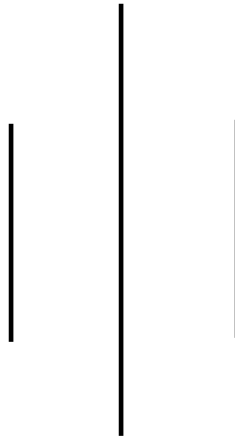


**RESEARCH MANAGEMENTCELL (RMC)**  
**SCHOOL OF BUSINESS, POKHARA UNIVERSITY**



Mid-term Progress Report Submitted by:

**School of Business**

Faculty of Management Studies, Pokhara University

Submitted to:

**Research Division**

University Grants Commission (UGC)

Nepal

Pokhara

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## Table of Contents

<b>S. N.</b>	<b>Section Title</b>	<b>Page No.</b>
1.	Background	1
2.	Functions of RMC	2
3.	RMC Progress Status	3
	3.1 Establishment	3
	3.2 Infrastructure and Resources	3
	3.3 Key Activities Performed	3
	3.3.1 Research Projects	4
	3.3.2 Capacity Building Programs	4
	3.3.3 Student Research Convention	5
	3.3.4 Publications	5
	3.3.5 Other Activities	6
4.	RMC Expenditure Details	6
5.	Five-year Strategic Plan	7
6.	Conclusions	9

### *Annexes*

## **1. Background**

The Research Management Cell (RMC) of School of Business, Faculty of Management Studies, Pokhara University supports the research programs and facilitates the research efforts of the school's faculty and students. The school recognizes that exploration and validation of novel ideas in research, innovation and other intellectual activities, new frontiers of knowledge are discovered. Thus, the school established the Research Management Cell with support of UGC, Nepal in 2nd Ashar, 2074 to serve as a vehicle to spearhead its research mandate.

The Faculty of Management (FMS), Pokhara University was founded in 1997 and has a proud history and heritage as the pioneering institution for management education in this region. FMS is committed to high quality teaching and research, promoting an intellectually stimulating multidisciplinary environment for its students. The SOB offers MBA (trimester system), BBA and BBA-BI programs and adopts student-centric teaching pedagogy. It is committed for continuous improvement of all academic processes, strives to provide environment conducive to the pursuit of business knowledge, adhering to the ethical standards and professional integrity of the business fraternity to enhance the satisfaction level of all our stakeholders. It has become a preferred destination of the students due to quality education, matching infrastructure, robust teaching-learning practices as well as holistic growth and good employability of the students.

The key mandate of universities world over is mainly teaching and research. In many countries including Nepal, the latter mandate has been relegated to the back seat. High quality university education involving training and research not only provides the human capital for socio-economic development but also transforms individuals and societies. In this regard, the RMC is striving to increase the quantity, quality and relevance of research output with a view to creating innovations and inventions that will enable the country to effectively transform into a knowledge-based economy. Based on the philosophy of SOB to provide the holistic and modern management education in all aspects of teaching, learning, evaluation, research and extension services it desires to place itself as a premier business institution. Walking on the path of vision and mission, the school is committed to promote research and development

by involving research activities. The school has separate committee for research to nurture research culture among faculty members and students through team efforts. The RMC of the school promotes research practices, supports research projects and coordinates research activities of the school.

## **2. Functions of RMC**

The RMC of the School carries out its operations as per the RMC guidelines. The RMC comprises of three senior faculties appointed by the Dean. The key roles and responsibilities of the RMC are:

- To promote culture of research among the faculties and research.
- To organize trainings, workshops and seminars aimed at developing research skills of the faculties and students.
- To provide infrastructure, resources and support for research projects.
- To publish the journal of the school regularly following stringent peer review process.
- To collaborate with other organizations in promotion of research.
- To coordinate all the research activities of the school.

## **3. RMC Progress Status**

The RMC has been established in School of Business, Pokhara University with support of the UGC Nepal. The progress status of the cell is:

