



(छात्राओं को निःशुल्क शिक्षा देने वाला महाविद्यालय)

R.K. Vigyan (P.G.) Mahavidyalaya, Kalwar

(AFFILIATED TO UNIVERSITY OF RAJASTHAN)

Behind Kalwar Police Station, Kalwar, Jaipur

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

Strategies for Empowering Faculty:

The institution prioritizes the welfare of all staff, both teaching and non-teaching. Staff members receive incentives and rewards based on their years of service, performance, and contributions to the organization. These are applicable to employees who have been with the organization for at least a year. Below are some welfare measures:

- Publish papers in national and international journals with Impact Factors assigned to first and second authors as per policy.
- Presented papers at prestigious international conferences with full tuition, registration fee, cash reward, and on-duty status.
- The institute will cover the registration fee for paper presentations at national conferences.
- On the eve of Teacher's Day, eligible teachers receive the Best Teacher award as a token of appreciation. After completing two years of college service, individuals can earn special incentives like Ph.D., D.Lit., and PDF degrees.
- The employees' state insurance program covers all workers earning less than Rs.15,000 per month.
- In the event of an emergency, the college provides staff with up to one month's salary in advance.
- Each year, these programs benefit more than 20% of all employees.
- Training in self-defense for female faculty members. Academic staff with API scores above 80% will receive additional incentives.
- Medi-claim: The government covers medical expenses for employees suffering from serious illnesses. To receive employee claims, the institute drafts a proposal and sends it to the government through the appropriate channels.

Appraisal System:

Our institution provides financial and non-financial benefits, as well as professional and personal development opportunities for both teaching and non-teaching staff. During new hire onboarding, HR informs faculty and staff about institutional welfare measures. Employees receive leave benefits, including sick leave, on-duty leave, and casual leave, based on their employment status.

Employees who identify as minorities are given restricted leave as a special form of recognition. Take special leave for your own marriage and parent's passing.

According to convention, female employees are entitled to maternity leave. Employees and their dependents receive free shipping. Staff members can receive emergency loans in the event of a natural disaster, illness, or marriage support. Employees' children receive annual monetary rewards for academic excellence. Committees have been established to support transgender and SC/ST people. Employees in need receive ongoing

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professional counseling, psychological evaluations, and mental health services. Faculty members receive incentives and recognition for their professional contributions. The Scientific and Academic Forum fosters scholarly and social connections, bringing together the entire faculty. Professional development programs ensure continuous improvement for all employees.

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