



# JAIPURIA GROUP OF EDUCATIONAL INSTITUTIONS

**EMPOWER • ENTHUSE • EXCEL**

## NOTE FOR APPROVAL

Subject: RESEARCH & DEVELOPMENT POLICY

1. Based Upon the AICTE guidelines for Research and faculty Development at AICTE approved Management Institutes offering MBA/PGDM programmes, a comprehensive Research & Development Policy has been prepared with mutual consultation between Directors of JSB and JIM for uniform implementation as a group level Policy.
2. The Proposed Research & Development Policy shall be notified by representative Directors with the logo and seal of respective institute after approval by the Chairman.
3. The policy proposed is attached herewith for kind pursual and approval of Chairman.

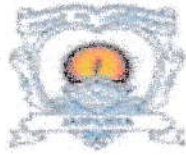
Proposed By:

Prof. (Dr) S. K. Mahapatra  
Director  
Jaipuria School of Business

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Jaipuria Institute of Management

Approved By:

Sh. Shishir Jaipuria  
Chairman  
Jaipuria Group of Educational Institutions



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## **RESEARCH & DEVELOPMENT POLICY**

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## JAIPURIA GROUP OF EDUCATIONAL INSTITUTIONS

### **1.0 Research Policy**

The objective of the research policy is to induct a research environment in the institute and motivate the faculty to initiate research work through an incentive policy. The aim of the research policy is to enhance the intellectual capital of the institute with quality research publications.

#### **1.1 Research Committee**

The research committee comprises of the following members:

1. Prof. S K Mahapatra ✓
2. Prof. Daviender Narang ✓
3. Dean academics (JSB) ✓
4. Dean Academics (JIM) ✓
5. Prof. Dr Ajay Pandit (External Member)
6. Prof. N K Gupta (External Member) ✓

#### **1.2 Research Corpus**

A research corpus of Rs 15,00,000 for Jaipuria School of Business and Rs 20,00,000 for Jaipuria Institute of Management per year is to be constituted to fund the different research activities in the institute. This corpus is subject to revision as per the need & requirement of intellectual work.

### **2.0 Scope of the policy**

This policy covers all permanent faculty members of the Institute, JIM and JSB.

The scope of the policy in particular covers:

The research related activities, in addition to teaching, including research publication in reputed refereed international and national journals with impact factor.

Research related activities with regard to pedagogical innovations being followed in global management institutes.

Books, monographs for publication by International and National publishers of repute.

Participation and completion of Faculty development programme and workshop in institute of International / National repute.

Faculty research through PhD registration and completion.

Consultancy projects sponsored by Government & Private, Industrial and other organizations.



## Recommended research Areas

To focus on new and emerging areas of business education and research, following areas are being identified for conducting high quality research.

- Green Economy ✓
- Application of artificial intelligence ✓
- Critical Thinking ✓
- Complex problem solving ✓
- E-Waste management ✓
- Machine Learning
- Deep Learning
- Marketing Analytics
- HR Analytics
- Data Analytics
- Predictive Analysis
- Emotional Intelligence
- Efficiency and productivity
- Work place incivility
- Earnings and Growth analysis
- Accounting and Financial analysis
- Management of financial institutions
- Working Capital Management
- Global accounting system and trends
- International Business/Finance
- Corporate Governance and CSR
- QT in Digital Marketing / *E course*
- Social media marketing
- e- WOM (word of mouth)
- Sensory branding
- New supply chain management
- Traditional Vs. Innovative Branding
- Information system Applications
- Gender Studies
- Flexible Working
- Talent Management and talent development
- Trade union participation
- Gap Analysis between actual and required skill of prospective corporate employees
- Employability skills.
- Application of Artificial intelligence in Banking Technology.
- Latest trends in marketing research
- Emerging concerns in global business
- Innovations in service sector
- Project Management technique

NOTE: The research work in other relevant area/domain will be given due incentive as per the recommendations of research committee.