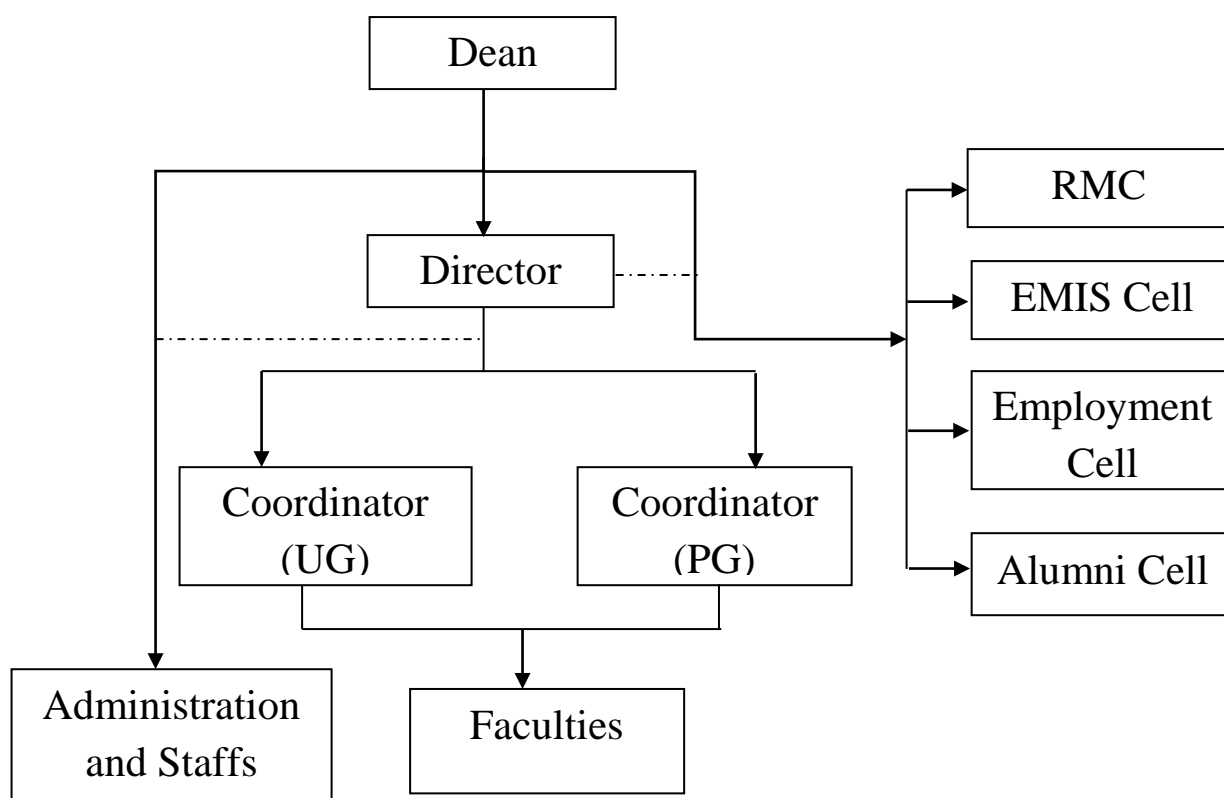
**3.1 Establishment:** The School of Business received support from the UGC Nepal for establishment of the RMC in the school. The RMC guideline has been formulated and as per the guideline a committee of three senior faculties of the school has been formed for establishment and operations of the RMC.

Establishment Date: 02/03/2074

Current RMC Members:

1. Dr. Surya Bahadur G. C., Coordinator
2. Dr. Umesh S. Yadav, Member

3. Mr. Santosh K. Gurung, Member



**Figure 1: RMC in Organizational Structure of School of Business**

The RMC has been included as a part of the organizational structure of the school.

**3.2 Infrastructure and Resources:** The RMC is located at the School of Business complex, Lekhnath, Pokhara. The cell has its own office, library and research facility. The library of the RMC has initially started with 171 books related to research. The RMC offers technical support like providing photocopying, printing, binding, computer and internet facilities to the faculties. It provides access to computers with statistical and econometric packages installed to support the researchers in their data analysis. The RMC has a seminar hall with multimedia support to organize seminars, trainings and workshops.

**3.3 Key Activities Performed:** The RMC of the school has carried out the following activities since its establishment.

### 3.3.1 Research Projects

The RMC supports the research activities of the faculties of the school through faculty research grants. The grant is offered to the faculties of the school annually. Eight faculty research projects are currently in progress, the grant per project is Rs. 80,000 and the project duration is 1 year. The following projects have been selected for this fiscal year and are in progress:

**Table 1: Faculty Research Grant 2018 Awardees**

SN	Name	Abridged Topic	Grant Amount*
1	Mr. Bharat Raj Wagle	Identification of bottleneck problem in hospitals	Rs. 80,000
2	Mr. Bishwo Raj Parajuli	A content analysis of language and communication courses	Rs. 80,000
3	Mr. Deepak Neupane	Influence of parental socio-economic status on students' academic performance	Rs. 80,000
4	Mr. Deepesh Ranabhat	Awareness and usage of internet banking facilities	Rs. 80,000
5	Ms. Kripa Kunwar	The influence of behavioural factors on investment decision	Rs. 80,000
6	Mr. Pradeep Sapkota	Factors affecting job satisfaction : A comparative study of university teachers	Rs. 80,000
7	Mr. Ramkrishna Chapagain	Factors affecting investment decision of employees	Rs. 80,000
8	Mr. Subarna B. JBR	The demand for logistics and supply chain management jobs	Rs. 80,000

