

**Ph.D course work structure (2021)**(Approved in the 32<sup>nd</sup> Academic Council dtd 30<sup>th</sup> June, 2021)

Paper Code	Name of the Paper	Credits	Total credit hours
MPHD-101	Business Research Methods	4	40
MPHD-102	Management Thoughts and Thinkers	4	40
MPHD-103	Research & Publication Ethics and Academic Writings	2+2=4	40
MPHD-104	Research Proposal Preparation	4	40
<b>Total Credits/Marks</b>		<b>16</b>	<b>160</b>

**DETAILS OF THE PHD COURSE WORK**

1. The course on Business Research Methods (Paper I) has got 4 credits and each unit having 1 credit each. The course emphasizes on methodological issues in Business Research including issues related to the basic concept of theory building and ethical issues pertaining to research in Business. The delivery of the course will be in conjunction with the research based software like SPSS.
2. The course on Management Thought and thinkers (Paper II) unravels the contributions of various management thinkers in developing the discipline of management. The idea is to inculcate an understanding and appreciation of the methodologies adopted by these thinkers while enriching the discipline.
3. The course on Research and Publication Ethics and Academic Writings (Paper III) will give the scholars an idea about academic writings and review of literature in relation to their proposed PhD work. In addition to it the course will equip the scholars in terms of the ethics in publications and academic writings.
4. The Paper IV will be based on the writing of Research Proposal on their selected area of Research by the scholars

**EVALUATION OF PHD COURSEWORK**

1. The courses MPHD-101, MPHD-102 and MPHD-103 shall carry a sessional assessment component to the extent of 30 marks and end term of 70 marks.
2. The courses MPHD-104 will be of practical nature, hence end term theory exam will not be held. Entire 100 marks will be the sessional component.
3. To pass a particular course, students must secure minimum of 45% marks.
4. To pass a particular course, a student has to appear both sessional exams and end term exams which are mandatory.
5. In case of laboratory/ field/project work based subjects, appropriate distribution of marks for practical record/ project report, practical end semester, viva should be given.

Breakup of Sessional Assessment Marks:

<b>Internal Assessment Tests/ Attendance</b>	<b>10+5= 15</b>
<b>Seminars/ Assignments/ Case Demos/ Presentations/ Write ups/ Viva, etc.</b>	<b>15</b>
<b>Total</b>	<b>30</b>

Grading of Marks for each course is as follows

Range of Marks in %	Letter Grade	Points for Calculation of SGPA/ CGPA
95-100	O (Outstanding)	10
85 - 94	A+ (Excellent)	9
75– 84	A (Very Good)	8
65-74	B+ (Good)	7
55-64	B (Above Average)	6
50-54	C (Average)	5
45-49	P (Pass)	4
0 – 44	F (Fail)	0
Absent	Ab (Absent)	0

Grading of CGPA

CGPA	Letter Grade	Description of Performance
≥9.50	O (Outstanding)	Passed
8.50-9.49	A+ (Excellent)	
7.50-8.49	A (Very Good)	
6.50-7.49	B+ (Good)	
5.50-6.49	B (Above Average)	
5.00-5.49	C (Average)	
4.50-4.99	P (Pass)	
≤4.49	F (Fail)	Failed

## 14.9 Calculation of SGPA and CGPA

### 14.9.1 Calculation of SGPA (Semester Grade Point Average)

$$SGPA = \frac{\sum C_i G_i}{\sum C_i}$$

$C_i$  = Credit for each course

$G_i$  = Grade Point for each course

# COURSE CONTENT

## SEMESTER I

### **MPHD-101: BUSINESS RESEARCH METHODS**

#### **Objective:**

The objective of this course is to familiarize the Research student with the basic understanding of the Research Methodology and to provide an insight into the application of modern analytical tools and techniques for the purpose of business research.

