



Fellow Programme in Management: 2008-09

(AICTE approved)

International Management Institute  
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## Fellow Programme in Management Admission at International Management Institute (FPM): 2008-09 (AICTE approved)

The development of knowledge is not a discipline or function, but a mindset—a way of approaching all endeavors. It's an additional set of skills you cultivate to confer distinctiveness to your work as a researcher and as an educator. In the Fellow Programme (FPM) at International Management Institute, New Delhi, you discover how to challenge conventional wisdom, pushing the boundaries of current thought to open new avenues of knowledge and understanding.

You set this expansion in motion by leveraging the reputation and resources of India's first corporate sponsored Business School. The Institute has made a sterling contribution to the management research in the Indian context and now endeavors to expand the horizon. The first batch of Fellow Students of IMI are expected to educate in a rigorous multidisciplinary programme offering breadth, scope, and far-reaching opportunity. IMI alumni benefit from the experience and connections of a faculty composed of today's leaders in business scholarship and education. The FPM Students at IMI are expected to benefit from cultural diversity and a global perspective within a highly select student body.

### **Your Passport to an Exciting Academic Future**

The programme includes intensive formal courses as well as individually developed reviews of special topics and research programmes. Students are expected to work closely with the Institute's best-known faculty, both in the classroom and independently.

The Fellow Programme is designed to train men and women for careers in the research, study, and teaching of the sophisticated technical and theoretical disciplines underlying business administration. These skills have become mandatory for jobs in academia and are increasingly important in business and government, as well as in consulting, research, and technical advisory firms.

IMI offers opportunities for advanced study and research leading to the Fellow Programme (approved by AICTE) in management. The primary focus of the programme is to prepare qualified candidates for academic careers in research and teaching.

## **The Programme (Full Time) offers in the following areas:**

Finance  
Marketing  
Accounting  
Economics  
Quantitative Methods  
Information Technology  
Strategic Management  
Operations Management  
International Business  
Organisation Behaviour  
Human Resource Management

## **Ph.D and Fellow Research Advisory Committee (PFRAC)**

This committee is responsible to monitor and conduct the programme. The Chairman and the members of the committee are nominated by the Director of the Institute.

## **Area-wise list of the Research supervisors at International Management Institute, New Delhi**

### ***Area: Statistics, Operation Management***

Professor Deepak Chawla, Fellow, IIM-A  
Professor Pradip K Bhaumik, Fellow, IIM-A

### ***Area: Organization Behaviour and Human Resource Management***

Professor Ashoka Chandra, Ph.D. Cornell University  
Professor Baldev R Sharma, Ph.D. Michigan State University  
Professor Bhupen K Srivastava, Ph.D. Southern Illinois University  
Professor C S Venkata Ratnam, Ph.D, Andhra University  
Professor G S Das, Ph.D, University of Calcutta  
Professor M K Khanijo Ph.D. University of Manchester  
Professor Anup Singh, Ph.D. University of Allahabad  
Professor V Chandra, Ph.D. Jamia Milia Islamia University  
Dr Mamta Mohapatra Ph.D. Utkal University  
Dr A Udai Bhaskar, Ph.D. IIT-D  
Dr Richa Awasthy, Ph.D. Jamia Hamdard

### ***Area : Marketing***

Professor Sajjan Raj Singhvi, Ph.D. Ranchi University  
Professor Neena Sondhi, Ph.D. University of Delhi  
Professor Deepak Chawla Fellow, IIM-A

Professor Somayajulu Garimala, Ph.D. Osmania University

***Area : Information Technology***

Professor Himadri Das, Ph.D. University of Virginia

***Area: Finance***

Professor Narender Lal Ahuja, Fellow-IIM-C

Professor Himadri Das, Ph.D. University of Virginia

Professor Arindam Banik, Ph.D. University of Delhi

***Area : Economics, Strategy, International Business, Entrepreneurship***

Professor Deepak Chawla Fellow, IIM-A

Professor Arindam Banik, Ph.D. University of Delhi

Professor Rajat Kathuria, Ph.D. Maryland University

Professor K Sankaran, Ph.D. Kent State University

Professor Paul Vandenberg, Ph.D. University of London

Professor Ajit Prasad, Ph.D. University of Patna

Dr. Rajyashri Roychowdhury, Ph.D. Jawahal Lal Nehru University

**Admission Process**

The admission to FPM of IMI will be open to all Indian citizens, Non-Resident Indians, Persons of Indian Origin and foreigners. Admission will be based on academic qualifications, performance in the qualifying examination, personal interviews and work experience. Candidates will be assessed for their intellectual abilities and research aptitude.

