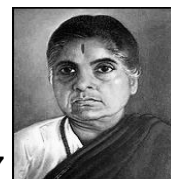




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6.3.1: The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

FDPs and Workshops on Pedagogy for staff.

1. In the various FDPs, workshops, seminars, conferences, and technical paper contests that the college hosts, senior members of the department's faculty serve as resource persons.
2. Faculty members who qualify for needed financial support are encouraged.
3. The academic and research and development plan for the upcoming semesters for the department.
4. The departments have adequate resources to improve their advanced and self-directed learning modules.
5. Motivation and incentives, both financial and non-financial, for higher education and the Quality Improvement Programme.
6. Provision of monetary support to the Technical Training Programmes, which are intended for members of the Technical and Non-Teaching Staff.
7. In order to improve the quality of the technical staff's equipment maintenance, Senior Faculty Members conduct frequent training sessions in the labs.
8. Skill development programmes such as computer knowledge on MS Office tools and soft skills are organised for both teaching and non-teaching employees in order to improve documenting and filing. These programmes include both hard and soft skills.
9. Provided travel assistance to staff members who were in need of it. Free passes for public transit buses provided to all drivers.
10. Special Allowance for Officers in Charge of Training and Placement
11. Laptops and cell phones to HODs, in order to improve connectivity and networking.
12. Commuting Leave, Health and Personal Leave, Child Care Leave, Examination Leave, and Medical Leave in accordance with their eligibility.
13. Paid time off for new mothers in the event that they are employed.




PRINCIPAL

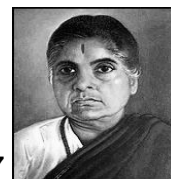
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14. Employees who are getting married are eligible for an extended leave of absence.
15. Camps devoted to raising awareness about health issues were held on campus, and students received freecheckups.
16. Offering the personnel opportunities to participate in athletic and cultural events during the festivities of the annual day.
17. A reduction in tuition costs for children of faculty and staff members who enroll in the programme.


Scholarships and grants for those pursuing higher education. Provision of food and drink for faculty and students alike.

For the purpose of evaluating the performance of faculty members, a form that features a well-structured self-evaluation report has already been implemented. In order to evaluate faculty members for potential future training, increments, and promotions, at the conclusion of each academic year, they are required to provide specifics regarding their academic, administrative, research and development, and consultancy activities throughout their Service in general and the most recent academic year in particular.

The evaluation form focuses on the overall development of faculty members in light of Outcome-Based Education and in the interest of stakeholders. It covers a variety of areas of teaching, mentoring, feedback, the performance of students in that course, publications, organising and attending FDPs, and more. For the purpose of enhancing the careers of faculty members and catering to the requirements of various stakeholders in light of OBE, performance evaluation forms are examined by the school's principal and secretary.

Provide guidance on appropriate corrective actions on a variety of academic, administrative, and R&D concerns in order to preserve the valuable services provided by the faculty.




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