



**INTERNATIONAL MANAGEMENT INSTITUTE
BHUBANESWAR**

Minutes of the 63rd Faculty Council Meeting

63rd Faculty Council Meeting was held between Sep 17, 2016 to Sep 22, 2016 in the Board Room ('D' Block), IMI Bhubaneswar. In addition to the agenda of FCM, the FC also reviewed the strategies and presentation of verticals for which meeting continued as per dates mentioned below:-

Admission	-	Sep 17 and Sep 22
Placement	-	Sep 19
MDP	-	Sep 20
Media & PR	-	Sep 21
PGDM (PT)	-	Sep 21
Centre of Excellence and Research	-	Sep 21

The meeting was chaired by Prof. Ramesh Behl, Director, IMI Bhubaneswar.

All members of the FC were present for the meeting.

Since no feedback was received on the minutes of the previous FC meeting, they are treated to be confirmed. The Chair welcomed all members of the Faculty Council.

1. The Chair, FC initiated the meeting by referring to the office order issued on Sep 16, 2016 for portfolio reallocation and requested all vertical heads to contribute more meaningfully.

2. The Chair, FC referred to suggestions sought for work point allocation. He said that no major changes have been suggested. Thereafter, he proposed the new set of faculty performance measurement guidelines and sought suggestions from the FC. The proposed work point system is more detailed and covers majority of academic and administrative activities. Thrust is given to research and innovation. After thorough deliberations few changes were recommended to draft policy, which were accepted by the Chair, FC. The FC adopted the proposal of framework of new work point policy, which is attached with these minutes. These work points are effective from the current academic year i.e. 2016-17. Office order indicating the change and promulgation of new policy will be issued separately.

Admission

3. The Chair, Admission presented the strategy for Admission 2017-19 batch.

4. The presentation and strategy was deliberated by the FC. The FC decided to initiate following steps:-

- (a) Students need to be informed about the complete salary structure. For this Placecom needs to conduct awareness sessions.
- (b) Any information related to academic activities like conducting of MDPs/FDPs, Conferences etc must be highlighted on all mediums.
- (c) There is a need to connect with existing students as well as alumni on a personal basis as well. The interaction between students/alumni with faculty should happen round the year.
- (d) For Admission in AY 2017-18, the cut off criteria will remain the same as that was for AY 2016-17.
- (e) It was highlighted that prospective students are attracted more because of positive word of mouth, which is spread by existing and past students. For this positivity is to be created among existing students. It was decided to reactivate the mentorship programme and faculty needs to take pro-active steps to counsel each of the students. Programme office and Admission office needs to ensure effective implementation.

Placement

- 5. The Head, Placement and Chair, Placement presented the strategy for Placement A.Y. 2016-17.
- 6. The presentation and strategy was deliberated by the FC. The FC decided following:-
 - (a) Students are not prepared for the placements and a strategy needs to be prepared to ensure that the students are fully prepared for the ensuing interviews.
 - (b) A framework needs to be created which should mention about complete list of activities for interview preparations and also, share feedback with students/parents on regular basis.
 - (c) It was decided that Placecom should target atleast 30 companies each for finals and summer placements.
 - (d) Faculty level mock interviews to be conducted and needs to be more rigorous.
 - (e) Facilities of language lab to be used for preparing students w.r.t. communication skills.
 - (f) Prof. Sourabh Sharma was requested to initiate the process of reviving language lab.



MDP

7. The Head MDP & Chair, MDP presented the strategy for A.Y. 2016-17.
8. The presentation and strategy was deliberated by the FC. The Chair, FC expressed concern as not a single MDP has been conducted during 2016-17 till date. The FC decided that Faculty and members of the MDP needs to push for both open and in-house MDPs aggressively.
9. MDP team was told to identify the probable MDPs and the companies which have shown some interest in these MDPs.
10. MDP team was requested to prepare the action plan for month-by-month execution.