***Eligibility***

Post-Graduate degree or equivalent in any discipline (including M.A, M.Sc., M.Com, MBA, MCA and M.Tech.) with at least 55% marks or equivalent CGPA. CA, ICWA or CS with at least 50% marks. Other professional qualifications such as MBBS and LLB with at least 55% marks or equivalent CGPA. Engineering degrees, viz., B.Tech and BE, with at least 60% marks or equivalent CGPA.

Those appearing for the final exams can also apply; but their final selection will be subject to successful completion of the requirement.

Selection will be based on applicant's profile and test scores in CAT/ GMAT/ GRE (general/advanced), UGC/CSIR/ICAR/JRF or GATE and personal interview.

The short listed candidates will be called for personal interview at IMI New Delhi or any other venue fixed by the Institute on dates to be mentioned in the call letter for interview. In the interviews, the candidates will be assessed for their

intellectual capabilities and research aptitude as well as their interest in management discipline.

IMI encourages applications from Non-Resident Indians, Persons of Indian origin and foreign citizens. Such candidates should have a valid GMAT/GRE score of not older than 2 years from the date of application.

### ***Relaxation***

Candidates possessing PGDM of IIMs, IMI or such other top-level management institutions with a minimum CGPA of 2.5 out of 4.33 or equivalent will be eligible for applying directly, without again taking a qualifying examination.

### ***Exemptions***

A candidate with a post-graduate degree or diploma in management from one of the top-level institutions in India or abroad may be granted exemption from some of the courses in Terms 1 and 2 based on their background and knowledge on a case to case basis and/or a suitable test.

### ***Duration***

A Fellow participant is normally expected to complete the programme in 4 years. However, s/he can submit the draft thesis any time after the completion of 3 years. If sufficient grounds exist, the tenure of a Fellow participant can be extended, without fellowship, up to five years. The date of registration of the programme will be effective from the date of course work starts. On completion of the registration process, the students may be called as 'Research Scholar', 'FPM student'.

## **Programme Structure**

### ***Coursework***

Course work (each course 30 hours class room contact /3 credits) will be completed in the first 15 months.

### ***Curriculum:***

The course work for the FPM programme will be as under,

#### First Academic Year

Term 1

Management Accounting  
Statistical Methods in Data Analysis  
Information Technology for Decision Making  
Economics for Managers  
Indian Business/Managerial History  
Marketing Management

Term 2:

Philosophical Foundations of Management  
Finance  
Managing People and Organisations  
Management Research Methods  
Operations Management  
Written Analysis and Communication

Term 3:

Strategy and Organizational Theory  
Quantitative Methods for Management Decisions  
Qualitative Research Methods in Management  
Management Pedagogy: Teaching and Learning  
Ethics in Research and Publication  
Thesis and Assignment Writing

#### Second Academic Year

Term 4: (April – June)

Four advanced courses in the chosen area of specialization and/or of multidisciplinary nature (at least course should focus on theoretical foundations)

Term 5 (July – September)

Course of Independent Study (aimed at developing sound research propositions in chosen field of study)  
Econometrics (Compulsory for candidates specializing in Economics and Finance and Accounts, not others)  
Seminar course in the chosen field of specialization (Project Proposal)  
Comprehensive Examination

#### Second-Fourth Year

Field work and thesis writing

### ***Evaluation (Course work)***

A Fellow participant will be considered to have successfully completed the course work requirements when s/he:

- a) completes all required courses
- b) obtains an overall minimum of CGPA (C+ =2.33) in the coursework
- c) has not received two 'F' grades, or one 'F' grade and two 'D' grades, or four 'D' grades at any stage in the programme
- d) satisfactorily completes a comprehensive Viva Voce conducted by the Ph.D and Fellow Research Advisory Committee (PFRAC).

### ***Research Proposal***

After satisfactorily completing the coursework requirements and Viva Voce, the Fellow participant will develop his/her thesis proposal (begun in Term V). S/he will submit and defend the proposal in front of the Ph.D and Fellow Research Advisory Committee (PFRAC). If accepted, the PFRAC will then appoint "supervisor/supervisors" based on the participant's area of interest and the participant can then begin research.