#### **COURSE CONTENTS:**

##### **Unit I: BUSINESS RESEARCH STRATEGY AND RESEARCH DESIGN**

Nature, Scope and objectives of business research. Deductive and inductive approaches of theory building, competing paradigms of epistemology and ontology in business research, Bayesian decision theory – value and cost of information, criteria in business research-Reliability, replication, validity; Formulation of Research problem – Theoretical framework, Analytical model, Research questions and hypotheses, Measurement and scaling. Primary scales of measurement, Comparative and non comparative scaling; Sampling theory and design; Random, Stratified, Cluster and systematic sampling, sample size and sampling errors; Hypothesis testing and its interpretation; Research designs – Experimental designs, cross sectional designs, longitudinal designs, case study design, comparative designs; Types, nature and sources of data, tools of data collection – questionnaire, schedules and structured observation.

##### **Unit II: QUANTITATIVE RESEARCH:**

Nature of quantitative research, content analysis, quantitative data analysis – introduction. Types of variables, univariate analysis, frequency tables, measures of central tendency and dispersion, bivariate analysis. Distinction between relationship and causality; contingency tables, Pearson's "r", Spearman's "rho", Cramer's "V", Comparing means and "eta"; Multivariate analysis – spurious and non spurious relationship between variables, intervening variables, moderating variables.

##### **Unit III: QUALITATIVE RESEARCH:**

Gubrium and Holstein's (1997) four traditions of qualitative research, conversation and discourse analysis – identifying rhetorical devices, uncovering interpretive repertoires and facts, Challenges of replication and generalization in qualitative research, interviewing challenges in qualitative research; Interpreting qualitative data; Qualitative content analysis, semiotics, hermeneutics, focus group technique (FGT); Action research, qualitative data analysis – Analytic induction, grounded theory, narrative analysis.

##### **Unit IV: MULTISTRATEGY RESEARCH:**

Case Method – A tool to theory building, Combining qualitative and quantitative research – issues and challenges, Approaches to multi strategy research- the logic of triangulation, the embedded method argument, Paradigm argument; ethics in business research, writing of report, References and bibliography.

#### **Suggested Readings:**

1. Goode & Hatt: *Methods in Social Research*
2. Kothari: *Research Methodology*, New Age
3. Rummel and Ballaine: *Research Methodology in Business:*
4. Yogesh Kumar Singh: *Fundamental of Research Methodology and Statistics*, New Age
5. Cooper D & Schindler P: *Business research methods*, Tata Mc Graw Hill
6. Panneer Selvam R: *Research Methodology*, PHI
7. Chawla & Sondhi: *Research Methodology Concepts & Cases*, Vikas Publishing

## **MPHD-102: MANAGEMENT THOUGHTS AND THINKERS**

### **Objective:**

This course provides an overview of major schools or perspectives of management theory. The focus is upon the disciplinary foundations of management theory as well as the impact of historical context upon the development of management theory. The course also focuses upon the rise of the concept of management as a distinct profession.

### **COURSE CONTENT:**

#### **Unit I: EARLY MANAGEMENT THEORY**

Contributions of Owen, Babbage, Towne and Metcalfe; Taylor and movement of scientific management, Mayo and human relations school, Weber and Bureaucracy; Fayol's principles of management

#### **Unit II: ECONOMISTS AND MANAGEMENT SCIENCE:**

Historical portraits and contribution of economists in management; Adam Smith, David Ricardo, John Stuart Mill, James Mill, Jean Baptists say, W Stanley Davons, Alfred Marshall and Karl Marx; Theories and schools of management science and operations research, Simon, Gantt and Fiedler.

#### **Unit III: ANTHROPOLOGY, SOCIOLOGY AND PSYCHOLOGY**

Organisational theory, organizational culture- Hofsted and Hermes; Industrial psychology- Katz and Kahn, Learning in organizations, Human behavior at work- Mcgregor, Maslow, Content and cognitive theory of motivation; contributions of Lippit, Lewin and White.

#### **Unit IV: CONTEMPORARY TRENDS AND CONTRIBUTIONS IN MANAGEMENT THEORY**

Quality and Excellence movements- Juran and Deming, Search of excellence- Peter Waterman; Six Sigma and ISO; Organizational change- Lawrence; MIS Lorsch; MBO – Peter F Drucker; Balanced scorecard- Norton and Kaplan; Sustainability, development management and socio responsibility- Thompson theory Z Ouchi; Corporate governance; Contributions of C K Prahlad.

