

Estd. 1989

# SIR C R REDDY COLLEGE OF ENGINEERING

ELURU - 534 007, Eluru Dist., A.P., INDIA

ACCREDITED BY NBA, APPROVED BY ALL INDIA COUNCIL FOR TECHNICAL EDUCATION, NEW DELHI,  
PERMANENTLY AFFILIATED TO JNTUK, KAKINADA

www.sircrrengg.ac.in



☎ OFF : (08812) 230840, 230565  
FAX : (08812) 224193  
Email : principal.sircrrengg@gmail.com

Ref. No.

Date : .....

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

### **Institutions Performance Appraisal System for teaching and non- teaching staff**

The Institute has a well-defined Performance Based Appraisal System (PBAS) for teaching staff and Non-Teaching Staff which will be evaluated annually and Action will be taken based upon their performance.

#### **Performance-Based Appraisal System for Teaching Staff:**

- Faculty members complete an annual self-appraisal based on teaching-learning process, faculty feedback, awards/rewards, and contributions to extracurricular and co-curricular activities.
- Research contributions are also evaluated in terms of projects, publications, and guidance to students.
- Head of Department reviews and discusses strengths and weaknesses with staff before forwarding recommendations to management.

#### **Non-Teaching Staff:**

- Assessment is based on technical qualifications, awareness, work abilities, and punctuality.
- HOD assessment is reviewed by the concerned department, discussed with the Principal, and forwarded to management.

### **The institutions welfare measures for teaching and non- teaching staff**

#### **1. Financial Support**

- Employees Provident Fund and Gratuity benefits are provided to all regularized employees.

#### **2. Health Care and Insurance**

- Eligible employees have access to ESI facility.
- Accident insurance covers all eligible employees and students.

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Ref. No- Free health checkup camps are provided by the management.

Date : .....

- A college dispensary with medical staff is available on campus.

### **3. Infrastructure**

- Gym, indoor and outdoor games facilities are accessible to all employees and students.
- Bank and ATM facilities are provided within the campus.
- Ramp and Elevator facilities are available.
- Internet access and free Wi-Fi are available on campus.
- Reprographic services are provided.

### **4. Leave Facilities**

- Various types of leaves are provided including Casual, Earned, Special Casual, Study, and Medical Leaves.
- Female employees can take Maternity Leave for the desired duration, with one month's salary to eligible employees.
- Summer vacation is provided at the end of the academic year based on eligibility.

### **Avenues for career development**

- Faculty can avail Special Causal Leave to attend workshops, guest lectures, STTP's, FDP's etc., and Study leave to pursue their Ph.D.

Overall, the institution emphasizes the well-being and professional growth of its staff through comprehensive welfare measures and a structured performance appraisal system.

IQAC



Principal  
Principal  
Sir C R Reddy College of Engineering  
ELURU - 534 007