

*“Don't Fear for facing failure in the first attempt, Because even the successful Maths starts with 'ZERO' only” - Abdul Kalam*

*“ Success is not final. Failure is not fatal : it is the courage to continue that counts” ---- Winston Churchill*

*“ Supposing is good But finding is better” -- Mark Twain*

*“Every accomplishment starts with the decision to TRY”. -- John F Kennedy*



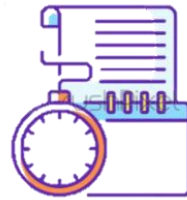
# ACADEMY OF HUMAN RESOURCES DEVELOPMENT

*Developing HRD Professionals & Enhancing HRD Professionalism*

**BATCH 2023– 26**

**FELLOW PROGRAM JOURNEY**





## Program Duration

FELLOW PROGRAM



3 YEARS

The timeframe for completing a fellow program is three years. In extraordinary circumstances / work constraints a candidate may take more than the stipulated time to complete his/her program. As a policy we consider his registration valid for maximum 7 years ,post which he/she has to re-register to the program.



## FELLOW PROGRAM -PHASES

Course work Phase  
(80% online 20% offline)



Thesis Phase

The successful completion of this phase is necessary to qualify for the Thesis Phase . This phase includes attending course work with 75% attendance in each course and submitting the assignments assigned by the faculty

Attending the contact classes as and when planned

On successful completion of the above two the fellow enters the thesis phase . It includes designing, writing, conducting and defending a doctoral level thesis.



## Course work Phase

This phase includes 15 courses which will be covered in max 24 months

Code	Course Name	Credits
F-101	Philosophy of Research	.5
F-102	Understanding OB :Individual & Group Dynamics	2
F-103	Macro OB	2
F-104	Systematic Literature Review	1.5
F-105	Quantitative Research Methods	2
F-106	Structured Equation Modelling	1
F-107	Strategic HRM	2
F-108	Qualitative Research Methods	2
F-109	Theoretical underpinnings In HR and OB	2
F-110	Leadership change and OD	2
F-111	HR Transformation: HRIS, Digitisation and Analytics	2
F-112	International HRM	1
F-113	Applied Behavioural science	0.5
F-114	Ethics and Governance	0.5
F-115	Academic and research writing	0.5
	<b>Total Credits</b>	<b>22</b>
	PAPER PUBLICATION (1 NATIONAL & 1 INTERNATIONAL)	

The above sequence of courses may /may not be followed and can be changed as per AAC suggestions

## Course work Phase

- Each course will have pre or post class assignments which will fetch grades.
- Each course carries credits which will be evaluated at the end of the Fellow program.
- Assignments should be submitted before/on the due dates.
- Minimum 75 % Attendance is required in each course to be eligible to earn the credit.



## Eligibility criteria for completion of course work phase and entering into thesis phase

1. Successful completion of the 15 courses with min 75% attendance in each coursework.
2. Successful completion of the readings/assignments allocated to the candidates and the study and project assignment if any.
3. Clearance from the FAPC (Fellow & Associate program committee) that the course work phase has been successfully completed by the candidate.
4. Publication in National & International journal.
5. 3 Article in AHRD Newsletter "*The Human odyssey*" compulsory

## Research or Thesis Phase

This stage includes carrying out the research and submission of the Title defense and Thesis. This phase would involve identifying a research problem, conducting the research study, and preparing a research report in the form of a thesis . Thesis stage has four main stages:-

### I. TITLE DEFENSE

The candidate has to identify the research topic and present the title defense in the form of presentation. Once title is approved by the jury then candidate has to select the guide under whom he decides to complete his research. While the candidate can start thesis-related work immediately after upon completion of the first coursework, the topic and the design of the thesis can be considered final only when the thesis proposal has been formally approved by the Jury.

### 2. RESEARCH PROGRESS

During the research journey candidate would be required to give progress report of their research work after every 3 months once Title Defense presentation is done.



## Research or Thesis Phase

### 3. DRAFT THESIS

Next step in the research phase would be the draft thesis presentation . the candidate will prepare a draft of the final thesis and make a presentation in the form of a seminar. After the seminar the candidate will be required to prepare the final thesis and submit it for evaluation. Thesis is ready for final submission or needs some changes will be decided in this level by the panel of jury.

### 4. FINAL THESIS

After draft thesis is approved by the jury ,then comes the final presentation of the thesis. Once approved it will be sent for external evaluation and if candidate qualifies , then final thesis is submitted for awardship.





## GUIDE

A guide plays a vital role in the research journey of a scholar . AHRD has a list of eminent guides from IIM, IIT's associated with us and helped many scholars finish their research successfully. Candidate can choose from the list their guide and we will assist you in getting your registration with the guide.

If a candidate wants a guide outside the list he/she can do so by fulfilling certain formalities which is further mentioned in the FPM guidelines.

## PLAGIARISM

Each and every assignment/thesis should go through the plagiarism process to qualify for the credits. Only 10% plagiarism is acceptable beyond that the assignment /article will be rejected and the fellow will have to resubmit the plagiarism report to gain credit points.

HAPPY LEARNING!!!

&

WE WISH YOU ALL THE VERY BEST