MBA (Working Professionals) at IIIT-Allahabad

Preamble:

Working /Practicing professional would have gathered so much of work experience and talent, that over time each one could act as a knowledge hub. If such a professional is provided with an opportunity, encouragement and a right push to record his/her experience into an organized document, then such a document could become a literature/reference material for such professionals.

If such people could receive a formal higher academic orientation with a tilt to look at their own professional environment from a research critical perspective, they would not only be more effective but also be creative. The department of Management Studies of IIIT Allahabad aims to discover this hidden but untapped potential and proposes to device a model to transform the working desk/field of a professional to a learning desk/field so that working professional could channelize his/her learning potential into a creative pathway and hence incentive the stake holder for his/her effort by awarding a degree like MBA.

In this way the concerned professional gets motivated, becomes more committed, quality of his/her performance enhances and thus the place of his/her work receives a boost. From the perspective of the Department of Management Studies at IIITA, it is a win-win situation because Department at no extra cost would be able to establish, the often envisaged, however not realized objective target of industry- institute interaction. This helps to promote a practical impetus to the theoretical foundations developed in a formal Study department.

It is in this backdrop the department of Management Studies proposes to institute a research focused Masters Degree defined as MBA degree by Research for the benefit of employed Managers/Executives/Scientists/Engineers/Technocrats/Teachers, in general professionals from any field, to improve their qualification. This will be a very learner focused executive MBA.

The proposed MBA (Working Professionals) is analogous and dual to conventional MBA. While conventional MBA is mainly course work based, with project work towards its partial fulfilment, the MBA (Working Professionals) is mainly research based and course work is supportive to the proposed research work. Hence, as is the practice with MBA, it is necessary that MBA (Working Professionals) should also be a 4 term (semester) course of minimum 2 years. By the nature of its content and the way it is conducted, the proposed MBA (Working Professionals) is dual to conventional MBA in India and MBA abroad, this course is equivalent to MBA. It is a postgraduate program as per the norms of similar programs like MBA/PGDBM since it is a program of minimum 2 years duration.

Ordinances Governing the Award of Degree MBA (Working Professionals)

1. **Title and Commencement**:

   1.1 These ordinances shall be called the ordinances governing the award of the degree of MBA (Working Professionals) of Indian Institute of Information Technology-Allahabad

   1.2 These ordinances shall come into force from the date of notification by the institute.

2. **Definition:**

   In these ordinances unless the context otherwise requires or specifically defined:

   i) DPGC means the Departmental Post Graduate Committee.

   ii) Degree means the Degree of MBA (Working Professionals).

   iii) IIITA means Indian Institute of Information Technology, Allahabad.

3. Eligibility

3.1 Candidates who satisfy the following three conditions are eligible to seek provisional registration for MBA (Working Professionals).

(i) The candidate should have employment and his/her area of proposed research should correspond to that of his/her profession (job).

OR The candidate should have been hired by a research investigator as a full-time project assistant/research assistant/JRF/SRF on a research project of at least 18 to 24 month duration. Such a candidate should get a suitable fellowship or salary or honorarium.

OR The candidate should get a sponsorship or a fellowship by any external agency/Industry or a self-supporting arrangement and should work on the research problem as a full time research scholar for a duration of at least 24 months.

OR A regularly employed/self employed person who can put at least 30 months towards the course, as a part time (not full time) condidates.

(Such a candidate can be from abroad and he/she is treated as International Candidate)

(ii) A candidate should have Bachelor's Degree of minimum 3 years duration in any discipline with minimum 60 per cent marks or equivalent CGPA (55% marks or equivalent CGPA for SC/ST Candidates).

(iii) At least 3 years of experience in the said profession.

3.2 Candidates have to put in a minimum of 15 days attendance per every half year in the Department with the supervisor who acts as an academic mentor for the candidate.

4. Requirements:

4.1 The candidate formally registers for the degree.

4.2 The candidate conducts research under the supervision of a recognized supervisor in the Institute and a joint supervisor if allotted. The minimum period shall be 24 months for full time MBA candidates for submission of thesis, and shall be 30 months for part time (non-full time) MBA candidate.

4.3 The candidate shall submit the report on the progress of research duly certified by the supervisor(s) once every half year. If two successive reports are not submitted the registration stands cancelled automatically.

