



Anekant Education Society's

**TULJARAM CHATURCHAND COLLEGE**

of Arts, Science and Commerce, Baramati, 413102

Autonomous

Religious Minority Institute

NAAC Reaccredited 'A+', CGPA 3.55

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**6.3.1. The institution has effective welfare measures for teaching and non-teaching staff and avenues for their career development/ progression**

The college places a strong emphasis on evaluating and enhancing the well-being, development, and progression of both teaching and non-teaching staff. A supportive work environment is cultivated, contributing to overall institutional quality. A structured performance appraisal system, aligned with UGC guidelines, conducts regular evaluations and feedback sessions to improve staff performance. Commitment to staff welfare is demonstrated through various measures, including provisions for health, financial support, insurance coverage, and recognition of achievements. The staff welfare committee conducts workshops on administrative skills, office management, personal development, and stress management. The institution actively promotes career development through opportunities such as training, workshops, seminars, conferences, CAS camps, and participation in academic committees.

Staff members are encouraged to advance within the college, with pathways to positions like Vice Principal and involvement in bodies like the BOS, Senate, and Academic Council. The organization fosters continuous improvement by providing opportunities for skill enhancement, knowledge acquisition, and increased responsibilities over time. This comprehensive approach not only ensures the well-being of staff but also contributes to the college's effectiveness and sustained growth.

- The College organized Workshops, Training programme, Faculty Development Programme for teaching and non teaching faculty for his overall development.
- The College also give permission to attend FDP such as Orientation programmes and Refresher courses, short term courses, etc. for the career development and progression of the teaching as well as non-teaching staff.

- Besides the above, the college given to the teaching and non-teaching staff financial support to attend workshops and conferences both at the national and international level
- The college has organized Yoga day, health checkup camps, guest lectures on medical disease, counselling workshops,
- Availability of full-time professional counsellors for both staff and students
- Indoor games facility for the staff to relax and to refresh physically and mentally
- Awards of excellence to teaching and non teaching faculty for research, extension, upgrade in his academic qualification is given to the deserving faculty members every year on the college foundation day.
- The college has a credit society for faculty members. The credit society provides loans to faculty at low interest rates, dividend and FD's facility.
- The college has a rest room, wi-fi, internet facility for faculty.
- The college has provide group insurance facility by The New India Insurance Company Ltd. for faculty
- Seed Money provided for faculties to encourage them to undertake research projects.

  
Coordinator  
IQAC



  
Principal