

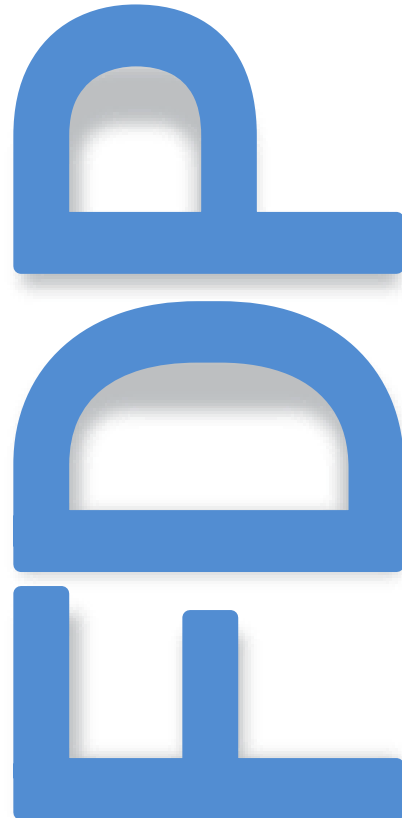


Faculty Development Programme

on

Learning to Do Academic Research for Completing Doctoral Dissertations and for Publishing in Academic Journals

June 26-30, 2023



Programme Director

Dr. Badrinarayan S. Pawar (PhD, Oklahoma State University)

Indian Institute of Management Raipur

Introduction (Programme)

There are two prominent research methodologies namely, positivistic (quantitative) research methodology and interpretive (qualitative) research methodology. This faculty development program (FDP) will provide research methodology inputs for doing academic research using positivistic (quantitative) research methodology. It will focus on the positivistic research methodology applicable in “social sciences”. The inputs will be of use for doing academic research for completing doctoral dissertations and for publishing research papers in academic journals.

Objectives

The key objective of the program is to provide inputs on the principles as well as procedures associated with some of the important steps in the positivistic (quantitative) research methodology process listed below.

- i. An overview of academic research: Some aspects of the philosophical foundations of academic research (in the positivistic approach)
- ii. Guidelines for doing systematic literature review
- iii. Some considerations in making a topic choice
- iv. Theory building (concept specification, choosing premises, doing logical reasoning, etc.)
- v. Theory building for hypothesis specification
- vi. Scale development and scale validation
- vii. Research design specification
- viii. Documentation of research process and outcomes (academic writing)
- ix. Research evaluation and critique

Note: Data analysis for hypothesis testing will not be covered for which inputs from a statistical data analysis course will be relevant. However, some broad guidelines on the steps in the process of hypothesis testing will be covered.

For Whom

This FDP will be relevant for:

- Faculty members, with or without a PhD degree, who wish to do academic research for publishing it in academic journals in the areas of Organizational Behavior, Human Resource Management, Organization Theory, Strategic Management, Marketing, General Management, and Humanities and Liberal Arts.
- Faculty members who are pursuing a PhD degree and wish to receive research methodology inputs for doing research for their doctoral dissertation completion in the areas of Organizational Behavior, Human Resource Management, Organization Theory, Strategic Management, Marketing, General Management, and Humanities and Liberal Arts.

Pedagogy

- The pedagogy will reflect the program faculty’s extensive experience of teaching research methods for academic research. This experience includes teaching research methodology courses to doctoral program students and teaching research methodology to faculty development program participants.
- The pedagogy will include the following:
 - Instructions on the various aspects of the above outlined coverage.
 - Illustrations of research methods steps execution through hypothetical examples
 - Illustrations of research methods steps execution through examples from actual published journal articles
 - Hands-on work, in a guided mode, by the participants on a few exercises on some of the research methods steps
 - Participant-initiated discussions on their research concerns and interests

Faculty

- All sessions in this FDP will be singlehandedly conducted by the program faculty, Dr. Badrinarayan Shankar Pawar (PhD, Oklahoma State University), who is Professor at Indian Institute of Management Raipur.

Duration and Venue

The Programme is scheduled during **June 26-30, 2023**, at IIM Raipur, Atal Nagar, New Raipur.

Registration Fee

The registration fee per participant is Rs. 7500/- per day plus taxes as applicable. This includes academic fee, programme kit for participants, boarding and lodging (on twin sharing basis). Payment can be made online by registering through the link: - <https://payments.iimraipur.edu.in/fdp/register.php>

Upon remitting the fees online, kindly intimate the EL & D Office with the UTR No /Relevant transaction details through email, so that we can connect your remittance to your nomination(s)

Note: Those who already registered need not register again.

Last date

The last date for receipt of nominations for the Programme is **18th June 2023** and the last date of withdrawal is **20th June 2023**. Any withdrawal request received after this date will be subject to deductions as per the Institute's rules. In case of subsequent withdrawal or cancellation of nomination(s), no refund of fee will be allowed. However, substitute may be permitted with prior intimation.