### **PRE- THESIS SUBMISSION PRESENTATION**

- (a) A pre-thesis submission presentation by the candidate before the PFRAC is an essential requirement. On completion of the research work, the candidate shall submit to the PFRAC through his/her supervisor(s), 8 copies of the Summary of his/her research work including bibliography and make a presentation at which faculty members and other research students may be present.
- (b) The candidate shall be required to submit his/her thesis within three months from the date of pre-thesis submission presentation by the candidate. However, in case candidate fails to submit his thesis within the stipulated time and has suitable justification for the same, the Chairman, PFRAC may, on recommendations of the supervisor grant an extension of not more than three months i.e., the candidate may be allowed to submit his /her thesis within a period not exceeding 6 months from the date of pre-thesis submission presentation.
- (c) The candidate will be required to submit a certificate from his supervisor(s) in the prescribed format countersigned by the Chairman, PFRAC that the work embodied in the thesis entitled " \_\_\_\_\_" is original and has been carried out by the author and that it has not been submitted in full or in part for any other diploma or degree, of this or any other Institute/University.

## **APPOINTMENT OF EXAMINERS**

- a. A panel of at least six experts in the subject area of research work with preferably at least two experts from outside India would be suggested by the supervisor(s) and placed before the PFRAC for its recommendations. The PFRAC may delete any of the name(s) proposed by the supervisor(s) and/or add any names.
- b. A person from the same institution/University where the candidate is employed cannot be appointed as an external examiner. Further a person from a institution/University to which the Supervisor and/or joint Supervisor of the candidate belongs, cannot be appointed as an external examiner.
- c. On receipt of the title and synopsis of the thesis, the Chairman, PFRAC shall send the panel of examiners as approved by the PFRAC to the Director who will appoint the Board of Examiners for the thesis. The Board shall consist of one internal examiner from amongst the supervisor(s), and two external examiners preferably one from outside India. The examiners shall normally be chosen from the panel of examiners recommended by the PFRAC/Chairman.

In case one or more examiners so appointed decline to examine the thesis. Another examiner shall be appointed out of the panel. In case the panel gets exhausted, PFRAC shall recommend additional names

## **THESIS SUBMISSION**

- (a) The thesis shall be a piece of research work characterized by (i) discovery of new facts (ii) enunciation of a new theory or theories or (iii) fresh interpretation of known facts. It should bear evidence of the candidate's capacity for analysis and judgment as well as his ability to carry out independent investigation, design or development. Part of the Thesis may have been published prior to the submission for examination.
- (b) The thesis shall be written in English.
- (c) A candidate may submit his/her thesis provided that he/she has:
  - (i) Completed the minimum period of registration
  - (ii) Has published (or has received letters of final acceptance for) 2 research papers; one paper shall be in a quality international journal that is referred and preferably Thomson Scientific or Journal of Economic Literature listed, and the other in a quality, referred national (Indian) journal. The candidate should seek agreement from both

his/her supervisor and the head of PFRAC before making the journal submissions to ensure that the submissions are being made to quality journals. The reasons for failing to publish two such papers must be justified to, and accepted by, PFRAC.

- (d) Five copies of the thesis/dessertation in soft binding along with one soft copy (CD) for record must be submitted to the PFRAC for evaluation. In case of a FPM student being supervised by more than one supervisors, appropriate number of additional copies must be submitted.

### **THESIS EVALUATION**

- (a) Each examiner will be requested to submit to the PFRAC, a detailed assessment report and his/her recommendations on a prescribed proforma within three months of the date of receiving the thesis/dissertation.
- (b) In the event that the assessment report is not received from an examiner within four months, the PFRAC may recommend to appoint another examiner from the panel of examiners for evaluating the thesis/dissertation duly approved by Director.
- (c) The examiners shall be required to state categorically whether in their individual opinions, the thesis should be either:
  - (i) Accepted without changes for the award of "Fellow of the International Management Institute";
  - (ii) Referred back to the candidate for (a) minor corrections, or (b) major corrections; or,
  - (iii) Rejected.

The examiner shall state the reasons for recommending resubmission/rejection of the thesis. If re-submission is recommended, the examiner shall specifically indicate the modifications that need to be made in the thesis by the candidate.

- (d) On receipt of reports from all the examiners, these will be placed before the PFRAC. The PFRAC shall peruse the reports and advise one of the following:
  - i. If the examiners are unanimous that the thesis be accepted with out changes for award of Fellow of the International Management Institute, candidate be required to appear for oral defence.
  - ii. If the examiners are unanimous that the thesis be rejected, then that decision will be communicated to the candidate and the candidate will discontinue his/her association with the Fellow Programme in Management at IMI.

