



**TECHNO**  
**INSTITUTE OF HIGHER STUDIES**  
*Transforming Dreams Into Reality...*



## **Criterion - 6**

### **Governance, Leadership and Management**

#### **Key Indicator – 6.3**

##### **Faculty Empowerment Strategies**

###### **6.3.1Q<sub>I</sub>M**

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

### **6.3.1. The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression.**


The Institute recognizes that its employees' health and welfare are paramount since both are solid foundations for its growth and advancement.

The institute offers:

- Opportunities for **professional growth** alongside efficient welfare programs for the faculty and non-teaching personnel.
- Offer employees coverage for their finances and health.
- **Regular training, workshops, and seminars** to ensure professional development.
- Faculties are urged to achieve **academic achievement**, while non-teaching staff are recommended to improve their **administrative capabilities**.

#### **EFFECTIVE WELFARE INITIATIVES**

- The Institute's leadership values the **well-being** of their employees. It allows them to pursue higher education, undergo training programs, and attend national and international seminars, symposia, conferences, and workshops.
- The Institute encourages its teachers to **pursue research programs**; some of them have been awarded **Ph. D.**
- **Medical check-ups** and **wellness programs** are conducted periodically to prioritize health and well-being.

  
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Principal  
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### PERFORMANCE APPRAISAL SYSTEM

- A **reward system** is developed to encourage greater efficiency from staff members, individually and collectively, to fulfill organizational objectives. The institute allows employees to reflect on their duties and responsibilities, ensuring they meet expectations and contribute to the organization's success.
- By incentivizing performance and recognizing outstanding contributions, the reward system helps to motivate employees and foster a culture of excellence.
- Regularly assess the performance of employees on all essential criteria allowing for identifying **areas of improvement** and providing opportunities for growth and development.
- A **regular faculty evaluation** is conducted each academic year.
- Assessing faculty Performance through
  - Self-evaluation
  - Student feedback
  - Evaluation from their HoDs, peer group, and Management.
- Feedback from students provides valuable insights into different aspects of a teacher's performance:
  - Proficiency in the subject matter they teach
  - Their timeliness, commitment, and self-control
  - Ability to communicate effectively

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- Involvement in the community
- Capacity to guide and support students.
- Ability to blend academic information with extracurricular or environmental concerns, enabling a more thorough perspective.
- Evaluating their capacity to implement matters from one course to another.
- Participation both within and outside the classroom. Faculty's availability to respond to inquiries and give additional resources outside of class time.
- Capacity to create appropriate assignments, tests, quizzes, exams, and projects that effectively gauge students' comprehension of the course material.
- The course delved on time into a broad spectrum of topics and offered in-depth coverage.
- After analyzing the results, the Management shares the findings with the relevant teachers as directed by the principal.
- The evaluation of **non-teaching** personnel is conducted **monthly**.
- Every month, the Management ensures that the staff members receive their promotions, **reviews, paychecks, and reimbursements on time**.
- To promote **workplace professionalism** and ensure that all employees have the appropriate training and knowledge, **IQAC** provides a range of in-service and **capacity-building programs** for teaching, non-teaching, and support staff.

  
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