

INDIAN INSTITUTE OF TECHNOLOGY
Department of Management Studies

Subjects and Syllabus for Comprehensive Viva

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, 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 – 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. 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

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

MS5221- Group Processes in Organizations
Instructor: Dr. Rupashree Baral

Foundations of group behaviour – Defining and classifying groups, why do people form groups? stages of group formation, structural dynamics of work groups, individual performance in groups (Social facilitation, social loafing), group decision making,

Understanding work teams – Concept of teams, relevance, difference between groups and teams, types of teams, potential obstacles to team success, creating effective teams.

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

Leadership – Definition, importance of leadership, roles of a leader, leadership theory paradigms, leadership and motivation, contingency leadership theories and models, LMX theory, charismatic and transformational leadership, stewardship and servant leadership, authentic leadership, strategic leadership, mentoring.

Influencing others – Power and politics: definitions, sources of power, leadership and power, power tactics, abuse of power (harassment),politics: powers in action, how do people respond to organizational politics, forms of political behavior, impression management, trust in working relationships, constructive and destructive workplace deviance (Whistle blowing, Cyberloafing), workplace aggression and violence, workplace bullying.

Managing conflict and negotiating effectively – Definition of conflict, the conflict process, types of conflict, conflict management, cooperation between individuals, managing conflict through negotiation, the negotiation process, bargaining strategies, cultural differences conflict handling and in negotiations.

Organization culture and diversity – Definition, how is an organization's culture transmitted to its members? factors shaping organizational culture, Hofstede's model of national culture, competing values framework, creating an ethical culture, the learning organization, cultural diversity, diversity and generational differences, effectively managing a diverse workforce.

MS6010 – Strategic Management
Instructor – Dr. L Prakash Sai

Definition of business – Business definition, customer profiling, vision, mission, objective, critical success factors

Strategic models – Value disciplines, generic strategies, core competence, value net, parts strategy, corporate foresight

Evolution of industries – Trajectories of industry change, nature of change and trajectory, industry evolution assessment

External analysis – Strategic decision making process, hierarchy of strategy, pestel analysis, scanning the task environment, forecasting the environment, types of future, impact uncertainty classification, porter's approach to industry analysis, porter's 5 forces

Internal analysis – Core competence and activity system, value chain analysis, resource based view of the firm, Organizational capability profile, SWOT Matrix, QSPM, SPACE matrix, 7S Framework, BCG Matrix, GE portfolio matrix, PIMS program

Growth strategies – Profit pool, defining growth trajectories, core growth, adjacency types, growth stalls, strategy canvas, 3 horizons models, staircases and horizons

Balanced scorecard – Elements of strategy execution, strategy execution challenge, balanced scorecard – strategic alignment, balanced scorecard implementation issues

Global strategic management – Globalization types, stages, international vs multinational vs global strategies

Strategic blunders (what really works) – Strategy, execution, culture, structure, talent, leadership, innovation, mergers/partnerships

Business process management – Effectiveness vs efficiency, operational innovation, defining activities, business model (paradigm shift), the organization structure (distribution), processes vs functions, systems (horizontal) view of an organization, business process, process parameters, IDEF, 3 levels of performance improvement model, business process improvement, business process management