

## Policy for Research Publications and Incentives

### 1.0 Introduction

Research excellence is vital to the Institute's academic reputation. Faculty members and researchers are encouraged to publish peer-reviewed research articles/case studies/book chapters in high-impact journals/books/conference proceedings/other articles, to enhance the institution's research contribution.

To foster a strong research culture, the Institute will implement an incentive policy to recognize and reward faculty members for their significant research contributions. The Research and Development Cell (R&D Cell) is responsible for implementing this policy according to AICTE /NBA/NIRF guidelines.

### 2.0 PURPOSE

This policy is designed to promote a strong research culture within MSRIM by:

- Encouraging high-quality publications in indexed and reputed journals,
- Incentivizing faculty collaborations with external institutions,
- Supporting research in faculty areas of specialization leading to meaningful academic and societal outcomes,
- Recognizing research excellence through measurable impact metrics such as H-index and i10-index and
- Providing a transparent incentive distribution model.

### 3.0 Objective of the Policy

The Publication Incentives Policy aims to:

1. Encourage high-quality research and publications in reputable journals, books, and conference proceedings.
2. Enhance research contributions at the national and international levels.
3. Foster a research culture among students, researchers and faculty members.
4. Recognize and reward research contributions.

5. Collaborate and share a mutual interest in emerging research trends.

To achieve these objectives, the Institute shall implement a structured incentive policy to support and reward all for their research contributions.

#### 4.0 RESEARCH PRIORITIES

Faculty members are expected to:

- Publish primarily in their area of specialization (e.g., Finance, Marketing, HR, Strategy, Operations, Economics, Sustainable Business, etc).
- Ensure that publications contribute to practical outcomes, academic advancement, or policy impact.
- Prioritize collaboration with external academic institutions, industry, or government bodies over intra-institutional co-authorship.
- Improve and maintain research impact metrics (e.g., H-index, i10-index), which will be tracked annually.
- Collaborative research involves working with students, leading to publications.

#### 5.0 Scope of the Policy

##### a. Eligible Journals/ Research Conferences/Authors/Publication category

- Publications should be indexed in Scopus or Web of Science. Even the ABDC- listed journals should be indexed in Scopus or Web of Science. The articles must be visible on these platforms at the time of data verification to be eligible for incentives. The publication date and year as assigned by the publisher (as listed on their website) will be considered for incentive eligibility, not the indexing date or year in Scopus or Web of Science.
- Eligible publication types include Articles, Systematic Literature Reviews, Commentaries, Book chapters, and Case Studies published in journals indexed in Scopus or Web of Science.
- MSRIM also expects members to publish cases with top publishing houses. Case Studies published by Harvard Business Review/Ivey Publishing/INSEAD/The Case Research Journal(NACRA)/ISB-Ivey/LBS/Sage/Emerald will qualify for incentives.



- Only MSRIM-affiliated authors are eligible for incentives. The incentive amount varies based on authorship order (first, second, third, etc.).

#### b. Conference Support

- Registration and travel expenses for national and international conferences may be covered under the policy, subject to institutional approval.

### 5. INCENTIVE STRUCTURE

#### 5.1 Incentive Amounts (INR)

Publication Type	Incentive (Max per Paper)	Credits
ABDC A*/ ABDC A (with Scopus Q1)	₹40,000	3
ABDC B/ Scopus Q1	₹30,000	3
ABDC C / Scopus Q2	₹25,000	2
Scopus Q3	₹20,000	Nil
Scopus Q4 & Web of Science	₹10,000	Nil
Reputed Book Publication like (Routledge, Penguin etc.Scopus listed)	₹25,000	Nil
Book Chapter (Scopus listed – top publishers like Routledge, Taylor & Francis, Emerald, Sage, Penguin, etc)	₹15,000	Nil
Book Chapter (Scopus listed – Others)	₹10,000	
Case Study (Harvard/Ivey/INSEAD, The Case Research Journal)	₹20,000	Nil
Case Study - LBS/Sage/Emerald/Others	15,000	Nil
Scopus Indexed Conference Paper	₹10,000	Nil
Patents (Published)	Rs.5,000	
National Media Article (News papers like Times of India, Deccan Herald etc.)	₹1,000	Nil
International Media Article (news paper)	₹2,000	Nil

#### Notes:

All incentives are subject to review by the Research Committee and must include the institutional affiliation.

*When the Conference paper presentation is already covered through the incentive, no additional amount incentive will be paid at the time of publication unless the paper is published in a higher-quartile journal.*

*The maximum payout for research incentives per author shall not exceed 2 LPA.*

**5.1. Registration and Travel Expenditure Coverage for Research Conferences:**

- a. The institution will cover registration and travel expenses if the conference publishes the proceedings which will be Scopus/Web of Science indexed or ABDC-listed journals which are indexed with Scopus/Web of Science.

*Note: Registration & travel expenditure will not be covered by the institution if the conference guidelines states that "only selected articles will be sent to journals that are Scopus/Web of Science or ABDC-listed journals which must also be indexed in Scopus or Web of Science"*

- b. Following is the details of the registration and travel expenditure coverage (per year):

Heads	Number of Conferences	Amount (Maximum)
Registration: National International	2 (Per year) 1 (Per Year)	15000* 30000* (* or/on actual amount mentioned in the registration receipt)
Travel National International	2 (Per year) 1 (2 years)	20000* 40000* (Asia-Excluding India) 70000 (Other continents) (* or/on actual amount mentioned in the registration receipt) Excluding local conveyance from airport to the host location.

