International School of Business and Research (ISBR)

Scholar Orientation Program

Fellow Program in Management (FPM) - 2025 Batch



Introduction

The **Scholar Orientation Program** for the **Fellow Program in Management (FPM) 2025 Batch** at **ISBR Business School** was conducted from **27 September to 02 November 2025**. This orientation series was meticulously designed to provide the newly admitted scholars with a holistic understanding of ISBR's academic framework, research culture, and institutional values.

The series marked the beginning of a transformative academic journey for the FPM 2025 cohort. It aimed to orient scholars toward the expectations of doctoral research emphasizing academic rigor, ethical scholarship, and interdisciplinary collaboration. The program brought together experienced faculty, research mentors, and experts to guide scholars in developing a structured approach to research while fostering intellectual curiosity and a commitment to academic excellence.

Through a blend of interactive sessions, expert lectures, and workshops, the orientation familiarized scholars with ISBR's **research ecosystem**, including its **Research Centre**, which stands as a hub of innovation and knowledge creation. Scholars were introduced to the core components of doctoral study **research methodology, design, managerial statistics, literature review, and publication strategies** while also exploring the broader purpose of research and its societal impact.

The Orientation Series focused on key dimensions of the doctoral journey, such as:

- The motivation and joy of pursuing research.
- Building research competence and methodological clarity.
- Understanding ethical research practices and academic integrity.
- Developing publication and dissemination strategies for impactful contributions.
- Preparing for the challenges and milestones of the doctoral process.

Beyond academic preparedness, the sessions encouraged collaboration, peer learning, and knowledge exchange among a diverse cohort of scholars from various disciplines. This collective engagement reflected ISBR's commitment to nurturing a vibrant research community where ideas converge and innovation thrives.

The **Fellow Program in Management (FPM)** at ISBR offers scholars an immersive platform to explore, analyze, and contribute to the evolving landscape of management research. With guidance from distinguished faculty and access to cutting-edge research resources, scholars are empowered to produce original work that bridges theory and practice.

Overall, the **FPM 2025 Orientation Series** served as a gateway to the world of advanced research at ISBR setting the tone for a journey marked by academic depth, scholarly integrity, and intellectual growth. It reaffirmed ISBR's mission of developing research leaders who not only advance knowledge but also contribute meaningfully to academia, industry, and society.



Session 1: "My Research, My Happiness"

Date: Saturday, 27th September 2025 Time: 11:00 AM – 12:30 PM

Session Expert: Dr. Prabha Kiran Senior Lecturer & Head – Business Case Center Westminster International University in Tashkent

Session Overview

The **inaugural session** of the *FPM 2025 Orientation Series* commenced with an engaging and thought-provoking session titled **"My Research, My Happiness,"** conducted by **Dr. Prabha Kiran**, Senior Lecturer and Head of the Business Case Center at Westminster International University in Tashkent.

This opening session set a motivational tone for the orientation program, emphasizing the deeper connection between *research, purpose, and happiness*. Dr. Prabha inspired the newly admitted scholars to view research not merely as an academic obligation but as a personal journey of discovery, creativity, and contribution to society.

She highlighted that true happiness in research comes from pursuing areas that align with one's passion and intellectual curiosity. By identifying topics that hold personal meaning, scholars can transform the research process into a purposeful and fulfilling experience.

Key Takeaways

1. **Research as a Path of Self-Discovery:**
   Dr. Prabha emphasized that research provides an avenue for scholars to explore their intellectual identity, question assumptions, and contribute to the development of new ideas.

2. **Passion and Purpose as the Core of Research:**
   Aligning one's research interests with personal passion fosters intrinsic

motivation, making the doctoral journey more engaging and rewarding.

3. **Embracing Challenges Positively:**
   The session underscored that the difficulties faced during research—data collection, writing, revisions, and reviews—should be viewed as opportunities for growth and resilience rather than obstacles.

4. **Creating Social and Academic Impact:**
   Scholars were encouraged to connect their research with real-world problems, ensuring that their work contributes meaningfully to both academia and the wider community.

5. **Sustaining Happiness Through Balance:**
   Dr. Prabha discussed the importance of maintaining a healthy balance between academic rigor and personal well-being. Techniques such as reflective writing, consistent time management, and peer collaboration were recommended.

6. **Developing a Distinct Research Identity:**
   The expert concluded by highlighting the importance of developing a unique scholarly voice and research identity—one that reflects both academic excellence and individual values.

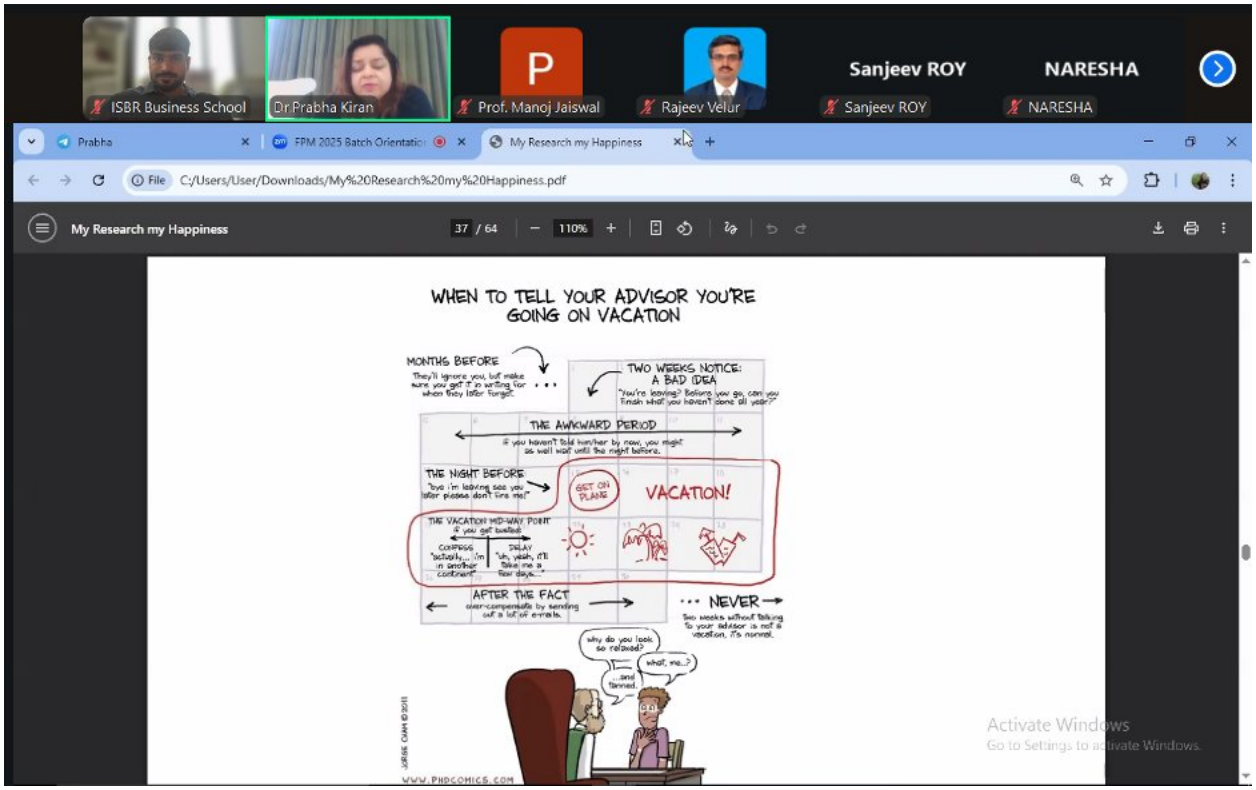
Conclusion

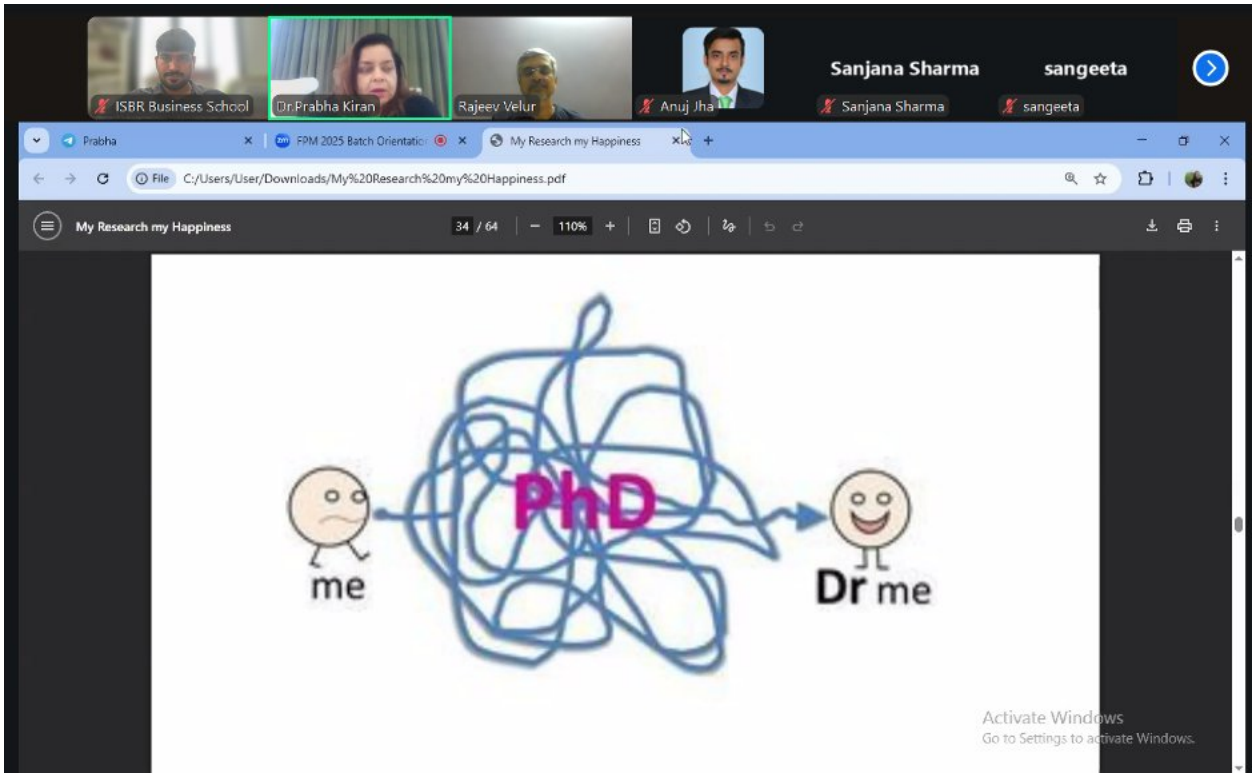
The first session of the **FPM 2025 Orientation Series** provided an inspiring start to the scholars' doctoral journey. **Dr. Prabha Kiran's** insights resonated deeply with participants, encouraging them to perceive research as a source of joy, purpose, and lifelong learning.

