

Institute of Management Studies

Devi Ahilya Vishwavidyalaya, Indore



Syllabus

M.PHIL MANAGEMENT

Semester – I TO III

2019 - 21



**INSTITUTE OF MANAGEMENT STUDIES
D. A. UNIVERSITY, INDORE
NOMENCLATURE AND COURSE OUTLINE
MPhil MSX8 2 YEARS PROGRAM [2019-21]**

FIRST YEAR

MPhil (2019-21) FIRST SEMESTER

S.NO.	Subject Code	SUBJECT
1	MPM 101	REVIEW OF LITERATURE
2	MPM 102	RESEARCH METHODOLOGY
3	MPM 103	COMPUTER APPLICATIONS
4	MPM 104	MANAGEMENT THEORY, PRACTICE AND RESEARCH ISSUES
5	MPM 105	BEHAVIORAL and PSYCHOLOGICAL ISSUES

MPhil SECOND SEMESTER

S.NO.	Subject Code	SUBJECT
1	MPM 201	SEMINAR
2	MPM 202	TERM PAPER/ ASSIGNMENT
3	MPM 203	DISSERTATION/ PROJECT

MPhil THIRD SEMESTER

Subject Code	Subject Name
MPM 301	FINAL DISSERTATION/ PROJECT PRESENTATION

INSTITUTE OF MANAGEMENT STUDIES			
M. Phil. In Management			
Semester – I			
Subject Name	Review of Literature	Subject Code	MPM101
		Total Credits	03
Subject Nature: CORE			
Course Objective:			
At the completion of this course students should be able to:			
<ul style="list-style-type: none"> • Understand the basic philosophical assumptions underlying research literature reviews for different purposes, including what, why, when, for whom, and how? • Be able to manage the process of conducting a literature review, including reading, note taking strategies, coding/reference management, synthesizing and writing literature results. • Understand the process of synthesizing and writing literature results. • Be able to write a quality literature review with variations in references / citation style. 			
Pedagogy This course will combine a modest amount of teaching material presented in lectures and readings with a substantial amount of hands-on experience. Each student, or group of students, will choose or assigned a topic for review. They will work individually or in small groups to carry out each phase of a systematic literature review. Students will be also encouraged to develop their reports into publishable papers.			
Examination scheme:			
The faculty member will award internal marks out of 40 based on three assessments of 20 marks each of which best two will be considered. The end semester examination will be worth 60 marks having theory and cases/practical problems.			
Course Contents			Contact Sessions
UNIT –I	Relevance, Approach and Applications; Developing an outline for the literature review; Formulate key questions for a review; Plagiarism – concerns and cautions		09
Unit-2	Identify which literature bases to search; Developing the theoretical basis for the Research Question; Searching for, locating and organizing relevant professional literature – books, journals, reports, websites etc.		09
Unit-3	Abstract relevant information from appropriate studies in a systematic manner; Critically reviewing the literature; Rate the scientific quality of each study and the level of evidence for each question;		09
Unit-4	Create evidence tables and summary tables; Interpret the pattern of evidence in terms of strength and consistency; Summarize the studies' findings.		09

Unit-5 Writing the review	Writing a first draft; Writing references and citations; Obtaining, giving, and making productive use of feedback; The redrafting process; Professional formatting	09
TOTAL CLASSROOM CONTACT SESSIONS		45

Text and Reference Books:

- Christopher Hart, (1998), *Doing a literature review: Releasing the social science search imagination*, London: Sage.
- Lawrence A. Machi and Brenda T. McEvoy (2012), *The literature review: Six steps to success*, California: Corwin (Sage).
- Diana Ridley (2012), *The literature review: A step-by-step guide to students*, London: Sage
- Jill K. Jesson, Lydia Matheson and Fiona M. Lacey, *Doing your literature review: Traditional and systematic techniques*, London: Sage.
- Christopher Hart, (2001), *Doing a literature search*, London: Sage.

INSTITUTE OF MANAGEMENT STUDIES			
M. Phil. In Management			
Semester – I			
Subject Name	Research Methodology	Subject Code	MPM102
		Total Credits	03
Subject Nature: CORE			
Course Objective:			
At the completion of this course students should be able to:			
<ul style="list-style-type: none"> • Understand the basic philosophical assumptions underlying research. • Be able to manage the process of conducting a research , including various steps like problem formulation, review of literature, framing questionnaire, sampling, data collection and report writing. • Be able to write a quality research paper. 			
Pedagogy This course will combine a modest amount of teaching material presented in lectures and readings with a substantial amount of hands-on experience. Each student, or group of students, will choose or assigned a topic for research. They will work individually or in small groups to carry out each phase of a systematic research. Students will be also encouraged to develop their research reports into publishable papers.			
Examination scheme:			
The faculty member will award internal marks out of 40 based on three assessments of 20 marks each of which best two will be considered. The end semester examination will be worth 60 marks having theory and cases/practical problems.			
Course Contents			Contact Sessions
UNIT –I Research	Meaning - significance – purpose – types – scientific research - Steps in Research.		06
Unit-2 Problem and Hypothesis Formulation	Identification, selection and formulation of research problems, research questions – hypothesis formulation		06
Unit-3 Sources of Data	Primary data and Secondary data – meaning, relevance and limitations.		06
Unit-4 Research Design	Types of Research Design: Exploratory; Descriptive and Causal. Various Research Techniques; Experimental Research Designs		06
Unit-5 Sampling	Meaning – sampling theory - types of sampling – steps in sampling sampling design – sample size – sampling techniques and methods - sampling and non-sampling errors – advantages and limitations of sampling.		06

