



Indian Institute of Management Kozhikode

Doctoral Programme in Management

Admission Policy 2024-25

1. Introduction

The Doctoral Programme in Management (DPM) is a full-time, residential, fully financially supported Ph.D. programme of the Indian Institute of Management Kozhikode (IIMK). This Admission Policy 2024-25 is a comprehensive document on the admission process covering the entire process from inviting applications to issuing offer letters for the admission year 2024. This policy is the final authority on shortlisting and selection criteria for the Ph.D. programme at IIMK. This document is released by the Chairperson, Doctoral Programmes, on behalf of the DPM Executive Committee, IIMK. IIMK reserves the right to make changes in the Admission Policy, if considered necessary at any point.

1.1. Objective

DPM provides rigorous, world-class, interdisciplinary training in management to equip students to conduct cutting-edge research of international standards. IIMK sees the Ph.D. programme as a crucial source of top-quality management researchers and faculty resources for academic institutions, including IIMs, the industry, business, government, and society.

1.2. Duration

A Ph.D. student is typically expected to complete the programme in 4½ years from the start of the programme. The student can submit the draft thesis any time after the completion of 3 years. The 4½ years will be considered to have been completed on 30 November of the relevant academic year. The tenure of a Ph.D. student can be extended by a maximum duration of 6 months if sufficient grounds exist.

1.3. Areas of Specialization

All eight academic areas of IIMK, as listed below, offer the Ph.D. programme for the batch 2024-25 (i.e., DPM Batch 18). However, the selection process may differ across academic areas depending on the area expectations and adopted criteria. The number of seats under academic areas or the programme as a whole may vary depending on the capacity of IIMK to provide the facilities for the study in that year. This means that there is no annual permitted batch strength.

- Economics
- Finance, Accounting & Control
- Humanities & Liberal Arts in Management
- Information Systems
- Marketing Management
- Organizational Behaviour & Human Resources

- Quantitative Methods & Operations Management
- Strategic Management

2. Admission Process

IIMK shall publish the Ph.D. admission notification on the Institute's website, and the eligible candidates can apply online: <https://iimk.ac.in/academic-programmes/Fellow-Programme-in-Management/about-fpm>

2.1. Eligibility

A candidate applying for Ph.D. admission should have one of the following educational qualifications.

- a. Post-graduate degree or equivalent in any discipline (including M.A., M.Com., M.E., M.Phil., M.Sc., M.Tech., MBA, MCA, etc.) with at least 55% aggregate (or equivalent)
- b. Professional qualification such as CA/ICWA/CS along with a Bachelor's degree with at least 50% aggregate (or equivalent) in the Bachelor's degree
- c. 4-year / 8-semester Bachelor's degree with a minimum 75% aggregate (or equivalent)

Note 2.1A: Candidates belonging to SC/ST/PwD/NC-OBC/EWS categories will be given a relaxation of 5% (or equivalent) in the minimum eligibility marks mentioned above. Candidates claiming admission in the reserved categories must carefully note the eligibility requirements before applying. To be considered for reservations, the applicable Central Government list as of the last date of submission of application shall be binding. No subsequent changes will be effective for the Ph.D. programme of the admission year 2024. IIMK is highly committed to providing admissions to candidates from different social and economic backgrounds as required under the respective laws. However, such candidates must meet the minimum eligibility criteria and a certain minimum level of performance that IIMK may specify to be considered for admission into the programme.

Note 2.1B: Candidates in the final year of the qualifying programmes can also apply (However, in the case of CA/ICWA/CS, the applicant should have completed the course when applying to the Ph.D. programme). Once the candidates are provisionally selected, they will need to submit a certificate from the Principal or the Head of the Department or Registrar or Director of the University or Institute stating that they have appeared for the examinations (including practical examinations) in all the subjects required for obtaining the Bachelor's or Master's or equivalent qualification. However, their final selection will be subject to completing the requirement (i.e., submission of marks sheets and certificate of having passed the Bachelor's degree or Master's degree or equivalent qualification referred to in the certificate issued by the Principal or Registrar of their University or Institute) by 31 December 2024. Non-fulfilment of these conditions on the minimum qualifications for eligibility within the above-stated stipulated period will automatically result in (a) the cancellation of the provisional admission and (b) recovering the full stipend/fellowship given to the student so far.