*\* The faculty research grants/funding has been provided by the School of Business*

### 3.3.2 Capacity Building Programmes

Research methodology workshops are organized to train the faculty and student researchers to pick up the right kind of research problem and equipping them with necessary skills of conducting quality research. Another important objective is to

inculcate an intensive research culture in institutions of higher learning and strengthen the foundation of research. The RMC by organization various capacity building programs intends to provide an opportunity to the research scholars, young faculty members engaged in research and allied activities to upgrade their knowledge on research methodology and enrich their skills. The capacity building program conducted by the RMC in year 2018 as are follows:

**Table 2: Workshops Organized by RMC in 2018**

SN	Workshop Title	Date
1	Contemporary approaches of mixed method research in business and management	30 <sup>th</sup> Nov- 1 <sup>st</sup> Dec, 2018
2	Pedagogy, evaluation tools and scoring techniques in higher education	13 – 15 <sup>th</sup> Sep, 2018
3	Business research methodology	26 <sup>th</sup> August, 2018

The RMC plans to organize trainings, seminars, workshops related to capacity building of its faculties and students on regular basis.

### **3.3.3 Student Research Convention**

The RMC regularly organizes workshop for students to enhance their research skills. The workshop and trainings are aimed to provide them sound understanding of the research process, methodology, data analysis techniques, and report writing skills so that they can undertaken their research projects successfully and submit a quality research report.

### **3.3.4 Publications**

The RMC publishes the official journal of the School of Business titled The Journal of Business and Management (JBM). Five issues of the journal have been published. The volume V of the journal is under publication. Currently, RMC has announced the call for papers for new issue of The Journal of Business and Management (JBM), Vol-VI, Issue-I, 2018. JBM is a peer-reviewed journal and aims to publish papers of high quality, originality and relevance so that it appeals to leading researchers as well as to professional managers. The journal commits to publish papers that advance our knowledge of management through empirical work and envisages publishing papers

that are innovative. Additionally, RMC has also published the tracing study report of its graduates who have passed in academic year 2017.

### 3.3.5 Other Activities

The RMC plans to conduct tracing study of its graduates on regular basis. It has planned to establish national and international collaboration with other academic and research organizations to promote research activities. If future, RMC plans to offer research and consultancy facilities to the business management sector of the country.

## 4. RMC Expenditure Details

The RMC aims to provide resources and infrastructure to support research work of its faculties and students. Hence, the expenditure of the RMC is targeted in acquisition of resources and capacity building. The RMC has received first installment of the grant amount from UGC. The RMC has purchased 171 books related to research methodology, research design, data analysis, and literature review. In order to provide facilities for researchers, it has purchased high capacity photocopier machine. A multimedia system has been purchased for use in research seminars and workshops.

**Table 3: Expenditure of RMC**

SN	Particulars	Qty	Amount
<b>First Phase</b>			
1	Research Methods and Data Analysis Books	68	61,945
2	Photocopier and Multimedia System	1	167,800
3	Literature Review Books	103	92,109
4	Mixed Methods Research Workshop	1	97,202
<b>Sub-Total</b>			<b>419,056</b>
<b>Second Phase</b>			
5	Journal Subscription (Print)	8	246,633
6	ProQuest e-Journals (ABI Inform Complete) Subscription	1	415,000
<b>Sub-Total</b>			<b>661,633</b>
<b>Grand Total</b>			<b>1,080,689</b>



The RMC is in process for subscribing 8 internationally reputed journals. The journals will be subscribed in hard copy. Additionally, subscription of ProQuest e-Journals is also under process. The subscriptions will provide access to the researchers on various premium journals which will significantly support their research activities.

## 5. Five Year Strategic Plan

The RMC has formulated five-year strategic plan to meet its vision of establishing School of Business as a center of excellence for management research. Its goal is to promote and co-ordinate research activities of the School of Business which includes faculty and student research, journal publication, undertake research projects, provide faculty research grants, offer research infrastructure to facilitate research activities, collaboration with industry and other research institutions, business consulting, and facilitate business decision and policy formulation through research output. The RMC envisages developing SOB as center for business research, entrepreneurship and innovation, and consulting. To achieve its goal, the proposed RMC has the following five year strategic plan:

