

INDIAN INSTITUTE OF TECHNOLOGY

Department of Management Studies

Name : Mathukumalli V R K Kanaka Durga Devi
Registration No : MS20D011
Program : Ph.D
Specialization / Stream : HR & OB
Category : UGC-JRF
Guide : Dr. Rupashree Baral
Date of Joining : 07/09/2020
Date of Registration :
Date of conversion : -
Area of Research work : Sustainable Human Resource Management (Sustainable HRM)

Grades for all courses

Signature of the guide
student

Signature of the

Subjects Chosen for Comprehensive Viva:

MS7080: Research Methods in Business and Management

MS6031: Data Analysis for Research

MS7470: Research in HRM and OB

MS5221: Group Processes in Organizations

MS5320: Human Resource Management

Subjects and Syllabus for Comprehensive Viva

Research Methodology for Business and Management (MS7080)

Instructor – Dr. Saji K Mathew

Approach to Research – What is research? Researcher Bias, Fundamental vs Applied research, Research paradigms in management research, Epistemology and ontology in management research, Positivism vs interpretivism.

Foundations of Theory – Theory in management research, Law and Theory, hypotheses and propositions, theory building.

Qualitative Research – Qualitative research in management, Different qualitative approaches, Validity, and Reliability in qualitative research.

Quantitative Research – Concepts, constructs and measurement, Scales of measurement, Sampling technique, and Survey-based research

Research Design –Experimental design, Cross-sectional design, Longitudinal design, Case study design.

Data Analysis for Research (MS6031)

Instructor – Dr. Nandan Sudarsanam

Introduction to statistics–Box Plot, Measures of Central Tendency, Measures of Dispersion, Skewness and Kurtosis.

Probability distribution – Binomial Distribution, Poisson Distribution, Uniform Distribution, Bernoulli distribution, Exponential Distribution, Normal Distribution, and Central limit theorem

Inferential statistics – Confidence Interval, Population, and Sample

Hypotheses testing – Sample Z Test, T-Test, Chi-Squared Test of Variance, Type 1 and Type 2 errors

Research in HR and OB (MS7470)

Instructor: Dr. Rupashree Baral

Introduction to research in HR & OB - The philosophy that underlies scientific research in the HR & OB area, theory building, problem definition.

Literature Review - Choosing the right topic, finding the right literature, reading, and critical analysis, identifying the research gap in the literature

Conceptual Framework - What are Concepts, Constructs, and Variables? Conceptual framework.

Research Designs - Types and appropriateness of research designs in HR and OB research, adopting a research design, issues, and challenges.

Qualitative Research in HR & OB - Different qualitative approaches, narrative research, phenomenology, ethnography, grounded theory, philosophical assumptions, designating and carrying out a qualitative study, challenges, data collection, and interpretation.

Survey Research in HR & OB - Strengths and weaknesses of survey research, survey design, Scales of measurement, Common Biases, and their management in survey research e.g., Common Method Bias, data collection, and interpretation.

Mixed-Method Research in HR & OB - What is mixed-method research? Mixed-Method versus Multi-method.

Group Processes in Organizations (MS5221)

Instructor: Dr. Rupashree Baral

Foundations of Group Behavior and Team Dynamics - Concept of Group & Team, Stages of Group Development, Group Decision Making, Types of Teams, Creating Effective Teams.

Interpersonal Communications and Relations - Communication process, interpersonal and organizational communication, barriers to effective communication, and ways to deal with them.

Leadership in Organizations - Leadership theory paradigms: traits of effective leaders, leadership behavior and styles, contingency leadership theories, LMX theory and transformational leadership.

Influencing Others: Power and Politics - Sources of power, power tactics, abuse of power (sexual harassment), and politics: how do people respond to organizational politics, constructive and destructive workplace behavior.

Managing Conflict and Effective Negotiation – Types of conflict, conflict management, cooperation between individuals, managing conflict through negotiation, the negotiation process, bargaining strategies.

Organizational Culture and Diversity - Factors shaping organizational culture, Hofstede's model of national culture, Diversity, and generational differences, effectively managing a diverse workforce.

Human Resource Management (MS5320)

Instructor: Dr. T.J. Kamalanabhan

The Strategic Role of HRM - Evolution of the concept of HRM, Human Resource Management and Human Resource Managers vs Line Managers.

Human Resources Planning & Recruitment & Selection - Human Resources Planning, Process of Human Resources Planning, Recruitment, Sources of Recruitment, Selection Process, Induction.

Training & Development - Introduction of Training, Identifying the Training Needs, Objectives and Importance of Training, and Methods of Training.

Performance Appraisal - Benefits of Performance Appraisal, Types of Appraisals, Errors in Performance Appraisal, Appraisal Interview.

Career Development - Career, Career Path, Career Planning, Career Development, Stages of Career Development, and Career Strategy.

Global HRM - Need for Global HRM, Factors Affecting Global HRM, Selection for International Assignments, International compensation.

Compensation and Employee Benefits - Compensation Types, Pay Structures, Types of Variable Pay Plans, and Employee Benefits.