



NVT-ISME RESEARCH GRANT

Research-Led Pathways to Organizational Excellence

The ISME-NVT Research Grant supports rigorous, practice-oriented research aimed at advancing organizational excellence. It reflects ISME's commitment to generating impactful knowledge that enhances leadership effectiveness, strengthens institutional performance, and promotes sustainable organizational practices.



ISME Department of Research

**INTERNATIONAL SCHOOL OF
MANAGEMENT EXCELLENCE**

www.isme.in

NVT–ISME Research Grant Call

Advancing Organizational Excellence through
Domain Knowledge, People and Technology Integration

Grant Value: ₹1,00,000 per project

Total Grants Available: 3 (Three)

1. Background and Rationale

The ISME–NVT Research Grant is instituted to promote rigorous, practice-oriented research that advances the understanding and implementation of organizational excellence. Through this initiative, ISME aims to strengthen its commitment to creating knowledge that enhances leadership effectiveness, institutional performance, and sustainable organizational practices

In today's rapidly evolving business landscape, achieving Organizational Excellence is a critical imperative. Organizations are increasingly expected to integrate deep domain expertise, human insights, and technology-enabled management practices to deliver sustainable value. Organizational Excellence encompasses operational efficiency, stakeholder satisfaction, innovation, ethical accountability, and continuous improvement.

In today's rapidly evolving business landscape, achieving Organizational Excellence is a critical imperative. Organizations are increasingly expected to integrate deep domain expertise, human insights, and technology-enabled management practices to deliver sustainable value. At ISME, we view Organizational Excellence not merely as operational efficiency, but as the holistic capability to create lasting impact—through stakeholder satisfaction, innovation, ethical accountability, and continuous improvement.

The NVT Group, in collaboration with ISME, announces the NVT–ISME Research Grant to support applied, interdisciplinary research aimed at generating actionable insights and advancing Organizational Excellence across sectors.

2. Purpose of the NVT–ISME Research Grant

The grant encourages research that:

Integrates domain expertise with human insights and/or technology applications

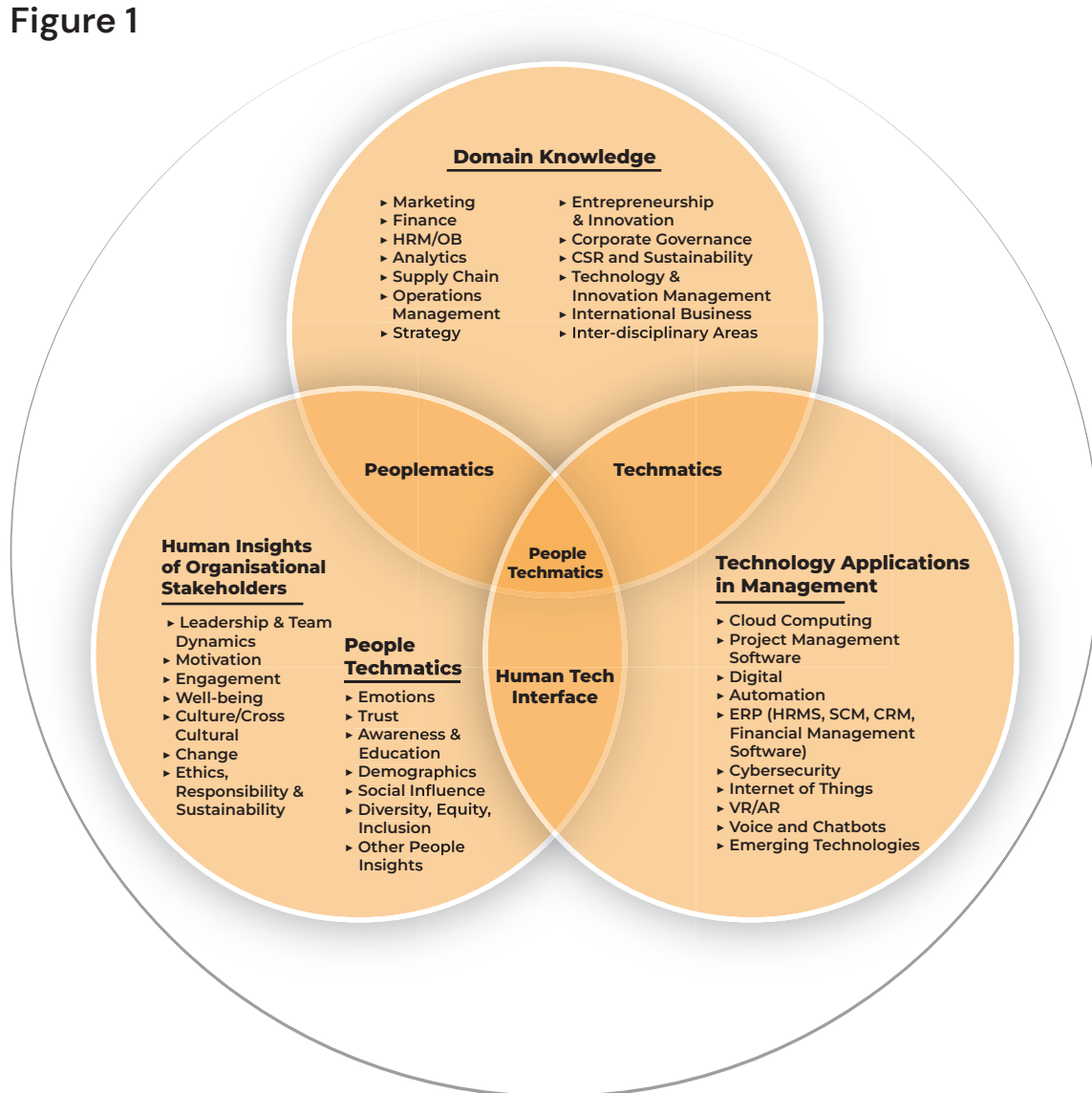
Addresses practical organizational challenges

