



IIBM RESEARCH POLICY

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About Us:

The Malankara Orthodox Syrian Church (MOSC) traces its heritage back to the missionary efforts of the first century C.E., and share the nation's history for the last 20 centuries, to fully integrate the socio-cultural setting of India by contributing magnanimously to the fields of education and health care through enormous number of reputed schools, medical and engineering institutes, all over India.

Under MOSC, runs the prestigious **Bombay Orthodox Diocese Centre**, more popularly known as the **Bombay Diocese**. Under the aegis of the **Bombay Diocese**, two Trusts of **MOCCB and VES**, pioneering in education from KG to PG, are well known for its chain of educational institutes established all over Maharashtra & Gujarat.

The **VES Trust**, hosts a total of three institutes namely **IIBM, DMTIMS and WCCBM** in its Sanpada, Navi Mumbai Campus.

The **Indira Institute of Business Management (IIBM)** was established in the year 2008. The Institute houses one post graduate program **Master of Management Studies (MMS)** in affiliation with **University of Mumbai** and approved by the **All India Council of Technical Education (AICTE)** and Government of Maharashtra with an intake capacity of 120 seats with the University of Mumbai syllabus for its academic curriculum.

Dotting its landscape with a vibrant array of shopping malls, multiplexes, and entertainment hubs around, IIBM is an ideal locale for students aspiring to seek higher education in management.

Since its founding in 2008, IIBM has produced more than fifteen cohorts of student leaders, each distinguished by a global outlook, who have not only carved out prominent leadership positions in the corporate but also sustain an active alumni network both nationally and internationally. The Institute continues to nurture a culture and environment that reinforce its overarching vision, instilling values that shape character and foster a competitive learning atmosphere, thereby empowering every member of its community to realize their fullest potential.

Vision:

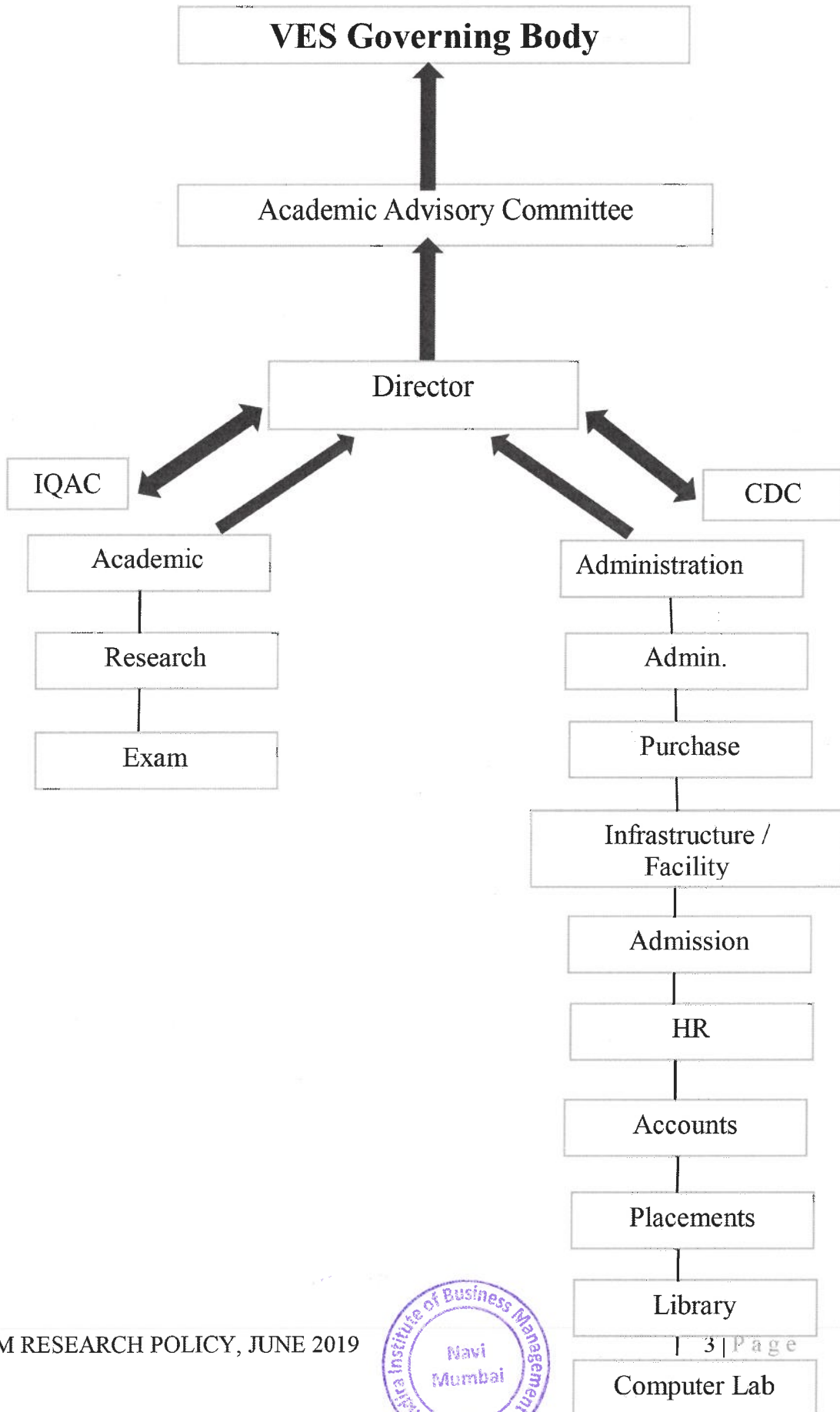
To be one of the most preferred Institutes in higher management education.