Enquiry

For any information regarding this programme, you may contact as below:

EL&D Office: eldc_office@iimraipur.ac.in Ph: 0771-2474688, 697

About Programme Director

The FDP Director and Faculty, Dr. Badrinarayan S. Pawar, received PhD from Oklahoma State University in 1996 (with the highest possible cumulative Grade Point Average [GPA] of 4 out 4). He received the membership of Phi Kappa Phi in recognition of his academic performance in the PhD program. He has over two decades of teaching (postgraduate and PhD level teaching) and research experience. This includes about 4 years at City University of Hong Kong, about 4 years at NIBM, and about 12 years in various Indian Institute of Management [IIMs] in India, which is about 20 years of experience in distinguished institutes. At present, he is professor at Indian Institute of Management Raipur.

FDPs Taught in the Past: He has also singlehandedly designed and taught the following FDPs.

- i. Single-handedly designed, coordinated, and taught at IIMK six FDPs (3 of 6-day duration and 3 of 5-day duration) titled "Learning to Do Academic Research for Publishing in Academic Journals and for Doctoral Dissertations" in academic years 2008-9, 2009-10, 2010-11, 2011-12, 2013-14, and 2019-20.

An example of feedback is as follows. For an FDP during December 2-7, 2013 at IIMK which had 25 participants, all 24 sessions covering 36 hours over 6 days were taught by him singlehandedly and the official feedback document received from the FDP Office indicates that for “the effectiveness of sessions/module”, out of 24 sessions (of 1.5 hours each), 21 sessions received “very good” (the extreme positive rating anchor point) from 20 or more (out of 25) participants. Thus, **for about 80% of the sessions, about 80% of the participants provided the highest extreme positive rating on the feedback rating scale anchor points.**

- ii. In April 2009, he single-handedly designed and taught a 3-day (April 13-15, 2009) FDP on academic research at K.J. Somaiya Institute of Management Studies & Research (SIMSR) in Mumbai for SIMSR faculty. **(Instructor “Subject Knowledge” rating: 4 out of 4)**
- iii. In July 2010, he single-handedly designed and taught a 3-day module on academic research methods as a part of FDP of Indian Institute of Management, Ahmedabad (IIMA) for participants from various institutes in India. **(Instructor subject “Knowledge base” rating: 4.8 out of 5, “Course content & coverage “ rating: 4.63 out of 5, “overall learning” rating: 4.5 out of 5)**
- iv. In September 2010, he single-handedly designed and taught a 3-day (September 7-9, 2010) FDP on academic research at Symbiosis International University in Pune for the faculty members of Symbiosis International University.
- v. In May 2012, he single-handedly designed, coordinated, and taught one 6-day (May 21-26, 2012) FDP titled “Learning to Do Academic Research for Publishing in Academic Journals and for Completing Doctoral Dissertations” at Symbiosis International University in Pune for the faculty members of Symbiosis International University. **(Instructor “Subject knowledge” rating: 4.9 out of 5)**
- vi. In April 2015, he singlehandedly taught a 3-day FDP module on academic research for a group of NIBM faculty members.
- vii. In February 2021, he singlehandedly taught one five-days duration FDP on academic research methodology to a group of PhD-holding faculty members from the School of Management (PG) at MITWPU University and the feedback rating received for the “subject knowledge” aspect was **4.93 out of 5.**
- viii. In November 2023, he singlehandedly taught an FDP module for a group of PhD-holding faculty members of Indian Institute of Management Raipur and the average feedback rating across 10 evaluation parameters was **4.9 out of 5.**

Distinctions/Accomplishments: These include:

- i. During his Ph.D. program, he earned the highest possible grade (grade A) in every course he studied. His grade point average (GPA) for the Ph.D. courses was 4 (out of 4) which is the highest possible grade point average.
- ii. He received the membership of Phi Kappa Phi in 1996 in recognition of his academic performance in the Ph.D. program.
- iii. He was selected as a student participant in the 1995 OB/OD&C/O&MT Doctoral Student Consortium of the Academy of Management.
- iv. For his Ph. D. dissertation research, he was a departmental nominee for Oklahoma State University Graduate College’s “Graduate Research Excellence Award” for Spring, 1996. He, however, was not chosen to be the recipient of this award.
- v. Several faculty members in the country have participated in his faculty development program on academic research.
- vi. He was appointed as a member of the Board of Governors of Indian Institute of Management, Kozhikode from July 28, 2010 to July 27, 2012 for a period of 2 years.
- vii. He held the Indian Institute of Banking and Finance (IIBF) Chair Professor Position at National Institute of Bank Management (NIBM), Pune from February 2015 to February 2018.
- viii. In May 2018, he was appointed to the position of Dean (Research) at National Institute of Bank Management.
- ix. He has authored a book on theory building and coauthored a book on academic writing. In July 2019, the global edition of his third book “Employee Performance and Well-being: Leadership, Justice, Support, and Workplace Spirituality” got published.
- x. He has published a coauthored paper (Pawar and Eastman [1997]) in *Academy of Management Review* about which the journal home page accessed on 09/08/2022 indicates its impact/ranking details as: “Impact Factor: 13.865”, “Ranked 3 out of 226 journals in the category of “Management.”” “Ranked 4 out of 155 journals in the category of “Business””.
- xi. **For his single-authored and co-authored research work, the total Impact Factor exceeds 75 (as of 10/08/2022), the number of citations received totals to over 3000 for entire research and over 1400 for workplace spirituality research alone, h-index is 14, and i10-index is 16 (citation count, h-index, and i-10 index are as reported at <http://scholar.google.co.in/> on 07/08/2022).**