- iii. If the examiners recommend the thesis be revised, then that decision will be communicated to the candidate with details regarding the revisions to be made.
- iv. In the event of the candidate being required to submit a revised thesis (minor revisions), he/she shall submit the same within a period of three months from date of communication. The revised version will be submitted to PFRAC which will provide the same to one of the two external examiners to verify that the changes have been made satisfactorily. If so, the candidate will be required to appear for oral defence.
- v. In the event of the candidate being required to submit a revised thesis (major revisions), the candidate will be given not more than one year from the date of communication. The revised thesis shall be sent for assessment to the original panel of examiners. In the event of one or more of the original external examiners not being available, an additional external examiner may be appointed.

### **ORAL DEFENCE**

- (a) A candidate, whose thesis is recommended for acceptance on the basis of thesis evaluation, shall be required to defend the thesis orally before a duly constituted committee, hereinafter referred to as Oral Defence Committee (ODC), during working hours of the Institute at the IMI premises. Any deviation from this should have prior permission of Director.
- (b) ODC shall consist of the Director, Chairman -PFRAC, the supervisor(s), and one external examiner to be appointed out of the external examiners by the Director. If none of the external examiners is available for the conduct of the oral defence, an alternative external examiner shall be appointed by the Director for this purpose only. The external examiner invited for oral examination shall submit his/her report in the prescribed proforma to the PFRAC.

### **AWARD OF "FELLOW OF THE INTERNATIONAL MANAGEMENT INSTITUTE, NEW DELHI"**

- (a) The Degree shall be awarded by the Institute provided that:
  - i) PFRAC approves.
  - ii) The candidate produces a "No Dues Certificate" in the prescribed form.

- (b) The candidate has submitted two hard-bound copies of the thesis; one for the Institute's Library and the other for AICTE Library. These should incorporate all necessary corrections/modifications.
- (c) Hard bound copies and CD ROM of the thesis, submitted after the oral defence examination, must contain the following copyright certificate in the beginning of the thesis, on a separate page on the left side:

**International Management Institute**  
**B10, Qutab Institutional Area**  
**New Delhi 110016**  
**All rights reserved**

- (d) On the completion of all the stages of examination and above, PFRAC shall recommend to IMI Society for the award of "**Fellow of International Management Institute, New Delhi**". This will be awarded at the Institute's annual convocation.

#### **CANCELLATION OF REGISTRATION**

Registration of a FPM student shall be cancelled in anyone of the following eventualities, after due approval of the Director:

- (i) If he/she absents himself for a continuous period of six weeks without prior intimation/sanction of leave.
- (ii) If he/she resigns from the Fellow programme and the resignation is duly recommended by PFRAC
- (iii) If he/she fails to renew his/her registration in any year
- (iv) If his /her academic progress is found unsatisfactory
- (v) If he/she is found to be involved in an act of misconduct and/or indiscipline and termination is recommended by the PFRAC.

#### **OTHERS**

- (a) Notwithstanding anything contained on the above, FPM students shall be governed by the rules and procedures framed by the PFRAC.
- (b) Notwithstanding anything stated on the above, for any unforeseen issues arising, and not covered by this Ordinance, or in the event of differences of interpretation, the Director may take a decision, after obtaining if necessary the opinion/advice of a Committee consisting of Chairman, PFRAC and any or all the Deans of the Institute. The decision of the Director shall be final.

## **VACATION**

Fellow participants will be eligible for 30 days of vacation every year. They are not entitled to any other leave or break.

## **FINANCIAL AID**

A few of the Indian residents joining the Fellow Programme will be given a fellowship of Rs.15,000 per month. They will be selected based on the candidates' performance in the entrance examination. Candidates receiving fellowship from other agencies may choose between IMI fellowship and fellowship from any other source. IMI fellowship carries an additional amount of Rs. 20,000 for fieldwork and other research related expenses.

The candidates joining Fellow Programme at IMI are expected to reside in Delhi –NCR region. If accommodation provided at the Institute/organized by IMI at a rented place, a monthly accommodation charge of Rs.5,000 and actual electricity and water charges will be levied by the Institute. However, priority will be given to the IMI fellowship holders.

The FPM students (IMI fellowship holders) are required to submit the Fellowship form (to be supplied in a prescribed form) on monthly basis duly recommended by the supervisor and Chairman PFRAC. The Director then will instruct the competent authority for the disbursement of the fellowship.

