

6.3.1 Faculty empowerment strategies –

The institution has effective welfare measures for teaching and non- teaching staff

The institution has taken the following effective welfare measures-

- 1) Provident Fund- EPF scheme is applicable to all employees in the institute.
- 2) Gratuity Fund- Gratuity is payable to employees after the completion of five years of permanent service.
- 3) Group Insurance & Medical Assistance- Institute facilitates a group insurance policy. Institute is having a tie-up with hospitals, so as to avail medical treatments.
- 4) Qualification Improvement- Institute promotes employees for higher education by providing leaves and financial assistance.
- 5) Maternity Leave- Maternity Leave of 90 days with full pay is sanctioned for female employees.
- 6) Travel Policy- Institute reimburses expenses incurred for official work.
- 7) Special Allowance- Diwali bonus to class IV employees.
- 8) Sports & Gym Facility- Institute encourages participation in indoor and outdoor games. Institute has a well-equipped gymnasium for employees to maintain physical fitness
- 9) Uniform to Class IV Employee- Institute provide free-of-cost college uniform to class IV employees.
- 10) Financial Help Institute pays the advance salaries for needy employees.
- 11) Admission Help to employee's ward-Priority is given to admission in IGI institutes for employee's wards
- 12) Indira culture-Institute serves tea twice a day to all employees.

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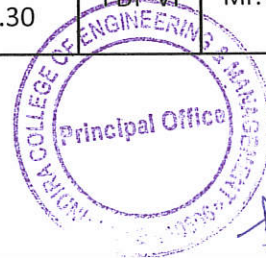
Annual Quality Assurance Report of INDIRA COLLEGE OF ENGINEERING AND MANAGEMENT




Indira College of Engineering an Management

Faculty Training (2021-22)

Sr No	Teaching/Nonteaching	Date	Time	Topic of Training	Resourse Person	No of faculty attended	No of days	Topic
1	Teaching	28 Oct and 29 Oct 2021	11 to 4.30	FDP - I	Dr Poulmi Ghosh	45	2 days	self management, productive student engagement inside and outside the class, personal conduct and behaviour, upskilling
2	Non teaching	30th Oct. 2021	11 to 4.30	FDP - I	Dr Poulmi Ghosh	25	1day	Self Management, Personal conduct and behaviour.
3	Teaching	25 Nov and 26th Nov 2021	11 to 4.30	FDP-II	Ms Sanya Chugh	45	2 days	Personal Grooming, Email etiquettes, Public Speaking, Professional Ethics, Cross Communication
4	Non teaching	27th Nov 2021	11 to 4.30	FDP-II	Ms Sanya Chugh	25	1 day	Personal Grooming, Public speaking, interaction with students, professional ethics
5	Teaching	31st Jan 2022 and 1st Feb 2022	11 to 5	FDP-III	Ummeaiman Ansari	26	2 days	a) Training, Coaching, Mentoring & b) KSA Method & PIP c) Fun team activities d) Extra-ordinary Sales & Service e) Value Creation in students life
6	Non teaching	28th May 2022	10.30 to 4.30	FDP IV	Ritu Sumbli	20	1	English Grammer, Email writing, report writing.
7	Teaching and nonteaching	29th July 2022	10 to 2	FDP V	Dr. Prerna Raina	50	1	Spine health, Physiotherapy
8	Teaching and nonteaching	30th July 2022	10 to 2	FDP V	Dr. Cmdr. Pratap Pawar	45	1	Motivation and goal setting
9	Teaching	12th August and 13th August 2022	9.30 to 1.30	FDP-VI	Mr. Sachin Agaskar	20	2	Advanced presentation skill and Creative thinking and creative writing.




Principal
 Indira College of Engineering
 & Management, Parandwadi, Pune.

Traing Co-ordinator