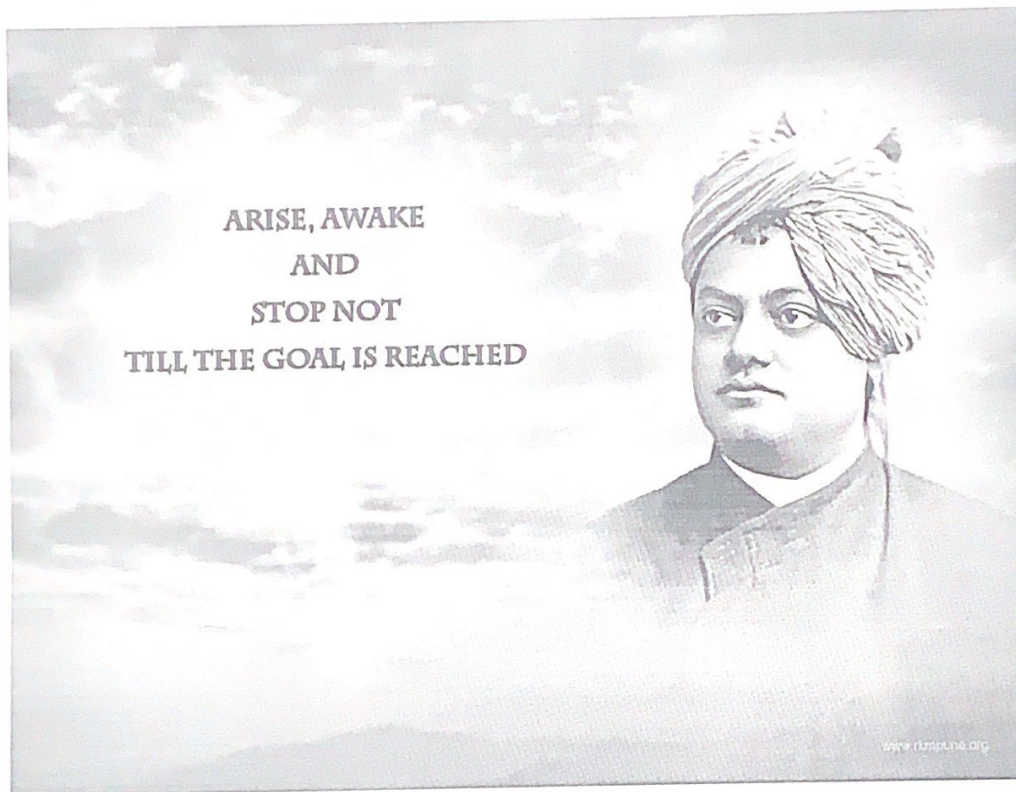




Research Policy
2020-2021
Version VIII



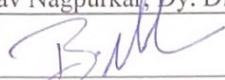
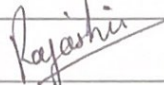
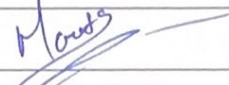
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I PREAMBLE:

Research is well recognized as an effective way to create and disseminate knowledge and make an early and direct impact on society. Presentation and publication of research findings is one of the significant components of research process which plays an important role in sharing knowledge among the research community.

Institute promotes and motivates its faculty members and students for research activities which can contribute betterment of business and society. Furthermore, faculty and students are encouraged to write research paper presentations and publication of research work in journals of repute such as ABDC, SCOPUS, UGC and International Journals. The Institute is committed to disseminating its research work as widely as possible to accomplish maximum impact.

This document provides the policy for conducting research activities & publication of research work. It also provides standards for conducting, implementation of research and related activities that encourage efficient and effective communication, efficient, ethical research conduct and availability of all essential resources required for the said purpose.

It provides guidelines for extension research and outreach programs. Moreover, provisions related to Publication, MDPs, FDPs, Industry Consultation, Innovation, Incubation and Intellectual Property Rights (IPRs) are also enumerated in this policy.

