Approved by AICTE and Affiliated to University of Calicut

Dhoni, Palakkad, Kerala, India – 678009,
Ph: 0491 2553693, Mob: +91 9497713693
Website: lead.ac.in Email ID: info@lead.ac.in

LEAD COLLEGE OF MANAGEMENT
Accredited by NAAC

Ref No	Revision No	Issued on
LEAD/ADMN/POL/001/2023	5	06.05.2023

1.0 RESEARCH POLICY

1.1 Introduction

LEAD College of Management, Palakkad, Kerala is committed to providing quality research culture in the institution. The Research Policy of the Institution establishes standard norms for conducting research effectively and safely. The policy aims to contribute to capacity building by encouraging the research aptitude of the faculty members and students and by implementing advanced research methodologies. The policy helps to develop a unique incentive scheme to reward the faculty members and students for the research and publication related works carried out in the respective year.

The policy may apply to:
All the faculty members and the students who are appointed/enrolled in LEAD College of Management. *(Applicable to faculty members who all are on roll of the institution at the time of publications)*
It is applicable for all papers/articles published by the institution members in ADBC Journal / Scopus index / Science direct index / Web of science index / Science Citation Index (SCI) Journals / UGC (CARE) Approved Journals whichever is applicable, provided those are included in the current list.

Approved by AICTE and Affiliated to University of Calicut

Dhoni, Palakkad, Kerala, India – 678009,
Ph: 0491 2553693, Mob: +91 9497713693
Website: lead.ac.in Email ID: info@lead.ac.in

1.2 Responsibility in the Conduct of Research

LEAD College of Management, Palakkad, Kerala, advocates a high standard of responsibility and ethical conduct from all persons engaged in research. Faculty members are encouraged to publish joint research papers and to collaborate with students/experts from premium Institutions / Institutions of premium importance.Faculty members are urged to apply and work on funded projects offered by the government or private agencies and also to apply for IPR.

Faculty members and students should in all aspects of their research activity must:

1.2.1 Demonstrate integrity and competence, objectivity and justice, and intellectual honesty

1.2.2 Effectively and transparently manage conflicts of interest or potential conflicts of interest

1.2.3 Confirm the safety and well-being of those associated with the research

1.2.4 Record and publish their methods and results in ways that are open to scrutiny and debate.

1.2.5 Publication of the research in international, peer-reviewed, and indexed journals with a good impact factor is expected.

1.2.6 Infringing the content of knowledge or work of others and malpractices including plagiarism are highly discouraged.

1.3 Committee for Promotion of Research (CPR)

The Director of this institution is the Chair of the committee and every faculty member is a member of the Committee for Promotion of Research (CPR). Each member is responsible to

Approved by AICTE and Affiliated to University of Calicut

Dhoni, Palakkad, Kerala, India – 678009,
Ph: 0491 2553693, Mob: +91 9497713693
Website: lead.ac.in Email ID: info@lead.ac.in

establish the research culture in academia and among the students. Faculty members are responsible for organizing seminars/workshops/conferences / MDP's / FDP's in recurring funds from various National and International agencies. Also, they shall motivate the students, teachers, and corporate officials to contribute to research through publication in the LEADER journal.

1.4 Promotion of Research

1.4.1 The institution publishes a multidisciplinary journal, LEADER, to encourage academicians and students, in their higher research and to provide a site for an exposition of their findings.

1.4.2 The college promotes and encourages by allocating Rs.10,000 per faculty member for every year to attend Workshops / Seminars/ Colloquium / Conferences / FDP. The minimum of any two events is mandatory for all faculty members to participate each year.

1.4.3 Each faculty member must publish a minimum of two Publications (one with ABDC / Scopus / Web of Science / ScienceDirect / SCI and another one with a UGC-CARE approved Journal). Also, it is the responsibility of the faculty members to ensure the relevance and presence of their articles are to be in the above mentioned existing journal list.

1.4.3.a The journal articles need to be published in the name of LEAD,

1.4.3.b The Publications shall be as first/second/third author. First and second authors will secure full credits, third authors shall get half credit (For incentives aswell as for Performance appraisal Scores) .

1.4.3.c Collaborative research with the students shall be promoted with incentive.

1.4.3.d The author shall be alert about predatory journal publication

Approved by AICTE and Affiliated to University of Calicut

Dhoni, Palakkad, Kerala, India – 678009,
Ph: 0491 2553693, Mob: +91 9497713693
Website: lead.ac.in Email ID: info@lead.ac.in

1.4.3.e After 6 months of publication the author has to report to the Associate Dean regarding the validation of the journal published.

