



AYYA NADAR JANAKI AMMAL COLLEGE

[Autonomous, Affiliated to Madurai Kamaraj University, Re-accredited (3rd Cycle) with 'A' Grade by NAAC with CGPA of 3.67 out of 4.00 and Recognized as College of Excellence by UGC and STAR College by DBT and Ranked 13th position at National Level in NIRF 2017]

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REVISED GUIDELINES FOR THE AWARD OF MANAGEMENT INCENTIVES TO SUPPORT RESEARCH ACTIVITIES AND AWARDS

(With effect from January 2018)

Teaching and Research are considered as the twin primary objectives of any teacher working in Post-graduate institutions with recognized Research Departments. In fact “publish or perish” has been the unwritten motto in advanced technical institutions like IISc and IITs.

In our College, Mathematics, Physics, Chemistry, Botany, Zoology, Tamil, Commerce and Economics Departments have been upgraded into research centers to pursue Ph.D. degree. Considerable research activities are being undertaken in the form of Major, Minor and Student Research Projects using the grants sanctioned from different funding agencies. Our Management has been kind enough in providing incentives to the staff members thereby motivating them to carry out research activities with abiding interest. Considering that the quantum of incentives sanctioned to the research activities are low, the Management has magnanimously enhanced the quantum of incentives to the different types of research activities launched in the different Departments of our College in January 2018.

Accordingly, the revised guidelines for the award of management incentives for various types of research activities / awards as detailed below:

I. Ph.D. ALLOWANCE

It is recommended that the Ph.D. allowance of Rs. 200/- per month to the staff members, who possess Ph.D. degree, may be continued.

Eligibility:

- a) Staff members who are holding Ph.D. degree may be awarded Ph.D. allowance after completing two years of service in their respective post.
- b) Staff members who are appointed in the F.D.P. vacancies are not eligible for the award of Ph.D. allowance.
- c) Such staff members who have been granted Ph.D. allowance should contribute at least one research paper once in two years either in *ANJAC Journal of Sciences* or *ANJAC Journal of Humanities and Social Sciences*.

Staff members who do not fulfill these requirements shall be considered ineligible for receiving Ph.D. allowance. In such circumstances the Principal of the College will recommend to the Management of the College for the withdrawal of Ph.D. allowance.

II. RESEARCH PUBLICATIONS

The research papers, theoretical or experimental, should be based on the work carried out by the staff members of our College. Full length Research Articles or papers should be published in peer-reviewed journals having ISSN recognition. For the award of cash incentives the research papers are classified as given below:

A. Publications in Journal / Proceedings	Incentives
Full length Research Articles or papers published in	
1. Journals with Thomson – Reuters impact factor	
(a) Impact factor < 2.0	Rs. 2,000/-
(b) Impact factor 2.0 to 3.0	Rs. 3,000/-
(c) Impact factor > 3.0	Rs. 4,000/-
2. Journals indexed in Scopus, Web of Science, Pubmed (without Impact factor)	Rs. 1,500/-
3. Journals indexed in Indian citation Index / approved by UGC / Google scholar	Rs. 1,000/-
4. Journals published by National / College level organization	Rs. 600/-
5. Proceedings published in Seminar / Conferences*	Rs. 500/-

NOTE: If the Research Paper is jointly published by two or more staff members of our College, the incentive amount may be shared by the staff members.

* Maximum of **two full length research papers per proceeding** of the Seminar / Conferences with ISBN recognition will be considered for a staff member.

B. Publication of Books

- (i) Text books written by staff members of our College and published by any reputed publisher in India or abroad will be eligible for the incentive of Rs. 2,000/-.
- (ii) A cash incentive of Rs. 1,000/- may be granted to staff members have a contribution of Chapter(s) in Edited Book published by any reputed publisher in India or abroad.

NOTE: The Book should bear the ISBN recognition. If the Book(s) is/are jointly published by two or more staff members of our College, the incentive amount may be shared by the staff members.

