

6.3.5 The Institution has Effective Welfare Measures and Performance Appraisal System for Teaching and Non-Teaching Staff:

WELFARE MEASURES FOR TEACHING AND NON-TEACHING STAFF:

Performance Appraisal System: The institute makes sure that the work obligations are met and that the staff is properly informed of the performance objectives using the Performance Appraisal System. At the start of the academic year, often in the month of July, the Performance Evaluation and Appraisal System is operating in a systematic method for both teaching and non-teaching employees. The panel marks this evaluation and the staff members' observations, and these are utilized to suggest promotions and raises for the Principal. The Principal, a Management Representative, and a HOD make up the panel. This action successfully boosts employees' confidence and motivation to work harder and give their all to the company, which has a direct or indirect impact on the organization's rapid expansion and ongoing development.

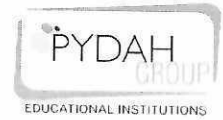
The college recognizes the productiveness and demands and requirements of the teaching and non-teaching personnel since they are essential to the development of the institution. As a result, the institution is putting in place a number of efficient welfare programs. These employee wellness programs improve their physical and mental wellbeing, which fosters a positive work environment. This increases staff productivity and dedication to the organization. The numerous welfare structures are listed below:

The college provides exclusive transport facility for both Teaching and non-teaching staff members from various places in and around the campus.


- The college provides a canteen where both teaching and non-teaching staff may get good cuisine at a reasonable price.
- Children who are enrolled in one of our institutions as a group are eligible for a 50% tuition fee discount.
- Three uniforms set every year, as well as additional safety equipment for security, non-teaching personnel, scavengers, attendees, and drivers.
- Some staff members, both teaching and non-teaching, get ESI benefits.
- Employee Provident Fund (EPF) is applicable to some of the staff of our college from their date of joining the institution.
- On-Duty for faculty staff those who attend FDP's, workshops, seminars etc.,
- Casual leaves are provided.

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(Approved by AICTE, New Delhi and Affiliated to JNTUK, Kakinada)
YANAM ROAD, PATAVALA KAKINADA, 533461, E.G.Dist.



- TA and DA allowances provided for FDP, workshops, seminars and training programmes to the teaching faculty.
- Festival advance and salary advance provided.
- The fee is paid towards his/her Ph.D on the condition that he/she has to work for this institution for the minimum period five years once he/she complete his/her research.
- All women staff are given maternity leave and given three months of paid leaves.


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