

Priyadarshini Institute of Technology & Science

Chintalapudi, Near TenaliGuntur-522 306.

Under Management of INDIRA EDUCATIONAL Society, Hyderabad.

College Code: X2, Recognized by Govt of A.P.

Approved by AICTE, New Delhi & Affiliated to JNTU Kakinada

NAAC SSR



6: Governance, Leadership and Management

6.3 Faculty Empowerment Strategies	6.3.1 Institution has Performance Appraisal System, Welfare Measures for Staff & Avenues for Career Development
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6.3.1 Documents Related to Staff Welfare Measures



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The Institution has a performance appraisal system, effective welfare measures for teaching and non-teaching staff, and avenues for career development/progression.

Response:

Priyadarshini Institute of Technology and Science's administration has implemented a robust faculty performance appraisal system, evaluating educators on teaching effectiveness, research contributions, professional development, and institutional service. Employing a comprehensive approach, the system ensures continuous improvement, aligning faculty goals with institutional objectives to enhance educational quality and scholarly excellence.

Recognizing employees as pivotal stakeholders shaping organizational effectiveness in dynamic environments, the Priyadarshini Institute of Technology and Science Management has instituted diverse pecuniary and non-pecuniary welfare initiatives to enhance employee well-being and stability within the institution.

Pecuniary welfare schemes are.

1. Maternity Leave:

Priyadarshini Institute of Technology and Science recognize the importance of work-life balance and provide maternity leave by considering their service to support the well-being of their female employees during significant life events.

2. Sabbatical Leave for Pursuing Research:

In fostering a culture of academic excellence, the institute grants sabbatical leave to faculty members by considering their service during that period and encouraging them to pursue dedicated research endeavours and contribute to the advancement of knowledge.

3. Discount Transportation Facility:

Employees benefit from a discounted transportation facility, enhancing accessibility and convenience in commuting to and from the institute.

4. Financial Assistance for Conferences (National/International):


The institution supports the professional development of its staff by providing financial assistance for attending conferences, both nationally and internationally, fostering knowledge exchange and networking.

5. Reimbursement of TA & DA Incurred Towards Attending FDP/Workshops/Seminars:

The institute facilitates continuous learning by reimbursing travel and daily allowances for faculty attending workshops, seminars, and Faculty Development Programs (FDPs).

6. PF, ESI for teaching and non-teaching Staff:

Prioritizing the welfare of teaching and non-teaching staff, the institute provides benefits such as the Provident Fund (PF) and Employee State Insurance (ESI), ensuring financial security and healthcare coverage.


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7. **Group Insurance for Staff Members:** The institute underscores its commitment to staff well-being by offering group insurance coverage, providing a safety net for unforeseen circumstances, and enhancing the overall job security of its employees.

Priyadarshini Institute of Technology and Science prioritize the holistic professional development of its staff through a comprehensive range of non-pecuniary welfare initiatives, harmonizing with existing financial schemes.

The institute emphasizes continuous learning through technical workshops; ensuring educators stay current with syllabus advancements and emerging technologies. Active faculty development programs empower teachers with evolving pedagogical tools, while encouragement for industrial training and professional memberships enhances practical knowledge and networks.

Tailored training programs extend benefits to non-teaching staff, fortifying their skills. Faculty members are actively supported in pursuing qualification improvement, including dedicated time for coursework and research, especially for those undertaking PhDs. This encompassing approach underscores the institution's unwavering commitment to cultivating a dynamic and continually evolving professional environment, affirming the value placed on the growth and well-being of its esteemed employees.

IQAC Coordinator

IQAC

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NEAR TENALI, CHINTALAPUDI,

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Principal

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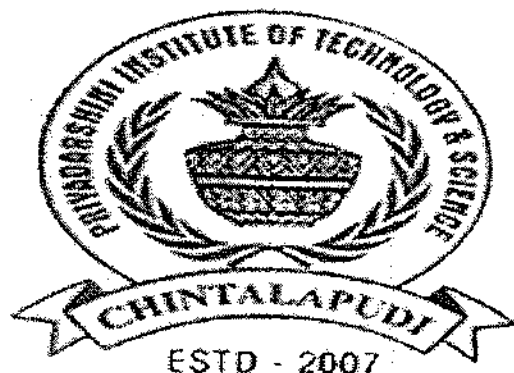
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6.4 Financial Management & Resource Mobilization	6.4.1 Institution has strategies for mobilization & optimal utilization of resources & funds
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6.4.1 Documents Related to Audits



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Institution has strategies for mobilization and optimal utilization of resources and funds from various sources (government/ non-government organizations), and it conducts financial audits regularly (internal and external)

Response:

The institute follows a very well-arranged procedure for the mobilization of funds and resources. The process includes different committees of the establishment along with the Department Heads and account officers. The organization has planned a few explicit standards for the use of funds and resource utilization.

In mobilization of funds: the student Tuition fee is the major source of income to the institute.

The administration gives need-based advances to individual departments. Different government and non-government organizations support funds for workshops and seminars. Alumni meetings are conducted every year and motivate them to give technical support to their juniors. Alumni sponsor funds for the organization to buy things such as water coolers, wall clocks, etc.

For the smooth running of our organization, different committees have been formed; each committee studies its own field, analyzes requirements and then transfers them to the principal with planned expenses.

A finance committee has been formed to screen the usage of funds for different recurring and non-recurring expenses. The purchase committee seeks quotations from vendors for the purchase of equipment, PCs, books, and so on. The quotations are examined by the purchase committee before a final decision is made in view of boundaries like evaluating, quality, and terms of administration. The principal and purchase committees, along with the records division, guarantee that the use exists in the financial plan.

Before the financial year begins, the Principal and Heads of Departments prepare the college budget. The institutional budget includes recurring expenses such as salary, electricity and web charges, as well as fixed and other upkeep costs. It includes planned expenses such as lab equipment purchases, furniture, and other advancement costs.

The budget is scrutinized and approved by the management and Governing Council. The accounts department and purchase department monitor whether expenses are exceeding the spending plan arrangement.

Statutory auditors are also appointed to certify the financial statements every financial year. The internal audit is conducted every year, and any deviations will be brought to the notice of the Principal and Management. The grants received by the college are also audited by certified auditors.

Optimal utilization of assets

- Travel grants can be sanctioned to personnel to present research papers at conferences in India or abroad, contingent upon the availability of funds.
- Compelling use of foundation is guaranteed through the arrangement of sufficient and very capable lab specialists and framework directors.

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- The optimal utilization is ensured through encouraging innovative teaching and learning practices.
- The available physical infrastructure is optimally utilized beyond remedial classes, co-curricular activities, extracurricular activities, parent-teacher meetings.
- Library functions beyond the college hours for the benefit of students, faculty, and alumni.
- The college infrastructure is utilized as an examination center for Government examinations/University Examinations.


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