Media & PR

11. The Chair, Media and PR presented the strategy for A.Y. 2016-17.
12. The Chair, Media and PR informed FC about the various platforms on social media on which IMI B is active. The FC raised issues regarding maintaining multiple pages on facebook. The FC suggested to link the various pages to the main page so that any activity that is happening in the institute could be displayed.
13. The Chair, FC expressed his dissatisfaction and serious concern about the institute's newsletter not being published anymore. He directed Media & PR Committee to revive the same as early as possible.

PGDM - PT

14. The Chair, PGDM (PT) presented status of admission for Academic year 2016.
15. The Chair, PGDM (PT) informed FC that despite all efforts, there is no participation for this course for the current academic year.
16. The Chair, PGDM (PT) intimated that one of the participant of PGDM (PT) 2013-16 batch completed a core course as CIS, which as per rules cannot be done. The FC suggested to ask the concerned participants to come over to the campus and attend classes for few days to complete the course of Legal aspects of Management and reappear in the evaluation process for the course.
17. The participants of 2014-17 batch requested to complete a course on "Contract Management", which is an elective, be completed as CIS. The FC approved the request of participants.

Centre of Excellence and Innovation including Research

18. The Chair, Centre of Excellence and Innovation (CEI) presented the road map of the centre and also, for the research. The emphasis was laid on faculty research and writing papers.



19. The Chair, FC emphasized to publish and print our own journal. He also directed to prepare the complete plan to start the journal.

20. The FC also emphasized to undertake more activities under E-Cell and Research.

21. The Chair, FC requested the faculty members to start the monthly research seminar series and requested Chair, CEI to drive this initiative.

22. The Chair, FC informed the FC that institute is holding a conference in collaboration with The Sichuan Academy of Social Science (SASS), China on Nov 26-27, 2016.

Library/Programme

23. The Chair, FC reiterated decisions of the FC regarding issue of text books to the students. He requested that, henceforth, in all course outlines faculty members to mention only "Reference Texts" instead of "Text Books". He also directed that the session plans must have reference to multiple text books (atleast two reference books). These guidelines will be applicable to both the batches and template of the course outline needs to be modified accordingly.

24. The Chair, FC emphasized on the need of further streamlining the library functions.

25. The Chair, FC brought out to the notice of FC that under HBS subscription only Cases and Articles are allowed to be procured and not anything else is allowed, as the institute has a limited subscription. It was also directed that under ideal circumstances, maximum five cases per course should be used and prescribed.

26. The Chair, FC also informed FC that next term onwards, the courses to be taught by a faculty will be allocated two months in advance for better development and management of the respective courses.

24. The FC also decided to shift to more eco-friendly teaching mode wherein the reading material will be made available in a soft copy.

There being no further points for discussion, the meeting ended with a vote of thanks.



(Prof. Ramesh Behl)
Director, IMI-B

Enclosure : Workpoint policy



International Management Institute, Bhubaneswar

Faculty Performance Measurement System

Incentive Scheme
(w.e.f. Academic Year 2016-17)

Introduction

The performance appraisal of faculty members is carried out every year with the basic objective of helping them grow as professionals and to improve the quality of their academic output. This is intended to enhance Institute's academic quality and contribute to the intellectual capital of IMI, Bhubaneswar. It is expected that the process will bring greater accountability and measurability in terms of output and performance of the faculty. The system of performance monitoring will be reviewed periodically for further improvement in the measurement of faculty output. In keeping with the integrated approach to management education, faculty members are expected to contribute to various academic activities like Teaching, Training, Research, and Academic Administration at IMI.

Mandatory Requirement

The performance of the faculty is measured in terms of work units earned by them. The work units are assigned for each of the academic activities performed by the faculty, which contribute to the overall output and performance of IMI. A faculty member is expected to carry out a minimum workload of **300 work units**. A faculty member may choose to pursue an activity mix depending on his / her background, aptitude and institutional priority.

The norms for minimum work units from direct teaching in the long term post-graduate programmes for a faculty member is 150 units. Remaining 150 work units should be distributed amongst training, research/publication and academic administration. The upper limit for teaching in the long term post-graduate program will be 6 full courses of 3 credits each, i.e., equivalent to 300 work units.

