



BHARAT INSTITUTE OF TECHNOLOGY

Mangalpally, Ibrahimpatnam, R.R. District, PIN-501510

(Affiliated to JNTUH, Approved by AICTE and PCI, New Delhi. Accredited by NAAC)

6.3 Faculty Empowerment Strategies

6.3.1 The institution has effective welfare measures and Performance Appraisal System for teaching and non-teaching staff

Effective welfare measures:

Different welfare schemes were implemented by Bharat Institute of Technology for the teaching and non-teaching staff.

- ❖ Teaching Staff is provided to participate in various professional programs viz. attending national and international Conferences, Seminars, Workshops and FDPs.
- ❖ The institution is providing facilities to Faculty Members towards Qualification improvements programs like PhD.
- ❖ Various leave facilities for both teaching and Non-teaching staff: both teaching and non-teaching staff are provided sufficient leaves as a part of institution policy.
- ❖ Casual Leave: Employee shall be entitled to 12 days casual leave in an academic year.
- ❖ Earned Leave: The confirmed non-vacation teacher shall avail earned leaves.
- ❖ Maternity Leave: Conceived Female faculty with the minimum of two years continuous service shall be entitled to maternity leave.
- ❖ Permission/Movements: Principal/Faculty/Staff may leave the campus for personal reasons with prior approval.
- ❖ Canteen facility is available for both students and staff with a dedicated area for staff.
- ❖ There is a provision of additional increments based on the performance of the employee.
- ❖ There is a dedicated facility for drinking RO water.
- ❖ Transport facility is available for Employees.
- ❖ Uniforms are provided to staff members like security, attenders etc.
- ❖ Female teaching staff has hostel facility.



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- ❖ PF facility is available for both teaching and non-teaching staff.
- ❖ In addition to the above facilities, the institution is also offering marriage leaves, sub-article leaves, health insurance etc.
- ❖ The institution conducts FDP's and seminars for improving knowledge and exchanging the ideas for the overall quality improvement.
- ❖ The institution frequently invites experts from different fields to conduct workshops, guest lectures, seminars and conferences.
- ❖ Staff members are encouraged to participate, present and publish papers at the seminars held at other organizations/ exhibitions.
- ❖ Registration charges, travelling allowance, duty leave for attending seminars, workshops, etc. are provided by the institution.
- ❖ The performance-based appraisal system is established to monitor the performance of the staff annually for any promotion or increments.

Other welfare measures:

- ❖ The institution has well-furnished staff rooms with internet connection, drinking water facility.
- ❖ Staff are provided with separate cupboards and washrooms. The staff are allowed to conduct external exams in available JNTUH affiliated colleges.
- ❖ Employee friendly environment is available to the employees to give job satisfaction. Recreation activities are planned in coordination with the staff members like sports activities, yoga sessions, etc.
- ❖ Festival advance is given to non-teaching staff of the college. The children of the employees can avail 50% concession for education.