### **Suggested Readings:**

1. Allen, L.A: *Management and Organisation*, New York, McGraw Hill Book Publishers.
2. Drucker, Peter.F: *The Practice of Management*, Allied Publishers, N.Delhi.
3. Koontez, Odoneel: *Essentials of Management*, Tata McGraw Hill
4. Fred Luthans: *Organisational Behaviour*, Tata McGraw Hill.
5. Robbins S.P: *Organisational Behaviour*, Prentice Hall of India, N.Delhi.
6. John W.Newstrom & Keith Davis: *Organisational behavior-human behavior at work*: Tata Mc-Graw Hill.
7. Prasad, L.M. *Principles and Practice of Management*, Sultan Chand & Sons, N.Delhi.

**MPHD-103:  
RESEARCH & PUBLICATION ETHICS AND ACADEMIC WRITINGS**

The course on Research and Publication Ethics and Academic Writings (Paper III) will give the scholars an idea about academic writings and review of literature in relation to their proposed PhD work. In addition to it the course will equip the scholars in terms of the ethics in publications and academic writings.

**COURSE CONTENTS:**

**Unit I: Philosophy and Ethics**

Introduction to Philosophy: Definition, nature and scope, concept, branches.  
Ethics: definition, moral philosophy, nature of moral judgements and reactions.

**Unit II: Scientific Conduct:**

Ethics with respect to science and research; Intellectual honesty and research integrity; Scientific misconducts: Falsification, Fabrication and Plagiarism (FFP); Redundant publications: duplicate and overlapping publications, salami slicing; Selective Reporting and misrepresentation of data

**Unit III: Publication Ethics:**

Publication Ethics: Definition, introduction and importance; Best practices/ standards setting initiatives and guidelines: COPE, WAME etc.; Conflicts of interest; Publication misconduct: Definition, concept, problems that lead to unethical behaviour and vice versa, types; Violation of publication ethics, authorship and contributorship; Identification of publication misconduct, complaints and appeals; Predatory publishers and journals

**Unit IV: Practice:**

Open Access Publishing: Open access publications and initiatives; SHERPA/ RoMEO online resource to check publisher copyright and self-archiving policies; Software tool to identify predatory publications developed by SPPU; Journal finder/ journal suggestion tools viz JANE, Elsevier journal finder, Springer journal suggester etc.  
Publication misconduct: Use of plagiarism software like Turnitin, Urkund and other open source software tools;  
Databases and Research Metrics: Indexing databases; Citation databases: Web of science, Scopus etc; Impact factor of journals as per Journal Citation Report, SNIP, SJR, IPP, Cite Score; Metrics: h-index, g-index, i10 index, altmetrics

**Unit V: Academic Writings (Practicals) :**

*The Scholars need to write an academic paper by following the theory and practice sessions of Unit I to IV. The internal assessments will be associated with this Unit.*

**Suggested readings:**

- Bird, A. (2006). *Philosophy of Science*. Routledge.  
MacIntyre, Alasdair (1967) *A Short History of Ethics*. London.  
P. Chaddah, (2018) *Ethics in Competitive Research: Do not get scooped; do not get plagiarized*, ISBN:978-9387480865  
National Academy of Sciences, National Academy of Engineering and Institute of Medicine. (2009). *On Being a Scientist: A Guide to Responsible Conduct in Research: Third Edition*. National Academies Press.  
Resnik, D. B. (2011). What is ethics in research & why is it important. *National Institute of Environmental Health Sciences*, 1–10. Retrieved from <https://www.niehs.nih.gov/research/resources/bioethics/whatis/index.cfm>  
Beall, J. (2012). Predatory publishers are corrupting open access. *Nature*, 489(7415), 179–179. <https://doi.org/10.1038/489179a>  
Indian National Science Academy (INSA), *Ethics in Science Education, Research and Governance*(2019), ISBN:978-81-939482-1-7. [http://www.insaindia.res.in/pdf/Ethics\\_Book.pdf](http://www.insaindia.res.in/pdf/Ethics_Book.pdf)

## **MPHD-104: RESEARCH PROPOSAL PREPARATION**

Objective:

This course will be based on the writing of Research Proposal on their selected area of Research by the scholars. In other words this course is a practical course where the scholars will be writing their synopsis of the proposed research work.