



**Indian Institute of Management Raipur's  
Doctoral Summer School in Behavioural Areas of  
Management  
(April 15 to April 29, 2024)**

**Program Directors  
Prof. Badrinarayan Shankar Pawar  
Prof. J. Daniel Inbaraj**

**Indian Institute of Management Raipur's**  
**Doctoral Summer School in Behavioural Areas of Management**  
**(April 15 to April 29, 2024 in In-class Mode at IIM Raipur**  
**Campus)**

**Doctoral Summer School Objective**

The in-class (offline) Doctoral Summer School to be conducted at IIM Raipur campus aims to provide doctoral students with an opportunity to further their understanding of research methodology and teaching pedagogy in the Behavioural Areas of Management. It will include lectures, some hands-on work (exercises), and interactive sessions led by experts in the research methodology and teaching pedagogy. We believe that the inputs from this Doctoral Summer School will greatly benefit doctoral students in the Behavioural Areas of Management by **enhancing their research methodology knowledge, research skills, and teaching skills.**

**Doctoral Summer School Contents**

- An overview of academic research: Some aspects of the philosophical foundations of academic research (in the positivistic approach)
- Guidelines for doing a systematic literature review
- Some considerations in making a topic choice
- Theory building (concept specification, choosing premises, doing logical reasoning, etc.)
- Theory building for hypothesis specification
- Scale development and scale validation
- Research design specification (survey, experimental design, etc.)
- Documentation of research process and outcomes (academic writing)
- Research evaluation and critique
- Data analysis (univariate techniques)
- Data analysis (multivariate techniques)
- Data analysis (structural equation modeling, mediation, moderation, mediated-moderation, serial mediation, etc. along with the software such as AMOS)
- Pedagogies in the behavioral areas of management (content planning, content delivery, etc.)

**For Whom**

This Doctoral Summer School will be relevant for:

Doctoral Scholars pursuing a PhD degree in the areas of Organizational Behaviour, Human Resource Management, Organization Theory, Strategic Management, Marketing, General Management, and Humanities and Liberal Arts.

**Pedagogy**

- The pedagogy will reflect the extensive experience of the program faculty resources in teaching research methods for academic research.

- The pedagogy will include the following:
  - Instructions on the various aspects of the above-outlined contents of the Doctoral Summer School
  - 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
  - Participants' presentations on their research projects

### **Duration and Venue**

The Programme is scheduled during the period from April 15 to April 29, 2024, at IIM Raipur, Atal Nagar, New Raipur

### **Tentative Session Schedule**

- A tentative session schedule is on the last page of this brochure.

### **Registration Fee**

- The registration fee is **Rs. 15340/-** (including GST). This includes academic fees, a programme kit for participants, Hostel accommodation (on twin-sharing basis) to be provided in the IIM Raipur campus, and food.
- Participants for the Doctoral Summer School will be shortlisted from among the pools of registered candidates. Only the shortlisted candidates will be advised to make the payment and attend the Doctoral Summer School.
- The payment link will be shared with shortlisted scholars only.
- Participants will have to make their own travel arrangements to reach IIM Raipur.
- Interested applicants should fill the online registration form at following link: <https://forms.gle/67E7VuSnHTpVrKy88>

### **Important Dates**

The last day for registration will be 12<sup>th</sup> of March 2024. The selected candidates will be informed on or before 15<sup>th</sup> of March 2024. The selected candidates need to make the online payment on or before 31<sup>st</sup> of March 2024 for which separate link will be provided.

### **Enquiry**

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

**Prof. J. Daniel Inbaraj, Email: [jdaniel@iimraipur.ac.in](mailto:jdaniel@iimraipur.ac.in), Mobile: +91 88715 65979**

### About Program Directors

**Dr. Badrinarayan Shankar Pawar (PhD, Oklahoma State University)  
Professor, IIM Raipur**



Prof. Badrinarayan Pawar received PhD from Oklahoma State University in 1996 (with the highest possible cumulative Grade Point Average [GPA] of 4 out of 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) and research experience. Of this, about 13 years is in Indian Institute of Management [IIMs] in India, about 4 years at National Institute of Bank Management, Pune, and about 4 years at City University of Hong Kong, which is about 20 years of experience in distinguished institutes. Presently, he is Professor at Indian Institute of Management Raipur.

