we know that this world is evolving so does our thought process, therefore at any point in time we can argue that what is available is the best possible explanation/theory of a practice. The specific purpose of this paper is to explore the opinion of academicians and practitioners on the question that is theory really different from practice? It aimed that the paper will add to the understanding on one hand and on the other hand it will open up the debate on the issue.

Review of the Literature

In academic research the most emphasized area is theory building and contribution to the body of knowledge to make the world more understandable. This very area has always been a prominent topic of debate among scholars as to what theory is and what it is not. Theory is something which tells that why something happens. It has also been argued that a good theory not only explains and predicts but also delights its readers (Sutton and Staw, 1995). They have discussed that five areas in research articles which cannot be labeled as a theory in any way; 1. References are not theory, 2. Data are not theory, 3. List of variables or constructs are not theory, 4. Diagrams are not theory, 5. Hypothesis or predictions are not theory. Dimmaggio (1995) has endorsed the central idea of Sutton and Staw (1995) by appreciating their work as contribution for the betterment of academic research. He has commented that the problem is more complex than the one discussed by Sutton and Staw (1995) because there are different definitions of a good theory. In his comments he has discussed that theory can be covering laws, enlightened and narratives. Weik (1995) has not only appreciated the contribution of Sutton and Staw but also criticized them for taken theory as a product only. In his view there is a process which is known as theorizing and the process results in theory. He argued that all the five areas highlighted by Sutton and Staw as not theory can be the part of process of theorizing. He discussed that from references to data to variables or constructs to diagrams to hypothesis or predictions may be taken as the early stages of theory building. The all five areas can also be the building blocks of the theory building.

Smith and Hitt (2005) have narrated that theory development is a four step process which includes tension, search, elaboration and proclamation. The first step in theory development is tension which a researcher experiences in the shape of an understandable event, conflict with any existing theory or its assumptions and inadequate explanation provided by any existing theory in case of a phenomenon. Such situations make a researcher uncomfortable with the existing situation and result in different research questions to be answered. This tension demands the researcher to find out the answers for the questions to arrive at peace of mind. In search, the second step in theory development, researcher starts efforts to answer the questions. Dutton and Dukerich (2006) have highlighted a critical but underappreciated dimension of research. Authors have called the dimension as relational dimension of research which includes relational foundation and relational practice. In

their view relational foundation is the set of interaction partners whom one interacts during the course of research.

According to Whetten (1989) a theory is something which explains a phenomenon to make it understandable. The author argues that what, how and why are the main building blocks of theory development. In *What* all the variables/constructs which contribute in explaining the phenomenon are listed down. The list should be comprehensive enough to include all the related variables/constructs necessary for the explanation and parsimonious enough to exclude all variables/constructs which provide little to negligible explanation. The *How* deals with the link and relationship between the variables/constructs in explaining the phenomenon. *What* and *How* together make the domain and subject of the theory. Role of *Why* is to provide the underlying logic that justify the selection of factors and proposed causal relationship. *Why* also deals with the assumptions of a theory. Author has also discussed that *When* and *Where* specify the context of the theory and need to be explained accordingly as no theory is without context. Corley and Gioia (2011) have divided exiting literature on theory development in two categories on the criteria of originality and utility.

Methodology

This reflection on “is theory really different from practice?” has further been explored by taking this question to academicians/theorists, practitioners and students to know what is their stance on it. To complete the study, senior level academicians, at least of the rank of Assistant Professor/Senior Lecturer, from 04 different domains of study: natural science, management science, social science, computer science, students and practitioners from the same domains have been individually inquired through email. Text of the email was as follows:

“Dear Sir/Madam,
Hope you are fine. This is to share with you that I am doing research on a question “Is theory really different from practice?” with central objective to well understand/explore the phenomenon. The research also aims at providing theoretical foundation on the issue.

Abstract of the study is attached herewith for providing background on the question.

You are requested to please share your own views on the following three questions:

1. What is theory?
2. What Is practice?
3. Is theory different from practice? Yes or No

Please elaborate your opinion by emphasizing on How and Why in either case.

