

INDIAN INSTITUTE OF TECHNOLOGY

Department of Management Studies

Subjects and Syllabus for Comprehensive Viva

- Sreelekshmi Chandran (MS18D009)

MS7080 - Research Methods in Business and Management

Instructors – Dr. Saji K. Mathew

Approach to research – What is research? Science of social science, research paradigms in management research, epistemology and ontology in management research

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, and experimental design

Research design – Level of analysis and measurement, experimental approach, cross sectional design, longitudinal design, case study design, methodological fit in research

MS6031 - Data Analysis for Research

Instructor – Dr. R.K. Amit

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. Lata Dyaram

Introduction to theory building 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

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 to use it, benefits and challenges of mixed method research

MS5480 – Cross- Cultural Management

Instructor – Dr. V. Vijayalakshmi

Introduction to culture-Various models of CCM- Kluckhohn & Strodtbeck, Hofstede, Trompenaars, Hall, Schwartz, GLOBE, Meyer

Stereotypes- Breaking free of stereotypes, prejudices & discriminatory behaviour

Communicating effectively

Cultural similarities & differences- Perception of time, element of trust, aspect of face

Thought process- Geography of thought, cultural differences in decision- making

Leadership- Becoming a global leader, working in multicultural teams

Negotiation- Cultural issues in strategic alliances and negotiation

Global dexterity and cultural competence

MS5754 – Nurturing the Inner You: Developing Positive Capacities

Instructor – Dr. V. Vijayalakshmi

A) SELF:

Human Flourishing and fulfilment-Positive emotions, self-efficacy, self-transcendence, virtues and character strengths, learned optimism, courage, grit & resilience, creativity, mindfulness, non-judgementality, intuitive power of decision making

B) WORK:

Oneness with work-Discovering calling, identifying inner strength, passion, intrinsic motivation, job crafting, transformative learning, mental models

C) GROUP & ORGANIZATION:

The collective organization- High quality connections, positive relationships, working with trust & respect, unconditional positive regard, leadership from a doing to a being model, strength approach towards coaching & mentoring, creating meaningful organizations, appreciative inquiry, value driven culture & leadership