MANAGEMENT DOCTORAL PROGRAM
AN ADVANCED PROGRAM FOR OUTSTANDING MANAGEMENT SCHOLARS

MONASH BUSINESS SCHOOL
REAL SOLUTIONS
DEMAND REAL
WORLD RESEARCH
At Monash Business School, our mission is to deliver practical solutions that make an impact on the business world. We are shaping the future of business, venturing beyond traditional boundaries to bring together multi-disciplinary thinking and tackle the big issues in management.

Our researchers are at the forefront of contemporary knowledge and practice. Every project and challenge is underpinned by our commitment to research excellence.

We are committed to developing and supporting the research leaders who will shape the future. Are you ready to join us?

WHY A MONASH PHD?

The Monash Doctoral Program gives you an opportunity to challenge the status quo and change things for the better.

We are one of Australia’s leading research intensive universities, ranked among the top 100 universities in the world. And we are a member of the Group of Eight – the top tier universities in Australia recognised for their excellence and achievement.

We have a global reputation

Monash Business School is among the 1% of business schools in the world to have achieved the elite ‘triple crown’ accreditation by the three major global business school accreditation bodies – AACSB, EQUIS and AMBA – and the only Group of Eight university to have done so.

We offer generous scholarships and grants

We believe in research excellence and we want to work with, and nurture the best researchers out there. That is why we offer generous funding support to graduate researchers. From scholarships and bursaries to cover the cost of your program, to help with your living expenses, and travel grants to facilitate international experience, we give you the support you need to focus on your research and professional development.

Fostering an environment for success

We provide an environment where new ideas are embraced, where scholarly debate creates new thinking and excellence is the norm.

You will be supported by a minimum of two supervisors throughout your enrolment, both of whom are committed to your success.

Your experience is broadened through our vibrant visitors program. We welcome leading scholars from around the world to Monash each year. These scholars share their knowledge with our faculty and students through meetings, seminars, and informal discussions.

JOIN THE DEPARTMENT OF MANAGEMENT

The Department of Management is the largest grouping of management educators and researchers in the Asia-Pacific region.

We have a vibrant and supportive research culture, which includes:

- Participation in domestic and international conferences, workshops and seminar series
- Expert academic supervision of over 50 Higher Degree by Research (HDR) students
- A strong commitment to interdisciplinary research through the business school’s Centre for Global Business and a number of research interest groups
- Full support for our staff and PhD students to actively pursue grants to further their research.

In 2014, we received $1.6m in external research funding, including contracted research.

We are committed to supporting and nurturing the development of our doctoral students. Some of our most talented research students have joined the ranks of our academic staff upon their completion of their research degrees.
WHERE THE RESEARCH HAPPENS, MATTERS

The Management Doctoral program

- Available on a full-time basis
- Normally completed in 3-4 years
- Commencement in February and August each year

PROGRAM STRUCTURE

Major thesis
The principal component of the Management PhD is a major thesis of up to 80,000 words, comprised of an original research project.

Coursework
At Monash Business School, coursework is designed to widen your knowledge, to place your specialised research project within a broader disciplinary context, and to enhance your research skills.

In addition to completing the Philosophy of Research unit, you will be required to complete an advanced methodology unit by selecting one of the following units:
- Advanced quantitative research methods
- Advanced qualitative research methods

These subjects are designed to ensure you have the theoretical background and capability to be able to read graduate-level content and harvest the knowledge you need from it.

In some instances, students may be required to undertake additional subjects, as determined by the PhD Director.

Milestones
Progress through the PhD is evaluated at three milestones to help ensure all students complete their studies in the required time.

Milestones are also an opportunity to receive critical feedback on your project from established academics external to your supervisory team. Milestones also provide a forum for you to acquire presentation skills when presenting your research.

Participation in departmental activities
Participation in the intellectual and academic life of the department is an important aspect of your candidature. In addition to improving your own intellectual capital, it provides you with opportunities to network with and present to supportive staff.

To this end, you will meet to discuss your progress with your supervisor fortnightly and attend all doctoral seminars. The department also runs a number of research seminars throughout the year which you are also encouraged to attend.

ASSOCIATE PROFESSOR BRIAN COOPER
PhD supervisor
Research area: Quantitative management research methods

“...It is a privilege and a great source of satisfaction to train the best of our future researchers.”

“I bring the most advanced statistical expertise when supervising and students doing quantitative research love to have a statistics expert as a supervisor.