Bridges theory and practice

Contributes to academic knowledge and managerial best practices
The initiative supports actionable insights for decision-making, process optimization, innovation, and sustainable growth.

ISME Research Framework on ORGANISATIONAL EXCELLENCE

Figure 1



3. Research Scope: Conceptual Foundation: Organizational Excellence

Organizational Excellence is based on the organization's capability to:

- Leverage deep expertise (domain knowledge)
- Understand and align stakeholder needs and behaviours (human insights)
- Integrate and apply technology effectively in management practices

Key constructs of the organizational excellence framework are as follows:

- **Peplematics:** Systematic study of people in management contexts and their impact on organizational excellence.
- **Techmatics:** Systematic study of technology in management contexts and its impact on organizational excellence.
- **Human–Tech Interface:** Analysis of interactions between humans and technology and their influence on organizational excellence.
- **People Techmatics:** Integrated study of people and technology in management contexts to achieve organizational excellence.

The principal investigator is requested to note that the dependent (outcome) variable should be organizational excellence, while the independent variables should be domain, people, and technology, as indicated in Figure 1. Details of domains of ISME's Organizational Excellence and how it can be measured is provided in the *annexure -01*

4. Eligibility

An individual faculty member or a team of up to four investigators may undertake the proposed research project. In the case of a team submission, one applicant must be designated as the Principal Investigator.

- Applicants must be faculty members affiliated with a recognized university or higher education institute.
- All applicants/investigators must be citizens of India.
- Applicants should have a consistently strong academic record.
- Applicants should demonstrate a clear interest in learning and contributing to the field of management.

The proposed research must be in the area of management or related disciplines and should be aligned with ISME's Organizational Excellence research framework.

Complete research proposals must be submitted on or before the deadline specified in the official announcement.

5. Selection and Mode of Application

One proposal per Principal Investigator (PI) per call; only one active project per PI.

Two-phase evaluation:

Phase 1: Proposal report (Approximately 1000 words as per template) and CV review

Phase 2: Full proposal reviewed by domain experts; shortlisted candidates will be called for an online presentation of their research proposals (as per template) before an expert panel committee.

Rejected proposals cannot be resubmitted without substantial revision.

6. Funding Disbursement and Financial Conditions

Maximum grant: ₹1,00,000 per project

Upon approval and submission of documents (Presentation of Proposal aligned with organizational excellence framework- Organizational Excellence to reflect as a dependent variable, a grant of ₹1,00,000 per project will be disbursed to the researcher's institution, subject to its prior consent, in three installments, in accordance with the conditions outlined below. In case of multiple investigators, the grant will be awarded to the principal investigator and will be monitored by the institute wherein the principal investigator works.

1) First installment of Rs 25,000 will be released after the completion of Literature Review and presenting the same to expert panel members for review.

2) Second installment of Rs 25,000 will be released after data collection and analysis. The amount will be released after the presentation of the data analysis findings to the panel members and submission of receipt for data collection. Amount of Rs 25,000 will be disbursed in the second instalment irrespective of the expenditure amount.

3) Third instalment of Rs 50,000 will be released upon successful paper completion and submission of Research Paper- Final paper will be published in ISME Xplore journal

The researcher's institution must duly certify all statements of expenditure. Grant ceiling fixed: No additional monetary support for overruns Funds must be strictly used for the project.

NVT-ISME reserves the right to review, modify, suspend, or terminate funding for non-performance or misuse

7. Nature and Duration of Support

Support for individual researchers or teams in recognized academic institutions, or R&D institutions.

Funding: Up to 1 year, extendable by 1 year based on performance.
Covers expenses towards data collection.

Suggested Milestones for the Research Work (One-Year Plan)

Phase 1: Presentation if Proposal is accepted, Problem Formulation, Objectives, and Literature Review (Months 1–4, Disbursement of Rs 25,000)

- Conduct an extensive and systematic review of relevant literature.
- Finalize the research problem, objectives, and hypotheses (where applicable).
- Develop the research design and methodology.
- Identify data sources (primary, secondary, qualitative) and design research instruments.
- Specify proposed analytical techniques, statistical tools, and software packages.
- Prepare a detailed work plan and phase-wise budget.