Work units earned by the faculty member over and above the minimum level of 300 units will be rewarded by the Institute at the rate of Rs. 3,000 per additional work unit. Maximum units that can be rewarded to any faculty member in one academic year is 200. In case, faculty member earns more than 500 units in one academic year, he/she can carry forward the extra units to next academic year. Similarly, if the faculty member earns less than 300 units, he/she has to earn extra units in the next academic year, so that the average number of units in two years is 300. Not meeting the minimum workload norm of 300 points in any academic year will not be considered favourably and necessary counselling will be done. This will also have an impact on the performance of an individual faculty. However, no points will be awarded for

teaching in long duration programmes beyond 300 points, unless a prior approval is taken from the Director. Faculty members are encouraged to earn points from diverse activities.

Linking Activities to Work Units

The institutional activities that any faculty member (from all academic activities taken together) is expected to perform, are converted into the work units to facilitate measurement. Both quantitative and qualitative criteria are taken into account wherever applicable, in calculating the work units for various activities. For this purpose, the following system of measurement of activity-specific work units will be applied:

Table: Activities, sub-activities and their equivalence

Activity	Sub Activity	Class Size (as per PGDM norms)	Equivalent Work Units	Remarks
Long Duration Post Graduate Programs [PGDM / PGDM(PT)]	Compulsory and Elective courses 3 credit course	36 and above	50	30 hours direct teaching at 1 work unit per hour plus 20 work units for course coordination and evaluation, Maximum of 6 hours of the total 30 hours can be conducted by other faculty for earning the full amount of 50 work units. If more than 6 hours of the total 30 hours are conducted by other faculty then 1 work unit per hour plus 20 work units for course coordination and evaluation for a 3 credit will be earned. For courses with class sizes of below 40 or with a credit load other than 3 credits, proportionate work units will be earned. Minimum course feedback required to earn the work units is 3.5 on a 5 point scale. If the course feedback is between 2.5 to 3.5, the work units for that course will be discounted by 25%. Courses with feedback below 2.5 will not earn any work units.
		12 - 35	45	
		less than 12 (This is allowed only with prior approval)	15	
Guidance of Company Project / Field Projects for PGDM and PGDM(Part-time) including evaluations			3	
Course of Independent Study (CIS)			5 for each student	

Additional sessions such as guest lectures in a course, orientation program sessions, etc. - per session (upto 90 minutes) conducted.	1	
Evaluation of summer internship reports for PGDM	1	
Outstation Admissions Interviews for one Full Panel Day	1	To be shared equally among the interview panel members
Additional Points for Designing, Developing & successfully offering of a new course (Core/Elective Course) as per the industry needs and subject to approval of Faculty Council		
For a Full Course (3 credits)	15	
For a half Course (1.5 credits)	10	

Activity	Sub Activity	Equivalent Work Units	Remarks
MDP			
Conducting MDP sessions	Per 90 minutes of session conducted in Bhubaneswar	1	If more than one faculty member jointly takes the session then work units will be earned proportionately.
	Per 90 minutes of session conducted Outstation	1.5	
Coordination of MDPs	Upto Two Days	3	If more than one faculty member jointly coordinates a programme then work units will be earned proportionately.
	Three to Seven Days (one week)	7	
	Two weeks programme	10	
	Three weeks programme	15	
	Four weeks to Seven weeks	20	
	Eight weeks to Ten weeks	30	
	Eleven Weeks and above	40	
Coordination of DGR Programme		15	
Research & Publications			
	Paper in – Classified journals		Affiliation: should mention IMI for the credit. Credit available only on publication. In case of joint authorship by more than one author, proportionate work units to be earned. (List of Journals belonging various categories attached)
	Category A+	150	
	Category A	100	
	Category B+	50	
	Category B	30	
	Category C (Any other refereed journal not covered in A+, A, B+ & B categories)	15	

