



GANDHI INSTITUTE OF TECHNOLOGY AND MANAGEMENT (GITAM)

(Declared as Deemed to be University u/s 3 of UGC Act, 1956)

Visakhapatnam | Hyderabad | Bengaluru

Accredited by **NAAC** with **A++** Grade

Website: www.gitam.edu

GITAM SCHOOL OF BUSINESS

Department of Organizational Development & Human Resources

PhD in Management: Organizational Development & Human Resources

PhD Entrance Test Syllabus - 2024-2025

PhD in Management: Organizational Development & Human Resources

1. General Management

Introduction to Management- functions of management- Scientific and General Administrative Theories, Behavioral approach- Social Responsibility of Managers- Nature of planning- Management by Objectives (MBO) and developing plans- decision-making process- effective decision making for today's world- Designing Organizational Structure- Types of Organizational Structures- Compressed Workweeks, Flexitime, and Job Sharing, the Contingent Workforce) Staffing: meaning, importance, and process- Directing - Supervision, Motivation, Leadership, Communication- Leadership styles & theories- How can a Leader Build Trust, Coordination, and Cooperation- Controlling- Tools for Controlling- Balanced Scorecard Benchmarking.

2. Human Resource Management

Introduction - Fundamentals Of HRM, Evolution Of HRM Models of HRM, Job Analysis - Job Description and Job Specification- Human Resource Planning- Recruitment- Selection- Designing the Training Program - Methods of Training- Performance Appraisal- Methods of Performance Appraisal- Compensation- Components of Compensation, Ideal Compensation System- Employee Safety- Work Stress.- Integration and Separation - Employee Wellbeing- Quality of Work Life- Collective Bargaining- Types of Separations.