



**Paris University of
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Accessible, Affordable, International

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PHD IN MANAGEMENT PROGRAM FRAMEWORK

Program title: **Doctor of Philosophy in Management (PhD in MGT)**

Program code: **9340101** (Business Administration / Management)

Award level: **Doctoral degree (PhD)**

Mode of delivery: **Full-time Online (via Zoom)**

Normal duration: **3 years**; Maximum duration: 6 years

Language of instruction: **English**

Total programme credits: **84 credits** (excluding any mandatory supplementary courses required by entry conditions)

Maximum total credits including supplementary courses: **96 credits**

Academic unit: **Paris University of International Education (PUIE)**

Legal basis: (as applicable / internal and external regulatory documents)

PART I. PROGRAM AIMS & LEARNING OUTCOMES

Overall Objectives:

- To train doctoral candidates who are able to conduct independent research that produces original theoretical and practical contributions in the field of management; to prepare graduates capable of supervising research, publishing internationally, and participating in policy-making and organisational governance at national and international levels.

Learning outcomes — summary

A. Knowledge

- K1: In-depth and up-to-date theoretical knowledge in management.

- K2: Mastery of advanced research methodologies (quantitative, qualitative, mixed methods).
- K3: Awareness of contemporary development trends in management scholarship (e.g., ESG, digital transformation, sustainability).
- K4: Knowledge of research ethics and business ethics.
- K5: Understanding of legal frameworks relevant to management at domestic and international levels.

B. Skills

- S1: Identify and solve novel and complex research problems.
- S2: Design and execute independent research projects that make original contributions.
- S3: Publish research in ISI/Scopus-indexed journals.
- S4: Present and defend research findings before scientific panels.
- S5: Use an academic foreign language (minimum B2 CEFR).
- S6: Apply technology and data-analysis software (e.g., SEM, SPSS, R, NVivo).
- S7: Supervise and mentor research teams.

C. Autonomy and responsibility

- A1: Self-direct and manage research projects.
- A2: Comply with academic integrity and research ethics.
- A3: Lead research groups and coordinate interdisciplinary collaboration.
- A4: Contribute to the international academic community (publications, conferences).

PART II. PROGRAM STRUCTURE AND CREDIT DISTRIBUTION

Total official programme credits: 84 credits

(Supplementary courses up to 12 credits may be required for candidates lacking appropriate prior background — see notes)

Credit distribution (official)

- A. Supplementary courses (Supplementary): 0–12 credits (optional/conditional; may be added up to max 96 credits)
- B. Prerequisite courses (Prerequisite): 9 credits
- C. Major courses (Major): 36 credits
- D. Doctoral seminars (Doctoral Seminars): 6 credits
- E. Research ethics & scientific publication (Research Ethics & Publication): 6 credits
- F. Academic language (Academic Language): 3 credits
- G. Comprehensive review (Comprehensive Review): 3 credits
- **H. Doctoral dissertation (Doctoral Dissertation): 21 credits**

Notes:

• If a doctoral candidate (DC) is identified as needing supplementary coursework (A) because their master's background is insufficiently relevant, up to 12 supplementary credits will be required. DCs with a master's degree in the appropriate field or equivalent skills may be exempted from some or all supplementary courses subject to evaluation by the Admissions/Training Council.

• The official credit total required for graduation when no supplementary courses are needed is 84 credits. If supplementary courses are required, the maximum total is 96 credits.

PART III. COURSE DETAILS (CODE, TITLE, CREDITS, BRIEF DESCRIPTION)

A. Supplementary courses (12 credits) — applied only when required

1. SUPP5001 Advanced Management Theory — 3 credits
2. SUPP5002 Organizational Behavior & Development — 3 credits
3. SUPP5003 Strategic Management & Innovation — 3 credits
4. SUPP5004 Quantitative Methods for Management — 3 credits

B. Prerequisite courses — 9 credits

1. PHIL1101 Critical Thinking — 3 credits
2. LDRS1103 Leadership — 3 credits

3. PMGT1055 Project Management (research project management) — 3 credits

C. Major courses — 36 credits

1. RESM1011 Research Methods – Introduction — 6 credits

2. LTRW1013 Literature Review — 6 credits

3. ARES1015 Advanced Research Methods (e.g., SEM, multivariate analysis, mixed methods) — 6 credits

4. RESR7010 Research Review & Seminars (progress seminars, peer review) — 6 credits

5. DSTP7050 Dissertation Proposal (development and defense of dissertation proposal) — 6 credits

6. DSTP7100 Dissertation Presentation (department-level presentation and defense; academic communication skills) — 6 credits

