

**SYLLABUS**  
**FOR PH.D. COURSE-WORK**  
w.e.f., 27<sup>th</sup> September, 2024  
**DEPARTMENT OF COMMERCE**  
School of Economics, Management and Information Sciences  
**NORTH EASTERN HILL UNIVERSITY**  
UMSHING – 793022, SHILLONG, MEGHALAYA

This syllabus is designed to expose the students on the basic concepts of research and in depth knowledge in their area/s of interest. The program is focused towards developing capacities in the students to carry out independent and original research. The paper on research methodology includes computer application, statistical techniques and tools required for collection, compilation and presentation of data. The elective papers are to create strong theoretical base in the related area of study so that the students may be able to develop competencies to contribute to the literature building. A paper on literature review and presentation is targeted for allowing a student to do in-depth research survey in the given micro area.

The course structure along with the credits for individual papers is given here as under:

Paper Code	Title of the Paper	Credits
<b><i>LIS-RPE-700</i></b>	Research and Publication Ethics	2
<b><i>COM: Ph.D. 701</i></b>	Research Methodology	4
<b><i>COM: Ph.D. 702</i></b>	Elective Paper (One from the following)	4
<b><i>COM: Ph.D. 702A</i></b>	Management Theory and Entrepreneurship or	
<b><i>COM: Ph.D. 702B</i></b>	Accounting and Finance Theory or	
<b><i>COM: Ph.D. 702C</i></b>	Organizational Behaviour Theory	
<b><i>COM: Ph.D. 703</i></b>	Literature Review and Presentation	4
	<b>Total</b>	<b>14</b>

# COM: Ph.D. 701

## RESEARCH METHODOLOGY

### (4 CREDITS)

**Course objective:** The course aims to equip the researcher with the tools and techniques to develop rigorous research in commerce and business

**Learning outcome:** The Researcher will be:

- a) Able to understand the key concepts and importance of research methodology in various functional areas of commerce.
- b) Able to develop the skill to critically evaluate existing research studies, assessing their methodology, findings, and contributions of the research

#### **UNIT-I: Introduction**

Research - meaning and definitions, concept of construct, postulates, proposition, thesis, hypothesis, law, principle.

Functions and characteristics of a theory, objectives of research and its typologies, normativism Vs. positivism and their relevance in social science research, ideology and social science research, scientific research – objectivity and ideological neutrality.

Research process - formulation of research problem and raising research questions, formulation of hypothesis, research proposal-relevance and components

#### **UNIT-II: Research Design and Data Collection**

Design Strategies, measurement, scaling design, sampling design, secondary data sources, primary data collection- survey methods, instrument design, overcoming instrument problems, observational studies and experimentation

#### **UNIT-III: Data Analysis (Methods and their application by using software) -I**

Data Preparation and Descriptive Analysis, hypothesis testing, - one sample tests, two independent samples tests, two related sample tests, analysis of variance

#### **UNIT-IV: Data Analysis (Methods and their application by using software)-II**

Non-parametric measures of association (nominal and ordinal data), bi-variate correlation analysis, linear regression analysis, multi-variate analysis, presenting result- written and oral

#### **Suggested Reading:**

- Broota, K. D. (1992). Experimental Design in Behavioural Research, Wiley Eastern.
- Burns, Robert B. (2000). Introduction to Research Methods, Sage Publication, New Delhi.
- Cooper., Donald R .and Schindler., Pamela, R. (1999). Business Research Methods, Tata McGraw Hill.
- Easterly, Smitch., Mark, Thrope., Richard, Hill., and Lowe, Andy. (2002). Management Research - An introduction, Sage Publication, New Delhi.

