

STUDY A PHD IN MANAGEMENT

The UniSA Business School is a vibrant place to study.

As a student studying a PhD specialising in management, you will have the opportunity to work with leading researchers and award-winning academics in the area of management.

You will be actively engaged in the program and there are numerous opportunities for developing your professional skills and socialising with your peers.

By studying at the UniSA Business School, you will be exposed to the theories and knowledge base in management, in addition to a wide variety of research methods and analytical tools.

Students take a number of courses and workshops on theory and methods, and we have a very active international scholar program with frequent academic and student visitors.

The PhD program places strong emphasis on the development of research competence as a vehicle to professionalism. Our goal is to provide an environment that allows you to develop your skills as a scholar and as a professional, who is prepared to assume the diverse responsibilities of positions in leading universities, organisations, and institutions.

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APPLICATION PROCESS

The PhD program places strong emphasis on the development of research competence as a vehicle to professionalism. Our goal is to provide an environment that allows you to develop your skills as a scholar and a professional, who is prepared to assume the diverse responsibilities of positions in leading universities, organisations, and institutions.

Application timelines

If you are admitted to a PhD specialising in management, you will begin your program in February, normally on a full-time basis.

International applicants

- Your application must be submitted through [Apply Online](#) with the required documentation uploaded by **31 August**.
- **International sponsorship and other scholarship applications** will be reviewed, and you will be notified of the outcome within 6-8 weeks of submission. For fullest consideration, your application must be submitted through [Apply Online](#) with all required documentation uploaded within seven days.

Domestic applicants

- Your application must be submitted through [Apply Online](#) with the required documentation by **31 October**.

How to apply

Application materials are submitted through our secure [Apply Online](#) application system.

In order for your application to be considered, please upload the following documents in your Apply Online application:

1. Curriculum Vitae (CV).
2. Undergraduate Transcript.
3. Postgraduate Transcript (if applicable).

4. Supervisors:
 - Provide a Microsoft Word document that lists the names of 1-4 academic staff you would be interested in having as your supervisor.
5. Referees:
 - UniSA Referee Report: arrange for two referees to complete and submit the [UniSA Referee Report](#) directly from their own email account to the Graduate Research office.
 - Please ask your two referees to provide detailed comments about your capacity to conduct research, such as your capability to critique situations, investigate a problem and provide evidence to come up with a solution; and your experience and capabilities in undertaking or leading a project. This information can be provided on the [UniSA Referee Report](#) or separately on letterhead and submitted with the referee report.
6. Statement of purpose (up to 1500 words) addressing the following:
 - Your career goals
 - Why you want to undertake a PhD
 - Why you want to study with the UniSA Business School
 - Relevant research and work experience
 - Any other information to support your application.
7. Writing sample such as a research paper, business report or course paper.
8. Short research proposal explaining your research interests, potential research topic and questions, and potential methodologies.
9. Optional, but strongly recommended, a copy of your Graduate Management Admissions Test (GMAT), Graduate Records Examination (GRE) or American College Testing (ACT) score.
10. Video interview:
 - You will be required to undertake a video interview as part of the application process. You will receive an email with instructions during the timelines specified above.

Further information

As a PhD student studying management, you will have the opportunity to work with leading researchers and award-winning academics.

You will have the opportunity to study a wide range of practically relevant management topics from one of our five interrelated speciality areas:

- Human resources and organisation behaviour
- Sports, tourism and leisure management
- Ethics and corporate social responsibility
- Logistics and supply chain management
- Strategy, International/Asian Business & Entrepreneurship Research

Our management program is based on four general principles:

1. A collaborative learning environment with diversity of interests, mutual respect, continuous learning, and hard work
2. Student responsibility for managing their own performance and formulating their own program of learning, with guidance from their supervisor
3. Development of both breadth and depth of knowledge, theories, and research within the chosen area
4. Conducting research that is theoretically meaningful, contributes to the knowledge base, and is practically important to employees, organisations, government and/or society.

THE PROGRAM

Researchers in management study a wide range of practically relevant topics, grouped into five broad interrelated areas of research strength:

Human Resources and Organisational Behaviour - focuses on research related to people as they interact in organisations and in society. Topics include but are not limited to diversity, human resource management practices, teams and team processes, social networks, innovation, negotiation and conflict, work motivation, justice, leadership, organisational climate and culture, organisational change, employee attitudes, performance, turnover, migrant workers, work-life balance and well-being.

Tourism, Sports and Leisure Management - focuses on research related to the tourism and leisure industries. Topics include but are not limited to event management, event visitor experiences, enterprise performance, internationalisation of hospitality, China hospitality industry, sociology of hospitality and tourism, service quality and operational management, tourist behaviour and experiences, destination image, destination marketing, health and wellness, leisure experiences, art and cultural management.

Ethics and Corporate Social Responsibility - focuses on research related to ethics and integrity broadly defined. Topics include but are not limited to applied ethics, responsible leadership, corporate social responsibility, sustainability and sustainable development, citizenship behaviours, corporate governance and business ethics.

Strategy, International/Asian Business & Entrepreneurship Research - focuses on research related to globalization of markets particularly challenges associated with macro developments in the region as well as the micro activities of business enterprises that are cultivating market opportunities. Topics include but are not limited to challenges of enterprises such as small start-ups, new ventures, born-globals, small older domestic firms or larger established domestic and multinational organizations. Another prominent area of research strength includes work on topics such as enterprise engagement of Asian business and management. Topics include but are not limited to cross cultural management, Chinese Commercial Law and Corporate Governance, Employment Relations, Human Resource Management and Labour Markets, Business Leader and Leadership, Foreign Direct Investment, Trade and Multinational Enterprises, Globalization and Comparative Asian Management, Innovation, Entrepreneurship and Sustainability, International Accounting, Assurance and Corporate Governance, International Trade, Finance and Investment, Marketing and Consumer Behaviour, Tourism and Services Management.

