



6.3.2.1 Policy document on providing financial support to teachers

RESEARCH POLICY

Preamble

International Institute of Management & Human Resource Development for Women (IIMHRD) is committed to fostering a vibrant research culture that promotes intellectual inquiry, knowledge creation, and dissemination. This policy outlines the Institute's principles and guidelines for conducting high-quality research with integrity and ethical responsibility.

Objectives

- Encourage faculty and students to engage in original and impactful research.
- Maintain the highest ethical standards in research conduct.
- Facilitate knowledge creation and dissemination for the benefit of academia and society.
- Promote collaboration between faculty, students, and external partners.

Scope

This policy applies to all research activities undertaken by IIMHRD faculty, students, researchers, and collaborators affiliated with the Institute.

Research Integrity

- **Honesty and Objectivity:** All research activities must be conducted with honesty, integrity, and objectivity. Falsification, fabrication, or plagiarism will not be tolerated.
- **Authorship:** Authorship will be credited based on substantial contributions to the research concept, design, execution, analysis, and interpretation.
- **Data Management:** Research data must be collected, stored, and managed responsibly, ensuring data security and compliance with ethical regulations.
- **Conflict of Interest:** Researchers must disclose any potential conflicts of interest that could influence their research findings.

- **Ethical Approval:** Research involving human subjects or animals must obtain ethical approval from relevant committees.

Research Support

IIMHRD will provide various forms of support to facilitate research activities:

- **Research Grants:** The Institute will offer internal grants to support faculty and student research projects.
- **Research Infrastructure:** IIMHRD will provide access to necessary research facilities, libraries, and technology resources.
- **Research Development Programs:** Workshops and training programs will be offered to enhance research skills and expertise.
- **Publication Support:** The Institute may offer assistance with manuscript preparation and publication in peer-reviewed journals.

Dissemination

IIMHRD encourages the dissemination of research findings through various channels:

- **Publications:** Faculty and students are encouraged to publish their research in high-quality peer-reviewed journals and conference proceedings.
- **Presentations:** Presenting research at academic conferences and seminars is encouraged for knowledge sharing and scholarly exchange.
- **Outreach Activities:** Researchers are encouraged to engage in outreach activities to disseminate research findings to industry, policymakers, and the public.

Intellectual Property

The ownership and management of intellectual property generated through research activities at IIMHRD will be governed by a separate Intellectual Property Policy.

Review and Revision

This Research Policy will be reviewed periodically to ensure its effectiveness and adapt to evolving research practices and regulations.

Additional Considerations

- Specific guidelines and procedures for research involving human subjects, animals, or sensitive data may be outlined in separate documents.
- Performance evaluation of faculty and students may consider their research contributions aligned with this policy.
- An Assistant Professor must publish 3 research papers, an Associate Professor 6 and Professor 9 papers in a calendar year.

IIMHRD – Research Promotion Support Schemes

Publication Category:

1. Journal Publications:

- **Scopus indexed:**

- Non-paid & Refereed Journal: 2 Points
- Paid: 0 Points
- Impact factor paper: Variable Points based on Impact Factor. Only published articles with volume/issue/page numbers are considered.

2. Bonus Points:

(i) High-impact journal papers: 5 bonus points for papers published in journals with an Impact Factor of 3 or more.

(ii) Collaborative research publications: - National collaboration: 2 Bonus points per paper and International collaboration: 3 Bonus points per paper.

(iii) Collaborative/non-collaborative research Publication: - Publication in top-tier ABDC journals: Bonus points and monetary incentives based on categories.

Note : Researcher will be paid the incentive after getting the approval from the Director and within a year of the research publication .

Reimbursement of Article Processing Charges : 50% will be reimbursed with a maximum cap of Rs.20,000 within a year of the research publication with the approval from the Director.

4. Copyright Material (Awarded)

- Indian | 5 Points and Cash Award of Rs.3000
- International| 10 Points and Cash Award of Rs.5000

Category II: Funded Project

Funded Project:

- Principal Investigators (PI) and Co-PI will receive 30% of the funds received from the funding body as decided by the institute level committee.

Seed Money for Faculty Members:

- Full-time faculty members are eligible for a research seed grant of ₹200,000 upon submission of research proposals.
- Proposal evaluation will be conducted by a committee chaired by the Director of Research.
- Eligibility for reimbursement is restricted to presenters, first authors, invited speakers, and orators who have not received prior financial aid from other sources.
- Each faculty member is allowed to apply for one national and one international conference/workshop/seminar/FDP per year.

- Expenses for FDPs/Workshops/Training must be endorsed by the Director of Research, and faculty members must seek approval before submitting papers to open-access journals. Required documents must be submitted for financial support post-publication.

Conclusion

IIMHRD recognizes the importance of research in advancing knowledge and contributing to positive change. By adhering to this policy and the associated Research Promotion Support Schemes, the Institute strives to create a supportive and ethical environment for conducting high-quality research that benefits the academic community and society at large.

This Policy is implemented with effect from 1st January 2023.


**DIRECTOR
IIMHRD (W)
PUNE**

