



Lokmanya Tilak Mahavidyalya, Wadwani

Tq. Wadwani Dist. Beed. Maharashtra, India

Affiliated to : Dr.Babasaheb Ambedkar Marathwada University, Aurangabad.

UGC Recognition Under Section : 2 (f) & 12 (B)

NAAC Accredited 'B' Grade

Principal : Dr. K.M.Pawar Cell. 9421441005

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6.3.1.

Welfare measures and Performance Appraisal System for teaching and non-teaching staff

- As per the provision of the UGC and the Govt. of Maharashtra, the following welfare schemes/measures are available for teaching and non-teaching staff in our college.
- The faculty members are guided to submit major and minor research projects to the various Government and non-government funding agencies and apply for research grants.
- The college supports faculty to attend various professional development programmes. The principal sanctions leaves as per the govt. and university rules and regulations to participate in faculty empowerment activities.

Pay Scale: The pay scale is as per the norms of the UGC and the Govt. of Maharashtra, Annual increments and career advancement schemes as per the UGC norms.

Training: Training, Promotion and access to higher education are the major welfare measures

Medical claim: The College provides the facility of medical claim and Channelization of Medical bill reimbursement for its teaching and non-teaching staff so for 02 faculties have been benefited by this facility during last five years from the government.

Group Insurance: Group Insurance of Bank of Maharashtra against accidental death is for teaching and non-staff.

Loan facility: To fulfill the economic needs such as personal loan, festive loan, housing loan, vehicle loan, emergency loan, educational loan facility is provided to staff.

GPF, DCPS/NPS, and Gratuity facilities are provided to the employees as per Government rules. Teaching and non-teaching staff are also provided financial support to participate in seminar, conference, workshop etc.

- The staff is provided Free wi-fi facilities and CAS Committee to ensure timely promotion of teachers
- Deputation of faculties and staff for refresher course, short term course, competence building programs/FDP.

- The college has adopted a self-appraisal system to evaluate the annual academic performance of the faculty. The pro forma of the appraisal gives detailed information about the academic and extra-curricular contribution of the teacher in the academic year.
- The self-appraisal reports of the faculty are verified confidentially by the Principal and the remarks on the self-appraisal report are taken into consideration at the time of increment, promotion and Career Advancement Scheme-CAS.
- The review of the performance appraisal reports is done by the principal and management. The performance appraisal reports reflect the contribution and efforts taken by the faculty to improve professional competency.
- The Principal evaluates the self-appraisal reports of the faculty and gives necessary suggestions for better appraisal for academic development.
- The self-appraisal system helps the faculty members to know their strengths and weaknesses, opportunities and challenges to develop their academic career.
- The increments, promotion and career advancement are considered on the basis of self-appraisal
- The faculty members whose performances are not up to the mark are given necessary suggestion for improvement.
- The IQAC assesses and validates the report submitted by the faculty and validates the scores. This report is given to the Principal. The performance appraisal is also used for Career Advancement Scheme (CAS)
- Lecturers on various topics are organized for Welfare of teaching and non-teaching staff through staff Academy and staff welfare committee.


IQAC Coordinator
 Reshtriya Shikshan Prasarak Mandal Beed
 Lokmanya Tilak Mahavidyalaya Wadwani
 Tq. Wadwani Dist. Beed, Maharashtra




PRINCIPAL
 Reshtriya Shikshan Prasarak Mandal Beed's
 Lokmanya Tilak Mahavidyalaya Wadwani
 Tq. Wadwani Dist. Beed, Maharashtra



6.3.1 Information of welfare measures for Teaching and Non-Teaching staff in last five years 2017 To 2023

Year	Teaching Staff	Non-Teaching Staff	Total LIC Installment	GPF	DCPS	Group Insurance	Medi Claim	Other	Total	Document List	Remark
2017-18	12	8	511886	300000	744427						
2018-19	12	8	591265	384000	698428						
2019-20	12	8	609062	514000	67303		114480				
2020-21	12	8	613229	756000	707668						
2021-22	12	8	633588	3467000	793597	4540					
2022-23	12	8	591188	851000	890144	14868					


Principal
 Lokmanya Tilak Mahavidyalaya
 Wadwan Tq. Wadwan Dist. Beed