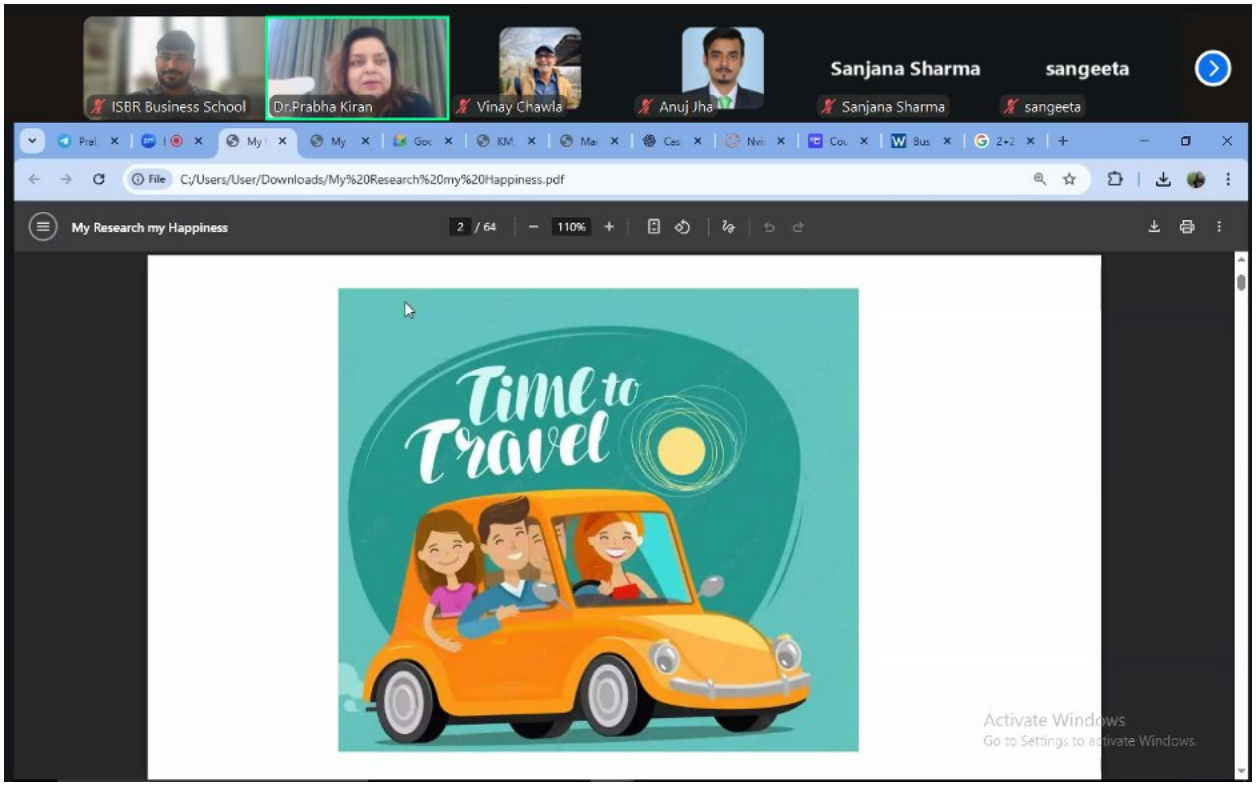
Her message reinforced that happiness in research arises not from outcomes alone, but from the meaningful process of exploration, perseverance, and contribution. The session effectively aligned with ISBR's vision of nurturing scholars who pursue research with integrity, passion, and purpose.

Session Photos:




ISBR Business School
Dr.Prabha Kiran
Prof. Manoj Jaiswal
Rajeev Velur
Sanjeev ROY
NARESHA
Sanjeev ROY
NARESHA
Prabha
FPM 2025 Batch Orientatic
My Research my Happiness
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WHEN TO TELL YOUR ADVISOR YOU'RE GOING ON VACATION
MONTHS BEFORE
They'll ignore you, but make sure you get it in writing for when they later forget.
TWO WEEKS NOTICE: A BAD IDEA
"You're leaving? Before you go, can you finish what you haven't done all year?"
THE AWKWARD PERIOD
If you haven't told him/her by now, you might as well wait until the night before.
THE NIGHT BEFORE
"hey i'm leaving see you later please don't fire me!"
GET ON PLANE
VACATION!
THE VACATION MID-WAY POINT
If you get bothered
COMPOSE "actually... i'm in another continent"
DELAY "oh, yeah, it'll take me a few days..."
AFTER THE FACT
over-compensate by sending out a lot of emails.
NEVER
Two weeks without talking to your advisor is not a vacation, it's normal.
why do you look so relaxed?
what, me...?
and tanned.
WWW.PHDCOMICS.COM
Activate Windows
Go to Settings to activate Windows.


ISBR Business School
Dr.Prabha Kiran
Rajeev Velur
Anuj Jha
Sanjana Sharma
sangeeta
Sanjana Sharma
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Prabha
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Vinay Chawla
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Rajeev Velur
ISBR Business School
Dr.Prabha Kiran
Prof. Manoj Jaiswal
Gomathi Ramesh
Jitendra Meena
Sanjeev ROY

Session 2: Statistics for Scholars – A Gateway to Research-Driven Thinking

Date: Saturday, 4th October 2025 **Time:** 10:30 AM – 12:00 PM

Session Expert: Dr. Raja Sankaran (Ph.D., IIM Ranchi) Associate Professor, Sri Sathya Sai Institute of Higher Learning (SSSIHL)

Overview

The second session of the *FPM 2025 Orientation Series* was conducted on the topic **"Statistics for Scholars: A Gateway to Research-Driven Thinking"** by **Dr. Raja Sankaran**, Associate Professor at Sri Sathya Sai Institute of Higher Learning (SSSIHL). The session emphasized the significance of statistical literacy as a cornerstone of academic research and introduced scholars to how statistical tools can enhance analytical depth and decision-making in research pursuits.

Dr. Raja began the session by highlighting the integral role of statistics in transforming qualitative observations into quantifiable insights. He elaborated on various foundational concepts such as **sampling techniques, hypothesis formulation, regression, correlation, and data interpretation**, illustrating how each contributes to developing sound and credible research frameworks.

Key Takeaways

- **Understanding the Role of Statistics in Research:**
  Scholars learned that statistics is not limited to data computation but serves as a scientific approach to reasoning, validating, and interpreting research outcomes.

- **Application of Statistical Tools:**
  The session provided clarity on how various statistical methods—such as hypothesis testing and regression analysis—can be applied effectively across different stages of research.

- **Developing Analytical Thinking:**

  Dr. Raja encouraged scholars to adopt a data-driven mindset, enabling them to approach research questions with objectivity and empirical rigor.

- **Practical Relevance:**

  Through real-world case examples, the expert illustrated how statistical insights bridge academic inquiry with practical implications in management and social science research.

Conclusion

The session proved to be highly enriching, equipping the FPM scholars with essential statistical perspectives for their future research endeavors. Dr. Raja's engaging delivery and clear conceptual explanations helped scholars appreciate statistics as a gateway to logical, evidence-based thinking. Overall, the session strengthened the participants' understanding of how statistical reasoning forms the backbone of impactful and credible research.

