

PRESTIGE INSTITUTE OF MANAGEMENT AND RESEARCH, INDORE

An Autonomous Institution Established in 1994 & Accredited with A grade by NAAC (UGC)

Research Policy

(Revised on December 15, 2018)

Preamble

Reputation of any educational institution mainly depends on its research productivity and innovation. The success of an institute in attaining its objectives is greatly contingent upon the alignment of the faculty, research scholars, and students with all the aspects of research initiatives, being undertaken at the institute. Therefore, a structured Research Policy has been created for promotion and upgrading research aptitude in the institute. The present research policy aims to help institute, faculty members, research scholars, and students to achieve excellence and contribute to their organizations and society.

Objectives

This Research Policy provides a broad framework to guide research and integrity of scholarly inquiry at the Institute. The objectives of policy are as follows:

- i) To promote quality research, innovation and intellectual capital.
- ii) To evaluate quality of research for improving research standard in the Institute.
- iii) To ensure integrity and ethics in research.
- iv) To enhance atmosphere for research and integrate teaching and research.
- v) To incentivize the generation of intellectual capital.

Research Development Committee

The institute constituted Research Committee that is chaired by the Director. The Research Committee members at the departmental level facilitate and monitor research being carried out in their relevant areas. The committee facilitates case writing workshops, FDPs, research methodology workshops and conferences which are conducted regularly in the institute. Besides, the committee reviews the progress of the research work done by the faculty members periodically. The research committee also provides support to the PhD research scholars and students of various programs registered with the institute for their research work/projects. The committee proposes new measures and initiatives to promote research, innovation and intellectual capital. The committee checks plagiarism in all research work conducted by faculty/students of the Institute. It also suggests awards and incentives to promote research. At least one meeting of research development committee is required to be organized in each academic year. The committee comprises of following.

1. Dr. Yogeshwari Phatak (Chairperson)	6. Dr. Nitin Tanted (Member)
2. Dr. R. K Sharma (Co-chairperson)	7. Dr. Vipin Choudhary (Member)
3. Dr. Alok Bansal (Coordinator)	8. Dr. Murlidhar Panga (Member)
4. Dr. Anookul Hyde (Member)	9. Dr. Rupal Chowdhary (Member)
5. Dr. Ajit Upadhyaya (Member)	10. Dr. Manisha Singhai (Member)

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Promotion of Research

The institute shall create conducive environment for research. Due to limited resources, the instituteshall allocates the space, facilities, partial funding, and other resources for research programs based on the scholarly and educational merits of the proposed research. It shall also provide development opportunities to researchers for writing research proposals, reports, publications, patent filing, etc. It also encourage faculty members to participate in various research conferences, seminars, workshops, fellowship programs, etc. organized at national and international levels.

Study Leave

To promote research, the institute will provide study leave to faculty on following conditions:

- All the Applicants must have completed one year continuous service in the institute on the commencement date of Study/ Exam Leave.
- Eight Weeks prior Notice to the Director of the institute should be given to for Study Leave.
- The Decision of the Director of the Institute is Final.
- Courses recognized under this Scheme include: PG Courses, M.Phil, Ph.D, and D.Lit.
- Exam Leave is given on the days on the Examination. No limits Apply, However Adequate notice, as outline above, must be given to the institution prior to the leave being taken.
- Examination Time Table and Details of the course must be submitted by the faculty/staff while applying for the exam leave.
- Study leave is also given for attending course work classes in case of Ph.D. on the dates on which classes are conducted.

Incentives on Publication

Incentives with a certificate of appreciation by the head of the institution will be given to the faculty members who would published their research papers in referred international journals.

The awards are categorized as:

Category	Category in ABDC List	Amount of Award
Scopus/ Web of Science	A ⁺ or A	Rs. 25,000/-
Scopus/ Web of Science	B	Rs. 15,000/-
Scopus/ Web of Science	C	Rs. 10,000/-
Scopus/ Web of Science	Not in ABDC list	Rs. 5,000/-
Not in Scopus/ Web of Science	A ⁺ or A	Rs. 15000/-
Not in Scopus/ Web of Science	B	Rs.10,000/-
Not in Scopus/ Web of Science	C	Rs.5,000/-
Not in Scopus/ Web of Science but in Emerald /Sage/Springer/Taylor&Francis/Routledge/SciPres s/InderScience/WileyBlackwell/Elsevier/IEEE/ Science Direct.	Not in ABDC List	Rs. 5,000/-

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Faculty members are also encouraged to apply for research project. Teaching load will be reduced for the faculty member who gets projects from Government/ Non-Government recognized organizations.

Recognition of Faculty for Research Awards

In case of faculty getting awards from outside institutes for their research in conferences, etc., the institute will give them certificate of appreciation in the International Conference held every year.

Nomination of Faculty/Staff Member for Conferences/FDPs/etc.

All the faculty/staff members can be nominated and sponsored by the institute for one international conference/FDP/etc., which will be held outside the country and two conferences/FDP/etc. (national or international) within India during an academic year. The sponsorship includes registration fees, travelling, lodging, and dearness allowances which are borne by the institution according to the separate rules titled "Travelling Rules for Faculty and Staff".

Research Facilities

The Institute will provide conducive set up for academic research work.

