

Research Policy

Knowledge creation, assimilation and dissemination are key research objectives at IILM. Research and publications at IILM focus on direct integration of research into teaching-learning process. With this aim, IILM tries to nurture, inculcate and develop a vibrant research culture in various functional area viz., Accounting, Finance, Marketing, OB, HR, CSR, IT, Economics, International Business etc. and provides an excellent opportunity for Research, Consultancy and Training. Research at IILM is encouraged in all spheres viz. action research, applied research and industry focused research. Our research ethos emphasizes integrating research directly into teaching learning process. IILM motivates faculty members to present their intellectual contributions both at national and international academic forum, through well- rounded research funding norms. Our research policy focuses on encouraging and exploring new frontiers of knowledge, aimed at fostering better learning experience for our students.

The objectives of IILM's research activities are:

- To develop a research culture and to work out a research agenda for implementation of the same
- To integrate research outputs with the curricula through teaching - learning process, wherever appropriate.
- To effectively disseminate IILM's research output for greater visibility amongst our key stakeholders - academic community, students and industry through publication of research journal, MDPs and consulting, among others.

IILM's vision places the student at the center of its pursuits. All processes, including Research, are designed to flow into teaching and learning, thus ensuring better learning for students and development of faculty. All research activities need to be current and relevant to business and management and find inclusion in the teaching and learning in the form of a course or a reading resource. Furthermore, to promote and nurture an environment of research and provide a forum for idea generation and sharing, IILM's research policy requires its faculty members to present their work-in-progress with all the faculty members in the form of a seminar prior to submission of the complete paper.

In order to nurture an environment of active research for knowledge creation, IILM's Research Policy provides the following incentives:

1. Credit equivalence/ Incentive for Research Paper/ Case Study publication in National/ International Refereed Journals: Research Output(s) published in National/International journals will be considered for a credit equivalence of 1 credit (100 hrs) / incentive (Rupees Fifty Thousand Only). The credit points will be estimated on a benchmarked standard of approximately 100 hours spent on delivering a full credit course at IILM.

The credit equivalence of the published work will be assessed by the Research Committee comprising the Research Head, Area Chairs and a panel of experts on the basis of the following:

- ✓ Presentation of the paper by the faculty to determine his/her contribution
- ✓ Evaluation of the paper for rigour and quality of research
- ✓ Publishers' credentials (based on the list of National & International Refereed journals given in Appendix A)

The decision of the Research Committee will be final and binding.

2. On-duty Leave for Case Writing: As an initiative to encourage Case Writing, IILM offers a maximum of 7 days On-Duty leave for primary research and site visit for Case Writing. The requests for On-duty leave will be assessed by the Research Committee on the basis of a research proposal submitted by the author/s.

In case the author has availed an On duty leave for writing a case, the Case Study when published will not be eligible for consideration for Credit Equivalence (Point 1) and/ or Funding for Conference Presentations (Point 3).

3. Funding for Conference Presentations- Faculty members are also encouraged to present papers in National and International Conferences. The following funding norms for research paper presentations in National/ International Conferences are followed at IILM:
 - a. Faculty member should have completed one year of continued service at IILM to be eligible to avail funding for conference presentations.
 - b. Funding will be provided for a maximum of one conference presentation within the country in a year, and, one conference presentation outside the country in 2 years.
 - c. Only full paper presentations will qualify for funding considerations.
 - d. The institutional support requested by faculty towards meeting incidental expenses of Conference registration and Presentation will be based on the recommendations of the Research Committee.
 - e. Funding for conference(s) Presentation(s) will cover the following:
 - i. Registration fee for the conference
 - ii. Travel cost

