

### **6.3.1 Faculty Empowerment Strategies**

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

The institution's management is dedicated to ensuring the well-being of its human resources by offering a range of facilities. Both teaching and non-teaching staff play crucial roles in the institute's growth, and their contributions are duly acknowledged by the management through the provision of various welfare measures. These measures not only foster happiness and loyalty among employees but also enhance their morale and commitment to their work. By uplifting employees both physically and mentally, the management cultivates an environment of enthusiasm and positivity.

Below are some of the effective welfare schemes promoted by the management to create a dynamic and supportive workplace atmosphere.

- Employees are entitled to 16 days of Employee Time-Off (ETO), 2 Restricted Holidays (RH), and 12 Casual Leaves (CL) per calendar year.
- Additionally, special leave categories include Maternity Leave, Marriage Leave, Paternity Leave, On Official Duty (OOD), and Compensatory Off.
- Vacation time is granted to all employees at the conclusion of each semester, and 1st and 3rd Saturdays are observed as holidays.
- A 30-minute relaxation period from 4:00 PM to 4:30 PM is offered daily to help employees mitigate traffic-related issues.
- Residential accommodation is available on campus for faculty members in need. The campus also offers sports and gym facilities to all employees.
- Employee Provident Fund, Gratuity, and ESI benefits are provided to eligible staff. Outstanding faculty members are recognized annually with awards for Best Teacher and Long-Term Service.
- Additionally, fee concessions are extended to the children of faculty members. Medical leave is granted to all faculty members.
- Financial support is allocated for their participation in national and international conferences, seminars, and workshops.
- Research incentives are offered for publications in high-impact journals.
- Laptop & Mobile phone is provided to Principal.



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- Free Wi-Fi access is provided to staff members on campus.
- Faculty evaluations are conducted and appraisals are provided for both teaching and non-teaching staff.

The East Point College of Pharmacy has implemented a Performance Appraisal System to motivate faculty members in fulfilling their roles and responsibilities effectively. This system enables self-appraisal according to a standardized format aligned with college norms. Faculty members are mandated to complete the Annual Performance Appraisal Report, wherein they document their accomplishments and contributions in both academic and administrative domains throughout the year. This comprehensive form records significant academic achievements attained by faculty members annually. All permanent faculty members of EPCP are eligible for participation in the Performance Appraisal process. Upon completion of the annual appraisal cycle, faculty members receive their variable pay and are considered for potential increments.

Outcomes expected from performance Appraisal

