



UTTARANCHAL  
UNIVERSITY

# UTTARANCHAL UNIVERSITY

Arcadia Grant, P.O. Chandanwari, Premnagar, Dehradun,  
Uttarakhand-248007, INDIA

## Detailed Course Structure & Syllabus of

**Pre Ph.D. (Management)  
Course Work**

**Session: 2017-18**



**Course Structure & Syllabus of Pre Ph.D. (Management)**  
**Session: 2017-18**

**EVALUATION SCHEME**  
**Pre Ph.D. (Management)**  
**Course Work**

**Course Structure & Syllabus of Pre Ph.D. (Management)**  
**Session: 2017-18**

**Scheme of Pre-Ph.D. Course Work**

S. No	Course Code	Subject	Credits	Evaluation - Scheme							
				Period			Sessional			Examination	
				L	T	P	CT-I	CT-II	Total	ESE	Sub. Total
1.	RM-101	Research Methodology & Computer Application	7	6	1	0	20	20	40	60	100
2.	MG-102	Fundamental of Management	7	6	1	0	20	20	40	60	100
3.	RLS-103	Review of Literature & Seminar Presentation	6	0	0	10	20	20	40	60	100
		<b>Total</b>	<b>20</b>	<b>12</b>	<b>2</b>	<b>10</b>	<b>60</b>	<b>60</b>	<b>120</b>	<b>180</b>	<b>300</b>



# UTTARANCHAL UNIVERSITY

(Established vide Uttaranchal University Act, 2012)

(Uttarakhand Act No. 11 of 2013)

Arcadia Grant, P.O. Chandanwari, Premnagar, Dehradun, Uttarakhand

## RM 101: RESEARCH METHODOLOGY

### Course Objectives:

1. To Equip the Students with the Concept and Methodology of Research.
2. To provide knowledge about type of research, preparation of reports and thesis, designing of Research using Scientific Methods like statistical methods and computer skills.

### UNIT-I

Introduction to Research: Definition, Nature and significance, Role and Objectives; Types of Research: exploratory, descriptive, experimental and diagnostic research, social and legal research and traditional, analytical, empirical & fundamental research, Doctrinal and non-doctrinal research methods; Various Research Designs; Scientific Research Process: Overview, Problem identification and formulation of research statement.

### UNIT-II

Data Collection: sources, primary and secondary methods, significance of Primary and Secondary Data, questionnaire Vs. schedules; Data Processing: Editing, Coding Organization and Presentation; Attitude Measurement and scaling: Measurement Scales, Sources of Errors in Measurement, Techniques of Developing Measurement Tools, Classification and Testing (Reliability, Verification and Validity) Scales, Designing Questionnaires and Interviews.

### UNIT-III

Sampling, Sampling Methods, Sampling Plans, Sampling Error, Sampling Distributions: Theory and Design of Sample Survey, Census Vs Sample Enumerations, Objectives and Principles of Sampling, Types of Sampling, Sampling and Non-Sampling Errors.

### UNIT-IV

Statistical Tools / Methods for research – Univariate and Bivariate Analysis. Hypothesis and Testing: Parametric & Non-Parametric Tests, F-Test, t-Test, z-Test, Correlation and Regression,



# UTTARANCHAL UNIVERSITY

(Established vide Uttaranchal University Act, 2012)

(Uttarakhand Act No. 11 of 2013)

Arcadia Grant, P.O. Chandanwari, Premnagar, Dehradun, Uttarakhand

U- Test, Kruskal-Wallis Test, Chi Square Test. Use of Various Statistical Tools on SPSS.

## UNIT-V

Interpretations and Report Writing: Meaning of Interpretation, Techniques of Interpretation, Precautions in Interpretation, Significance of Report Writing, Steps in Report Writing, Layout of Report and Precautions in Writing Research Reports. Limitations of RM: Ethics in Research, Philosophical Issues in Research. Use of Internet for Research Work and Exploring Various Websites and Search Engines for Collecting Quality Literature Review and Secondary Data.

### Text Readings

1. William G. Zikmund, "Business Research Methods", Orlando: Dryden Press.
2. C. William Emory and Cooper R. Donald, "Business Research Methods", Boston, Irwin.
3. Fred N Kerlinger, "Foundations of Behavioural Research", New Delhi: Surjeet Publications.
4. Naresh Malhotra, Marketing Research : An Applied Orientation, Pearson publication David. Nachmias and Chava Nachmias, "Research Methods in the Social Sciences", New York: St.Marlia's Press.
5. C. R. Kothari, "Research Methodology: Methods and techniques", New Delhi: Vishwa Prakashan.