Session Photos:

ISBR Business School | Dr. Raja Sankaran | Sanjeev ROY | NARESHA | Gautaam Borah | Sameer Bharad... | Sameer Bharadwaja

Scholar

Orientation Program

Fellow Program in Management (FPM)

2025 Batch

From
27 Sep, 2025
to
02 Nov,2025

Organized by
ISBR Business School

Statistics for Scholars: A Gateway to Research-Driven Thinking

SESSION 2 "Statistics for Scholars: A Gateway to Research-Driven Thinking"

SESSION EXPERT



Dr. Raja Sankaran
(PhD, IIM-Ranchi)
Associate Professor
Sri Sathya Sai institute of higher Learning (SSSIHL)

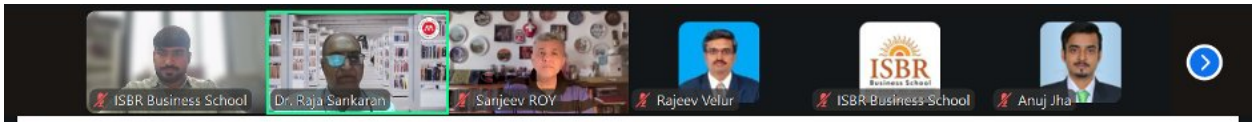
Dr. Raja Sankaran (PhD, IIM-Ranchi) is an accomplished academic and industry professional with over 35 years of combined teaching and corporate experience. He currently serves as Associate Professor at Sri Satya Sai Institute of Higher Learning (SSSIHL), Bengaluru, and has earlier held faculty positions at CMS Business School, ISME, and Alliance University. Dr. Raja has held senior management roles in MNCs, including Account Lead & General Manager at CSC, UK, where he implemented Six Sigma projects that enhanced service delivery for the National Grid account. He has conducted 100+ international corporate trainings across 30+ countries, including sessions at Microsoft (USA, South Korea) and NIIT (Australia). A Mendeley Advisor, member of the APA (USA), and Thesis Advisory Committee member at IIM-Ranchi, he has developed a MOOC on SPSS (SWAYAM-IIMBx) and published in ABDC journals like IJBM and MIP. His research spans consumer behavior, service marketing, brand equity, SLR, SEM, and cryptocurrency.

ISBR Business School | Dr. Raja Sankaran | Gomathi Ramesh | MBOUALA ANDZELET | Gautaam Borah | sangeeta | sangeeta

How would you interpret her response?

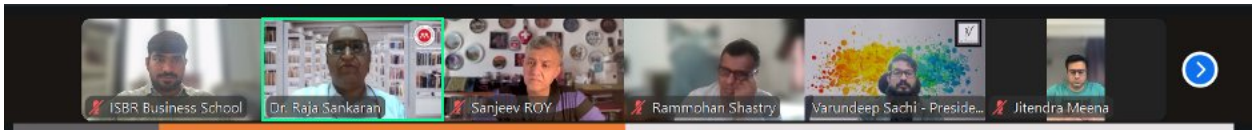


a man proposing marriage to a woman who is a statistician



Why people hate the subject of statistics

The nature of the subject	The way it is taught
• Seems like mathematics (due to its association!, bad feelings) • Weird language (random, distribution, sampling error, inferential stats) • Counter-intuitive (what you want to prove or disprove it) • Dry and unnecessary (examples don't apply in our lives) • Ambiguous (myths, one sample vs take more samples - probabilities)	• Style of teaching doesn't suit (pass statistics often people don't understand it or leaves you uncomfortable) • Dumb examples (iris petals and different kinds of bacteria and growing wheat) • Textbooks are thick (not kept up with what's actually happening in the world) • Taught like maths (stats are computer driven) • Go too fast (cover the syllabus, lots & lots of techniques, recipe box)



What is Statistics?

Statistics is a field of study that deals with collection, organization, presentation, analysis and *interpretation* of data

Session 3: Beyond the Thesis – Building a Legacy Through Doctoral Research

Date: Saturday, 11th October 2025 **Time:** 11:00 AM – 12:30 PM

Session Expert: Dr. Uma Warrior, Consulting Psychologist and Research Mentor

Overview

The third session of the *FPM 2025 Orientation Series* was an inspiring and thought-provoking lecture titled **"Beyond the Thesis: Building a Legacy Through Doctoral Research"**, delivered by **Dr. Uma Warrior**, an accomplished consulting psychologist and research mentor. The session shifted the scholars' perspective from viewing their doctoral journey merely as an academic requirement to recognizing it as a lifelong pursuit of knowledge and contribution to society.

Dr. Uma emphasized that doctoral research extends far beyond the completion of a dissertation—it represents the scholar's intellectual identity, values, and commitment to advancing human understanding. She encouraged participants to approach research with curiosity, integrity, and purpose, underscoring that impactful research should address real-world problems and create meaningful change.

Key Takeaways

- **Research as a Legacy:**

  Scholars were encouraged to perceive their thesis as a foundation upon which their academic and professional legacies are built. The value of research lies not just in its completion but in its continued relevance and application.

- **Integrating Passion and Purpose:**

  Dr. Uma highlighted the importance of aligning one's research with personal interests and societal needs, ensuring that every scholarly effort contributes to a larger good.

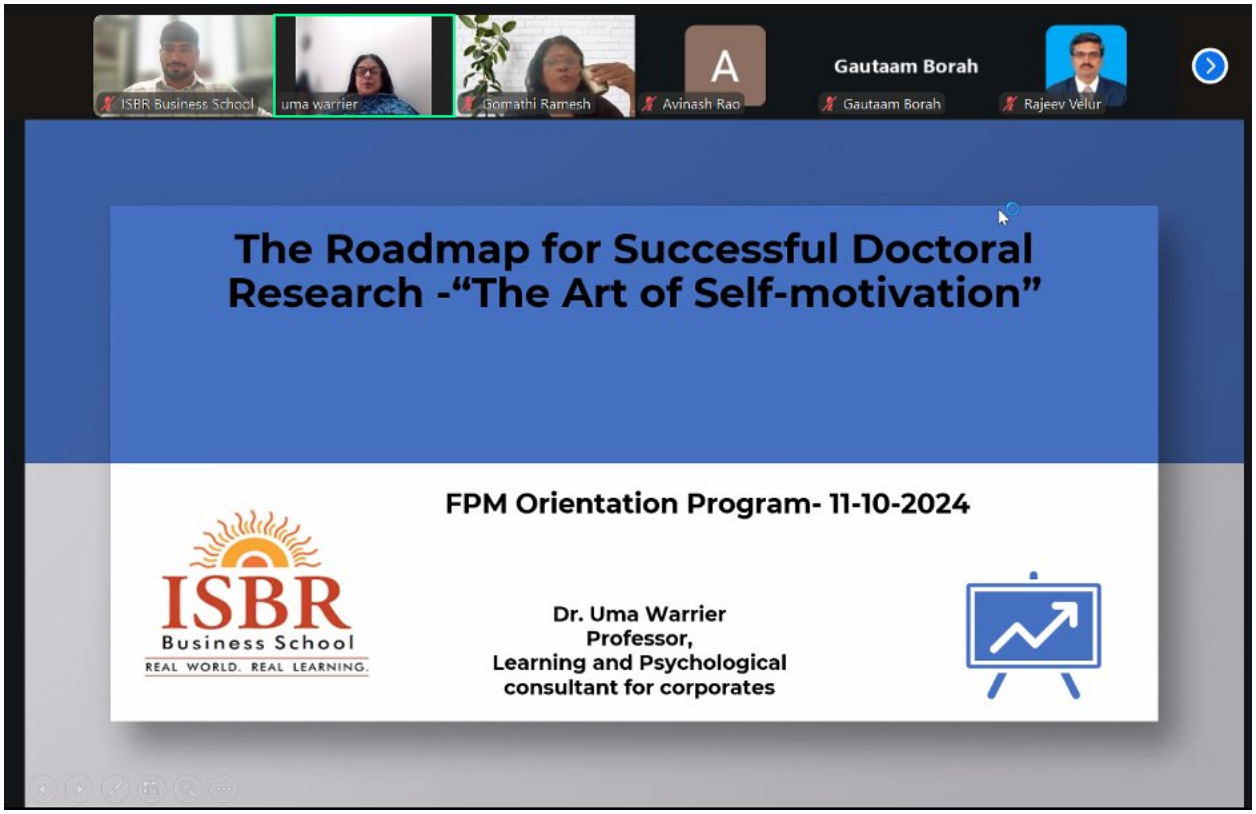
- **Ethics and Responsibility in Research:**
  The session reinforced the ethical responsibilities that come with scholarly work, reminding participants to maintain academic integrity, originality, and transparency in their research process.

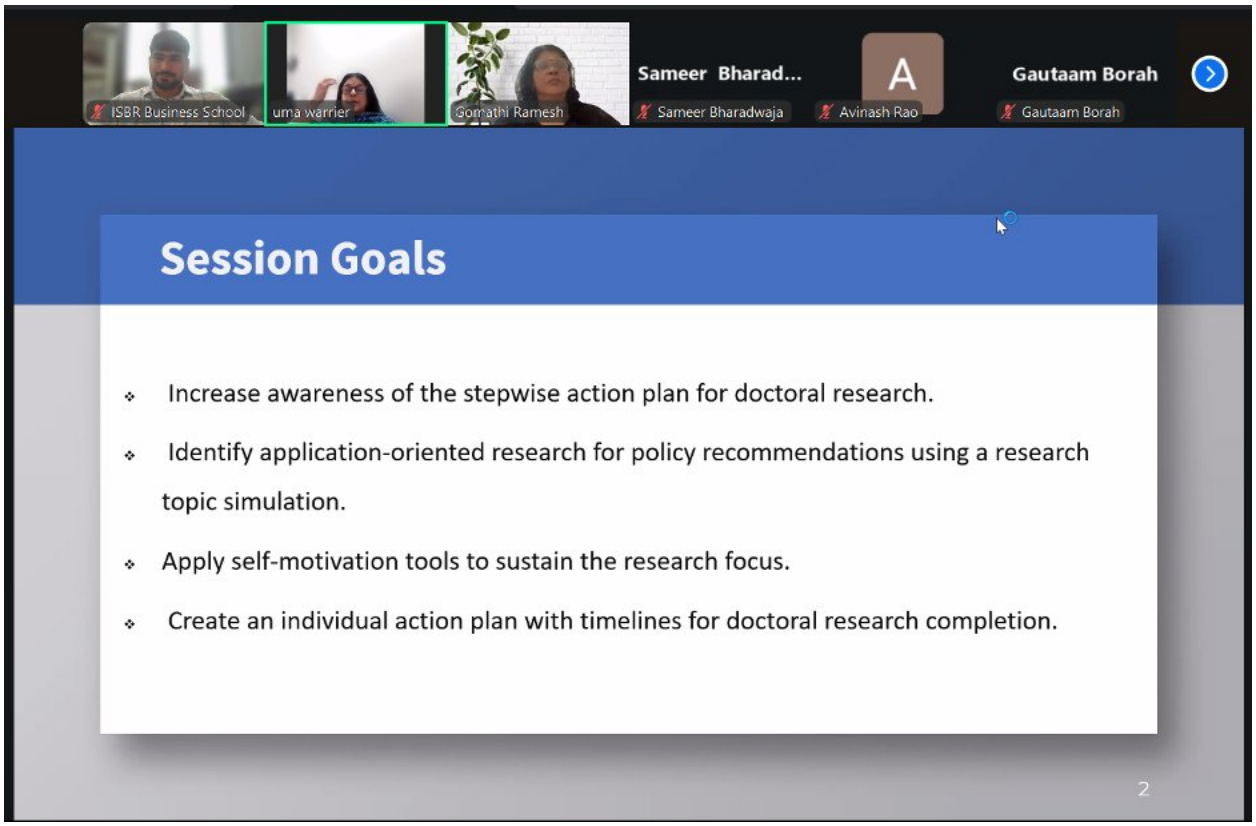
- **Personal Growth through Research:**
  Dr. Uma discussed how the doctoral journey is not only a test of academic skills but also a transformative experience that builds resilience, patience, and critical thinking.

