

ABSTRACT

A sustainable R&D profile and financial self-reliance are the two major challenges that most of the research organizations are facing today. The public funded research organizations in India include national level research laboratories that are set up and financially supported by the government. In today's globalized world, "knowledge" has become public and hence competition has taken a leap and has led to change the decision on the extent of funding is towards "Performance" driven. Therefore, it is wise and crucial to ask questions like which are the drivers of performance and how they affect performance within the purview of such research organizations? As the responsibility of generating R&D outputs and satisfying the stakeholders stands on the shoulders of the researchers, their overall support and high productivity is mandatory. Every individual has their own preferred area of research and outputs to be generated. Hence, any R&D organization willing to attain self-sustainability must establish a bridge between organizational and individual aspirations. Hence, the present study aims to find out the answers of obvious questions of these organizations like: What are the preferred R&D outputs of its researchers? What are important individual, organizational and environmental factors determinants influencing the productivity of researchers? How should a balance between preferences of researchers and organizational mandates be made? How can R&D involvement of researchers be enhanced? What is the proportion of non-R&D jobs? Firstly, the study tries to find out most preferred R&D outputs and most important influencing factors of productivity in the eyes of researchers. Afterwards, the study tries to identify significant factors that are actually influencing the real productivity of researchers. This study also tries to find out the measures of achieving optimum manpower involvement in R&D and most time-intensive non-R&D jobs. This has been followed by the validation of the conceptual models. Finally, a comparison of the preferred and significant set of results has been made. Further, the comparative performance of R&D laboratories has been studied in the current context, with respect to the real influencing factors and the preferred R&D outputs in the form of publications, patents, technologies developed & transferred and awards.

Key Words: Public funded R&D, Self-sustainability, Man-days Involvement, Productivity Factors, Productivity Determinants, R&D Productivity Model.