

Criteria 6

Faculty Empowerment

Strategies

Index 6.3.1A The institute has effective welfare measures and performance Appraisal system for teaching and non-teaching staff

The institution has effective welfare measure and performance appraisal system for teaching and non-teaching staffs.

Bunts Sangha with huge and valuable experience and contribution to Indian the Hotel Industry, opened the Bunts Sangha's Ramanath Payyade College of Hospitality Management Studies at Kurla, Mumbai.

Bunts Sangha is one of the best governed management institute in the field of education. The vision, mission and objectives of Bunts Sangha directs the RPH institution with effective welfare measures.

RPH is HEI who has

- Effective welfare for staff
- Performance appraisal for staff

Effective welfare for staff

- a. EPF for staff – Management contributes the amount.
- b. Food for all staff – HEI provide lunch for all the staff every day.
- c. Uniforms for non-teaching staff – HEI provides uniforms to all support staff
- d. Mediclaim for teaching & non-teaching staff – contributed by management.
- e. Group insurance – HEI take care of premiums.
- f. Job securities by HEI – approvals, permanent orders to employees
- g. Manual – Rule book for services, leaves, promotions by rule book.
- h. Spacious ambience infrastructure for staffs – Up to mark ambience for staff
- i. Work culture – HEI encourages healthy atmosphere for better work output.
- j. Scope for holistic development – HEI motivates for research, book writing, book publication, teaching facilities, library, gym, help each staff for its holistic development.
- k. Educational environment – HEI has educational environment which includes curriculum enrichment, teaching and learning, innovation, ecosystem, cultural, sports, social involvement of staff for students.



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Performance appraisal system for teaching and non- teaching staff.

HEI undergoes the process of evaluating the performance of the employee in the academic year time period. HEI evaluate productivity of teaching and non-teaching staff. HEI identifies their performance and method to improve the performance and quality of staff.

RPH follows the technique for performance appraisal system which has four significant steps as goal setting, evaluation standard analysis and periodic review

Goal setting each employee is assigned certain goal based on the skill and job roles. HEI Complies the employer to improve mental, Physical, and Social Involvement. HEI keen on this arrangement for performance appraisal

Evolution Standard – HEI published goal for teaching and non-teaching, general while teaching learning to achieve compulsory with evaluation standard.

Analysis –HEI has its team of expert for analysis of the performance, involvement, output, progression student's relation, teaching methodology like evaluative metrics. Its is continues process of appraisal

Periodic revival – is carried out at two levels .at the base level principal of the college along with other senior from other HEI. The Periodic review of non-teaching is carried out by audited Statement etc.

Employee behavior and performance is final outcome to invest in the pillars of the betterment policies of HEI.




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