

CAREER MAHAVIDYALAYA

Affiliated to Pandit Deendayal Upadhyaya Shekhawati University, Sikar (Raj.)

Ref No.

Date.....

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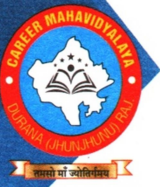
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Faculty Empowerment Strategies

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The institution is taking many welfare measures for all the teaching & non-teaching staff as they are the backbone of the institution. Staff is eligible for the following incentives and rewards based on their performance, contribution and years of service at the institution. These are applicable to staff with a minimum of 1-year service in the institution. Few of the welfare measures are listed below:

Paper publication in National/International journals with an Impact factor as first and second author is given as per the policy.

Paper publications in International Conferences of Prime Institutions -100% TA, 100% Registration fee on Duty and Cash Reward

For paper presentation in a national conference the institute will sponsor by paying the registration fee along with on duty leave

Best Teacher award is presented to eligible teachers every year on the eve of Teacher's day celebrations with appreciation Special incentive increments are sanctioned on completion of higher education i.e. Ph.D., D.Lit. and PDF after completion of two-year service in the college.

Maternity Leave : Lady Staff member are availed maternity leave as per government and UGC guidelines. Maternity leave for child care and parenting is availed to the women employees.

Interest free loan : in the case of medical emergency is sanctioned to the employees' which is repayable in 10 monthly installments.

Faculty, who score between 60% - 80% in API score, gets an additional incentive increment.

The son/daughter of staff member studying in the parental institution has to pay only 50% of tuition fees.

College provides advance up to one month's salary to its employees in case of urgent needs.

- About more than 10% staff get the benefits of such schemes every year.
- Self-defense training for female faculty members.

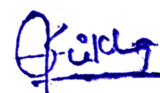
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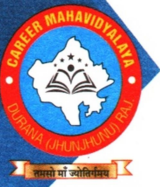
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- ❖ **Medi-claim:** In the case of serious illness, government helps the employees by reimbursement of the medical bill. The institute prepares the proposal and forwards it to government through proper channel so as to avail the claim of employees.
- ❖ **Counseling:** Special counseling and training programs are organized separately for staff and students to release regular worries, tensions and anxieties. Guests and trainers from reputed institutes are invited.
- ❖ **Medical Check-up:** a medical check-up camp is organized in institute every year to see the fitness. Awareness of health and fitness is thus observed throughout. If any illness is identified, first aid is provided and the individual is recommended for future treatment.
- ❖ **Safety & Security Measures:** Five extinguishers are installed at fixed places so as to control the fire if it takes place through short circuits or any other reasons. CCTV is there in the campus as a security measure.

Wi-Fi Campus for teaching and non-teaching Staff.

Welfare schemes for non-teaching staff

- ❖ **Supporting staff are provided with free computing skill programs.**
- ❖ **Additional increments** are sanctioned recognizing their commitment towards their duties.
- ❖ **Special incentive increments** will be sanctioned on completion of 10 years and 15 years' service in the same cadre.
- ❖ **Maternity Leave:** Female Staff members are availed maternity leave as per government and UGC guidelines. Maternity leave for child care and parenting is availed to the women employees.
- ❖ **Interest free loan** in the case of medical emergency is sanctioned to the employees which is repayable in 10 monthly installments.



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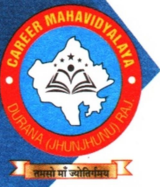
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- ❖ **Safety & Security Measures:** Five extinguishers are installed at fixed places so as to control the fire if it takes place through short circuits or any other reasons. CCTV is there in the campus as a security measure.
- ❖ **Wi-Fi Campus** for teaching and non-teaching Staff.

Appraisal System

Career Mahavidyalaya is a family with all the staff members of the institution being a family member and thus it provides various monetary and non-monetary benefits/facilities for the professional and personal growth of the teaching and non-teaching staff. Leave benefits are bestowed on employees based on their status of employment including causal leave, Sick leave and on duty leave etc. Restricted leave is provided to employees as a special care to minority employees. Special leave on marriage of self and death of parents. Female employees are granted maternity leave as per the norms. Free ship is provided for the employee's wards and employees both.

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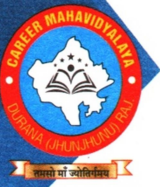
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Appraisal System

Emergency loans to employees for support of their ward's marriage, illness and during nature calamity. Cash prizes are awarded annually to wards of employees who excel in their school education. Committees are in place for the welfare of SC/ST and Transgender to provide necessary assistance. Periodic mental health, psychological assessment and Professional counseling are provided to needy employees. Teaching faculty are recognized for their professional contributions with Certificates of appreciation and incentives. The Scientific and Academic Forum serves to connect the entire faculty through intellectual activities fostering social and scholarly relationships. All employees are nurtured through professional development programs ensuring continuous up-gradation of skills, knowledge and research capabilities. At Career Mahavidyalaya is an equal opportunity employer (value: inclusiveness), including transgender members. Annually Career Mahavidyalaya celebrates Employee Day, Teacher's Day and Science Day, a day of recognition and appreciation of employees contributions to the progress of the PG College. Best employee of the organization under different categories is recognized with the Best Employee Award. Annual Sports and Cultural Festivals to promote morale and unity amongst workers.

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