

Ph.D. Admissions
First Semester: 2019-20
Department of Management

Short-listing Criteria:

For Full time candidates:

1. 60% or 6.0 CGPA or above in MBA or two-year Management Program
or
Candidates with M.Phil. (Social and Behavioral Sciences) & M.E/M.Tech. in Industrial Engineering Only
or
Any Higher Degree of BITS Pilani

For Part time candidates:

1. 60% or 6.0 CGPA or above in MBA or two-year Management Program;
or
Recognized one-year Residential Executive program in Management
or
Candidates with M.Phil. (Social and Behavioral Sciences) & ME/M.Tech. in Industrial Engineering Only
or
Any Higher Degree of BITS Pilani
2. The candidate must be working Professional.

Selection Procedure:

Written Test & Interview

All candidates shortlisted for Ph.D. Programme in the Department of Management will be required to take a written test of 1 Hr. duration followed by interview.

Research Areas:

1. Finance & Accounting
2. Marketing
3. Organizational Behavior & Human Resource Management
4. Operations Management & Decision Science
5. Information Technology & Technology Management
6. Strategy & Entrepreneurship

Financial assistance for Full-time Candidates:

Full-time PhD students admitted into the PhD programme are eligible to be considered for an Institute fellowship of Rs. 31,000/- per month in the first year. Consideration for fellowship will be as per Institute norms. It will be obligatory on the part of every admitted Full time student to undertake 8 to 10 hours (per week) of work as assigned to him/her by the institute.

Full-time positions are also open for Industry/Government Projects. Student who will devote full-time to PhD work will be considered for assistantship/project fellowship. Preference will be given to candidates working in ongoing sponsored projects in the Institute.

Project position(s):

Project 1:

Title of Project: Use of Social Media as a Driver for Innovation in Higher Education in India

Name of the Project Director: Dr. Nirankush Dutta

Project Co-Director: Prof. Anil K. Bhat

Fellowship Amount:

- i. Rs. 25000/- p.m.; **Essential Qualification:** 60% or 6.0 CGPA or above in MBA or two-year Management Program with NET /SLET / M.Phil (Social and Behavioral Sciences).
- ii. Rs. 20,000/- p.m.; **Essential Qualification:** 60% or 6.0 CGPA or above in MBA or two-year Management Program or M.Phil (Social and Behavioral Sciences).

Project 2:

Title of Project: Designing a Futuristic Learning Framework for Post Millennial Generation Students of Higher Education Institutions in India

Name of the Project Director: Dr. Jayashree Mahesh

Project Co-Director: Prof. Anil K. Bhat

Fellowship Amount: Rs. 25000/- p.m.; **Essential Qualification:** 60% or 6.0 CGPA or above in MBA or two-year Management Program with NET /SLET / M.Phil (Social and Behavioral Sciences).

Syllabus for Written Test:

Marketing

Developing Marketing Strategies and Plans, Marketing Research, Creating customer value and customer relationships, Analyzing consumer markets, Analyzing Business Markets, Identifying Market Segments and Targets, Competitive Dynamics, Crafting the Brand position, Creating Brand Equity, Setting Product strategy, Designing and managing services, Developing Pricing strategies and Programs, Designing and Managing Integrated Marketing Channels, Designing and Managing Integrated Marketing Communications

Reference books:

- Kotler Philip, Kevin Lane Keller, Abraham Koshy, Mithileswar Jha; “Marketing Management – A South Asian Perspective”, Pearson Education India Limited, New Delhi, 14 th Ed., 2013.
- Malhotra Naresh K. and Dash Satyabhushan, Marketing Research: An Applied Orientation. Pearson Education, 2015, 7th Edition.

Production & Operations Management

Forecasting, Facility Location Planning, Facility Layout Planning, Aggregate Planning, Inventory Management, Statistical Process Control, Production scheduling, Materials Requirement Planning, Just in time and Lean Operations

Reference book:

- Heizer, J.; Render, B. and Rajashekhar, J., Operations Management, Pearson Education, India, 9th Edition, 2009.

Finance & Accounting

Concepts and Relevance of Accounting Information in the Business, Golden Rules of Accounting, Journal Entries, Ledger and Trial Balance, Preparation of Financial Statement – Trading, Profit and Loss A/C, Balance Sheet, Cash flow statement.

Analysis of Financial Statements – Ratio Analysis

Reference book:

- Anthony Robert N., Hawkins David F., Merchant Kenneth A., Accounting: Text and cases, 12th edition-2007, Tata McGraw Hill

HR & OB

Personnel Planning and Recruitment, Selection, Testing and Interviews, Training and Development, Performance Management and Appraisal, Employee Retention, Engagement and Careers Compensation, Benefits and Services, Ethics, Employee Safety and Health, Labour Relations and Collective Bargaining, Personality, Motivation, Perception, Organizational Culture, Group behavior and leadership

Reference books :

- Dessler Gary, Varkkey Biju (2015), Human Resource Management, 14th edition. Pearson Education
- Stephen P. Robbins, Organizational Behavior, 15th edition. Pearson Education