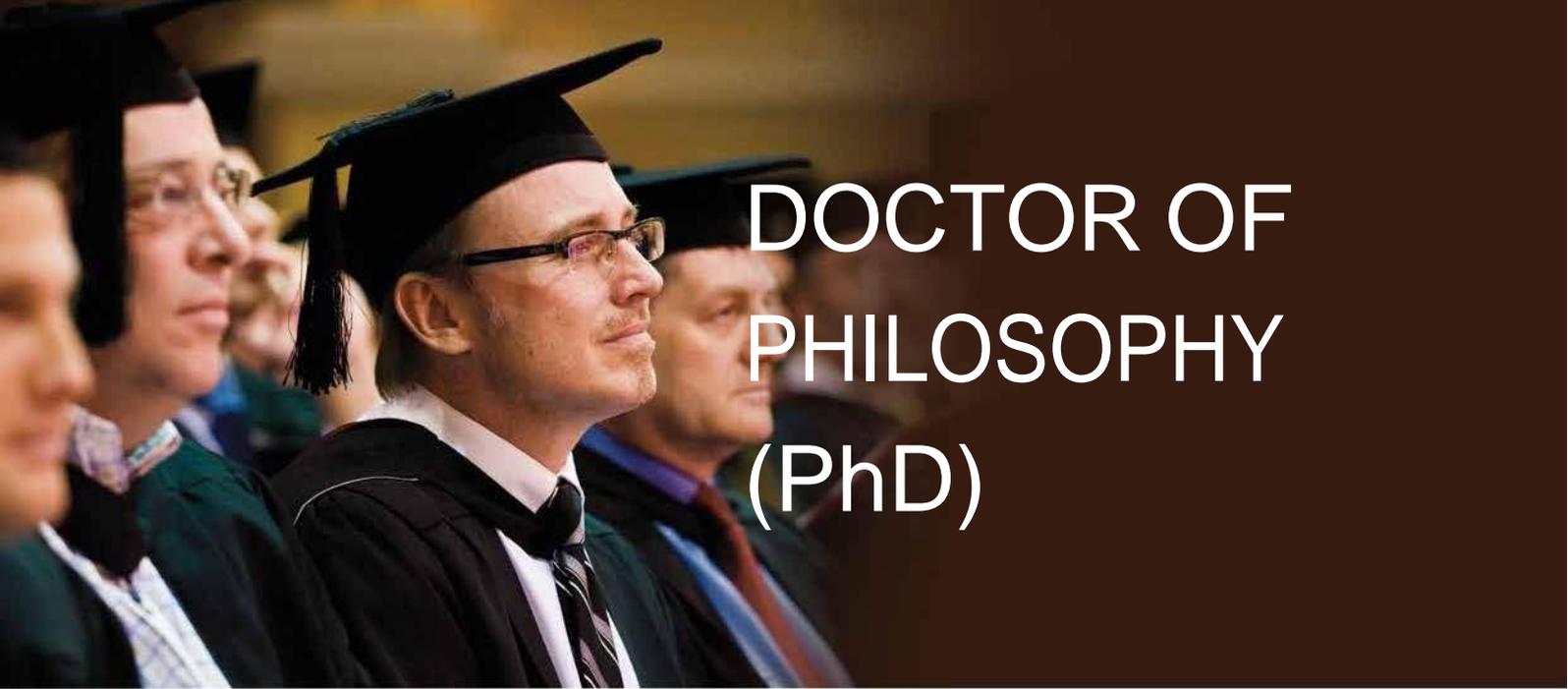




AUSTRALIAN  
INSTITUTE  
*of* BUSINESS

the practical business school



# DOCTOR OF PHILOSOPHY (PhD)

A WORK APPLIED PROFESSIONAL DOCTORATE

*The Australian Institute of Business is an institution of higher learning in Australia that is accredited by the Australian higher education authorities to confer PhD, Doctor of Business Administration, Master of Management, MBA and BBA degrees.*

## CHAIRMAN'S MESSAGE AUSTRALIAN INSTITUTE OF BUSINESS

**The Australian Institute of Business (AIB) is unique amongst private providers of business education in Australia in offering advanced research degrees through to doctoral level.**

Our research degrees are distinguished by their focus on work-applied learning, using action research or case research to produce a thesis that contributes directly to management practice. This is one reason why AIB is regarded as 'the practical business school'.