4.4 The candidate undergoes assesment in four parts, as given in the following table

Part	Prerequisite	Nature of Assessment	Maximum Marks
1	i) Registration ii) First six months	Assessments in four courses. Each course is evaluated as per $C_1 + C_2 + C_3$ structure vide the ordinance applicable to MBA programs. The quantum of work for each paper will be of 05 credits of respective 0:1:4 in L:T:P structure vide the ordinance applicable to MBA programs. (Total 20 credits)	100 x 4= 400
2	Second six months	Dropped Courses in Part 1 and four courses of part 2. (Total 20 credits)	100 x 4= 400
3	Third six months	(i) Dropped courses of Part-2 if any, (ii) Evaluation of progress and detailed report of project proposal (through presentation of candidate) by supervisor and joint-supervisor (if any) and another expert from the institute, as per $C_1 + C_2 + C_3$ structure vide the ordinance applicable to MBA. programs (Total 9 credits) (iii) An exploratory analysis of his/her profession/job and preparation of report which will also be assessed as per C1+C2+C3 structure as in (ii) above. (Total 9 credits)	100 x 2 = 200
4	At the end of fourth six months	Continuous evaluation of the project work/research work and the final evaluation of the project/research. The evaluation will be as per the structure of $C_1 + C_2 + C_3$. C_1 and C_2 will be evaluated by the research supervisor and joint-supervisor (if any) together with an internal supervisor from the institute. C_3 will be evaluated by a panel of 03 examiners i) Supervisor and Joint-Supervisor (if any) ii) An internal expert of the institute. iii) An external expert outside the institute. C_1 will be for a maximum 25 marks; C_2 will be for a maximum 25 marks. The final viva-will be conducted by the supervisor and the internal expert. These two will translate the reports of the examiners and performance in final viva-voce examination into quantifiable marks for a maximum. of 150 (Total 18 credits).	200
		Total Marks - (Total credits :76)	1200

The submission of thesis /dissertation as part 4 and successful completion of both part-1 and 2 should have a clear separation of at least 06 months in addition to condition stated in section 4.2

[Note: A candidate can avail at the most two attempts to complete the course work in part 1 and part 2 as said above]

4.5 The individual marks/grade cards for part 1 and part 2 will not be issued. The institute shall just intimate the marks/grade statements to let know the candidate, the status of his/her results in the paper he/she has taken for examinations. The final marks/grade card will be as follows:

Course Structure (76 Credits)

Indian Institute of Information technology								
MBA (Working Professionals) in…………………....								
Name:						Reg. No.:		
Title of the Research Work: ………………………………………………………								
Part	Month and Year of Completion	Titles	Lec. Tut. Prac. L T P			Max. Marks C1 C2 C3	Min. Marks C1+C2+C3	Marks Obtained	Grade Point Index (GPI)
1.		Course 1.1	0	1	4	30 30 40	50		
		Course 1.2	0	1	4	30 30 40	50		
		Course 1.3	0	1	4	30 30 40	50		
		Course 1.4	0	1	4	30 30 40	50		
2.		Course 2.1	0	1	4	30 30 40	50		
		Course 2.2	0	1	4	30 30 40	50		
		Course 2.3	0	1	4	30 30 40	50		
		Course 2.4	0	1	4	30 30 40	50		
3.		3.1 Progress of the Research Work	0	1	8	30 30 40	50		
			0	1	8	30 30 40	50		
		3.2 Exploratory							

		Analysis of Own Profession					
4.		Research Work	18 credits	25 25 150	100		
		TOTAL	76	1200	600		

Classification of Results:

Each course mentioned in the table above will have a mentor expert faculty from the institute who would set and evaluate C1, C2 and C3. The mentor for the course will also navigate the candidate through his study.

The student will study, solve assignments, submit the reports and carry out discussions as instructed by the mentor through remote monitoring/offline or online modes.

The C1 and C2 evaluation will be conducted by the mentor through assignments which the student will submit through remote interaction/email submission online presentation and discussion.

For C3 the student will have to appear in the examination on campus or designated venues.

Part 3 evaluation will be through presentations, and thus could be through online or on site.

$$GPI \; is \; \frac{(C_1 + C_2 + C_3)\, Expressed \; in \; Percentage}{10} \; ;$$

$$DGPI = \frac{(Total \; Marks \; Obtained) \times 10}{1200}$$

5. Registration:

5.1 The candidate should identify a supervisor/mentor for his study, identify a research topic, relevant to his profession and propose the plan of study. With this pre-preparation the candidate should apply for registration.

5.2 Registration shall be based on the recommendation of the DPGC concerned and with the approval of the Chairman Senate/ Director.

5.3 Provisional registration maybe recommended by circulation of application amongst the DPGC members. In such a case the process should not take more than 30 days.

5.4 The DPGC is competent to suggest changes if necessary in the title/ scope/methodology of the topic selected for research in consultation with the supervisor.

5.4 At the time of submission of application form, the supervisor of the candidate should suggest 8 courses (4 for part 1 and 4 for part 2) along with the proposed syllabus, as per the semester pattern, for part 1 and part 2 assessments. These courses should be at higher

level, relevant and supportive to proposed research work to be submitted as part 3 and part 4. The course work proposed should be helpful to promote the candidate's proficiency in his field of work. Further the supervisor should ensure that all eight courses are very high level as said in section 4.4. above and are supportive to the research work proposed and the professional career. However, the DPGC is competent to suggest courses and syllabus other than those recommended in consultation with the supervisor. One of the course could be 'Research Methodology'.

