



### **7.1.2- BEST PRACTICE II for the AY 2022-23**

#### **1.Title of the Practice – Research Incentive Scheme**

#### **2. Objectives of the Practice:**

- To Enhance Knowledge of faculty.
- To Improve Job Related Skills.
- To meet the challenges posed by new developments in science and technology
- provide knowledge of various career options.
- Stimulating new ideas and innovative approaches in research
- Increasing the quantity and quality of research outputs
- Strengthening the overall research capacity of the organization or institution
- Helping researchers secure external grants and funding.

#### **3. The Context:**

- Designed to enhance research productivity and innovation within academic and research institutions.
- Often tied to government policies, institutional budgets, and private sector investments that prioritize research
- Aligns with broader institutional goals, such as improving global rankings, fostering collaboration, and addressing societal needs.
- May incorporate metrics to assess the quality and impact of research outputs, such as publications and patents.
- Reflects shifts in the research landscape towards more interdisciplinary and applied research efforts
- Focuses on attracting and retaining top researchers through recognition and rewards

#### **4.The Practice:**

- Defining who can participate, such as faculty, researchers, and students, and what types of research are eligible
- Establishing rewards that may include financial bonuses, grants, additional funding for projects, sabbaticals, or professional development opportunities.
- Implementing criteria to evaluate research output, such as the number of publications, citations, patents, or successful grant applications.

- Creating a transparent process for researchers to apply for incentives, which may include submitting proposals or progress reports.
- Forming committees or panels to review applications and assess the merit of research contributions.
- Providing researchers with constructive feedback to improve future proposals and enhance their research practices.
- Actively promoting the scheme within the institution to ensure researchers are aware of the opportunities available.

#### **5. Successful outcomes:**

- Higher volumes of publications, patents, and conference presentations, indicating enhanced productivity.
- Greater success in securing external grants and funding opportunities as a result of incentivized research efforts.
- Increased interdisciplinary and cross-institutional collaborations, leading to innovative projects and solutions.
- Research that translates into practical applications, addressing real-world challenges and benefiting communities.
- Improved rankings and visibility of the institution within the academic and research community.
- Enhanced professional development opportunities for researchers, leading to skill upgrades and career advancement.

#### **6. Problems Encountered and resources required:**

- Lack of knowledge on perquisite of programmer.
- Lack of time for practice session.
- Reliance on quantitative metrics may undermine of research, promoting quantity over substance.
- Each student has different goal to achieve.
- Incentives may encourage researchers to pursue projects that yield quick results, neglecting long-term, impactful research.
- Limited resources can constrain the scope and effectiveness of the incentive scheme.
- Researchers may not fully understand the scheme or how to navigate the application process.
- Established researchers may be resistant to new evaluation criteria or competitive environments.
- Perceived or actual unfairness in the distribution of incentives, leading to dissatisfaction among researchers

## 7.Resources required for – Skill development due to online training programmes

- . Equipment's and kits.
- . Internet and computers.
- . Access to Devices
- . Reliable Internet Connectivity
- . Learning Management System
- . Content Development
- . Subject Matter Experts
- . Clear Communication Channels

### List of faculty benefited from Research Incentive Scheme

S.No.	Name of the Faculty	Title	Amount (in Rs.)
<b>Research Paper Publication</b>			
1	Dr. Sundeep Kumar K	SCI Papers (No.-3) (Per paper Rs.7000/-)	21000/-
2	Dr.U.Penchalaiah	SCI Paper	4000/-
3	Dr. P. M. Kishore	Scopus Papers (No.-3) (Per paper Rs.2000/-)	6000/-
<b>Book Publication</b>			
4	Dr.K.Sundeep Kumar (C.S.E)	Artificial Intelligence: Principles and Applications	10000/-
	Dr.P. Nagendra Kumar (C.S.E-AIML)		
	Smt. V. Gayatri (C.S.E)		
	Mr. P. Uma Sai Krishna (C.E.)		
<b>Book Chapter Publication</b>			
5	Dr.K.Sundeep Kumar (C.S.E)	The conceptual analysis on the challenges and opportunities of AI in Human Resource Management for multinational companies	4000/-
<b>NPTEL Certification</b>			
6	Mr. K. Sumanth (C.E.)	Fluid Mechanics	1000/-
7	Mr. D. Pavan Kumar (C.E.)	Admixtures and Special Concretes	1000/-
8	Smt. G. Nilima (M.E.)	Fundamentals of Additive Manufacturing Technologies	1000/-
9	Smt. V. Gayatri (C.S.E)	Cyber Security and Privacy	1000/-
10	Smt. V. Gayatri (C.S.E)	The Joy of computing using Python	1000/-
11	Smt. R. Deepthi (C.S.E)	Python for Data Science	1000/-
<b>Total</b>			<b>51000/-</b>