Note 2.1C: The eligibility qualification(s) mentioned above should

- a. Be from any of the Universities incorporated by an Act of the Central or State Legislature in India or other educational institutions established by an Act of Parliament or declared to be deemed as a University under Section 3 of the UGC Act, 1956; or
- b. Be recognized by the Ministry of Education, Government of India; or
- c. Possess an equivalent qualification from an institution approved by AICTE; or
- d. Be an equivalent qualification from a foreign educational institution accredited by an assessment and accreditation agency which is approved, recognized, or authorized by an authority, established or incorporated under a law in its home country or any other statutory authority in that country to assess, accredit or assure quality and standards of educational institutions.

Note 2.1D: The percentage of marks obtained by the candidate would be calculated based on the practice followed by the respective University or Institute. Regarding grades / CGPA, the conversion to percentage of marks would be based on the procedure certified by the respective University or Institute. If a University or Institute confirms that there is no scheme for converting CGPA into equivalent marks, the equivalence would be established by dividing the candidate's CGPA by the maximum possible CGPA and multiplying the result by 100.

2.2. Qualifying Examination

The candidates applying for the Ph.D. programme of IIMK should have a valid test score not older than three years on the closing date of application submission in any of the tests (except for the IIMB Test), depending on the area of specialization mentioned in Table I. If candidates have taken multiple tests that are acceptable, they will need to pick one of the acceptable tests as part of their application to the Ph.D. programme at IIMK.

Table I

Area of Specialization	Tests
Economics	CAT, GATE, GMAT, GRE, IIMB Test, UGC-NET
Finance, Accounting & Control	CAT, GATE, GMAT, GRE, IIMB Test, UGC-JRF (in Management, Economics and Commerce only)
Humanities & Liberal Arts in Management	CAT, GATE, GMAT, GRE, IIMB Test, UGC-NET (preferably in but not restricted to English / Linguistics / Law / Political Science / Psychology / Public Administration / Social Work / Sociology / Comparative Literature)
Information Systems	CAT, GATE, GMAT, GRE, IIMB Test, UGC-JRF, UGC-NET
Marketing Management	CAT, GATE, GMAT, GRE, IIMB Test, UGC-JRF
Organizational Behaviour & Human Resources	CAT, GMAT, GRE, IIMB Test, UGC-JRF

Area of Specialization	Tests
Quantitative Methods & Operations Management	CAT, GATE, GMAT, GRE, IIMB Test, UGC-JRF
Strategic Management	CAT, GATE, GMAT, GRE, IIMB Test, UGC-JRF

Note 2.2A: Applicants opting to take the IIMB Test should choose this option in the application. IIM Bangalore will conduct the IIMB Test. The last date for registering for the IIMB Test is 25 January 2024, and it is scheduled to be held on 28 January 2024. Such candidates should submit their Ph.D. application by 25 January 2024 to enable sharing of data with IIM Bangalore. For more details, please refer <https://www.iimb.ac.in/admission-pgpem-phd-test-2022>.

Note 2.2B: Applicants opting for CAT 2023 should provide their CAT 2023 registration number in the online application form. The CAT 2023 scores made available to IIMK may be used to assess the application.

Note 2.2C: Candidates applying for the Economics area must also go through a written test by IIMK, which will be conducted along with the interview at IIMK.

Note 2.2D: Candidates holding a PGDM (full-time 2-year program)/MBA degree from any of the IIMs or an Executive PGDM/MBA degree from IIM Kozhikode are exempted from taking the tests mentioned in 2.2 above. However, such candidates must have an overall CGPA of at least 2.67/4.33 or equivalent to a B- (B minus) grade in the PGDM/MBA/IIMK Executive PGDM course.

2.3. Selection for the Interview Process

- a. **Profile Evaluation Score:** Academic Areas shall evaluate the eligible applications based on their academic performance from school-leaving examination and beyond, qualifying examination score (if required), employment history (if available), extra-curricular activities, statement of purpose, previous research experience (if any), referee profile and recommendations, and shall pass a score on a scale of 1 to 5, as detailed in Table II.