Operations and Supply Chain Management - focuses on research related to linking strategies in business and supply chain operations. Topics may include; manufacturing and service operations improvement, project management, strategic technology management, sustainable sourcing and procurement systems, information and innovation flow, value co-creation, sustainability and closed loop supply chains, performance measurement in collaborative and integrated supply chains.

You are expected to acquire breadth and depth of expertise in one of these areas, although cross-fertilisation across areas is encouraged to gain broad knowledge of theories and scientific approaches in management. The expertise developed in a chosen area creates a knowledge base so that students can execute problem-focussed research.

Our aim is to provide training that enables our graduates to understand an array of topics within their chosen area, have in-depth expertise in a single topic, and apply conceptual thinking and research skills to answer questions and solve problems in academia, organisations, government and/or society.

Students are exposed to the theories and the knowledge base in their chosen area, in addition to a wide variety of research methods and analytical tools, including laboratory experiments, field research, survey research, hierarchical linear modelling, longitudinal modelling, case studies, ethnography, observation, and interviewing.

The PhD program is based on four general principles:

1. A collaborative learning environment with diversity of interests, mutual respect, continuous learning, and hard work
2. Student responsibility for managing their own performance and formulating their own program of learning, with guidance from their supervisor
3. Development of both breadth and depth of knowledge, theories, and research within the chosen area
4. Conducting research that is theoretically meaningful, contributes to the knowledge base, and is practically important to employees, organisations, government and/or society.

SKILLS ACQUIRED DURING STUDY

You will acquire a variety of skills during your time in the PhD program, including:

- content knowledge
- research design and methods
- quantitative and qualitative analytical techniques
- theoretical and conceptual thinking
- critical thinking
- problem solving
- ability to use research to answer questions and solve problems
- presentation and teaching skills
- teamwork skills
- professional communication and academic writing
- practice-based or consulting skills.

These skills are acquired in various ways-through formal seminars or workshops, participation in research projects, teaching-related activities, writing papers, and working formally and informally with peers and academics.

Depending on your ultimate career goals, you may emphasise development of some of these skills to a greater extent than others; however, you are expected to develop some skills in all of these areas.

In consultation with your supervisors, you will design an individually meaningful course of study within the larger context of your area. You will take a series of seminars or workshops and other formal learning activities to gain a foundation in your chosen area. Additional focus and expertise are developed through specialised supporting activities in your specific area of interest and collaboration on research projects.

STUDENT EXPECTATIONS

The PhD program is a research-based program. There are six basic categories of activities and normative behaviours:

1. Gaining knowledge of theory and research through seminars and workshops in theory, methods, and statistics
2. Active engagement in research
3. Participation in presentations and forums
4. Developing teaching and presentation skills
5. Engaging in professional activities such as conferences and PhD committees
6. Conducting dissertation research

The PhD experience is intense and time-consuming. You are expected to:

- be serious about obtaining the degree
- work up to your potential, putting forth maximum effort in all endeavours
- be open to constructive, developmental feedback
- be able to work independently
- be self-disciplined
- be open-minded, open to new ideas
- be willing to learn about yourself
- be conscientious
- be a 'good citizen'
- respect the ideas and feelings of all individuals
- behave with integrity and in an ethical manner
- be willing to share ideas, experiences, and efforts with others in the spirit of teamwork
- aim for high quality, innovation and efficiency in all work endeavours
- be proactive.

The program is largely a guided self-learning experience. Academic staff provide guidance and advice, but much of the learning depends on your motivation and effort, and how you form your own program.

The program and academic staff provide opportunities for you in a number of ways- through seminars, workshops, courses, forums, presentations, research projects, practice-based experiences, and so forth. You are expected to be active and proactive in taking advantage of these opportunities- this includes thinking about and determining career interests and goals, designing a program of study to achieve those goals, structuring time and setting deadlines, and fully participating in available opportunities.

You are expected to be dedicated and committed to the program and to obtaining your doctoral degree-this means making it one of your top priorities.

A full-time commitment to the PhD program is expected until all requirements are completed. Full-time enrolment allows students to develop the skills and values for effective scholarship, and to facilitate collegial relationships among academics and students. During your degree you may choose to work part-time however this should be with the, approval from your supervisor. we prefer that you demonstrate that work has a direct relationship to enhancing skills related to the PhD (e.g., research assistant, teaching courses in the field).

You are expected to devote primary attention to your doctoral studies that should allow for completing the degree within 3 or 3.5 years.

MUTUAL EXPECTATIONS

From academic staff, you can expect:

- a high degree of dedication and commitment to our work and the UniSA Business School
- a series of experiences designed to provide breadth and depth of knowledge and research
- attendance at meetings, colloquia, and the like
- a quest for high quality and innovation in all our work endeavours
- an effort to continuously improve our own skills
- an effort to continuously improve the UniSA Business School
- an effort to understand each individuals' unique needs, concerns, and problems.

From you, academic staff expect:

- basic respect for our position, knowledge, and expertise
- an effort to understand that we do our best to look after your interests
- respect for our time
- patience and tolerance as we balance our teaching, research, and service demands.

SAMPLE PROGRAM SCHEDULE

Year 1

Dissertation Proposal Hearing before End of Year 1

Research Methods Education Program

Attendance at BUE and SOM Presentations, Workshops and Seminars

Year 2

Continue Work on Dissertation and Engage in Related Research Projects

Research Methods Education Program

Attendance at BUE and SOM Presentations, Workshops and Seminars

Year 3-3.5

Finish Dissertation

Advanced Research Methods Education Program

Attendance at BUE and SOM Presentations, Workshops and Seminars