# UTTARANCHAL UNIVERSITY

(Established vide Uttaranchal University Act, 2012)

(Uttarakhand Act No. 11 of 2013)

Arcadia Grant, P.O. Chandanwari, Premnagar, Dehradun, Uttarakhand

## MG 102: FUNDAMENTAL OF MANAGEMENT

### Course Objectives:

This course intends to make the researchers aware of the fundamental principles of management which are essential on the part of the researcher to know during his Research in any Area of the Management.

### UNIT-I

**Fundamentals-** Processes and Scope of Management, Universality of Management Principles, Management as A Profession. **Management Thought-** Bureaucracy, Scientific Management, Administrative Theory, Behavioural Approach, System Approach, Contingency Approach, and Modern Management Thought.

### UNIT-II

**Planning and Organising** - Importance of Planning, Barriers to Effective Planning, Steps in Planning Process, Principles of Organising, Organization Theory, Departmentalization, Span of control, Authority, Delegation & Decentralization, Formal & Informal Organization; Forecasting and Decision Making. **Leading and Motivation**-Concept of Leading, Leadership Theories and Leadership Development; Motivation: Theories of Motivation and their relevance

**Controlling**-Importance of Control, Control Mechanisms and Effective Control System, Resistance to Control System, Overcoming Resistance to Control.

### UNIT-III

**Management of Change**-Learning Organisations, Planned Change, Forces for Change, Process of Planned Change, Responses to Change, Resistance to Change, Reengineering in Organisations. Organisational Development and OD Interventions. **Ethics and Values**-Business Ethics, Determinants of Ethics, Ethical Guidelines for Managers, Values, Value System of Managers.



# UTTARANCHAL UNIVERSITY

(Established vide Uttaranchal University Act, 2012)

(Uttarakhand Act No. 11 of 2013)

Arcadia Grant, P.O. Chandanwari, Premnagar, Dehradun, Uttarakhand

## UNIT-IV

**Corporate Social Responsibilities** –An Account of Social Responsibility Activities Undertaken by the Indian Corporate Houses. **Management Information System**-Need for MIS, Designing MIS, Guidelines for Effective Design, Problems With MIS.

## UNIT-V

**Conflict Management**-Positive and Negative Conflict, Changing Scenario of Conflict, Conflict and Organisational Performance, Types of Conflict, Conflict Management Strategies. Work-Life Balance, 360 Degree Feedback, HR Scorecard, Emotional Intelligence, Performance Management, Talent Management, Transactional Analysis, Competency Mapping, Quality Circle, Empowerment, TQM, Six Sigma, JIT. **Job Stress**—Sources of Stress, Occupational Stress, Causes of Occupational Stress, Management of Stress.

## References:

1. Stoner, Freeman and Gilbert Jr. (2002). *Management. Prentice Hall of India*, New Delhi.
2. Certo, Samuel (2003). *Modern Management. Pearson Education*, New Delhi.
3. Terry and Franklin (2002). *Principles of Management. AITBS*, New Delhi.
4. Prasad L.M., (2004) *Principles of Management*, New Delhi, S. Chand & Sons.
5. Koontz O'Donell, and Wehrich, H, (1995) *Management*, 10<sup>th</sup> edition, New York, McGraw Hills.
6. Robbins, S.P., (1996) *Organizational Behaviour*, 7<sup>th</sup> edition, New Delhi, PHI, 1996.
7. Suri R. K. and Sanjeev Verma, (2002) *Principles of Management*, Kitab Mahal, Allahabad
8. V.S.P. Rao . *Management*, Excel Books.



# UTTARANCHAL UNIVERSITY

(Established vide Uttaranchal University Act, 2012)

(Uttarakhand Act No. 11 of 2013)

Arcadia Grant, P.O. Chandanwari, Premnagar, Dehradun, Uttarakhand

## RLS-103: REVIEW OF LITERATURE AND SEMINAR PRESENTATION

**Course Objectives:** Main objective of this course is to develop presentation skills in the scholars and knowledge about review of literature so that they can review properly in the concerned field

**Review of Literature and Seminar Presentation-Candidate/Research Scholar** has to go through the review of literature in the concerned field of research. Review of literature guidelines will be given by the concerned faculty/Dean of Department/School/College. Research Scholar has to give prepare presentation on review of literature in the concerned field/ topic assigned by the department (DRC) periodically during course work.

There will be minimum three presentations of review of literature during pre-Ph.D. course work. Final presentation would be required at the time of end term/semester examination on proposed synopsis. General guidelines would be issued by Dean-Research for seminar presentation.