

**NALSAR University of Law
PhD Entrance Examination (Management)
Model Question Paper
PhD Admissions**

**All Questions are Mandatory
Duration: 2 hours**

Part One

(MCQs carry negative marking. Every wrong answer will be penalized with -1 mark.)

MCQ (20 x 2 Marks)

Specimen questions:

1. Research hypothesis refers to:
 - i. A verified conclusion
 - ii. A tentative proposition that can be tested
 - iii. A literature review summary
 - iv. None of the above

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20. ANOVA is used to:
 - i. Compare means across multiple groups
 - ii. Count frequencies only
 - iii. Measure correlation only
 - iv. None of the above

Part Two

1. Critically examine the concept of management with reference to its core characteristics, functions, and underlying principles. In your response, discuss whether management may be understood as a universal discipline governed by generally applicable principles, or whether its practice necessarily requires contextual adaptation across sectors, cultures, institutional settings, and organizational forms. Substantiate your analysis with appropriate reasoning and illustrative examples. **(500 words, 20 Marks)**
2. The themes of employee retention and organizational commitment have acquired significant relevance in contemporary management scholarship and practice. Organizations increasingly confront challenges such as high employee attrition, declining morale, skill shortages, and evolving workforce expectations. In this context, identify the critical issues that must be examined to understand this phenomenon. Your response should outline the proposed approach to designing the study, specify its principal objectives, indicate the forms of data or evidence required, and describe an appropriate methodology.

OR

Discuss the issue or theme that you propose to pursue, or are currently pursuing, in your PhD research in Management. Provide a detailed account of your familiarity with the relevant literature, identify the tentative researchable questions or issues emerging from that literature, and present your preliminary assessment of the methodology that may be appropriate for the proposed study. **(1000 words, 40 Marks)**