

# Management Development Institute Murshidabad

Ref. No. – MDIM/Admin/Research/2025/158

Date: 08-Oct.-2025

## Job Advertisement: Research Assistant (Two Positions)

The Management Development Institute (MDI) Murshidabad invites applications for the position of “**Research Assistant**” to work on a six-month project focused on marketing and organizational behavior in the Indian retail banking sector.

### Project Details

This project aims to investigate how the branch manager approach enhances banks’ sales performance and innovative services.

### Positions Available

#### Two (02) Research Assistant

- **Duration:** 6 months (specific dates as per project timeline, e.g., 01<sup>st</sup> January 2026—30<sup>th</sup> June 2026).
- **Compensation:** ₹25,000 per month. (as per the approved budget).

### Essential Educational Qualifications

Candidates must hold a Master’s degree (MA/M.Sc./MBA) in one of the following disciplines:

- **Social Sciences:** Sociology, Psychology (specifically Organizational or Social Psychology).
- **Quantitative Disciplines:** Statistics, Economics.
- **Management:** MBA (Marketing or Human Resource Management - HRM).

*Note:* Students pursuing M.Phil. or Ph.D. are **strongly encouraged to apply**.

### Job Description and Key Responsibilities

The Research Assistant will be deeply involved in all phases of this comprehensive, multi-method research design, including:

#### 1. Fieldwork and Data Collection Management:

- Conducting fieldwork across various private Indian retail bank branches.
- Administering multi-wave, paper-and-pencil surveys to employees and their respective managers with specified time lags.
- Maintaining rigorous participant tracking and ensuring ethical data capture.

#### 2. Experimental Design Implementation:

- Assist in the controlled administration of the experiment.
- Conducting and transcribing qualitative semi-structured interviews.

#### 3. Data Analysis and Management:

- Data preparation for complex statistical analysis.
- Assist in statistical modelling.



#### 4. Research Documentation and Reporting:

- Assist the principal and co-principal investigators in conducting literature reviews and drafting various sections of the final report and academic manuscripts for submission.

#### Desirable Skills and Experience

- Prior experience in organizational or marketing fieldwork in India.
- Demonstrated proficiency in statistical software.
- Experience with qualitative data collection (interviews, open-ended probing) and thematic coding.
- Strong ability to maintain confidentiality and ethical standards in sensitive organizational settings.

#### Terms and conditions:

It is candidates' responsibility to ascertain and ensure their eligibility as per the prescribed qualification. Any misinformation detected at any stage will make the candidate liable for legal action. Permission to appear at the interview does not approve the eligibility of the candidate. Even after qualifying the selection process the candidate may be rendered disqualified at the time of document verification if he/ she does not fulfil essential eligibility criteria.

The above position is purely temporary and is for the duration of the project only. The appointment is subject to regular review and if the performance found unsatisfactory or not being of the required standard the appointment is liable to be terminated at any time without notice. Selected candidates will not be entitled to claim any regular appointments/absorption in this institute. No TA/DA will be paid for attending the interview and during the course of appointment.

#### How to Apply

Interested candidates should submit the following documents to: [recruitment@mdim.ac.in](mailto:recruitment@mdim.ac.in), [cao@mdim.ac.in](mailto:cao@mdim.ac.in)

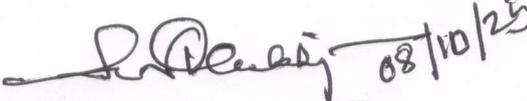
1. Detailed Curriculum Vitae (CV) / Résumé.
2. Cover Letter clearly stating your relevant research experience and fit for this project.
3. Copies of relevant degree certificates and mark sheets.

#### Application Deadline: 15<sup>th</sup> November 2025

Date and Time of interview: Depending upon number of applications received candidates will be shortlisted for interview. Date, Time and Venue/Mode of interview would be intimated to concerned candidates.

*We look forward to receiving applications from highly motivated and skilled candidates ready to contribute to this high-impact research project.*

**Principal Investigator:** Dr. Niharika Gaan, Associate Professor-HRM, MDI Murshidabad

  
Chief Administrative Officer