iii. Accommodation+ Boarding

- f. ***The maximum permissible funding for Conference presentation will be Rupees Twenty Thousand only + Registration Fee.***
- g. In case of research papers co-authored by two faculty members, both can apply for conference funding. Alternately, authors have the choice of converting the funding equivalence to course credit.
- h. IILM's Vision encourages research that flows into the teaching and learning process. **The approval of the funding, therefore, is subject to fulfilment of the following clause :**
- 1 The author/s to conduct a Faculty Development Program based on their research
- i. Faculty members who get approval of funding from the Institute, are additionally recommended to take the following actions :
- 1 The author/s provide a write-up/ abstract of the paper for IILM's in-house magazine, The EDGE, which will also be available on IILM's website.
 - 2 Given the relevance of research topic, the author/s to incorporate or include the learning from the research paper into an elective/ core module
4. **Performance-based Incentive for attending MDPs/ Conferences/Global Study:** IILM continuously strives to improve its intellectual capital by identifying high-performing faculty and incentivizing them for self development. A steady step in this direction is the introduction of Performance-based incentives. IILM offers Performance-based Incentives of upto Rs 75,000/- (Rupees Seventy Five Thousand only) to faculty members for self-development that can be availed by the faculty in the form of MDP/ Courses/ Conferences at various IIMs/ IITs or Global Study at its Partner Institutes abroad.
5. **Consultancy:** Consultancy is well recognized as an effective way for academic institutions to disseminate their knowledge and expertise and make an early and direct impact on society. Faculty is encouraged to take consultancy projects on a 30%-70% revenue sharing basis, where 30% of the revenue is shared by IILM. To ensure the balance between the relevance of voluntary consultancy and the core duties of the faculty,

a maximum of 10 working days of On-Duty Leave per year would be approved, subject to approval by the Director.

6. Seed Funding for Research Projects on Contemporary and emerging Issue: Given the need to encourage research on contemporary and emerging issues, IILM proposes to offer seed funding for Research Proposals. All proposals will be evaluated by the Research Committee. Approved proposal will be provided a seed funding of Rs Ten Thousand.

All funded projects would require submission of a monthly progress report to the Research Committee.

The funding will be applicable for a period of 6 months, on completion of which the final report/ paper has to be submitted. Any further requirement of funding will be processed on a case to case basis by the Research Committee.

If the concerned faculty leaves IILM during the 6 month period, he/she is required to complete the project before departure or hand-over the project (including all documentation and data) as it exists to the Research Cell. The concerned faculty member will then also forsake any claim to the research project and data thus collected.

Data Protection: IILM will own the rights to the data collected as a part of the Research Project funded by IILM. Publication of the work outside IILM’s journal would require permission from the Research Cell. Furthermore, the publication should clearly indicate that the research had been funded by IILM.

Refereed Journals List

Name of Institute	Name of Journal
Faculty of Management Studies	Journal of Management Research
IIM, Ahmedabad	Vikalpa: Journal of Decision Makers
IIM, Bangalore	IIMB Management Review
IIM, Calcutta	Decision-IIMC Journal
IIM, Lucknow	Metamorphosis-A Journal of Management Research
IIM, Indore	The Indore Management Journal
IIM, Shillong	IIMS Journal of Management Science

IIT Delhi, Department of Management Studies	Journal of Advances in Management
Indian Institute of Foreign Trade (IIFT)	Foreign Trade Review
Management Development Institute (MDI)	Vision-The Journal of Business Perspective
Tata Institute of Social Science (TISS)	The Indian Journal of Social Work
Xavier Institute of Management, Bhubaneswar	Journal of Research Practice
XLRI, Jamshedpur	Management and Journal Studies

In addition to the above, Journals listed in:

Blackwell	Science Direct
Emerald	Springer
Elsevier	Taylor & Francis
EBSCO	Thomson Reuters
Routledge	Wiley
Sage	
Refereed Journals of professional bodies (Accounting / Finance / Marketing / OB / HR / Statistics / Economics / IB / IT / OR / Strategy / Entrepreneurship / Environment / Sustainable Development / Rural Management /any other field of specialization etc.,)	