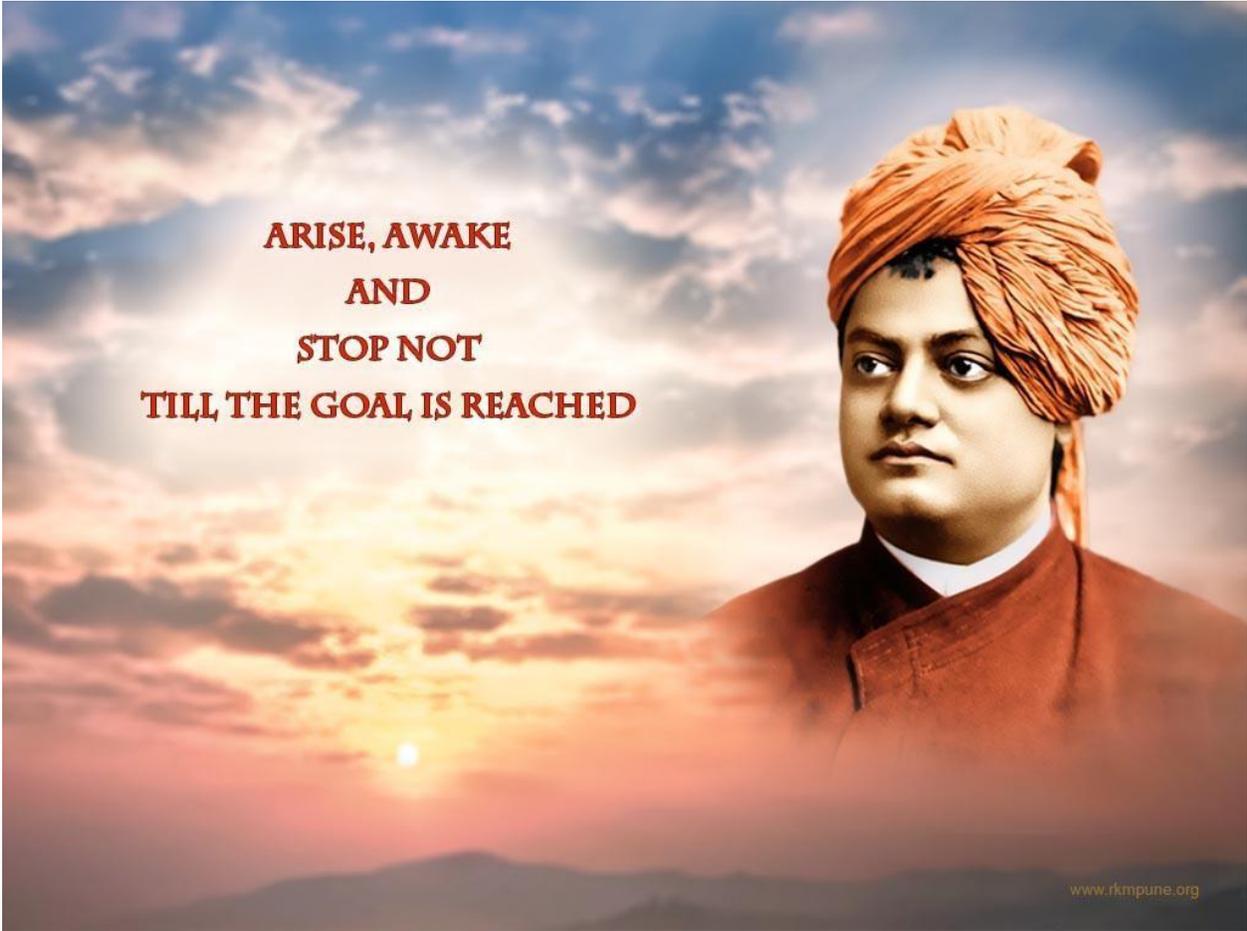




**Research Policy**  
**2023-24**  
**Version VIII**



<b>Document Title</b>	<b>Policy on Academic Research</b>
<b>Version</b>	5.0
<b>Prepared by</b>	Dr. Rajasshrie Pillai, Dena Research and Development
<b>Signatures</b>	
<b>Reviewed By</b>	Dr. Manish Godse, Director, PIBM
<b>Signature</b>	
<b>Issued by</b>	HR Department
<b>Signature</b>	
<b>Approved by</b>	Mr. Raman Preet, Chairman, PIBM
<b>Signature</b>	
<b>Effective Date</b>	July 2023
<b>Document Type</b>	Master Copy

## Table of Contents

<b>SL No</b>	<b>Title</b>	<b>Page No</b>
1.	Preamble	5
2.	Infrastructure for Research	6
3.	Research Publication Policy	6
4.	Incentives for Research Paper	7
5.	Presentation of Research work Conferences at National and International Level	8
6.	Extension of Research and Outreach Program	8
7.	Research Project	9
8.	MDP, FDP, consultancy, short term Certificate Course	9
9.	Innovations, Incubations, Entrepreneur Development, Patent, IPR and copy rights	10
10	Reward and Recognition	11
	Governing Members	12
	Academic Mentors	12
	Industry Mentors	13

## **I 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 a significant component of the research process, which plays an important role in sharing knowledge among the research community.

The 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, ABS, 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, and 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.

## **VISION:**

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

## **MISSION:**

To conduct quality and high-order academic, social and industry-oriented research which is readily adopted by Governments, industry and in academic delivery; to benefit all strata of society.

## **Research Objectives**

- 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 continuously evolve a new body of knowledge for its dissemination and progressively work towards research applicability for improved citations and H index.

- To aim for high quality research output and publication in national and international journals, indexed in Scopus, ABDC and UGC.
- 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 for Research**

