



Vidya Prasarak Mandal's  
**DR. GHALI COLLEGE**  
**GADHINGLAJ**  
Affiliated to Shivaji University



**National Assessment and Accreditation Council**  
An Autonomous Institution of the University Grants Commission  
राष्ट्रीय मूल्यांकन एवं प्रत्यायन परिषद्  
विश्वविद्यालय अनुदान आयोग का स्वायत्त संस्थान

# SSR 2024

## Self-Study Report

Criterion

6

## Governance, Leadership and Management

### 6.3 Faculty Empowerment Strategies

**6.3.1 The institution has effective welfare measures and Performance Appraisal System for teaching and non-teaching staff (8)**





Vidya Prasarak Mandal's

**DR. GHALI COLLEGE, GADHINGLAJ**

Affiliated to Shivaji University



### 6.3.1 QIM (8)

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

**I) STATE GOVERNMENT:**

**II) SHIVAJI UNIVERSITY, KOLHAPUR WELFARE MEASURES**

**III) WELFARE MEASURES BY MANAGEMENT AND INSTITUTE**

**IV) VIDYA PRASARAK MANDAL SEVAK PATASANSTHA**

## State Government Welfare Measures

GPF, Gratuity, Provident Fund and Defined Contributory Pension Scheme (DCPS now-NPS) and leave encashment are availed by retiring faculty as per Government norms

Group and individual accidental Insurance Scheme

Medical Reimbursement

Maternity and Paternity leave.

Duty leave, Casual leave and other leaves as per Government rules.

Provision of compassion to family member in case of unfortunate death for nonteaching staff.

Revision of Basic Pay periodically in a transparent manner.

## **Shivaji University, Kolhapur Welfare Measures:**

- Welfare Fund (Kalyan Nidhi Yojana).

### **III) Welfare Measures by management and institute:**

- Allowed faculties to participate in different seminar, workshop and conferences. For the same college give duty leave for faculties.
- Faculties also enjoy their casual leaves, vocational leaves, medical leaves, maternity leaves etc as per UGC, Government of Maharashtra and Shivaji University norms.
- Internet access, WiFi facility, Canteen, Parking, separate reading room for faculty, newspapers and Purified drinking water facility made available for faculties.

### **IV) Vidya Prasarak Mandal Sevak Patasanstha:**

- Provides maximum 50 lakh rupees loan facility and emergency loan of 1 lakh rupees for teaching staff.
- Provides maximum 25 lakh rupees loan and emergency loan of 1 lakh rupees for non-teaching staff.
- Felicitations of faculties on their achievements.