Objective

- To conduct quality academic, social and industry oriented research which is readily adopted by Governments, industry and in academic delivery; to benefit all strata of society.
- To aim for high quality research output and publication in national and international journals, indexed in Scopus, ABDC and UGC.
- To continuously evolve a new body of knowledge for its dissemination and to progressively work towards applicability of research.
- To create a PIBM Research & Development Center for M. Phil & PhD.
- To set up Industry representation and incubation centers for conducting applied and sponsored research

II. Infrastructure and Research Facilities for Research

- The research database JGate, EBSCO, Bloomberg, Ace Analyser, DelNet and NPTEL are provided
- Turnitin software for plagiarism check.
- Books and Journals available in library for research

1. Titles: - 3295
2. Volumes: - 25563
3. Hard Copy National Journals: - 18 Titles

4. Online National Journals: - 45
5. Online International Journals: - 293
6. Online Magazines: - 96
7. Hard Copy magazines: - 10
8. E-Books: - 11280

- Tools such as SPSS, R, Microsoft and Python are available.
- Mentoring and training is provided for conducting the research through various faculty development programs and Institutional Innovation Council.
- IT infra such as Wifi (300 MBPS on campus) and physical support such as printing facility is available on campus
- Transportation support extended for field studies
- Faculty can access the institution's network of 800+ companies and the 150+ Corporate panelists to conduct qualitative and quantitative research
- Research day in a week will be provided to faculty members to conduct their research

III. Research Publication Policy:

- a) Faculty members shall conduct research into academic, social and industry focused activities.
- b) Faculty members are encouraged to identify inter-disciplinary research in their above chosen field of research.
- c) Faculty publication in **UGC Care/SCOPUS/ABDC indexed journals** shall be acknowledged with appropriate weightage in the faculty appraisal system will be given.
- d) All publications and research papers of faculty have to go through rigorous plagiarism check through Plagiarism checking tool - turnitin
- e) All records of publication of faculty & students will be maintained in institute's library for dissemination of knowledge in the institute.
- f) For any future research, proper permission of author, participating industry partner and the institute must be ensured by the researcher.
- g) Students should be encouraged to conduct research and publish the same, independently as well as in collaboration with faculty mentors.
- h) Final Research Projects (Dissertation) of PGDM Year II students under the guidance of faculty members shall be research focused. Efforts shall be made so that every such project shall lead to at least one research publication in a journal indexed in either of the aforementioned databases.
- i) Student also should be encouraged to present research papers in national and international conferences.

IV INCENTIVES FOR RESEARCH PAPER PUBLICATION:

S. No.	Research Paper Publication		Incentive	
			Nos.	Amount (INR)
1.	ABDC	Rating A*	Per published paper	100000/-
2.	ABDC	Rating "A"	Per published paper	50000/-
		Rating "B"	Per published paper	35000/-
		Rating 'C'	Per published paper	15000/-
	SCOPUS	Any Quartile – Non paid	Per published paper	15000/-
	Any other UGC approved journals	Any Quartile – Non paid	Per published paper	2500/-

*Researchers will be paid the incentive within one month of the research paper published as per our criteria given in Policy. Approval of the Head – Research Cell & Director will be mandatory for release of Incentive.

* All research contribution will be recognized by a certificate of merit by the institution in an annual event on Teacher's Day.

V. Presentation of Research Work Conferences at National and International Level

- j) Faculty and students shall be encouraged to present their research work by way of participation in National and International Necessary approval of Research Cell Head and Director shall be required to be sought, at-least 30 days in advance, for participating in National and International conferences.
- k) PIBM encourages its faculty members to deliver 'Key Note addresses' or attend as Session Chair, in different conferences, symposiums, summits, etc.
- l) Financial assistance to bear the expenses related to participation in such conferences in India or abroad shall be extended by Institute upto amounts specified from time-to-time by Director.
- m) For attending any of the Research presentations in national and international conferences in India will be eligible for the following entitlements on travel, stay and registration fees:

S. No.	Conferences in the Management Institutes		Incentive		Lodging / Boarding (Rs. / Day)	Approval Chairman
			Registration fee	Travel		
1.	Tier 1 Tier 2	Associate Professors & Above	Actual	Air (Economy Class)	Max. Rs.5000/-*	Rec. of HOD / DD/ Dir.
		Assistant Professors	Actual	Train / Air above 500 kms	Max. Rs.3000/-*	Rec. of HOD / DD/ Dir.