### 3.0 Details of the research Incentive policy

#### 3.1 Research Publication

The research publication for research incentive should include those publications which are not considered in credit system for securing minimum number of credits in a year.

3.1.1 The research paper for research incentive should be considered only when the publication is published in hard copy or in electronic form in a Scopus/ABDC indexed journal with an impact factor.

3.1.2 The faculty will be paid the following incentives based on the impact factor of the Scopus journal in which the research work is published.

S.No.	Impact Factor	Incentive in Rs.
1	0.750 and above	12,000
2	0.500 to 0.749	8,000
3	0.250 to 0.499	5,000

The impact factor of the journal will be derived from Thomson Reute's journal impact factor list.

\*# If the research paper is published in ABDC listed Journal an incentive of Rs. 15,000/- for each paper in a Year will become payable.

The quality of publication under consideration will be decided by the Research committee for incentives and their decision will be final.

3.1.3 The research paper publication in quality refereed UGC listed journal may be recognized as publication but will not be considered for incentive.

3.1.4 Maximum of two research paper in an academic year shall be considered for research incentives.

3.1.5 The faculty applying for incentive must be the first author in the research paper. If the publication is joint and both the faculty are from the same institute, the incentive will be shared equally in case of joint publication. If the publication is done jointly by faculty and student, only faculty is entitled to claim the incentive.

3.1.6 The date of publication should be considered, as the date on issuance of Journal or the date of online publication. Faculty members should also submit a "Self-Declaration" stating that publication fee was not paid to the Journal. It is the responsibility of the faculty member to produce evidence of having published paper in the refereed journal and the impact factor of the journal. He/ She have to produce a printed copy of the SCOPUS, ABDC, UGC index or other evidence duly attested by the Director.

#### 3.2 Publication of Book

The Book publication for research incentive should include those publications which are not considered in credit system for securing minimum number of credits in a year.

Faculty members who write and publish original books or monographs are entitled to incentive as indicated below.



Details	Published By	Incentive in Rs.
Full book/monographs	International publisher	50,000/25000
Full book/monographs	National publisher with ISBN / ISSN number	25,000/15000
Edited Volume of book with articles or chapters	International Publisher	8,000
Edited Volume of book with articles or chapters with ISBN / ISSN number	National level publisher	5,000

The quality of publication under consideration will be decided by the Research committee for incentives.

### 3.3 Research Grant for professional development

The faculty members would be given a grant of Rs 75,000 per year on reimbursement basis for participation, paper presentation in conference and attending FDP/Training/Workshop/Online courses in India and abroad. The grant of Rs 75,000 per year is permitted to accumulate for up to 3 years as a rotating corpus limited to a maximum amount of ₹ 2,25,000 and the faculty can avail as per requirement.

To facilitate high quality research, the grant of ₹ 75,000 per annum can be utilised for the following:

1. Purchase of Books/Journals/Software/E-books/E-articles
2. Limited duration engagement of Research Assistant/field surveyors
3. Fees for attending conferences/seminars (Excluding TA/DA)

In case the required grant amount exceeds the limit in earlier years the decision to reimburse the grant in advance will be taken by the research committee. The faculty in such case has to submit the application before the committee for reimbursement. The decision of the committee will be final.

The grant amount includes Participation fee and DA. The travel expenses and lodging expenses (if it is not included) for such event are not a part of the grant amount and will be paid separately.

#### Paper presentation in conference

##### 3.3.1 Presentation of research paper in India

3.3.1.1 The faculty would be allowed On Duty leave, Registration fee and travel allowance for paper presentation (limited to the research grant). The International/ National conference must be of repute (viz IEEE/springer/Wiley etc.) and the hosting institute should be institutes of repute IIMs/IITs/ Central Universities/Deemed universities meet the standards of excellent reputation. The approval for the same will be by the head of the Institute.

