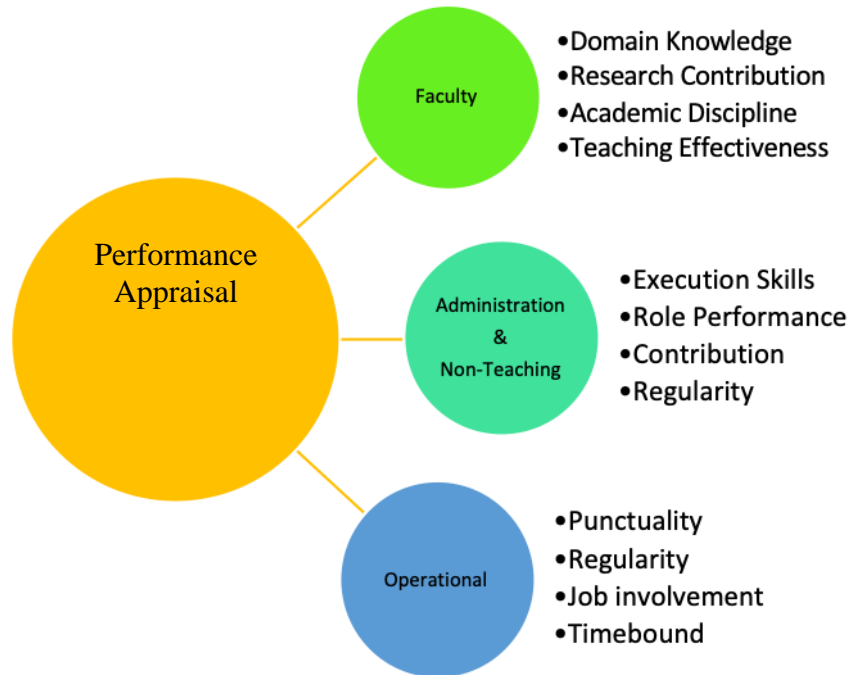


**6.3.1 The institution has a Performance Appraisal System, promotional avenues and effective welfare measures for teaching and non-teaching staff**

**Response:**

HR Manual has policies of **performance appraisal system** for the teaching & non-teaching staff. Appraisal & promotion committees evaluate and recommend increments, promotions, reward & recognitions.



**Faculty:**

CAPE committee evaluates and does annual appraisal scoring under DAPE & FAPE.

FAPE-Faculty assessment & performance evaluation–for faculty.

DAPE–Departmental assessment & performance evaluation–for HoD.

Scoring the attributes are done by various authorities as a 360° evaluation and a final score is arrived at for DAPE and FAPE both.

**Non-Teaching Staff:**

For the junior cadre non-teaching staff, the members are evaluated by the appraisal committee and are done on qualitative inputs of punctuality, regularity, job involvement and they are graded in three scales for increments.

As for the Administrative staff, the evaluation is done basis the parameters like execution, performance and contribution, the increments are decided.

**Welfare** of the staff is an important area for the University.



**Special incentives** on performance & achievements.

Employee **PF, Leaves, Personal and Professional Development, Interest free Car, Marriage, Other Loans mobilized from community fund, Free education to wards of staff members** are few welfare schemes.

**World Class Campus infrastructure** with **Day care & Health Centre** facility, **Free Transport** for work life balance.