Table II

Profile Evaluation Score	Interpretation
5	“Very good” candidate based on criteria mentioned in 2.3 (a) above
4	“Good” candidate but with minor gaps based on criteria mentioned in 2.3 (a) above
3	“Fair” candidate but with moderate gaps based on criteria mentioned in 2.3 (a) above
2	“Acceptable” candidate but with major gaps based on criteria mentioned in 2.3 (a) above
1	“Marginal” candidate with severe gaps based on criteria mentioned in 2.3 (a) above

- b. For the purpose of evaluation under 2.3 (a) above, categories of candidates shall not be revealed to the academic areas. Applicants must obtain the cut-off scores mentioned in Table III to qualify for the interview process.

Table III

Category	Profile Evaluation Cut-off Score
General	4 and above
NC-OBC/EWS	3 and above
SC/ST/PwD	2 and above

2.4. Interview Process

- a. Shortlisted candidates shall be invited for a Personal Interview (and written tests for certain academic areas, if specified by particular areas as a requirement for a specific year of admission) at the IIMK campus. To and fro travel expenses between the railway station at the place of residence of the candidate and Kozhikode, limited to III AC train fare, will be reimbursed by the Institute to attend such interviews/written tests. Hostel accommodation on the IIMK Campus on a shared basis may be provided, subject to availability, to participate in such interviews/written tests.
- b. The interview will be conducted by a panel of experts typically consisting of two IIMK faculty members from the candidate's chosen area of specialization and one IIMK faculty member from a different academic area as a cross-area faculty member.
- c. **Interview Score:** Each panelist will award an interview score by evaluating the candidate's performance on five key parameters ranging from 1 (Low) to 10 (High), as shown in Table IV below.

Table IV

Parameter	Description
Academic Preparedness	Is able to describe her/his background and research interest and connect it to the discipline of management with conviction; Is aware of the major issues/concepts in the specific academic area of choice and articulates it well.
Attitude & Commitment	Has displayed relentless pursuit of targets in the face of challenging situations; Has a well-developed plan to manage the coursework and thesis requirements of the program alongside other personal commitments.
Communication	Respectfully listens to gain a complete understanding of issues; Presents information clearly and concisely to ensure others understand her/his ideas; Appropriately adapts her/his message, style, and tone to accommodate situations.
Motivation	Has a focused career goal in research/academia and can justify a strong reason for joining the Ph.D. programme.
Specific Research Ideas	Explains new directions, including ideas from the statement of purpose, which are plausible research topics, and communicates this succinctly and with conviction.

- d. For the purpose of evaluation in the interview, categories of candidates shall not be revealed to the interview panels.

2.5. Final Selection of the Candidates

- a. **Final Score:** After the conclusion of the Interview process, the final scores will be computed by the IIMK DPM Office, which will be based on the average of the Interview Scores awarded by the panel (70%) mentioned in Table IV under 2.4 (c) and Profile Evaluation Score (30%) mentioned in Table II under 2.3 (a).
- b. Category-wise merit lists for all academic areas will be prepared for all the candidates who underwent the interview process based on the final score cut-off mentioned in Table V.

Table V

Category	Final Score Cut-off
General	50%
NC-OBC/EWS	45%
SC/ST/PwD	40%

- c. Admission offers will be made to candidates following the merit list as per the Government of India reservation norms.

3. Application Details and Dates

Candidates must complete their application through the specified online portal/link of IIMK. Candidates may apply to two academic areas of specialization as part of their application. Such candidates must identify their primary and secondary areas of specialization as part of the application form. The application fee (non-refundable) is ₹1,000 for applying to a single academic area and ₹1,500 for applying to two academic areas, which has to be remitted online through the link provided with the application form. For candidates who opt for the IIMB Test, an additional amount of ₹1,000 on top of the abovementioned application fee will need to be remitted online as the IIMB Test fees.

Application dossier for all academic areas of specialization includes the following:

- Fully completed online application form
- Photograph (passport size in JPG or PNG format)
- Qualifying examination score report (upload scanned copy of CAT / GATE / GMAT / GRE / UGC-JRF / UGC-NET; except those using CAT 2023 and IIMB Test scores for their application)
- Statement of purpose (upload document specific to the preferred academic area(s) of specialization of the candidate)
- Mark sheets (upload scanned copy of 10th standard, 12th standard, Bachelor's degree, Master's degree, Professional qualification)
- Category certificate (upload scanned copy, if applicable)
- Letter of recommendation (ask the recommender to complete the online process; do not upload scanned copies)
- Additional documents (upload scanned copies of relevant documents such as a resume, employment history certificate (if available), previous research experience (if available), etc.)

