



## **V.K.R., V.N.B. & A.G.K. COLLEGE OF ENGINEERING**

(Approved by AICTE, New Delhi & Affiliated to JNTUK, KAKINADA)

Gudivada, Krishna District, Andhra Pradesh – 521301

Mobile: +91 92465 42188/91546 05555 E mail: [principalh2008@gmail.com](mailto:principalh2008@gmail.com) URL: <http://www.vkrvnbcoe.org>

### **6.3.1 The institution has effective welfare measures and Performance Appraisal System for teaching and non-teaching staff.**

#### **Welfare Measures**

VKR, VNB & AGK College of Engineering, considers Employee Welfare as a part of the organization. Welfare measures of an organization will keep up the confidence of the employees and help the organization to retain the employees for a long time. It also improves the quality of their performance, as they feel comfortable, committed and wholeheartedly work for the organization.

The Institution provides effective welfare measures to both teaching and non-teaching staff. All statutory welfare measures in implementation. Various monetary and non-monetary measures towards personal and professional growth are being followed to the satisfaction of the employees, as non-profit organization.

The welfare measures available in the institution for the teaching and non-teaching staff are three-fold:

#### **Statutory Welfare measures as per Government norms:**

- EPF facility to the Teaching Faculty and Non-teaching staff.
- Medical and maternity leave, benefits are sanctioned for the eligible staff (Teaching & Non-teaching) as per their need.

#### **Monetary or Non-monetary welfare support measures/initiatives:**

- Maternity leaves sanctioned with 3months of salary for the faculty/staff.
- Adjustable timings benefits extended to Faculty /Staff who are nursing mothers.
- Moral and emotional support to Faculty and Staff who are going through personal or professional crisis in life.
- Research support (M.Phil. or Ph.D.) through time allowances and usage of library facilities and infrastructure.
- Funding Registration fees and Travel expenses for Faculty attending Conferences and Workshops.
- Reinstating Staff who went on Study leave.

- Advance amounts disbursed by the College in case of emergency for Faculty.
- College organizes free and periodic health checkups.
- Provision for voicing opinions is provided through grievance/suggestion box.
- Appreciation for the faculty member for good work.

### **Performance Appraisal system**

The performance appraisal system of the faculty is evaluated and cared at their commendations of departmental HOD's & Principal after getting information through the following step.

**Step-1:** The IQAC prepares self-appraisal form based on JNTUK norms with various parameters which enlighten the efficiency of the faculty to be considered, conducts regularly. It includes Examination results, Students Feedback, Interactive teaching approach, Research papers and Journals Publication of articles and books, Participation along with presentation in Conferences/Seminars/Workshops/Faculty development programmes etc. Examination duties assigned and performed, Co-Curricular/Extra Curricular duties, assigned by the college. Every teaching staff has to submit a self-appraisal form at end of the academic year.

**Step-2:-**The students of all groups give feedback of the courses and concerned subject teachers at the end of the semester. The same is analyzed and assessed by the HOD and the Principal as in the peer evaluation.

The decision taken is based on the outcome of their view of the performance appraisal reports by the management. It is conveyed by

1. One-to-one interactions.
2. Discussions of general issues in departmental meetings.



PRINCIPAL

PRINCIPAL  
✓KR VNB & AGK COLLEGE OF ENGINEERING  
Eluru Road, GUDIVADA Kri. Dt.A.P.521 301