	Case Writing along with teaching note	25	Affiliation: should mention IMI for the credit. Should be cleared by International case clearing house such as ACRC. In case of joint authorship by more than one author, proportionate work units to be earned.
	<p>Book</p> <ul style="list-style-type: none"> Research (published by Category 'A' publishers) Research (published by Category 'B' publishers) Edited by the IMI faculty member (inclusive of all volumes). <ul style="list-style-type: none"> - Published by Category 'A' publishers - Published by Category 'B' publishers Edited by the IMI faculty member - Published by publisher other than those mentioned in Category 'A' and 'B' 	<p>100</p> <p>50</p> <p>50</p> <p>25</p> <p>10</p>	<p>Affiliation: should mention IMI for the credit. In case of joint authorship by more than one author, proportionate work units to be earned.</p> <p>Credentials of publishers not belonging to 'A' or 'B' category to be submitted to Faculty Development & Evaluation Committee for approval.</p>
	<p>Edited Volume (editor not from IMI) but paper contributed by IMI faculty</p> <ul style="list-style-type: none"> - Published by Category 'A' publishers - Published by Category 'B' publishers 	<p>15</p> <p>10</p>	<p>Affiliation: should mention IMI for the credit. In case of joint authors, proportionate credits only. In case of joint authorship by more than one proportionate work units to be earned.</p> <p>Maximum two chapters in any edited book</p>
	<p>Book chapters</p> <ul style="list-style-type: none"> - Published by Category 'A' publishers - Published by Category 'B' publishers 	<p>15</p> <p>10</p>	<p>Affiliation: should mention IMI for the credit. In case of joint authorship by more than one author proportionate work units to be earned.</p>
	<p>Full feature Articles in International News Paper</p> <ul style="list-style-type: none"> 'A' Category 'B' Category 	<p>10</p> <p>5</p>	<p>Affiliation: should mention IMI for the credit. In case of joint authorship by more than one author, proportionate work units to be earned.</p> <p>Note: Maximum of FIVE articles in international newspapers in an academic year will be considered for work unit allocation. (List of International News Paper</p>

			attached)
	Full feature Articles in National News Paper <ul style="list-style-type: none"> • 'A' Category • 'B' Category 	5 3	Affiliation: should mention IMI for the credit. In case of joint authorship by more than one author, proportionate work units to be earned. Note: Maximum of FIVE articles in national newspapers in an academic year will be considered for work unit allocation. <i>(List of National News Paper attached)</i>
	Full feature Articles in International Magazines <ul style="list-style-type: none"> • 'A' Category • 'B' Category 	10 5	Affiliation: should mention IMI for the credit. In case of joint authorship by more than one author, proportionate work units to be earned. Note: Maximum of FIVE articles in an academic year will be considered for work unit allocation. <i>(List of International Magazine attached)</i>
	Full feature Articles in National Business Magazines <ul style="list-style-type: none"> • 'A' Category • 'B' Category 	5 3	Affiliation: should mention IMI for the credit. In case of joint authorship by more than one author, proportionate work units to be earned. Note: Maximum of FIVE articles in an academic year will be considered for work unit allocation. <i>(List of National Magazine attached)</i>
	Working Paper	10	Affiliation: should mention IMI for the credit. In case of joint authorship by more than one author, proportionate work units to be earned. In case working paper is converted into conference paper and / or published in refereed journal, the work units already earned for working paper will be deducted from the points for which a faculty member is eligible
	Monograph	15	In case a monograph is converted into book or book chapter the work units already earned for monograph will be deducted from the points for which a faculty member is eligible
	Papers Presented in National /International Conferences		Affiliation: should mention IMI for the credit. In case of joint authorship by more than one author, proportionate work units to

	Conferences that have been held for 5 or more consecutive years where 50 papers or more are presented in the said conference	10	be earned. A maximum of four conference papers in an academic year will be eligible for work unit allocation
	Conferences that have been held for less than 5 years and where 30 papers or more are presented in the said conference	5	
	IMI Journals :		
	(i) Global Business Review		
	- Editor	50	Per Faculty
	- Associate Editor	25	
	(ii) Emerging Economy Studies (Two issues per year)		
	- Editor	30	Per Faculty
	- Assistant Editor	15	