For me the most interesting parts of supervision are seeing the student learn and grow through their PhD journey. A colleague once described a PhD as a marathon and not a sprint; so it requires persistence and at the end you have a great sense of achievement that you have made an impact in your chosen field.”
I love that my PhD allows me to come to the office every day and work towards something that is professionally advantageous, but also extremely fulfilling on a personal level. Not many other ‘jobs’ allow the creative freedom to pursue a research agenda of your own, developing your ideas in such a supportive setting.

To be able to say that I am going to receive my PhD from a Group of Eight member was a big consideration when looking where to apply. In the competitive academic job market, this accreditation means that Monash graduates may have a favourable edge over applicants from non-Go8 universities. Furthermore, with the largest number of management scholars and lecturers in the Asia-Pacific region, Monash PhD candidates are inducted into a massive global network of knowledge, experience and resources. While these factors are important in a professional sense, the people at Monash that I encounter on an everyday basis are what really make the PhD experience so enjoyable and rewarding.

After establishing a wonderfully supportive relationship with my supervisors during my Honours year, Monash was my first choice when applying for my PhD. Even though I’d only been at Monash for a year, I couldn’t imagine leaving. And it’s not just my supervisors, but the whole community of both academic and professional staff who go out of their way to support, encourage, constructively challenge and inspire with their commitment to, and passion for, continuous learning.
The Department of Management welcomes all research proposals in a wide range of areas including governance, leadership, organisation studies, international business, strategic management, operations, supply chain management and human resources. We also particularly welcome applications from students whose research aligns with our main research themes:

**ACREW - Australian Consortium for Research in Employment and Work**
- Wellbeing at work
- Employee voice: workplace conflict and employment regulation
- The dark and the smart side of work: the impact of new technology in the 21st century

**Social Business Action Research Unit**
- Social entrepreneurship: microfinance and financial inclusion
- Corporate Social Responsibility and employment
- Sustainable supply chains

**Leadership**
- Leaders’ ethical decision-making and the growth of sustainable business in a globalised marketplace
- How innovative leadership practices help organisations maintain their competitive edge in cross-national environments
- Obstacles that working adults must navigate to realise their leadership development aspirations

**Governance and Public Management**
- Governance, roles, relationships and leadership – the public service, parliament, the political executive, business, civil society, and local government
- Measurement, auditing and reporting public services performance
- Building capacity in the public sector domestically and internationally
- Capabilities of parliaments and parliamentarians

**Health and Care Management**
- Health care redesign and improvement (including lean health care)
- e-Health and digitalisation of health care
- Human and organisational dimensions of health care innovation

**Critical Reorientations of Organisation and Society (CROS)**
- Critical Management Studies, including post-colonial and feminist studies of management and organisation
- Diversity, discrimination and inequality in work and economic life
- Overlooked organisational phenomenon, including bodies at work, aesthetics and domestic violence.

These groups are comprised of academics and PhD students interested in a similar area of research. They provide an active and collegial research environment.
Scholarships and financial aid

Monash University spends more than $47 million each year on postgraduate research scholarships. We also offer living and other allowances, travel grants, publication grants, residential scholarships and more. Stipends and other allowances help with living and other costs, such as relocation costs from outside Victoria, including overseas.

The Australian Government’s Research Program (RTP) covers course fees for research candidates who are Australian or New Zealand citizens or Australian permanent residents for the specified duration of their course.

Our tuition scholarships for international students cover the cost of tuition fees, and in some cases include the cost of compulsory Overseas Student Health Cover.

For more information visit
monash.edu/graduate-research/future-students/support

Departmental scholarships

The Department of Management also offers select scholarships to candidates based on merit and aligned with our research strengths. Scholarships can be up to $10,000 per annum. Contact the Department to find out more.

Entry requirements

All applicants must be able to demonstrate a capacity to carry out independent research, have adequate training and the ability to pursue the proposed course of study. Minimum qualifications and English language skills required are provided at:
monash.edu/graduate-research/future-students/apply

How to apply

Applying for the Management Doctoral program involves four basic steps.

Step 1
Submit an expression of interest to Monash Business School Research Services Office.
buseco-research.degrees@monash.edu
Tel: +61 3 9905 1055

Step 2
Receive an invitation to apply. Applications may only be submitted once you have obtained an invitation from the Department of Management. This can take up to four weeks. If you hope to secure a scholarship, it is recommended that you start the process no later than one month prior to scholarship closing dates. Closing date information is available at:
monash.edu/graduate-research/future-students/support

Please see more information on commencement dates at:
monash.edu/graduate-research/future-students/apply/scholarship/commencement-date

Step 3
Submit a formal application for admission.
You can apply online at:
monash.edu/graduate-research/future-students/apply

Step 4
Accept your offer.
Further information
monash.edu/business/future-students/research-degrees

Department of Management
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Monash Business School Research Services Office
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