

## **Management Development Institute Murshidabad**

Ref. No. MDIM/Admin/Research/2026/12

Date: 19-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:** 5 Months (w.e.f. 2<sup>nd</sup> February, 2026)
- **Compensation:** Rs.30,000/- (Rs. Thirty Thousand) per month plus free accommodation facility in the campus

#### **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](mailto: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: 29<sup>th</sup> 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. S.* 19/01/2026  
for, Chief Administrative Officer