Organising Conferences	<ul style="list-style-type: none"> International Conference: <p>Should be at least two-day event with minimum 50 research papers from paid delegates out of which at least 10 papers from foreign paid delegates</p>	80	In case of joint organization by more than one IMI organiser, proportionate work units to be earned.
	<ul style="list-style-type: none"> National Conference: <p>Should be at least two-day event of total 50 paid delegates</p>	30	In case of joint organization by more than one IMI organizer, proportionate work units to be earned.
	<ul style="list-style-type: none"> Round Table Conference: <p>There should be one-day event of at least 25 registered delegates</p>	10	In case of joint organization by more than one IMI organizer, proportionate work units to be earned.
Fellow Programme / Ph.D	Supervision of completed and successfully defended FPM/PhD Thesis– per thesis	25	In case of joint supervision by more than one IMI faculty supervisor, proportionate work units to be earned.
	Members of the thesis Committee	10 points each	
Administration	Chair -- Academic Programmes		Administrative points will be awarded based on the achievements of targets set for the said position. In case, one is not able to achieve the set target for his/her vertical than the points will be allocated on pro-rata basis. Performance of the faculty handling Administrative roles would be evaluated by the Director in terms of overall quality of administration-related work which may include innovation, involvement, commitment, and quality output.
	<ul style="list-style-type: none"> PGDM PGDM (PT) 	50 15	
	Chair – Executive Education (MDP)	50	
	Chair -- Placements & Alumni	50	
	Chair – Admissions	50	
	Chair – Accreditation & Ranking	35	
	Chair – Library	15	

RR

	Chair – Centre for Excellence & Innovation	20	Actual points would be awarded for each position, subject to the specified ceiling.
	Chair -- Research & E-Cell	30	
	Chair – Branding & Media Relations	20	
	Chair – IT Services incl. Website	15	
	Hostel Warden	50	

Research

The whole purpose of awarding points to research is not merely to recognize the work done, but also to influence the activity mix and overall work portfolio of each faculty member. In order to aim at National and International accreditation and enhancing the ranking of the Institute, focus on research becomes an imperative. Research has to be a major activity. Quality research in Scopus listed journals will add to the credibility of individual faculty as well as to the Institution. Nil research output by any individual faculty should be viewed very seriously and will impact the performance of the individual.

All faculty members will be encouraged to develop a research focus and a Research grant of Rs. 100,000 will be provided to fund research proposals selected by the research council. They will also be provided financial support to present papers in both national and international conferences, as per prevailing Institute guidelines.

Faculty members are encouraged to present their research in reputed international and national conferences. IMI will sponsor paper presentation in a reputed international conference once in two years and in a reputed national conference twice a year. A reputed international conference is defined as a conference organized by an academic society/University/Institute with a track record of at least 15 prior conferences. A reputed national conference is defined as a conference organized by an academic society/University/Institute with a track record of at least 10 prior conferences. If the conference paper presentation sponsorships are not availed they cannot be carried over to subsequent years.

Consultancy

Consulting assignments undertaken by faculty will not be counted in work units. Net surplus from consulting will be shared between the concerned faculty and IMI in the ratio of **2:1**.

Sponsored research will be treated as consulting.

International teaching/training billed in foreign/national currency will be treated as consulting.

Domestic teaching/training awarded by an external agency to an individual faculty, not exceeding one full day in duration, will be treated as consulting. Any training assignment exceeding one full day will be treated as MDP and work units will be calculated accordingly.

Any Domestic Course Teaching outside IMI-B as per permissible norms will also be treated as consulting.

All consulting billing is to be done in the name of IMI, Bhubaneswar.

All Consulting Assignments to be undertaken by IMI faculty will require prior approval of the Director.

Faculty Evaluation Process

The faculty members are expected to generate a minimum output of 300 work units in a year. Teaching in long term academic programmes should contribute to a minimum of 150 work units and a maximum of 300 work units. After 150 work units from teaching in long term academic programmes, faculty members are free to choose activities of their preferences. Individual faculty would have the flexibility to design their own work plan depending on their choices, subject to institutional requirements/ priorities as per the Director's instructions/decisions.

