



RESEARCH & CONSULTANCY POLICY



MAKING A DIFFERENCE

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PREFACE

The wholehearted support and encouragement from the general public paved the way for the birth of Business School in 2005, affiliated with the University of Calicut and approved by the AICTE New Delhi. As for Holy Grace, the Business School is the premier institution among the sister institutions of the Group. The MBA program offers a host of specializations such as Tourism and Hospitality, International Business, Human Resources, Marketing, Finance, and Systems. The expert coaching by the dedicated faculty members and the guest lectures by the eminent industrial leaders are regular features at Holy Grace. It was elevated in 2019 to the Research Centre of Kerala University of Fisheries and Ocean Studies, and currently, many scholars are pursuing research in various Management fields. The Institute aligns programs to industry needs and offers numerous avenues for learning and exposure. The institution offers many co-curricular activities.

The Research policy document presents broad principles that guide the research activities upholding the integrity of scholarly inquiry that helps the faculty and students in achieving excellence and contributing to the societal development. The purpose of this document is to present a research and consultancy policy frame work taking into consideration various constituent units in diverse field of management.

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RESEARCH & CONSULTANCY POLICY

1. Introduction

Research & Consultancy is the foundation of knowledge that brings new energy, builds state-of-the-art facilities, promotes research publications, and develops collaborations. Research and Consultancy activities create and disseminate new knowledge and promote innovation that motivates better learning and teaching among faculties and students at Holy Grace Academy of Management Studies. Holy Grace Academy of Management Studies, Research & Consultancy Policy is formulated to create and support research culture among faculty and students. The policy ensures the enhancement of professional competence and promotes all learners' scientific temper and research aptitudes. With this objective, Holy Grace Academy of Management Studies established a Research Cell in 2019. The Research Cell will enable the faculty and students to pursue research and participate in consultancy works. In this endeavour, this document states the Research & Consultancy policy so that individuals involved in these activities will abide by specific rules and regulations about research and Consultancy.

Vision

Collaborate with industries and societies to motivate faculties and inculcate multi-disciplinary research and innovative thinking to promote research.

Mission

1. Strengthen industry institute interaction.
2. Create opportunities for students to work on research and industrial projects.
3. Generate innovative ideas on societal problems.

2. Objectives of the Research Cell

- To enhance the industry-institute relationship and aid the better product development in quality at a reduced cost.
- To facilitate and encourage the quality publications of the research work and share the results with the entire research community.
- To build relationships through of MOUs for long-term relationships with national and international research organizations and industries to widen the scope of research options and funding opportunities for faculty and students.



3. Composition of Research Cell

Research Cell will have the following members.

Director	–	Research Cell Chairperson
Senior most Professors	–	Research coordinator
Two industry Experts	–	Advisory Board members
One senior Professor	–	Research Cell Coordinator
One senior Faculty	–	Research Cell Coordinator

4. Research Policy Implementation Mechanism

The Research Cell of the college shall be responsible for implementing the research policy by working closely with the college management. The specific roles and functions of the research cell will be as follows:

1. Conduct Research Advisory board meeting twice a year
2. To evaluate the research activity and schedule a plan of action for the subsequent year.
3. Provide research facilities for research journals aid, research incentives, etc., required by the faculty.
4. Assist the faculty in undertaking research with financial support.
5. Organize workshops/ training programs to execute research and Consultancy works on campus.
6. To collaborate with the industry to use the infrastructure of the college and sponsor research projects

5. Promotion of Research

The faculty and students are free to choose the research area of their choice, and guidance is given to seek funding from various Government organizations and industries. The Institute encourages the faculty by providing incentives for peer-reviewed publications, consultancy works, and writing books. Due to limited resources, the college may be unable to fund all the research activities the faculty and students take up. It is the responsibility of the faculty to apply for various funding agencies and pursue their research. The UG and PG students are encouraged to take up specific tasks in research projects funded by various government agencies/industries under the guidance of faculty investigators.



6. Sponsored Research Projects

The faculty can submit Research Project proposals to various funding agencies like AICTE, ICSSR, UGC, etc. The proposals to be submitted are scrutinized at the department level by the Head and Senior faculty of the department before submitting the same to the funding agency. The Institute provides all infrastructure facilities required for conducting preliminary Research for Project. The system to be adopted for conducting the research will be discussed and approval of the Management is obtained before such an effort is undertaken.