D. Doctoral seminars — 6 credits (minimum three seminars)

1. DRSM7001 Doctoral Seminar I: Frontiers of Management Theory — 2 credits

2. DRSM7002 Doctoral Seminar II: Contemporary Issues in Management (ESG, Digital Transformation, Sustainability) — 2 credits

3. DRSM7003 Doctoral Seminar III: Research Leadership & Academic Writing — 2 credits

E. Research ethics & scientific publication — 6 credits

1. RETH7005 Research Ethics & Academic Integrity — 3 credits

2. PUB7030 Academic Publishing & Scientific Communication — 3 credits

F. Academic language — 3 credits

1. LANG7001 Academic English for Doctoral Research — 3 credits

- Exemption: DCs with an equivalent certificate (e.g., IELTS \geq 6.5 or CEFR B2 per PUIE regulations) may be exempted from attending the course but must still meet the B2 exit requirement.

G. Comprehensive review — 3 credits

1. COMP7020 Comprehensive Examination & State-of-the-Art Review — 3 credits

- A literature-based comprehensive essay identifying research gaps and directions; prerequisite for proposal and dissertation progression.

H. Doctoral dissertation — 21 credits

1. EDU7556 Dissertation — 21 credits

- Independent research under supervisor guidance culminating in an original contribution to management scholarship; defense before the Examination Committee.

PART IV. THREE-YEAR STUDY PLAN

Year 1 — Foundation building

• Semester 1: PHIL1101 (3) + LDRS1103 (3) + PMGT1055 (3) + LANG7001 (3) + RETH7005 (3) = 15 credits

• Semester 2: RESM1011 (6) + LTRW1013 (6) + DRSM7001 (2) = 14 credits

Total Year 1 = 29 credits

Year 2 — Research development

• Semester 3: ARES1015 (6) + RESR7010 (6) + DRSM7002 (2) = 14 credits

• Semester 4: DSTP7050 (6) + PUB7030 (3) + COMP7020 (3) + DRSM7003 (2) = 14 credits

Total Year 2 = 28 credits; Cumulative end of Year 2 = 57 credits

Year 3 — Dissertation completion

• Semester 5: DSTP7100 (6) + EDU7556 (start) (6) = 12 credits

• Semester 6: EDU7556 (continuation & defense) (15) = 15 credits

Total Year 3 = 27 credits

Total programme credits (excluding supplementary courses) = 29 + 28 + 27 = 84 credits

Note:

- If supplementary courses are required, they will be scheduled before or concurrently in Year 1 upon decision of the Training Council.

PART V. DISSERTATION PROCEDURES AND DEFENSE REQUIREMENTS

Overview of the process:

1. Complete all required coursework and meet progression criteria.
2. Defend the dissertation proposal (DSTP7050) before the Department/Faculty Committee (5 members).
3. Participate in periodic research progress seminars (RESR7010) — minimum two occurrences.
4. Scientific publications: DCs must have at least two papers related directly to the dissertation accepted by ISI/Scopus journals; alternatively, one ISI/Scopus paper plus one peer-reviewed national journal article (see Part VI).
5. Department/Faculty-level defense (DSTP7100).
6. External review: two independent reviewers (at least one external to the institution).
7. Public posting of the dissertation for at least 30 days.
8. Formal institutional defense at University level (7-member Examination Committee).
9. Finalize the dissertation according to committee recommendations and submit archival copies to the university library and the National Agency for Science & Technology Information (if required).

Examination committees:

- Department/Faculty level: 5 members (minimum three Professors/Associate Professors or experienced PhD holders).
- Institutional (final) level: 7 members (minimum five Professors/Associate Professors; at least two external members, including one independent national/international expert).
- Independent reviewers: 2 persons (at least one external to the institution).

Mandatory conditions for defense:

- Completion of all coursework with GPA $\geq 3.0/4.0$.
- Having at least two ISI/Scopus papers accepted for publication directly related to the dissertation (or one ISI/Scopus paper + one peer-reviewed national journal article; see Part VI).
- Achieving academic language standard B2 CEFR (equivalent to IELTS ≥ 6.5 per PUIE regulations; other equivalent international certificates may be accepted).
- Comprehensive review (COMP7020) approved by the Committee.
- Successful defense of the dissertation proposal.

- Participation in at least two internal research seminars.
- No breaches of research ethics; ethical clearance/documentation confirmed.
- Dissertation publicly posted for a minimum of 30 days prior to the institutional defense.