- xii. The Research Interest Score at ResearchGate (on 05/09/2022) for his research work is 685.4. ResearchGate results indicate that his Research Interest Score:
- 1) “is higher than 72% of ResearchGate members who first published in 1995” (possibly a community of only senior/old researchers; 1995 is the year when he first published).
 - 2) “is higher than 90% of researchers with work related to Behavioral Science”.
 - 3) “is higher than 91% of researchers with work related to Organizational Psychology”.
 - 4) “is higher than 93% of researchers with work related to Industrial Organization”.
 - 5) “is higher than 93% of researchers with work related to Organizational Studies”.
 - 6) “is higher than 95% of researchers with work related to Human Resources”.
- Note:** It may be noted (as of 05/09/2022) that ResearchGate reports only 1319 citations for his research work which is much less than Google Scholar which reports over 3000 citations for his research work. Thus, the Research Interest Score, which seems to be largely influenced by the number of citations, at ResearchGate is likely to be considerably underestimated for his research work.
- xiii. In a paper “Research Productivity in Management Schools in India: A Directional Benefit-of-Doubt Model Analysis” (Sahoo, Singh, Mishra, & Sankaran, 2015) which used various research outcome indicators to identify top 10 most productive researchers in various areas of Management in India, **his name has been identified in the list of “Top 10 most productive researchers” in the area of OB&HRM** in India (Table 10 on page 25-26 of Sahoo et al., 2015).
- xiv. In a paper “Research Productivity in Management Schools in India: A Directional Benefit-of-Doubt Model Analysis” (Sahoo, Singh, Mishra, & Sankaran, 2015) which used various research outcome indicators to identify top 10 most productive researchers in various areas of Management in India, **his name has been identified in the list of “Top 10 most productive researchers” in the area of OB&HRM** in India (Table 10 on page 25-26 of Sahoo et al., 2015).

Indian Institute of Management Raipur

Understanding the needs to meet the emerging challenges at global level and cherishing the successful history of IIMs, the Government of India set up Indian Institute of Management, Raipur in the year 2010 in Chhattisgarh, one of the youngest and fastest growing states of India.

IIM Raipur has been set up with the aim “To Empower the youth for building a Powerful India”. IIM Raipur has set high standards by focusing on a practice oriented learning approach and a contemporary industry - focused curriculum, driven by strong corporate interface.

IIM Raipur is functioning from the state-of-the-art campus in Naya Raipur spread across 200 acres.

IIM Raipur currently offers Fellow Programme in Management (FPM), Post Graduate Programme in Management (PGP), Post-Graduate Programme in Management for Working Executive (PGPMWE) and Executive Education Programmes consist of Management Development Programmes (MDP), Tailor made (In-Company Programmes), Open Programs and Consultancy for Corporates, Public Sector & Government. The academic curriculum is structured to address the needs of the industry and is aligned towards imparting contemporary knowledge to the students and strengthening their skills to prepare them to face the challenges of the global business. Recently, IIM Raipur join the hands with three most reputed global business schools, to enhance the overseas exposure of its students with the belief that it will help them to assimilate best management practices and understand the importance of cross-culture issues in management.

Right from its inception the institutes focus on contributing to the growth and development of the Nation, region and society at large. As such it gives importance to courses and managerial trainings that are molded in a way true to the culture and unique requirements of the state and organizations herein. Ethical practices in management, grooming socially responsible leaders for today and tomorrow are also the primary goals of the Institute.

LOCATION

Indian Institute of Management Raipur is situated at Vill- Pota Cheria, Atal Nagar, Raipur. The approximate distance from Railway station to IIM Raipur is 35 km.

For any Correspondence / Administrative enquiries, please feel free to contact below:

Executive Learning & Development (EL&D) Office:

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