

RDRM FORM A1

INFORMATION OF SANCTIONED PROJECT AND APPROVAL FOR IMPLEMENTATION
(REQUEST FOR VICE CHANCELLOR'S APPROVAL)

1. Project Title and sanction letter no. Relationship between green HRM practices of Industry & Env'tal perf, sustainability & Employee Health.
2. Funding agency: ICSSR - IMPRESS.
3. Department: Goa Business School.
4. Principal Investigator: Dr. R. Nimnala
5. Co-Investigator (if any): —
6. Duration of Project: 2 years.
7. Total amount of the project: 9,00,000/- + 5% Overheads.
8. Sanctioned Sub Heads and amount: Not yet given (to be given in sanction order)
 - a) Manpower:
 - b) Chemicals/Consumables:
 - c) Contingency:
 - d) Travel:
 - e) —
9. Overhead: 5% 45,000/-.
10. Number and Designation of research staff:
11. Terms and Conditions
 - a) Dates of submission of Report: —
 - b) Dates for submission of utilization certificate: —
12. Yearwise break-up of sanctioned amount: Not given yet.
13. Plan of utilization of sanctioned grant over the year: (use additional sheet)

Nimnala
Project Investigator

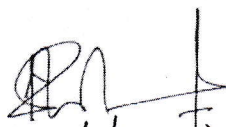
Date: 22/7/2019.

[Signature]
HOD Vice Dean (Research)

Date 22/7/19

FOR USE OF RDRM

1. Project No. GU/D-RDRM/ICSSR-IMPRESS/RN/Management/18/2018-19.
2. Overhead expenditure sanctioned: Rs. 45,000/-
3. Mode of submission of utilization certificate (Half Yearly/ Yearly) —
4. Details recorded in
 - a) Section III
 - b) Finance Office
 - c) RDRM


23/7/2019

(FOR USE BY VICE CHANCELLOR)


Vice-Chancellor

Date: 23/7/19



Mr. Abhishek Tandon,
Deputy Director (Research)

IMPRESS

Tel #011-26716690

E-mail: impress201819@gmail.com

Indian Council of Social Science Research
(Ministry of Human Resource Development)
JNU Institutional Area, Aruna Asaf Ali Marg

New Delhi – 110067

Website: www.icssr.org

SANCTION ORDER

F.No. IMPRESS/P2585/461/2018-19/ICSSR

Dated: 20-09-2019

The Registrar,
Goa University,
Taleigao, Goa-403206

Subject: Sanction of Impactful Policy Research in Social Science (IMPRESS) Research Project entitled "**Relationship between Green HRM Practices of Industry and Environmental Performance, Sustainability and Employee Health.**" under domain **Health and Environment** to Dr. R Nirmala.

Dear Sir/Madam,

1. The Indian Council of Social Science Research (ICSSR) considered the above Impactful Policy Research in Social Science (IMPRESS) research project submitted by **Dr. R Nirmala, Associate Professor, Department of Management Studies, Goa University, Taleigao, Goa-403206**. Co-Project Directors of the study are: NIL.
2. The study, as proposed by the researcher, is to be located at and financially administered by your institution as per the guidelines of this award.
3. The ICSSR has sanctioned a grant-in-aid of Rs. 9,00,000/- (Rupees Nine Lakhs Only) for the above research project and the grant will be released as follows:

First instalment	:Rs. 3,60,000/-
Second instalment	:Rs. 2,70,000/-
Third instalment	:Rs. 1,80,000/-
Fourth Instalment	:Rs. 45,000/-
Publication cost*	:Rs. 45,000/-
Total	:Rs. 9,00,000/-

Overhead charges over and above

5% or maximum Rs.1,00,000 : Rs. 45,000/-**

* ICSSR would publish it subject to recommendation by the expert and relevant Committees for the purpose, from the overall budget, so to be retained by the ICSSR .

**will be released on successful completion of project after evaluation.

(The break-up budget approved by the ICSSR of Rs. 9,00,000/- is enclosed.)

The **First** installment of the approved grant-in-aid will be released after receiving the grant-in-aid bill duly filled in, stamped and signed by the Project Director as well as the affiliating organization. **(GIB already received).**

In case, the study involves survey research, the finalized schedules/questionnaires (2 copies) designed to elicit information should be sent to the ICSSR as per the following schedule:

- a) If the schedule /questionnaire for eliciting information is as per standard questionnaire, these will have to be sent to ICSSR immediately.
- b) If the schedule /questionnaire for eliciting information are to be designed afresh keeping in view the requirements of the project, these will have to be sent to the ICSSR within a period of six months in any case.

Relationship between Green HRM Practices of Industry and Environmental Sustainability and Employee Health
Dr. R Nirmala

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S.No	Expenditure Head	Percentage Allocation to Total Budget of the Study	Actual Value as per the Study (In Rs.)
1	Research Staff Full time/Part-time/Hired Services	Not exceeding 45% of the total budget.	4,05,000
2	Fieldwork Travel/Logistics/Boarding, etc. Including Books/Journals	Not exceeding 35%	3,15,000
3	Equipment and Study Material Computer, printer etc. Source Material/Software and Data Sets, etc.	Not exceeding 10%	90,000
4	Contingency	Not exceeding 5%	45,000
5	Publication of Report*	5%	45,000
6	Total	100%	9,00,000
	Overhead Charges(over and above the total cost of the project)	5% or maximum Rs.1,00,000/- whichever is less	45,000

The five percent (5%) publication amount will be kept by the ICSSR for publication of the final report based on the recommendations of the Expert Committee constituted by the ICSSR.

