



Research Policy 2020-2021

Aim and Scope:

Bharathidasan Institute of Management (BIM) strives to promote a strong research ecosystem to achieve its goal of becoming a leading management research institution in India. In line with this goal, this policy has been framed to encourage and motivate high-impact and quality research at the institute. It aims to yardstick our knowledge conception, adaptation, and diffusion in the various areas of management including operations, supply chain, economics and finance, marketing, human resources and organizational behavior, information systems, and quantitative methods apart from focusing on direct incorporation of research into the teaching-learning process. It also focuses on encouraging the faculty to explore new avenues of knowledge, aimed at nurturing better learning experience for students. It will also assist in active dissemination of our institute's research output for better discernibility amongst our stakeholders. This will also help in attracting and recruiting faculty with strong potential to perform high-impact research at our institute. Thus, to foster an environment conducive for active research for knowledge conception, our institute strongly encourages faculty to publish in renowned journals in the areas of management.

Suggested Journals for Publication:

The key objective of this policy is to persuade the BIM faculty to publish papers in globally acclaimed top business and management scholarly journals. Publications in such journals is the key criteria for rewarding the research work being carried out at our institute. Towards this objective, ABDC (Australian Business Deans Council Journal Quality List) criteria of ranking is adopted. In addition, Scopus/Web of Services ranking is also considered. Please refer to updated on their official websites as the rankings are revised periodically.



Incentive Criteria:

Journal Category	Max. Incentive per Paper (in Rupees lacs)
A* in ABDC	5.00
A in ABDC	4.00
B in ABDC	2.00
C in ABDC	0.50
SCOPUS/WoS	0.20
Case Studies in Harvard/Ivey	0.25

Note: This policy shall take effect from the academic year 2021-2022.

Rules and Regulations: Incentive Policy

- a. The research work published in the academic year 2021-2022 with BIM's name in affiliation will only be considered for the purpose of incentives. This policy shall come into force upon the approval of Board of Governors.
- b. To encourage the faculty and considering long turnaround period between acceptance and publication of the paper, the paper published or accepted shall be claimed only once (either the year of acceptance or the year of publication).
- c. For accepted papers, the faculty must give the undertaking and submit the copy of letter of acceptance, digital object identifier, published print or galley proof (pre-print) along with the application form for incentive.



- d. Faculty must publish preferably in their field. In case of inter-disciplinary journals, one of the areas covered must be in the faculty's domain. Journals not relevant to the management and economics areas will not be accepted.
- e. Paid publication will not be considered for incentive. Charges excepted include printing charges. Journal's official policy on such charges along with proof of such payments must be produced along with the other required documents.
- f. Application for incentives must be submitted before the institute's Academic Council and full consensus (through transparent voting process) is required for such approval. Sufficient explanation shall be provided in writing to the claimant(s) for the rejection of his/her application. External members of the council and members of the council who is/are claimant(s) shall be excluded from the voting process. External members shall not be privy to any of the stages of application process and materials.

g. Authorship:

A maximum of three authors will be allowed per publication to be eligible for incentive. Order of authorship and incentives (in parentheses): 1st (100%), 2nd (50%), 3rd (25%). In case of all authors being internal, equal distribution of incentive will be given. In cases of having external authors, order of authorship as described in sentence two in (g) will be considered. Acknowledgement of contribution (of the claimant(s)) from other authors shall be provided in the case of journals following alphabetical order of authorship and/or in the case of co-authorship. No incentive will be provided for publication along with in-house scholar/student as a supervisor. Also, external authors will not be paid any incentives from the institute.

- h. All Faculties and Students must submit an undertaking of Statement of Ethics and Scholastic Integrity (See Annexure).
- i. Faculty must present their work in the institute's seminar before submitting their incentive application.



- j. During or after the application process, if any allegations of misconduct in research work is found to be true, appropriate disciplinary including the recovery of incentive paid to the claimant(s), if any.
- k. It is a mandatory requirement to have at least one A, A* or two B category publications to be eligible for consideration of promotion to the next grade. The publication should be within two years of the consideration and the affiliation should be to BIM.

Statement of Ethics and Scholastic Integrity

Using the Singapore Statement on Research Integrity, the institute has framed the Statement of Ethics and Scholastic Integrity. Each claimant must sign and submit this statement separately, agreeing to the following responsibilities along with the incentive claim application.

- I. I/We take responsibility for the trustworthiness of my/our research. I/We am/are aware of and adhere to regulations and policies related to research.
- II. I/We will employ appropriate research methods, base conclusions on critical analysis of the evidence and report findings and interpretations fully and objectively.
- III. I/We will keep clear, accurate records of all research in ways that will allow verification and replication of their work by others.
- IV. I/We will share data and findings openly and promptly as soon as I/We have had an opportunity to establish priority and ownership claims.
- V. I/We take responsibility for my/our contributions to all publications, funding applications, reports, and other representations of their research. Lists of authors will include all those and only those who meet applicable authorship criteria. I/We agree not to entertain ghost or guest authorship.



- VI. I/We will acknowledge in publications the names and roles of those who made significant contributions to the research, including writers, funders, sponsors, and others, but do not meet authorship criteria.
- VII. I/We will provide fair, prompt, and rigorous evaluations and respect confidentiality when reviewing others' work.
- VIII. I/We will disclose financial and other conflicts of interest that could compromise the trustworthiness of my/our work in research proposals, publications, and public communications as well as in all review activities.
- IX. I/We will limit professional comments to my/our recognized expertise when engaged in public discussions about the application and importance of research findings and clearly distinguish professional comments from opinions based on personal views.
- X. I/We will report to the appropriate authorities any suspected research misconduct, including fabrication, falsification or plagiarism, and other irresponsible research practices that undermine the trustworthiness of research, such as carelessness, improperly listing authors, failing to report conflicting data, or the use of misleading analytical methods.
- XI. I/We will adhere to procedures for responding to allegations of misconduct and other irresponsible research practices and for protecting those who report such behavior in good faith. When misconduct or other irresponsible research practice is confirmed, appropriate actions will be taken promptly, including correcting the research record.

Name of the Faculty:

Date:

Signature of the Faculty: