



CHAITANYA ENGINEERING COLLEGE

Approved by AICTE, New Delhi, Affiliated to JNTU, Kakinada
Chaitanya Valley, Kommadi, Madhurawada, Visakhapatnam-48

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

Welfare Measures

CHAITANYA ENGINEERING COLLEGE, 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.

Various welfare measures available in the institution for the teaching and non-teaching staff:

Statutory Welfare measures as per Government norms:

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

Monetary or Non-monetary welfare support measures/initiatives:

1. Marriage leaves & Maternity leaves sanctioned with salary for the faculty/staff.
2. Adjustable timings benefits extended to Faculty /Staff who are nursing mothers.
3. Moral and emotional support to Faculty and Staff who are going through personal or professional crisis in life.
4. Research support (M.Phil. or Ph.D.) through time allowances and usage of library facilities and infrastructure.
5. Funding Registration fees and Travel expenses for Faculty attending Conferences and Workshops.
6. Reinstating Staff who went on Study leave.
7. Advance amounts disbursed by the College in case of emergency for Faculty.
8. College organizes free and periodic health checkups.
9. Appreciation for the faculty member for good work.

Performance Appraisal system

The performance appraisal system of the faculty is evaluated and cared at the recommendations of HOD&Principal after getting information through the following steps.

Step-1: The IQAC prepares a self-appraisal form based on JNTUG norms with various parameters that enlighten the efficiency of the faculty to be considered, and conducted regularly. It includes Examination results, student feedback, Interactive teaching approach, Research papers and Journals Publication of articles and books, Participation along with presentations in Conferences/Seminars/Workshops/Faculty development programs etc. Examination duties assigned and performed, Co-Curricular/extracurricular duties, assigned by the college. Every teaching staff has to submit a self-appraisal form at the 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



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