

1. Eligibility Criteria

Eligibility Criteria for Admission into PhD Program of MIT College of Management

Candidates from Arts/Commerce/Management/Public Administration/ Sociology/ Psychology/science and technology background seeking admission to the Ph.D. Program, whether full time or part time, shall have to possess requisite percentage of marks / grade point average in qualifying examination as indicated below:

For candidates with MSc qualification:

1. The required minimum qualification for admission to a Ph.D Program shall normally be a two years Master's OR M.Phil Degree from any accredited Indian or Foreign University in the relevant field. She/he must have obtained either a minimum of 50% marks or Equivalent Grade in the M.Phil degree or a minimum of 55% marks or Equivalent Grade in the Master's Degree (for all disciplines except Engineering and Technology), however, overall 60% at all academic levels will be desirable.

For candidates with MTech/BTech qualification

2. Applicants with M. Tech / BTech / M.E./M.S. qualification in relevant disciplines with excellent academic record with minimum CGPA of 6.0 on a 10 point scale or equivalent or 60% marks and with 60% aggregate in Xth, XIIth and B.Tech /B.E. will be considered eligible for admission in Ph.D. Programs in Engineering and Technology.
3. Foreign/ NRI applicants / Applicants with a Masters' degree from a foreign university must apply with an equivalence certificate of AIU along with the Online Application Form

Exemption from Written Examination

Candidates who have cleared an All India Examination or NET of UGC /CAT/GMAT/ GATE in the last 2 years shall be exempted from the written part of the selection process. However, they will be required to appear for the Personal Interview.

2. Duration of the Programme

Ph.D. programme shall be for a minimum duration of three years, including course work and a maximum of six years.

3. Modes of Ph.D. Programme

- A candidate shall take admission to Ph. D. programme in college of management either in **Full Time** OR in **Part Time** mode.
- **Full Time Students:** Full time students will have to work from the MIT College of Management at ADT University. Any fellowship holder will be treated as sponsored registrants or else candidate might take their admission as self-sponsored registrants

under this category. Self-sponsored full time students who are employed in some Institute/ Organization should have been granted leave for a minimum period of 3 years.

- **Part Time Students:** This can include “Internal” Registrant (Faculty/ Staff of University) and Registrants from other Institute/Industry/ Organization. They should visit the School of Bioengineering Sciences and Research as per the requirement of the Ph.D. Programme. They should be physically stationed with the research guide for atleast six months during the PhD program. Part-time candidate should submit a No Objection Certificate (NOC) in a prescribed format (**Appendix 1**) at the time of Ph.D. application/ admission. It is to be noted that these candidates will also have to complete the Pre PhD courses assigned by the MIT University to be eligible for full PhD registration.

4. Areas offered for Ph.D. in Management

The MIT College of Management, a constituent unit of MIT ADT University will offer PhD in any of the following three general specializations or related fields therein:

Organization Behaviour (OB) Area is an internationally recognized area for its teaching and research. The area have diverse research interests. These interests range from individual, interpersonal and team effectiveness, Educational leadership

- Emotions in organizations
- Employee internalization of workplace values
- Employee involvement and worker co-operatives
- Ethnicity and diversity at the workplace
- Identity and self
- Implementing downsizing
- Institutional change and information systems implementation
- Inter-organizational issues in outsourcing relationships
- Leadership and identity
- Organization and employee issues in the private sector
- Technology-based organizational change
- Performance improvements through people
- Role of trust and commitment in organizations
- Team dynamics and culture
- Women in management

Human Resource Management(HR): members initiate both empirical as well as applied research in the areas of their interest. Areas of Human Resource Response to Mergers, determinants of executive role competency utilization among Knowledge Management and Employee Retaliatory behaviour. Some of the research areas currently being identified are:

- Philosophical foundations of HRM
- Strategic Human Resource Management

- International and Cross Cultural HR
- Human Resource Information Systems
- Performance Management and High Performing Work Organisations
- Executive Compensation
- Turnaround Management
- Negotiations in Business and Alternate Dispute Resolution
- Public Personnel Management
- Sectorial studies: SMEs, Startup Companies, ITES and Flexible work organisations
- Employment Relations
- Ethics in Business
- Corporate Social Responsibility

Selection Procedure

Selection to the PhD programs would be based on performance in a written test, previous academic record and an interview. Only such applicants, who obtain the minimum required marks in aptitude test, subject specific test and the indicated total percentage of marks, will be considered for final preparation of result as given below:

- General/SC/ST/OBC:[Research Aptitude and Bioengineering Aptitude Test (FM: 30 + 70 = 100) = Weightage:40%; Academic record &Interview(FM: 30 + 70 = 100) = Weightage: 60%; and TotalWeightage: = 100%].
- A relaxation of 5% inqualifying marks of the entrance testwill be applicablefor SC/ST/ OBC students.

