



EXAMINING RESEARCH INSTITUTE ITS FUNCTION AND ROLE IN GOVERNMENT

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ABSTRACT

There are some fundamental research institutes carrying out various types of research in the country. Very few of them are in the private sector. Some of them are in Public sector while majority of them are of the government. Typically, two types of research institutes one can find; one in the applied research and the other in fundamental or basic/pure research. In fundamental institutes also you find few institutes do theoretical research and on the other hand few institutes have state of art research facilities to practically carry out research.

Keywords: - Career, Employee, Institute, Research, Human Resource

I. INTRODUCTION

The topic selected for research is more focused to the Career Development and Retention of Research Employees carrying out their research in the selected Research Institutes. Research in various fields is well thought and ongoing process across the globe. Every country wants to design and develop a research programme by involving expert people to contribute in the national or international development with their novel ideas and innovations. At the same time these Research Institute attract young students in the field of research and development. The topic selected for research study typically brings out few factors influencing the career development of such researchers working in selected research institutes and also the programme designed by these institutes for retention of such talent within their institutes.

II. RESEARCH INSTITUTES

Research Institutes is an organization meant for doing research activities. It may be involved in either basic or pure research or may be in the applied research. One can find research institutes in social sciences or management. As mentioned in the Wikipedia "Science is a body of empirical, theoretical, and practical knowledge about the natural world, produced by scientists who emphasize the observation, explanation, and prediction of real world phenomena." As



defined in the Wikipedia, the free encyclopedia, Research Institute is an establishment endowed for doing research. Research Institutes may specialize in basic or fundamental research or may be oriented to applied research.

In the early period there are evidences of having few astronomical and mathematical observatories in countries like India, Greece, Baghdad, China, etc. Research Institutes in modern Europe were also there but there was enough progress seen continuously.

In 17th century as a part of scientific revolution, Research Institutes in St. Petersburg was the first institute established to conduct scientific research with the structure of university. 19th and 20th centuries many institutes like Rockefeller Institute, Carnegie Institute of Washington and the Institute for Advanced Study were established.

III. FUNCTIONING OF RESEARCH INSTITUTES

In India, science and technology policy and research have largely been the domains of government since 1947 and are largely patterned after the structure left behind by the British. Within the central government, there are a top-down apparatus and a plethora of ministries, departments, lower-level agencies, and institutions involved in the science and technology infrastructure. The Government through its various departments established various research institutes in India. There are few basic criteria for establishing any research institutes that government has followed. Figures 1.1 and 1.2 show an example of organizational charts of one of the institutes from national and international levels.