PART VI. SCIENTIFIC PUBLICATION REQUIREMENTS

Minimum publication requirements for defense:

- Option 1 (preferred): At least two ISI/Scopus-indexed articles directly relevant to the dissertation; at least one article of Q2 or higher is recommended.

- Option 2 (exceptional cases, with Committee approval): One ISI/Scopus article + one peer-reviewed national journal article.

- Recommended additional outputs: One conference paper presented at an international conference with proceedings / ISBN and other relevant publications.

- All required articles must be accepted (i.e., acceptance letter or proof) prior to submission of defense application; printed copy or URL proof of acceptance must be attached.

Recommended journals/channels:

- ISI/Scopus journals relevant to management (examples: Journal of Management, Academy of Management Journal, Strategic Management Journal, Journal of Business Research, etc.), and reputable peer-reviewed national journals.

PART VII. SUPERVISOR QUALIFICATIONS

General requirements:

- Qualification: PhD or equivalent.
- Academic rank & scholarly record: Professors, Associate Professors, or Senior Doctors; preference for supervisors with at least 3 ISI/Scopus publications in the last 5 years.
- Experience: Minimum 5 years of post-PhD teaching/research experience.
- Supervision load: Principal supervisor may supervise up to 5 doctoral candidates concurrently (as main supervisor).

- Co-supervisors: Up to 1–2 co-supervisors may be assigned (maximum 2 supervisors per DC); at least one supervisor must be affiliated with PUIE.

- External supervisors: Maximum one external supervisor under collaborative arrangements.

Supervision model:

- Mandatory principal supervisor + optional co-supervisor.
- At least one supervisor must be a PUIE staff member; external supervisors limited to one.

PART VIII. ADDITIONAL POLICIES AND REGULATIONS

Duration of study (summary):

- Full-time: Standard 3 years; maximum 4 years (extensions possible under regulations).
- Leave of absence: Up to 12 months per instance, maximum 2 instances (per PUIE rules).

Plagiarism policy:

- Plagiarism-check tool: Turnitin or an equivalent system approved by PUIE.
- Similarity thresholds:
 - < 15%: Acceptable.
 - 15%–25%: Requires revision and explanation.
 - 25%: Not acceptable; requires rewrite / extension / possible suspension depending on severity.
- Deliberate/serious academic misconduct: Disciplinary actions up to suspension or cancellation of results per institutional regulations.
- Transparency requirement: All DCs must submit a similarity report prior to applying for defense.

Periodic evaluation:

- End of Semester 1: Initial research capability assessment — progress report to Department.

- End of Year 1: Review of eligibility to continue in the programme (Department/Faculty Council).
- End of Year 2: Dissertation progress evaluation through research seminar.
- Pre-defense: Checklist review of defense eligibility (coursework, publications, language, ethics, etc.).

Exemptions / credit transfer:

- Exemption from supplementary courses: DCs holding a relevant master's degree and equivalent research experience may be exempted from 1–12 supplementary credits at the Admissions/Training Council's discretion.
- Credit transfer from international programmes: Considered case-by-case in accordance with regulations and equivalence of course content.

PART IX. LEARNING OUTCOMES — COURSE MAPPING (SUMMARY)

(A summary matrix mapping courses to learning outcomes is maintained in PUIE internal documentation and has been presented to the Council.)

(RESM1011 / ARES1015 / LTRW1013 contribute strongly to K1, K2, S1, S2; PUB7030 contributes strongly to S3, A4; RETH7005 contributes to K4, A2; LANG7001 supports S5; EDU7556 contributes to most research and responsibility learning outcomes.)

PART X. LEGAL REFERENCES, APPROVAL & ANCILLARY DOCUMENTS

Reference documents:

- PUIE internal policies on academic ethics, intellectual property, and international cooperation (and other external legal/regulatory documents as applicable).

Approval:

- This programme framework has been submitted to the PUIE Academic and Training Council for formal approval, registration and promulgation.
- Effective date (proposed): Academic year 2024–2025.
- Document code: PUIE-PhD-MGT-2024
- Next scheduled review: 2026–2027

Accompanying documentation:

- Detailed course syllabi for each course.
- Learning guides and assessment rubrics for seminars, proposal, and dissertation.
- Template forms: exemption request, progress report, defense eligibility checklist.
- PUIE Code of Academic Conduct & Research Ethics.

Conclusions

- The Faculty/Training Office at PUIE has reviewed the syllabi in detail, assigned responsible instructors for syllabus development and will follow internal approval procedures.
- Finalized the list of recommended journals for publication requirements and submit it to the Academic Council for formal adoption.
- Issue admissions guidance, application procedures, and international recruitment materials.