5. Syllabus for entrance examination

Candidates will be asked to answer questionsrelated to research and bioengineering aptitude. Syllabus of research aptitude includes: Basics of Research Methodology, Statistics,Logical Approaches to Research: Top down and Bottom up, Research Proposal. Bioengineering Syllabus will include three sections:Section A will include questions on basic biotechnology principles, methods and techniques, section B on bioinformatics and IT skills and section C on basics of physiology, biochemistry and robotics.Question papers would be composed of both the MCQ and Descriptive types of Questions.

6. Fellowships/ Assistantship Details

To avail the fellowship the student must have a validScore in NET / GATE/ SET/ BINC/ SLET/ Equivalent in their respective discipline. Also a meritorious candidate with one or more published/ accepted research article (s) and prior research experience may be considered by the university on a case per case basis.

- Institute fellowships are available for full-time scholars.
- Only those with superior performance in the PhD Entrance Test shall be eligible for Institute Fellowship with initial amount of Rs.20, 000/- per month for the first two years.
- After satisfactory performance (i.e. clearing all the registered subjects and getting the synopsis approved) in the first year, the Institute fellowship will be enhanced to Rs.24, 000/- per month from third year onwards upto a maximum of six years.
- Only if a student publishes at least one research paper in SCI journals of repute, then his/her Institute fellowship amount will be enhanced to Rs.24, 000/- per month in the third year.
- Applicants who have qualified in UGC-JRF/CSIR- NET/any other national level test for pursuing PhD would avail the fellowships directly from the respective organizations.
- Fulltime students have to work as 'Teaching Assistant' under faculty guide. Candidate will be expected to provide assistance in conducting classes/ workshops/ tutorial development/ other research activities under guidance of Ph.D. supervisor.

7. Seats and Reservations

Total Intake for Ph.D in Bioengineering 06 – 08 (Jan'17 Semester)

All the reservation of seats will be maintained as per the current government norms.

8. How to Apply?

- Candidate should submit duly filled the Hard/ Soft copy of Application form in prescribed format along with tentative research proposal (within 1000 words) stating his/her research of interest.
- Tentative application fee : INR 1,500
- Payment mode: DD/ Net-banking

9. Eligibility for the Award of Ph.D. Degree

Candidates should be qualified / completed the following steps:

- Qualified in Ph.D. Entrance Examination
- Completion of Ph.D. Course Work
- Qualified in Comprehensive Examination
- Qualified in Assessment of Research Proposal submitted by the candidate
- Qualified in Annual/ biannual Research Progress Seminar (including Published Research Papers)
- Qualified in Pre-Synopsis Seminar
- Synopsis Submission
- Ph.D. Thesis Submission
- Qualified in Ph.D. Thesis Evaluation

10. Important Dates for MIT-ADT University PhD Admission 2017

- Availability of Application Form (Online): **November 7th, 2016**
- Last date for Receipt of hard copy of Completed Application Forms, a Research Proposal and other necessary documents at MIT-ADT-University: **December 5th, 2016**
- Date for Entrance Test: **December 16th, 2016**
- Declaration of 1st Provisional Selection List on the Institute Website/NB: **January 10th, 2017**
- Date of Admission by **15th January, 2017**
- Course Registration and Course Start Date: **16th January, 2017**

Appendix 1.

No Objection Certificate from University/ Organization/Institution for Ph.D. Applicant Under Part Time Category

(To be typed on letterhead of the Institution/University)

To
 The Vice Chancellor
 MIT Art, Design and Technology University, Pune
 Maharashtra – 412201.

Dear Sir,

This is to certify that Shri./Smt./Kum. _____ is an employee of our Institute since _____ and is currently serving as _____ (designation).

Our Institution has no objection to his/her application in the _____ (department) to join the Ph.D. Programme at MIT Art, Design and Technology University, Pune-412201, under Part Time category.

Signature & Seal of the Head of the University/ Institution.

[An additional **No Objection Certificate + Biodata of Co-supervisor** (to be enclosed giving details of designation, qualification, research experience, etc) should be provided by the candidate from proposed Cosupervisor (external), which is **Optional**]

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