



**SHREE SANTKRUPA SHIKSHAN SANSTHA'S**  
**SHREE SANTKRUPA INSTITUTE OF ENGINEERING & TECHNOLOGY**

Approved by AICTE New Delhi, DTE Mumbai & Affiliated to DBATU, Lonere and MSBTE, Mumbai

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**Criterion 6- Governance, Leadership and Management**

**Key Indicator- 6.3 Faculty Empowerment Strategies**

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

**A) Performance Appraisal System for teaching and non-teaching staff.**

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**B) The institution has effective welfare measures for teaching and non-teaching staff.**

1. All eligible staff members avail the facility of Employees Provident Fund Scheme (EPF).
2. Bus facility for teaching and supporting staff as per need at reasonable charges.
3. Yoga training for interested faculty members.
4. Institute has organized workshops on stress management for the teaching and supporting staff.
5. Sanstha has provided health insurance policy during Pandemic situations to all employees' also sanctioned financial help to employees for medical treatment.
6. Free education to the children of employees in the Institute.
7. A fire safety workshop for employees.
8. Advance payment against salary.
9. The Institute encourages and motivates the faculty for attending workshops, conferences, seminars, orientation programs organized by other Institutes also Undergoing visits to industry and distinguished Institutes for knowledge acquisition / sharing. Institute arranges Interaction with resource persons from industries, researchers, and academicians.
10. Permitting employees to attend need based training programs for skill enhancement at other Institutes.
11. English Speaking Improvement App facility for Staff - Elsa Speak India Private Limited.
12. The Institute provides free college uniforms to peons and sweepers.
13. Organized workshops and counseling sessions by Psychologist.IQ/EQ/Aptitude tests are conducted.

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