



**THE STANDARD FIREWORKS RAJARATNAM COLLEGE FOR WOMEN(AUTONOMOUS),**

(Affiliated to Madurai Kamaraj University, Re-accredited with "A+" Grade by NAAC,  
College with Potential for Excellence by UGC & Mentor Institution under UGC PARAMARSH)

SIVAKASI - 626123.

## **Annual Quality Assurance Report (2022-2023)**

**6.3 FACULTY EMPOWERMENT STRATEGIES**

**6.3.2 FINANCIAL SUPPORT FOR ATTENDING CONFERENCES/WORKSHOPS**

**POLICY DOCUMENT**



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**SIVAKASI – 626 123.**

**TAMILNADU**



**Guidelines for the Award of Management Incentives to  
Support Research Activities and Awards**

**February 2020**



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**THE STANDARD FIREWORKS RAJARATNAM COLLEGE FOR WOMEN (Autonomous)**  
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**SIVAKASI - 626 123**

**Guidelines for the Award of Management Incentives to Support  
Research Activities and Awards**

Research can be considered as the primary aim of higher education. Research not only contributes to a person's academic growth, it also helps the society move towards achieving the goal of sustainable development. Both the government and Non-Government organizations have been funding a lot towards research and scholars have started to gradually understand the importance of it. The draft of the new education policy 2019 manifests to create a new entity to catalyze and expand research and innovation across the country.

Anticipating its significance much earlier The Standard Fireworks Rajaratnam College for women has made impeccable contribution towards research. Ever since it was established in the year 1968 the college has worked towards quality research. The college management has always been generous in supporting the faculty members to take up various research related activities both inside and outside our campus. Research activities are being undertaken in the form of Major, Minor and Student Research Projects using the grants sanctioned from different funding agencies in our campus for a very long time. Our Management has also been kind enough in providing incentives to the staff members thereby motivating them to carry out research activities with abiding interest.

The guidelines for the award of Management Incentives for various types of research activities / awards are detailed below:

**I. Ph.D. INCENTIVE**

- Staff members who receive their Doctoral degree are felicitated on the College Day with a cash incentive of Rs.2000.
- Staff Members who successfully guide their PhD scholars may receive a cash incentive of Rs. 3000 once the degree is awarded and copy of the thesis is submitted to Research Centre/ College library.
- Co-guide for Ph.D scholar of our college may receive a cash incentive of Rs.1000 once the degree is awarded to the scholar.



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**II. INCENTIVE FOR RESEARCH PUBLICATIONS:**

Our Management is generous in providing cash incentive for research papers presented abroad and Research articles published in indexed/ UGC approved journals. The cash incentives are as follows,

**a) Papers presented Abroad**

1. Staff members who present papers abroad are eligible for a cash incentive of Rs. 10,000/-
2. An additional incentive of Rs. 1000/- will be given for the Best Paper Award.

**b) Paper presentations in India**

Staff members who present papers within India are eligible to get their registration fee reimbursed and for best paper award, an incentive of Rs 1000/- will be given.

**Note:**

For the above, attendance certificate must be produced along with other evidences.

**c) Paper Publications in journals with ISSN**

Category	Incentive (in Rs.)
1. Thomson- Reuters impact factor Journals	
i. >3.0	5000
ii. 2.0to 3.0	4000
iii. <2	3000
2. Journals indexed in Scopus/ Web of Science	4000
3. Journals indexed in Indian Citation Index	3000
4. Journals approved by UGC	1500
5. Other Journals at National/ State/College level	750

**Note:**

For publication of articles with faculty/scholars outside our college, incentive will be given proportionately.





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**d) Paper Publications in Proceedings:**

Category	Incentive (in Rs.)
Full length research papers published in proceedings of Seminars/ Conferences with ISBN	500

**Note:**

- Only one paper per semester will be considered for incentives in case of proceedings.
- For Joint publications of articles incentives must be shared among all authors.

**III. INCENTIVE FOR PUBLICATION OF BOOKS WITH ISBN:**

Category	Incentive (in Rs.)
Books of the faculty published by International publisher	3000
Books of the faculty published by National publisher	2000
Books of the faculty published by Regional or Local publisher	1000
Construction of chapters to edited books published by International/ National publisher	1000

**Note:**

- If a book is published by multiple authors the incentive must be shared among all authors.

**IV. FUNDED PROJECTS:**

Category	Incentive (in Rs.)
Major Research Project with Research Fellow	
i. For project amount of Above 10 lakhs	6000
ii. For project amount of below 10 lakhs	5000
Major Research Project without Research Fellow	4000
Minor Research Project	2000

**Note:**

- If the project is carried out jointly the incentive should be shared between the investigator and the co- investigator.
- Incentives may be given only after the submission of the project and final settlement.



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**V. INCENTIVES FOR GRANTS RECEIVED TO ORGANIZE SEMINAR/ CONFERENCE:**

The Departments which have received any financial assistance from any funding agency for organizing any workshop/ Conference/ Programme, it may be granted incentives as follows:

Amount Received	Incentive (in Rs)
Upto Rs. 1 Lakhs	1000
Rs. 1-2 Lakhs	2000
Rs. 3-5 Lakhs	3000
Rs. 5-10 Lakhs	5000
Above 10 Lakhs	6000

**Note:**

- Incentive amount may be shared among the faculty members in the department.
- If any individual had received any financial assistance from any funding agency for organizing seminars/ conferences, she may be given an incentive of Rs. 1000.

**VI. INCENTIVES FOR AWARDS/ HONORS RECEIVED FOR TEACHING RESEARCH/ EXTENSION:**

Category	Incentive (in Rs)
Awards given by Central Government	4000
Awards given by State Government	3000
Awards given by Central/ State Universities	2000
Awards given by Registered Private Organization	
• International	1000
• National / State/ Institutional level (Clubs etc)	500

**VII. INCENTIVES FOR PATENT RIGHTS RECEIVED**

- Faculty members who received patent right for new inventions are eligible for a cash incentive of Rs. 5000/patent.



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**VIII. NPTEL – ELITE GOLD**

Those who have completed NPTEL online Exam with Elite<sup>+</sup> Gold may get an incentive of Rs.1000 and Elite<sup>+</sup> Silver Rs.500/-.

**Conditions**

- The above formulated guidelines for the Management Incentives shall come into effect from August 2019.
- The Management reserves the right to make changes in the incentive amount for any category at any time.
- The Management also reserves the right to withdraw the incentives without prior intimation to the faculty.
- If any doubt or clarifications arises, the decision of the Principal and IQAC shall be final.

*V.S. Thyro*  
IQAC Advisor

  
Principal

**Dr. T. Palaneeswari**  
**PRINCIPAL**  
The Standard Fireworks  
Rajaratnam College  
for Women,  
SIVAKASI.

*A. Arun*  
Secretary  
**SECRETARY**  
The Standard Fireworks  
Rajaratnam College  
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SIVAKASI.