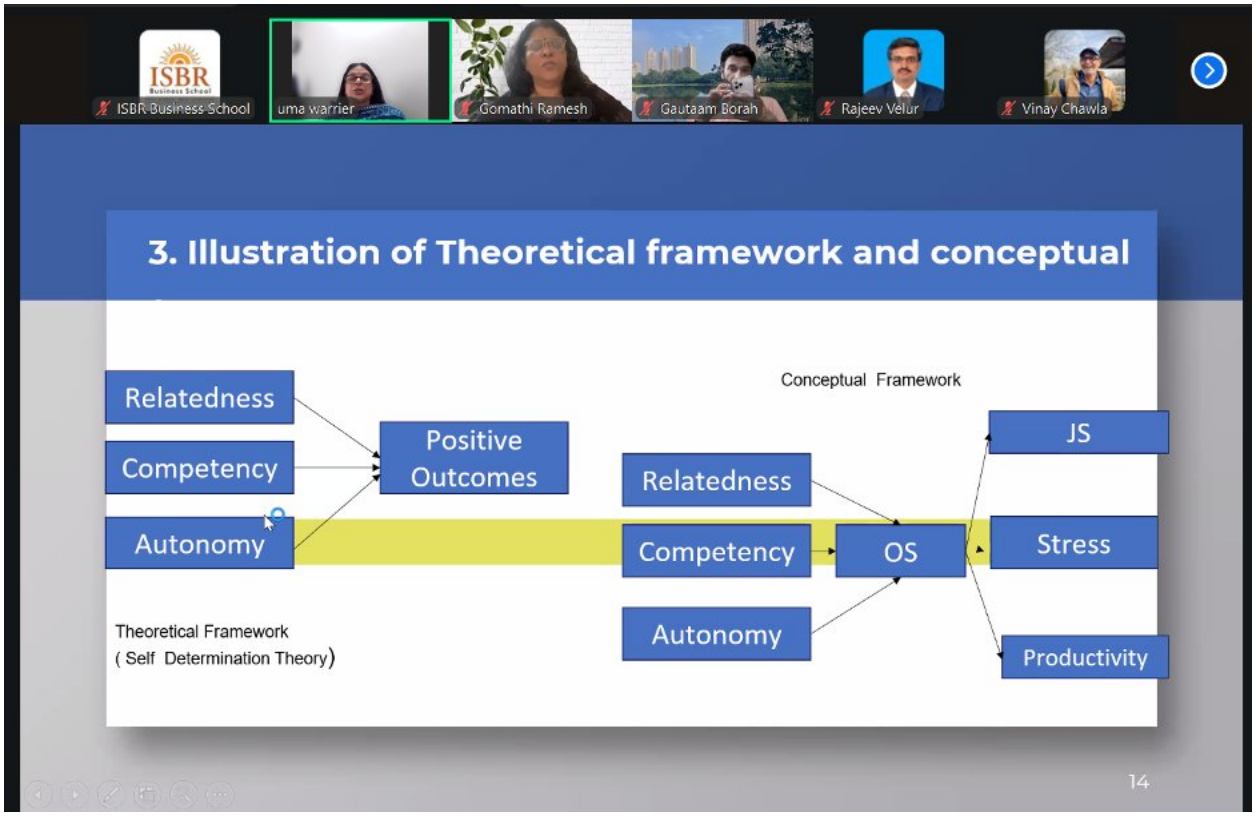
Conclusion

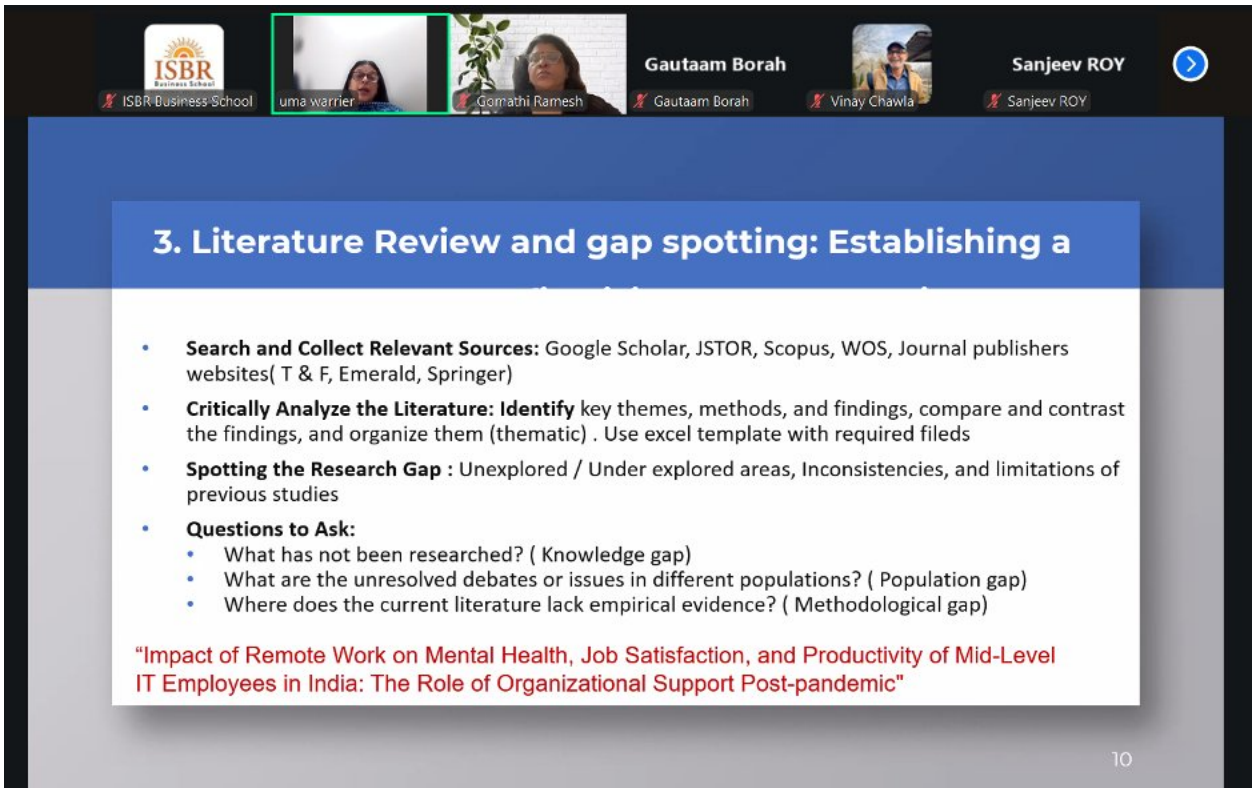
The session by Dr. Uma Warrior provided a deeply reflective and motivational outlook on doctoral research. It inspired the FPM 2025 scholars to view their academic work as more than a formal submission—rather as a meaningful legacy that contributes to both personal growth and societal progress. The session successfully instilled in scholars the vision of becoming researchers who create lasting impact through purpose-driven scholarship.

