

NAVODAYA INSTITUTE OF TECHNOLOGY

RAICHUR, KARNATAKA

HR Policy

Research Guidelines & Incentives

This document outlines the incentives and encouragement provided by NIT to the faculty for professional development and encouraging research activities in the institute. The criteria for these incentives is clearly listed below along with the incentives provided and the approval hierarchy.

1. Ph.D. Support

- a. NIT encourages career enhancement of its faculty and believes that higher education not only benefits the individual but also the institution.

b. Criteria

- i. Faculty must enroll in a government approved reputed university.
- ii. The supervising guide should be a reputed person
- iii. Duration of the program should not be more than 5 years.

c. Incentives

- i. Faculty will be given Saturday leave to pursue Ph.D. related activities. These include course work, research work, meeting with guide, etc.
 - 1. The faculty must, however, handle the regular course workload (lectures and labs) in NIT in remaining five days of the week. The faculty member is expected to be given the normal course workload.
- ii. Faculty member will be given one semester with time-off from work, with pay, to complete his Ph.D. submittal, viva voce and thesis defense. This incentive is given towards the end of the Ph.D. program.
 - 1. Upon award of the Ph.D. degree, the faculty member commits to further three (3) years of employment with NIT.
 - 2. The designation given upon award of Ph.D. will be commiserate with prevailing AICTE guidelines.

d. Approval & Requirements



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- i. Approval for enrolment in the Ph.D. program needs to be given by the respective HOD and Principal. This approval needs to be ratified by NIT management
- ii. Faculty member is expected to provide a monthly update report on the progress of the Ph.D. program. In addition, the faculty member should make a presentation once at the end of every semester to outline major research findings.

2. Faculty Development Programs (FDP) and Workshops

- a. NIT firmly believes that continuing skill development and knowledge enhancement of its faculty has significant benefits. To this end, NIT encourages its faculty to attend FDP's, Workshops and Conferences that addresses latest trends in each engineering discipline.

b. Criteria

- i. Each faculty member is permitted to attend one FDP or Workshop or conference per semester that is not conducted by NIT
- ii. Not more than two faculty members in the same department can attend the same FDP or Workshop
- iii. Each faculty member is permitted to attend to one FDP or Workshop or Conference per semester that is conducted by NIT

c. Incentive

- i. NIT will pay for the FDP/Workshop/Conference registration fee and the travel costs (subject to a maximum amount of Railway II class sleeper fare) to the program location. It is expected that the registration fee charged for the program includes boarding and lodging provisions.
- ii. The days spent at this program is considered as On Duty (OD) leave.

d. Approval/Requirements

- i. Approval for attending FDP/Workshop/Conference needs to be given by the HOD and Principal. This approval process should be completed at least ten (10) days prior to the commencement of the program.
- ii. Attending faculty member is expected to take proper notes in the program and make a presentation to the rest of the faculty in the department within two weeks of the completion of the program.



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3. Research Publications

a. NIT considers research to be the backbone and encourages all of its faculty to engage in research-related activities. NIT incentivizes research publications in reputed journals with cash awards.

b. Criteria

- i. Research publications should be made in reputed national and international journals and conferences.
- ii. These research publications should be indexed in either of the following online portals
 1. Google Scholar
 2. Web of Science
 3. Scopus

c. Incentives

- i. The following is the incentive scheme offered to the faculty for research publications
 1. Reputed national conferences and journals – Rs 3000 and Rs. 5,000 respectively
 2. Reputed and recognized international conferences and journals – Rs. 6000 and Rs 10,000 respectively
- ii. If more than one author from NIT is responsible for one particular research publication, the above incentive amount will be equally distributed to the authors.

d. Requirement/Approval

- i. The research publication needs to be reviewed by the respective Head of the department and Research Committee



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