Each of our research programs responds to a different set of demands, recognising that managers are at different stages of their careers and have different needs at work. Thus, we offer a choice of three programs: the Master of Management (MMgt), the Doctor of Business Administration (DBA) and the Doctor of Philosophy (PhD).

At AIB, we have an experienced team of research supervisors, who work with candidates on a one-to-one basis. All of the supervisors are acknowledged action research and case research specialists, and their role is to guide and support candidates towards successful completion.

Research will take you into an area of discovery. It is a process that is never easy but always rewarding.

I welcome you to our work-applied action research and case research at AIB and invite you to join the growing ranks of successful candidates.



**Emeritus Professor Selva Abraham MBA PhD**  
Founder Chairman  
Australian Institute of Business

**Australian Institute of Business (AIB) is a 30 year old institution based in Australia, offering business degrees, undertaking research, and providing consultancy services globally.**

AIB is registered as a higher education provider under the Tertiary Education Quality and Standards Agency Act 2011, and authorised to deliver courses based on the standards of the Australian Qualifications Framework (AQF). It is also recognised by a number of international accrediting and registration bodies, making its degrees globally transportable.

AIB is 'The Practical Business School', committed to offering courses that are work-applied, accelerated, accessible, affordable and fully accredited.

**Accreditation is one of the most important factors to consider when weighing up your study options.**

It is an endorsement provided by a trusted authority that validates the competence, credibility and integrity of the institution and the courses it offers.

Our range of accreditations and listings ensure that, as a graduate of AIB, your qualification will be respected and recognised globally by both government and industry.

AIB is registered as a higher education provider in Australia by the Tertiary Education Quality and Standards Agency (TEQSA), the sole government body in Australia authorised to register institutions of higher education, including universities.

AIB delivers undergraduate and postgraduate programmes, that are accredited by TEQSA as being compliant with the Australian Qualifications Framework (AQF). This accreditation ensures all our qualifications are equivalent in standing to qualifications issued by Australian universities. As the AQF is internationally recognised, all compliant qualifications are internationally recognised.

Details of AIB's registration status and accredited programmes can be found at the National Register maintained by TEQSA at [www.teqsa.gov.au/national-register/provider/prv12090](http://www.teqsa.gov.au/national-register/provider/prv12090)

**The Doctor of Philosophy (PhD) is the traditional doctoral qualification that is associated with a wide range of discipline areas in universities across the world. It offers an opportunity for in-depth research to be undertaken and for the outcome to be assessed as a contribution to knowledge. Although it has a theoretical dimension, the research program can also—as at AIB—enable managers to explore specialist areas of practical application.**

AIB's PhD is especially suitable for practising managers and business professionals who wish to make a significant leadership contribution to their own organisations and/or who are considering a career in academia. All AIB PhD graduates are expected to make a contribution to the advancement of knowledge in their chosen field.

The research methods of AIB is work-applied, with the use of action research, case research or reflective practice. The research is likely to be of practical value to the candidate and to the organisation that is the subject of the study.

Although there is no quick and easy way to complete a PhD, the program is structured to help candidates achieve their objective in the shortest time consistent with quality research. Advancement is both systematic and progressive, within a supportive environment with regular feedback.

Whilst undertaking the PhD, candidates receive supervision and mentoring from qualified and experienced supervisors who will provide guidance throughout their candidature.

**“The research methods of AIB is work-applied, with the use of action research, case research or reflective practice.”**

# PROGRAMME STRUCTURE

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The PhD is a Level 10 qualification under the Australian Qualifications Framework (AQF). The programme must be completed in a minimum of three or a maximum of six years and candidates are required to submit a thesis of between 70,000 to 100,000 words.

