



# AN ANALYSIS OF PHD THESES IN INDIAN UNIVERSITIES IN THE MANAGEMENT FIELD OF HUMAN RESOURCES MANAGEMENT

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## ABSTRACT

*The paper evaluates the utility of Shodhganga, as a repository that makes research theses available to scholars. The paper also analysed samples from different subsets of HR for an understanding of the recent theses in the field of HR.*

**Keywords:** Shodhganga, Organisational Behaviour, Human Resources Management, Personnel Management, Industrial Relations

## 1. INTRODUCTION

This paper is an attempt to analyse the theses in Indian Universities in the management field of human resources management. The data for analysis has been essentially sourced from Shodhganga, the digital repository sponsored by University Grants Commission. It also attempts to evaluate the utility of the site in being a knowledge centre for research scholars.

## 2. LITERATURE ON DIGITAL LIBRARY

" In 1999, first time in India the Indian Institute of Technology, Bombay started an individual repository of electronic version of theses and dissertations<sup>5</sup>. Gradually other educational organizations started individual repository of electronic theses and dissertations such as the National Institute of Oceanography, the Indian Institute of Science, and the Indian Institute of Technology, the Central Marine Fisheries Research Institute and the Indian Institute of Astrophysics. VIDYANIDHI is a project of the Mysore University, which is responsible for digitization of theses and dissertations at national level "

( Nageshkumar, 2015 ).

## 3. SHODHGANGA

"Shodhganga" is the name coined to denote digital repository of Indian Electronic Theses and Dissertations set-up by the INFLIBNET Centre. The word "Shodh" originates from Sanskrit and stands for research and discovery. The "Ganga" is the holiest, largest and longest of all rivers in Indian subcontinent. Shodhganga stands for the reservoir of Indian intellectual output

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stored in a repository hosted and maintained by the INFLIBNET (Information and Library Network ) Centre, sponsored by University Grants Commission.

Online availability of electronic theses through centrally-maintained digital repositories, not only ensure easy access and archiving of Indian doctoral theses but will also help in raising the standard and quality of research. This would overcome serious problem of duplication of research and poor quality resulting from the "poor visibility" and the "unseen" factor in research output.

As of 12th March, 2019, the Shodhganga site had 2, 15,698 PhD theses from 388 Indian Universities, though 438 Universities had signed memorandum of understanding with INFLIBNET.

“Jawaharlal Nehru University (JNU) 4581(14.05%) has contributed large number of theses in the Shodhganga and placed first rank among other 201 Universities. It is further found that Anna University (AU) has contributed 2524(7.74%) theses and occupied second rank. It is also indicated that Mahatma Gandhi University (MGU) has contributed 2012(6.17%), which is followed by Bundelkhand University (BU) 1770(5.4%) and Cochin University of Science and Technology (CUST) 1428 (4.38%), placed third, fourth and five ranks respectively. It is inferred that there is a vast gap between these Universities in respect of contribution of theses and it ranges from 14.05% to 4.38% ".( K.S.Sivakumeren, 2015 ).

### **4. SUBJECTS FOR ANALYSIS**

In the broad facet of human resources management search was done in the Shodhganga site for the following four major themes.

1. Human resources management
2. Organisational behaviour
3. Personnel management
4. Industrial relations

The subject was searched in Shodhganga site, and thereafter the Management on the right side was picked to prune down the theses. The first 30 samples were taken for analysis in each subset of HR. Irrelevant theses were ignored by the author, for instance theses on consumer behaviour that appeared when one searched for organisational behaviour.

### **5. HUMAN RESOURCES MANAGEMENT THESES**

A search of the Shodhganga website for human resource management threw up 14,411 theses, of which using the keyword management the author landed on 586 theses.

A study of the first 30 theses in descending order revealed that most of the research work was on human resources management practices. 17 of the theses related to manufacturing industries like automobile, power, and textiles; 13 of the theses related to service industries like IT, banking, hospital, and insurance.