## **RESPONSIBILITIES OF FELLOW PROGRAMME PARTICIPANTS**

Fellow participant (for IMI fellowship holders) will be required to devote up to 40 per cent of their time as teaching assistants. They will assist faculty in respective areas in grading, developing new courses and offering not more than one course in the last term of second year and in the third year of the programme. They will also be given responsibility to conduct/coordinate one or two training programmes or conferences during the third year of the programme.

## **PARTICIPATION IN CONFERENCES**

A Fellow participant may be given support for attending up to three national and one international conference/ academic exchange visits to institutions with which IMI has academic exchange arrangements during the entire programme. Such support may be available only from the third year of the programme of each participant. This however may be depending on availability of funds.

## HOSTEL FACILITY

FPM students ( for IMI fellowship holders) availing IMI hostel accommodation and boarding facilities will be given only 40 per cent of the monthly fellowship amount indicated.

## FEE AND EXPENSES

### *Tuition Fee*

1	College teachers, JRF/SRF/ ICSSR Fellow	Rs. 6000 p.a.
2	Government Employees	Rs. 12,000 p.a
3	Private/Non government organizations	Rs.30,000 p.a.
4	Industry sponsored candidates, and Foreign Students,ICCR/ICSSR/UGC/other Fellowship holders	
		Rs.60,000 p.a.

### *Other fees*

1	Reading materials, computer and library fee	Rs 30,000 p.a.
2	Alumni Association Activities (Life membership)	Rs. 3,000
3	Security Deposit (Refundable)	Rs. 15,000

- (Note: 1 Selected candidates must pay the fee of Rs. 18,000 (security deposit and alumni association activities) at the time of admission.  
2 The Institute reserves the right to charge any other fees from the students or to increase the above fees if considered necessary. Due notice would be given, while making such changes.  
3 Tuition Fees are waived for IMI-Fellowship holders.)

### **Contact**

#### **Chairman**

#### **Ph.D and Fellow Research Advisory Committee**

#### **International Management Institute**

#### **B10, Qutab Institutional Area**

#### **New Delhi 110016**

#### **Tel.011 26529237/38/39**

#### **Fax:011 26867539**

#### **Email:PFRAC@imi.edu**

#### **Website:www.imi.edu**

**Closing date for submission of application: September 5, 2008**

Price: Rs 1000.00 (Rupees one thousand only)

**International Management Institute  
B10, Tara Crescent  
New Delhi 110016**

**APPLICATION FORM FOR ADMISSION IN THE FELLOW PROGRAMME**

1. Name of the Research Student/Candidate in full (In Capital letters) \_\_\_\_\_
2. Address of the Research Student/Candidate \_\_\_\_\_  
E-mail \_\_\_\_\_  
Fixed Tel. Number \_\_\_\_\_  
Mobile/Cell Number \_\_\_\_\_
3. Name of the Parents:  
    (a) Father \_\_\_\_\_  
    (b) Mother \_\_\_\_\_
4. Date of Birth \_\_\_\_\_
5. Details of the Academic Qualifications & Experience, if applicable, on the basis of which admission is being sought:

a) Academic Qualifications (Attach Documentary Evidence)

S. No	College/University Attended	Examination Passed	Year of Passing	Division	Percentage of Marks secured/CGPA	Major subject/Specialization	Remarks
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)

b) Details of the Experience (Attach documentary Evidence)

- (i) \_\_\_\_\_
- (ii) \_\_\_\_\_
- (iii) \_\_\_\_\_
- (iv) \_\_\_\_\_

[Attach extra sheet/s if required)

- 6. Field/Area in which the Fellow Research is to be perused. \_\_\_\_\_
- 7. Topic of research in capital letters. \_\_\_\_\_
- 8. Name/s of the Supervisor and Joint Supervisor, if any (Fill it up if the same has/have been identified) \_\_\_\_\_
- 9. Recommendations of the Supervisor and Joint Supervisor, if any, along with signature/s (To be added if column 8 above has been filled; in case of need, additional sheets may be attached) \_\_\_\_\_
- 10. Research Plan/Synopsis on the subject of research

Attach four Copies

Place: \_\_\_\_\_

(Signature of the Research Student/Candidate)

Date: \_\_\_\_\_

## **RECOMMENDATIONS OF THE PFRAC**

Recommended/not recommended for Fellow Programme admission under the following criteria:

<b>Parameters</b>	<b>Full Marks</b>	<b>Marks obtained</b>	<b>Comment</b>
Intellectual capabilities	10		
Research aptitudes	10		
English proficiency	10		
Overall	30		

**Chairman PFRAC**

**For IMI Fellowship:**

Recommended/Not recommended

**Chairman PFRAC**

**Approved**

**Director**