III. GUIDING Ph.D. SCHOLARS

- (i) A cash incentive of Rs. 5,000/- may be granted to staff member for guiding one research scholar in our college leading to Ph.D. degree.
- (ii) The staff member may be granted an incentive of Rs. 2,000/- if he/she happens to be a co-guide for Ph.D. degree scholar from our College.

NOTE: (i) This incentive shall be granted after the scholar is awarded Ph.D. degree and submitted a copy of the Ph.D. thesis to our College library.

(ii) This incentive shall be granted to staff member, who belong to a non-research centre of our College, if he/she happens to be a guide / co-guide for Ph.D. scholar in Madurai Kamaraj University or its approved research centre.

IV. RECEIVING GRANTS FOR MAJOR / MINOR / STUDENT RESEARCH PROJECT / YOUNG SCIENTIST PROJECT

Incentives may be awarded to the staff member, who received grants from various funding agencies for his/her Research Project/Young Scientist Project, as per the details given below:

Nature of the Project	Project amount allocated	Incentive
Student Research Project	Any amount	Rs. 500/-
Minor Research Project	”	Rs. 2,500/-
Major Research Project		
(i) Without Research Fellow	”	Rs. 4,000/-
(ii) With Research Fellow	Below Rs. 10 lakhs	Rs. 4,000/-
	Rs. 10 to 20 lakhs	Rs. 6,000/-
	Above Rs. 20 lakhs	Rs. 8,000/-

NOTE: The name of the Principal Investigator and the Co-Investigator(s) must be mentioned in the sanction letter from the funding agency.

If the project is investigated jointly by two or more staff members of our College, the amount will be shared by the investigators of the project.

V. THESIS PREPARATION

It is recommended that the incentive of Rs. 4,000/- for the preparation of Ph.D. thesis of the staff members, who do Ph.D. on a part-time basis, may be continued. The concerned staff member should produce a Certificate from our College library for the submission of a copy of his/her Ph.D. thesis to our College library.

VI. RECEIVING GRANTS FROM FUNDING AGENCIES FOR ORGANIZING DEPARTMENTAL PROGRAMME (OTHER THAN SEMINAR / CONFERENCE)

If the Department(s) has/have applied and received financial assistance from any funding agency, incentives may be awarded to the Department(s) as per the details given below:

Project amount	Incentive
Below Rs. 1 lakh	Rs. 2,000/-
Rs. 1 to 5 lakhs	Rs. 3,000/-
Rs. 5 to 10 lakhs	Rs. 4,000/-
Rs. 10 to 15 lakhs	Rs. 5,000/-
Rs. 15 to 20 lakhs	Rs. 6,000/-
Above Rs. 20 lakhs	Rs. 7,000/-

The amount of incentive will be shared by the staff members who are involved in the activity. The incentives for departmental programme may be awarded in the year in which the programme is sanctioned.

VII. RECEIVING GRANTS FROM FUNDING AGENCIES FOR ORGANIZING SEMINAR / CONFERENCE

The staff member may be granted an incentive of Rs. 1,000/- if he/she involved in receiving grants from any funding agency for organizing Seminar / Conference.

VIII. RECEIVING AWARD/HONOUR

Incentives may be awarded to the staff member, who received Award/Honour for his/her contribution to teaching/research/extension, as per the details given below:

Nature of the Award / Honour	Incentive
Award/Honour issued by Central / State Government	Rs. 4,000/-
Award/Honour issued by Central / State level University	Rs. 2,000/-
Award/Honour issued by Registered Private Organization	Rs. 1,500/-

NOTE:

1. The above revised guidelines for the award of Management Incentives may be sanctioned with effect from January 2018.
2. The Management reserves right to reduce or modify the quantum of the incentives for the various categories of research activities.
3. It is also the prerogative of the Management to withdraw the incentives without prior information to the members of staff.
4. In case of clarifications, if any, the decision of the Principal shall be final.