**Criteria 3.1.1**

***The institution Research facilities are frequently updated and there is well defined policy for promotion of research which is uploaded on the institutional website and implemented.***

One of the 4 key pillars of IMI Bhubaneswar is “**Research**”. To ensure that “research” is at the forefront of knowledge development, IMI Bhubaneswar has a well-designed and structured research policy which is shared with all stakeholders. The **research promotion policy** of IMI Bhubaneswar is reviewed periodically to incorporate greater focus on research activities and is circulated among faculty members. The **policy document** is available in the Institute’s website. All faculty members are encouraged to develop a research focus and a **research grant** of Rs. 100,000 is provided to fund research proposals. The faculty members are also provided financial support to present papers in both national and international conferences. A sum of Rs. 300,000 (per block of 2 years) is allocated to an **individual faculty development fund** which can be used for presenting papers in national / international conferences or self-development workshops. **Faculty members are also provided incentives** to publish in higher rated journals. IMI Bhubaneswar awards points to research to encourage and recognize the work done by faculty members. The activity mix and overall work portfolio of each faculty member is heavily influenced by their engagement in research work. Faculty members are encouraged to publish their research in Scopus listed journals. Nil research output by any individual faculty is viewed very seriously and negatively impacts the performance appraisal of the individual faculty.

To ensure that the Institute plays an important role to further the advancement of knowledge in the field of management by undertaking relevant research programmes, the management of the Institute has constituted the “**Research Committee**”. The research committee coordinates with all the faculty members to create research output to add to the existing body of knowledge. To further this cause, the research committee organizes the **‘Research Seminar Series’** on a regular basis at the Institute where each faculty member presents his/her ongoing research to the fellow faculty colleagues for inputs. The research committee holds “**Brain Storming Sessions**” to identify contemporary research gaps in the field of management to ensure that IMI Bhubaneswar contributes to further the advancement of knowledge.

In order to foster research, IMI Bhubaneswar also has well developed Library at the disposal of the faculty members and researchers. The Library has electronic and physical subscriptions to over 14000 journals and 10000 books. It also has access to online databases like EBSCO-Complete, EBSCO E-Books, J-Gate and Harvard Business Publications. In addition, Faculty members and researchers at IMI Bhubaneswar have access to large number of industry focused databases, prominent being Bloomberg terminals, CMIE-Prowess and Ace Equity database. IMI Bhubaneswar also encourages and inculcates the use of software among its students and faculty members. Commercial Analytical software like SPSS, AMOS, E-Views and open source softwares like R, gretl are regularly used in research endeavor.

The research efforts and output of IMI Bhubaneswar is reviewed regularly by the “**Faculty Review Committee**” constituted by the management. To encourage research, IMI Bhubaneswar has also started AICTE approved **Fellow Programme in Management** (FPM) since 2018.