



SRI KRISHNA COLLEGE OF ENGINEERING AND TECHNOLOGY
Kuniamuthur, Coimbatore. Tamil Nadu 641008
(An Autonomous Institution Affiliated to Anna University, Chennai)



NAAC Criterion 6 - Governance, Leadership and Management

Key Indicator - 6.3 Faculty Empowerment Strategies

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

Performance appraisal:

The Institution has a robust Appraisal System to enhance the performance of the faculty members. The process involves faculty members conducting self-appraisals at the departmental level, which are then systematically examined by a team led by the Principal, Deans and Head of the respective departments, ensuring a comprehensive and fair evaluation for career development. Faculty members who have performed well in the Teaching/Learning process, Research and Development, Industry Connect, Placement Initiatives, Students Feedback and Tutor Ward Initiatives like encouraging students to participate in Hackathons and extra/ co-curricular activities are appreciated with incentives and awards. Career Advancement Scheme (CAS) promotions are also awarded based on the performance appraisal conducted at the end of every academic year. Sabbatical leaves are also sanctioned for faculty to pursue their research.

Recognitions and Awards to Staff Members:

Faculty contributions with regard to paper publication, book publication, funded projects, consultancy and filing of patents are duly recognized and honored by providing cash awards in the Annual Day function and the Star Performer function conducted once in a year. Some of the awards bestowed to the staff members are as follows.

- Best Faculty Award
- Best Library User Award
- Best Research Paper Award
- Research Grant Award
- Patent Award
- Star Performer Award
- Best Non-Teaching Staff Award

Faculty members are also awarded for mentoring students in International/National level technical competitions











Staff Welfare Measures:

Several welfare measures are in place for the teaching and non-teaching staff members of the Institution to motivate them and enhance their career development. These programmes also improve the professional skills of the teaching and non-teaching personnel. Various incentive programmes are offered based on the performance to reward the teaching and non-teaching staff members. The major incentives and benefits offered to performing faculty members are as follows.

1. Incentives for the active performers who contribute for the Department and Institution growth
2. Incentives for Innovative Institution Initiators
3. Incentives for Outstanding Research Publications in Web of Science and Scopus indexed journals
4. Incentives for All Day Contributors
5. Special financial support to the faculty members who undergo medical treatment
6. Special leave with salary for Covid treatment
7. Other special leaves like maternity leave and medical leave for eligible faculty members.
8. Fees waiver for the wards of faculty and non-teaching staff
9. Scholarship for the wards of faculty and non-teaching staff for studying in other Institutions.

10. Free Institution bus transport for non-teaching staff and subsidized transport fees for teaching faculty
11. All teaching and non-teaching staff members are also covered by a group medical insurance plan offered by the Institution.
12. Faculty members are provided on-duty and financial support and are encouraged to attend conferences, workshops and seminars.
13. The performing non-teaching staffs are also recognized during the Annual Day with financial Incentives.
14. Aspiring non-teaching staff members are also motivated to pursue higher studies and periodical training is also imparted to them.

Provident Fund and Gratuity Benefits are also provided for all teaching and supporting staffs.

File	Document / Link
Teaching and Non-teaching performance appraisal	
Faculty Incentives against FPAI	
Awards and Rewards against FPAI	
Fee waiver towards faculty wards college fee	
Fee waiver in Hostel accommodation	
Fare waiver in Bus usage	
Group Insurance for faculty	
Special financial support for faculty	
Leave policy	
List of faculty members who availed medical / maternity leave with allowance	
List of faculty members who availed Special/Covid leave with allowance	