The programme structure is summarised in the following table.

YEAR	MODULE
YEAR 1	<ul style="list-style-type: none"><li>• Research Design and Methods Workshop</li><li>• Research Proposal Preparation Phase</li><li>• Submission and Assessment of Research Proposal</li></ul>
YEAR 2	<ul style="list-style-type: none"><li>• Literature Review</li><li>• Submission and Assessment of Chapter on Literature Review</li><li>• Fieldwork - data collection and data analysis</li><li>• Research-in-Progress presentation and reflection</li><li>• Submission and Assessment of Chapter on Research Methods, Data Collection, and Analysis</li></ul>
YEAR 3	<ul style="list-style-type: none"><li>• Integration of Chapters</li><li>• Research-in-Progress presentation and reflection</li><li>• Submission of final draft of thesis</li><li>• Approval by Research Supervisor</li><li>• Submission of thesis for examination</li></ul>

AIB may amend the above structure from time to time.

## Admission Criteria

### Educational Requirements

Applicants should normally meet one of the following criteria:

- a Masters Degree (AQF Level 9) in business and commerce or related discipline area at Credit or higher level Grade Point Average with an appropriate research component; or
- a Bachelor's degree (AQF Level 8) in business and commerce or related discipline area with minimum second upper honours or equivalent.

### Work experience

Management or professional experience of 3-5 years

### Workplace Access

All Candidates must have access to a workplace for their research.

### Writing Ability

All candidates must be able to demonstrate the ability to write substantial professional or other reports in English.

### English Proficiency

Applicants whose first language is not English need to demonstrate proficiency in English with a score of

- 7.0 or better Academic IELTS (with no individual band lower than 6.0), or
- 600 or better TOEFL, or
- 94 or better TOEFL IBT (International Benchmark Test), or
- 250 or better TOEFL CBT (computer Based Test), or
- 65 or better Academic PTE (Pearson Test of English), or
- 185 or better Cambridge English scale, CAE and CPE (from 2015), or
- A levels with A in English in the CTC General Certificate of Education (GCE)

English Language Test results are valid for two years up to the date of commencement at AIB.

## Exit Points

Candidates who successfully complete the Research Design and Methods and Research Proposal subjects can exit with the Graduate Certificate in Management (Research) and/or transfer to the Master of Management (Research) with advanced standing.

Candidates who substantially complete the literature review and methodology, but who don't complete the findings and analysis section of the thesis may, if recommended by the supervisor and if meeting requirements set out in AIB

research policies and procedures, exit with a Graduate Diploma in Management (Research) and/or transfer to the Master of Management (Research) with advanced standing.

Candidates who complete a thesis that is not approved by the supervisor or is failed by the examiners may, if meeting requirements set out in AIB research policies and procedures, be awarded the Graduate Diploma in Management (Research) or the Master of Management (Research).

Candidates undertaking the AIB PhD will be supported by a highly qualified, experienced and committed doctoral team. AIB Principal Supervisors are recognised action research and case research specialists who closely monitor the progress of candidates.

The AIB team of supervisors and associate supervisors includes the following:

**Emeritus Professor Selva Abraham** MBA, PhD

Selva is a member of the Research Higher Degrees Committee (RHDC) of the Australian Institute of Business (AIB). His area of interest lies in change management and management development using action research and action learning (ARAL).

**Juhani Tuovinen**  
B.Ed, M.Ed, PhD

Juhani is an Associate Professor at AIB and a Research Fellow at Global Centre for Work-Applied Learning (GCWAL). His area of expertise is in the understanding of Work-Applied Learning in education, both at school and tertiary education levels.

**Diane Kalendra** BMS, PhD

Diane is currently a Marketing Academic at AIB and has extensive experience as a marketing manager for national companies. Her areas of interest are change management and marketing orientation.

**John Wallace**  
PhD

John has worked with a range of organisations over 20 years. He has strong teaching and supervision backgrounds in organisational learning, team building, team development and leadership.