Total budget of 40.25 lakh rupees is allocated in the AY 18-19 to develop research facilities and infrastructure at campus.

- The research databases, JGate, EBSCO, Bloomberg, Ace Analyser, DelNet and NPTEL are provided
- Turnitin software for plagiarism check.
- Books and Journals available in library for research (6000+ Titles, 24000+ Volume)
- Tools such as SPSS, R and Python are available.
- Mentoring and training is provided for conducting the research through Centre for Management of Urban Areas (CMUA) and Institutional Innovation Council.
- IT infra such as Wifi (150 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 700+ companies and the 150+ Corporate panelists to conduct qualitative and quantitative research
- Entire campus infra is available with dedicated budget for organizing International Conference, every year

## **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/SCOPUS/ABS/ 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:

Please use this as a reference point for checking the journal. We encourage you to publish **your work in non-paid high quality journals which are listed in Scopus and ABDC**. You can check the Scopus indexed journals on below link

<https://www.scopus.com/sources.uri?zone=TopNavBar&origin=sbrowse>

**As per the Institutes standards, we suggest you target Scopus, ABDC and ABS indexed journals.**

**As per the new guidelines, the research incentives will be provided following publications .**

1. Scopus
2. Scopus + ABDC
3. IEEE (listed in Scopus)
4. Web of Science list in Scopus

***Any other indexing publication is eligible for incentives if it is listed in Scopus.***

The research incentive will be released of published papers after fulfilling the following all three conditions :

1. The **research paper DOI** should be provided along with the published paper
2. The Research paper **should be non-paid and not published in open-access journals**
3. The **research paper must be displayed in the Scopus database** in the below link

<https://www.scopus.com/freelookup/form/author.uri?zone=TopNavBar&origin=NO%20ORIGIN%20DEFINED>

S. No.	Research Paper Publication		Incentive	
			Nos.	Amount (INR)
1.	ABDC	Rating A* and Scopus Indexed	Per paper published	100000/-

