

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

MES Asmabi College offers effective welfare measures for both the self financing and aided staff. We ensure all the welfare measures of the government are made available and have instituted similar schemes for the self financing staff. This coupled with the crucial support of the college promotes equity and fosters a happy and productive environment.

Good Life & Health –Statutory Welfare Measures

- General Provident Fund & Employees Provident fund
- State Life Insurance
- Group Insurance Scheme
- MEDISEP(Medical Insurance)
- Employees State Insurance
- Paternity/Maternity benefits
- Contributory pension
- Die in hardness employment
- Festival allowance
- House Rent Allowance
- Medical Reimbursement for vaccination during Covid-19 Outbreak.
- Transfer facility to home college
- Annual increment and performance based increment
- Vacation salary

Non-Statutory Welfare Measures

- Preference to wards of the staff for admission to various programmes with fee waiver or concession.
- Preference in aided appointment
- Gymnasium and Health club.

Faculty Wellness Initiatives

- Celebrating festivals
- Picnics & Annual tours
- Participation in sports /Arts and other festivals

Faculty Aid Programme

- Financial support to FDP/Seminars etc
- Salary advance as part of financial support.

Other Leave Benefits

- Casual Leave
- Earned leave
- Special Casual Leave
- Medical leave
- Commuted leave

Career Development /Progression for TS & NTS

- Internal FDPs
- Financial support for travel & Participation seminars/ workshops etc and membership in academic bodies.

Other Facilities

- Gratuity receipt facilitation
- Wi-Fi facility
- Separate parking facility
- Co-operative store
- Campus security
- Free uniform to cleaning staff and security staff
- Free hostel accommodation
- College Bus

- Day –care
- Recording facility for video classes and broadcasting
- Individual workstation for research

Welfare Associations

- TS- Regular meetings, Events including motivation sessions, felicitations
- NTS- Regular meetings, Events including motivation sessions, felicitations

Performance Appraisal System

- The institution has a Performance Appraisal System that evaluates its employees on a regular basis to maintain its strict quality parameters. Through internal and external evaluations as well as self-evaluation processes, it aids teaching and non-teaching employees in advancing their careers.
- All Faculty members and departments are required to submit the filled in proforma to IQAC for Academic and Administrative Audit (AAA).
- The proforma and AAA helps in systematic and periodic preparation and evaluation of API which helps in promotion of faculties.
- Other Departmental Mechanism such as regular staff meetings, Department Action Plan, Monthly report etc.
- Annual student satisfaction survey is conducted for assessment of the performance of teachers
- The IQAC collects self-appraisal form from non-teaching staff to evaluate their performance, major indicators being efficiency and time bound completion of tasks assigned to them. It is countersigned by the Principal. The appraisal records of staff are discussed with the authorities for optimum performance.