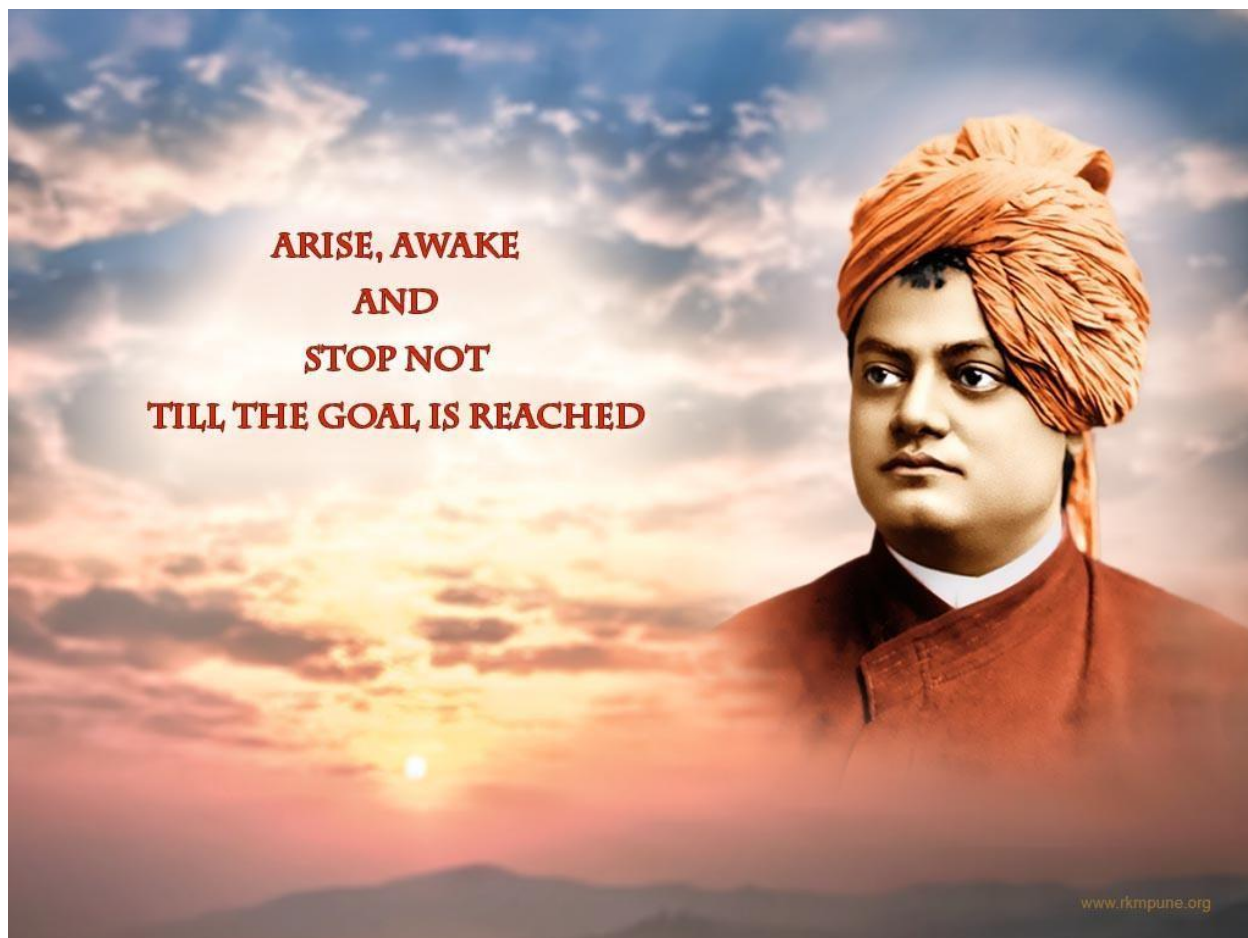




Research Policy 2017-2018



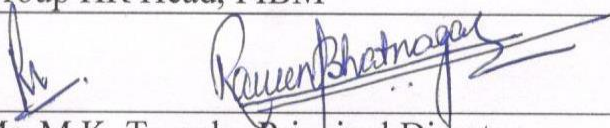
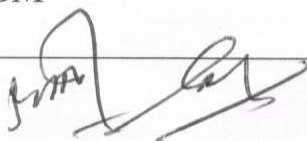
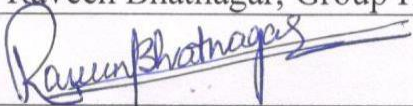
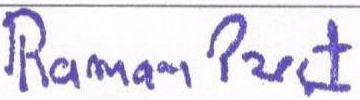
Document Title	Policy on Academic Research
Version	1.0
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Signatures	
Reviewed By	Mr. M.K. Tamuly, Principal Director, PIBM
Signature	
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Signature	
Approved by	Mr. Raman Preet, Chairman, PIBM
Signature	
Effective Date	December 2018
Document Type	Master Copy