- Kerlinger, Fred, N. (1999). Foundations of Behavioural Research. Wadsworth Publishing, 4<sup>th</sup> Edition.
- Kothari, C R. (2004). Research Methodology – Methods and Techniques, New Age Publications, India.
- Popper, Karl R. (1968). The logic of Scientific Discovery, Hutchinson, London
- Richard, I. Levin & David S., Rubin. (2008). Statistics for Management, 7/c Pearson.
- Young, Pauline V. (2001). Scientific Social Surveys and Research, Prentice Hall of India, New Delhi.

# COM: Ph.D. 702A (Elective)

## MANAGEMENT THEORY AND ENTREPRENEURSHIP

### (4 CREDITS)

**Course objective:** To enable the Researcher to gain insights into developments and issues related to researches in management and entrepreneurship.

**Learning outcome:** The Researcher will be:

- a) Able to articulate the key concepts of major management theories, including classical, behavioral, contingency, systems theories and understand their applications in research.
- b) Aware with the application based research oriented knowledge related to the contemporary topics of management and entrepreneurship.

#### **Unit I: Classical Management Theory**

Taylor's theory of scientific management, Fayol's administrative theory, Weber's theory of bureaucracy.

#### **Unit II: Contemporary Management Theory**

Likert's management styles, systems theory, Ouchi - Theory Z, Corporate social responsibility theory, Peter Drucker's contribution to the development of management.

#### **Unit – III: Entrepreneurship Theory- I**

Introduction: occupational, structural, and functional approaches to entrepreneurship, classic contributions to entrepreneurship theory, Schumpeter and the economics of innovation, Knight - entrepreneurial judgment and the firm, Kirzner - entrepreneurial alertness, Schultz - adaptation, occupational entrepreneurship: recent contributions, the structural approach: causes and consequences of new-venture creation

#### **Unit- IV: Entrepreneurship Theory- Ii**

Entrepreneurship and finance, the opportunity-discovery perspective, entrepreneurship, heterogeneous capital, and the firm, the institutional environment, political entrepreneurship, entrepreneurial teams, recent controversies

#### **Core Readings:**

##### **Management Theory**

- Archie, B. Carroll. (1999). Corporate Social Responsibility - Evolution of a Definitional Construct. *Business & Society*, Vol. 38, No. 3, 268-295
- Bowen, H. R. (1953). *Social Responsibilities of the Businessman*. Harper & Row, New York.
- Dale, Earnest. (1999). *Management: Theory and Practice*, McGraw Hill Book Company
- Drucker, Peter. (1999). *Management Challenges in the 21st century*. Butterworth-Heinemann, USA.
- Drucker, Peter. (1955). *The Practice of Management*, Elsevier, USA

- Edersheim, Elizabeth Haas. (2007). *The Definitive Drucker*, McGraw Hill. USA.
- Fayol, H. (1937). *The administrative theory in the state* (translated by S. Greer), in Gulick, L. and Urwick, L. (Eds). *Papers on the Science of Administration*, Institute of Public Administration, New York, NY, 99-114.
- Katz, Daniel and Robert L. Kahn. (1966). *The Social Psychology of Organizations*. Wiley, New York.
- Likert, Rensis. (1967). *The Human Organization – Its management and value*. McGraw Hill, New York.
- Ouchi, William G. (1981). *Theory Z: How American business can meet the Japanese challenge*. Addison-Wesley. Reading, MA.
- Taylor, F.W. (1911). *Principles of Scientific Management*, Harper & brothers. New York and London
- Weber, Max. (1947). *The Theory of Social and Economic Organization*. Translated by A.M. Henderson and Talcott Parsons. Collier Macmillan Publishers, London.

### **Entrepreneurship**

- Acs, Zoltan J., and David, B. Audretsch. (2003). *Handbook of Entrepreneurship Research: An Interdisciplinary Survey and Introduction*. New York: Springer.
- Agarwal, Rajshree, Sharon A. Alvarez, and Olav Sorenson, eds. (2005). *Handbook of Entrepreneurship Research: Disciplinary Perspectives*. New York: Springer.
- Hébert, Robert F., and Albert, N. Link. (1988). *The Entrepreneur: Mainstream Views and Radical Critique*. Second edition, New York: Praeger.
- Parker, Simon C. (2004). *The Economics of Self-Employment and Entrepreneurship*. Cambridge: Cambridge University Press.
- Shane, Scott. (2003). *A General Theory of Entrepreneurship: The Individual-Opportunity Nexus*. Cheltenham, U.K.: Edward Elgar.