Unit-6 Data Collection Tools	Collection of Primary Data - Drafting Questionnaire -Data Collection through Questionnaire - Data Collection through Schedules – Collection of Secondary Data –Development of survey instruments. Standardization of instruments.	07
Unit-7 Field Investigation Planning:	Contact Methods	08
Unit-7 Report Writing:	Research report: types of report – structuring the report – contents – styles of reporting –steps in drafting reports – editing and evaluating the final draft report.	06
	TOTAL CLASSROOM CONTACT SESSIONS	45

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, 4th Ed., 1991
3. Fred N Kerlinger, “**Foundations of Behavioural Research**”, New Delhi: Surjeet Publications.
4. H.W. Boyd, R. Westfall and S.F. Stasch, Marketing Research -Text and Cases, Richerd D. Irwin.
5. Naresh K. Malhotra, Marketing Research An Applied Orientation, Pearson Education

INSTITUTE OF MANAGEMENT STUDIES			
M. Phil. In Management Semester – I			
Subject Name	Computer Applications	Subject Code	MPM103
		Total Credits	03
Subject Nature: CORE			
Course Objective: At the completion of this course students should be able to: <ul style="list-style-type: none"> • Understand applications of IT in business and education • Identify research issues • Learn use of IT for searching, collecting and analyzing data • Use Statistical Software for data analysis • Data presentation 			
Pedagogy: This course will combine a modest amount of teaching material presented in lectures and readings with a substantial amount of hands-on experience in the form of computer based exercises. Students will be also encouraged to apply IT tools for their research projects.			
Examination scheme: The faculty member will award internal marks out of 40 based on three assessments of 20 marks each of which best two will be considered. The end semester examination will be worth 60 marks having theory and cases/practical problems.			
Course Contents			Contact Sessions
UNIT –I	Evolution of IT, Business applications of Computer, Impact of Computers on Organizations and vice versa. Technology, People and Organizational Culture .		09
Unit-2	Information Systems and Research Issues in related to MIS, HRIS, ERP, CRM, SCM etc.		09
Unit-3	Internet Search and applications in research		09
Unit-4:	Word Processing and its use in Research; formatting tools, header footer, references, mailing etc		09
Unit-5	Data Presentation for various audience; Classification, Codification and Arrangement of Data, Data presentation in tables, charts, graphs, etc. Use of Excel for Data Analysis. Use of SPSS for Data Analytics		09
	TOTAL CLASSROOM CONTACT SESSIONS		45

Reference Book & Text Book

- Abrahams, H. F. Korth, S. Sundarshan, *Database System Concepts*, New York, McGraw Hill Inc., 1997.
- Blackwell R.D. & Stephan K., (2001), *Customers Rule: Why The E-Commerce Honeymoon Is Over and Where Winning Businesses Go From Here*, Crown Business, ISBN 0-609-60865-7, pp. 71, 140-148.
- C.J. Date, *An Introduction to Database Systems*, New Delhi, Addison-Wesley, 2000.
- Elizabeth Vitt, Michael Luchevich and Stacia Minser (2002). *Business Intelligence*, Prentice Hall of India, Private Limited.
- Elias M. Awad, *System Analysis and Design*, New Delhi, Galgotia Publishing Pvt. Ltd., 2001.
- Kenneth C. Laudon and Jane P. Laudon, *Management Information Systems*, New Delhi, Prentice Hall of India Pvt. Ltd., 2000.
- Koronios, A., & Yeoh, W. (2010). Critical success factors for business intelligence systems. *Journal of Computer Information Systems*, 23-32. Retrieved from http://iacis.org/jcis/pdf/Yeoh_Koronios_2010_50_3.pdf
- Ling, C.S., & Palaniappan, S. (2008). Clinical decision support using OLAP with data mining. *IJCSNS International Journal of Computer Science and Network Security*, 8, (9)

