

6.3 Faculty Empowerment Strategies

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

Welfare measures taken towards the staff reflects on the output and selfless contribution towards tremendous growth of any Institution. In our Institution Staff welfare is given foremost importance. In connection with this,

Existing welfare measure for teaching and non-teaching staff are itemized below:

- Medical Leave & Maternity leave for eligible staff members
- Faculty members are eligible for Earned Leave
- Gym is also accessible for the staff.
- Employee gets fees concession for their ward.
- As Institution has a multicultural environment in the campus, the management ensures the celebration of all the festivals together.
- Sponsorships to attend and present papers in conferences both in India as well as abroad.
- Institute provides financial support for higher education like Master Degrees, Ph.D, etc.
- In and around campus, various food centers has been established which are accessible by staff during the working and extended hours.
- Internet and free Wi-Fi facilities are also available in campus for staff.
- Teaching and Non-Teaching Staff Club organizes tour, and sports activities for the staff.
- Ward's of Faculty members given preference in admission in Abhinav Education Society's sister institutes.
- Faculty members are provided with Individual cabin and system

to facilitate good ambience.

- Faculty Abroad Program to enable faculty to visit foreign universities for study/ research.
- 30 days – Diwali, Summer and Winter Vacations for faculty members.
- Faculty development programs(FDP) for faculty members on regular basis.
- Skill development courses are organized for non teaching staff to enhance their skills in work environment.
- Automation of attendance and leave using biometric system.
- All the faculty members who upgrade their research work through quality publications during the academic year are honored by management and institute through research incentive scheme every year.
- The management also extends financial assistance to the needy students for pursuing higher education in our institution as per the requirement.
- All the staff members are treated on par with each other in obtaining benefits from the institution.
- Motivation through counseling is also available for staff members to create a healthy working environment. This not only increases the work life balance of the employee, it also helps us in increasing the productivity and allows our staff to work effectively with complete satisfaction.
- Duty leaves for attending seminars, conferences, seminars and workshops.