Each additional work unit beyond 300 will earn an incentive as per the existing norm. Maximum work units eligible to receive payments under this incentive scheme are 500 units. If any faculty member exceeds 500 work units in a particular academic year, the faculty concerned may be allowed to carry forward work units earned over and above 500 to the next academic year. At no point in time, however, will a faculty member be allowed to earn monetary incentive for work units beyond 500, including at the time of retirement or leaving the organization.

A Faculty member will not be eligible for any awards /incentive if he/she fails to meet the minimum requirement of 300 work units and/or fails to meet the minimum requirement of 150 units from teaching in long term academic programmes. The Faculty Development & evaluation committee and the Director may counsel the faculty member concerned and in case there is no improvement appropriate action will be taken.

Annual Work Plan and Activity Report

As a part of this system, a faculty member is required to prepare a plan of his/her activities in a given academic year in the prescribed format. The Director, keeping in mind the needs of the individual and the institution, will modify/approve this plan. The final plan approved by the Director will then be kept on the personal record of the faculty concerned. Half-yearly review will also be conducted in the month of October every year based on the approved Work plan and Half-yearly activity report. At the end of the academic year, each faculty member will submit an activity report comparing actual output vis-a-vis the corresponding activity plan submitted at the beginning of the year, providing adequate reasons for major deviations from



the activity-wise plan. This achievement versus the plan will be then evaluated by the Faculty Development & Evaluation Committee and the Director.

The annual work plan that the faculty submits may henceforth indicate their activity mix and the break up of their workload. The following may apply:

1. Annual work plan to indicate how many work units under each activity head.
2. Annual work review to compute the actual number of work units accomplished.
3. Excess of work units completed may be:
 - i. Encashed at the rates prescribed from time to time
 - ii. Carried forward to next year and adjusted against the workload of that year
4. Shortfall in work units will be carried forward to the next year and adjusted against the workload of that year.
5. Research output is an important requirement for career progression of the faculty.
6. Consistent and continued shortfall in work units will result in termination of service.

The above norms reflect some activities that are easily measured while other equally important activities may escape due recognition. These norms will be modified from time to time to evolve into a better set of norms that captures faculty performance more accurately.

PROMOTION

Promotion/Career Advancement is one of the core aspects of HR policy of the organisation. In order to have high level of satisfaction amongst employees, an organization should have a transparent and fair promotion policy. In order to bring more clarity on the issues, regulations as enumerated in the succeeding paragraphs will be adhered whilst considering promotion for faculty at IMI Bhubaneswar.

Promotion Stages.

- (a) As per IMI Service Rules, there are three stages for Career Advancement/Promotion, available to the faculty throughout the career. They are:-
 - (i) Lecturer/Sr. Lecturer to Assistant Professor
 - (ii) Assistant Professor to Associate Professor
 - (iii) Associate Professor to Professor
- (b) Lecturer/Sr Lecturers will be considered for promotion to Assistant Professor on completion of three years with continuous demonstrated performance of achieving minimum workload units and achieving the qualification of Ph.D or equivalent.
- (c) Assistant Professor, who have completed minimum 5 years post Ph.D and has overall combined experience of minimum 12 years in teaching, research and industry, will be only considered for promotion to the scale of Associate Professor.
- (d) Associate Professor, who has completed 5 years in the scale and overall experience of minimum 15 years in teaching, research and industry will be only considered for promotion to the scale of Professor. However, in exceptional



cases, where a faculty has made a exception contribution to his/her profession and to the institute may be considered for promotion on completion of 3 years of service in the present position. In all cases, the research output of the faculty under consideration is to be sent for review to internal and/or external experts. In case, there are diverse opinions on the quality of research output, the same is to be sent to the third external expert for review. The opinion of the third expert on the research output will be accepted as final review.

Promotion Process

(a) Faculty, who wishes to be considered for promotion is required to submit in writing to the Director of the institute alongwith submission of Activity Report and Work Plan. All such application will be considered by the Faculty Review Committee alongwith the Annual Review process.

(b) Faculty Review Committee will consider the cases on merit and requirement of the institute.