Every department faculty may associate with the industry for collaborative research, which leads to publications in collaboration with the industry. Students from UG or PG programs can be involved in the sponsored research projects and be paid a research assistant allowance from sponsored research funding.

7. Collaborative Research

- Industry Sponsored Research Project: Public/private sponsored projects can utilize experts of the institution concerned to conduct research. This will lead to getting exposure to the concerned area of research, and the industry will get solutions to their problem institute. Finally, the industry can earn money, and in the end, society will be ultimately benefited.
- Interdisciplinary Research: The Institute has decided to conduct interdisciplinary research activities for which the following actions will be taken:
 - Identify the interdisciplinary area.
 - Identify the different experts from concerned disciplines who can work together.
 - Study the requirement of the infrastructure to conduct the concerning interdisciplinary research.
 - Explore possibilities to find resources for such interdisciplinary research.
- Inter-institutional Research: The faculty are encouraged to prepare the proposals in collaboration with well-established research institutes such as IITs, IIITs, Central Universities, and other engineering colleges having research interests.

8. Consultation Policy

The college strongly focuses on meaningful research activities that should benefit society. It believes that expertise gained by the college should be used to improve the teaching-



learning and research system within the college and benefit a more significant part of society. In order to motivate college staff to share their knowledge and expertise for the betterment of society, the college shall permit Consultancy and project/work in industry, corporate sectors, and other organizations by the university staff.

9. Remuneration sharing

- Exclusive use of institution's resources - 50% to consulting faculty and 50% to institute.
- Partial use of institution's infrastructure - 70% to consulting faculty 30% to institute.
- Without the use of institutional infrastructure - 90% to consulting faculty, 10% to institute

10. Policy for Research and Consultancy Projects

The Institute follows a unique incentive scheme to reward the faculty for the research and consultancy projects carried out in the year. This scheme is introduced by the Management of the Institute to impart research culture and to motivate faculty toward identifying innovations. The incentive scheme is as per the table below:

1. Funded Research Projects from Govt. organizations, R Organizations, Industry, universities etc. - A total of 1% of Received Fund will be shared with the co- investigators.
2. Publication of the paper in International Journals Indexed by WoS/ Scopus/ UGC- Rs 10000 per year as an incentive.
3. Publication of Books - Rs 10000 per year as an incentive.
4. Contribution to developing e-content /edited knowledge-based volumes for resources recognized by MHRD/ SWAYAM/ NPTEL or any government agencies under national mission - Rs 5000 per year as an incentive.
5. Faculty Gold certification in NPTEL courses - Rs 1000 annually as an incentive.

11. Initiatives for consultancy work

All faculty members are encouraged to do research. Faculty members are encouraged to apply for seed money from funding agencies or industries relevant to their field of interest. The management will consider seed money for the research projects if the proof of concept is



established by the faculty. Faculty members shall be permitted to attend conference/workshop relevant to their field of research in India or Abroad with on duty leave. The registration fee shall be reimbursed. Partial financial support only is considered for the faculty members invited for keynote speaker/plenary lecture in conference/seminar, etc. if financial support is not provided by the organizers or any other funding agencies. Faculty members shall apply for the travel grant to the funding agencies.

12. Consultancy Services to be offered

1. Consultancy Services shall be offered to Industries, Service Sectors, Govt. or private agencies, including National and International agencies in the niche areas of expertise available in the institution by any individual or a group of teachers of the Institution alone or jointly with the expert(s) from other institutions.
2. Consultancy services offered shall cover a variety of activities such as Adequacy reports, Feasibility Studies; Academic investigation; Monitoring and evaluation works; Training & development activities; Assessment of Designs; or any other type of Analysis and Audits; Product Design; Process Development, vision and strategy statement and so on. Other extension activities may include action research, and carrying out surveys, documentation etc.
3. The routine academic activities like thesis/dissertation adjudication, question paper setting and moderation, examination, editorial, reviewer activities, book royalty, honorarium for Expert Committee meetings, invited lectures, invited training programs, organization of conferences/workshops etc. shall not be covered under this policy.
4. Activities which are too complex to handle, by virtue of certain constraints inherent in any academic and research environment shall not normally be taken up irrespective of the availability of expertise and perceived needs of the clients.
5. All such activities of consultancies shall be taken up by the faculty members to an extent that it should not affect the teaching and research activities.