

# **Sri Bhagawan Mahaveer Jain First Grade College**

Geetha Road, Robertsonpet, Kolar Gold Fields

## **Employee Welfare Measures**

The Employees of Sri Bhagawan Mahaveer Jain College, KGF, play a pivotal role in influencing the organizational effectiveness. Their welfare is prioritized and the Institution has taken certain welfare measures for the benefit of the employees and to keep their motivation levels high.

The very logic behind providing Welfare Schemes is to create an efficient and healthy lifestyle to the employees.

### **A. The Objectives:**

1. To develop the whole personality of the employee in social, psychological, economic, moral, cultural and intellectual spheres and to make the person a good employee, good citizen and good worker of the institution
2. To aim at developing a sense of responsibility and dignity among the employees
3. To aim at improving the efficiency of the employees and keep them content and satisfied
4. To enable the employees to perform their work in healthy and favourable surroundings conducive to good health with loyalty and high morale
5. To make the employees take active interest in their jobs and work with a feeling of involvement and participation
6. To improve employee productivity

### **B. The Head of the Institution:**

1. The Principal creates a conducive atmosphere to meet the needs of the employees and to share and express grievances.
2. The Principal submits the special requirements of the employees to the Management for its approval.

### **C. Welfare Measures for Teaching and Non-teaching staff:**

- Free transportation is provided to the faculty members who travel 100 kms from Bangalore and lunch is provided without any financial burden on them
- Annual increments are sanctioned on total emoluments
- Increments on award of Ph. D. and M. Phil. are given
- Gratuity benefits for Teaching and Non-teaching staff
- Casual leave of 12 days is provided
- ECL- Earned Casual Leave is provided

- HRA is provided for teachers from other states
- Benefits of ESI medical facility is provided
- Group insurance facility is provided
- Employee Provident Fund of 12% is given by the college
- Paid maternity leave for 3 months
- Paid paternity leave for 5 days
- Sick Leave for 60 days
- Loans/advance salary is given without interest
- To encourage research work (M. Phil. & Ph. D.), the timetable of the faculty member is adjusted. OOD facility is provided with no LOP.
- Fee concessions are given to the wards of faculty members
- The Institution sponsors the registration fee to teachers for attending conferences, workshops, symposia, seminars and faculty development programs.
- Financial support is given to teachers to present and publish research papers
- Research Cell gives awards to encourage research and publication
- Drinking Water cans are provided in all the staff rooms, administrative office, etc.
- Well-furnished and spacious seating is provided to each member of the staff to work comfortably. Each staff room is provided with a desktop having access to internet facility.
- Library facilities are extended to all the staff so that they can access books, journals and e-resources (INFLIBNET, N-LIST).
- Extra library books are provided to those faculty members pursuing higher qualification like M. Phil. And Ph. D.
- First aid facility is readily accessible so that initial medication can be provided to the needy employees.
- The institution has a gymnasium for the employees' health and fitness.
- Canteen facility is available which provides hygienic and nutritious food.
- Proper and sufficient lighting, fans and ventilation facilities are provided.
- Adequate safety and security measures are adopted by the institution.
- The non teaching staff members are provided with uniforms and shoes.
- Adequate numbers of restrooms are provided separately for the staff

All the other statutory requirements as per the law of the land in terms of employee benefits are provided mandatorily.



*Teaching Staff*



*Administrative Staff*





*Non Teaching Staff*



*Cafeteria*



*Parking Facility*



*Security*