

Research is one of the three core mandates of the Royal Institute of Management (RIM), as enshrined in the Royal Charter of 1990. Alongside teaching and training, research plays a pivotal role in advancing the Institute's mission to promote excellence in public administration, management education, and national development.

To institutionalize and strengthen its research functions, RIM established a dedicated Department of Research and Consultancy. In 2025, as part of a broader restructuring initiative, this department was reformed and upgraded to the Centre for Research and Innovations (CRI). The Centre now serves as the focal point for coordinating, supporting, and promoting all research and innovation activities within the Institute.

Faculty Pathways and Research Responsibilities

In recognition of the diverse strengths and interests of its faculty, RIM offers two academic pathways:

1. **Teaching Pathway**
2. **Research Pathway**

Faculty members may choose either pathway based on their expertise and professional goals. Those on the research pathway are required to allocate a greater proportion of their time to research, with reduced teaching responsibilities—mirroring the structure of the teaching pathway in reverse. However, all faculty members are expected to contribute across teaching, research, training, and consultancy for purposes of performance evaluation, promotion, and professional development.

Research and consultancy activities are governed by the *Policy on Faculty Research and Consulting*. This policy positions research as a foundation for academic excellence—emphasizing its role in updating curriculum content, creating innovative teaching materials, and informing public policy.

Categories of Research

Research at RIM is classified into three main categories:

- **Institutional Research:** Projects funded by RIM or commissioned by national agencies to address institutional or national priorities.
- **Independent Research:** Self-initiated research by faculty members, conducted without institutional funding.
- **Externally Funded Research:** Research projects supported by international or national organizations and development partners.

Research Promotion and Incentives

To promote a vibrant research culture, research output is a key criterion in faculty assessments. Faculty members are eligible for financial incentives and workload recognition for publishing in peer-reviewed journals. Additionally, RIM offers sabbatical leave every four years to enable faculty to focus on research projects of national or international significance.

Bhutan Journal of Management (BJOM)

A flagship research initiative of the Institute is the publication of the *Bhutan Journal of Management* (BJOM)—a peer-reviewed academic journal published biannually. BJOM provides a platform for disseminating applied research and policy analysis related to public administration, governance, and management in Bhutan. Since its relaunch in 2021, the journal has published a wide range of policy-relevant research, offering practical insights and recommendations for improving public service delivery.

BJOM also serves as a capacity-building platform, enabling faculty members to engage in journal management, editorial work, and peer review. It further encourages scholarly engagement by supporting the transformation of high-quality student research into publishable journal articles.

Student and Trainee Research

Research undertaken by students and trainees is an integral part of their academic and professional training. Supervised by faculty members, these research projects form part of their course assessments. Faculty receive session credit for supervision, and outstanding research papers are often developed into journal articles, with many published in BJOM.

Research Development and Engagement Programs

To build research capacity and foster a culture of inquiry, RIM implements several supporting programs, including:

- Training workshops on research methodologies for faculty
- Annual research seminars and academic forums to present and discuss findings
- Research exhibitions to showcase institutional and student research
- Policy forums and debates engaging trainees on critical national issues, such as youth migration, governance reforms, and economic transformation

Through these initiatives, the Royal Institute of Management remains committed to fostering a robust research environment that contributes to knowledge creation, policy innovation, and national development.