



Doctor of Philosophy, major in Human Resource Management (Ph.D-HRM)

Dissertation Writing 12

(Prerequisite: Oral and Written Examination)

PHD313-Dissertation Writing I (Proposal) 3

The course guides the students through the process of making a dissertation proposal on any area of concern in management he/she may deem suitable for his/her purpose in conformity with accepted standards. The output of this course is the dissertation proposal, which is to be defended before a panel of examiners.

PHD333-Dissertation Writing II (Colloquium) 3

The course guides the students through the process of sharing his/her research output to the public. Reactors are invited to help deepen the paper.

PHD356-Dissertation- Writing III (Final) 6

This course guides the student in the completion of the defended dissertation proposal. The dissertation must be defended before a tribunal appointed by the graduate school dean, at a time and place designated for the purpose.

Curricular Program

Core Philosophy Subjects	9
Basic Course	6
Major Course	27
Internship	3
Cognate	3
Language	(6)
Dissertation Writing	12

Total **60**

Admission Requirements

1. Official Transcript of Records (Original)
2. Two letters of recommendation
3. Photocopy of marriage contract (for married females)
4. Photocopy of birth certificate
5. 2 (2x2) and 2 (1x1) pictures
6. Admission fee : P 400.00

Entry Requirement

Open to men and women holding any position in offices, agency, and corporation with at least one year working experience.



For more information:



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Objective of the Program

The Doctor of Philosophy, major in Human Resource Management is designed to prepare students to lead, consult, or teach in the field of human resources within a complex and global business environment. This program aims to develop human resource practitioners and managers who will be able to establish relationship between human resource functions and corporate /business grand strategy, and influence the process of changing the organization and its internal and external stakeholders.

Pre-PhD Courses

MBM316-Thesis Writing* (6)

The course guides the students through the process of making a Thesis Proposal on any area of concern in management he/she may deem suitable for his/her purpose in conformity with accepted standards. It also guides the students through the process of sharing his/her research output to the public. Reactors are invited to help deepen the paper. Furthermore, it guides the student in the completion of the defended thesis proposal. The thesis must be defended before a panel of examiners appointed by the graduate school dean, at a time and place designated for the purpose.

* for those with non-thesis masterate degree

MBM313-Foundations of Corporate Management** (3)

The course is designed to help the student gain a better understanding of some of the most critical issues in the field of corporate management today. The issues addressed include: understanding some of the principal guiding forces that will shape the future of international competition; the central role of corporate purpose to strategy in individual firms; the role of capital markets and corporate financial policies in shaping the firms competitiveness in global market; the identification of appropriate boundaries for a firm', including strategic alliances and the degree of diversification; the future of the implicit contract between employees and the corporation; and the future evolution of corporate governments.

**for those with non-related masterate degree

Core Philosophy Subjects

PhD113 – Philosophy of St. Thomas Aquinas 3

An inquiry into the scholastic philosophy and Catholic theology of St. Thomas Aquinas in light of his arguments on incarnation, revelation, predestination and salvation as expounded in his 3-part *magnum opus*, the Summa Theologica where he reconciled faith with reason and the Aristotelian method with the teachings of the Holy Scriptures.

PhD163 – Philosophy of Man 3

An analytical discourse on the importance of understanding human nature, the purpose of human existence and the necessity of self-knowledge based on western and eastern philosophies and in comparison with Christian moral doctrines.

PhD133 – Moral Philosophy 3

This course is an introduction to the different elements of moral philosophy and a survey exposition of selected philosophers and religious leaders throughout human history, their assumptions on the human condition and prescriptions for human conduct set against the background of contemporary culture and present day ethical problems.

Basic Courses

PHD123-Advanced Theories and Principles in Research 3

The student is introduced to research concepts relevant to Management. Discussions center on how to prepare a dissertation emphasizing choice of title, statement of the problem, sources of data, analysis and evaluation of information gathered among others. Course output is a dissertation proposal. The course focuses on the components of research and its presentation based on local and international standards. It also provides opportunities and challenges to students to keep abreast of current researches in their chosen specialization/field.

PHD143-Advanced Statistical Analysis and Design 3

This course deals with statistical tools and methodologies that are of relevance to management decision making. This course covers inferential and descriptive statistics. In preparation for dissertation writing, it discusses questionnaire formulation, sampling theories, hypothesis testing, data analysis, random variables and probability distribution, interval estimation, experimental design, and regression.

Major Courses

PHD133-Advanced Organizational Communication 3

The course examines the role of communication and presentations in organizations as well as related major theories. The course further identifies and defines primary concepts, applying them to discussions of real-world situations. The role of technology, corporate culture, leadership, teamwork, ethics, and diversity in communication and presentation are examined. Effective communication and presentation in global organizations, and critics of organization communication and presentation systems and structures are also presented.

PHR113-Labor and Social Legislations 3

This covers lectures on the provisions of the labor code and other social legislations. It also includes the discussions of jurisprudence about labor cases.

PHR133-Career Development 3

The purpose of this course is to accustom the students with management development programs, succession planning/ replacement charts, framework for developing the competencies of human resources, and knowledge management.

PIM223-Fiscal and Material Resources in Management 3

This course is designed to give an overview of fiscal and material resources in management within organizations. It focuses on the understanding the components of financial statements, knowledge and application of financial ratios leading to an understanding of organizational performance, utilization of financial information in the acquisition of capital and budgeting decisions.

PHR243-Corporate and Human Resource Planning 3

This will cover the different structured approach and action plans in achieving corporate goals and objectives. It also includes the discussion of activities that human resources employ to ensuring effective management such as manpower audit, inventory and forecasting personnel needs in relation with number, quality, and labor sourcing.

PHR213-Crisis Planning in the Workplace 3

This course introduces necessary actions taken by an organization in the event of unexpected situations that could have potentially negative effects on resources and people or the success and continued operation of the organization. Discussions also include the development of plans to reduce the risk of a crisis and how to deal with any crises that do arise, and the implementation of these plans in order to minimize the impact of crises and assist the organization to recover from them.

PHR233-HRM Policy Formulation 3

This will cover how the factors and tools are integrated in formulating guidelines after analyzing all internal and external factors that can affect an organization's objectives, operations, and plans. It focuses on human resources, assessment of business resources, implementation and evaluation of different strategies in helping the organization achieve its objectives.

PHR263-Human Resource Information System (HRIS) 3

This course will provide an overview of HRIS with a particular focus on the planning, analysis, and design of human resource information systems.

PHR273-Current Trends and Issues in HRM 3

This comprehensive course will focus on management ethics and social responsibility of organizations. Management consulting will also be covered.

PHD253 - INTERNSHIP 3

The course provides opportunities for students to get field experience in Management. Through observation of effective management practices, they will be able to distinguish the distinct marks of management that produces outcomes, thereby validating theoretical perspectives.

Cognate Subject

Any major subject from other specialization 3

Language 6

PhD223 - Foreign Language I (3)

PhD233 - Foreign Language II (3)

