

Policy for Research Paper Publication and Incentivization

1.0 Introduction

It is a widely accepted fact that the recognition and reputation that an Institute imparting higher education enjoys, depends to a significant extent on its research output. The Quantum of peer-revised research papers / articles published in high-impact international journals is an important benchmark on the academic excellence of the faculty members which has a positive and salutatory effect on the quality of instruction imparted to the students. Thus, contributing to the enhancing the prestige and branding of the Institution in the community.

2.0 Objective of the Policy

Given the importance and value of the research as above mentioned, it needs no emphasis that it forms an integral constituent of management education and research.

4.1 Terms of the award / incentive

In due recognition of the benefits that accrue from publishing in high-quality research and with a view to encourage and producing meaningful research, an active academic pursuit at our Institute too, a scheme of incentive / rewards has been approved by the Management on 31 October 2011. In addition, this scheme has been revised.

4.0 Scope of the Policy

- a. Firstly, the journals will have to be listed in A, B, C and D categories, across ABDC, Scopus Journals, Web of Science listed journals (as per the current year of Journal listing of publications).
- b. Further, the criteria of categorization can be passed on a careful consideration of several relevant factors like standing of the Editorial Board of the Journal,



Impact analysis, Citation analysis, extent of reference and related aspects.

- c. For each Research Publication, author/s will be given one time incentive based on quality of the Journal. The disbursement of incentive will be carried out as per the details given below
- d. However, the author of the research paper / article has to be from RIM; and based on the whether the concerned RIM faculty is a first / second / third author, the distribution of incentivization has been calculated and given in the below mentioned table.

Research Papers and its authors	Distribution of incentives
Research paper has been authored by an RIM faculty	100%
The research paper's first and corresponding authors are from RIM	First author receives 50% Corresponding author receives 50%
The research paper's first author, corresponding author and one middle author (three authors) are from RIM	First author receives 35% Corresponding author receives 35% Middle author receives 30%
The research paper's first and corresponding (only one author) is from RIM	The author receives 60 %
The research paper's first author, corresponding and two middle authors from RIM	First author receives 30% Corresponding author receive 30% Middle authors receives 20% each
The research paper's first author, corresponding author and three middle authors are from RIM	First author receives 30% Corresponding author receives 30% Middle authors receive 13.33% each

5.0 Committee for Promotion of Research and its Incentivization (CPRI)

The CPRI has been constituted (as given below) and will meet every four months, in order to decide and submit its final recommendations to GEF Management, for final approval.

The members are



- a. The Chief Executive
- b. The Chief Finance Officer
- c. Director (A,R & A)
- d. Head, Research
- e. Head, IQAC

RPIC may seek the assistance of the Research Committee and the concerned HOD (in case of any specific inputs are to be solicited) the Head Research, may immediately initiate action on drawing up a discipline wise list of high quality journals in the concerned sub-area of Management, with appropriate classification.

It must be ensured that truly high-quality journals only are included in the listing and graded as appropriate. Due justification and basis should be provided. The discipline wise listing and ranking of journals drawn up should stand the test of scrutiny by any reputed third party individual / institution in the management –education domain.

Further, the benefit of help, guidance and advice of distinguished educationists (e.g., those on our Advisory boards, GC / AC / IC) may be availed (with their prior concurrence) as appropriate. This would also make the journal-listing and their categorization more robust and insulate them from any inadvertent bias, subjectivity, inappropriate inclusion or classification.

In case of any dispute, the GEF Management's decision is final.

6.0 The scheme of incentivization for research publications


Based on the journal classification arrived at, the rates of incentives for publications by RIM faculty shall be as follows

ABDC	Scopus	Web of science	Incentive amount per paper / article (in INR)
A / SCI	Q1	-	15,000
B / SCIE	Q2	-	10,000
C / SSIC	Q3	√	5,000

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7.0 Applying for the reward / incentive (on the basis of the publication)

- a. Needless to mention, the publication should be related to the domain of expertise of the faculty member and should have a bearing on what is being taught by the faculty members at the Institute.
- b. In the application on for claiming the incentive / reward, the faculty member (who is the sole author or one of the authors) must explicitly certify that the publication
- c. Is the original work
- d. Does not suffer from such risks and defects as plagiarism
- e. Is not violative any intellectual property
- f. Is not published earlier, presented and / or submitted for presentation / publications at / to any other Journal, Institution, professional body or event.

Approved and issued by	Name	: Dr. Manasa Nagabhushanam
	Signature	: 
	Date	: 22/1/22

Director
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