



კავკასიის უნივერსიტეტი
CAUCASUS UNIVERSITY



კავკასიის სადოქტორო სკოლა
CAUCASUS DOCTORAL SCHOOL

Caucasus University

Caucasus Doctoral School

Title of the Program

PhD in Management

Title of the Program (in Georgian)

მენეჯმენტის სადოქტორო პროგრამა

Level of Higher Education

PhD

Teaching Language

English

Degree Awarded, Code

0203

In English:

PhD in Management

In Georgian:

მენეჯმენტის დოქტორი

Date of program approval:

25.09.2018

Head of the program:

Paata Brekashvili, PhD
Professor of Caucasus University
Dean of Caucasus Doctoral School
+995 599457040; pbrekashvili@cu.edu.ge

Program Curriculum and ECTS Credits

Optimal duration of the program is 3 years. Maximum duration is 4 years. PhD in Management program consists of 180 ECTS credits.

Teaching process is structured around semesters. All teaching components last one semester. A semester consists of calendar weeks. Each week comprises contact hours, as well as, hours for independent work. Semester may include 2 or 16 calendar weeks. The number of weeks for each semester is planned individually according to each cohort.

1 ECTS credit corresponds to 25 study hours that includes both contact hours (lectures, seminars, examinations, etc.) and hours of independent study time.

PhD in Management program consists of teaching component (60 ECTS credits) and research component (120 ECTS credits). Program's teaching component includes mandatory seminars and methodological courses (34 ECTS credits), optional seminar (6 ECTS credits) and teaching and assistantship (20 ECTS credits). Doctoral student can choose one of the elective seminars offered by the program. Research component comprises a Dissertation. Before Dissertation doctoral student is required to participate in

academic scientific conference (present conference paper himself/herself) on relevant topic of Dissertation.

Admission Requirements *

- Master's Degree Diploma or equivalent. An applicant must be a graduate from an accredited higher educational program.
- Proof of English language proficiency on B2 level or Bachelor or Master Degree Diploma of a program taught in English Language; In case an applicant does not possess above mentioned documents, s/he will have to pass Caucasus Doctoral School admission exam in English Language at B2 level;
- Passing score in Math test of Caucasus Doctoral School;
- Motivation letter in English stating applicant's research interests;
- Two letters of recommendation to Caucasus Doctoral School admission committee (prepared in English Language);
- Successful interview with Admission Committee of Caucasus Doctoral School.

* School Admission Committee approves admission deadlines that are publicly available on program web-site.

Teaching and Learning Methods

- Verbal comprehension;
- Writing comprehension;
- Discussions/debates;
- Co-operative learning;
- Induction, deduction, analysis and synthesis;
- Explanatory method;
- E-learning.

Financial Sustainability of the Program

Program budget is calculated and agreed with the Financial Department of the Caucasus University.

PhD Program Description

<p>Program Objectives</p>	<p>Program objectives are as follows:</p> <p>To train a researcher, who will possess deep theoretical knowledge and methodological skills necessary to conduct a research in the direction of Business Administration field of Management, more specifically in the areas of Organizational Behavior and Organizational Theory or Leadership;</p> <p>To train a researcher, who will be able to plan and conduct a research independently;</p> <p>To create new knowledge and to develop in doctoral students best teaching methods and knowledge transfer skills;</p> <p>To prepare graduates who adhere to principles of academic integrity and are able to integrate themselves in the various fields of academic society internationally.</p>
<p>Program Learning Outcomes</p>	<p>Knowledge and Understanding</p> <p>1. A graduate will possess a deep knowledge including a knowledge of recent scientific breakthroughs in the following areas of Management: Organizational Behavior, Organizational Theory or Leadership. A graduate will also acquire knowledge of quantitative and qualitative research methods, which will enable him/her to produce impactful research publications in the field of management.</p> <p>Applying Knowledge</p> <p>2. A graduate will be able to plan, carry out and supervise modern and innovative research independently in the subfields of management and to create new knowledge in the areas of Organizational Behavior, Organizational Theory or Leadership.</p> <p>Making Judgments</p> <p>3. A graduate will be able to critically analyze, synthesize and evaluate new, complex and controversial ideas and approaches before and during the research process; He/she will also be able to independently make efficient decisions in case of unaccepted circumstances.</p> <p>Communication Skills</p> <p>4. A graduate will be able successfully participate in research groups operating in various time zones and spaces utilizing modern day information and communications technologies;</p> <p>5. A graduate will be able to engage in thematic debates regarding existing knowledge, new research findings and paradigms internationally.</p> <p>Learning skills</p> <p>6. A graduate will be able to build upon his/her knowledge of recent breakthroughs and develop new findings and ideas him/herself.</p>

	<p>Values</p> <p>7. A graduate will be able to analyze, research and implement academic and professional integrity.</p>
<p>Employment opportunities</p>	<p>A graduate of the program will have employment opportunities in the following fields:</p> <ul style="list-style-type: none"> ⇒ Educational institutions, ⇒ Scientific and research institutes, ⇒ Analytical research centers, ⇒ Management consulting companies, ⇒ Analytical and research departments at state and private sectors, ⇒ Top management positions in private companies.