### **Suggested Readings**

#### **Management Theory**

- Garriga, Elisabet., & Domènec, Melé. (2004). *Corporate Social Responsibility Theories: Mapping the Territory*, *Journal of Business Ethics*, Vol. 53, 1-2, 51-71
- Johnson, Richard A., Fremont, E. Kast., & James, E. Rosenzweig. (1964). *Systems Theory and Management*. *Management Science*, Vol. 10, 2, 367-384
- Katz, Daniel., Robert, L. Kahn., & Adams, J. Stacy. (1980). *The Study of Organizations*. Jossey Bass, San Francisco, CA.
- Likert, Rensis. (1961). *New patterns of management*, McGraw Hill, New York.
- Lucas, Harold. (1978). *Companion to Management Studies*. William Heinemann Ltd, London.
- Wren, Daniel A., Arthur, G. Bedeian., & John, D. Breeze. (2002). *The foundations of Henri Fayol's administrative theory*, *Management Decision*, Vol. 40, 9, 906-918.

## Entrepreneurship

- Acs, Zoltan., & David, B. Audretsch. (1990). *Innovation and Small Firms*, Cambridge, Mass, MIT Press.
- Alvarez, Sharon A., & Jay B. Barney. (2007). *Discovery and Creation: Alternative Theories of Entrepreneurial Action*, *Strategic Entrepreneurship Journal*, Vol.1, 1–2, 11–26.
- Audretsch, David B., Max, Keilbach., & Erik, Lehmann. (2005). *Entrepreneurship and Economic Growth*. Oxford, Oxford University Press.
- Baumol, William J. (1968). *Entrepreneurship in Economic Theory*, *American Economic Review*, Vol. 58, 64–71.
- Baumol, William J. (1990). *Entrepreneurship: Productive, Unproductive, and Destructive*, *Journal of Political Economy*, Vol.98, 893–919.
- Casson, Mark C., & Nigel, Wadeson. (2007). *The Discovery of Opportunities: Extending the Economic Theory of the Entrepreneur*, *Small Business Economics*, Vol.28, 4, 285–300.
- Chiles, Todd H., Allen, C. Bluedorn., & Vishal, K. Gupta. (2007). *Beyond Creative Destruction and Entrepreneurial Discovery: A Radical Austrian Approach to Entrepreneurship*, *Organization Studies*, Vol.28, 467–93.
- Companys, Yosem., & Jeffery, McMullen. (2007). *Strategic Entrepreneurs at Work: The Nature, Discovery, and Exploitation of Entrepreneurial Opportunities*, *Small Business Economics*, Vol.28, 4, 301–22.
- Cook, Michael L., & Bradley, Plunkett. (2006). *Collective Entrepreneurship: An Emerging Phenomenon in Producer-Owned Organizations*, *Journal of Agricultural and Applied Economics*, Vol.38, 2, 421–28.
- Cook, Michael L., Molly, J. Burrell., & Costas, Iliopoulos. (2008). *New Producer Strategies: The Emergence of Patron-Driven Entrepreneurship*, Working paper, Department of Agricultural Economics, University of Missouri.
- Elkjaer, Joergen R. (1991). *The Entrepreneur in Economic Theory: An Example of the Development and Influence of a Concept*, *History of European Ideas*, Vol. 13, 805–15.
- Foss, Kirsten., Nicolai, J. Foss., & Peter, G. Klein. (2007). *Original and Derived Judgment: An Entrepreneurial Theory of Economic Organization*, *Organization Studies*, Vol.28, 12, 1893–912.
- Foss, Kirsten., Nicolai, J. Foss., Peter, G. Klein., & Sandra, K. Klein. (2007). *The Entrepreneurial Organization of Heterogeneous Capital*, *Journal of Management Studies*, Vol.44, 7, 1165–86.
- Foss, Nicolai J., & Peter, G. Klein. (2009). *Entrepreneurial Alertness*, In Hans Landström and Franz Lohrke, eds., *The Historical Foundations of Entrepreneurship Research*, Cheltenham, Edward Elgar
- Gaglio, M., & Katz, J. A. (2001). *The Psychological Basis of Opportunity Identification: Entrepreneurial Alertness*, *Small Business Economics*, Vol.16, 95–111.
- Gompers, Paul., & Josh, Lerner. (2001). *The Venture Capital Revolution*, *Journal of Economic Perspectives*, Vol. 15, 2, 45–168.
- Greve, Arent ., & Janet, W. Salaff. (2003). *Social Networks and Entrepreneurship*, *Entrepreneurship Theory and Practice*, Vol. 28, 1, 1–22.