The respondents were allowed two weeks' time to respond. Originally the email was sent to more than 50 selected people as per the criteria but response from only 14 was received. For this response two reminders were sent. Participants of the study were selected based on prior knowledge of the researcher about their suitability for the study. Participants included a good mix of senior academicians, practitioners, academicians cum practitioners and students. Content of the received responses has been analyzed by using the following method:

1. First responses of all the respondents were arranged question wise
2. Contents of all the responses in each question were separately analyzed
3. Main points for each question were then recorded below it
4. Analysis for each question was then stated below main points

Following the suggestion of Gibbs (2008) paper based technique for data analysis has been preferred to computer based technique. Gibbs (2008) argued that qualitative research is different in the respect that in which collection and analysis of the data may take place simultaneously. On the parameters of research onion as described by Saunders et al (2011) the philosophy of research is interpretivism, approach is induction, strategy is survey, time horizon is cross sectional and data collection method is open ended questions circulated through email.

Data Analysis

1. What is Theory?

R1: (Natural Scientist)

A theory constitutes several different meanings such as theory is the hypothesis or concept/idea for a reality. This hypothesis can be generated by someone intuitively or may it be defined/predicted by considering some prior information.

R2: (Natural Scientist)

A thought process developed following experience of a particular phenomenon. Theoretically, we know that the cigarette smoking is

harmful. Theoretically there are multiple damaging effects of smoking. Now either the theory has scientific background of explanation of certain ideas or theory needs a practical support. Thus, theory is the earlier of knowledge development and growth which needs support from the skill set that proves the stated theoretical event.

R3: (Management Science academician & practitioner)

Your “Abstract” is good enough to understand and immediately subscribe to the concepts of “theory” and “practice”, thus sparing the respondents the onus of explaining what they really mean. You also have described in convincing words the inseparability of the two and the way the two feed on each other. My concurrence to the thoughts expounded by you finds its rationale in the practical arena I have been engaged in. With no faltering, I am convinced that the two are locked in an iterative process in which one produces better results for the other each time around.

R4: (Natural Scientist)

With references to biological sciences especially in Genomics where “DNA is the code of life” in all living organisms we try to explore various hypotheses under the theory that “DNA is the blue print of life”.

R5: (Management Science practitioner)

Theory is very vague to scholarly understanding and thus refers to What Theory is not (Sutton and Staw, 1995)

R6: (Management Science practitioner)

Theory is different from practice. I agree with your view point. I wanted to explain this with an example. According to Sarasvathy (2001) the way people doing business is quite different from what they have learned from course work. Sarasvathy (2001) found out that these people started business with their available resources instead of starting business by doing market research to target any segment. On bases of this practical work she came up with effectual theory of Entrepreneurship (inferred from description that theory is abstraction of reality).

R7: (Management Science practitioner)

A theory is a general statement, a well-tested hypothesis which is general in nature and can predict outcomes of a step taken within an affordable level of uncertainty.

R8: (Management Science practitioner)

Theory is the hypothetical scenario created based on the context of a situation and experiences of self and others. The inferences are then generalized to larger audience to better understand.

R9: (Management Science academician & practitioner)

A theory may be suggested as system of ideas generated or provoked for explaining a phenomenon based on general concepts.

R10: (Management Science practitioner)

Theory is a narrative that is based on some past experiences, observations and analysis. Its orientation is towards past.

R11: (Management Science student)

In theory the difference between practice and theory is due to practical considerations that theorists find it impractical to fit into their theories.

R12: (Management Science academician)

Theory is an exploration, explanation or confirmation of certain phenomenon based on facts and figures gather through research. Theory can be either confirmed or rejected or modified by new stream of researches. According to Whetten (1989), a theoretical contribution should answer the following questions:

- 1) What's new?
- 2) So What?
- 3) Why so?
- 4) Well done?
- 5) Done well?
- 6) Why now?
- 7) Who cares?

Theory helps in understanding a concept, an idea or a problem prevailing in real life.

R13: (Computer Science Academician)

As per my understanding theory is a tentative solution for a given problem. This tentative solution may work under some specific parameters and may not on some others. This can be a proposed architecture/model, more specifically if we talk about computational sciences.

R14: (Social Science Academician)

Theory is rationalized thinking on some abstract that may be generalizable on others. It is a set of assumptions that sometime supported by the facts which try to explain the causal relationship between two phenomena. This can be used as general rule or principles of explaining certain facts. Different theories in different fields also provide a solid ground of theoretical knowledge that serve as point of reference to conduct future researches and experimentations. In this way, knowledge accumulates and grows and a positive circle of growth of knowledge continues.

