



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

Performance Appraisal System

- Regular performance evaluations for faculty and non-teaching staff
- Clear criteria and standards for evaluation
- Feedback and coaching for improvement
- Linkage to career development and promotions
- Post Appraisal Actions – Faculty Orientation and Development programs for needy staff members

The institution has a well-structured and transparent performance appraisal system for both teaching and non-teaching staff. For teaching staff, student feedback is collected using a prescribed format. Additionally, staff members provide details on career advancements, higher degrees, participation in orientation and refresher courses, academic programs organized, participation and presentations in international and national webinars, seminars, conferences, workshops, academic results of subjects handled, teaching-learning methodologies adopted, certificate courses cleared, preparation of e-content, and contributions to the overall development of students. This information is reviewed and presented to management for appropriate appraisal. Non-teaching staff also fill out a separate form detailing their higher studies, departmental exams, and certificate courses in Tally and other software maintenance. These forms are scrutinized by the principal and IQAC before being presented to management for the final decision. Thus, performance appraisal is a comprehensive process that evaluates and appraises the quality of teaching and non-teaching staff in our institution.

Welfare Measures for Teaching Staff

- Contributory Provident Fund
- Employee assistance programs (EAPs)
- Staff development and wellness initiatives
- Motivation to become Academic Council members, BOS members, subject experts, external examiners, resource persons, and Ph.D. candidates
- Salary advances, festival advances, and festival gifts provided by management
- Free Wi-Fi facilities for academic programs



SRI AKILANDESWARI WOMEN'S COLLEGE, WANDIWASH.

(Re-Accredited with 'A' Grade By NAAC) (Recognised under section 2(f) and 12(B) of UGC Act.)
(Permanent Affiliation Granted by Thiruvalluvar University)

Staff are the pillars of our institution. Our college management values the contributions of both teaching and non-teaching staff, recognizing their efforts through various welfare schemes such as the Contributory PF Scheme, financial assistance for participation in FDPs, internships, publication work in UGC-approved journals, rewards for academic excellence, free transportation, free breakfast and lunch, free medical facilities, maternity leave with pay, free accommodation, and fee concessions for staff wards.

Welfare Measures for Non-Teaching Staff

- Contributory Provident Fund
- Literacy programs and health and hygiene programs are conducted for non-teaching staff. Free hand sanitizers and masks, were distributed to both teaching and non-teaching staff during pandemic and post pandemic periods.
- Wards of employees are given admission on a prefectural basis and fee concession are also provided.
- An exclusive eye check-up camp is held regularly to ensure the safety of drivers. Salary advances, festival advances, and festival gifts are given by the management to both teaching and non-teaching staff.

All employees are treated with dignity, fostering a family-like bond among them. This interpersonal approach by the management encourages all staff to work together with unity and integrity. Both teaching and non-teaching members can utilize the services of a professional counselor visiting the college to resolve any personal, professional, or psychological issues.

Avenues for Career Development/Progression

- Faculty development programs (FDPs) for teaching staff
- Training programs for non-teaching staff
- Opportunities for research and publication
- Career advancement opportunities for both teaching and non-teaching staff
- Recognition and awards for outstanding performance
- Support for pursuing higher education and certifications
- Collaborations with industry and academia for knowledge sharing

These measures demonstrate the college's commitment to supporting the growth and well-being of its staff, fostering a positive work environment, and promoting excellence in teaching, research, and service.

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