**Research:** His research work spans over about 26 years with the first article published in 1997 (in A\* and FT-50 journal) and the most recent published in 2023 (in B journal in ABDC). He has done research in various areas including organizational citizenship behavior transformational leadership, and well-being. His current area of research is workplace spirituality. Most of his post-PhD publications are in the refereed international journals (most of them are in ABDC listed journals) and most of these are single-authored. He has published in wide spectrum of journals (FT-50, A\*, A, B, C) Overall, 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). He has authored a book on theory building and coauthored a book on academic writing. In July 2019, the global edition of his book “Employee Performance and Well-being: Leadership, Justice, Support, and Workplace Spirituality” got published. Some information about the book and table of contents are available at: <https://www.routledge.com/Employee-Performance-and-Well-being-Leadership-Justice-Support-and/Pawar/p/book/9781138082700>

**Teaching:** He has taught for about two decades at various universities/institutes including Oklahoma State University, City University of Hong Kong, and various premier academic institutes in India including four Indian Institute of Management. Subjects taught include human resource management (undergraduate students), organizational behavior-related subjects (postgraduate students and PhD students), an elective course titled “Enhancing Employee Performance and Well-being through Leadership, Justice, Support, and Spirituality” (post-graduate program second year elective course), business research methods (postgraduate students), positivistic/quantitative research methods (mostly PhD students), and qualitative research (PhD students). He has taught (positivistic/quantitative) academic research methods course to PhD students for over a decade and has taught qualitative research methods course for a couple of years to PhD students.

**Faculty Development Programs on Academic Research:** He has singlehandedly taught several Faculty Development Programs in academic research over last about 15 years since the first open FDP singlehandedly taught in 2008 at IIM Kozhikode and the most recent open FDP singlehandedly taught in June 2023 at IIM Raipur.

**Distinctions/Accomplishments: These include the following.**

- i. During his Ph.D. program he earned the highest possible grade (grade A) in every course He studied. My 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 (NIBM), Pune and he held this position till he resigned from NIBM, Pune in March 2019 in order to again join IIM Kozhikode, for the second time after his first period there as Professor from about the middle of 2008 to around early 2014, as a Professor in April 2019.
- ix. 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"".
- x. **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).
- xi. The Research Interest Score at ResearchGate (on 05/09/2022) for his research work is 685.4. ResearchGate results (on 05/09/2022) indicated 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".
- xii. 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).

- xiii. In a research article Sahoo, B. K., Singh, R., Mishra, B., & Sankaran, K. (2017), Research productivity in management schools of India during 1968-2015: A directional benefit-of-doubt model analysis, *Omega: The International Journal of Management Science*, Vol. 66, pages: 118-139, **his name has been identified (based on various research productivity indicators) among “Top 10 subject matter experts in different areas of management”** for OB&HRM area in India (Table A4 on Page 136).

**Dr. J. Daniel Inbaraj**  
**Assistant Professor - Marketing, IIM Raipur**

Dr. J. Daniel Inbaraj is currently an Assistant Professor of Marketing at the Indian Institute of Management Raipur. He obtained his Ph.D. in Management and Master of Business Administration from the Department of Management Studies at the National Institute of Technology Tiruchirappalli. Prior to joining IIM Raipur, he gained professional experience working at the Xavier Institute of Management & Entrepreneurship in Bangalore and the Department of Management Studies at the National Institute of Technology Tiruchirappalli.



Dr. Inbaraj has contributed his expertise as a resource person in several research workshops. These workshops cover topics such as mastering literature review, research writing, research methodology, publishing research papers in high-impact journals, and conducting Management Development Programs focused on Team Building, Creativity, Problem Solving, and personality development.

He has also worked as a Senior Executive-Sales (Account Manager) in HCL Infosystems Ltd, specializing in institutional sales of comprehensive IT solutions for various organizations.