- Hills, G.E., Lumpkin, G.T., & R.P. Singh. (1997). Opportunity Recognition: Perceptions and Behaviors of Entrepreneurs, *Frontiers of Entrepreneurship Research*, Vol. 17, 168–82.
- Holcombe, Randall. (1992). Political Entrepreneurship and the Democratic Allocation of Economic Resources, *Review of Austrian Economics*, Vol.15, 143–59.
- Kaplan, Steven N., & Per, Strömberg. (2003). Financial Contracting Theory Meets the Real World: An Empirical Analysis of Venture Capital Contracts, *Review of Economic Studies*, Vol. 70, 2, 281–315.
- Kihlstrom, Richard E., and Jean-Jacques, Laffont. (1979). A General Equilibrium Entrepreneurial Theory of Firm Formation Based on Risk Aversion. *Journal of Political Economy*, Vol. 87, 4, 719–48.
- Kirzner, Israel M. (1973). *Competition and Entrepreneurship*, Chicago, University of Chicago Press.
- Kirzner, Israel M. (1997). Entrepreneurial Discovery and the Competitive Market Process: An Austrian Approach, *Journal of Economic Literature*, Vol. 35, 1, 60–85.
- Klein, Peter G. (1999). Entrepreneurship and Corporate Governance, *Quarterly Journal of Austrian Economics*, Vol.2, 2, 19–42.
- Klein, Peter G. (2008). Opportunity Discovery, Entrepreneurial Action, and Economic Organization, *Strategic Entrepreneurship Journal*,
- Klein, Peter G., & Michael, L. Cook. (2006). T. W. Schultz and the Human-Capital Approach to Entrepreneurship, *Review of Agricultural Economics*, Vol. 28, 3, 344–50.
- Knudsen, Thorbjørn., & Markus, C. Becker. (2003). The Entrepreneur at a Crucial Juncture in Schumpeter's Work: Schumpeter's 1928 Handbook Entry Entrepreneur, *Advances in Austrian Economics*, Vol. 6, 199–234.
- Kor, Yasemin Y.( 2003). Experience-Based Top Management Team Competence and Sustained Growth, *Organization Science*, Vol.14, 707–19.
- Langlois, Richard N., & Metin, Cosgel. (1993). Frank Knight on Risk, Uncertainty, and the Firm: A New Interpretation, *Economic Inquiry*, Vol. 31, 456–65.
- McMullen, Jeffery S. & Shepherd, Dean A. (2006). Entrepreneurial Action and Role of Uncertainty in the Theory of the Entrepreneur, *Academy of Management Review*, Vol. 31, 1, 132–52.
- Parker, Simon C. (2008). The Economics of Formal Business Networks, *Journal of Business Venturing*
- Salerno, Joseph T. (2007). The Entrepreneur: Real and Imagined, Working paper, Mises Institute.
- Schneider, Marc. & Paul, Teske. (1992). Toward a Theory of the Political Entrepreneur: Evidence from Local Government, *American Political Science Review*, Vol.86, 737–47.
- Shane, Scott., & Sankaran, Venkataraman. (2000). The Promise of Entrepreneurship as a Field of Research, *Academy of Management Review*, Vol.25, 217–26.
- Sobel, Russell S.( 2008). Testing Baumol: Institutional Quality and the Productivity of Entrepreneurship, *Journal of Business Venturing*, Vol.23, 6, 641–55.
- Witt, Ulrich. (1998a). Imagination and Leadership: the Neglected Dimension of an Evolutionary Theory of the Firm, *Journal of Economic Behavior and Organization*, Vol.35,161–77.