5.5 The registration is valid for three years. This can be extended by one more year on the basis of the request by the candidate and with the specific recommendation of the supervisor and the approval of the Chairman Senate and on the payment of the prescribed fees, provided there is no change in the topic of research. If the candidate fails to submit the thesis even after four years as mentioned above, the registration will become invalid automatically. However, the candidate may be permitted to re-register and submit the dissertation for Part 4 within one year from the date of re-registration, on payment of the prescribed fee provided the candidate has completed Part 1, Part 2 and Part 3 successfully.

6. **Recognition of supervisors for MBA (Working Professionals):**

6.1 All regular faculty members of the institute are eligible to supervise students enrolled in MBA (Working Professionals).

6.2 A supervisor may be allowed to supervise the work of a maximum of 4 candidates towards MBA (Working Professionals) at a time (this shall be in addition to the number of PhD Candidates being supervised by the supervisor).

6.3 If the recognized supervisor leaves the institute he/she shall not be permitted to register the fresh students. However, for his existing students, the DPGC in consultation with the student/ supervisor will assign him/her a co- supervisor/administrative supervisor depending upon the quantum of work remaining to be completed.

6.4 Since the scope of MBA (Working Professionals) is to bring the professional world of repute into closer proximity of IIITA, the candidate may be allowed to identify an expert, if available, from his/her place of work to supervise and mentor his study/progress and research locally. Such a qualified expert may be identified as a Joint supervisor. However a joint supervisor has got to be recognized by DPGC.

7. Written examination (Part1 and Part 2)

The candidate shall take C_3 examinations in the four theory courses each for part 1 and part 2. The written examination in these courses shall be conducted along with the other PG examinations of the institute. The candidate shall enroll for Part 1 at most within one year (two semester period) from the date of registration and the candidate shall complete the next part 2 and part 3 within the next one and two subsequent 6 months. Candidate is allowed a maximum of two chances to complete part 1 & part 2, else the registration is deemed to be cancelled.

The minimum requirement for a pass in each subject is 50%. The minimum requirement for $C_1 + C_2$ and for C_3 as in ordinance applicable to MBA will not be applicable to MBA (Working Professionals). The AAA Section of the Institute shall conduct these examinations.

8. Dissertation (Part 3 and Part 4):

Evaluation of Part 3 is as explained in table given in section 4.4 and the following details are with reference to Part 4

The candidate is eligible to submit the thesis only after at least one successful publication or acceptance in a refereed Journal / Conference.

The dissertation shall be the report of the research work conducted by the candidate on the title accepted by DPGC. The candidate can submit the dissertation subject to the conditions specified in section 4.2 and 4.4. The candidate shall submit the final synopsis on the research work carried out. 3 copies of the dissertation should be submitted within 45 days after the submission of the synopsis.

EVALUATION:

The dissertation shall be evaluated by a jury of examiners consisting of three examiners- the supervisor, an internal examiner from the institute and the other external examiner from outside the institute, chosen from a panel of 5 examiners, that is proposed by the supervisor which consists of names of supervisor (other examiner in case he/she is related to the candidate), two internal and two external examiners. In place of an internal examiner from the institute, an expert from within Allahabad may also be chosen as an internal examiner. The examiners will be chosen by the Senate chairman. The synopsis shall be sent to the examiners for their acceptance to work as adjudicators. The dissertation is sent after the acceptance is received.

The assessment of the dissertation shall be given by each member in the form of a report. The report shall indicate:

i) Whether the dissertation is accepted or rejected

ii) Whether the candidate be allowed to resubmit the dissertation after revision.

iii) Whether the dissertation can be recommended for the award for the degree

iv) Clarifications if any sought by the candidate during the viva-voce.

The supervisor is the ex-officio chairman of the Board of Examiners for part 4. The reports shall be sent to the Office of AAA. The chairman sends the consolidated report along with his recommendations to the Office of AAA. The dissertation shall not be accepted if more than one examiner dissent. The dissertation has to go for a second evaluation after necessary revision. If the dissertation is not accepted in the second evaluation also by more than one examiner the candidate shall not be awarded the degree. If more than one examiner accepts the dissertation, the candidate shall be asked to incorporate the modification suggested by the examiners, if any, and the revised thesis can be placed for open Viva-voce. The candidate has to make a detailed presentation of his work, provide clarifications to the questions asked by the defense examination committee, which is a committee of two members namely supervisor and/or joint supervisor (if any) and the other internal expert. The supervisor shall be the chairman of the committee. The committee shall send a consolidated report to the Office of AAA indicating the recommendations clearly and the quantification in terms of marks for a maximum of 150 as C_3.

9. **Change of supervisor title methodology:**

9.1 A candidate may be permitted to change the title, scope, methodology of research on the recommendation of the supervisor and the approval by the DPGC. However the area of research cannot be changed if Part 1 assessment is completed. Change in area of research can also be considered if the candidate is yet to take part 1 examination or the candidate withdraws the results of part 1 and part 2 assessment without claiming any exemption in any paper. A suitable fee will be prescribed by the Institute.

9.2 Change of supervisor, subject to valid reasons may be permitted on approval by DPGC.

10. **Modalities**: Any issue not covered by the foregoing shall be governed by the decision of the Chairman Senate.