Analysis of Question 01 that What is Theory

Content analysis of the fourteen (14) responses on the question 01 shows that respondents have defined theory in key words and in terms of the use of theory. First we list below the key words/terms respondents have used to describe theory and then we will state the different uses of theory as highlighted by respondents:

According to respondents a theory is:

- i. A hypothesis
- ii. A concept/idea for a reality
- iii. A thought process developed following experience of a particular phenomenon
- iv. A theory is a general statement which is general in nature
- v. A hypothetical scenario created based on the context of a situation and experiences
- vi. A system of ideas
- vii. A narrative that is based on some past experiences, observations and analysis
- viii. An exploration, explanation or confirmation of certain phenomenon
- ix. A proposed architecture/model
- x. A general rule or principle
- xi. An abstraction of reality

Interestingly all the key words used above in one or another way give the similar meanings in the domain of research. For example word hypothesis is used to denote the tentative explanation to a reality or phenomenon based on prior observations. A hypothesis also serves as the initial concept and idea of something which may or may not hold true latter. This is also the initial attempt towards the abstraction of reality. A hypothesis is the result of thought process. If we take theory as a system of

ideas or a model we can understand that these are way to narrate a phenomenon resulting into its explanation. At this point it can be argued that directly or indirectly respondents have described theory as abstraction of reality to understand it making the original point of study valid.

2. What is practice?

R1: (Natural Scientist)

To implement/exercise a hypothesis on real phenomenon is called a practice. A practice is the real application of an idea or presence/existence of a theory.

R2: (Natural Scientist)

Is an ability to apply the theory through the knowledge gathered by practical(s). Practice is an ability of repeated application of the knowledge gained by the theory and practical.

Again a very simple example, if cigarette smoke is filtered through a filter the carbon deposits on the filter paper. Relate this knowledge with the actual experimentation in experimental animals and making observations in human respiratory system proves the damage .The use of this knowledge for education is in fact the theory into practice.

R3: (Management Science academician & practitioner)

For the fact that the two concepts cannot be partitioned, the debate should rest on the question, how and when the feature of inseparability witnesses its strength waning or waxing. The empirical evidence shows the bigger and better-established an organization is the stronger is the realization of the strength of the phenomenon. The smaller and less-established is the entity, the weaker is the conscious realization of the relationship between the two. The interesting side of the equation demonstrates itself in the proverbial capture of happenings and occurrences even in the world of smaller entities that may otherwise seem oblivious to the essence of the relationship. In one way or the other, researchers, academicians, or business consultants take into their scholarly custody the underpinnings of the occurrences, thus enriching research findings to the strength of both theory and practice.

R4: (Natural Scientist)

According to my limited understanding, I am in support that practices (which I would take as practical/ genomic experiments in my filed) leads towards the theories. In other words the theory is the ending/conclusion point of various practices.

R5: (Management Science practitioner)

Practice to my little brief read is more of the action of any task to derive a desired outcome.

R6: (Management Science practitioner)

Theory is different from practice. I agree with your view point. I wanted to explain this with an example. According to Sarasvathy (2001) the way people doing business is quite different from what they have learned from course work. Sarasvathy found out that these people started business with their available resources instead of starting business by doing market research to target any segment. On bases of this practical work she came up with effectual theory of Entrepreneurship.

R7: (Management Science practitioner)

To me, practice is what is considered acceptable behavior of a rational person expert in a particular field, regarding day to day functions of his job.

R8: (Management Science academician & practitioner)

Practice is the "do" part of the theory but not necessarily the true reflection of theory.

R9: (Management Science academician & practitioner)

Practice may be suggested as implementation of such ideas, beliefs, and methods as based on theories related to it

R10: (Management Science practitioner)

Practice is something based on actual happening that may be within someone's control or beyond his/ her control. It is not necessarily means that practice will always be based on theory. It may be based on theory if all known factors come into play in the defined manner. Otherwise, it may be different if the known factors come into play in an undefined/ new manner or some new factor(s) comes into action. Present or future outcome cannot always be based on past results. So, orientation of practice is towards present and future (second last para of your abstract best explains it).

R11: (Management Science Student)

In practice, theory uses the practice of theorizing about practical matters, while not noticing that the theoretical method practically distorts the theory beyond application to practice.

R12: (Management Science academician)

Practice is the pragmatic approach for a phenomenon. It indicates the acts to gain or achieve ones desired objectives.

R13: (Computer Science Academician)

Practice is the actual research outcome of the theory. This is the proven fact when implemented the theory on a real life project and found the required results.