INSTITUTE OF MANAGEMENT STUDIES			
M. Phil. In Management			
Semester – I			
Subject Name	Computer Applications	Subject Code	MPM103
		Total Credits	03
Subject Nature: CORE			
Course Objective: At the completion of this course students should be able to: <ul style="list-style-type: none"> • Understand applications of IT in business and education • Identify research issues • Learn use of IT for searching, collecting and analyzing data • Use Statistical Software for data analysis • Data presentation 			
Pedagogy This course will combine a modest amount of teaching material presented in lectures and readings with a substantial amount of hands-on experience in the form of computer based exercises. Students will be also encouraged to apply IT tools for their research projects.			
Examination scheme: The faculty member will award internal marks out of 40 based on three assessments of 20 marks each of which best two will be considered. The end semester examination will be worth 60 marks having theory and cases/practical problems.			
Course Contents			Contact Sessions
UNIT –I	Evolution of IT, Business applications of Computer, Impact of Computers on Organizations and vice versa. Technology, People and Organizational Culture .		09
Unit-2	Information Systems and Research Issues in related to MIS, HRIS, ERP, CRM, SCM etc.		09
Unit-3	Internet Search and applications in research		09
Unit-4:	Word Processing and its use in Research; formatting tools, header footer, references, mailing etc		09
Unit-5	Data Presentation for various audience; Classification, Codification and Arrangement of Data, Data presentation in tables, charts, graphs, etc. Use of Excel for Data Analysis. Use of SPSS for Data Analytics		09
TOTAL CLASSROOM CONTACT SESSIONS			45

Reference Book & Text Book

- AbrahamSliberschatz, Henery F. Korth, S. Sundershan, *Database System Concepts*, New York, McGraw Hill Inc., 1997.
- Blackwell R.D. & Stephan K., (2001), *Customers Rule: Why The E-Commerce Honeymoon Is Over and Where Winning Businesses Go From Here*, Crown Business, ISBN 0-609-60865-7, pp. 71, 140-148.
- C.J. Date, *An Introduction to Database Systems*, New Delhi, Addison-Wesley, 2000.
- Elizabeth Vitt, Michael Luchevich and StaciaMinser (2002). *Business Intelligence*, Prentice Hall of India, Private Limited.
- Elias M. Awad, *System Analysis and Design*, New Delhi, Galgotia Publishing Pvt. Ltd., 2001.
- Kenneth C. Laudon and Jane P. Laudon, *Management Information Systems*, New Delhi, Prentice Hall of India Pvt. Ltd., 2000.
- Koronios, A., &Yeoh, W. (2010). Critical success factors for business intelligence systems. *Journal of Computer Information Systems*, 23-32. Retrieved from http://iacis.org/jcis/pdf/Yeoh_Koronios_2010_50_3.pdf
- Ling, C.S., &Palaniappan, S. (2008). Clinical decision support using OLAP with data mining. *IJCSNS International Journal of Computer Science and Network Security*, 8, (9).

INSTITUTE OF MANAGEMENT STUDIES			
M. Phil. In Management			
Semester – I			
Subject Name	Management theory, practice and research issues	Subject Code	MPM104
		Total Credits	03
Subject Nature: CORE			
Course Objective:			
This course is aimed at: <ul style="list-style-type: none"> • Providing theoretical framework of management concepts and practices • Understanding basic managerial processes for planning, organizing and decision making • Acquiring managerial skills for smooth functioning in the organization • Developing a problem solving approach • Familiarizing with strategic and emerging issues in management 			
Pedagogy- This course will use a combination of lectures, case studies, role plays, videos and readings.			
Examination scheme:			
The faculty member will award internal marks out of 40 based on three assessments of 20 marks each of which best two will be considered. The end semester examination will be worth 60 marks having theory and cases/practical problems.			
Course Contents			Contact Sessions
UNIT –I Management:	History, approaches - development of various schools of thought, from scientific management to post modern management (current). Short comings, pitfalls, strengths and threats of various approaches. The trend during and after the Post liberalization era. , Related research issues		09
Unit-2	Point planning, rule, strategy, strategic issues based on planning orientation. Decision making - types, resources, rational decisions, decision tree, implications of group decision making on management, Related research issues		09
Unit-3 Strategy leads to structure:	Types of organizational structures. Organizational Design, Chart and Departmentalization, Span of control, Authority-responsibility, centralization - decentralization , delegation. Theories of organizations. Boundaryless and structureless organization. Empowering and authority - reasonability functions, Related research issues.		09
Unit- 4	Motivation and leadership (No theories) significance, relevance and purpose on Managerial performance. Control - Types - Production, Financial and Human resources - feed forward control. Control leads to planning and reorganizing - Control as an end result variable, Related research issues		09

Unit -5	Management Today: Contemporary issues in Management, Competitive Advantage – SWOT analysis - Compliance and Quality Audit. Core competence and Business Process Outsourcing (BPO), Re-Engineering, Internationalization of business, TQM and employee work culture, Boundary less organization, Performance out sourcing, Related research issues	09
	TOTAL CLASSROOM CONTACT SESSIONS	45
<p>Text Readings: (Latest readings)</p> <p>1.Robbins, Decenzo, Agarwal, Bhattacharya, Essentials of Management,2011, Pearson Education, New Delhi.</p> <p>2.Koontz, Weihrich, Essentials of Management, 2004, Tata Mcgraw Hill, New Delhi</p>		