**John Wilkinson**  
BSc, BCom, MBA, PhD

John is an Associate Professor of Marketing and Head of Discipline - Marketing at AIB. He is also a member of the AIB Academic Board and a Fellow of the Australian Marketing Institute. His research interests include: B2B Marketing, and Sales Management.

**Devinder Grewal**  
MSc, PhD, Master Mariner

Devinder is Professor and Head of Discipline - Logistics and Supply Chain Management at AIB. He has been chairman of the Chartered Institute of Logistics Transport Australia, Tasmania branch and vice-chairman of the ACT branch. His research and teaching interests are in the logistics and supply chain area.

**Krishna Reddy**  
DipASDP, BA, MBA, PGDipBusAdmin, PhD

Krishna is Head of Discipline - Finance at AIB. He has worked in banks in Fiji and New Zealand, and has taught various Accounting and Finance subjects. His research and teaching specialties include corporate governance, capital finance, CEO Compensation, Ownership Structure, SME finance and performance, and Microfinance Institutions.

**Roslyn Cameron**  
BA, GradCert Inst. Design, GradDip Welfare Law, MProf Edn & Trg, PhD

Ros is Head of Discipline - Human Resource Management at AIB; a Fellow of the Australian Human Resources Institute (FAHRI) and the Australian Institute of Training and Development (FAITD); a Co-Convener of the Mixed Methods Research Special Interest Group of ANZAM; and a member of the Editorial Board of the Electronic Journal of Business and Research Methods. He research and teaching specialties are in the area of HRM, HDR, and Work-Applied Learning.

**Roxanne Zolin**  
BBus(Mgt), MB(Mkt), MA(Soc), PhD

Roxanne is Professor and Head of Discipline - Entrepreneurship at AIB. She is very active in Research and Scholarship with total grants of over \$1.5m, peer reviews and awards. Her areas of interest include: Entrepreneurship Research, Teaching and Practice with Project Management Teams, Organization Behavior and Theory.

# PRACTICAL INFORMATION

## Attendance

The PhD program requires a compulsory attendance at the Research Methods and Design Workshop at the Adelaide Campus. Candidates are required to attend a Research in Progress Webinar by video conference

## Study Load

Apart from attending the workshops, the amount of study time required will vary between candidates. It is normally recommended that a candidate invests approximately 10-15 hours a week to research, write, review and edit chapters. As candidates start to pull their thesis together, an investment of more time will be required.

## Fees

Fees are detailed separately.

## Support Services

From commencement until graduation, AIB staff will be available to assist candidates by providing support services in a variety of ways. Additional services are available for international candidates including:

- advice on finding accommodation;
- orientation and cultural adjustment services; and
- emergency contact service

## Campus

The campus is conveniently located in the centre of Adelaide near public transport, various cafes, restaurants, parks, cinemas, shopping facilities and rental accommodation.

AIB provides use of a specialised resource library and a fully wireless network with high speed internet to further add to a unique learning environment conducive to the development of future business leaders. All candidates are also given access to EBSCOhost, an extensive digital library.

## Assessment

Candidates must submit an approved Research Proposal that is graded pass or fail. Following successful submission of the Research Proposal and ethics clearance, candidates are required to complete a thesis of between 70,000 – 100,000 words.

The examination process is in two stages:

1. the thesis will be assessed by two external examiners; and
2. the candidate may be required to undergo a viva voce.

All candidates must maintain satisfactory academic progress. AIB is required by law to report international onshore candidates with poor academic performance to the Secretary of the Department of Education.

## Annual Graduation

Twice every calendar year, AIB holds its graduation in Adelaide. All local, national and international graduates are invited to attend with guests. The ceremony is also attended by faculty, academic and advisory board members and high-profile guests.

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Please contact us via phone or email or visit us to find out more. We look forward to hearing from you.

## Research Co-ordinator

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All information is correct at the time of printing.

AIB reserves the right to alter details without prior notice.