

Indian Institute of Technology Madras
Department of Management Studies

Subjects and Syllabus for Comprehensive Viva

APOORVA GOEL | MS19D039
HR and OB

Exam date: 30th March 2021

1. MS7080 - Research Methods In Business And Management

Instructor – Dr. Saji K Mathew

Approach to research – What is research? Researcher Bias, 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, interpretivism and positivism in qualitative research

Quantitative research – Concepts, constructs and measurement, scales of measurement, survey-based research, experimental design

Research design – Inductive and deductive approach, experimental approach, sampling techniques

2. MS6031 - Data Analysis For Research

Instructor – Dr. R.K. Amit

Introduction to statistics– Scatter Plot, Box Plot, Histogram, Measures of Central Tendency, Measures of Dispersion

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, Proportion Z Test, Type 1 and Type 2 errors

3. MS7470 - Research In HRM and OB

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 a right topic, finding the right literature, reading and critical analysis, identifying the gap in literature, arriving at a conceptual framework.

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

Survey research in HR & OB – Strengths and weaknesses of survey research, basic and necessary background on scale construction and measurement, common biases and their management in survey research e.g. common method bias, self-reporting bias

Qualitative research in HR & OB – Theory behind qualitative research, different qualitative approaches, narrative research, phenomenology, ethnography, grounded theory

Mixed Method Research in HR & OB - What is mixed method research? Mixed Method versus Multi-method, When do we use it? Benefits, challenges

Introduction to Experimental research

4. MS5011 - Strategic Human Resource Management

Instructor – Dr. Lata Dyaram

SHRM What it is and what it isn't – Strategic approaches to HRM, Evaluating and communicating HR initiatives

Acquiring and developing Human Capital – HR Planning and recruitment, Strategic staffing and selection, Strategic training and development

Retaining and rewarding human capital – Strategic retention, performance management, compensation and benefits

Special issues in SHRM – Mergers and acquisitions, Downsizing

5. MS5221 - Group Processes in Organizations

Instructor – Dr. Rupashree Baral

Foundations of group behaviour – Concept of group & team, potential obstacles to team success, creating effective teams, issues with virtual and global teams, leading teams.

Interpersonal communications and relations – Communication process, role of technology, interpersonal and organizational communication, barriers to effective communication.

Leadership in Organisations – Importance of leadership, leadership theory paradigms: traits of effective leaders, leadership behavior and styles, contingency leadership theories, LMX theory, charismatic and transformational leadership, servant leadership, authentic leadership, level 5 leadership.

Influencing others - Power and politics: Sources of power, power tactics, abuse of power, and politics, how do people respond to organizational politics, forms of political behavior, constructive and destructive workplace behavior.

Managing Conflict and Effective Negotiation - Conflict as a process, types of conflict, conflict management, cooperation between individuals, managing conflict through negotiation, the negotiation process, bargaining strategies, cultural differences in conflict handling and in negotiations.