Mission:

- To provide education that enables students to apply knowledge of management in their respective domains.
- To inculcate and nurture a sense of ethics and values among students.
- To develop managerial, analytical and collaborative skills related to the business environment.



Organogram of IIBM



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This IIBM Research Policy document is adapted to suit institutional goals, faculty and student capabilities, and University norms for the **Master of Management Studies (MMS)** program, affiliated with the **University of Mumbai** and approved by the **AICTE (All India Council for Technical Education)**.

Section 1: Preamble

Research is a cornerstone of higher education, fostering innovation, intellectual growth, and academic excellence. At Indira Institute of Business Management, affiliated with the University of Mumbai, the MMS Research Policy aims to cultivate a research-oriented mind-set among faculty and students, encouraging inquiry, rigor, and contribution to the body of knowledge in management and allied disciplines.

Section 2: Objectives of the Research Policy

1. Promote research culture among faculty and students of the MMS program.
2. Align research activities with industry relevance, social impact, and academic rigor.
3. Encourage interdisciplinary and collaborative research.
4. Support publication in peer-reviewed journals and presentation at reputed conferences.
5. Ensure ethical practices and integrity in research.

Section 3: Scope

This policy applies to:

1. All full-time and visiting faculty associated with the MMS program.
2. MMS students undertaking research projects as a part of the curriculum.
3. Collaborative research activities with industry, academia, or government institutions.

Section 4: Research Focus Areas

Research may be pursued in, but is not limited to:

1. All areas of General Management, Marketing, Finance, HR, Operations, and Systems
2. Business Strategy and Innovation
3. Entrepreneurship and Start-up Ecosystems
4. Sustainable Development and CSR



5. Digital Transformation and Technology in Management
6. Policy Analysis and Public Systems

Section 5: Research Governance Structure

A dedicated **Research Committee** shall oversee all activities. It will include:

1. Chairperson (Director/Dean)
2. Faculty Research Coordinator
3. Two senior faculty members from the MMS program
4. External expert (optional)
5. Student Research Representative (optional- for feedback and inclusiveness)

Roles:

1. Approve research proposals and topics
2. Monitor progress and provide guidance
3. Review ethical considerations
4. Recommend funding and publication opportunities

Section 6: Student Research Initiatives

Final-year MMS students must complete a **Research Project/Dissertation** as per University norms, in their forth semester in the second year.

1. Students may choose three topics from their specialization area, general management areas and CSR area, guided by an assigned faculty mentor.
2. Encouraged to publish or present their findings at student research conferences or journals.

Assessment Criteria:

1. Relevance and originality of the topic
2. Research design and methodology
3. Analytical depth and conclusions
4. Report writing and referencing
5. Viva voce performance



Section 7: Faculty Research Encouragement Initiatives

1. Faculty are encouraged to undertake individual or collaborative research projects.
2. The institution may provide incentives for:
 - Publishing in Scopus/WoS/UGC-CARE listed journals
 - Presenting papers at national/international conferences
 - Guiding MMS dissertations effectively
3. Faculty may be encouraged for seed funding, paid leaves for conferences, and recognition in the annual appraisal process will be considered.

Section 8: Research Funding & Resources

- The institute will explore:
 - Internal seed grants
 - Government-sponsored research schemes (e.g., ICSSR, AICTE etc.)
 - Corporate CSR-funded research partnerships

Facilities Provided:

- Access to databases (e.g., ProQuest, J-GATE, EBSCO, Swayam Portals etc.)
- Library support and research software (e.g., SPSS, Turnitin, Koha etc.)
- Workshops on research methodology, writing, and publication

Section 9: Plagiarism and Research Ethics

1. All research work must follow the ethical guidelines prescribed by the University of Mumbai and UGC.
2. Reports and publications must be screened for plagiarism. The acceptable limit is $\leq 10\%$ as per UGC norms.
3. Fabrication, falsification, or misrepresentation of data will lead to disciplinary action.

Section 10: Monitoring and Review

1. The Research Committee will conduct an **annual review** of research output and publish a **Research Report**.



2. Policy effectiveness will be evaluated every two years and revised as necessary.

Section 11: Outcomes and Impact

This policy seeks to:

1. Develop critical thinking and analytical skills among MMS students
2. Position IIBM as a knowledge-driven academic institution
3. Strengthen industry-academia research collaborations
4. Enhance the quality of teaching and curriculum through research insights

Section 12: Approvals & Implementation

This Research Policy will come into effect from June 2019, and is subject to the provisions and academic framework of the **University of Mumbai**.

