



Research Policy

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Version XI



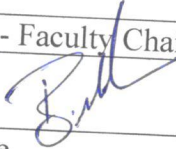
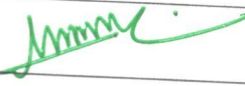
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Vision and Mission Statement of the Institute

Vision of the Institute	To be a hallmark of professional excellence by creating competent leaders to drive sustainable growth through holistic, ethical, and globally oriented lifelong learning.
Mission of the Institute	To develop action-driven leaders through competency-based education, research and strong industry linkages. We aim to enhance employability, promote ethical and social responsibility and encourage lifelong learning that contributes to students' success, organizational effectiveness and sustainable growth.

Core Values:



"Continual improvement"

Consciously identifying gaps and deficiencies in the processes and improving them to build more robust systems, raising benchmarks of performance continually.



"Holistic Student Development"

is to instill ethical values, domain knowledge, confidence, and communication to develop student's competencies to become employable and perform well in the organization. It also focuses on developing entrepreneurs in India, which directly or indirectly support the nation's economic growth.



"Sustainable Growth"

is to teach students to focus on **People, Process, Planet and usage of advance technology** for business management, where students should be able to contribute to the sustainable performance of the business.



"Transparency & Empowerment"

is to build a transparent and empowered culture by providing equal and fair opportunities to all stakeholders such as faculties, employees, and students. PIBM for PGDM honestly believes in transparency and empowerment by allowing giving suggestions on different processes.

PROGRAM EDUCATIONAL OBJECTIVES

PEO	Statement	Description
PEO1	Global Business Acumen	Graduates will demonstrate the ability to understand, analyze, and respond effectively to global business environments, enabling them to succeed in diverse and dynamic international markets.
PEO2	Professional and Technical Business Competency	Graduates will possess strong professional skills and technical knowledge across core business domains, empowering them to make informed decisions and drive organizational performance.
PEO3	Creativity and innovation	Graduates will exhibit creative thinking and innovative problem-solving capabilities to address complex business challenges and contribute to sustainable value creation.
PEO4	Ethical and Social Responsibility	Graduates will uphold high standards of ethical conduct and actively engage in socially responsible practices, contributing positively to the community and the broader society.

PROGRAM OUTCOMES

New PO	Program Outcomes
PO1	Apply knowledge of management theories and practices to solve business problems.
PO2	Foster Analytical and critical thinking abilities for data-based decision making.
PO3	Ability to develop Value based Leadership ability.
PO4	Ability to understand, analyze and communicate global, economic, legal, and ethical aspects of business.
PO5	Ability to lead themselves and others in the achievement of organizational goals, contributing effectively to a team environment
PO6	Demonstrate competency in evaluating dynamic business environments to craft strategies aligned with long-term sustainability goals.
PO7	Ability to foster innovation by applying design thinking, and entrepreneurial skills in business and social contexts.
PO8	Ability to effectively use digital technologies, productivity tools, and business applications to optimize organizational performance.

GRADUATE ATTRIBUTES

GA No.	Graduate Attribute	Description
GA1	Business Acumen	Demonstrate sound understanding of business functions, industry practices, and organizational challenges to make informed managerial decisions.
GA2	Domain Knowledge	Apply functional knowledge in management disciplines to solve contemporary business problems.
GA3	Communication Skills	Communicate ideas effectively through oral, written, visual, and digital media with diverse stakeholders.
GA4	Interpersonal and Collaboration Skills	Build professional relationships, collaborate effectively, and contribute positively in multidisciplinary and multicultural teams.
GA5	Critical Thinking	Critically evaluate information, assumptions, and business situations to make rational managerial judgments.
GA6	Analytical Reasoning	Apply quantitative techniques, business analytics, and evidence-based approaches for managerial decision-making.
GA7	Problem Solving	Identify, analyze, and solve complex business and organizational problems using systematic approaches.
GA8	Research and Inquiry Skills	Conduct research, interpret findings, and apply research methodologies to generate evidence-based managerial solutions.
GA9	Strategic Thinking	Develop long-term strategic solutions by evaluating internal and external business environments.
GA10	Conceptual Thinking	Integrate multidisciplinary concepts to understand business systems and organizational interrelationships.
GA11	Digital and Technological Competence	Utilize digital technologies, AI, business analytics, and enterprise applications to improve organizational performance.
GA12	Business Tools	Interpret and analyze business data using modern analytical tools for effective decision-making.
GA13	Entrepreneurial and Innovative Mindset	Demonstrate creativity, innovation, opportunity recognition, and entrepreneurial thinking to create value.
GA14	Design Thinking	Apply human-centered design thinking approaches to develop innovative business solutions.
GA15	Leadership and Team Building	Demonstrate leadership, motivate teams, manage conflicts, and achieve organizational goals collaboratively.
GA16	Professional Ethics	Demonstrate ethical reasoning and responsible conduct in professional and managerial practices.
GA17	Integrity and Accountability	Exhibit honesty, transparency, accountability, and professionalism in academic and professional environments.

GA18	Global Perspective	Understand global business environments, international markets, and cross-border managerial challenges.
GA19	Cultural Sensitivity & Intelligence	Demonstrate respect for diversity and work effectively in multicultural and inclusive environments.
GA20	Sustainability and Social Responsibility	Integrate ESG principles, sustainability, and social responsibility into managerial decisions for long-term stakeholder value.
GA21	Lifelong Learning and Adaptability	Continuously upgrade knowledge and skills while adapting to emerging technologies, business models, and workplace changes.
GA22	Emotional Intelligence, Humanity and Professional Well-being	Demonstrate empathy, resilience, emotional intelligence, positive attitude, humanity, and professional well-being while leading self and others.