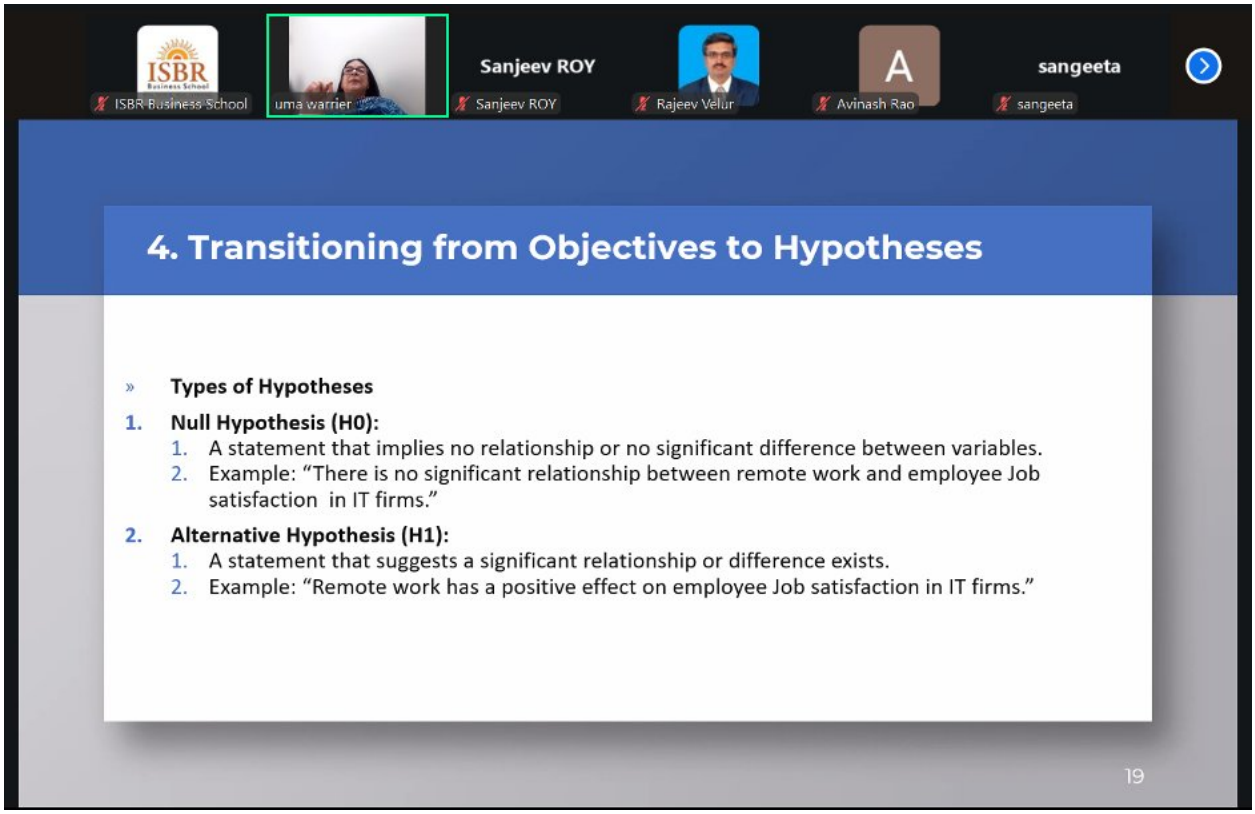
Session Photos:


ISBR Business School
uma warrier
Gomathi Ramesh
A
Avinash Rao
Gautaam Borah
Gautaam Borah
Rajeev Velur
The Roadmap for Successful Doctoral Research -"The Art of Self-motivation"
FPM Orientation Program- 11-10-2024
ISBR
Business School
REAL WORLD. REAL LEARNING.
Dr. Uma Warrier
Professor,
Learning and Psychological consultant for corporates


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uma warrier
Gomathi Ramesh
Sameer Bharad...
Sameer Bharadwaja
A
Avinash Rao
Gautaam Borah
Gautaam Borah
Session Goals
Increase awareness of the stepwise action plan for doctoral research.
Identify application-oriented research for policy recommendations using a research topic simulation.
Apply self-motivation tools to sustain the research focus.
Create an individual action plan with timelines for doctoral research completion.
2


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Gautaam Borah
Rajeev Velur
Vinay Chawla
3. Illustration of Theoretical framework and conceptual
Relatedness
Competency
Autonomy
Positive Outcomes
Theoretical Framework
(Self Determination Theory)
Conceptual Framework
Relatedness
Competency
Autonomy
OS
JS
Stress
Productivity
14


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Gautaam Borah
Vinay Chawla
Sanjeev ROY
3. Literature Review and gap spotting: Establishing a
Search and Collect Relevant Sources: Google Scholar, JSTOR, Scopus, WOS, Journal publishers websites(T & F, Emerald, Springer)
Critically Analyze the Literature: Identify key themes, methods, and findings, compare and contrast the findings, and organize them (thematic) . Use excel template with required fileds
Spotting the Research Gap : Unexplored / Under explored areas, Inconsistencies, and limitations of previous studies
Questions to Ask:
What has not been researched? (Knowledge gap)
What are the unresolved debates or issues in different populations? (Population gap)
Where does the current literature lack empirical evidence? (Methodological gap)
"Impact of Remote Work on Mental Health, Job Satisfaction, and Productivity of Mid-Level IT Employees in India: The Role of Organizational Support Post-pandemic"
10

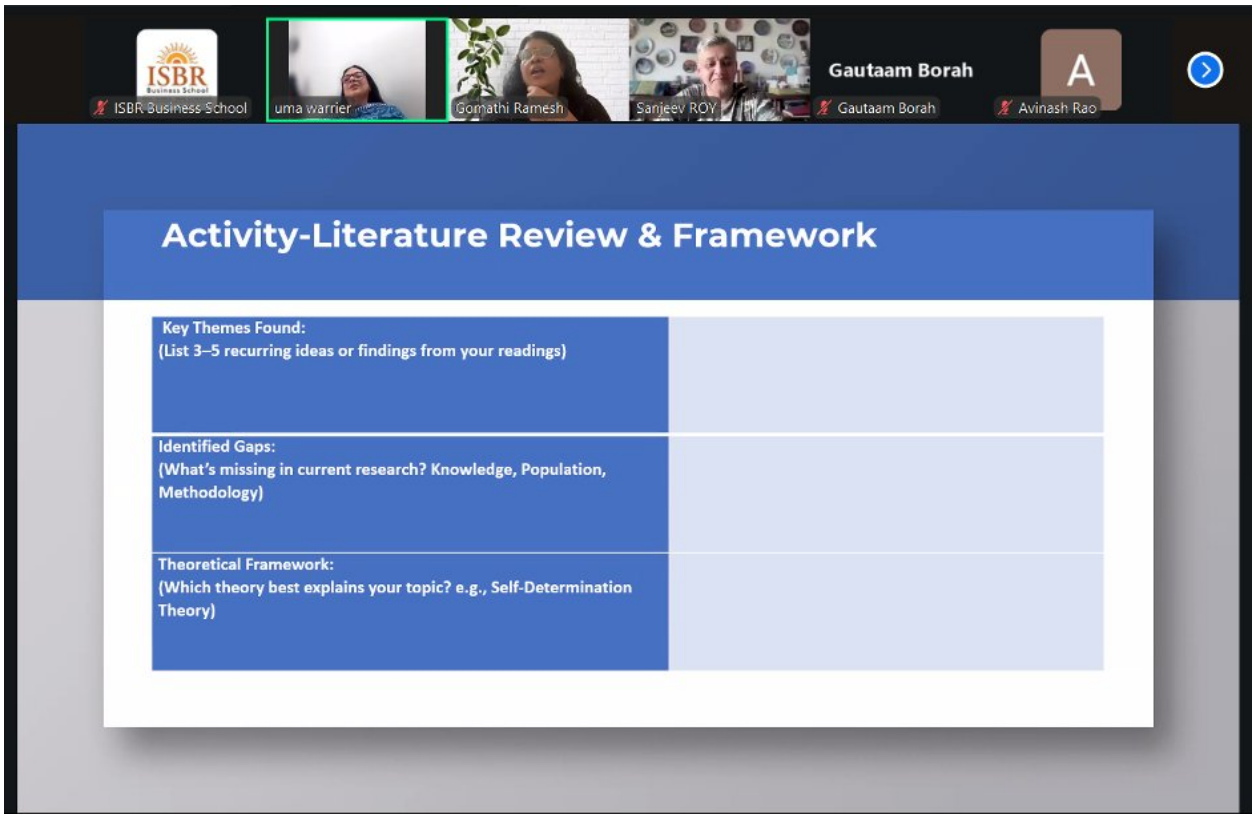


4. Transitioning from Objectives to Hypotheses

» **Types of Hypotheses**

1. **Null Hypothesis (H0):**
   1. A statement that implies no relationship or no significant difference between variables.
   2. Example: "There is no significant relationship between remote work and employee Job satisfaction in IT firms."
2. **Alternative Hypothesis (H1):**
   1. A statement that suggests a significant relationship or difference exists.
   2. Example: "Remote work has a positive effect on employee Job satisfaction in IT firms."

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Activity-Literature Review & Framework

Key Themes Found: **(List 3–5 recurring ideas or findings from your readings)**	
Identified Gaps: **(What's missing in current research? Knowledge, Population, Methodology)**	
Theoretical Framework: **(Which theory best explains your topic? e.g., Self-Determination Theory)**	

Session 4: Thinking in Layers – Structuring Research Projects from Idea to Output

Date: Saturday, 18th October 2025 **Time:** 11:00 AM – 12:30 PM

Session Expert: Dr. Geetha R, Research & Management Consultant, Salvin Info Systems

Overview

The fourth session of the *FPM 2025 Orientation Series* focused on the theme **"Thinking in Layers: Structuring Research Projects from Idea to Output"**, delivered by **Dr. Geetha R**, a seasoned Research and Management Consultant at Salvin Info Systems.

This session guided scholars through the systematic process of transforming a research idea into a well-structured and methodologically sound research project. Dr. Geetha emphasized the importance of **layered thinking** in research — beginning with conceptual clarity, progressing through literature review and methodological design, and culminating in meaningful results and scholarly dissemination.

The session was particularly insightful for early-stage researchers, as it demystified the complexities of structuring research work. Dr. Geetha highlighted that a well-organized structure not only strengthens academic rigor but also enhances the researcher's ability to communicate findings effectively.

Key Takeaways

- **Layered Approach to Research:**
  Scholars learned to conceptualize research as a layered process — starting from identifying a research gap, developing objectives, and framing hypotheses, to selecting appropriate methodologies and presenting findings logically.

