Doctor of Philosophy (PhD) in Organizational Behavior

🌍 Programme Overview

The PhD in Organizational Behavior is a research-intensive program designed to develop scholars, leaders, and consultants who can analyze, understand, and influence human behavior within organizations. This program blends psychology, management, sociology, and leadership theory to produce evidence-based insights that drive effective organizational performance, culture, and change.

Students will explore how individual, team, and organizational dynamics interact to shape performance, innovation, engagement, and well-being. The programme emphasizes applied research, strategic thinking, and ethical leadership in diverse organizational contexts, preparing graduates to address contemporary challenges in corporate, public, and nonprofit sectors.

🧠 Key Research Areas

- Leadership and Executive Development
- Motivation, Engagement, and Employee Wellbeing
- Organizational Culture and Change Management
- Team Dynamics and High-Performance Teams
- Decision-Making and Behavioral Economics in Organizations
- Diversity, Equity, and Inclusion in the Workplace
- Conflict Resolution and Organizational Negotiation
- Organizational Learning and Knowledge Management

📚 Learning Outcomes

Graduates of the PhD in Organizational Behavior will be able to:

- Conduct rigorous, original research that advances understanding of human behavior in organizations.
- Develop strategies for improving organizational effectiveness, culture, and performance.

- Apply psychological and sociological principles to solve complex workplace challenges.
- Influence organizational policy, leadership development, and human capital strategy.
- Lead interdisciplinary projects and contribute to evidence-based management practices.

🌱 Career Pathways

PhD graduates can pursue careers as:

- Organizational Behavior Researchers and Academics
- Executive Coaches and Leadership Consultants
- Human Resource and Talent Development Strategists
- Organizational Change and Transformation Specialists
- Diversity, Equity, and Inclusion Advisors

🧩 Programme Philosophy

The PhD in Organizational Behavior is grounded in the principle that understanding people is the key to organizational success. By combining theory, empirical research, and practical application, this program equips graduates to drive ethical, innovative, and high-performing organizations in a complex and evolving global environment.

PhD in Organizational Behavior – Curriculum Structure

1. Programme Duration

- Full-Time/Part-Time: 1–2 years
- Flexible structure to accommodate research, teaching, and fieldwork

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2. Core Modules (Year 1)

These modules build foundational knowledge in organizational behavior, leadership, and applied psychology:

Module	Description
Advanced Organizational Theory	Study of contemporary theories on organizational structure, design, and effectiveness.
Leadership and Executive Behavior	Analysis of leadership styles, executive decision-making, and transformational leadership in organizations.
Motivation and Employee Engagement	Exploring intrinsic/extrinsic motivation, work engagement, and performance management strategies.
Organizational Culture and Change	Examination of culture, organizational climate, change models, and strategies for successful transformation.
Research Design in Organizational Behavior	Fundamentals of qualitative, quantitative, and mixed-methods research in organizational settings.
Ethics and Governance in Organizations	Understanding ethical decision-making, corporate governance, and compliance in organizational contexts.

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3. Research Methodology (Year 1)

Focuses on equipping students with advanced research skills to conduct rigorous studies:

Module	Description
Quantitative Methods in Organizational Research	Statistical analysis, psychometrics, and modeling techniques.
Qualitative Research Methods	Case studies, interviews, ethnography, and thematic analysis.
Mixed Methods and Applied Research	Combining quantitative and qualitative approaches for holistic understanding.
Data Analytics for HR and Organizational Studies	Using AI, machine learning, and data visualization for organizational insights.

Module	Description
Publication and Academic Writing	Writing research papers, academic reports, and preparing for peer-reviewed journals.

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4. Elective Modules (Choose 2–4, Year 2)

Elective	Description
Diversity, Equity, and Inclusion (DEI) in Organizations	Strategies to foster inclusive workplaces and manage diversity.
Conflict Management and Negotiation	Techniques for resolving disputes and improving team collaboration.
Organizational Learning and Knowledge Management	Implementing learning strategies, knowledge sharing, and innovation management.
Workplace Wellbeing and Stress Management	Designing programs to enhance mental health and employee wellbeing.
Entrepreneurial and Innovation Behavior	Understanding how organizational behavior drives innovation and intrapreneurship.
Cross-Cultural Organizational Behavior	Managing behavior and leadership in global and multicultural organizations.

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5. Dissertation/Thesis Focus (Year 2)

Key Components:

1. Proposal Development: Identify a research problem, justify relevance, and develop methodology.
2. Literature Review: Comprehensive review of theories, models, and empirical studies.
3. Empirical Research: Collect and analyze data through field studies, surveys, experiments, or case studies.

4. Dissertation Writing: Document findings, implications, and recommendations for theory and practice.
5. Defense and Publication: Present research to faculty panel and publish in peer-reviewed journals.

Sample Dissertation Topics:

- Leadership Styles and Employee Engagement in Remote Work Environments
- The Impact of Organizational Culture on Innovation and Knowledge Sharing
- Diversity and Inclusion Strategies for High-Performing Teams
- Behavioral Interventions to Enhance Ethical Decision-Making in Corporations
- AI-Driven Analytics in Predicting Organizational Behavior Trends

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6. Additional Requirements

- Teaching/Assistantship: Optional teaching or mentoring under supervision.
- Conferences and Seminars: Attend workshops, seminars, and international conferences to present research.
- Professional Development: Training in research ethics, project management, and data security.

1st year USD3000

2nd year USD4500

2 years duration period

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