**COM: Ph.D.702B (Elective)**  
**ACCOUNTING AND FINANCE THEORY**  
**(4 CREDITS)**

**Course objective:** To impart focused and relevant knowledge on current contemporary developments in accounting and finance.

**Learning outcome:** The Researcher will be:

- a) Able to understand and analyze empirical evidence related to various issues in finance.
- b) Proficient with research analysis tools and techniques for conducting empirical studies on diverse topics in accounting and finance.

**Unit-I: Accounting Theory**

Accounting theory formulation - Deductive, inductive, events, value, predictive, behavioural, pragmatic, authoritarian, sociological, economic, eclectic and ethical approaches;

Accounting Theories - Structural, interpretational and decision usefulness theories, critical theory of accounting, normative and positive theory.

**Unit-II: Basic Economic Concepts and Contemporary Research in Accounting:**

An information economics view of accounting, current developments in mark-to-market accounting and hedge accounting, development of the conceptual framework of accounting in various countries;

The present value model of accounting, fair value accounting; Empirical research in accounting.

**Unit-III Corporate Finance Theories:**

Goal of finance function and agency theory, leverage and theories of debt, theories of capital structure;

Financial contracting and control theories, dividend theories and financial market signaling.

**Unit-IV: Capital Market Theories**

Market efficiency and random walk theory, portfolio diversification and theories of portfolio selection, capital asset pricing theories: CAPM and APT Model

**Core Readings:**

**Accounting**

- American Accounting Association. (1966). A Statement of Basic Accounting Theory, Sarasota: AAA.
- Belkaoui, Ahmed. (1981). Accounting Theory, New York: Harcourt Brace Jovanovica.
- Chambers, R. J. (1966). Accounting, Evaluation and Economic Behaviour, Englewood Cliffs: Prentice Hall.
- Craig, Deegan. (2006). Financial Accounting Theory, 2<sup>nd</sup> Edn, McGraw-Hill, Irwin,.