<p>Student Evaluation and Grading System</p>	<p>Student grading systems differs in teaching and research components.</p> <p>Teaching component consists of midterm and final evaluation. In teaching component students will be graded with a 100-score system, which includes 70 points of midterm evaluation and 30 points of final exam.</p> <p>In the grading system there are established minimal score limits of midterm and final grades. The detailed information about score limits is presented in course syllabuses, which is usually uploaded in the system of studying management process before the academic semester starts.</p> <p>At each step of the studying process student has right to retake the final exam if his/her minimal midterm grade is 41.</p> <p>Scores in the grading system are distributed according to the following chart:</p> <p>The following grades will be considered satisfactory:</p> <ul style="list-style-type: none"> • (A) - Excellent – maximum score: 91.00–100.00 • (B) – Very Good - maximum score: 81.00 – 90.00 • (C) - Good - maximum score: 71.00 – 80.00 • (D) - Satisfactory - maximum score: 61.00 – 70.00 • (E) - Sufficient - maximum score: 51.00 – 60.00 <p>The following evaluation will be considered unsatisfactory:</p> <ul style="list-style-type: none"> • (FX) - Insufficient – 41.00-50.00 of maximum score, which means that student needs to put more work to pass the subject and is given one more chance to take final exam. • (F) - Fail – 40.00 or lower of maximum score, which means that student’s accomplishment of the course is fully unsatisfactory and he/she has to take the course again. <p>Student has right to retake the final exam according to the administrative deadlines, no less than in 5 days after the final exam grades are published. The resit exam score is not added to the initial final exam score. Resit exam score is the final grade and will be included in the ultimate evaluation of the studying component.</p> <p>Research component is graded with 100 points, following the rule of unitary evaluation principal.</p>
----------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

The dissertation is evaluated with the following system:

- a) Excellent (summa cum laude) – excellent work;
- b) Very Good (magna cum laude) – the work, which completely exceeds the required standards;
- c) Good (cum laude) – the work, which exceeds the required standards;
- d) Satisfactory (bene) – the work, which meets the basic required standards;
- e) Sufficient (rite) – the work, which meets the required standards despite the gaps;
- f) Insufficient (insufficient) – insufficient work, which does not meet the required standards, because of important gaps;
- g) Fail (sub omni canone) – the work, which absolutely does not meet the required standards.

In case of receiving evaluation defined in “a”-“e” sub-points, doctorate gets doctoral academic degree.

In case of receiving evaluation defined in “f” sub-point, doctorate is given a year time limit to represent the emended dissertation.

In case of receiving evaluation defined in “g” sub-point, doctorate loses the chance to represent the same work.

Academic Staff

PhD program is supported by academic staff covering all program components.

Teaching component of PhD program is delivered by the following academic staff:

- 3 professors;
- 1 associate professor;
- 1 assistant professor;
- 1 invited lecturer, who holds a PhD in relevant field.

For detailed information about academic staff, refer to the Appendix at the end of the curriculum.

The information about academic staff, who is involved in program`s research component, is presented in the decree of Doctoral School tutors and advisers.

Other Resources Available for the Program

Caucasus University is a member of various international organizations and has signed Memorandum of Understanding with Georgian and foreign Universities and governmental and non-governmental organizations. Thus there is active process of internationalization of current and planned academic programs, involving foreign lecturers in the programs, exchanging students and academic staff and professional development. Caucasus University has partnerships with the following leading international institutions:

Membership of international organizations:

- » [The Central and East European Management Development Association \(CEEMAN\);](#)
- » [Association to Advance Collegiate Schools of Business \(AACSB\);](#)
- » [Network of International Business & Economic Schools \(NIBES\);](#)
- » [American Chamber of Commerce in Georgia \(AmCham\);](#)
- » [Guide Association;](#)
- » [United Nations Academic Impact \(UNAI\).](#)

Partner universities:

- [Babes-Bolyai University](#)
- [Cracow University of Economics](#)
- [Empresarial De Costa Rica](#)
- [Estonian Business School](#)
- [Grenoble Ecole de Management](#)
- [Instituto Superior de Ciencias do Trabalho e da Empresa \(ISCTE\)](#)
- [ISM University of Management and Economics](#)
- [Istanbul Bilgi University](#)
- [Paris ESLSCA Business School](#)
- [Riga International School of Economics and Business \(RISEBA\)](#)
- [Tallinn University of Technology](#)
- [University of Economics in Katowice](#)
- [Warsaw School of Economics](#)

Library and Study Resources

- Caucasus University Library;
- Caucasus University Electronic Libraries;
- Caucasus University Electronic Bases:
 - EBSCO(<http://search.epnet.com/>)
 - Cambridge Journals Online (<https://www.cambridge.org/core>)
 - e-Duke Journals Scholarly Collection (<https://www.dukeupress.edu/>)
 - Edward Elgar Publishing Journals and Development Studies e-books (<https://www.elgaronline.com/page/70/journals>)
 - IMechE Journals (<https://us.sagepub.com/en-us/nam/IMEche>)
 - SAGE Premier (<https://us.sagepub.com/en-us/nam/sage-premier>)
- Computer center;
- Research center;
- Auditoriums;
- Software technologies to support research activities (SYSTAT, Nvivo, SPSS).