(c) Faculty has to consistently perform and to achieve minimum required workload units over review period, at least on average basis, to be considered for promotion to next stage.

Decision of the Faculty Review Committee shall be final.

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APPROVED LIST OF JOURNALS

CATEGORY A+

1. Accounting Organizations and Society
2. Econometrica
3. Information Systems Research
4. Journal of Accounting Research
5. Journal of Consumer Research
6. Journal of Finance
7. Journal of Financial Economics
8. Journal of Marketing
9. Journal of Marketing Research
10. Journal of Operations Management
11. Journal of Political Economy
12. Management Science
13. Marketing Science
14. MIS Quarterly
15. Quarterly Journal of Economics
16. Review of Economic Studies
17. Review of Financial Studies
18. Academy of Management Journal
19. Academy of Management Review
20. Administrative Science Quarterly
21. California Management Review
22. Contemporary Accounting Research
23. Harvard Business Review
24. Human Resource Management (US)
25. Journal of Applied Psychology
26. Journal of Applied Psychology
27. Journal of Consumer Psychology
28. Journal of International Business Studies
29. Journal of Management
30. Journal of Management Studies
31. Operations Research
32. Organization Science
33. Production and Operations Management
34. RAND Journal of Economics
35. Strategic Management Journal

CATEGORY A

1. Journal of Corporate Finance
2. Journal of Money, Credit & Banking
3. Journal of Financial Intermediation
4. Journal of Economic Perspectives
5. Economic Journal
6. Journal of Econometrics
7. Journal of Monetary Economics



8. Journal of Economic Theory
9. International Economic Review
10. Journal of Labor Economics
11. Journal of Business & Economic Statistics
12. Journal of International Economics
13. British Journal of Industrial Relations
14. Personnel Psychology
15. Psychological Bulletin
16. Psychological Review
17. Journal of Personality & Social Psychology
18. Organizational Behavior and Human Decision Pro
19. Personality and Social Psychology Bulletin
20. Journal of Organizational Behavior
21. Journal of Vocational Behavior
22. Journal of Retailing
23. International Journal of Research in Marketing
24. Journal of the Academy of Marketing Science
25. Journal of Product Innovation Management
26. Journal of Business Venturing
27. Entrepreneurship, Theory and Practice
28. Research Policy
29. Leadership Quarterly
30. Human Relations
31. Organizational Research Methods
32. Academy of Management Learning & Education
33. Work, Employment & Society
34. Human Resource Management Journal (UK)
35. Journal of Experimental Social Psychology
36. Journal of Occupational & Organizational Psychology
37. International Journal of Operations & Production Mgt
38. Strategic Entrepreneurship Journal
39. Business Ethics Quarterly
40. Journal of World Business (Columbia)
41. Journal of Banking & Finance
42. Management Accounting Research
43. Games & Economic Behavior
44. Journal of Health Economics
45. Journal of Economic Behavior & Organization
46. Economic Theory
47. Information Systems Journal
48. Information & Management
49. Journal of Information Technology
50. Decision Support Systems
51. Journal of Strategic Information Systems
52. Information and Organization
53. Industrial Marketing Management
54. European Journal of Marketing
55. International Journal of Production Economics
56. Decision Sciences
57. OMEGA - International Journal of Management Sc

