

FACULTY WELFARE POLICY

1. Preamble

Sree Sakthi Engineering College is committed to creating a positive, supportive, and inclusive work environment that promotes the professional growth, personal well-being, and overall satisfaction of its faculty members. The institution believes that faculty welfare is fundamental to academic excellence, innovation, and institutional development. This policy establishes various welfare measures, recognition programmes, and incentive schemes to motivate faculty members, enhance their quality of work life, and encourage continuous professional development.

2. Policy Objectives

The objectives of the Faculty Welfare Policy are to:

- ✦ Promote a healthy, safe, and supportive working environment.
- ✦ Recognize and reward outstanding academic and research contributions.
- ✦ Encourage faculty members to pursue higher education and professional development.
- ✦ Foster research, innovation, consultancy, and industry collaboration.
- ✦ Ensure timely financial benefits and employee welfare measures.
- ✦ Improve faculty retention, motivation, and job satisfaction.
- ✦ Encourage work-life balance through flexible welfare initiatives.

3. Scope

This policy is applicable to all permanent, probationary, and eligible contractual teaching faculty members of Sree Sakthi Engineering College.

4. Faculty Welfare Measures

The institution provides the following welfare schemes for faculty members.

4.1 Financial Welfare

The institution ensures the financial well-being of employees through:

- ✦ Timely disbursement of monthly salary.
- ✦ Annual salary increment based on institutional norms and performance.
- ✦ Long Service Awards for dedicated service.
- ✦ Performance-based incentives.
- ✦ Research incentives.
- ✦ Consultancy revenue sharing.
- ✦ Higher education financial assistance.

4.2 Employee Recognition Schemes

To appreciate excellence in teaching, research, and service, the institution recognizes faculty members through:

- ✦ Employee of the Month Award.
- ✦ Perfect Attendance Award.
- ✦ Long Service Award.
- ✦ Educational Achievement Recognition for Staff Children.
- ✦ NPTEL Achievement Incentives.
- ✦ Academic and Research Excellence Awards.

4.3 Work-Life Balance

The institution supports work-life balance through:

- ✦ Flexible Permission Policy for personal requirements.
- ✦ Casual Leave as per institutional rules.
- ✦ Maternity Leave and Parent Support Scheme.
- ✦ Supportive and inclusive work environment.
- ✦ Employee-friendly administrative practices.

4.4 Family Welfare

The institution extends welfare support to faculty families through:

- ✦ Newborn Baby Gift Scheme.
- ✦ Educational Achievement Recognition for Staff Children.
- ✦ Parent Support Programmes.
- ✦ Special recognition during family milestones.

4.5 Professional Development

Faculty members are encouraged to continuously upgrade their knowledge through:

- ✦ Higher Education Incentives.
- ✦ NPTEL Certification Incentives.
- ✦ Faculty Development Programmes.
- ✦ Workshops, Conferences, and Training Programmes.
- ✦ Research Guidance Support.
- ✦ Patent Facilitation.
- ✦ Consultancy Promotion.

✚ Funded Research Proposal Support.

5. Faculty Research Incentive Policy

To strengthen research culture, innovation, and scholarly excellence, the institution provides incentives for research achievements.

5.1 Book Publication

Performance	Incentive
Revenue above ₹5 Lakhs	15% of Revenue
International Publisher	₹3,000
National Publisher	₹2,000

5.2 Book Chapter Publication

Performance	Incentive
Scopus Indexed Book Chapter	₹5,000

5.3 Conference Publications

Performance	Incentive
Scopus / IEEE / Springer Indexed Conference	₹3,000

5.4 Best Paper Award

Performance	Incentive
National / International Conference	₹3,000

5.5 Citation Achievement

Performance	Incentive
Every 50 Google Scholar Citations	₹10,000

5.6 Ph.D. Completion

Performance	Incentive
Faculty Successfully Awarded Ph.D.	₹10,000 / ₹5,000*

*As per institutional guidelines and category of completion.

5.7 Ph.D. Guidance

Performance	Incentive
Each Scholar Successfully Completed	₹25,000

5.8 IC Project Completion

Performance	Incentive
Project Head (Each Completed Project)	₹5,000

5.9 Journal Publications

Journal Category	Incentive
Q1 Journal	₹5,000
Q2 Journal	₹3,000
Q3 Journal	₹2,000
Q4 Journal	₹2,000

5.10 Scopus Indexed Publications

Performance	Incentive
Non-Quartile Journal	₹1,000

5.11 Patent Publication

Performance	Incentive
Patent Published	₹2,000
Patent Grant	₹3,000

5.12 Funded Research Projects

Grant Amount	Incentive
Up to ₹5 Lakhs	₹50,000
₹5–25 Lakhs	₹1,00,000
Above ₹25 Lakhs	₹3,00,000

5.13 Consultancy Projects

Consultancy Revenue	Incentive
Revenue up to ₹5 Lakhs	10% of Revenue

6. Eligibility

Faculty members shall be eligible for welfare benefits subject to:

- ✚ Compliance with institutional rules and regulations.
- ✚ Satisfactory performance appraisal.

- ✦ Submission of valid supporting documents wherever applicable.
- ✦ Approval by the Principal/Management.
- ✦ Availability of institutional funds for applicable schemes.

7. Administration

The implementation of this policy shall be monitored by:

- ✦ Management
- ✦ Principal
- ✦ Human Resource Department
- ✦ Internal Quality Assurance Cell (IQAC)
- ✦ Research and Development Cell
- ✦ Accounts Section

The Principal shall constitute committees whenever required for reviewing incentive claims and welfare schemes.

8. Review of Policy

The Faculty Welfare Policy shall be reviewed periodically to incorporate new welfare measures, government regulations, AICTE/UGC guidelines, and institutional requirements.

9. Expected Outcomes

Implementation of this policy is expected to:

- ✦ Enhance faculty satisfaction and retention.
- ✦ Promote excellence in teaching and research.
- ✦ Increase quality publications, patents, consultancy, and funded projects.
- ✦ Improve institutional ranking and accreditation outcomes.

- ✚ Foster innovation and lifelong learning among faculty members.
- ✚ Strengthen the overall academic ecosystem of the institution.

10. Policy Approval

This Faculty Welfare Policy is approved by the Principal of Sree Sakthi Engineering College and shall come into effect from the date of approval. The policy shall remain in force until revised or amended by the competent authority.