- Financial Accounting Standards Board. (1978). Statement of Financial Accounting Concepts No. 1, Objectives of Financial Reporting by Business Enterprises.
- Hendriksen, Eldon S. (1982). Accounting Theory, 4<sup>th</sup> Edn., Homewood: Richard D. Irwin,
- Jayne, Godfrey., Allan Hodgson., & Scott Holmes. (2003). Accounting Theory, 5<sup>th</sup> Edn, John Wiley & Sons, Inc.
- Lal, Jawahar. (2009). Accounting Theory and Practice, 3<sup>rd</sup> edn., Himalaya Publishing House, New Delhi.
- Littleton, A. C.(1958). Structure of Accounting Theory, American Accounting Association,
- Mohammed, Abdolmohammadi., & Ralph, J. McQuade. (2002). Applied Research in Financial Accounting, McGraw-Hill, New York.
- Most, Kenneth S.(1982). Accounting Theory, Ohio: Grid Inc.
- Porwal, L. S.(2001). Accounting Theory, Tata McGraw-Hill, New Delhi.
- Schroeder, Richard G., Myrtle W. Clark., & Jack, M. Cathey.(2010). Financial Accounting Theory and Analysis: Text and Cases, 10<sup>th</sup> Edn, John Wiley & Sons, Inc.
- Scott, William R.(2009). Financial Accounting Theory, 5<sup>th</sup> Edn, Toronto: Prentice Hall, Canada, Inc.,
- Scott., Henderson., Graham, Peirson., & Kate, Harris.(2004). Financial Accounting Theory, Prentice Hall.
- Shyam Sunder.(1997). Theory of Accounting and Control, South-Western Publishing, Cincinnati, Ohio.
- Staibus, C.J.(1961). A Theory of Accounting to Investors, Berkeley: University of California Press.
- Watts, Ross L., & Jerold, L. Zimmerman.(1986). Positive Accounting Theory, Englewood Cliffs: Prentice Hall Inc.
- Wolk, Harry I., James L. Dodd., & John, J. Rozycki.(2008). Accounting Theory: Conceptual Issues in a Political and Economic Environment, Sage Publications, Inc.
- Yuji Ijiri. (1975). Theory of Accounting Measurement, Studies in Accounting Research, 10, American Accounting Association.
- Zack, Gerard M. (2009). Fair Value Accounting Fraud: New Global Risks And Detection Techniques, John Wiley & Sons, Aug.

## **Finance**

- Brigham, Eugene F. & Ehrhardt, C. (2007). Financial Management: Theory and Practice, Thompson-South Western
- Fama , Eugene F. & French , Kenneth R. (2004). Capital asset Pricing Model: Theory and Evidence, The Journal of Economic Perspectives, Vol. 18, 3, 25-46
- Fama , Eugene F.(1965). The Behaviour of Stock Market Prices, Journal of Business, Vol. 38, 34-105
- Fama , Eugene F.(1970). Efficient Capital Markets: A Review and Empirical Work, Journal of Finance, 25, 2383-417
- Fama, Eugene F.(1980)., Agency problem and theory of Firm, The Journal of Political Economy, Vol. 88, 2, 288-307

- Fischer, Donald E. & Jordan, Ronald J. (2007). Security Analysis and Portfolio Management, PHI, New Delhi
- Jensen, Michel C. & Meckling, William H. (1976). Theory of the Firm: Managerial Behaviour, Agency Costs and Ownership Structure, Journal of Financial Economics, Vol.3, 4, 305-60
- Malkiel, Burton G. (1990). A Random Walk Down Wall Street. W W Norton New York
- Markowitz H.M. (1959). Portfolio Selection: Efficient Diversification of Investments John Wiley, New York.
- Miller, Merton H. (1977). Debt and Taxes, The Journal of Finance, Vol. 32, 261-275.
- Modigliani, F. & Miller, Merton H. (1958). The cost of capital, corporation finance and the theory of investment, American Economic Review, Vol.48, 261-297
- Modigliani, F. & Miller, Merton H. (1961). Dividend Policy, Growth and Valuation of Shares, Journal of Business, Vol 34, 4, 411-433
- Ross Stephen. (1976). The Arbitrage Theory of Capital Asset Pricing, Journal of Economic Theory, 13, 341-60
- Sharpe William. (1964). Capital asset Prices: A Theory of Market Equilibrium under Conditions of Risk, Journal of Finance, Vol. 19, 3, 425-42
- Sharpe William. (1970). Portfolio Theory and Capital Market, Mc Graw-Hill, New York.
- Solomon, E. (1963). Theory of Financial Management, Columbia University Press, New York.

