



Guru Gobind Singh Foundation's

**Guru Gobind Singh College of Engineering & Research Centre**

Approved by AICTE, Govt. of Maharashtra & DTE Mumbai, Affiliated to Savitribai Phule Pune University (Formerly known as University of Pune)

NAAC Accreditation first cycle "B+" with CGPA 2.72 in April 2019, DNV – GL Certified for ISO 9001 : 2015 Standards



## 6.3 Faculty Empowerment Strategies

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

#### **Institutions Performance Appraisal System for faculty:**

Annual performance reviews are routinely conducted by the institute and are examined at many levels, including HOD, and Principal. A well-designed appraisal form is used to track the performance of the faculty. The process of appraisal is briefly explained as below

- Self-Assessment by faculty - Information on the teaching load, one's own attendance, analysis of results, duties at the departmental and institutional levels, student comments, own growth and accomplishments, and future plans are provided by the faculty.
- Academics Review by HoD – HoD assesses the academic component of the faculty
- Participation in various activities – Activities required for each faculty member's professional development and contributions to institutional growth are considered here
- Evaluation by Principal

#### **Performance Appraisal System for Non-Teaching staff:**

Individual staff member fills the appraisal form which includes professional competence, performance, personal traits, accomplishments, skill up gradation, and responsibilities handled. HoD / Registrar / Section in-charge evaluates this appraisal form and forwards this with recommendations to Principal for further actions.

The institute is committed to the overall wellbeing of faculty and staff members, and has implemented a number of welfare measures. The welfare measures are as follows:

- Accidental Insurance for Employees
- Maternity and Paternity leave

  
**Dr. Neelkanth G. Nikam**  
**PRINCIPAL**





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- Staff Loan Facility from the Institute's Cooperative Credit Society
- Deputing faculty for attending QIP/ conferences/ Workshops
- Tie up with hospitals for medical facility at concessional rate
- Recognition and appreciation of faculty/staff considering their overall performance
- Excursion/ Get-together Programme of teaching and non-teaching staff
- Teacher's day celebration
- Women Empowerment program
- Statutory benefits like PF, Gratuity etc.
- Leave policies
- Institutes duty uniform
- Vaccination camps
- Medical checkup
- Avenues for career development

**Dr. Neelkanth G. Nikam**  
**PRINCIPAL**

