



TIMES INSTITUTE
— M U L T A N , P A K I S T A N —

RESEARCH INCENTIVE POLICY

W.E.F 1st November, 2023

   timesinstitute

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1. INTRODUCTION

At TIMES Institute, Multan, scientific research is considered as one of the most vital and expected task for faculty and researchers. The Research Incentive Policy intends to recognize and reward distinguished researchers at TIMES Institute, Multan to motivate employees for uplifting academic and research excellence at the Institute. The policy also aims to improve TIMES Institute, Multan's research output and quality, besides its research culture and academic ranking.

Rationale:

- Encourage publications in prominent international indexed journals.
- Contribute actively toward achieving internationally recognized research excellence.
- Encourage collaboration with researchers internationally.
- Encourage a wide range of scholarly result.

Scope:

This policy applies to all full-time Research Associates, Faculty Members and Non-Faculty Researchers, effective from November 2023.

2. POLICY

Guidelines and General Eligibility Requirements:

This policy is implemented to research articles which are published in recognized indexed journals by authors affiliated with TIMES Institute, Multan.

- For all forms of research articles, researchers must be affiliated with the TIMES Institute, Multan.
- Name / affiliation of TIMES Institute, Multan in the publication shall be a pre-requisite for availing this incentive.
- Researchers who have accounts / profiles on Google Scholar, ORCID, Publons, and Research Gate will be eligible to apply for rewards under any of the policy's categories.
- Conference papers shall not come under the umbrella of this policy.
- Research work published in a journal that is not a full-length research paper i.e. Letter to Editor, Abstracts, Notes, Short Communication / Study, Correspondence, Discussion & Comments, Contribution, Erratum and Corrigendum, etc. will not be considered for the cash incentive.
- Publishing Fee / Article Processing charges will not be funded by the Institute.
- This incentive will be given upon the online / print publication of the article.
- For single-author publication, a complete honorarium will be given to the author; however multiple authors will be treated as per details given in Table 2.
- In case of multiple authors, the honorarium will be divided only among the authors affiliated with TIMES Institute, Multan.
- Verification of the publication from the Head of Department shall be mandatory for this incentive.
- The claimants will submit their application with supporting documents to Director Quality Enhancement Cell (QEC) through respective HoD. If the claimant is HoD, he / she will submit his / her application directly to Director QEC.
- If a claimed publication is retracted or found plagiarised the incentive will be reimbursed to the Institute by the claimant.



Type 1- Publication Categories and Amount Of Cash Incentives:

Categories of honorarium shall be as per HEC new journal recognition criteria (HJRS), without any differentiation of sciences/social sciences/humanities etc. The distribution shall be as follows:

Table 1	Research Incentives		
Categories	HJRS	National (Publishing Origin)	International (Publishing Origin)
Category-1	Equal to W Category Medallion: Platinum / Gold	60,000	80,000
	Equal to W Category Medallion: Bronze / Silver	50,000	60,000
	Equal to W Category Medallion: Honorable Mention	40,000	50,000
Category-2	Equal to X Category Scopus: Yes WOS: Yes	30,000	35,000
	Equal to X Category (Scopus Indexed)	25,000	30,000
Category-3	Equal to Y Category Scopus: Yes WOS: Yes	20,000	25,000

NOTE:

1. W, X, Y Categories will be Considered as defined by HEC (<https://hjrs.hec.gov.pk>)
2. Employee can claim upto three Publications in a year (Jan. to Dec.) in any above mentioned category.



Table 2 *Honorarium Distribution among Authors*

No. of Authors		TIMES Authors	Honorarium Amount
Single Author		Single Author from the TIMES Institute, Multan	The author will receive full honorarium
MULTIPLE AUTHORS	2 Authors	Both Authors from the TIMES Institute, Multan	Each author will receive half of the honorarium
		1 st author from TIMES Institute, Multan	The author will receive a full honorarium
		2 nd Author from TIMES Institute, Multan	The author will receive 80% of the full honorarium
	3 Authors	All Authors form the TIMES Institute, Multan	Each author will receive 1/3 rd of the honorarium
		1 st Author from TIMES Institute, Multan	The author will receive full honorarium
		2 nd Author from TIMES Institute, Multan	The author will receive 80% of the full honorarium
		3 rd Author from TIMES Institute, Multan	The author will receive 60% of the full honorarium
		1 st & 2 nd Author from TIMES Institute, Multan	1 st author will receive 60% & 2 nd Author will receive 40% of the full honorarium
		1 st & 3 rd Author from TIMES Institute, Multan	1 st author will receive 70% & 3 rd Author will receive 30% of the full honorarium
		2 nd & 3 rd Author from TIMES Institute, Multan	Each author will receive 50% of the 80% honorarium

Note: If the name of the author is at 4th place or onward, then the claimant is not entitled to a research publication award / honorarium.

Type 2-- Incentive on Citations:

Citations play important role in the author's H index and Institute ranking. Special incentives will be given on the number of citations. Citations data of the claiming year is taken from Google Scholar once on December 30th. At least 30 citations in one calendar year and a Google Scholar account is required to qualify.

Table 3 *Incentives for Citations*

Citations	Incentive
30-50	5,000
51-99	10,000
100-200	15,000
200-300	20,000
300 and above	30,000