### **Suggested Readings:**

#### **Accounting**

- Ball, R. J. & P. Brown. (1968). An Empirical Evaluation of Accounting Income Numbers, Journal of Accounting Research, Autumn.
- Beaver, W. (1972). The Behaviour of Security Prices and Its Implications for Accounting Research (Methods), The Accounting Review Supplement.
- Belkaoui A & A. Cousineau. (1977). Accounting Information, Non-Accounting Information and Common Stock Perception, Journal of Business, July.
- Benbasat, Izak., & Albert, S Dexter. (1979). Value and Events Approaches to Accounting: An Experimental Evaluation, The Accounting Review, October.
- Chambers, R. J. (1955). Blue Print for a Theory of Accounting, *Accounting Research No. 6*, January.
- Devine, C.T. (1960). Research Methodology and Accounting Theory Formation, The Accounting Review, July
- Grossman, S. J., & J. E. Stiglitz. (1970). Information and Competitive Price Systems, The American Economic Review, May.
- Healy, Paul M., & Krishna, G. Palepu. (1993). The Effect of Firms' Financial Disclosure Strategies on Stock Price, Accounting Horizons, Vol.7,1
- Johnson, O. (1970). Towards An Event Theory of Accounting, The Accounting Review, October.
- Lauren, Kelly. (1985). Corporate Management Lobbying on FAS No. 8: Some Further Evidence. Journal of Accounting Research, Vol. 23,2
- Sorter, G. H. (1969). An Events Approach to Basic Accounting Theory, The Accounting Review, January.

# COM: Ph.D. 102C (Elective)

## ORGANIZATIONAL BEHAVIOUR THEORY

### (4 CREDITS)

**Course objective:** To develop an in-depth understanding of the various models and theories related to the organizational behavior aspect, with an analytical perspective.

**Learning outcome:** The Researcher will be:

- a) Able to demonstrate comprehensive analysis of organizational theory and its behavioural aspects.
- b) Able to cultivate critical thinking skills by evaluating research studies on organizational behavior and applying findings to real-world scenarios.

#### **Unit I: Organization Theory**

Simon – Administrative Behaviour and Bounded Rationality, Rational choice theory, Industrial and organizational psychology, Max Weber and Mintzberg's contributions for Organization theory

#### **Unit II: Neo classical Management Theories**

Mayo - human relations theory, Social systems theory, Organizational citizenship behavior, Organizational Learning, Contingency theory.

#### **Unit III: Leadership Theories**

Trait Theory, Behavioural Theory (Ohio and Michigan work), Blake Mouton - Managerial-Leadership Grid, Hersey Blanchard - Situational Leadership theory, Transactional and Transformational Leadership.

#### **Unit IV: Motivation Theories**

Two Factor (Hygiene) Theory, Theory X & Y, Achievement Theory, Expectancy Theory

#### **Core Readings:**

- Atkinson & Raynor (eds). (1978). Personality, Motivation & Achievement, John Wiley & Sons.
- Blake, Robert Rogers., & Jane, Srygley Mouton.(1981).The versatile manager - a grid profile. Dow Jones-Irwin, Homewood, IL.
- Blake, Robert Rogers., & Jane, Srygley Mouton.(1984). The New Managerial Grid III, Gulf, Houston.
- Blake, Robert Rogers., & Jane, Srygley Mouton. (1964). The Managerial Grid, Gulf, Houston.
- Hersey & Blanchard.(2007). Management of Organizational Behaviour, Prentice Hall of India, New Delhi, 7<sup>th</sup> edition.
- Herzberg, F. (1966). Work and the nature of man. World Publishing Inc, Cleveland, OH.

