

**Indian Institute of Technology Guwahati**  
**Proposal for a New Course/ Revision of a Course**

Course Number & Title: BM717 & Research in OB & HR (RiOH)	
L-T-P-C: 3-0-0-6	
Type of Letter Grading (Regular Letter Grades / PP or NP Letter Grades): Regular Letter Grades	
Kind of Proposal (New Course / Revision of Existing Course): New Course	
Offered as (Compulsory / Elective): Elective	
Offered to: Doctor of Philosophy (PhD)	
Offered in (Odd/ Even / Any): Any	
Offered by (Name of Department/ Center): School of Business	
Pre-Requisite: NIL	
<p>Preamble / Objectives (Optional):</p> <p><i>Course Content/ Syllabus (as a single paragraph if it is not containing more than one subject. Sub-topics/ Sections may be separated by commas(,). Topics may be separated by Semi-Colons(;). Chapters may be separated by Full-Stop(.). While starting with broad heading, it may be indicated with Colon symbol before the topics. For example: Multi-variable Calculus: Limits of functions, Continuity)</i></p> <p>Introduction, philosophy of scientific research in the OB &amp; HR area, theory building, problem definition. Literature Review, new methods and trends, choosing right topic, finding right literature, reading and critical analysis, identifying research gaps, Conceptual framework: concepts, constructs, and variables, positioning variables, hypotheses formulation; Research design in OB &amp; HR research, types and appropriateness, issues and challenges; Qualitative research in OB &amp; HR, theory and approaches, narrative research, phenomenology, ethnography, grounded theory, philosophical assumptions, and interpretive framework, designating and carrying out a qualitative study: challenges, data collection, and interpretation. Survey research in OB &amp; HR, strengths and weaknesses, survey design, scale construction and measurement, common biases: common method bias, self-reporting bias; data collection and interpretation, making meaning out of data; Experimental research; Mixed method research in OB &amp; HR, benefits, challenges.</p>	
<p>Books (In case UG compulsory courses, please give it as "Text books" and "Reference books". Otherwise give it as "References".</p> <p>Texts: (Format: Authors, <i>Book Title in Italics font</i>, Volume/Series, Edition Number, Publisher, Year.)</p>	
1.	Creswell, J. W., <i>Educational research: Planning, conducting, and evaluating quantitative and qualitative research</i> , Pearson, 2012
2.	Kline, R. B., <i>Principles and Practices of Structural Equation Modeling</i> , New York: Guilford Press, 2010.
3	Yin, R. K., <i>Qualitative research from start to finish</i> , Guilford publications, 2015