



Program Handbook

Doctor of Philosophy (Ph.D.) in Management

Texila American University, Zambia

## Table of Contents

1.	Introduction.....	3
2.	Rationale.....	3
3.	Aims of the programme.....	4
4.	Programme Learning Outcomes.....	5
5.	Level of Qualification and Articulation in the Zambia Qualifications Framework .....	5
6.	Program Structure .....	6
7.	Academic Delivery Plan.....	8
8.	Assessment and Examination.....	8
	Examinations .....	9
9.	Facilities for Programme Delivery .....	9
10.	Entrance Requirements, Curricula and Degree Regulations .....	11
11.	Career Progression :.....	11
12.	Degree Regulations.....	12

## **1. Introduction**

Recent days challenges persistent current globalisation in the world of economics, business and management in this 21<sup>st</sup> century is such that stakeholders in their different categories must attain the highest levels of knowledge and expertise in their various domains in order to remain relevant and competitive. The Doctor of Philosophy in Management is the highest academic degree awarded in the study of Management science at the University. The program draws from models across Africa and beyond African borders while striving to customize theories and practices requiring African/Zambian specifics. The complete curriculum comprising seminars, workshops, conferences, scholarly research papers and a dissertation submitted and publicly defended, can be completed in three years for regular candidates and between four to six, but not more than seven years for part-time students. This doctoral programme has been designed for qualified top performing research inclined students and teachers and returning professionals pursuing research and teaching careers as faculty or professors in the study of management at business schools worldwide, or potential management and finance consultants and entrepreneurs ready to keep pace with the prevailing academic and technological speed.

The School of Business Management at TAU provides an educational experience that yields responsible and responsive global leadership to positively impact employees, customers, business owners, and other relevant communities. As most students presently completing undergraduate and post graduate programmes, there is and will always be an increasing demand for qualified and competent academicians to guide and supervise research aspirants at much higher level.

## **2. Rationale**

Increasing graduates ratio in undergraduate programmes and proceed to postgraduate courses, there is and will always be an increasing need for qualified and competent faculty members and professors to guide and supervise research aspirants at much higher levels. The increasing number of master's degrees equally arguments the number of deserving candidates who wish to pursue academics to the top through the acquisition of terminal qualifications.

Advancements in technology and the easy mobility of professors and instructors couple with the availability of material and human resources assembled by Texila American University Zambia, the university is committed to ensuring that deserving candidates are effectively trained and equipped with research and management skills that would enable them to effectively contribute towards the improvement and advancement of Business, Trade and Entrepreneurship of the global community.

The Doctor of Philosophy (PhD) in Management by Texila American University Zambia provides students with the opportunity to obtain high level training in a broad range of Management fields in order to provide appropriate responses and to seek new insights into various Business Management problems. Additionally, the PhD will provide the necessary knowledge and skills for individuals who may wish to pursue careers in academics, government, industry, or community Business agencies.

### **3. Aims of the programme**

The aim of the Doctorate in Philosophy program in Management is to equip every research scholar with the advanced theoretical knowledge in their relevant specialization along with the applied Knowledge.

TAU will develop every research scholar into a creative, innovative, resourceful and dedicated thinker.

- To Develop the leadership principles, theories, and skills required to enhance organizational performance.
- Apply the concepts of ethical and sustainable leadership to manage change and analysis to solve real-world business problems.
- To Develop appropriate strategies for continuing professional development and put those strategies into practice.
- Prepare qualified academic resources to cover the personnel gap at the top in higher education for research and scientific continuity.
- Uplift research scholars to global standards through a highly diversified faculty and seasoned business and directorial executives from Zambia and Africa

#### 4. Programme Learning Outcomes

The key learning outcomes of this programme are,

1. Initiate and conduct evidence-based research that will provide practical solutions to diverse management problems.
2. Offer adequate and informative research supervision to students in the area of specialization.
3. Propose and initiate theory and practical based policy direction that results in positive change in modern management practice.
4. Offer subject specific and timely support to the development of new knowledge in the field of management that will guide advanced teaching pedagogy.
5. Candidates should fully understand the framework for practical quantitative and qualitative research skills in the field of management that will enable them to conduct meaningful and valuable research that would feed into decision making processes.

#### 5. Level of Qualification and Articulation in the Zambia Qualifications Framework

ZQF level: **10**

**EXAMPLE:**

At this level, it is expected that the graduate shall:

**Foundational Competence :**

- Systematic acquisition and understanding of a substantial and complex body of knowledge which is at the forefront of an academic discipline or area of professional practice.
- Creation and interpretation of new knowledge, through original research or other advanced scholarship, of a quality to satisfy peer review, extending the forefront of the discipline, and merit publication.

**Practical Competence :**

- Create, conceptualise, design and implement an investigation for the generation of new knowledge and/or adjust the design of the investigation in the light of unforeseen problems.
- Make expert judgements on complex issues in specialized fields, often in the absence of complete data, and communicate ideas and conclusions clearly and effectively to specialist and non-specialist audiences.
- Undertake pure/applied research and development at an advanced level, contributing substantially to the development of new techniques, ideas or approaches.