3.3.1.2 In principle, this policy encourage faculty to engage in quality research, However, keeping institutes requirements in view, for paper presentation maximum one week On Duty leave is allowed to faculty during the lean period. Duty leave may be granted during the on going semester subject to availability of substitution teacher & sharing of subject load. The leave will be granted as per the approval of head of the Institution.

### **3.3.2 Paper presentation in Conference abroad**

3.3.2.1 The funding for paper presentation abroad will be limited to the research grant. The faculty should also approach AICTE or other government funding agencies for the same.

3.3.2.2 The reimbursement of the travel & lodging expenses (If it is not included) and D.A for participation abroad will be paid separately from the overall grant of the year. The travel expenses will be reimbursed for economy class ticket fair to and fro on actual basis. The duty leave will be sanctioned as per the rules of the institute.

### **3.4 For attending Workshop/ Faculty development Programme**

3.4.1 The faculty would be allowed On Duty leave, Registration fee and travel allowance to attend workshops and faculty development programmes. The FDP/ Workshop organizing institute should be institutes of repute IIMs/IITs/Universities/Deemed universities etc. The approval for the same will be done by the head of the Institute.

3.4.2 On Duty leave up to two weeks for attending FDP, is allowed to faculty in a year. In case the FDP extends beyond two week the leave will be sanctioned on case to case basis. (extended duty leave may be allowed during the ongoing semester subject to availability of substitution teacher & sharing of subject load).

### **3.5 Ph.D. registration and completion**

3.5.1 The faculty is expected to have a Ph.D. degree at the time of appointment. However, a faculty who is already registered for Ph.D. research at the time of appointment will be allowed on duty leave for attending Ph.D Viva/RDC meeting in the university on the need basis.

3.5.2 Such faculty who have registered for Ph.D. research at the time of appointment will be considered for a one-time incentive of Rs 10,000 in the academic year of completion as a one-time grant against expenses incurred for Ph.D work other than leave. The Ph.D should be completed in desired time period (within five Years from date of registration or three years from date of appointment as a faculty, whichever is earlier). The incentive under this head will be approved by the research committee.

### **3.6 Attending Academic events of National/International Repute**

3.6.1 The faculty attending events which are of national repute organised by FICCI, PHD chamber of commerce, CII and similar organisations will be allowed on duty leave plus travelling allowance and the reimbursement of participation fee (Actual basis) paid for the event, which will be the part of overall annual research grant. The approval for the same will be done by the head of the institute.

3.6.2 The participation in such events will be considered as workshop/ Conference/delegation.

### **3.7 Ph.D Guidance and Supervision**



The faculty supervising Ph.D scholars from reputed university will be given due credits in appraisal, after award of Ph.D degree. Credit shall be given for getting appointment as Ph.D. examiner.

### **3.8 Period of Reckoning and Payment of Incentive**

The Academic year is the period for calculating the research incentive earned by a faculty member that is, from 1<sup>st</sup> April to 31st March of the current year. At the end of every academic year, the total incentive earned by a faculty member will be calculated based upon the documentary evidence produced and the incentive payable to the faculty member will be disbursed thereafter.

### **3.9 OTHER CONDITIONS / GUIDELINES**

**3.9.1** All applications for research incentive should be formally recommended by the respective dean (Academics) and scrutinised by the research committee with the director acting as convenor. After approval by the committee, the formal sanction order shall be issued by the Director.

**3.9.2** The application form duly filled should be submitted in prescribed format for this purpose and countersigned by the Dean of the Institution.

**3.9.3** As this policy is to encourage the faculty for taking initiative for research by providing a strong conducive environment for knowledge acquisition and development through research and publication, the criteria and modalities may be amended in future as per the requirement of the Institute, in a progressive strategy for brand improvement.

### **4.0 SAVING**

The policy can be amended/modified/replaced or rescinded at the discretion of management representative by chairman, Jaipuria Group of Educational Institutions.