- It will provide furnished cabins, free laptops, stationary items, internet connectivity, printing, photocopy, etc. facilities to every faculty members so that they can freely work on their research projects.
- The Institute will appoint a Faculty Coordinator for each research activities like major research projects, summer internship projects, research methodology workshops, case writing workshops, conferences, research paper contests, etc. These faculty coordinators play their roles as catalysts in promoting the research activities and are remunerated for the same.
- The Institute will provide unlimited issue of books, journals, reports, etc. and free access to online research data sources like N-List (INFLIBNET), Ebsco, etc. to promote research culture so that the researcher gets all the necessary information for the research work under taken.
- The Institute will provide access of anti-plagiarism and grammatical check software 'Turnitin' to its faculty and staff members.
- The institute will regularly organize Conferences, Seminars, Faculty Development Programs, etc. on the scheduled dates.
- The institute will promote and disseminate research by various publications like e-journal, PIMR international journal, publication of books, case monographs, status paper, registration of in-house cases on European Case Clearing House and listing of journal on international e-resources like ProQuest, etc.

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Ph.D. Programme

The institute is a Research Centre for PhD in the faculty of Management recognized by Devi Ahilya University, Indore. It will encourage faculty members and scholars to pursue PhD. It also encourages senior faculty members to register as research guides. The institute also provides special support to research guides by assisting them in administrative work relating to their candidates. It shall also recognize a worthy doctoral research work at national level every year in Best PhD Thesis Contest during International Conference. A separate felicitation ceremony will also be organized every year during International Conference for the research scholars who successfully completed their PhD for the research center of the Institute. The Institute shall continue to encourage research guides and scholars to get funding for attending International conferences from external agencies as a matching share so that the quality in research paper can be maintained. It shall urge research scholars to publish and patent their research work.

Collaborative Research Work/Projects

The Institute-Industry Interaction is the demand of the day. Industries and business organizations are facing different kind of problems and many of them would like to have the help from the Institute with an aim to find the solutions to their problems. For that, the Institute has planned to have the following activities:

(i) **Industry Sponsored Research Project:** An organization can sponsor a project and the experts of the institution concerned can conduct research on this project for which the financial support will come from the organization. As a result, if any patent is registered, then there shall be a sharing of income coming out of the patent among the industry, researcher and Institute. This will lead to three kinds of benefit: a) the researcher will get exposures to the concerned area of research; b) the industry will get solutions to its problem; and, c) the researcher, Institute and Industry can earn money and at the end, the society ultimately will benefit.

(ii) **Interdisciplinary Research:** The interdisciplinary research is a must nowadays. No department, institution, researcher or a scholar can address a research problem in which more than one discipline is involved and unless they get together and conduct interdisciplinary research no fruitful findings can be arrived at. Therefore, the Institute has decided to have exercise in interdisciplinary research activities for which the following steps will be taken: a) Identify the interdisciplinary area. b) Identify the different experts from concerned disciplines who can work together. c) Study the requirement of the infrastructure to conduct the concerned interdisciplinary research. d) Explore possibilities to find resources for such interdisciplinary research.

(iii) **Collaborative International Research:** Knowledge is being produced in the different parts of the world. Collaborative international research is essential to facilitate mutual learning and expertise sharing. The Institute will sign MoUs with prominent research institutions/universities

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An Autonomous Institution Established in 1994 & Accredited with A grade by NAAC (UGC) abroad, for conducting research jointly in the areas of common interest. For this purpose, the Institute will constantly explore the possibilities of having such collaborative or joint research in terms of thrust areas, decide the modus operandi of conducting such research and attend to other relevant aspects.

Consultancy

For assignments which needs professional expertise to work upon and attracts professional fee of at least Rs. 20,000/- will be termed as consultancy assignment. The Institute will promote consultancy in two ways:

- i. By setting up a separate research and consultancy cell which will comprise of dedicated faculty to identify and work on problem areas of corporate social bodies.
- ii. By encouraging faculty to do consultancy where by the sharing of consultancy fees after deducting the expenses will be in the ratio of 70:30 for faculty and institute.

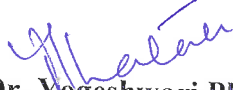
There is a separate rules for consultancy approved by the governing body of the Institute.

Training and MDP Policy

The Institute will promote training and MDP conducted by the faculty members as a resource person. If the training assignment received through the Institute, the payment will be made to the concerned faculty similar to what is paid to a visiting faculty having 10 years experience/ Ph.D. i.e. Rs. 800 per hour. If the training assignment is received directly by the faculty and in case the faculty has to absent himself for the training from the Institute (leave) in such case the Institute will be given a 20:80 share (20% to the Institute and 80% to the faculty) in the training amount received after expenses. In case the amount of training received is less than Rs. 5000 in such case the faculty will contribute Rs. 500 to the Institute i.e. (10% of the amount received) after deducting expenses excluding tax. However in all cases the cheque/ cash must be deposited in the Institute and reimbursed by the Institute to the faculty. This shall ensure accountability of money received through training.

Research Misconduct

The institute defines research misconduct, as any fabrication or plagiarism in proposing, performing or reviewing research or in the reporting of research results. Research misconduct does not include an honest error or differences of opinion, authorship disputes that do not involve plagiarism, and violations of other policies of institute. Misconduct in research damages the integrity of the profession and undermines the credibility of scholars. The Institute shall take seriously all allegations of research misconduct, and shall ensure that the procedures for the inquiry, investigation and adjudication of any misconduct are well defined and just for all parties involved. The institute has an anti-plagiarism in accordance to the 'Code of Ethics for Academic Integrity and Plagiarism' suggested by UGC.


(Dr. Yogeshwari Phatak)
Director
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