2.	ABDC	Rating "A" and Scopus Indexed	Per paper published	50000/-
		Rating "B" and Scopus Indexed	Per paper published	35000/-
		Rating C & Scopus Indexed	Per paper published	15000/-

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

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

### ***V Presentation of Research work Conferences at National and International Level***

- A. 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.
- B. PIBM encourages its faculty members to deliver 'Key Note addresses' or attend as Session Chair, in different conferences, symposiums, summits, etc.
- C. Financial assistance to bear the expenses related to participation in such conferences in India or abroad shall be extended by the Institute upto amounts specified from time to time by the Dean Research and Director.
- D. 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
			Registration fee	Travel		Chairman
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 the Administration and require approval of the Dean– Research & Director..

### **VI EXTENSION RESEARCH AND OUTREACH PROGRAMMES**

- a) PIBM shall organize educational programs relevant to community and/or societal development for Faculty, staff, students and external attendees.
- b) 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.
- c) 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

- a) PIBM faculty members and students are encouraged to take up **sponsored research projects** from Government and Non Government institutions, with a potential impact on society, economy and industries.
- b) Faculty members are encouraged to participate in the **CMUA (Center for Management of Urban Areas) cell** at PIBM which is dedicated towards research in areas related to environmental protection, sustainable development, transportation, waste management, water management, Employment, Land resource management, women empowerment, child welfare, up-liftman of rural population, protection and health care. This will be over and above the Industry specific research.
- c) PIBM promotes and encourages **New product-based Value Chain Research (NPCCR)**. This research is undertaken to develop innovative business perspectives 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.
- d)
- e) 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.
- f) 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.

- g) 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 (After Deducting all expenses done by the Institute )		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) Faculty and students are encouraged to complete certificate programs on NPTEL and other MOOC training platforms.
- h) PIBM faculty is encouraged to develop Online Training Modules and register as trainers on NPTEL.

## **X REWARD & RECOGNITION:**

In order to encourage our Faculty, a Reward & Recognition Program will be organized once a year on Teacher's Day.

The Faculty will be recognized with the following:

1. Certificate
2. Organization-wide appreciation mail
3. Inclusion in Research Wall of Fame

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

---

Annexure:  
Research budget for AY 2023-24



## **Governing Member**

## **Designation**

- |                     |                    |
|---------------------|--------------------|
| 1. Mr. Raman Preet  | Executive director |
| 2. Dr. Manish Godse |                    |

## **External Mentors**

1. Mr. Prantosh Banerjeet – Faculty IIM
2. Dr. Anagappa Gueshekar, Dean and Professor,  
School of Business and Public Administration California  
State University
3. Dr. Nrependra Rana, Professor, Qatar University, Dohaa
4. Prof. Prof. Jahar Saha, Ex-Director, IIM, Ahemdabad
5. Prof. A. K. Jain IIM, Ahemdabad



## **Research Committee Members**

## **Designation**

- |                          |            |
|--------------------------|------------|
| a. Dr. Rajasshrie Pillai | Dean R & D |
| b. Dr. Naresh Babhu      | Member     |
| c. Dr. Yachan Garade     | Member     |
| d. Dr. Nilesh Kate       | Member     |
| e. Dr. Rajalakshmi M.    | Member     |

## **Mentors from Corporate**

Sr. No.	Name	Designation & Company
1.	Mr. Vikrant Kadam, Field Director	IMRB International
2.	Mr. Rahul Ghatak, CHRO	Cello
3.	Ramesh Iyer, Chairman	Mahindra Finance
4.	Rajiv Mishra , CEO	UM Motors
5.	Gurunder Samway	Start Agree Finance
6.	Dewang Neralla	CEO, ATOM Technologies Ltd.
7.	Manish Singh	CHRO, Haier Appliance
8.	Arvind Hali	CEO, Art Housing Finance

**Dr. Manish Godse**  
Director

**Dr. Rajasshrie Pillai**  
Dean R & D