- **From Idea to Implementation:**
  The expert explained how every research project must evolve systematically from

an abstract idea to a concrete, executable plan supported by data and analysis.

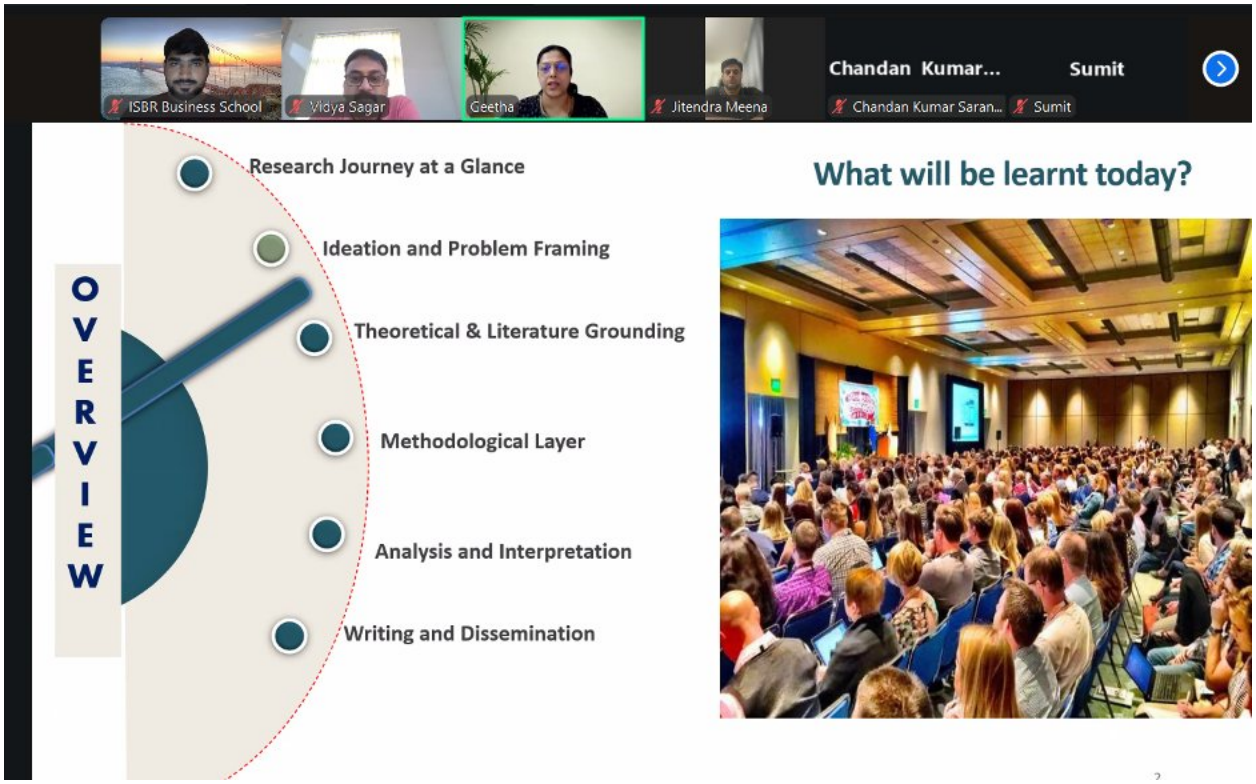
- **The Role of Conceptual Frameworks:**
  Dr. Geetha emphasized the creation of conceptual models to connect theory and empirical research, thereby giving structure and coherence to the study.

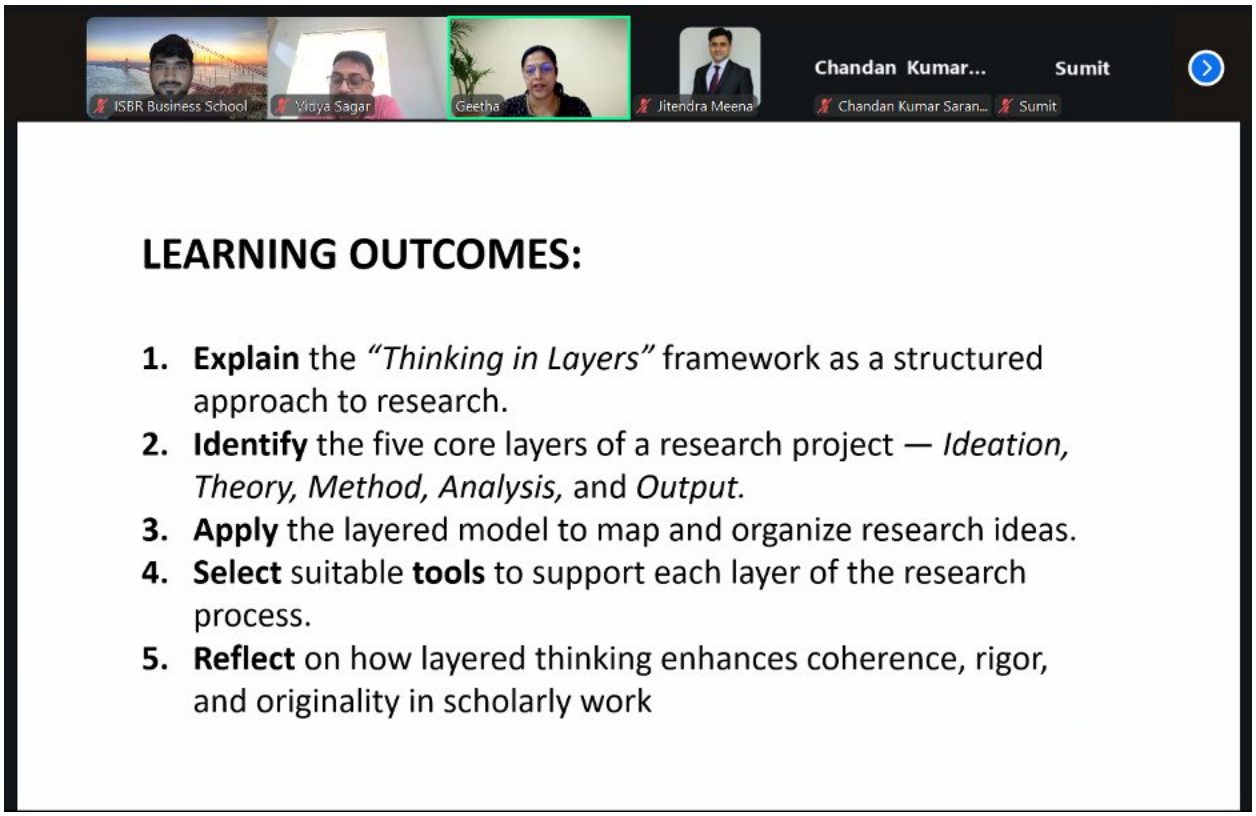
- **Documentation and Presentation:**
  Participants were guided on organizing their research reports, aligning their arguments coherently, and presenting their outcomes in a professional and academic manner suitable for publication.

Conclusion

The session delivered by **Dr. Geetha R** provided FPM scholars with a clear roadmap for structuring their research effectively. It reinforced the understanding that successful research requires both creative thinking and systematic execution. By emphasizing clarity, organization, and academic rigor, the session equipped scholars with the practical tools needed to translate their research ideas into impactful scholarly outputs.

Session Photos:


ISBR Business School
Vidya Sagar
Geetha
Jitendra Meena
Chandan Kumar...
Sumit
Chandan Kumar Saran...
Sumit
OVERVIEW
Research Journey at a Glance
Ideation and Problem Framing
Theoretical & Literature Grounding
Methodological Layer
Analysis and Interpretation
Writing and Dissemination
What will be learnt today?


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Vidya Sagar
Geetha
Jitendra Meena
Chandan Kumar...
Sumit
Chandan Kumar Saran...
Sumit
LEARNING OUTCOMES:
1. Explain the "Thinking in Layers" framework as a structured approach to research.
2. Identify the five core layers of a research project — Ideation, Theory, Method, Analysis, and Output.
3. Apply the layered model to map and organize research ideas.
4. Select suitable tools to support each layer of the research process.
5. Reflect on how layered thinking enhances coherence, rigor, and originality in scholarly work

Vidya Sagar Sumit sangeeta Sanjeev ROY



Vinay Chawla

Vidya Sagar Sumit Jitendra Meena Sanjeev ROY

Layer 4 – Analysis & Interpretation

- Goal: From data → insight → contribution.
- Quantitative: statistical inference
- Qualitative: coding, theme building

- AI Tools:
- • ChatGPT ADA / JASP – Statistical support
- • Nvivo + ChatGPT – Thematic analysis
- • Excel Copilot / Power BI – Visualization
- • Quillbot / GrammarlyGO – Clarity editing

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Geetha

Vidya Sagar Sumit Sanjeev ROY sanjana

Research Design Framework: Getting the "T" and "U" Right – *John R Latham (2005-2014)*

Framework

1. Problem

1. Identify a "real world" problem
2. Describe the undesirable symptoms
3. Identify the knowledge gap that needs to be filled in order to help solve the problem
4. Support your discussion with solid peer-reviewed references

2. Purpose

Deliverable - Describe the new knowledge and insights the study will produce that will help fill the knowledge gap identified in the problem statement (not the specific content but the "type" of new knowledge)

3. Research Questions

1. Identify the "type(s)" of questions that need to be answered to fulfill the purpose
2. Develop the main research questions and sub-questions
3. Develop hypotheses as appropriate

9. Conclusions

1. Identify the larger application(s) and meaning(s) of the findings
2. Identify how the applications contribute to the knowledge gap
3. Identify the limitations associated with the findings and conclusions