The schedule of key events and dates (tentative) are given in Table VI.

Table VI

Key event	Date
Application opening date	28 November 2023
Application closing date*	31 January 2024
IIMB Test date	28 January 2024
Shortlist notification date for the interview**	29 February 2024
Interview/written test date (at IIMK Campus)**	17 - 21 April 2024
Admission offer notification date**	03 May 2024
Ph.D. programme registration date**	Third week of June 2024 onwards
*DPM Office, IIMK reserves the right to extend the closing date for application submission with or without prior notification.	
**These dates are tentative and may change.	

4. Offer Acceptance

A candidate given an offer to the Ph.D. programme at IIMK must accept the offer within the date mentioned in the offer letter by paying an offer acceptance fee of ₹5,000 (non-refundable). Further, a candidate has to pay ₹25,000 as a caution deposit, ₹6,000 for the student welfare fund, and ₹2,000 as the alumni fee (Total: ₹33,000), within the date(s) mentioned in the offer letter. Failing to accept the offer and/or paying the fee/amount mentioned above within the date mentioned in the offer letter results in the automatic cancellation of the admission offer. No extension of dates will be given to any candidate under any circumstances to accept the offer and pay the abovementioned fee/amount. IIMK does not allow deferment of an admission offer to subsequent years.

5. Cancellation and Withdrawal Process

The cancellation/withdrawal of an admission offer can happen in multiple ways, as mentioned below:

- a. The admission of a candidate will stand cancelled if any false information is submitted at any step in the admissions process.
- b. A candidate can request a withdrawal from the programme by a stipulated date mentioned in the offer letter. In that case, an amount of ₹32,000 will be refunded after a deduction of ₹1,000 towards administrative processing charges.
- c. If a candidate requests withdrawal from the programme after the last date for withdrawal is over, no refund will be given.
- d. If a candidate withdraws in the middle of the programme or leaves it incomplete, no refund will be given.

6. Other Important Information

- All candidates are advised to check their emails regularly and visit the IIMK website for updates on admission-related activities.

- Only candidates who have successfully registered online will be considered for the admission process, and a successful registration alone does not make the candidate eligible to go through the admission process.
- Mere fulfilment of eligibility qualification/cut-off marks does not entitle a candidate to be shortlisted for the interview process and/or final admission offer.
- Originals of all certificates, including academic, reservation, employment history, etc., must be produced for verification during the interview. Any candidate failing to produce any of the relevant original certificates mentioned will be disqualified from attending the interview process.
- If a candidate fails to complete the admission formalities within the stipulated period, irrespective of the reasons, the seat will be forfeited, and the next candidate on the merit list may be given the offer.
- Any misrepresentation or suppression of information by a candidate at any stage during the admissions process or at any later date will lead to immediate disqualification of the candidate from IIMK.
- Disclosure of information about the admission process is driven by concerns, which at times conflict with each other. IIMK would like the admission process to be transparent. At the same time, IIMK would wish to protect the privacy of the individual candidates and the confidentiality of the process to prevent misuse. Based on these considerations, the details of the performance of an individual are not made available to any other person. Similarly, the details of the performance of a candidate in the interview, including assessment of attributes, are not disclosed to anyone to prevent the exercise of undue pressure on the panellists participating in the admission/interview process. Adequate care is taken in the formation of the interview panels, development of objective criteria for assessment, random allocation of candidates to interview panels, and other such measures.
- IIMK reserves the right to change, modify, or adopt any new admission policy and process to comply with the government/judicial requirements or as it deems necessary. IIMK also reserves the right to adopt an admission policy that best suits its purpose of identifying and admitting the most appropriate candidates to its Ph.D. programme.
- In case of pandemic-like situations, the admission process may be amended, and the changes will be communicated accordingly.
- Any dispute concerning admissions to the Ph.D. programme (Admission year: 2024; DPM Batch 18) would be subject to the jurisdiction of competent Courts within Kozhikode only.