**Reflexive Competence :**

- Possess qualities, ethics and transferable skills necessary for utilisation in varied contexts requiring the exercise of full personal responsibility and largely autonomous initiative in complex and unpredictable situations.
- Demonstration of intellectual independence, authoritative judgement, adaptability and responsibility as an expert and leading practitioner or scholar.
- Undertake extended learning with a view to continuous generation of new knowledge.

**6. Program Structure**

YEAR 1			
YEAR		COURSE TITLE	CREDIT POINTS
Year 1	PBM1101	Philosophy of Management	20
	PBM1102	Advanced Strategic Management	20
	PBM1103	Advanced Research Methods and Statistics	20
	PBM1201	Quality Management	16
	PBM1202	Advanced Human Resource Management	16
	PBM1203	Advanced Business Accounting and Financial Management	16
		Elective	12
		Total	120
YEAR 2			
YEAR		COURSE TITLE	CREDIT POINTS
	PBM2101	Research Proposal Writing	20
	PBM2102	Research Proposal Defence	16

Year 2		Elective	16
	PBM2103	PhD Seminar I	18
	PBM2201	Banking and Financial Services	16
		Elective	16
	PBM2202	PhD Seminar II	18
		Total	120
<b>YEAR 3</b>			
<b>YEAR</b>		<b>COURSE TITLE</b>	<b>CREDIT POINTS</b>
Year 3	PBM3101	Financial Risk and Investment Management	20
		Elective	16
	PBM3102	Project Management	16
	PBM3103	Public Policy Management	20
	PBM3201	PhD Seminar III	18
	PBM3202	PhD Thesis Submission and Defense (Viva Voce)	30
		Total	120

**Total Programme Credits : 360**

**Electives choices :**

S.NO	Course Code	Course Name	Credit Hours
1	PBM4101	Development Economics	12
2	PBM4102	Public Finance	16
3	PBM4103	Managerial Economics	16
4	PBM4105	Corporate Finance	16
5	PBM4106	International Finance	16

**ELECTIVE IN AREA OF CONCENTRATION**

Electives must be approved by the Supervisor in consultation with the Doctoral Research Committee and must be confirmed in advance

**SEMINAR I**

Students will be required to develop and present their proposal in their respective fields at a one-day seminar. Students will be assisted by faculty in the development of the proposal.

**SEMINAR II**

Students will present a synopsis of the preparatory work done on their chosen research project with focus on research design, sample size, sampling techniques, data collection and data

analysis tools. This will allow the school to apply remedial actions where necessary, before the student proceeds further with the research.

### **SEMINAR III**

This seminar will be aimed at ascertaining the progress the students have made in their research projects. This will afford the school the opportunity to track students' progress on the course.

### **DISSERTATION/THESIS**

All doctoral candidates are expected to complete and defend a dissertation that is a significant contribution to their field of interest, and suitable for publication in reputable peer-reviewed journals.

## **7. Academic Delivery Plan**

Texila American University Zambia is providing quality education with its state-of-the-art infrastructure, best learning methodology and technology enabled academic services.

- Uniquely Designed Learning Methodology
- Outcome Based Academic Delivery
- Continuous Academic Support
- Enhanced Learning Management Systems
- Technology Enabled Services

## **8. Assessment and Examination**

The main purpose of assessment is to provide information about the present attainment to guide teaching and learning in the future, in other words, assessment can be an instrument for educational progress. To determine the learner's ability, motivate learners to study, provides information on individual students experience and achievement and to provide and to guide for future learning.

### **Assessment Procedures:**

**Formative Assessment:** which consists of 40 Marks and standard policy which comprises of Assignments, Seminars, Presentations and thesis, dissertation standards should confirm the TAU Zambia academic manual. Formative assessment shall be conducted online.

**Summative Assessment:** which consists of 60 Marks, final examination for all the courses shall be conducted online. For Ph.D. program students are expected to present a project research assignment for the required modules.



Assessment	Weightage
<b>Formative Assessment</b>	
Unit Tests (MCQ's), Assignments, Seminars, Presentations	<b>40%</b>
<b>Summative Assessment</b>	
Final Paper (MCQ's)	<b>60%</b>
<b>TOTAL</b>	<b>100%</b>

## Examinations

- Internal assessment comprises of 40 % and Final assessment comprises of 60% weightage.
- A candidate has to pass both internal assessment and external assessment.
- Candidate should secure at least 50 % of total marks in internal as well as external examination to clear each Trimester / Semester.

## 9. Facilities for Programme Delivery

TAU has excellent facilities for the program delivery designed keeping in mind the needs of the student in all means.

### **Classroom:**

All our classrooms are well equipped with Hi tech facilities like specially designed classroom projector with computer with uninterrupted network connection. Our entire classrooms are centralized air-conditioned with good lighting. Comfortable seating arrangements are made for student's comfort. We have well equipped and designed computer laboratory with more than 60 computers and one dedicated Server connection for use. To strengthen our Information and Communication technology we have authorized CISCO networking systems.