R14: (Social Science Academician)

The actual application of any idea is practice. When ideas are put into the action then it is the practice. It is usually said that practice makes a man perfect. Until or unless some idea is not practiced its usability/functionality remains in question. Repetitive practice checks can provide fruitful result for application of some idea.

Analysis of Question 02 that What is Practice

Content analysis of all the received responses on question 02 reveals the following description as per the respondents that practice is:

- i. to implement/exercise a hypothesis on real phenomenon
- ii. the real application of an idea or presence/existence of a theory
- iii. an ability of repeated application of the knowledge gained by the theory and practical
- iv. leading towards the theories
- v. more of the action of any task to derive a desired outcome
- vi. considered acceptable behavior of a rational person expert in a particular field, regarding day to day functions of his job
- vii. Practice is the "do" part of the theory but not necessarily the true reflection of theory
- viii. implementation of such ideas, beliefs, and methods as based on theories related to it
- ix. Practice is something based on actual happening that may be within someone's control or beyond his/ her control
- x. the pragmatic approach for a phenomenon. It indicates the acts to gain or achieve ones desired objectives
- xi. the actual research outcome of the theory
- xii. the actual application of any idea is practice

3. Is theory Different from Practice?

Yes or No

R1: (Natural Scientist)

The theory at least gives results in either way. Theory is not always different from practice instead in exceptional cases e.g. natural variations. Mostly, the theories being constructed after survey and using prior knowledge does not much vary in practice. But unpredictability may occur for the theories given by intuitively. The strong theories which are developed by considering almost all the possible ways or using well representative sample, these may be applicable as defined conceptually.

R2: (Natural Scientist)

Not different – theory is established on the basis of experimentation and ultimately put to practice.

R3: (Management Science academician & practitioner)

As organizations log their journey toward their envisioned destination and grow in size, strategic intent, and resourcefulness, they consciously fall back on the applied nature of theories that they always believe have a kinship with their domain of practice(s). Any thoughts to the contrary are anathematic to the practice of business management. It, therefore, should be viewed as “theory and practice” and not “theory vs. practice”.

R4: (Natural Scientist)

Therefore my answer would be there is no difference between theory and practice.

Please allow me to elaborate with an example of my field:

There is a theory/ phenomenon “Central Dogma of Life” that happens in every living cell in all organisms (animals and plants) on the planet. Under this theory various scientists conduct their experiments/ practices to study cellular/nuclear/genomic activities to explore or draw conclusions that are useful for humanity.

R5: (Management Science practitioner)

Yesits different

Please elaborate your opinion by emphasizing on How and Why in either case.

Theory is derived by avoiding the elaborations explained by Sutton and Staw (1995) however theory is more descriptive while the practice stands by the physical actions to derive the results.

R6: (Management Science practitioner)

Theory is different from practice. I agree with your view point. I wanted to explain this with an example. According to Sarasvathy (2001) the way people doing business is quite different from what they have learned from course work. Sarasvathy (2001) found out that these people started business with their available resources instead of starting business by doing market research to target any segment. On bases of this practical work she came up with effectual theory of Entrepreneurship.

R7: (Management Science practitioner)

In a sense theory is different from practice because it is a general statement verified by a researcher or an academic and it is always explicit and logical. And practice is very specific action of a practitioner, involves unique situations, is based on rules of thumb, has room for *jugadh*, and involves a lot of intuition and tacit knowledge.

R8: (Management Science practitioner)

Yes, practice is different from the theory because theory cannot cover everything and also theories tend to be very formal (seem to follow a process and system for everything) whereas practice asks for impulse decisions. Moreover, at a more local level, there are various factors which force theories to be different from practice (like education, awareness, lifestyles etc).

R9: (Management Science practitioner)

It is clear as a day light that theory and practice are different. The reciprocal relationship is because of different approaches such as empirical approach of a society or observed phenomenon. For theory and practice, there may be circumstances are different. For example: theory of science can be best interpreted until a practical prove is not there. Let's consider the case of Archimedes Principle or an apple falling on the head of Newton (Law of Gravitation)/ action or reaction.

R10: (Management Science practitioner)

Mostly Yes

R11: (Management Science Student)

Theoretically then the practical facts are that the theory is in practice good for predicting what happens in theory, but impractical as a theory with direct implications for practice, except where theory states that the

practice is sufficiently close to the theory to make any difference for all practical purposes theoretically zero.

In practice this does not happen very often.

