Rewarding Researchers: A Case Study

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Abstract

Reward systems enhance motivation, quality and quantity of work, and the level of ambition set by researchers. High achievers chase more challenging targets, work longer and sacrifice more than unsuccessful peers. Reward systems can be cost effective but require imagination, attitude and sensitivity. A case study included in the paper illustrates an innovative reward system. Reward systems that favour power hierarchies can jeopardise scientific work culture in a research community leading to cronyism and nepotism. New reward systems should depend on policies rather than individual benevolence. Some methods to modernise reward systems have been discussed. Indian business is doing better than science on account of better HR policies in reward systems. University administrators should learn Human Resource management policies from corporate enterprises.

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