4. Conceptual Framework

1. Identify and diagram the key **variables** in the research questions
2. Identify and diagram the key **relationships** between the variables
3. Identify and diagram the key **context factors**
4. Describe the framework

5. Literature Review

1. Create an outline or "mindmap" of the key theories and concepts
2. Dig deep into the "peer-reviewed" literature for each theory and concept and create an annotated bibliography and literature map
3. Write the literature review

8. Data Analysis

1. Based on the research questions, the overall approach and the data collected, identify the data analysis methods (be specific)

2. Identify the validity and reliability issues and methods to address the issues

7. Data Collection

1. Develop a measurement plan for the variables in the research questions and hypotheses (survey, interview guide, etc.)

2. Develop a data collection plan including sampling strategy and data collection process

6. Overall Approach

1. Identify the "level" of empirical knowledge (see literature review)
2. Identify the type of knowledge needed (purpose statement)
3. Identify the options and select an approach based on the "research arc"
4. Describe the approach

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Research Design Framework

Session 5: Manuscript Components for a Successful Publication in Scopus/WOS Indexed Journals

Date: Saturday, 25th October 2025 **Time:** 10:30 AM – 12:00 PM

Session Expert: Dr. Prakasha G. S, Associate Professor, Christ University, Bengaluru

Overview

The fifth session of the *FPM 2025 Orientation Series* was conducted by **Dr. Prakasha G. S**, Associate Professor at Christ University, Bengaluru, on the topic **"Manuscript Components for a Successful Publication in Scopus/WOS Indexed Journals."**

Dr. Prakasha shared his extensive experience in academic writing and publication, offering a detailed walkthrough of the essential components that make a research manuscript suitable for high-quality, peer-reviewed journals indexed in Scopus and Web of Science. The session emphasized the importance of structure, clarity, originality, and adherence to academic standards in scholarly publishing.

The expert guided scholars on how to position their research effectively to meet international publication criteria, addressing common challenges such as identifying the right journal, managing revisions, and avoiding ethical pitfalls like plagiarism or redundant publication.

Key Takeaways

- **Understanding the Manuscript Structure:**
  Dr. Prakasha elaborated on the key components of a standard research manuscript — *Title, Abstract, Keywords, Introduction, Literature Review, Methodology, Results, Discussion, Conclusion,* and *References* — and explained how each section contributes to the overall academic quality and readability of the paper.
- **Selecting the Right Journal:**
  Scholars were guided on evaluating journal scope, impact factor, and indexing to

ensure the alignment of their manuscript with the journal's focus area.

- **Writing with Academic Rigor:**
  The session emphasized maintaining logical flow, coherence, and evidence-based arguments supported by current and credible literature.

- **Addressing Reviewer Feedback:**
  Dr. Prakasha discussed the peer-review process and advised on handling reviewer comments constructively to improve manuscript quality and acceptance probability.

- **Publication Ethics:**
  The expert stressed adherence to publication ethics, highlighting issues like plagiarism, data falsification, authorship disputes, and duplicate submissions.

- **Enhancing Visibility:**
  Tips were shared on improving paper visibility through effective titles, keywords, and citations, which contribute to research impact and academic recognition.

Conclusion

The session by **Dr. Prakasha G. S** offered the FPM scholars a comprehensive understanding of what constitutes a successful research manuscript. His insights bridged the gap between research writing and publication, motivating scholars to approach their doctoral work with a publication-oriented mindset.

By emphasizing structure, quality, and ethics, the session equipped scholars with the knowledge and confidence required to publish their research in reputed Scopus and Web of Science-indexed journals, marking a significant step in their academic and professional development.

Session Photos:

SESSION 5 **"Manuscript Components for a Successful Publication in Scopus/WOS Indexed Journals"**

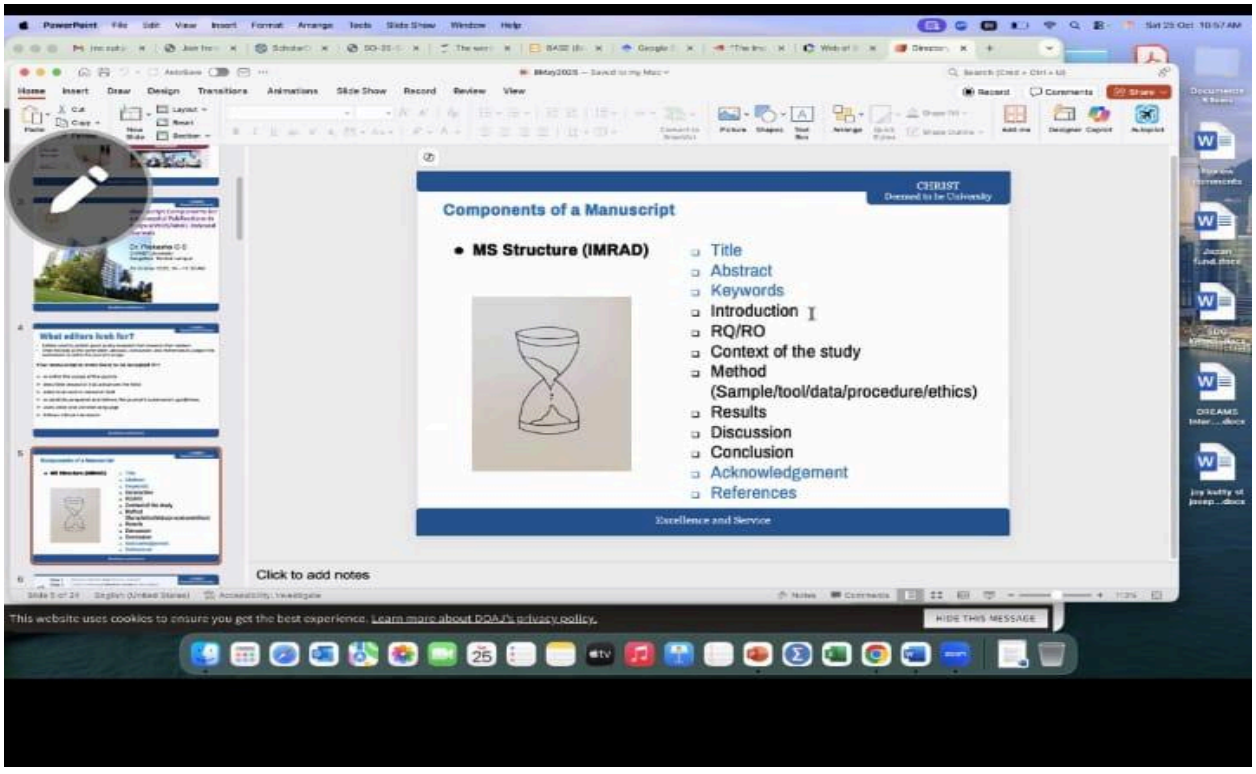
SESSION EXPERT



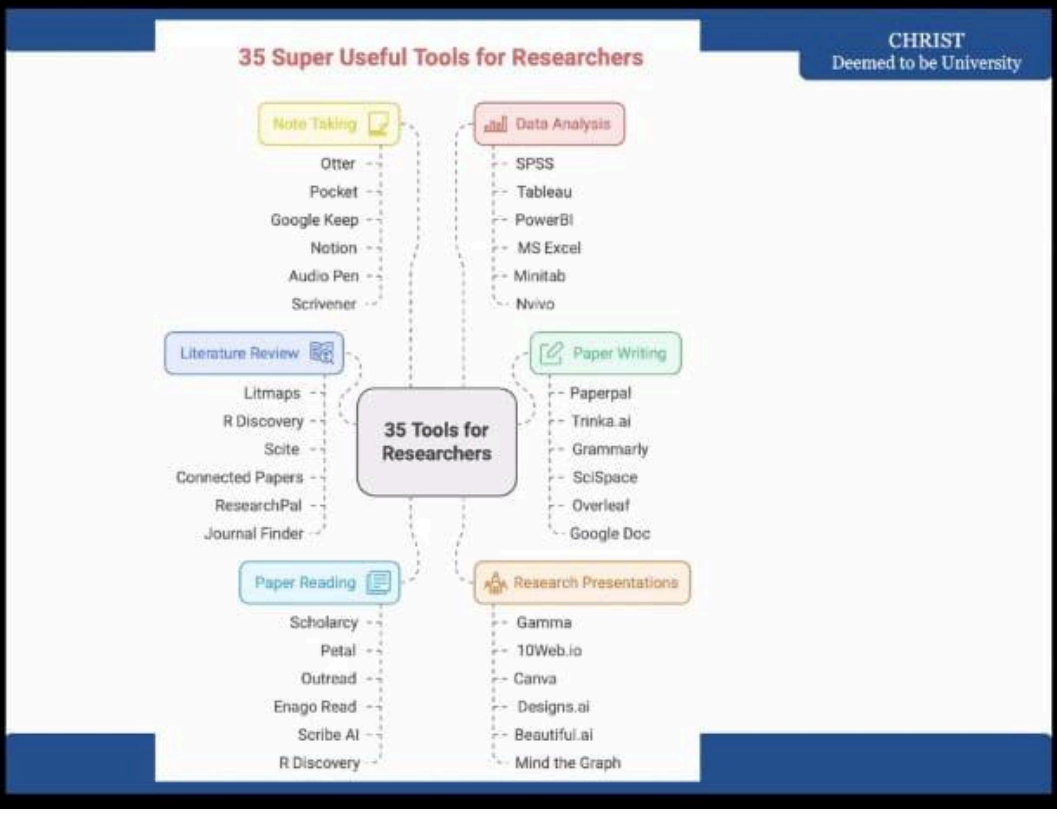
Dr. Prakasha G.S

Associate Professor
Christ University
Bangalore

Dr. Prakasha G S is an Associate Professor at the School of Education, Christ University, Bangalore, with a distinguished career in teaching, research, and international collaborations. He holds an MEd from the Regional Institute of Education, a PhD from Bangalore University, along with an MSc in Chemistry and MPhil in Education. A UGC-JRF awardee, he also holds IB Educator certifications (MYP & DP) from DePaul University, Chicago. Dr. Prakasha has served as a Visiting Research Fellow at the International University, Malaysia, and has led global EdTech projects with Switzerland's Teacher-Ed University (hep, Vaud). Widely travelled, he has presented papers at prestigious venues including the University of Oxford (UK), Binghamton University (USA), and conferences in Switzerland, Russia, and Bangkok. With 80+ SCOPUS and WOS-indexed publications, multiple books, and editorial roles with SAGE, Springer Nature, and Taylor & Francis, his research spans EdTech, Teacher Education, and Higher Education. He has also completed impactful projects in teacher competencies and rural education.