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PREAMBLE:

Research is well recognized as an effective way for educational institutions to 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, research paper presentations and publication of research work in journals of repute such as ABDC, SCOPUS, International Journals, etc. 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 for the minimum standards for implementation of research and related activities that encourage efficient and effective communication, efficient, ethical and honest research conduct and availability of all essential resources required for the said purpose. It also elaborates upon extension research and outreach programs. Moreover, provisions related to MDPs, FDPs, Innovations, Incubations and Intellectual Property Rights (IPRs) are also enumerated in this policy.

VISION:

To become a leading Management Institute in the field of Research & Development; create a new body of knowledge for disseminating it to a resurgent business community and society at large both at national and international level.

MISSION:

To conduct quality and high order academic and industry oriented research to benefit all strata of society.

OBJECTIVE:

- To contribute to the Education Sector in the Country for achieving academic excellence and recognition.
- To continuously evolve a new body of knowledge for its dissemination to ensure social and economic prosperity.
- To facilitate management, industry and community research towards creating PIBM as a leading organization in India & in the International arena that will help in boosting Indian economy globally.

- To aim for highest level of research and position PIBM amongst one of the top research organizations.
- To create a PIBM Research & Development Center for M. Phil & PhD.

I. ACADEMIC RESEARCH POLICY

- a) Faculty members shall conduct research in focused areas of research.
- b) Faculty members are encouraged to identify inter-disciplinary research in their chosen field of research.
- c) Faculty publication in either SCOPUS or TAYLOR & FRANCIS or WEB of SCIENCE (WOS) or ABDC indexed journals shall be acknowledged with appropriate weightage in the faculty appraisal system currently followed in INSTITUTE.
- d) All publications and research papers of faculty have to go through rigorous plagiarism check through Plagiarism checking tools like TURNITIN, etc.
- e) Final Research Projects 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.
- f) INSTITUTE shall provide the basic infrastructure required to conduct research.
- g) Faculty shall tie-up with industries and corporate bodies to undertake funded research in emerging areas and industry relevant areas.
- h) Meritorious research work by faculty shall be awarded with suitable incentives enshrined in the Policy.
- i) All research conducted shall be covered by IPR and copyright protected.
- j) INSTITUTE Faculty shall be encouraged to present their research work by way of participation in National and International conferences conducted in India and/or abroad.
- k) Necessary approval of Chairman shall be required to be sought, at-least 30 days in advance, for participating in National and International conferences.
- l) Financial assistance to bear the expenses related to participation in such conferences in India or abroad shall be extended by INSTITUTE up to amounts specified from time-to-time by Dean/Director.

III. INCENTIVES FOR RESEARCH PAPER PUBLICATION:

Sr. No.	Research Paper Publication		Incentive		Approval
			Nos.	Amount (INR)	
1.	ABDC	Rating A*	Per paper published	100000/-	Recommended to Chairman by Head – Research Head
2.	ABDC	Rating “A”	Per paper published	50000/-	Recommended to Chairman by Head – Research Cell
		Rating “B”	Per paper published	35000/-	Recommended to Chairman by Head – Research Cell
		Rating ‘C’	Per paper published	15000/-	Recommended to Chairman by Head – Research Cell
	SCOPUS	Any Quartile – Non paid	Per paper published	15000/-	Recommended to Chairman by Head – Research Cell
	Any other journal		Per paper published	NIL	Recommended to Chairman by Head – Research Cell

*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 & Group HR Head will be mandatory for release of Incentive.

II. EXTENSION RESEARCH AND OUTREACH PROGRAMMES

- Eminent and enterprising professionals from the industry are invited to take up joint resource projects with INSTITUTE faculty.
- Faculty members are encouraged to select society specific problems and conduct research and provide feasible solutions. Such research topics could include problems related to environmental protection, sustainable development, women empowerment, child welfare, up-liftman of rural population, protection and health care, etc. This will be over and above the Industry specific research.

- c) INSTITUTE faculty shall be encouraged to visit at least one village in the neighborhood, investigate the problems, find solutions and implement the same using technology expertise.
- d) INSTITUTE shall organize educational programs relevant to community and/or societal development.
- e) INSTITUTE students are encouraged to participate in the extension and outreach programs organized by INSTITUTE.
- f) Faculty members of INSTITUTE, as designated by the Director, are permitted to work in other educational institutions as part of faculty exchange program.