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, Peer-reviewed National 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 J-GATE, EBSCO, Bloomberg, Ace Analyser, Del-Net and NPTEL are provided
- Turnitin software for plagiarism check and AI detection

- Books and Journals available in library for research

Sr. No.	Library Resource	Quantity
1	Book Titles	3,679
2	Book Volumes	27,421
3	Hard Copy National Journals (Titles)	23
4	Online National Journals	45
5	Online International Journals	293+
6	Online Magazines	10
7	Hard Copy Magazines	12
8	E-Books	13,921

- 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 Wi-fi (1 GBPS 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:

- Faculty members shall conduct research into academic, social and industry focused activities.
- Faculty members are encouraged to identify inter-disciplinary research in their above chosen field of research.
- Faculty publication in **UGC Care/SCOPUS/ABDC indexed journals** shall be acknowledged with appropriate weightage in the faculty appraisal system will be given.
- All research publications, manuscripts, conference papers, book chapters, case studies, and other scholarly works prepared by faculty members shall undergo **mandatory plagiarism and AI writing detection screening through Turnitin** prior to submission for publication. The Institute shall ensure that all research outputs comply with the prescribed standards of **academic integrity, originality, ethical use of artificial intelligence, and responsible research practices**, and meet the acceptable similarity index and AI writing assessment criteria as specified in the Institutional Research and Publication Policy.
- All records of publication of faculty & students will be maintained in institute's library for dissemination of knowledge in the institute.
- For any future research, proper permission of author, participating industry partner and the institute must be ensured by the researcher.
- Students should be encouraged to conduct research and publish the same, independently as well as in collaboration with faculty mentors.
- 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.	SCOPUS	Any Quartile –	Per paper published	15000/-
2.	SCOPUS ABDC	Rating “A”	Per paper published	100000/-
		Rating “B”	Per paper published	50000/-
		Rating “C”	Nil	Nil
3.	IEEE (Listed in Scopus)		Per paper published	15000/-
4.	Web of Science list in Scopus		Per paper published	15000/-
5	Case Publications	Scopus Journal	Per Case Study	15000/-
6.	Any other UGC approved journals journal	Any Quartile – Non paid	Nil	Nil

Any other indexing publication is eligible for incentives if it is listed in Scopus. Only ABDC indexed paper publications are not eligible for incentives.

All faculty should compulsorily have a single institutional affiliation on published output, which will be Pune Institute of Business Management (PIBM), Pune.

*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

- 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, Industry with a potential impact on society, economy and industries.
- b) 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.

- c) 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.
- d) Collaborative Research
- e) It can be conducted with government and non-government body for contributing to society
- f) It can be also conducted in collaboration with industry and international researchers for high quality publication
- g) 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
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- 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

Research Advisory Committee (RAC)

A. Governing Members

Sr. No.	Name	Designation	Role in Committee
1	Mr. Raman Preet	Executive Director	Chairperson
2	Dr. Mahendra More	Director	Member

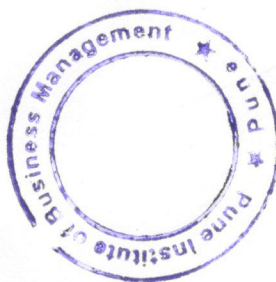
B. External Mentors / Research Advisors

Sr. No.	Name	Designation & Affiliation	Role
1	Dr. Nripendra Rana	Professor of Digital Marketing and Systems; Head, Department of International Business, Entrepreneurship and Marketing, Queen's Business School, Queen's University Belfast, UK	International Research Advisor
2	Mr. Prantosh Banerjee	Faculty, Indian Institute of Management (IIM)	Research Mentor
3	Dr. Angappa Gunasekaran	Professor of Operations Management, School of Business Administration, Penn State Harrisburg, USA	International Research Advisor
4	Dr. Denish Shah	Director, Marketing RoundTable and Social Media Intelligence Lab, Georgia State University, USA	International Research Advisor
5	Prof. Sachin Kamble	Professor, EDHEC Business School, France	International Research Advisor
6	Prof. Tarek M. Sobh	President, Lawrence Technological University, USA	International Academic Advisor
7	Prof. Bhimaraya Metri	Director, Indian Institute of Management (IIM) Nagpur	Academic Advisor
8	Prof. Jahar Saha	Former Director, Indian Institute of Management (IIM) Ahmedabad	Academic Advisor
9	Prof. A. K. Jain	Professor, Indian Institute of Management (IIM) Ahmedabad	Academic Advisor

C. Internal Research Committee Members

Sr. No.	Name	Designation	Role in Committee
1	Dr. Mahendra More	Director	Chairperson
2	Dr. Nilesh Kate	Head – Research	Convener
3	Dr. B. Naresh	Assistant-Director-Academics	Member
4	Dr. Suresh Kadam	Faculty Member	Member
4	Dr. Riddhiman Mukhopadhyay	Faculty Member	Member
5	Prof. Shatabdi Nannaware	Faculty Member	Member

Dr. Nilesh Kate
Head - Research & Development



Dr. Mahendra More
Director – PIBM