

Syllabus
Doctor of Philosophy (Ph.D.) in
HRD

Session: 2022-23



BOS held on 10-06-2022

W.e.f.: 2022-23

Department of Human Resource Development
Faculty of Management Studies
VBS Purvanchal University, Jaunpur (UP)
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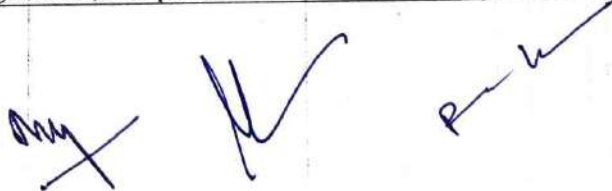
PhD Course Work in HRD
Session: 2022-23

Duration	Paper	Code	Paper	Credit
6 Months	Paper I	HRDPHD01	Human Resource Management	6
	Paper II	HRDPHD02	Organizational Behavior	6
	Paper III	HRDPHD03	Research Methodology & Computer Application	4
			Total	16





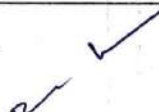
Paper I
Human Resource Management

Programme: PhD in HRD		
Course Code: HRDPHD01	Human Resource Management	
Course Objective: The course aims to develop a deeper understanding of advance human resource management issues.		
Course outcomes: After completing this course students should be able to: <ul style="list-style-type: none"> • Develop the understanding about origin of Human Resource Management • Develop Understanding and application of HRM models • Develop Research perspective for HR practices • To explore further depth in HR Topics 		
Credits: 6	Compulsory	
Unit	Contents	Lectures-90
I	Management Thoughts approaches, evolution and contribution of various thinkers, Human Relation Approach, Hawthorne Experiment. Human Resource Management concept and basic Philosophy	20
II	HRM Models: Fombrun Model, Harvard Model, Guest Model and Warwick Model, Strategic HRM, Traditional V/s Strategic HR, Linkage between business Strategy & HRM, Sustainable HRM	25
III	HR practices and related theories, HR practices and organizational outcomes, Recruitment & Selection, Training& Development, Compensation, Performance Management, Job Design, Job Analysis, Job Description, Job Specification, Competency Mapping	20
IV	Emerging Issues in HRM, Cross cultural Management, Workforce Diversity, Dual Career, Employee Engagement, Work Flexibility, Talent Management, Knowledge Management, Emotional intelligence, Work from Home, HR Analytics and other emerging issues in HRM	25
<ul style="list-style-type: none"> • Suggested Reading • Craig L.R., Training & Development Handbook, ASTD, McGraw Hill, New York. • Taylor & Lippitt, Management Development & Training Handbook, ORB McGraw Hill UK. • Dugan L., (1985) 'Approaches to Training & Development', Pearson books. • Virmani & Seth, 'Evaluating Management Training & Development', Vision Books, New Delhi. • Lynton & Pareek, Training & Development, Sage Publications, New Delhi • ISTD, 'Diagnosisg Management Training & Development Needs', ISTD, New Delhi. • T.V., Rao, 'HRD Missionary', Pearson Education, New Delhi. • Clyde W. Hospapple, (2003) 'Handbook on Knowledge Management', Springer. • Devrajan, 'Emerging Trends in HR management', Response Books. 		



Paper II
Organizational Behavior

Programme: PhD in HRD		
Course Code: HRDPHD02	Organizational Behaviour	
Credit: 6	Compulsory	
Course Objective: To develop deeper understanding on the basics of Human Behavior at work place. The course will enable scholars to understand the causal relations between human behavior and organizational outcomes at individual, group and organizational level		
Course outcomes: After completing this course students should be able to: <ul style="list-style-type: none"> • Develop conceptual command over the basics of organizational behavior • Develop research insight on organizational behavior issues and models • To develop an understand the causalities of input and output variables 		
Unit	Contents	Lectures=90
I	Concept of Organizational Behavior, Approaches to study behavior Significance of Behavioral Science, OB Models, Individual and organizational outcomes	20
II	Attitude and Personality Theories and models, Theories of Learning, Theories of Motivation, Input, Process and Outcome variables HR Outcomes: OCB, Commitment, Innovation, Creativity, Input, Mediating and output variables Organizational Citizenship Behavior, Career commitment, Innovative Work behavior, Organizational Effectiveness	20
III	Organizational Change Theories and Models, Organizational Climate, Organizational Culture and its components, Work Culture, Organizational and Individual Wellbeing, Self –esteem and self- efficacy	25
IV	Leadership approaches and theories and style, Contemporary Leadership Styles, Transformational leadership, E- Leadership.	25
Suggested Readings <ul style="list-style-type: none"> • Stephans Robbins, 2007, Organisational Behaviour, Prentice Hall Inc. • Fred Luthans, Organisational Behaviour, McGraw Hill, UK. • G. Moorhead & Griffith, 2007, Organisational Behaviour, Houghton Muffin Co. • Ashwathappa, K, 2006, Organisational Behaviour Text & Cases, Himalaya Publications. • Newstorm & Davis, Keith, 2006, OB: Utilizing Human, Prentice Hall Inc. • French & Bell, Organisational Development, Prentice Hall Inc. • Greenberg and Baron, Behaviour in Organisation, Prentice Hall, New Jersey. • Peter G. Northouse, 2012. 'Leadership: Theory and Practice', 6th edition, Sage Publication, Thousand Oaks. 		

Paper III
Research Methodology and Computer Applications

Course Code: HRDPHD03	Research Methodology and Computer Applications	
Course Objective: To develop research aptitude for conducting systematic research with the help of computers applications		
Course outcomes: After completing this course students should be able to <ul style="list-style-type: none"> • Understand approaches of research and research design • Determine population and sample • Identify the research gap • Develop understanding about scale development • Formulate and test the hypothesis using appropriate statistical tool • Propose/run models • Conduct literature reviews with latest tools and techniques • Identify authentic and quality journals for publications 		
Credits: 4	Compulsory	
Unit	Contents	Lectures=60
I	Research Basics, Types, Approaches, Deductive & Inductive research, Research Process, Research Designs, Research Ethics and Plagiarism, Types of research article: Review, empirical, conceptual, case study, meta-analysis, Meta SEM	15
II	Review of Literature approaches, finding research gap and problem identification, Theorizing of research variables, Hypothesis formulation, Sampling: Types and methods, Data collection methods, Types of Data, Types of scales, Test construction,	15
III	Use of MS Office in research, Data feeding, coding, editing, cleaning, Use of SPSS, AMOS, searching of appropriate journals/Articles, referencing methods, Checking for plagiarism, Artificial intelligence and literature review. Basics of academic writing, finding suitable journal, ABDC list, Impact factor, H Index, I Index	15
IV	Measures of Central tendency, Reliability, Validity, Correlation, t-Test, F Ratio (ANOVA), Chi square test, Simple and multiple regressions, Factor analysis, Confirmatory Factor Analysis, Modeling, Path analysis, Mediation and Moderation	15
Suggested Readings <ul style="list-style-type: none"> • Byrne, Barbara M. (2010), Structural equation modeling with AMOS, Routledge Publications • Field, Andy (2009), Discovering statistics using SPSS (3rd Edition), Sage Publications • Hayes, Andrew F. (2013), Introduction to mediation, moderation and conditional process analysis, Guilford Press, London • Malhotra, Naresh K (2019), Marketing Research: An Applied Orientation, 7th Edition, Pearson • Nargundkar, Rajendra (2020), Marketing Research: Text and Cases (4th edition), McGraw-Hill Education. 		

