

Course of Studies for

M. Phil. /Pre-Ph.D.

Masters in Industrial Relations and Personnel Management

CHOICE BASED CREDIT SYSTEM

Academic Session, 2021



Berhampur University

Bhanja Bihar , Berhampur -760007

Odisha, India

M.Phil./Pre-Ph.D. (IR&PM)

Course Work: The course work is a prerequisite for M.Phil/Pre-Ph.D programme. The M.Phil

CORE COURSES		
COURSE	TITLE	CREDIT
IRPM CC-I	Research Methodology	4
IRPM CC-II	Strategic Human Resource Management	4
IRPM CC-III	Research And Publication Ethics(2 Credits)	4
	Seminar Presentation(2 Credits)	
CORE ELECTIVES		
IRPM CE-I	Elective course related to research. (One paper to be selected from the available elective courses in the department)	4

Programme consists of two semesters of 32 Credits in total (16 credits each). The Pre-Ph.D.

Programme consists of only one semester of 16 credits.

M. Phil./Pre-Ph.D. 2021 Industrial Relations and Personnel Management

CC- I: Research Methodology

100 Marks

- I. Introduction: Meaning and Importance of Social Science Research; Methods of Social Science Research; Social Phenomena and the Limitations for research on Social Phenomena.
- II. Research Design I: Identification of Research Problem; Theory: Meaning of Theory, Role of Theory, Basis for Theory; Hypothesis: Meaning of Hypothesis, Formulation of Hypothesis, Null Hypothesis and Utility of Null Hypothesis in Social Science Research.
- III. Research Design II: Data Collection--Sources of Data Collection; Techniques of Data Collection--Schedule, Questionnaire, Interview, Observation; and Report Writing.
- IV. Quantitative Techniques: Graphic presentation of data, Standard Deviation, Coefficient of Correlation, Rank Correlation, Chi Square, Regression Analysis.

References:

1. Adams, Research Methods for Graduate Business & Social Sciences, Prentice Hall.
2. Somekh, Research Methods in the Social Sciences, Prentice Hall.
3. S.C. Gupta, Statistical Methods
4. C.R. Kothari, Research & Methodology

CC- II: Strategic Human Resource Management**100 Marks**

- I. Strategic Management: Meaning, Objectives, Functions of Strategic Management (SM), SM Process, Benefits of SM, The 7-S Framework of the organization.
- II. Strategic HRM: Meaning, Objectives, Importance, Strategic HR vs Traditional HR, Evolution of Strategic HRM in India; Integration of Business Strategy with HR Strategy, Barriers to SHRM
- III. Theoretical Perspectives for Strategic HRM: Strategy- driven Perspectives; Non-Strategic Perspectives.
- IV. Implementation of Human Resource Strategy: Strategic Recruitment, Strategic Selection, Strategic Training and Development, Strategic Reward and development.

References

1. Hill and Jones , Essentials of Strategic Management, CENGAGE Learning Publisher,2015
2. Sharma, Aradhana, Strategic Human Resource Management: An Indian Perspective, Response Books, New Delhi, 2006.
3. Mello, Strategic Management of Human Resources, CENGAGE Learning Publisher,03 Edition, 2015
4. Strategic management of human resource & Knowledge Management: Dr. Ashok V. Giri, 2018
5. Salaman, Graeme, Human Resource Strategies, Sage Publications, New Delhi.
6. Charles R. Greer, Strategic HRM. *Prentice Hall*.
7. Armstrong M, Strategic HRM., JAICO Publishing House – Mumbai

IRPM CC-III Research and Publication Ethics and Seminar Presentation**100 Marks**

- I. Philosophy, Ethics and Scientific Conduct Introduction to philosophy: definition, nature and scope, concept, branches, Ethics: definition, moral philosophy, nature of moral judgments and reactions, Ethics with respect to science and research, Intellectual honesty and research integrity, Scientific misconducts: Falsification, Fabrication, and Plagiarism (FFP), Redundant, publications: duplicate and overlapping publications, salami slicing, Selective reporting and misrepresentation of data. Publication ethics: definition, introduction and importance, Best practices / standards setting initiatives and guidelines: COPE, WAME, Conflicts of interest, and Publication misconduct: definition, concept, problems that lead to unethical behavior, and vice versa, types, Violation of publication ethics, and contributorship, Identification of publication misconduct, complaints and appeals authorship, Predatory publishers and journals.
- II. Open Access Publishing and Publication Misconduct Open access publications and initiatives, SHERPA/ROMEIO online resource to check publisher copyright & self-archiving policies, Software tool to identify predatory, publications developed by SPPU, Journal finder / journal suggestion tools viz. JANE, Elsevier Journal Finder, Springer Journal Suggester, etc, Conflicts of interest, Complaints and appeals: examples and fraud from India and abroad, Use of plagiarism software like Turnitin, Urkund and other open source software tools.
Databases and Research Metrics
A. Databases: Indexing databases; Citation databases: Web of Science, Scopus etc.
B. Research metrics: Impact factor of journal as per journal citation report, SNIP, SJR, IPP, Cite score; Metrics: h-index, g index, i10 index, altmetrics

III. Review of Literature Preparation

IV. Seminar Presentation: Presentation with a review report based on review of 05 important Research Paper published in reputed journals.

References

1. Bird, A. (2006). Philosophy of Science. Routledge. Macintyre, Alasdair (1967) A Short History of Ethics. London.
2. P. Chaddah, (2018) Ethics in Competitive Research: Do not get scooped; do not get plagiarized, ISBN:978-9387480865
3. National Academy of Sciences, National Academy of Engineering and Institute of Medicine. (2009). On Being a Scientist: A Guide to Responsible Conduct in Research: Third Edition. National Academies Press.
4. Resnik, D. B. (2011). What is ethics in research & why is it important. National Institute of Environmental Health Sciences, 1-10. Retrieved from <https://www.nichs.nih.gov/research/resources/bioethics/whatis/index.cfm>
5. Beall, J. (2012). Predatory publishers are corrupting open access, Nature, 489(7415), 179-179 <https://doi.org/10.1038/489179a>
5. Indian National Science Academy (INSA) (2019). Ethics in Science Education, Research and Governance, <http://www.insaindia.res.in/pdf/Ethics Book.pdf>

CE-IV: Knowledge Management

100 Marks.

- I: Knowledge Organization and management: The Concept, Objectives, Types of Knowledge, Future Preparation for Knowledge Organization, Understanding of Knowledge management in HR Context.
- II. Knowledge at the environmental and Organizational level, Building knowledge Organization: Issues and Challenges for knowledge organization: strategies for the knowledge organization.
- III. Enabling organizations into knowledge enterprises, implementation of Knowledge management at organization/ enterprises level, structuring the new age HR organization.
- IV. The value of knowledge drives and the human asset valuation. Concept of Intellectual capital, HR leaning.

REFERENCES:

1. Knowledge Management – Paul Gamble & John Blackwell
2. The Power Of KM: Harnessing The Extraordinary Value Of Knowledge Management – Brent N. Hunter
3. Knowledge Management in Theory and Practice – Kimiz Dalkir