**Table 4: Five-year Strategic Plan of RMC**

<b>Year</b>	<b>Research Infrastructure</b>	<b>Activity</b>	<b>Output</b>
2018	<ul style="list-style-type: none"> <li>▪ Establishment of RMC</li> <li>▪ Preparation of RMC guidelines and procedures</li> <li>▪ Make RMC fully-equipped (well-furnished, ICT enabled, and library with print and e-resources related to</li> </ul>	<ul style="list-style-type: none"> <li>▪ Promotion of research among faculties</li> <li>▪ Workshop on research proposal writing</li> <li>▪ Research methodology workshop</li> <li>▪ Journal publication: Journal of Business</li> </ul>	<ul style="list-style-type: none"> <li>▪ Increased awareness among faculties for research activities</li> <li>▪ Enhanced research proposal writing skills of faculties</li> <li>▪ Faculties will be able to carry out research independently</li> </ul>

	research)	and management (JBM)	
2019	<ul style="list-style-type: none"> <li>▪ Subscription to online research databases</li> <li>▪ Video-conferencing software</li> <li>▪ Obtain licensed data analysis software</li> <li>▪ Upgrade ICT infrastructure</li> </ul>	<ul style="list-style-type: none"> <li>▪ Adopt rigorous peer review process for journal publication</li> <li>▪ Data analysis workshop</li> <li>▪ Workshop on publication in high impact factor journals</li> <li>▪ Start faculty research grants</li> </ul>	<ul style="list-style-type: none"> <li>▪ Enhanced quality articles published in the JBM.</li> <li>▪ Upgrade quality of faculty and graduate research</li> <li>▪ Establish RMC as a resource center for research</li> </ul>
2020	<ul style="list-style-type: none"> <li>▪ Increase number of subscription of online research databases</li> <li>▪ Obtain access to online thesis repository</li> </ul>	<ul style="list-style-type: none"> <li>▪ Start online version of the journal</li> <li>▪ Indexing and abstracting</li> <li>▪ Start digitalization of graduate research projects</li> <li>▪ Publish JBM semi-annually</li> </ul>	<ul style="list-style-type: none"> <li>▪ Wider dissemination of faculty research</li> <li>▪ Systematize recording of graduate research projects</li> </ul>
2021	<ul style="list-style-type: none"> <li>▪ Establishment of innovation and business incubation center</li> <li>▪ Collaboration with industry and other national and regional research centers</li> </ul>	<ul style="list-style-type: none"> <li>▪ Develop skill in faculties for research based consulting</li> <li>▪ Undertake industry-academia dialog</li> <li>▪ Advanced workshop on business research</li> </ul>	<ul style="list-style-type: none"> <li>▪ Promote research based innovative business practices and entrepreneurship</li> <li>▪ Using applied research to solve business problems</li> </ul>

		methods	
		▪	
2022	<ul style="list-style-type: none"> <li>▪ Center for Management Research and Consulting</li> <li>▪ Collaboration with global research centers</li> </ul>	<ul style="list-style-type: none"> <li>▪ Play bridging role between industry and faculty for business consulting</li> <li>▪ Establish case repository</li> <li>▪ Facilitate faculties for writing business cases</li> </ul>	<ul style="list-style-type: none"> <li>▪ Establish linkage between industry and academia.</li> <li>▪ Promote cases written in Nepalese context</li> <li>▪ Develop linkages with international research agencies</li> </ul>

As per the above five year strategic plan , research will always be at the core of the institution and will provide a major interface with the wider academic and business world. It will provide new theoretical frameworks that will enable reassessment and refinement of current practices and thinking. Groundbreaking interdisciplinary research by the faculty feeds directly into an enhanced learning environment at the Institute and indirectly to a wider audience of practicing managers and teachers of management. Its focus will be on applied research and reflections that are relevant to practicing managers and meet standards of academic rigor. It will have a special emphasis on management issues that are relevant to emerging economies.

Consulting will be viewed as a dynamic learning process for the faculty. RMC plans to provide an opportunity for them to share insights with practitioners which will contribute to experimentation and new learning by developing itself as a business consulting center to cater the need of business society of the country. The RMC will establish itself as centre for Innovation, Incubation and Entrepreneurship which will co-ordinate and collaborate with the concerned government organizations and private sector to promote innovation and entrepreneurship in Nepal.

## **6. Conclusions**

The mid-term progress report of the RMC of School of Business, Pokhara University reveals that the progress of the RMC is satisfactory. It has formulated RMC guidelines and research committee comprising of the faculties to operate the cell. The cell has focused on making the RMC resourceful in terms of infrastructure and research resources. The RMC has also carried out various activities to capacity building of its faculties and students in various research areas. The RMC has employed a planned approach and formulated five-year strategic plan to further enhance research activities at the school. RMC highly acknowledges the support of UGC Nepal and expects further cooperation from UGC in future.

## Annexes



*Mixed methods research workshop banner*



*Participants of the Mixed Methods Research Workshop*





*Three-day workshop on pedagogy evaluation tools and scoring techniques*



*Student workshop*