His research articles have been published in esteemed journals including the International Review on Public and Non-profit Marketing, the Journal of Retailing & Consumer Services, and the Journal of Media Business Studie

## About IIM Raipur

IIM Raipur Indian Institute of Management (IIM) was set up by the Government of India, Ministry of Education, in 2010 at Raipur, the capital of Chhattisgarh. Chhattisgarh is one of the fastest growing states of India with its rich mineral, forest, natural and local resources. IIM Raipur campus is spread over 200 acres of land in Atal Nagar. The campus is a state-of-the-art campus presenting a blissful mix of modern architecture, culture & heritage of Chhattisgarh. The Institute believes in preparing ethical leaders who are not only committed to business, commerce, and industry but are also socially conscious of their contribution to nation-building and bringing laurels to the country globally. The institute is abuzz with activities carried out by the student clubs, which are now expanding their scope of activity and bringing luminaries from the corporate.



**Tentative Session Schedule for IIM Raipur' Doctoral Summer School in Behavioural Areas of Management**

		Session 1	Tea Break	Session 2	Lunch Break	Session 3	Tea Break	Session 4	Interactive Sessions
Date	Day	9:30 am – 11:00 am		11:30am – 01:00 am		02:00am – 3:30 am		3:45 pm – 5:15 pm	6:30-8:00 pm
<b>15.04.2024</b>	<b>Day 1</b>	An overview of academic research		An overview of academic research		Aspects of the philosophical foundations of academic research		Aspects of the philosophical foundations of academic research	
<b>16.04.2024</b>	<b>Day 2</b>	Topic Choice		literature review		Theory Building for Hypothesis Specifications		Theory Building for Hypothesis Specifications	Interactive Sessions
<b>17.04.2024</b>	<b>Day 3</b>	Theory Building for Hypothesis Specifications		Theory Building for Hypothesis Specifications		Theory Building for Hypothesis Specifications		Theory Building for Hypothesis Specifications	
<b>18.04.2024</b>	<b>Day 4</b>	Theory Building for Hypothesis Specifications		Theory Building for Hypothesis Specifications		Scale development and scale validation		Scale development and scale validation	Interactive Sessions
<b>19.04.2024</b>	<b>Day 5</b>	Scale development and scale validation		Scale development and scale validation		Research design specification		Research design specification	
<b>20.04.2024</b>	<b>Day 6</b>	Research design specification		Research design specification		Research Article Writing		Reviewer Handling & Publication Process	Interactive Sessions
<b>21.04.2024</b>	<b>Day 7</b>	Basis Statistics		Basis Statistics		ANOVA		MANOVA	
<b>22.04.2024</b>	<b>Day 8</b>	Correlation Analysis		Correlation Analysis		Multiple Regression		Multiple Regression	Interactive Sessions
<b>23.04.2024</b>	<b>Day 9</b>	Logistic Regression		Logistic Regression		Factor Analysis		Factor Analysis	



<b>24.04.2024</b>	<b>Day 10</b>	Cluster Analysis		Cluster Analysis		Conjoint Analysis		Conjoint Analysis	Interactive Sessions
<b>25.04.2024</b>	<b>Day 11</b>	Structural Equation Modelling (SEM)		Structural Equation Modelling (SEM)		Structural Equation Modelling (SEM)		Structural Equation Modelling (SEM)	
<b>26.04.2024</b>	<b>Day 12</b>	Moderation - SEM		Moderation- SEM		Mediation -SEM		Mediation - SEM	Interactive Sessions
<b>27.04.2024</b>	<b>Day 13</b>	Advanced SEM		Advanced SEM		Qualitative Research Overview		Qualitative Research Overview	
<b>28.04.2024</b>	<b>Day 14</b>	Teaching Pedagogy		Teaching Pedagogy		Teaching Pedagogy		Teaching Pedagogy	Interactive Sessions
<b>29.04.2024</b>	<b>Day 15</b>	Teaching Delivery Presentation		Teaching Delivery Presentation		Research Paper Outline		Research Paper Outline	