- Herzberg, F. (1968). One more time: how do you motivate employees?, Harvard Business Review, Vol. 46,1, 53–62.
- Katz, Daniel., & Robert, L Kahn. (1966). The Social Psychology of Organizations. Wiley, New York.
- Katz, Daniel., Robert, L Kahn., & Adams, J Stacy. (1980). The Study of Organizations. Jossey Bass, San Francisco, CA.
- Lucas, Harold. (1978). Companion to Management Studies. William Heinemann Ltd, London.
- Mayo, Elton .(1949). The Social Problems of an Industrial Civilization, Harvard, Boston, MA.
- Mayo, Elton. (1933). The Human Problems of an Industrial Civilization, Macmilan, New York.
- McClelland, D.C. (1961). The Achieving Society. Van Nostrand, Princeton.
- McGregor, Douglas. (1960). The Human Side of Enterprise, Tata McGraw-Hill, N. Delhi
- Miner. (2007). Organizational Behavior 1: Essential Theories of Motivation and Leadership, Prentice Hall of India, New Delhi.
- Miner. (2007). Organizational Behavior 2: Essential Theories of Process and Structure, Prentice Hall of India, New Delhi.
- Mintzberg, Henry .(1979).The Structuring of Organizations: A Synthesis of the Research, Prentice-Hall, New Jersey
- Mintzberg, Henry. (1973 & 1983). The Nature of Managerial Work, Harper and Row & Prentice-Hall, New Jersey
- Myers, M.S. (1964). Who are your motivated workers? Harvard Business Review (Jan-Feb).
- Organ, D. W. (1988). Organizational Citizenship Behavior - The Good Soldier Syndrome. (1st ed.). Lexington, Massachusetts/Toronto
- Pfeffer, J. (1982). Organizations and Organization Theory. Marshfield, MA, Pitman. Prentice Hall of India. New Delhi.
- Richards, Max D. (1986). Readings in Management. South Western Publishing Co, Ohio.
- Roethlisberger, F.J. (1941). Management and Morale, Harvard University Press, Cambridge, MA.
- Simon, Herbert A .(1947). Administrative Behaviour: A study of decision making processes in administrative organizations. Free Press, New York.
- Simon, Herbert. (1991). Bounded Rationality and Organizational Learning, Organization Science, Vol. 2,1, 125-134.
- Smith, C. A., Organ, D. W., & Near, J. P. (1983). Organizational citizenship behavior: Its nature and antecedents. Journal of Applied Psychology, Vol. 68, 653–663.
- Spector, P. E. (2000). Industrial and organizational psychology: Research and practice (2nd ed). John Wiley and Sons, New York.
- Vroom V. H. (1964). Work and motivation. Wiley, New York.
- Weber, Max . (1947). The Theory of Social and Economic Organization. Translated by A. M. Henderson & Talcott Parsons, The Free Press.
- Yukl, G.A .,& Wexley, K.N. (eds).(1971). Readings in Organizational and Industrial Psychology. Oxford.

# COM: Ph.D. 703

## LITERATURE REVIEW AND PRESENTATION

(4 CREDITS)

**Course objective:** This paper is aimed at providing in depth knowledge in the selected field of research through extensive review of literature. It also aims at comprehending the significance of literature reviews in research and academic writing, including their role in identifying gaps and informing future research

**Learning outcome:** The Researcher will be:

- a) Able to conduct a thorough literature review, effectively summarizing and critiquing relevant academic sources.
- b) Able to identify gaps in the existing literature and articulate their significance to future research.
- c) Able to synthesize findings from multiple sources, creating a cohesive narrative that presents a comprehensive overview of the topic

### Course Descriptions:

It shall be carried out by the student on the basis of the review of relevant literature which is prescribed by his/her research supervisor.

Literature Review*	—	2 credits
Presentation**	—	2 credits

\*In order to familiarized with some of the primary theoretical underpinnings of the field as well as the promising methodological approaches to research in the subject, a student is required to go through the assigned readings and present the review work in seminars organized for the purpose. The student shall write and submit the summary of all the review works to the supervisor before the end of the semester for evaluation.

\*\*It requires a student to write a review article/ paper (on a topic approved by the supervisor) suitable for publication in a referred / peer reviewed journal. The article is to be developed with a targeted publication in mind. The completed paper after a short oral presentation is to be submitted to the supervisor for evaluation before the end of the semester.

### Evaluation Guidelines:

INTERNAL ASSESMENT WILL BE BASED ON SEMINAR PRESENTATIONS WHEREAS  
END SEMESTER EVALUATION WILL BE BASED ON THE WRITTEN REPORTS.

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