Academic Plan

Nº	Code	Prerequisite	Status	Subject/module	Year					
					I		II		III	
					ECTS					
					I Semester	II Semester	III Semester	IV Semester	V Semester	VI Semester
1.	SIWR 6111	NA	Required	Methods of Scientific Writing	6					
2.	TEME 6112	NA	Required	Teaching Methods	2					
3.	REDE 6121	REWR 6111	Required	Research Design		4				
4.	SEM 6113	NA	Required	Organizational Behavior	6					
5.	SEM 6122	SEM 6113	Elective	Organizational Theory						
6.	SEM 6123	SEM 6113	Elective	Leadership		6*				
7.	REME 6114	NA	Required	Quantitative Research Methods	6					
8.	REME 6124	NA	Required	Text Mining		4				
9.	REME 6125	REME 6114	Required	Multivariate Data Analysis		6				
10.	TEAS 6126	TEME 6112	Required	Assistantship		2				
11.	TRPR 6211	TEME 6112, REDE 6121	Required	Teaching and/or Assistantship			6			
12.	TRPR 6221	TEME 6112, REDE 6121	Required	Teaching and/or Assistantship				6		
13.	TRPR 6311	TEME 6112, REDE 6121	Required	Teaching and/or Assistantship					6	
14.	DISS 6321	All Subjects and Conference Participation	Required	Dissertation						120

* Note: From two elective courses offered in the second semester, student can choose only one.

Program Hourly Plan

№	Subject	ECTS	Contact hours	Independent work	Total hours
			Lecture, Seminar, Practicum, Homework and Presentation	All Independent work including preparation for exams	
1.	Methods of Scientific Writing	6	45	105	150
2.	Teaching Methods	2	15	35	50
3.	Research Design	4	30	70	100
4.	Organizational Behavior	6	45	105	150
5.	Organizational Theory	6	45	105	150
6.	Leadership	6	45	105	150
7.	Quantitative Research Methods	6	45	105	150
8.	Text Mining	4	30	70	100
9.	Multivariate Data Analysis	6	45	105	150

Curriculum Map

(Map key: I = Introduce, R = Reinforce, E = Enhance)

№	Course	Learning Outcomes <small>(see definition below)</small>						
		1	2	3	4	5	6	7
1.	Methods of Scientific Writing		I					
2.	Teaching Methods				I	I	I	I
3.	Research Design		R	I				
4.	Organizational Behavior	I	R					
5.	Organizational Theory	R	R					
6.	Leadership	R	R					
7.	Quantitative Research Methods			R				
8.	Text Mining			R				
9.	Multivariate Data Analysis			R				
10.	Assistantship				R		R	R
11.	Teaching and/or Assistantship				R	R	R	R
12.	Dissertation	E	E	E	E	E	E	E

Program Learning Outcomes:

1. A graduate will possess a deep knowledge including a knowledge of recent scientific breakthroughs in the following areas of Management: Organizational Behavior, Organizational Theory or Leadership. A graduate will also acquire knowledge of quantitative and qualitative research methods, which will enable him/her to produce impactful research publications in the field of management.
2. A graduate will be able to plan, carry out and supervise modern and innovative research independently in the subfields of management and to create new knowledge in the areas of Organizational Behavior, Organizational Theory or Leadership.
3. A graduate will be able to critically analyze, synthesize and evaluate new, complex and controversial ideas and approaches before and during the research process; He/she will also be able to independently make efficient decisions in case of unaccepted circumstances.
4. A graduate will be able successfully participate in research groups operating in various time zones and spaces utilizing modern day information and communications technologies;
5. A graduate will be able to engage in thematic debates regarding existing knowledge, new research findings and paradigms internationally.
6. A graduate will be able to build upon his/her knowledge of recent breakthroughs and develop new findings and ideas him/herself.
7. A graduate will be able to analyze, research and implement academic and professional integrity.

Information about Academic Personnel and Invited Lecturers of the Program			
N ^o	<i>Name and Last Name</i>	<i>Status</i>	<i>Subject</i>
1	Ana Meskhi	Professor	Methods of Scientific Writing
2	Nikoloz Parjanadze	Invited Lecturer	Teaching Methods
3	Nikoloz Parjanadze	Invited Lecturer	Research Design
4	Paata Brekashvili	Professor	Organizational Behavior
5	Levan Bzhalava	Assistant Professor	Organizational Theory
6	Paata Brekashvili	Professor	Leadership
7	Davit Kapanadze	Professor	Quantitative Research Methods
8	Levan Bzhalava	Assistant Professor	Text Mining
9	Lasha Kavtaradze	Associate Professor	Multivariate Data Analysis