The institution has a performance appraisal system, promotional avenues and effective welfare measures for teaching and non-teaching staff .

The strength of any institution is its Human Resource and Srinivas University follows an elaborate procedure to recruit the best talents. The University appoints staff by providing the advertisement and follows the detailed process for the shortlisted candidates before the recruitment. Faculty performance evaluation will be executed annually to know the quantitative parameters. Based on the appraisal, appreciation for performance in the form of promotion/increments/incentives, support for career advancement, and suggestions for improvement are provided. The University has taken many effective staff welfare measures for the well-being of its employees.

Figure 6.8: Staff Benefit procedure of SU

(1) API-based Faculty Ranking System:

The University has implemented a system for faculty members that are based on self-review, API Faculty Ranking Model, peer performance-based appraisal review, and student feedback as follows:

1. Contribution to the teaching-learning process
2. Students Feedback
3. Contribution to the Institutional development
4. Participation in Extracurricular & Outreach activities

5. Awards & Recognition
6. Self-improvements through National/International Certification
7. Research output/ Projects/Guidance/Funding
8. Organizing/Attending Conferences, FDP, and Workshops in Dept/Institute
9. Involvement in individual research & innovation by setting up Atomic Research Centres and Micro- Incubation Centres

Figure 6.9: 360 Degree Performance Appraisal System

Performance-based Appraisal Form: It is executed by performing the

following activities: Teaching-Learning and Evaluation related

- activities.
- Cocurricular, Extension, and Professional
- Development. Research, Innovation, and
  Academic Contributions.

Peer Review: One faculty member of the same department and the coordinator of the programme along with the Dean of the institute observe another faculty member in the classroom to provide feedback on the teaching that is taking place.

Student's feedback: Teaching, Learning, Mentoring, and Evaluation related feedback will be collected.

Appraisal-Based Incentives: Srinivas University provides a grade-pay allowance for the faculty members and it is advised to utilize the same amount to upgrade their knowledge, skills, and research-related
activities.

(2) Higher Education & Research facilities:

University supply way of Seed Grants/subsidies to encourage faculty researchers to register for Ph.D. programme or to set up the basic infrastructure through the development of research centers/institutes. Provides monitory incentives for Ph.D. registered faculty members Rs. 2000/- per month, and Rs.5000/- for Faculty members who have successfully completed their Ph.D. and are recognized as University Guides.

(3) Promotional Avenues:

Well-performed faculties are eligible for higher grades internally within the University if the candidate for promotion demonstrates the following:

1. **Quality Teaching**
2. **Innovation**
3. **Professional Development**

(4) Effective welfare measures for faculties and non-teaching staff:

1. All teaching and non-teaching staff are entitled to welfare benefits through the contributory provident fund, insurance, and gratuity, as permitted by law.
2. Health benefits are also extended to the staff at no or reduced cost through the "Srinivas Arogya Card."
3. Concessions are extended to the children of staff for their education at the

Srinivas group of colleges.
4. Four-month maternity paid leave for female employees.
5. The ESI, EPF Scheme, and Periodic health check-ups.
6. Sanction of SCL, OD for Conferences, Workshops, FDPs, STTPs, etc.
7. Fee concession for Ph.D. registration.
8. Financial support for attending conferences, workshops, etc.
Staff quarters, and transportation facility.

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