

RESEARCH POLICY

NAIPUNNYA BUSINESS SCHOOL

Naipunnya with its emphasis for '*reaching the unreachable*' believes in quality research for improving its commitment to society. As a result, Naipunnya has created an atmosphere of research among its faculty, scholars and students. Thus, each academic department is required to develop and implement its own Research plan that is consistent with the Strategic Plan of Naipunnya thereby contributing to its vision, mission and motto.

1. Purpose

The purpose of the Research Policy is to create a vibrant atmosphere of research among faculty and researchers in Naipunnya. The policy shall serve as an overall framework within which research activities to be carried out.

2. Objectives

- To create an environment which fosters a research culture.
- To ensure a high level of efficient and effective support system which will enable faculty and scholars in their research activities.
- To undertake research on socially relevant themes.
- Ensure publications in quality journals, with impact factor.
- To create interdisciplinary collaborations within and outside Naipunnya.

3. Research Committee

A research committee under the chairmanship of the Principal and the Dean (Academics) will assist and advise faculty members and scholars in matters related to research within Naipunnya. The research committee is composed of all the HoD's of various academic departments.

4. Incubation Center

Naipunnya encourages students to research their ideas. The Incubation center provides the opportunity for students to work on different areas of knowledge. It also equips the ability to think, and create on research ideas, work on it and report the findings. It also encourages students to publish and patent their research work. Students are also encouraged to participate in competitions as well as workshops on business plans, IPR and Entrepreneurial events.

5. Policy and Guidelines

5.1 Undertaking Research

All Faculty members of Naipunnya are expected to undertake research, leading to quality publications, presentations in National/International conferences on themes which are socially relevant and provide useful outcomes as research activity.

5.2 Obligations of faculty and researchers

Research output will be considered one of the criteria for faculty recruitment and promotion along with other academic responsibilities. A faculty has to publish two papers

in leading journals every year.

5.3 Recruitment and Promotion

The quality of research output, especially research publications, may be assessed on an annual basis and will be one of major factors in performance appraisal.

5.4 Contribution to Research environment

Each faculty member is to contribute to the Research environment and culture of Naipunnya through activities, new Research initiatives and strengthening the Research infrastructure.

5.5 Contribution from Departments

Each department is to form research committees within the department to support the research activities of their staff. They should also present papers in FEP's and paper presentations within and outside the college.

5.6 Leave for research paper presentations

Academic staff are eligible to apply for leave in support of their Research presentations or publications in seminars and Conference. Such participation can be claimed as on-duty leave and registration and travel allowances will be provided for the faculty members. However, they have to get the approval from their HoD's and principal before availing such academic leave.

5.7 Submission of documents

Faculty members are required to supply full and accurate details of their Research outputs as required by their HoD's after attending conferences or seminars. Copies of certificate of participation, awards and registration fee receipts are to be submitted to the finance department for availing reimbursement after getting it approved by their HoD, Dean of Academics and Principal.

5.8 Projects

In the PG program, students are inducted under the guidance of the faculty and work on the decided topic of the dissertation and submit the findings periodically. The final project is submitted to the university and viva is conducted.

5.9 Research center (NBS-CCBR Center details)

The college being a self-financed Institution has limited resources for conducting research. However, the college offers guidance for PhD scholars regularly. The research center conducts workshops on Research methodology and publications for the scholars from college as well as outside in their research activities.

5.10 Statutory and Ethics Obligations

Academic staff and students are required to carry out their Research in compliance with the college and University of Calicut obligations under legislation and any ethical and contractual obligations.

5.11 Research Planning

Each Faculty, and department is required to develop and implement its own Research plan that is consistent with and delivers to the College's Research Strategy and the University's Strategic Plan.

5.12 Evaluation and Monitoring of Performance

Staff are required to supply full and accurate details of their Research papers as required by their HoD of the department. This shall be done at least annually. The information will be supplied to the Research center which will publish an annual list of staff and student publications in the college annual report.

5.13 Plagiarism in research (Code of Ethics to check malpractices and plagiarism in Research) Information on plagiarism, including the college's policy on Plagiarism, can be found on the college website. All copies of projects are checked for plagiarism before they are sent to the university or for viva voce in the college.

5.14 Research share:

Faculty in the post of Professor and Associate Professor have to spend 100% of their research time in the research group.

5.15 Publishing profile:

The minimum publication ratio of papers from the department should be not less than 1:3 that is for every 3 faculty members at least there should be one paper published in journals/proceedings. HoD's have to ensure that this policy is adhered to by the department.