The distribution of the sample theses is captured in the table below.

**Table 1** Distribution of the sample 30 Theses on ' Human Resources Management ', by Universities

University Name	Number of Theses
Savtribai Phule University	6
Anna University	2
Sri Krishna Devaraya University	2
Sri Venkateshwara University	2
Shri Jagadishprasad Jhabarmal Tibarewala University	2
Utkal University	2
14 Other Universities ( One Each )	14

## 6. ORGANISATIONAL BEHAVIOUR THESES

7265 theses were related to organisational behaviour, of which in management field there were 219 theses. A detailed analysis threw only 26 theses. Many of the theses that were listed upon searching organisational behaviour were on HR practices, labour welfare, consumer behaviour, study of trade unions, and Japanese management systems. Those theses were ignored by the researcher as they did not throw light on organisational behaviour in a management context.

The distribution of the sample theses is captured in the table below.

**Table 2** Distribution of the sample 26 Theses on ' Organisational Behaviour ', by Universities

University Name	Number of Theses
Savtribai Phule University	7
Shri Jagadishprasad Jhabarmal Tibarewala University	3
Alagappa University	2
Cochin University of Science & Technology	2
Tilak Maharaj University	2
10 Other Universities ( One Each )	10

The subject covered by the 26 theses varied.

**Table 3** Distribution of the 26 Theses on ' Organisational Behaviour ', by Subject of Research

Subject of Research	Number of Theses
Job Stress	10
Motivation	3
Organisational Climate	3
Value Orientation	3
Conflict Management	2
Leadership	2
OB Interventions	2
Job Satisfaction	1

## 7. PERSONNEL MANAGEMENT THESES

Search of Shodhganga site for personnel management theses showed 5,460, of which those that had

' Management ', keyword were 379.

The theses were mostly on personnel management practices, and some related to training and labour welfare. Unfortunately, the search also showed quite a few theses on human resources practices under this category.

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The study was conducted amongst other industries in power, banking, transport, and pharmaceuticals.

The distribution of the sample theses is captured in the table below

**Table 4** Distribution of the sample 30 Theses on ' Personnel Management ', by Universities

University Name	Number of Theses
Savtribai Phule University	7
Utkal University	4
Sri Krishnadevaraya University	3
Gahuti University	2
V.B.S. Purvanchadi University	2
12 Other Universities ( One Each )	12

## 8. INDUSTRIAL RELATIONS THESES

The number of theses on industrial relations is the highest at 29,850 and when the keyword ' Management ', was used to filter, 735 theses related to industrial relations. The theses covered specific regions or industries like Hindalco, Tamilnadu Newspaper and Prints Limited, and Neyveli Lignite Corporation. The studies covered chemical, textiles, cement, and steel industries.

The distribution of the sample theses is captured in the table below.

**Table 5** Distribution of the sample 30 Theses on ' Industrial Relations ', by Universities

University Name	Number of Theses
Bharathidasan University	4
Acharaya Nagarjuna University	2
Calcutta University	2
Manomanian Sundaranaur University	2
V.B.S. Purvanchadi University	2
18 Other Universities ( One Each )	18

## CONCLUSION

This paper shows how the different facets or components of Human Resources have received attention from scholars, and that the industrial relations seem to have taken the top billing. It also throws the varied subjects and industries covered under various HR theses.

However, it also highlights, the need for all recognised universities to be compulsorily part of Shodhganga to make the repository complete. Private universities like Amrita and Vellore Institute of Technology, and Institutions like IITs, and IIMs, are not uploading their theses in Shodhganga site.

Further, the Shodhganga site need to group the theses in a more organised way to ensure that scholars searching for Human Resources related theses ( As attempted in this paper ) or any other specific branch of study could go to only those theses organised as per the specific category.

The site should categorise subjects and subsets. Now the Universities upload as per their department nomenclature, and this obviously varies widely. Lack of proper subject classification throws up wrong results during search by scholars, defeating the basic purpose of Shodhganga site.

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