



**Mahatma Gandhi Mission**  
**Institute of Management**  
Aurangabad- 431003  
**(NAAC Grade- A)**



**RESEARCH INCENTIVE POLICY**

**w.e.f – 1 August 2018**

**Objective:**

The primary objective of the proposed incentive scheme is to motivate the faculty members to undertake quality research, consultancy and other research related activities.

**Scope of the Scheme:**

The scope of the scheme envisages, in particular:

- ➡ To motivate faculty members to concentrate on research related activities, in addition to the teaching, so as to publish research articles in reputed refereed international and national journals with impact factor.
- ➡ To pursue efforts to write books for publication by International and National publishers of repute.
- ➡ To create interest among the members of faculty so that they take efforts to establish collaborative research projects with their counterparts.
- ➡ To encourage our faculty members to submit proposals and secure funded research projects from various funding agencies in India.
- ➡ To undertake consultancy projects sponsored by Government & Private, Industrial and other organizations.

**Details of the scheme: Research Publications**

If a research paper is published based on his/her work in hard copy or in electronic form in a reputed /refereed international journal as recommended by the research board of the college, incentive will be paid to the faculty member as indicated below:

Sr. No	Journal	UGC Impact Factor	Amount in Rs.
1	National Level	0-1	500/-
		2-3	1000/-
		3-4	2000/-
		4-5	3000/-
		5 & Above	5000/-
2	International Level	0-1	1000/-
		2-3	2000/-
		3-4	4000/-
		4-5	6000/-
		5 & Above	10,000/-

**UGC listed and UGC quoted impact factor will be only considered for incentives.**

The publications will be considered only if they are indexed in Web of Science, Scopus, Humanities International Complete, EBSCO Host or Dare Database-International Social Sciences Directory. If the paper is contributed by more than one author, the credit points will be shared by all the authors equally

### **Research Paper Presentation:**

<b>Sr. No</b>	<b>Conferences/ Seminar</b>	<b>Venue</b>	<b>Amount in Rs.</b>
1	National Level	Local	500/-
		Outstation	1000/-
2	International Level	Local	1000/-
		Outstation	1500/-

The conference presentation will be only considered after submitting the souvenir and photocopy of the certificate to the research department.

### **Seminar/Workshop/FDPs related to Research Methodology will be subsidies by 50%.**

### **Publication of Books:**

Faculty members who have taken efforts to write and publish books are encouraged and incentive will be given to the faculty member as indicated below.

<b>Sr. No</b>	<b>Book Publication</b>	<b>Amount in Rs.</b>
1	Full book renowned international publisher	5,000/-
2	Full book renowned national publisher	4000/-
3	Monographs	2000/-
4	Chapter edited in international book	2500/-
5	Chapter edited in national book	1000/-

### **Collaborative Research**

Any Collaborative research project undertaken by our faculty with a college/industry person/student with tangible outcome, the faculty member is eligible to get an incentive of 20% of the project grant. The tangible outcome shall be endorsed by the Research Board.

### **Generation of Research Grants**

Faculty members are expected to submit proposals for research grants from funding agencies. It is quite likely, that these projects may involve modernization of laboratories, acquiring of equipment required specific to the research study or conducting of surveys etc. The incentive will be linked to the total amount of research grant sanctioned by the sponsoring agency. The incentive will be 20% of the research grant received from the funding agency or as per the rule of the funding agency.

### **Undertaking Consultancy Projects**

If there is a substantial contribution by the faculty member and the staff in the consultancy project and no resources of the institute (like computer, software etc. utilized), the members involved in the consultancy project will take 60% of the total value of the consultancy amount received and 40% will go to the institute.

If the resource of the college such as computing facilities, drafting and other facilities are utilized in the consultancy project, the share of the college will be 60% of the total consultancy amount received and 40% will go to the faculty and other staff involved in the consultancy work.

### **Presenting Research Papers at National & International Conferences**

For the faculty attending and presenting a research a paper in national conferences as a first author, the institute will pay the registration charges (maximum ceiling of Rs. 500/- per paper) provided the conference is hosted by a reputed institution. (Should have been accredited by NAAC / NBA with not less than 'B' Grade)

For the faculty attending and presenting a research a paper in international conferences held in India as a first author, the institute will pay the registration charges (maximum ceiling of Rs, 5000/- per paper)

For the faculty attending and presenting a research a paper in international conference held abroad, the Institute shall pay full registration fee only, as recommended by the research board of the

institute, provided the conference is hosted by a reputed foreign educational institution. The ceiling of faculty members will not apply when the travel expenses have been provided for in the research project. Duty leave will be given if conference is attended in the break period.

### **Approaching Funding Agencies/ or the Institute for Funding of Research**

Faculties are encouraged apply to for funds for research to funding agencies like UGC, AICTE, DST, GoI and RUSA. The institute will also keep a corpus of Rs. 1.0 Lakh for minor research projects. The faculties may apply for funds for their research out of this corpus.

### **3.8. Faculty/Staff Development Program (FDP):**

Members of the faculty are encouraged to participate in Workshops/MDP/FDP as may be decided by the Institute from time to time.

Faculty members attending a program of more than three days duration shall plan their participation in the semester break/summer vacation so that the academic schedule of the students remains undisturbed. Members of the faculty pursuing their PhD part time are also encouraged to attend on the prescribed format. Duty leave will be given once a year if the MDP/FDP is attended in the summer/ winter break period.

### **Period of Reckoning:**

At the end of the every semester i.e, November and April every year, based upon the evidence produced and recommendations of the research board, the incentive will be paid to the faculty members.

### **Other conditions / Guidelines**

When a research publication has multiple authors; the cash incentive shall be divided equally among the first two authors. 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 has to produce a printed copy of the other evidence and the research board of the institute should attest that.

The incentive shall apply to any number of papers, subject to the condition of Intellectual Property Rights. Plagiarized works, claims on duplicated papers with different titles of the same content in different journals, seminars or dailies and such other irregularities shall attract severe disciplinary action, including recovery of incentives paid earlier and loss of faculty position at the Institute.

An application form is already prescribed for this purpose is available with in charge research center. The faculty member is expected to submit duly filled in application as per the prescribed format attaching copies of evidence (Hard copy of the paper, the certificate awarded and photocopy of journal first page indicated the impact factor and ISSN/ISBN numbers) duly countersigned by the institute Director under the guidance/directions of MGM Management.

After checking the claim and approval by the Director, incentive amount will be disbursed to the faculty members by cheque. Appeals, if any, relating to the application of the incentive system, will be addressed by the Research board of the institute, with oversight by the Director. As this being a tentative scheme, the criteria and modalities can be amended then and there, by the Director.

**Dr. (Col) Pardeep Kumar**

Director

**1 August 2018**