A presentation to the expert committee will be required after the completion of each phase, following the prescribed template.

Phase 2: Data Collection and analysis (Months 4–8, Disbursement of Rs 25,000)

- Implement the data collection process in line with the approved methodology.
- Establish institutional or field-level contacts where required.
- Compile, organize, code, and tabulate the collected data.
- Submit a mid-term progress report along with a statement of expenditure and the proposed budget for the next phase.

A presentation to the expert committee will be required after the completion of each phase, following the prescribed template.

Phase 3: Findings and Research Report (Months 8–12, Disbursement of Rs 50,000)

- Perform comprehensive data analysis using appropriate quantitative and/or qualitative techniques.
- Interpret results and develop key findings and implications.
- Prepare and submit a draft research report for review and feedback.
Finalize and submit the completed research study.
Prepare a publishable research paper derived from the study findings.
Submit the final statement of expenditures.

A presentation to the expert committee will be required after the completion of each phase, following the prescribed template.

8. Plagiarism Policy

Original ideation and content is mandatory. Similarity checks will be conducted – Similarity index to be less than 15 percent. Use of AI for writing the project is not permitted. Plagiarized proposals were rejected. Proper citations and quotations required

9. Required Documents (PDF Format)

The following documents have to be submitted at the time of application

1. Biodata of Principal Investigator (PI) and other co authors
2. Certificates from PI (Educational Qualifications)
3. Endorsement Letter/Forwarding letter from Head of Institution
4. Plagiarism Undertaking (Declaration of Research Integrity) as per format
5. Proposal as per format (Formats as mentioned in point 5)

10. Outcomes and Impact

- Actionable insights for enhancing Organizational Excellence
- Tools, frameworks, and best practices for managers
- Publications and scholarly contributions
- Strengthened academia-industry collaboration
- Improved decision-making, innovation, and sustainable growth in organizations

Annexure 01

ISME's Organizational Excellence Framework

1. Domains of Organizational Excellence

1.1 Excellence in Management

Focus: Effective planning, organizing, leading, and controlling resources.

Attributes:

- Strategic decision-making and foresight
- Efficient resource utilization
- Empowering leadership and people management
- Continuous improvement and adaptability
- Ethical practices and accountability

1.2 Excellence in Business

Focus: Delivering sustained value while maintaining innovation and ethical conduct.

Attributes:

- Strong customer orientation and satisfaction
- Innovation in products, services, or business models
- Financial sustainability and growth
- Adherence to quality frameworks (EFQM, Baldrige)
- Stakeholder engagement and environmental responsibility

1.3 Excellence in Social Enterprise

Focus: Addressing social and environmental challenges sustainably.

Attributes:

- Clear social mission and measurable impact
- Sustainable financial models
- Community involvement and empowerment
- Transparency and accountability
- Creativity in solving societal problems

1.4 Excellence in Education

Focus: Creating high-quality learning experiences and outcomes.

Attributes:

- Engaging and inclusive pedagogy
- High standards in curriculum design and delivery
- Student-centric learning and development
- Faculty excellence and professional development
- Innovation in teaching methods and technology use

1.5. Cross-Cutting Themes

- Quality: Meeting/exceeding expectations, continuous improvement
- Innovation: Driving progress, adapting to change
- Sustainability: Environmental and social long-term impact
- Accountability: Transparency and ownership of actions
- Ethics: Integrity and fairness in operations

2. Measures of Organizational Excellence

2.1 Management

- Strategic outcomes: KPI achievement, market positioning
- Efficiency: Resource optimization, waste reduction
- Leadership effectiveness: Employee engagement, competency assessments
- Adaptability to change
- Ethics and governance compliance

2.2 Business

- Customer satisfaction: NPS, retention, churn rates
- Financial performance: Revenue, ROI, EVA
- Operational efficiency: Cost-to-income ratio, supply chain reliability
- Innovation: Rate of new product/service introduction, R&D spend
- Sustainability and CSR impact

2.3 Social Enterprise

- Social impact: Beneficiaries served, quality-of-life improvements
- Sustainability: Balancing financial, environmental, social factors
- Stakeholder engagement: Community participation, partnerships
- Innovation: Creative problem-solving, scaling solutions
- Transparency and accountability: Audit results, social impact ratings

2.4 Education

- Student outcomes: Graduation rates, academic performance, employment
- Teaching quality: Student engagement, feedback, learning outcomes
- Inclusivity and access: Enrollment, retention, scholarships
- Innovation in learning: Technology adoption, pedagogical improvements
- Institutional reputation: Rankings, research output, citations

2.5 Overall Evaluation Approaches

- Quantitative metrics (financials, productivity, customer ratings)
- Qualitative metrics (stakeholder surveys, case studies, peer reviews)
- Longitudinal impact analysis
- Benchmarking against sector standards