III. MDP, FDP, CONSULTANCY, SHORT TERM CERTIFICATION COURSE

- a) INSTITUTE 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, etc.
- b) INSTITUTE 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, INSTITUTE. 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 INSTITUTE policies.
- e) INSTITUTE also encourages its faculty members to deliver 'Key Note addresses' in different conferences, symposiums, summits, etc.
- f) Revenue sharing between INSTITUTE and Faculty Resource person in the case of MDPs, FDPs, Short-term Certification courses, Consultancies, etc. shall be as follows:

Sr. 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	40%	60%	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	40%	60%	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		50%	50%	Resource person to pay after deducting taxes
5.	Key Note Address		30%	70%	Resource person to pay after deducting taxes
6.	Examination & Evaluation work other than PIBM. (Viva /Answer Sheets)		30%	70%	Resource person to pay after deducting taxes

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

Sr. No.	Conferences in the Management Institutes		Incentive		Lodging / Boarding (Rs. / Day)	Approval Chairman
			Registration fee	Travel		
1.	Tier 1 Tier 2	Associate Professors & Above	Actuals	Air (Economy Class)	Max. Rs.5000/-*	Rec. of HOD / DD/ Dir.
		Assistant Professors	Actuals	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 & Group HR Head. 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,

IV. INNOVATIONS, INCUBATIONS, ENTREPRENEUR DEVELOPMENT, PATENTS, IPRS AND COPY RIGHTS

- a) INSTITUTE 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, etc.
- b) Every major invention achieved out of conducting research shall be innovated and the same shall be incubated in the incubation center which will be augmented from time to time.
- c) Students shall be encouraged to select an incubated product 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.
- d) INSTITUTE shall incorporate an incubation center that has all the facilities for incubating the innovations.
- e) Every innovation shall lead to filing a Patent, wherever possible.
- f) INSTITUTE shall provide support required for filing the patents and also for completing the ground work required to get the patents registered and licensed.
- g) INSTITUTE shall provide required support to the faculty for filing Intellectual Property Rights and copyrights when it has been proved by the faculty that such a filing is necessary to protect the value of the research done.

V. REWARD & RECOGNITION:

In order to encourage our Faculty, a Reward & Recognition Program will be organized once a year in prominent events the Institute conducts at the Campus. Such events would be the Convocation, Annual Day

Celebrations and International Conferences & Seminars. The Faculty will be rewarded with the following:

1. Certificate & Trophy
2. Citation
3. Research Wall of Fame
4. Social media coverage
5. Highlight in the PIBM Brochure and Prospectus
6. Membership to the Elite Research Club of PIBM

Recognition by PIBM to all the Research Academicians will encourage other faculty members to also participate in the research initiative undertaken by the Institute.

Governing Member

Designation

- | | |
|-------------------------|--------------------|
| 1. Mr. M.K. Tamuly | Principal Director |
| 2. Mr. Raman Preet | Executive director |
| 3. Mr. Pranav Nagpurkar | Deputy Director |
| 4. Prof. Bibhas B. | Director |

External Mentors

1. Mr. Prantosh Banerjee
2. Dr. P. Shingi

Research Committee Members

Designation

- | | |
|-------------------------------|---------------|
| 1. Dr. Rajasshrie Pillai | Research Head |
| 2. Dr. Riddhiman Mukhopadhyay | Member |
| 3. Dr. Sanjeev Kulkarni | Member |
| 4. Mr. Raveen Bhatnagar | Member |
| 5. Dr. Naresh B. | Member |

Mentors from Corporate

Company

- | | |
|---------------------------------------------------------------|---------------------|
| 1. Mr. Zulfi Ali Bhutto
(Business Head Social Enterprises) | Google Inc. |
| 2. Mr. Vikrant Kadam
(Field Director) | IMRB International |
| 3. Mr. Manish Rohtagi
(International Marketing Head) | Mahindra & Mahindra |

4. Mr. Rajendra Mehata
(CPO)

DHFL

5. Mr. Arijit Dutta
(President and Business Head)

UNOMINDA Pvt. Ltd

6. Mr. Partha Samai
Ltd.
(Senior VP & Group Head HR)

AGS Transact Technologies

Mr. Raman Preet

(Chairman)

Mr. M.K. Tamuly

(Principal Director)

Prof. Bibhas B.

(Director)

Dr. Rajasshrie Pillai

(Head- Research Cell)

Mr. Raveen Bhatnagar

(Group HR Head, PIBM)

