

# Ph.D. Course Work in Human Resource Development

Ph.D.

Paper- I Research Methodology

This is an introductory course in social science research methodology. It is designed to introduce the student to basic concepts and problems encountered in social scientific investigation, including types of data and measurement, sampling, and research design. This course will emphasize the importance and limitations of theory and methodology in social science research as well as the purpose of applied research, program evaluation, policy analysis, and research ethics.

## Course Objectives:

1. Familiarity with various methods of conducting empirical research.
2. Familiarity with important research terms and concepts.
3. Ability to assess the benefits of research applied to social sciences.

## Course Contents:

### UNIT - I

Research: What is Research? Types of Research, Some Contemporary thoughts on Research, Basic, Applied, Action, evaluation Research, Preparation of Research Proposal: Process of Preparation of Research Proposal, Objectives, Research Questions, hypothesis, assumptions.

### UNIT - II

Literature Review: Electronic database, Search, Advance search, Research Methods: Qualitative Research- Ethnographic, Naturalist, Case study, Participative observation. Quantitative' Research- Survey, Experimental method.

### UNIT - III

Tools and Techniques of Research: Qualitative Research- Focused Group Interviews, In-Depth Interviews, Content Analysis, Corroboration and Triangulation. Quantitative Research- Questionnaire, Interview Schedule, Observation Schedule.

### UNIT - IV

Sampling: Types of Sampling, Techniques of Sampling for Quantitative and Qualitative Studies, Reporting research - Structure of a research report, writing quantitative and qualitative research.

## Basic Test Books:

1. Donald R Cooper, Pamela S Schindler (2006), Business Research Methods, 9<sup>th</sup> Edition, The McGraw-Hill Companies
2. William G Zikmund (2006), Business Research Methods, 7<sup>th</sup> Edition, Thomson South-Western.
3. Bhattacharyya Dipak Kumar, (2007) Human Resource Research Methods, Oxford University Press, New Delhi.
4. Bryman Alan, Business Research Methods, (2008) Oxford University Press, New Delhi.

## References:

1. Online Statistics textbook by Statesoft.
2. Anderson, Theodore Wilbur. An Introduction to Multivariate Statistical Analysis. New York: Wiley, 1958
3. Babbie, E & Halley, F.(1998). Adventures in Social Research: Data Analysis using SPSS for W95, Pine Forge Press.
4. Berg, Bruce L., 1995. Qualitative Research Methods for the Social Sciences, Boston: Allyn and Bacon.

5. Bowen, Bruce and Herbert F. Weisberg, 1980. An Introduction to Data Analysis, San Francisco: W.H. Freeman and Company.
6. Edwards, Allen L. An Introduction to Linear Regression and Correlation., San Francisco: W.H. Freeman, 1976.
7. Ellis, Lee, 1994. Research Methods In Social Sciences, Wisconsin: Brown and Benchmark Publications.
8. Gujarati, D.N. (1988). Basic Econometrics. New York: MacGraw-Hill.
9. Lapin L.L.(1991). Quantitative Methods for Business Decisions. New York: Harcourt Brace Jovanovich Publishers.
10. Neuman, W.Lawrence, 1994. Social Research Methods: Qualitative and Quantitative Approaches, Boston: Allyn and Bacon.
11. Popper, K.R. (1959), The Logic of Scientific Discovery, New York, NY: Basic Books.
12. Popper, K.R. (1972) Objective Knowledge, Oxford, U.K.: Clarendon.
13. Sirkin R.M. (1995). Statistics for the Social Sciences. Sage.
14. Tabachnick Barbara & Linda S. Fidell (1989). Using Multivariate Statistics. Cambridge: Harper & Row.
15. Triola, M (1997) Elementary Statistics. Addison Wesley.
16. Wonnacott, TH & Wonnacott, RJ (1990). Introductory Statistics, 5<sup>th</sup> Edition. Wiley.
17. Krishnaswamy K. N. (2006) Management Research Methodology Integration of Principles Methods and Techniques, Pearson Education New Delhi.
18. David C Howell, (2007) Statistical Methods for Psychology, Thomson Learning, New Delhi.

#### **Ph.D.**

#### **Paper – II Applied Statistics and Computer Application**

**Statistical Methods** is a course in applied statistics that will investigate concepts and methods in descriptive and inferential statistics. The course is designed to provide students with the statistical background for doctoral level research. The application of statistics will be emphasized. Areas of study will include probability, F-distribution, confidence intervals, hypotheses testing, and correlation. Data Analysis- Software for Data analysis- SPSS (Quantitative).

#### **References:**

1. Online Statistics textbook by Statesoft.
2. Anderson, Theodore Wilbur. An Introduction to Multivariate Statistical Analysis. New York: Wiley, 1958
3. Babbie, E & Halley, F.(1998). Adventures in Social Research: Data Analysis using SPSS for W95, Pine Forge Press.
4. Bowen, Bruce and Herbert F. Weisberg, 1980. An Introduction to Data Analysis, San Francisco: W.H. Freeman and Company.
5. Edwards, Allen L. An Introduction to Linear Regression and Correlation., San Francisco: W.H. Freeman, 1976.
6. Gujarati, D.N. (1988). Basic Econometrics. New York: MacGraw-Hill.
1. Lapin L.L.(1991). Quantitative Methods for Business Decisions. New York: Harcourt Brace Jovanovich Publishers.
2. Neuman, W.Lawrence, 1994. Social Research Methods: Qualitative and Quantitative Approaches, Boston: Allyn and Bacon.
3. Popper, K.R. (1959), The Logic of Scientific Discovery, New York, NY: Basic Books.
4. Sirkin R.M. (1995). Statistics for the Social Sciences. Sage.

5. Tabachnick Barbara & Linda S. Fidell (1989). Using Multivariate Statistics. Cambridge: Harper & Row.
6. Triola, M (1997) Elementary Statistics. Addison Wesley.
7. Wonnacott, TH & Wonnacott, RJ (1990). Introductory Statistics, 5<sup>th</sup> Edition. Wiley.
8. David C Howell, (2007) Statistical Methods for Psychology, Thomson Learning, New Delhi.
9. Darven George, (2007), SPSS for Windows: step by step a simple guide and reference, Pearson.
10. Sheridan Coakes, Lyndall steed and Peta Dzidic, (2006), SPSS for Windows: Analysis without anguish, Wiley Publication.
11. Thomson, Nash, Carker, (2007) Doing data analysis with SPSS version 14; Thomson.

**Paper – III Subject and contents will be determined by the concerned supervisor. Assessment will be done on the basis of Seminar, term paper, review of literature and presentations. Assessment will also be done through seen/unseen tests.**

**The entire course work of Ph.D. programme will be done through lectures, self-study, seminars, assignment, library work, workshop, training programme and presentations.**

**Passing Criteria:**

1. Student shall secure a minimum of 50% marks separately in each paper or a course to pass out from 100 marks. The distribution 100 marks in each paper are as follow.

Assignment (10 Marks)	Seminar (10 Marks)	Lectures (10 Marks)	Self Study (Review of Literature) (20Marks)	Seen/unseen examination (50 Marks)
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2. If students fail to secure 50% marks in each paper he/she has to repeat coursework in concern paper.
3. The Course will be offered during regular working days/Sunday's/holidays depends upon the convenience of resource person.