R12: (Management Science academician)

I think, theory and practice have a cyclical relationship. Theory has implications for practice and practice has implications for theory as well. Both are complementary in nature in order to build a sound body of knowledge. Theory provides ground for practice while practice supports the generalization of a theory. In management sciences, practice is far ahead of theory. Theoretical contribution is slower and weaker than the practice especially in fast paced, knowledge economies. Moreover, generalization of theory to all sort of practices is less conceivable.

Practice is based on a theory or vice versa so it cannot be completely different from a theory but obviously where a practice deviates from a theory it helps in generating a new theory. And after that theory and practice works hand in hand unless another deviation spotted.

R13: (Computer Science Academician)

So in my opinion, this theory and practice will be same if the theory becomes a proven/implemented fact. Otherwise the theory may not be same as that of practice.

R14: (Social Science Academician)

In technical terms practice is an applied theory. So the relationship between the two is dialectic. Theory and practice are "speaking" each to the other and advances in one can generate new findings in the other. Theories can inform practice by providing direction for action and rationale for decision-making. It depends on the situations. In some situations theory and practice is the same and in some cases practice do not follow the theory. The interplay between theory and practice suggest a mutual relationship as sometime theory gives a direction for practice and in a result practical experiences also contribute to improve the existing theory. So the close connectivity of both may lead to the conclusion that both are same with trivial differences that also depends on situation.

Analysis of Question 03 that is Theory Really Different from Practice

Responses to question 03 are interestingly divided as eight respondents have described that theory and practice are not different but same whereas other six are of the view that both theory and practice are different. Notable thing is that both types of respondents have presented arguments in support of their position. Those who believe that theory and practice are same have presented following arguments:

- i. Mostly, the theories being constructed after survey and using prior knowledge does not much vary in practice
- ii. The strong theories which are developed by considering almost all the possible ways or using well representative sample, these may be applicable as defined conceptually
- iii. Theory is established on the basis of experimentation and ultimately put to practice
- iv. Theory provides ground for practice while practice supports the generalization of a theory
- v. The relationship between the two is dialectic
- vi. Theory and practice are "speaking" each to the other and advances in one can generate new findings in the other

And those who think theory and practice are different have following arguments to support their position:

- i. Theory is more descriptive while the practice stand by the physical actions to derive the results
- ii. Theory is a general statement verified by a researcher or an academic and it is always explicit and logical. And practice is very specific action of a practitioner, involves unique situations, is based on rules of thumb, has room for jugadh, involves a lot of intuition and tacit knowledge
- iii. theory cannot cover everything and also theories tend to be very formal (seem to follow a process and system for everything) whereas practice asks for impulse decisions

Discussion

According to respondents theory is used to predict, explain, guide and understand a phenomenon or its components. This is also well aligned with what was argued originally in the introduction of the paper. Respondents have described/defined practice as implementation, application, action, and

doing of hypothesis, ideas, concepts, rules and theories. These descriptions of practice when analyzed under the light of descriptions on theory in response to question 01 a natural connection between theory and practice can be observed. For example in question 01 it was described that the theory is system of ideas and the implementation/application of same ideas is considered as practice in question 02.

After analyzing the arguments of both the groups it can be commented that those who favor that theory and practice are same mainly build on the logic that theories come from practice and practices are then guided by theories. The other group considered theory and practice different because in their view theory offers relatively a simple picture of reality which may or may not cover all the aspects of practice. They also argued that practice can be advanced as well as different because of many implicit/tacit aspects to it.

Concluding Remarks

This is probably right time to record concluding remarks on what was reflected by the researcher and opined by the experts. Main premise of the reflection was that there was no difference between theory and practice. Main argument to support the premise was that both were same because both feed each other, that theories are actually the captures of practices to be guidance for further practices. A close analysis of all the responses showed that experts have principally supported the premise of the reflection. This was only in the third question where some experts, about 40%, did not agree that theory and practice are same. Even the analysis of their arguments showed that they did not argued complete disconnect between theory and practice but an ideal connection between both. There is weight in their argument that at times theories do not cover all the aspects of practices due to limited human knowledge. This point in a way addressed by the response of a respondent that actually this limitation of theory provides foundation for refinement and new theory building, keeping the body of knowledge alive. The same has also not been denied in the reflection.

As the final word this can be concluded, though this is too early and conclusion on limited data, that theory and practice complement each other rather than appearing as a contrast, hence supporting the premise of the reflection.

This study was conducted in a limited period of time and is limited in its scope both in terms of benefiting from literature and having broad base of data collection. As argued in the introduction that issue is serious and needs further research at a broad scale.

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