PRAKASHA G S


35 Super Useful Tools for Researchers
CHRIST
Deemed to be University
Note Taking
Otter
Pocket
Google Keep
Notion
Audio Pen
Scrivener
Data Analysis
SPSS
Tableau
PowerBI
MS Excel
Minitab
Nvivo
Literature Review
Litmaps
R Discovery
Scite
Connected Papers
ResearchPal
Journal Finder
35 Tools for Researchers
Paper Writing
Paperpal
Trinka.ai
Grammarly
SciSpace
Overleaf
Google Doc
Paper Reading
Scholarcy
Petal
Outread
Enago Read
Scribe AI
R Discovery
Research Presentations
Gamma
10Web.io
Canva
Designs.ai
Beautiful.ai
Mind the Graph

Session 6: Pathway to the Fellow Program in Management (FPM)

Date: Saturday, 2nd November 2025

Time: 10:00 AM – 11:30 AM

Session Expert: Dr. M.R. Jhansi Rani, Professor & Director – Research, ISBR Business School

Overview

The concluding session of the FPM 2025 Orientation Series was led by **Dr. M.R. Jhansi Rani**, Professor and Director – Research at ISBR Business School, on the topic *"Pathway to the Fellow Program in Management (FPM)."*

The session served as a comprehensive guide to help scholars understand the academic framework, expectations, and milestones of the FPM journey at ISBR. Dr. Jhansi Rani outlined the institutional vision for fostering high-quality research, emphasizing scholarly integrity, academic excellence, and practical impact through research in management and allied disciplines.

She provided an in-depth explanation of the **FPM structure**, including coursework, comprehensive viva, research proposal development, data analysis, publication requirements, and thesis submission process. The discussion helped scholars gain clarity on the sequential stages of their research journey and the academic support system available to them throughout the program.

Key Takeaways

1. Understanding the FPM Journey:

Dr. Jhansi Rani detailed each stage of the FPM program — from coursework and literature review to research design, data collection, and final dissertation. Scholars were advised to approach each stage with academic discipline and a clear research focus.

2. Research Orientation and Scholarly Commitment:

The session emphasized developing a strong research orientation and maintaining

consistent scholarly engagement through academic reading, discussions, and active participation in research seminars and conferences.

3. Publication as a Core Objective:

Dr. Jhansi Rani highlighted the importance of publishing research in reputed, peer-reviewed journals indexed in **Scopus, ABDC, and Web of Science** as a key component of the doctoral journey. She also encouraged scholars to identify their research niche early and aim for impactful publications.

4. Academic Ethics and Professional Conduct:

The importance of **ethical research practices** — including authenticity, plagiarism-free writing, accurate data representation, and responsible authorship — was strongly reinforced. Scholars were reminded that ethical integrity is the cornerstone of credible academic work.

5. Mentorship and Collaboration:

The session highlighted the role of faculty mentors and supervisors in guiding scholars through their research process. Dr. Jhansi Rani encouraged open communication, intellectual curiosity, and collaborative engagement to enhance research quality.

6. Institutional Support and Research Ecosystem:

Scholars were introduced to ISBR's research ecosystem, which includes access to databases, research workshops, academic writing support, and publication guidance, all designed to facilitate their academic growth.

Conclusion

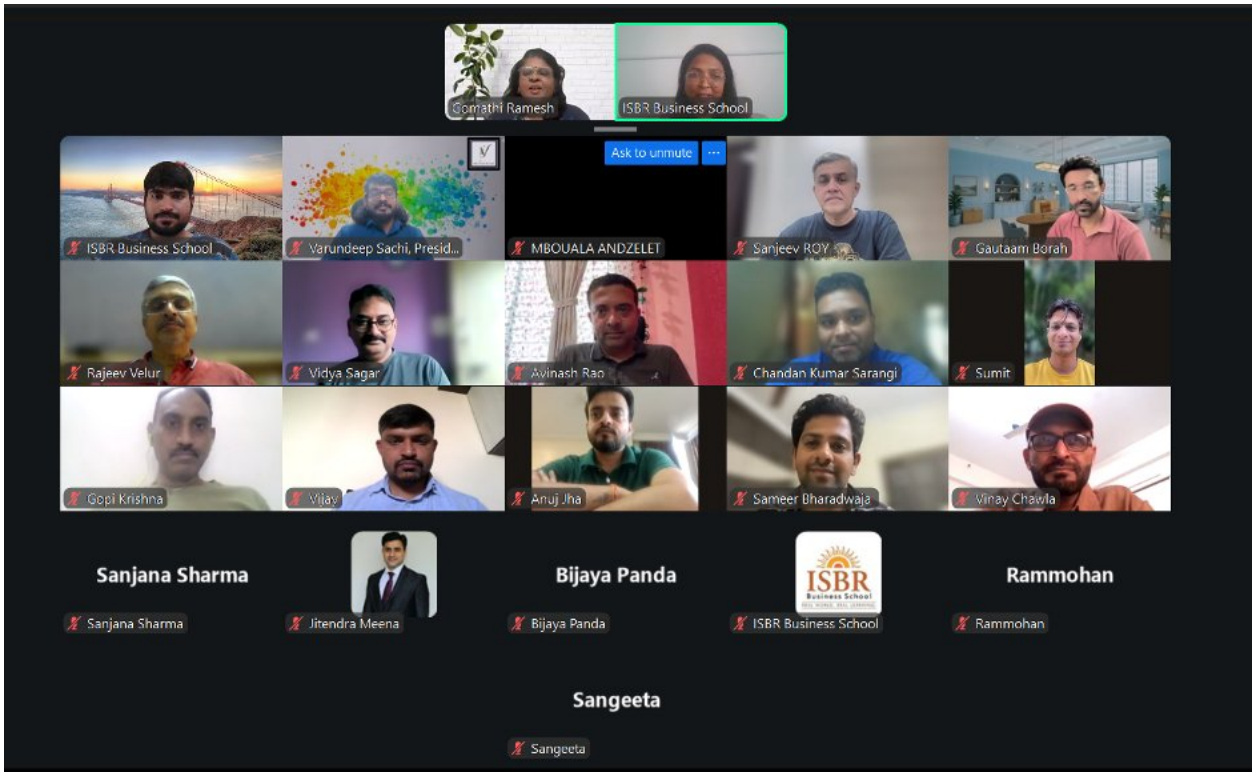
The session by **Dr. M.R. Jhansi Rani** marked a fitting conclusion to the FPM 2025 Orientation Series, offering scholars a clear roadmap for their doctoral journey at ISBR.

Her insightful presentation reinforced the values of dedication, discipline, and integrity in research while motivating scholars to pursue excellence in academic inquiry.

By articulating the **pathway to the FPM** with clarity and inspiration, Dr. Jhansi Rani empowered scholars to begin their research journey with confidence, vision, and a strong sense of purpose aligned with ISBR's commitment to advancing management research.

Session Photos:




Gomathi Ramesh
ISBR Business School
Ask to unmute
ISBR Business School
Varundeep Sachi, Presid...
MBOUALA ANDZELET
Sanjeev ROY
Gautaam Borah
Rajeev Velur
Vidya Sagar
Avinash Rao
Chandan Kumar Sarangi
Sumit
Gopi Krishna
Vijay
Anuj Jha
Sameer Bharadwaja
Vinay Chawla
Sanjana Sharma
Sanjana Sharma
Jitendra Meena
Bijaya Panda
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ISBR Business School
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Avinash Rao
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Conclusion

The **FPM 2025 Scholar Orientation Program** at **ISBR Business School** concluded on **2nd November 2025**, marking the successful initiation of the new cohort into their doctoral journey. Through six insightful sessions led by distinguished experts, the program provided a comprehensive overview of ISBR's research ecosystem, academic expectations, and the structured pathway of the **Fellow Program in Management (FPM)**.

The series effectively equipped scholars with foundational competencies in **research methodology, statistical reasoning, academic writing, publication ethics, and scholarly communication**, while also inspiring a strong sense of purpose and integrity in research.

Each session progressively guided scholars from understanding the *joy and motivation behind research* to mastering *the technical and ethical dimensions of publication and doctoral progression*. The concluding address by **Dr. M.R. Jhansi Rani** consolidated these learnings, outlining the institutional framework and expectations for academic excellence.

Overall, the **FPM 2025 Orientation Series** set a professional and intellectually stimulating tone for the scholars' research journey, reinforcing ISBR's commitment to fostering **rigorous, ethical, and impactful research** that contributes meaningfully to academia, industry, and society.