



## Late Laxmibai Deshmukh Mahila Mahavidyalaya, Parli Vaijnath

### 1. Curriculum Aspects Page 1

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

##### List of welfare schemes available for employees:

- **Leaves:** The college offers various types of leaves to employees that includes Casual Leave, Duty Leave, Medical Leave, Maternity Leave, Paternity Leave and Special Leave.
- **Sports and Fitness Facilities:** The college provides various sports and fitness facilities such as gymnasium, yoga and meditation programs to promote the physical and mental well-being of its staff members.
- **Faculty Development Programme:** The college provides various Faculty Development Programmes for teaching and non-teaching staff such as Use of Advance Teaching Methodology with ICT, Use of Software in Administration.
- **Facilitates in Medi-claim:** The institute forwards the Medi-claim proposals of its employees to the government.
- **Felicitation on Achievement:** The college felicitates the staff members for their contribution to the college and society and on their retirement from the college, acknowledging their longstanding service and valuable contribution.
- **RO Drinking Water:** The college provides safe drinking water through RO water purifiers.
- **Safe Comfortable Working Environment:** The college provides a safe and comfortable working environment for its staff members by ensuring safety and security measures in the campus.

##### Performance Appraisal System for teaching and non-teaching staff:

The assessment of employees is conducted through various parameters. The institution has a formal annual performance appraisal for both teaching and non-teaching staff, which is conducted every year. The evaluation of each faculty member's appraisal report is based on various criteria, such as workload, qualifications, experience, student feedback, exam results, research papers published, patents filed, projects worked on and more.

The student feedback is collected and assessed once per year. Every faculty self-appraisal is evaluated by the HoD based on the above criteria and forwarded to the principal. The consolidated API scores are analyzed, reviewed, and appropriate actions are taken accordingly. Based on the filled-in pro-forma, suggestions are given to the faculty for scope for improvement. In case of adverse remarks in the annual performance report, employees are counseled and provided training to improve efficiency.

The non-teaching staff is also assessed based on their work achievements, qualifications enhancement, and adaptability towards technological changes. The annual performance reports of the employees and the subsequent rating are taken into consideration for extending benefits, such as CAS promotions for teaching staff.

**PRINCIPAL**  
Late Laxmibai Deshmukh  
Mahila Mahavidyalaya  
Parli-Vaijnath Dist. Beed