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SHRI S. K. SHAH & SHRIKRISHNA O. M. ARTS COLLEGE, MODASA.

[Run by : Shri M. L. Gandhi Higher Education Society, Modasa.]

શ્રી એસ.કે.શાહ એન્ડ શ્રીકૃષ્ણ ઓ.એમ.આર્ટ્સ કોલેજ, મોડાસા

શ્રી મ.લા.ગાંધી ઉચ્ચતર કેળવણી મંડળ, મોડાસા સંચાલિત

MODASA- 383 315, Dist. Aravalli. (North Gujarat)

મોડાસા - ૩૮૩ ૩૧૫, જિ. અરવલ્લી. (ઉત્તર ગુજરાત)

જા.નં. /૨૦૨ -૨૦૨

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6.3:Faculty Empowerment Strategies

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




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Welfare Scheme for Employees:

The Welfare measures provided by the institute for teaching and non-teaching staff are as under: Group insurance scheme like GSLI by the government for all permanent employees Various leaves are available to teaching and non-teaching staff vacation leave, Casual Leave, Earned Leave, Medical Leave, Maternity and Paternity Leave. EPF [Employee Provident Fund] for Self-Financed staff. Accommodation facility is available for Teaching and non-teaching in staff quarters and temporary accommodation facility in Guest Room. The class III & IV employees get the facility of Bonus once a year for the festival. The class IV employees get the benefit of uniform. There is a Registered Co-Operative Credit Society on the Campus, directed and managed by the staff. This credit society provides various services like deposits and loans to its shareholders up to a limit. Gratuities, Pensions and all other such Government welfare schemes and measures are given to the staff. First Aid Facility on the campus

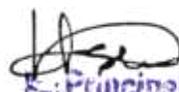
Additional Facilities of the Central Library, computer and laboratory are provided to teachers conducting research. Duty Leave is granted to teachers to participate and present papers in seminars. The Grievance Redressal Cell takes care of the complaints of the students as well as staff.

Medical reimbursement Scheme: refunds the medical expenditure of employees and their Dependents.

Sexual Harassment Policy: A Women's grievance redressal cell for addressing complaints regarding sexual harassment Free Wi-Fi facility throughout the college. Complete support and assistance are provided to the faculty for pursuing higher studies and Research Projects

Leave Travel Concession: Subject to rules and regulations, the travelling expenditure of the employees to any place in India is refunded. Accidental Death Policy Insurance Scheme for all staff members as well as all the students on the campus. Faculty members are encouraged to take up/join




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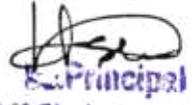
self-development programs and higher education.

Arts College Parivar Welfare Scheme

The college also has Ramanlal Soni Centre for research in Literature. Under this centre, research scholarships are given to two members every year .For this purpose, one donor has given Rs. 2,50,000/- Every year from the interest amount of the aforementioned fund , the scholarships are awarded to two members from the teaching or the non - teaching staff of the college. In case of no application from the college, application from the members of the sister - institutions will also be considered. The purpose of this centre is to promote research activities and develop an attitude of research among the members of the college.

Under this scheme , the children of the teaching and non - teaching staffs members are honoured for their academic achievements. They are awarded with cash prize or gift. The staff members are also honoured with cash prizes of gifts for their achievement in social , political and other fields. They are also awarded for publications of their articles. This programme is arranged at the beginning of each academic year. These prizes are given from the interest amount of the fund donated by the retired professors of this college.




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- Grant Code No. : 125
- College Code No. 30 (D.P.)
- Zone Code No. : 93



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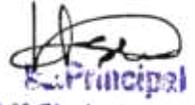
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