➤ Remuneration and Emoluments of Project Staff

a) Project staff could be engaged by the Project Director on a full/ part-time basis during the research work and the duration/consolidated monthly emoluments of their employment may be decided by the project director within the limits of the sanctioned financial allocation and as per the ICSSR rules. b) Research Associate @Rs.25, 000/- p.m. (Qualification – Post graduate in any social science discipline with minimum 55% marks and NET/SLET /M.Phil/Ph.D) c) Research Assistant @Rs.20, 000/- p.m. (Qualification-Ph.D./M.Phil./ Post graduate in social science discipline with minimum 55% marks d) Field Investigator @ Rs.15, 000/-p.m. (not exceeding 6 months) (Qualification-M.A with minimum 55% marks). e) Retrospective payment for work already done is not permissible

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➤ Re-appropriation: The Project Investigator may with the permission of the Institution may re-appropriate expenditure from one sub-head to another (except publication of report) subject to a maximum of 10 % of the head which is being increased. If the study necessitates re-appropriation of beyond 10%, it may be done only after the approval of the ICSSR

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➤ Selection of Research Staff should be done through an advertisement and a selection committee consisting of (1) Project Director; (2) One outside Expert (other than the institute where the project is located); (3) a nominee of the Vice Chancellor/Head of the Institution and (4) Head of the Department)/Dean of relevant faculty duly approved by the competent authority.

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➤ For all field work related expenses of Project Director, Co-Director and project personnel, rules pertaining to affiliating institutes shall be followed.

➤ All equipment and books purchased out of the project fund shall be the property of the affiliating institutions. On completion of the study, the Project Director shall submit an undertaking in this regard. The ICSSR, however, reserves the right to take charge of equipment and books, if it thinks it fit in a case.


➤ Purchase of equipment/ assets for the research Project is permissible only if it is originally proposed and approved by the ICSSR and does not exceed the permissible amount.

Heads of Expenditure	Number	Months	Rate/Month	Amount
(c) Field Investigator	1	6	15000	90,000.0
2. Field Work	NA	NA	NA	2,00,000.0
3. Equipment and Study Material	NA	NA	NA	1,50,000.0
4. Contingency	NA	NA	NA	75,000.0
5. Workshops/Seminars is part of the Study	NA	NA	NA	75,000.0
total				11,90,000.0
Institutional overheads	NA	NA	NA	59,500.0
total (Rs)				12,49,500.0

ification of different heads of budget:

Research Staff	A full time research associate will be required to help in designing and implementation of the research proposal, as the study requires a lot of coordination with different organisations for collecting data, its analysis and interpretation.
Field Work :	A lot of leg-work may be required in data collection as the proposed study requires getting information from different organisations across the state of Goa
Equipment and materials :	A tablet PC with advanced features for clear video and audio recording, software for data analysis, and a good computer printer to take of communication needs

on Detail :


Dr. Abhishek Tandon
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Aruna Asaf Ali Marg, New Delhi - 110067
PABX: 26741849-S1 Fax: 91-11-26741976
E-mail: info@icssr.org Website: www.icssr.org

File No. IMPRESS/P2585 /2018-19/ICSSR

Dated: 8th July, 2019

Subject: Award Letter of IMPRESS Project

Dear Dr. R Nirmala,

please refer to your project grant under the IMPRESS Scheme:

Title: Relationship Between Green HRM Practices of Industry and Environmental Performance, Sustainability and Employee Health

Budget Approved: Rs.900000 /- plus overhead charges @5% or maximum of Rs. 100,00/- whichever is less for the study including publication.

First Instalment: 40% of the awarded grant, detailed Budget in break-up will be sent along with the sanction order.

The above has been approved by the Competent Authority on the recommendations of the Steering Committee.

You are requested to commence the study immediately. You are required to give an undertaking on a non-judicial stamp paper of Rs. 100/- (copy enclosed), and send us the grant-in-aid bill (copy enclosed) of 40% of the awarded grant. All Payments and Transfers are to be done through EAT module hence the institution has to open a dedicated account for all IMPRESS Receipts (Projects and Seminars)

You are once again required to go through the eligibility criteria in the guidelines and make sure you fulfil them in all respect both in case of individual and institution. In case you have awarded a project under IMPRESS and sanction letter for the same has been issued you are requested to continue with earlier sanction and inform accordingly. This award in that case will not stand operational. In case you have already been awarded a project and sanction letter has not been issued you may make an option between the two awards and inform us clearly which project you would like to start. If there is any change in terms of original proposal you need to clarify and take approval from ICSSR in the beginning itself.

Kindly send us all the desired documents (**attached herewith**) to the undersigned within **seven days** to enable us to issue the formal sanction order as per the checklist enclosed.

With best regards,

Yours sincerely,

(Abhishek Tandon)

Dr. R Nirmala
Associate Professor
Dept. of Management Studies
ioa University