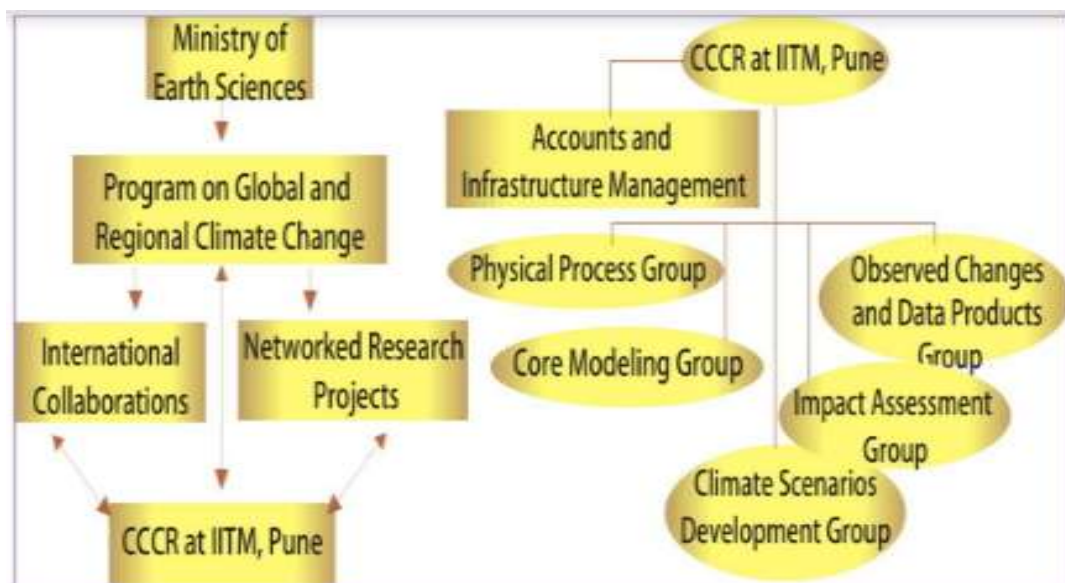


Figure 1. Organization chart of one of the Indian research institutes

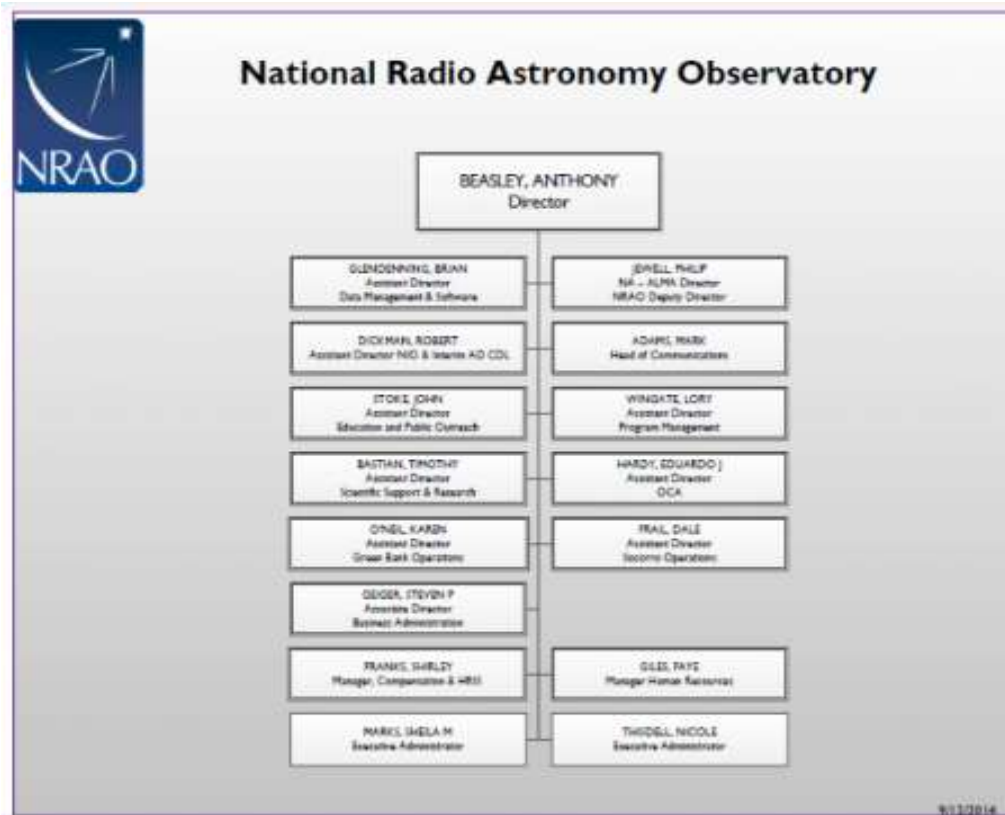


Figure 2. Organization Chart of one international Research Institute (NRAO)

Autonomy is necessary

There are mainly two types of research institutes i.e. Fundamental or Basic and Applied. The fundamental research institutes are generally established by the Government under the respective department. The main aim for setting up of research institutes is to achieve scientific development and growth which in turn results in the national development.

Human Resource Practices in Research Institutes

Earlier and even now in most of the research institutes in India, the functions human resource departments were/are carried out by Administration or Establishment departments. The Research Institutes have now started giving importance to human resource functions. Research Institutes follows healthy research practices within the framework of their autonomy, following are some of the functions carried out by the Human Resource Department/Establishment.



Recruitment & Selection

Recruitment policies for research employees are deferent than that of general employees. For general employees (other than research employees) they have to follow certain government norms for reservations.

However, research institutes have autonomy in designing recruitment and selection norms for research employees so that they get best people to carry out their research activities.

Training & Development Programme

Induction Training programme, periodic lectures from the experts, various seminars, opportunity for everyone to get valuable guidance, up to date advanced data for reading and accessing purpose, books and periodicals, etc. are available for all research employees under the training and development programme. Various types of conferences, seminars and workshops are organized through which research employees get an opportunity to exchange their ideas and gain knowledge.

Motivational programme

Research Institutes due to their autonomy have introduced certain monetary and non-monetary benefits to its employees. Monetary includes other than salary benefits include Leave Travel Concession, Book Allowance, Performance Related Incentive Scheme (PRIS), Knowledge Update Allowance, etc. Non-monetary benefits include deputing research employees to conferences and seminars those are held in India or outside India by paying all expenses, recognizing his research work for awards, making him authority in certain academic programme, longer vacations, flexible working hours, exposure to research facilities, advanced laboratory equipment's, Laptops and Computers, etc.

Welfare Facilities

In addition, research employees are provided Housing facility. Majority of research institutes build or hire housing accommodation for their research employees. It is essential so that they can devote more and more time on research activities. Along with housing facility, medical facility is also provided to all research employee and their close dependents.

Career Development

Once the research employee join the organization, based on performance during the certain period (number of years), he or she is promoted to the next level. He or she rises in the hierarchy in the same organization. Sometimes they hold key positions within the organization. There are



various programme designed and implemented by the research institutes. The same have been discussed and described in the Chapter 5 under data analysis.

IV. ROLE OF GOVERNMENT IN RESEARCH INSTITUTES

Government-administered science and technology emanate from the Office of the Prime Minister, to which a chief science adviser and the Science Advisory Council, when they are appointed, have direct input. The prime minister de jure controls the science and technology sector through the National Council on Science and Technology responsible for ocean development, atomic energy, electronics, and space. Other ministries and departments also have significant science and technology components and answer to the prime minister through their respective ministers. Among them are agriculture, chemicals and fertilizers, civil aviation and tourism, coal, defense, environment, food, civil supplies, forests and wildlife, health and family welfare, home affairs, human resource development, nonconventional energy sources, petrochemicals, and petroleum and natural gas, as well as other governmental entities. The National Council on Science and Technology is at the apex of the science and technology infrastructure and is chaired by the prime minister. The integration of science and technology planning with national socioeconomic planning is carried out by the Planning Commission (see Development Planning, this ch.).

V. CONCLUSION

The study revealed that research employees are more concerned about their research work than monetary benefits. They have passion to carry out research for the country. Research Employees need state of art research facilities and its exposure, campus housing facility, medical facility, so that they concentrate on their research work which is essential for their career development and retention. Government need to provide adequate funding to research institute and also avoid too much micro management by involving bureaucratic procedures as most of the bureaucrats do not understand the functioning of research institutes.

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