SL NO	JOURNAL	POINTS
1	ABDC A Category	50 points
2	ABDC B/C Category	25 points for one publication
3	Scopus	30 Points
4	UGC	20 points
5	Peer reviewed	10 points
6	Any Standard	5 points

1.4.4 The college organizes regular research enrichment programs in the form of workshops, training and orientation talks and the expenses are met by the management.

1.4.5 Inculcating research aptitude among student's innovative ideas and social projects will be funded by the college.

1.4.6 As a travel grant, a maximum sum of Rs.10,000 per year will be provided to the faculty members who are invited for delivering lectures in National/International conferences or to present their findings in International Conferences. (This allocation is mentioned in clause 1.4.2 under promotion of research).

1.4.7 A Stipend of Rs.15000/- per month along with food and accommodation shall be offered to the full-time research scholars under the banner of LEAD College of Management and during their stay in the campus for the 1st and 2nd year. From 3rd year onwards the stipend shall be increased to Rs.20,000 per month upto 5 Years. However the recommendations of the supervisor and the research centre head will be considered based on the merit of the case.

1.4.8 University semester fee shall be reimbursed to the faculty members of LEAD College of Management undergoing doctoral research for the first 3 years.

1.4.9 Faculty members can attend *Outstanding FDPs* in IIMs or institutions of National importance (As per the list issued by the Dean every year),on the following conditions

a. The faculty members have completed one year in LEAD.

b. As per the score in the performance appraisal (Minimum 70% in at least 3 parameters other than parameter 5).

c. The faculty member has to enter a contract that after completion of the *Outstanding FDPs*, he or she will be serving LEAD for at least 3 years after the completion of the *Outstanding FDPs*. Under circumstances of a faculty member leaving the institution before the completion of such contract period, the full expenses shall be repaid (including the leave salary and promotional incentives) , if such relieving happens within 2 years of the contract period and 50% shall be paid if such relieving happens within 3 years of the contract period. The cost calculations shall be as per the clause 1.4.9.d.

d. 50% of the course fee will be shared by LEAD. The salary during the period of FDP will be paid by the LEAD.

e. Travel expenses will be borne by college as follows:

    Assistant professor and Associate professor   - 3rd AC Train.

    Professor, Dean(s), Director(s)   - 2nd Class AC Train.

Incentives

Sl.No	Academic Publications / Research	Amount (in INR)
1	**Publish and obtaining of patent / copyright**	**Rs.20,000/-**
2	Each publication in ABDC journals.	A+ category – Rs.25000/- A category – 20,000/- B & C category – 10,000/-

Approved by AICTE and Affiliated to University of Calicut

Dhoni, Palakkad, Kerala, India – 678009,
Ph: 0491 2553693, Mob: +91 9497713693
Website: lead.ac.in Email ID: info@lead.ac.in

	Each publication in Scopus/Web of Science / ScienceDirect / SCI journals	Rs.10,000/-
3	Each Publication in UGC-CARE approved Journal	Rs.5000 per faculty member
4	Faculty and student collaborative publications (any Journal)	Rs.2000 as incentive and the same will be divided in the ratio of 2:1:1, where the maximum number of authors are limited to 3 including the faculty member.
5	Book Publication(List to be prepared)	Rs.50,000 for publishing with the ranked publisher (in the annexure list 1). Rs.25000 for publishing with any non-listed publisher (a Book with ISBN only) Only Hard Copy publications will be considered.
	Publishing edited volumes of a book. (Applicable to first 4 books only).	Rs.5,000 per book. (Provided similar publications are not given as incentives to the faculty. Credit points can be admissible for Performance Appraisal)
	Case study publication	Rs.10,000/- per case study published in the tier 1 data base (annexure 2).

Approved by AICTE and Affiliated to University of Calicut

Dhoni, Palakkad, Kerala, India – 678009,
Ph: 0491 2553693, Mob: +91 9497713693
Website: lead.ac.in Email ID: info@lead.ac.in

LEAD COLLEGE OF MANAGEMENT
Accredited by NAAC

7	Paper presentation in the premium College (Business schools including NAAC A+ and, above NBA Fully accredited). Conferences /Workshop /Colloquium like IIMs or institutions of National importance.	Actual registration cost subject to a maximum of Rs 5000 per program. Travelling expenses shall be reimbursed as per the policy applicable.
8	Raising funded projects for research / training	Sharing will be at 20% of the grant received/fund raised to the research office of the institution and 80% (after deducting all related expenses to the Principal Investigator (PI)/ Principal Organizer (PO) and his team members

Prepared and Issued by	Approved by
Mrs Yasmin Samad	**Dr. Thomas George K**
Administrator	**Director**
Ratified by DMG (SAC)	