

# INDIAN INSTITUTE OF TECHNOLOGY

## Department of Management Studies

Name : J. Jasmine Banu  
Registration No : MS17D200

### Subjects and Syllabus for Comprehensive Viva

#### MS7080 - Research Methods in Business and Management

Instructors – Dr. Saji K Mathew & Dr. R K Amit

**Scientific approach to research**, natural science vs. social science, research paradigms, epistemology and ontology in management research, positivism vs. interpretivism, subjectivism vs. objectivism

**Foundations of theory**, categories of theory, theory building vs. theory testing, conceptualization and hypothesis testing, Laws and theories, hypotheses and propositions

**Types of research**: Conceptual, Descriptive, Experimental, Unit of analysis

**Qualitative research** in management, hermeneutics, social constructivism, ethnography, case study methods, interpretive vs. positivistic approach in case study

**Quantitative research**: Concepts, constructs and measurement, survey-based research, role of statistics in quantitative research, sample, sample frame, population, generalization

#### MS6031 - Data Analysis for Research

Instructor – Dr. Nandan Sudarsanam

**Introduction to statistics and descriptive statistics**: Scatter Plot, Box Plot, Histogram, Measures of Central Tendency, Measures of Dispersion

**Probability distribution**: Binomial Distribution, Poisson Distribution, Uniform Distribution, Exponential Distribution, Normal Distribution and Binomial Approximation

**Central Limit Theorem**

**Inferential statistics**: Confidence Interval, Population and Sample

**Hypotheses testing**: Single Sample Z Test, Single Sample T Test, Chi Squared Test of Variance, Proportion Z Test, Two Sample Z Test, Two Sample T Test, Paired T Test, Two Sample Proportion Z Test, Chi Squared Test of Independence

**Type 1 and Type 2 errors**

**Sample tests**: ANOVA, Simple Regression and Correlation

#### MS7470 - Research in HRM and OB

Instructor – Dr. Rupashree Baral

**Introduction to research in HR & OB**: The philosophy that underlie 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

**Survey research in HR & OB**: Strengths and weaknesses of survey research, survey design, 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

## **MS5121 - Individual Dynamics in Organizations**

**Instructor – Dr. V Vijayalakshmi**

**Personality types:** Working harmoniously with others, Myers-Briggs Type Indicator (MBTI)

**Perception:** Biases and perceptual distortions, Link between perception and individual decision making.

**Congruence:** Building authenticity.

**Playing to your strengths:** Strength base approach, Reflected Best Self, Johari Window

**Decision making and biases**

**Attitude:** Building positive attitudes at work

**Ethics:** The challenge of Ethical dilemmas

**Developing the growth mindset:** Learning, Unlearning and Relearning

**Emotion,** mood, Emotional intelligence, Emotional labour

**Motivation theories & applications:** Maslow's Hierarchy theory, Equity theory, Expectancy theory.

## **MS5230: Strategic Human Resource Management**

**Instructor – Dr. Lata Dyaram**

**SHRM:** What it is and what it isn't, strategic approaches to HRM

**Acquiring and developing human capital**

**HR planning and recruitment:** Job analysis, Job description and Job specification, Organization and process charts, steps in job analysis

**Strategic staffing and selection:** Steps, forecasting personnel needs, sources of candidates, recruitment process.

**Strategic employee training and development:** Objectives of training, Training methods, Identification of training needs, performance analysis, training techniques, managing organizational change and development, Evaluating the training program.

**Retaining and rewarding human capital**

**Strategic performance management:** Who should do the appraising? Features of appraisal, 360-degree feedback, methods, issues in appraisal, balanced score card.

**Strategic compensation and benefits:** Steps in establishing pay rates, salary survey, job evaluation, job ranking, wage curves, broad-banding, incentives and benefits.