



SRI VASAVI ENGINEERING COLLEGE

(AUTONOMOUS)

(Sponsored by Sri Vasavi Educational Society)

(Approved by AICTE, New Delhi & Permanently affiliated to JNTUK, Kakinada)

(Accredited by NAAC with 'A' Grade, Recognized by UGC under section 2(f) & 2(B))

(NBA Accreditation to B.Tech. EEE, CSE, ME and ECE Branches for 3 Years)

Pedatadepalli, **TADEPALLIGUDEM – 534 101**. W.G.Dist. (A.P)

6.3 Faculty Empowerment Strategies

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

Response:

The Institution is committed to creating a supportive and fulfilling work environment for all its employees, including teaching and non-teaching staff. To achieve this, it has implemented various welfare measures that cater to their personal and professional growth.

- **Statutory welfare measures:** The Institution adheres to all statutory requirements, such as providing a safe and healthy work environment, ensuring timely payment of salaries, and offering other benefits such as health insurance, EPF, and other social security schemes as required by law.
- **Monetary measures:** The Institution offers competitive salaries and performance-based incentives to its employees. It also provides opportunities for annual increments, and promotions based on individual performance and the overall growth of the organization.
- **Non-monetary measures:** The Institution places a high value on work-life balance and offers various non-monetary benefits, such as medical leaves and maternity leaves. It also organizes team-building activities and staff appreciation events to foster a positive work culture.
- **Professional development:** The Institution is committed to the professional growth of its employees by providing opportunities for skill development and career advancement. This includes offering training programs, workshops, and seminars to enhance their knowledge and skills. Financial support may also be provided for employees to attend conferences, present research papers, or pursue higher education relevant to their field. The college also provides paid leaves for attending such programs and as well as for writing State / National level exams like APRCET, NET,GATE etc..
- **Grievance redressal:** The Institution has a transparent and efficient grievance redressal mechanism in place to address any employee concerns or disputes. This ensures that employees can voice their grievances and seek timely resolutions without fear of retaliation.

Through these measures, the Institution is dedicated to fostering a positive and inclusive work environment where employees can thrive personally and professionally.

Attachments:

- **Last 5 years Files on**
 - [EPF](#)
 - [Insurance](#)
 - [Medical & Maternity Leaves](#)
 - [Aminities for Staff \(Bus, Gym, Tea etc.\)](#)
 - [R&D Policy for Incentives and the corresponding data.](#)
 - [ESI](#)
 - [Increments & Promotions.](#)
 - [Seminars, FDPs, Workshops, & training for staff.](#)