R₂

58. Auditing: a Journal of Practice & Theory
59. Experimental Economics
60. Journal of International Money and Finance
61. Journal of Futures Markets
62. Financial Review
63. Journal of Accounting, Auditing and Finance
64. Behavioral Research in Accounting
65. Journal of Risk & Uncertainty
66. Economic Policy
67. Journal of Comparative Economics
68. Labour Economics
69. Economic Development & Cultural Change
70. Econometrics Journal
71. Economica
72. New Technology, Work and Employment
73. Economic and Industrial Democracy
74. European Journal of Industrial Relations
75. Gender, Work and Organisation
76. Work & Occupations
77. Quarterly Journal of Experimental Psychology
78. Personality & Individual Differences
79. Human Performance
80. International Journal of Electronic Commerce
81. Journal of International Marketing
82. Psychology and Marketing
83. International Marketing Review
84. Journal of Advertising
85. Journal of Business Research
86. Reliability Engineering & System Safety
87. Journal of Advertising Research
88. Supply Chain Management: An International Journal
89. Manufacturing and Service Operations Management
90. Journal of Scheduling
91. International Journal of Production Research
92. International Journal of Forecasting
93. Journal of the Operational Research Society
94. Long Range Planning
95. Journal of Small Business Management
96. International Small Business Journal
97. Entrepreneurship and Regional Development
98. Small Business Economics
99. Journal of Business Ethics
100. Corporate Governance: An International Review
101. International Journal of Management Reviews
102. Academy of Management Perspectives (formerly
103. Journal of Management Inquiry
104. Technological Forecasting and Social Change
105. Economy & Society
106. World Development
107. Industrial and Corporate Change



108. Research in Organizational Behavior
109. International Business Review
110. Journal of Financial Econometrics
111. IIE Transactions
112. Journal of Supply Chain Management
113. Journal of Risk & Insurance
114. Journal of Financial Services Research
115. Econometric Reviews
116. Industrial Relations Journal
117. Human Resource Management Review
118. Work & Stress
119. Applied Psychology: An International Review
120. Information Technology and People
121. Quantitative Marketing and Economics
122. Journal of Interactive Marketing
123. Marketing Theory
124. Computers & Operations Research
125. Journal of Optimization Theory & Applications
126. Annals of Operations Research
127. Strategic Organization
128. Family Business Review
129. Journal of International Management
130. Asia-Pacific Journal of Management

CATEGORY B+

1. Review of International Economics
2. Communications of the ACM
3. Journal of Marketing Management
4. Group Decision and Negotiation
5. Journal of Forecasting
6. Journal of Economics and Management Strategy
7. Organizational Dynamics
8. International Journal of Accounting Information System
9. Economics of Transition
10. International Journal of Information Management
11. Journal of Retailing and Consumer Services
12. Journal of Brand Management (The)
13. Electronic Markets
14. Emerging Markets Review
15. Journal of Portfolio Management
16. Journal of Derivatives
17. Journal of International Accounting Research
18. World Economy
19. Journal of Evolutionary Economics
20. Journal of Regulatory Economics
21. Journal of Macroeconomics
22. Applied Economics
23. Economic Modelling

24. Journal of Institutional & Theoretical Economics
25. Personnel Review
26. International Journal of Manpower
27. Journal of Industrial Relations
28. Journal of Economic Psychology
29. Journal of Business and Psychology
30. Journal of Global Information Management
31. International Journal of Information Management
32. Behaviour and Information Technology
33. Journal of Computer Information Systems
34. Communications of the Association for Information Systems
35. Journal of Business & Industrial Marketing (The)
36. Journal of strategic Marketing
37. Journal of Services Marketing
38. Journal of Macro-marketing
39. Journal of Productivity Analysis
40. International Journal of Project Management
41. International Journal of Physical Distribution & Logistics
42. Journal of Business Logistics
43. Theory and Decision
44. Journal of Knowledge Management
45. International Labour Review
46. Information Processing & Management
47. Managerial Auditing Journal
48. Journal of Economic Issues
49. Journal of International Development
50. International Journal of Retail & Distribution Management
51. Qualitative Market Research
52. Journal of Consumer Behaviour
53. Business Process Management Journal
54. International Journal of Technology Management
55. Critical Perspectives on International Business
56. Management Decision
57. International Tax and Public Finance
58. Journal of Multinational Financial Management
59. Global Finance Journal
60. Review of Derivatives Research
61. Journal of International Financial Management & Accounting
62. Journal of Economic Surveys
63. Review of World Economics
64. Contemporary Economic Policy
65. Fiscal Studies
66. Journal of Economic Studies
67. Journal of Economic Methodology
68. Journal of Labor Research
69. Employee Relations
70. Asia-Pacific Journal of Human Resources
71. Labor Studies Journal
72. Human Resource Development Quarterly
73. Journal of Applied Social Psychology