*All Bookings to be done by Administration and requires approval of Head – Research & Director. Food will be on submission of bills and will not be more than 15% of the limit specified. In case the Conference provides for the lodging & Boarding facilities, then the above entitlement is not valid,

VI EXTENSION RESEARCH AND OUTREACH PROGRAMMES

- PIBM shall organize educational programs relevant to community and/or societal development for Faculty, staff, students and external attendees.
- PIBM students are encouraged to participate in the extension and outreach programs such as Swaccha Bharat Campaign, Gender Issue Awareness and Aids Awareness; thereby ensuring dissemination of knowledge and application of research.
- Faculty members are encouraged to participate in Faculty Exchange Programs and Faculty Development Programs, to further develop research acumen of the faculty members.

VII. Research Projects

- PIBM faculty members and students are encouraged to take up sponsored research projects from Government and Non-Government institutions, Industry with a potential impact on society, economy and industries.
- PIBM promotes and encourages New product based Value Chain Research (NPCCR). This research is undertaken to develop innovative business perspective in students and faculty members. The outcome of this research will be monographs and research papers which will be submitted to government policy makers which can be used to boost the livelihood and economy of India.
- To promote research in areas of social importance, PIBM faculties are encouraged to apply for projects to ICSSR and UGC. Research contribution towards rural development and rural society elevation, is expected by this measure.
- Collaborative Research
- It can be conducted with government and non-government body for contributing to society
- It can be also conducted in collaboration with industry and international researchers for high quality publication
- The final research report of such collaborative research projects would be submitted to the concern agencies and with their permission, an abridged version will be kept in library for knowledge dissemination.

Industry research project in association with PIBM will be on revenue sharing basis and the details are provided in next section.

VIII MDP, FDP, CONSULTANCY, SHORT TERM CERTIFICATION COURSE

- a) PIBM encourages its faculty to train industry personnel, members of the academia, and research scholars by conducting Management Development Programs (MDPs), Faculty Development Programs (FDPs), Short-term Certification courses; on the areas of study and research pursued by them.
- b) PIBM allows faculty members to engage in Consultancy services, provided there is no interference with the discharge of their academic and administrative duties.
- c) MDPs, FDPs, Short-term Certification courses and Consultancies shall be conducted/ undertaken only with the approval of Director, PIBM. Such approval must be sought at-least 15 days in advance, unless otherwise allowed by the Director.
- d) All MDPs, FDPs, Short-term Certification courses and Consultancies are required to be managed in accordance with this policy, associated documents, and other PIBM policies.
- e) Revenue sharing between PIBM and Faculty Resource person in the case of MDPs, FDPs, Short-term Certification courses and Consultancies shall be as follows:

S. No.	Particulars of the Event		Revenue Bifurcation		Details
			Institutional Share	Resource Person's Share	
1.	Management Development Programs (1-7 days)	At PIBM	50%	50%	Course material, Infrastructural support, Food by the Institute
		At the Client's Venue	30%	70%	Resource person to pay after deducting taxes
2.	Faculty Development Programs (1-7 days)	At PIBM	50%	50%	Course material, Infrastructural support, Food by the Institute
		At the Client's Venue	30%	70%	Resource person to pay after deducting taxes
3.	Executive Development Programs (duration from 10-30 hours)		50%	50%	Resource person to pay after deducting taxes
4.	Consultancy / Sponsored Research Projects		30%	70%	Resource person to pay after deducting taxes

- f) Faculty Resource person needs to avail "on duty" leave for MDP/FDP (other than "Consultancy").
- g) Such leaves shall not exceed 15 working days, unless otherwise permitted by the Director.
- h) Advance information of at-least 15 days is essential.