- c. Incase the MSRIM faculty along with the MSRIM student (As first or second author) paper is accepted for publication (Scopus indexed), and presentation in National level Conference, The institute may consider the student registration fees and student travel expenditure (Bus/ Train).





Process and Approvals needed:

- Prior approval is mandatory, the request should be made to the Dean, MSRIM through the R&D Cell.
- Dean, MSRIM could reject the request if the same disturbs the academic Calander or if the conference does not add any academic value to institution.

**6. AUTHORSHIP & INCENTIVE DISTRIBUTION POLICY**

1. Faculty members should submit a request to the Dean through R&D Cell to initiate their incentives.
  2. Author(s) should provide Hard copy/Author Copy/Final Manuscript to R&D Cell
  3. Incentives will be paid for published and indexed research papers , case studies, and other articles.
  4. The payout will follow the norm, which will also be aligned with the minimum hours of teaching load and research load (based on designation), various administrative responsibilities and institutional building activities.
  5. The publications should include at-least one journal publication.
  6. The researcher should focus on publishing in newspapers and business magazines such as Times of India , The Hindu , Deccan Herald, Economic Times and Business Today. They shall be eligible for incentives.
- Incentives will be distributed only among the first three authors.
  - Distribution Model:
    - Single Author: 100% to author.
    - Two Authors: 50% to first author, 50% to second.
    - Three Authors: 50% to first, 30% to second, 20% to third.
  - If co-authors belong to external institutions, the internal faculty author(s) will receive the entire incentive share allocated to the institution.
    - a. Co-authorship exclusively among faculty of the same institution is discouraged. Accordingly, to encourage co-authorship with external faculty, a bonus of ₹5,000 per

paper will be provided (upto Q4 category - Journals), subject to approval.

- b. The publication has a combination of external and MSRIM authors (Max: 3 authors that are either first author/second author/third author):
  - i. MSRIM faculty members will be eligible for the full incentive amount if he/she is the first author.
  - ii. The MSRIM faculty member will be eligible for 50% of the incentive amount if he/she is the second author, while the first author is external. The MSRIM faculty member will also be eligible for 40% of the incentive amount, if he/she is the third author, and the first two are external authors from two different institutions.
  - iii. If the first three (or more) authors are external, then the MSRIM faculty member will not be eligible for incentive.

## 7. RESEARCH COLLABORATION POLICY

- Faculty are strongly encouraged to collaborate with:
  - Institutions of National Importance (IIMs, IITs, NITs and leading research establishments)
  - Foreign universities
  - Industry bodies, research think tanks or government organizations.
  - Faculties are strongly advised to encourage young researchers and other junior to conduct collaborative research and mentor them in developing research papers.

## 8. RESEARCH QUALITY AND IMPACT METRICS

- Faculty must track and report their H-index, i10-index, and citation count annually. Such information shall be collated and presented to the Research Committee on a half yearly basis.
- These metrics will factor into the following:
  - Annual appraisal and performance review
  - Eligibility for Best Researcher Awards
  - Leadership roles in Research Committees or PhD programs

## 9. NON-MONETARY SUPPORT AND RECOGNITION

- Reduced teaching load for high-publishing faculty, based on a review of the journals and publications.

- Seed funding for new research proposals will be encouraged.
- Considerate support for travel to present at Scopus/Web of Science indexed conferences
- Annual Research Awards for:
  - Highest citation impact
  - Best publication in journal/book
  - Outstanding industry-relevant research

#### 10. ETHICS AND COMPLIANCE

- All research must adhere to academic integrity guidelines.
- Plagiarism limits must comply with UGC norms (max 10% similarity allowed).
- Publications without proper referencing, false indexing claims, or lacking originality will be disqualified from incentives.
- The faculties will be advised to make a research presentation, which will be hosted by the Research Cell.

#### 11. GOVERNANCE AND IMPLEMENTATION

- A standing Research Committee, convened by the Research Cell will:
  - Approve incentives and track H-index and output
  - Maintain a dynamic list of accepted journals and publishers
  - Recommend disciplinary or recognition actions
- All claims must be submitted with:
  - DOI or proof of publication
  - Indexing confirmation
  - Author contribution declaration (if applicable)

**Mandatory Publication Requirements:** Research is recognized as a critical pillar in fostering academic excellence and advancing knowledge in the field of management. To strengthen the research culture and uphold a commitment to high-quality scholarly output, all faculty members are required to publish a minimum of two research papers annually.






These publications must meet recognized quality standards and must either be published in Scopus-indexed journals or presented at Scopus-indexed conferences, irrespective of quartile ranking (Q1 to Q4).

12. GRIEVANCE REDRESSAL: In case of any grievances relating to the categorisation of the publication, incentive amount, the faculties can make a representation to the Dean, within 1 week of the finalisation of the incentives. The Decision of the Dean shall be final.

13. PROCESSING OF INCENTIVES: The Incentives will be processed by the end of every 6 months of the academic year, towards the Research Cell will call for the publication details. The data will be placed before the Research Committee. The Committee must review the authenticity of the publications and their rankings prior to placing the details to the committee.

#### 14. POLICY REVIEW

This policy will be reviewed biennially to align with evolving academic standards (e.g., UGC-CARE, NAAC, NBA, AICTE) and institutional strategy. The Institute will share the policy and all future revisions through the appropriate communication channels.

Approved and issued by	Name	: Dr. Arunkumar A V
	Signature	: 
	Date	: 14/08/2025

