

**M.Phil
In
Management**

SYLLABUS

**Institute of Management
Pt. Ravishankar Shukla University
Raipur (CG)**

One Year M. Phil in Management (full time) programme

COURSE STRUCTURE

	MARKS
	Total
101 Organisation System and Structure	100
102 Corporate Evolution and Business Strategy	100
103 Research Methodology	100
104 Dissertation and Viva	300

	600

Note :

1. The scheme of the mark will be as per the relevant M.Phil ordinance of Pt. R.S. University, Raipur.
2. Research report has to be an empirical work. It is to be started from the beginning of the M.Phil Programme. A student before preparation the final dissertation has to make two presentations based on empirical work related to his area of interest. The topics of the research project is to be finalized with the consultation of the faculty guide, which has to be approved by the Director of the Institute in a seminar presentation.



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ORGANIZATION SYSTEM AND STRUCTURE

(101)

- Organization – a conceptual overview- meaning, nature, forms functions and importance, principles of sound organization in brief, Theories in organization.
- The process of organizing various forms of organizational structures – Their relative strengths and weaknesses, suitability. Departmentation, span of management, delegation and decentralization.
- Organizational development, organizational climate, organizational change, organizational effectiveness.
- Managing organizational change , group dynamics –managing organizational conflicts, Inter personal and organization communication.
- Organizing in the 21st century. Contingency design, the Burns and Stalker model, the Lawrence reengineered organizations. Changing shape of organization, Learning organization.

Suggested Readings :

1. Essentials of Management, Harold Korntz and Heinz Wehrich, TMH Edn.
2. Management, Stoner & Freeman. PHI.
3. Management, Robert Kreitner, AITBS.

CORPORATE EVOLUTION & BUSINESS STRATEGY

(102)

- Corporate Evaluation and provision strategy, Nature scope SM, Strategic Intent, Core competence, Capability for organizational learning, Process of strategic planning & Implementation Strategy, structure, Organizational values & Impact on strategy,
- Power game among competing players, Turnaround management, strategic change
- Strategic management in an international firm. Developing Strategic leader and strategic culture
- Tools of ethics- Management style assessment, qualitative decision making tools Ethics and integrity, Future of value based Management- trends in governance practices, comparative study of governance practices in major countries
- Merger & acquisition strategy and corporate evolution in Indian context, Strategic Evolution and control

Suggested Readings :

7. Stoner and Freeman, **Management**, Prentice Hall, N. Delhi.
8. Koontz, O' Donnell Wechrich, **Principles of Management**, McGraw Hill, New York.
9. Peter F. Drucker, **The Practice of Management**, Allied Publishers.
10. Azhar Kazmi, **Business Policy & Strategic Management**, TMH, New Delhi.
11. Keen, Peter and Mark McDonald, **The e-Process Edge**, Delhi. Tata McGraw Hill.
12. P.K. Ghosh, **Business Policy-Strategic Planning and Mgmt.**, Sultan Chand and Sons, New Delhi.
13. V.P. Michael, **Business Policy and Environment**, Sultan Chand and Sons, New Delhi.
14. R.M. Srivastava, **Corporate Strategy and Planning**, Himalaya, Mumbai.
15. R. Nanjundaiah, **Strategic Planning and Business Policy**, Himalaya, Mumbai.
16. Steiner, Miner, **Management Policy and Strategy**, MacMillan, London.

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17. I. Ansoff, **Strategic Management**, MacMillan, London.
18. Peters Tom. **Business School in a Box**, New York, Macmillian.
19. Hamel G. & Prahallad C.K. **Competing for the Future**, Boston, HBS Press.

RESEARCH METHODOLOGY (103)

- Concepts of Research, Scientific Approach to Research, Types of Social Science Researches.. Research Process and Planning for Research, Formulation of Research Problem,
- Research Designs – Exploratory, Descriptive and Experimental Research Designs, Sampling Design, Sources and Methods of Data Collection, Observation Design, Interviewing for Research, Formulation of Questionnaire.
- Techniques of Data Analysis, Parametric and non-parametric test, Awareness of Software Packages relevant to Management Researches
- Interpretation of Data and Drawing Inferences
- Research Report Writing, Research Publications.

Suggested Readings :

- Andrews, F.M. and S.B. Withey, **Social Indicators of Well Being**, Plenum Press, NY.
- Bernet, Roger : **Management Research**, ILO.
- Fowler, Floyd J.Jr., **Survey Methods**, Sage Pub.
- Fox, J.A. and P.E. Tracy : **Randomized Responses : A Method of Sensitive Surveys**, Sage Pub.
- Gupta S.P., **Statistical Methods**, Sultan Chand, New Delhi.
- Golden, Biddle, Koren and Karen D. Locke, **Comprising Qualitative Research**, Sage Publication.
- Salkind, Nell J., **Exploring Research.**, Prentice Hall, NJ.
- Dwivedi, R.S. **Research Methodology in Behavioural Sciences-** McMillian.

Dissertation (104)



F. White
26/4/08

A. B. S.
26/4/08

~~Dr. J. S. S.~~
26.04.08