IX INNOVATIONS, INCUBATIONS, ENTREPRENEUR DEVELOPMENT, PATENTS, IPRS AND COPY RIGHTS

- a) PIBM shall create an innovation culture by organizing various kinds of programs such as ideation programs, collection of innovations from research undertaken in respect of academic, extension, and outreach activities.
- b) Students shall be encouraged to select a product developed in the Incubation centers of the institute and use the same to be developed in large scale through separately established start-up. All the training required for the students to become entrepreneurs shall be imparted.
- c) PIBM shall incorporate an incubation center that has support mechanism and facilities for encouraging innovation and New Product/ Service Development.
- d) Any innovation shall lead to development of Intellectual property and filing for its protection, wherever possible.
- e) PIBM shall provide support required for application and commercialization of Intellectual Property Rights.
- f) Institute and the concerned collaborating agency holds the copyright of research projects conducted with various government, non-government and industry partner(s).
- g) PIBM faculty is encouraged to develop Online Training Modules and register as trainers on NPTEL.

X REWARD & RECOGNITION:

a. On Spot Monetary Bonus and Incentives for best performer for above KPIS

1. Best course content and plan
2. Best Pedagogy
3. Best Assessment and outcomes
4. Best Mentor
5. Best JD based training
6. Best Research paper
7. Best MPD
8. Best Research Paper
9. Best Consulting

b. Other Benefits and Recognitions

I. Research incentive Scheme

Faculty members will be provided with one research day on campus to progress in their research work

II. Faculty development programs

Faculty members will have following developmental opportunities

1. Various research FDPs will be arranged with Global Research experts.
2. FDPS will be arranged with recent cross-domain areas such as machine learning, Business Analytics, Financial modelling etc.
3. Faculty members will be provided opportunity to attend government sponsored refresher program and skill development programs once in a year

Governing Member

Designation

1. Mr. Raman Preet
2. Dr. Manish Godse

Executive director
Director

External Mentors

1. Mr. Prantosh Banerjee – Faculty IIM
2. Dr. Anagappa Gunshekaran, Dean and Professor, School of Business and Public Administration California State University
3. Dr. Denish Shah, Director of the Marketing RoundTable and Social Media Intelligence Lab, Georgia State University, U.S.
4. Prof. Sachin Kamble, Professor, EDHEC, France
5. Prof. Tarekh Sobh, President, Lawrence Technological University
6. Prof Bhimraya Maitry, Director, IIM, Nagpur
7. Prof. Jahar Saha, Ex-Director, IIM, Ahemdabad
8. Prof. A. K. Jain IIM, Ahemdabad

✚ **Research Committee Members**

Designation

1. Dr. B. Naresh Faculty Chair
2. Dr. Rajasshrie Pillai HOD – HR, Research & Devp.
3. Mr. Riddhiman Mukhopadhyay Member
4. Dr. Rajalakshmi M. Member

✚ **Mentors from Corporate**

Sr. No.	Name	Designation & Company
1.	Mr. Vikrant Kadam	Field Director - IMRB International
2.	Mr. Anuj Mehra	CEO – Mahindra Housing Finance
3.	Mr. Vishal Gupta	MD – Borges India
4.	Mr. Sourav Deshpande	Head – Consumer Brands, Reliance Retail
5.	Mr. Rajeev Mitra	MD - Lactalis
6.	Mr. Dewang Neralla	CEO, ATOM Technologies Ltd.
7.	Manish Singh	CHRO, Haier Appliance
8.	Arvind Hali	CEO, Art Housing Finance

Rajasshrie

Dr. Rajasshrie Pillai
HOD HR, Research & Devp.
PIBM.



Dr. Manish Godse
Director, PIBM