Research policy: TAU-Zambia has a separate research policy to develop and maintain state of the art technology, resources (research grants/scholarships etc.), facilities and personnel to

support educational and advanced research for both students and faculty.

## **Library**

A learning hub for students to satisfy their thirst for inquisitive knowledge and urge. Our huge database is filled with information which can easily help in your academic brilliance.

TAU Library is equipped with good number of relevant books for the students to refer and make use of the books for their continuous academic growth.

## **Learning Management System (LMS)**

Learning Management System is the Academic Delivery platform for student, through which lecture contents, video lectures, learning resources, assessment, project submission, grading, etc. A Learning Management System (LMS) is a web-based application through which learning content is delivered and managed. An LMS is tied to on-line and off-line training, administration, and performance management and includes functionality for course catalogs, launching courses, registering learners, tracking learner progress and assessments. An LMS combines a front-end for the learner with a back-end for administrators and instructors. This LMS seamlessly displays, in a browser interface, real-time information drawn from a database. It also allows for competency-driven assessment and course associations

ERP: Enterprise Resource Planning Portal is Campus Management System, It manages enrolled students database, exam results, faculty details, student's survey, calendar etc. All students are provided access to this portal for viewing followings: • Enrollment Status, Profile of the Student, Exam Results, Calendars, Invoice and Payment Status.

## **E-Conference:**

E-Conference is an innovative platform which provides an excellent international forum for

sharing knowledge and results. The E-Conference was conducted on the OPEN FORUM, the first of its kind. It includes Open forum, all accepted articles will be placed for discussion. Every article to be reviewed by other Authors or Reviewers. The Reviewers or Authors can place in their comments and views on the article as part of the discussion forum. The highlight of the Open forum discussion is that there is no time or place constraint.

### **E-Journal:**

E-INTERNATIONAL JOURNALS OF ACADEMIC & SCIENTIFIC RESEARCH: EIJSR

is an endeavor by the organization to overcome the barriers in the easy and fast access of research data. Our goal has been to go beyond borders in the field of academic research. There is an interactive platform where individuals can gain access to educational and scientific journals. Besides publishing journals related to various field of study, the EIJSR helps in indexing and calculation of impact factor of journals. This online journal website assists students in checking out the findings and scientific details of the latest technologies and diseases. It helps one to publish his or her findings and create awareness about it in the scientific and medical field. There is a great shortage of platforms where one can publish his thesis or findings and it has led to various discoveries and cures being shelved up.

## **10. Entrance Requirements, Curricula and Degree Regulations**

Prospective students must hold:

- Master's degree in management or other Management related studies
- Any master's degree related with management, professional experience with research knowledge.

## **11. Career Progression :**

- PhD holders are equipped with all the necessary business skills. Problem-solving, self-motivation, and teamwork are some of these abilities. They can also bring deeper insights to the table to gain an advantage if they have the right specialisation.

- open doors to exciting career possibilities and continue to advance.
  - Teaching profession in universities
  - CEO of reputed companies
  - Business Development Specialist at MNC
  - Management Consulting
  - Policy analyst

## 12. Degree Regulations

The student will be eligible for the award of the Doctor of Philosophy in Management degree, on successful completion of all the academic requirements and as per their academic standing grades.

Grade	% Mark	Descriptor
H	91-100	<b>Honors.</b> Exceptional performance demonstrating broad understanding of the subject area and excellent knowledge of the relevant literature. Exemplary discussion and analysis of results, logical organisation and ability to critically analyse and evaluate discuss concepts coupled with insight and originality.
A	81-90	<b>Outstanding.</b> Very good performance demonstrating evidence of wide reading, with clear presentation and thorough analysis & evaluation and an ability to critically evaluate and discuss the subject. Clear indication of some insight and originality. A very competent and well-presented work overall but failing short of excellence in some aspects.
B	71-80	<b>Excellent.</b> Good performance which shows good understanding of the subject and knowledge of the relevant literature. Efficient derivation of information with only minor slips. Demonstrates some relevant interpretation and critical evaluation of the subject. Good general standard of analysis, synthesis & interpretation of data.
C	61-70	<b>Good.</b> Satisfactory performance with clear presentation of subject and simple analysis but less effective evaluation of literature or synthesis of information. Requires some level of supervision but shows little ability to try and solve some problems unaided.
D	50-60	<b>Fair.</b> An average performance which shows some understanding of the subject but limited knowledge and appreciation of the relevant literature. Presentation of, analysis and presentation of results at basic level and showing little or no originality or critical evaluation. Insufficient attention to organisation and presentation of work.

F	0-49	<b>Fail</b> . A bad performance containing many errors and faults. Virtually no real understanding or appreciation of the subject and relevant literature pertaining to it. Chaotic presentation of information and in some cases incompletely presented and virtually non-existent or inappropriate or plainly wrong analysis. Discussion and interpretation seriously confused or wholly erroneous revealing basic misapprehensions.
---	------	--

---