

Management Development Institute Murshidabad

Ref. No. MDIM/Admin/Research/2025/03

Date: 09-Jan.-2026

Job Advertisement: Assistant/Associate Research Scholar

The Management Development Institute (MDI) Murshidabad invites applications for the position of **Assistant/Associate Research Scholar** to work on a prestigious, six-month empirical project focused on integration of Organizational studies and marketing in the Indian retail banking sector.

Project Details

This project aims to investigate how leader communication styles, particularly humor, influence the motivational pathways.

Positions Available

Two (02) Assistant / Associate Research Scholars:

- **Duration:** 6 Months (w.e.f. 16th January, 2026)
- **Compensation:** Rs.30,000/- (Rs. Thirty Thousand) per month

Essential Educational Qualifications

Candidates must hold or be pursuing a Ph.D. in one of the following disciplines:

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

Job Description and Key Responsibilities

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

1. **Fieldwork and Data Collection Management:**
 - Conducting extensive 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 (Wave 1, 2, 3).
 - Maintaining rigorous participant tracking and ensuring ethical data capture (multi-source and time-lagged data collection to mitigate common method bias).
2. **Experimental Design Implementation:**
 - Assisting in the controlled administration of the **Experiment**.
 - Conducting and transcribing qualitative semi-structured interviews.



3. **Data Analysis and Management:**

- Performing comprehensive data preparation for complex statistical analysis.
- Assisting in statistical modelling.

4. **Research Documentation and Reporting:**

- Assisting 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.

How to Apply

Interested candidates should submit the following documents to via E- Mail to:

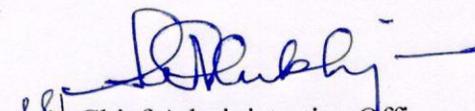
Dr. Niharika Gaan, Principal Investigator, niharika@mdim.ac.in +91 8917219061

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: 13th January, 2026

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




S. S. Chatterjee
091011206
Chief Administrative Officer

**Chief Administrative Officer
MDI Murshidabad**