

## **Policy for Promotion of Research**

Research and extension activities are integral to teaching in Indian Institutions. Education is a dynamic process which requires constant updating. This updating is possible only with a vibrant research aptitude. Research makes it possible to create knowledge, innovation and newer insights that make extension activities and teaching more vibrant and scientific. The PhD Programme at TSM is affiliated with Alagappa University. TSM is a high-performance institute with faculty constantly driving themselves in research with keeping pace with the changing business environment and management practices. TSM conducts a lot of research development programs and executive development programs; this allows the researchers to have a blend of knowledge to understand the managerial problems and how to solve them.

In order to promote research activities, TSM has established a Research Center that deals with all research projects in all aspects and other related activities like conferences, collaborations and establishing networking with other institutes in India and outside India. So as to smoothen and quicken the process of administrative issues related to research, TSM has created the post of Head of Research. Optimal decentralization of procurement procedures related to research is in place to support researchers in the Institution.

TSM encourages its faculty to apply for research projects from international, national funding agencies apart from local bodies, industries and other funding sources for research projects. In accordance with the UGC norms, high standards of research output are one of the main criteria for the recruitment and promotion of faculty. Teachers without PhD are encouraged to pursue and complete their PhD by providing study leave with salary benefits.

TSM encourages its faculty members to pursue Post-Doctoral research, national collaborative, and international collaborative research projects and fellowships by providing leave to spend their time in research activities in the Institution itself or in other universities and in universities abroad.

Eligible Faculties are encouraged to guide PhD research scholars in accordance with PhD Regulation of Alagappa University. According to PhD Regulations of the University, eligible assistant professors with prescribed years of experience, PhD degree and required publication are also encouraged to apply for guideship with the university. Research output in the form of Innovation, creativity and patents filing are encouraged through the Research Center.

The Institution encourages faculty to establish network with other universities within India as well as abroad and go for MoUs. TSM has two such MoUs till date for the benefit of faculty and students for research activities. Periodically every year the research output of faculty is collected and published in the 'Annual Report' apart from publishing it in the Institution website for disseminating the information to all stakeholders.

## **Ethics in Research**

TSM urges with utmost importance in encouraging its faculty for following ethical guidelines established by appropriate bodies in carrying out the research activities. TSM has established Internal Ethics Committee for research involving human subjects and research proposals have to undergo these committees before carrying out the research.

Checking for Plagiarism is another important focus that the Institution insists for. All the PhD theses before submission must be checked by plagiarism software prescribed by the Alagappa University and certificate to be submitted with signatures of both research scholar and the concerned research guide. Access to Plagiarism software has been provided to the entire faculty for checking their research articles, research proposals and research project reports besides using plagiarism check to regulate the student assignments.

TSM encourages conducting workshops in research methodology where ethics in research is an integral part of the workshops. Awareness is also created to faculty members by invited talks in ethics in research. Ethics in research is also taught for PhD research scholars as part of their course work as prescribed by Alagappa University, where ethics is an essential part of the course work. In addition, TSM has a Code of Ethics for research in place.