

Indore Institute of Pharmacy, Indore

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6.2.1 The institutional Strategic/ perspective plan is effectively deployed

IIP functions through its motto on 'Quality is a Way of Life' in all its endeavors. The Institution continuously works towards improving its educational service delivery; it focuses on the quality in all other aspects of campus life and also in handling its stakeholders such as students, parents, visitors, faculty, staff, vendors and service providers. It believes that it is the human resource of any institution that makes the difference as faculty and staff is often key contributors to whether institute can meet its strategic objectives, which range from improving outcomes for students and increasing the diversity of their student and faculty bodies to creating a more inclusive culture and expanding research impact. Human resources can play a pivotal role in maintaining a robust higher education talent pipeline, supporting faculty and staff, and building new skills across an institution. Adequate support in providing the due welfare facilities to the employees and their families, can only bring about qualitative change in the outlook towards owning the institution and full commitment to maintain excellence in whatever they do. This makes faculty members and non-teaching staff to pay more attention towards work and thus increases their productivity. Employers get stable work force by providing welfare facilities.

Organization Structure and Administration setup:

The organizational structure of education institutions refers to how responsibilities and spheres of authority are divided among academic and administrative units, and how coordination is realized among them. An organizational structure has a significant impact on the efficiency and effectiveness of working in an institution.

IIP has a well-defined Organizational structure with a hierarchy from Director General to Principals and flows to HOD's, Faculties and staff members of different branches. One of the pillars of such system is the administration and the HR.

HR understands the progress against goals and continues to address gaps in perceived skills and performance of staff. HR could establish goals for a broad transformation of its mission and




Principal
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(b) Reward & Recognition:

Reward & Recognition guidelines established helps to acknowledges and appreciates the efforts and achievements employees. IIP has a firm belief that it is human nature to develop a kind of affiliation and attachment with a group or institution with which he/she is associated/employed and tries to develop and grow a positive and enthusiastic working environment for your company with our employee reward and recognition policy. The recognitions practiced these days include: - giving appreciation letters, enriching & enlarging the job, multiple increments in the scale, normal & fast-track promotions. Owing to this, as the employees will be motivated to achieve high targets, performance will improve and increase. This cultivates a positive relationship between management and employees and boosting employee morale which further can contribute to lowering the turnover rate too.

(c) **Promoting Research work:** IIP has established a Research Policy, providing financial rewards, as a sign of Appreciation and encouragement, to the faculties and students for research work publication and Patent filing.

(d) Mentoring:

We ensure that mentoring programs not only address specific challenges but also promote inclusivity, skill development, and knowledge sharing, ultimately contributing to a more engaged and successful workforce. At IIP, a senior employee in our institute takes a junior employee under his wings his and offers the junior wisdom, expertise, values, etc., thereby molding the junior in an effective way. This leads to both career development and leadership development to help employees gain new skills and feel engaged with co-workers. By encouraging a learning culture through mentoring, faculty & staff take an active role in spreading knowledge and best practices. These lead to happier employees and better **employee retention** for a stronger, more effective institution's working.

(e) IIP basic philosophy and policy towards its employees be it the teaching faculty on one side or the supporting technical and administration staff on the other is **Creating Harmonious Work**




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Date- 14.07.2022

Circular - Starting of the Heartfulness journey

It is heartening to know that IIP has done individual MOU with Shri Ram Chandra Mission- Sahaj Marg - Heartfulness Organisation.

The Sahaj Marg system was introduced to the faculty and staff members on 09/07/22.

For the starting of the Heartfulness journey, a special module of 3 dedicated sessions is being planned.

Perceptors from Sahaj Marg will conduct these sessions in the institutes.

This will contain Yogic Transmission and Meditation with knowledge on Cleansing and Prayer.

The sessions will be approximately 1/2 hr long, running continuously for 3 consecutive days.

Faculty members and Staff willing to participate may submit their names to Mr. Jerry Mathew at email id dgoffice@indoreinstitute.com before 15/07/22.


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Date- 26.07.2022

CIRCULAR - DANDIYA RAAS 2022

It is heartening to know that IIP is organizing Garba Raas & Dandiya on 27th September 2022. For the same all the students are invited. The students have to follow the instructions.

1. The above event is ONLY FOR THE PRESENT AND REGULAR STUDENTS of IIP.
2. No outside person (whosoever) is allowed for the event.
3. College ID Cards are compulsory. Without ID cards entry, IS NOT ALLOWED to the students.
4. ONLY traditional Dandiya/Garba dresses are allowed.
5. Students have to bring their own dandiya sticks.
6. Students would be responsible for their own belongings.
7. Busses will start at regular timings in the morning for the Students having bus passes.
8. The event timings will be 3:30 PM-5:30 PM.
9. Regular classes will be conducted from 9:10 AM – 2:30 PM.
10. Boys students may use seminar hall, Boys common room as changing room.
11. Girl's students may use designated rooms at girl's hostel GF rooms as changing room.
12. All the students have to assemble on the central college grounds by 3:30PM sharp.
13. Buses will leave the college premises sharp at 5:30 PM.
14. Student found indulging in any in disciplinary activities would have to leave the campus immediately.
15. Students should not be found in possession / consumption of alcohol, cigarettes and intoxications.
16. This is a prestigious event; all the stakeholders are expected to maintain the dignity and piusness of the event.

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**Indore Institute of
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Date-13.8.22

Circular - Independence Day Celebration

Notice to all staff (teaching, non-teaching, technical and non-technical) as a tradition, is going to celebrate the 'Independence Day' on 15th August, 2022. You all are invited to participate in this National festival. The schedule is as follows.

- 08:40 AM - Arrival of Buses
- 08:50 AM - Emcee takes over
- 09:00 AM - Flag Hoisting by Director General
- 09:02 AM - Anthem / March past by NSS Students
- 09:10 AM - Address of Director General Sir
- 09:25 AM - Songs & Poetry by Faculty & Staff
- 09:50 AM - Distribution of sweets
- 10:15 AM - Departure of Buses

Note: It is mandatory for staff of all the three institutes to attend the Independence Day celebration event.

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Principal
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Indore Institute of Pharmacy

Approved by All India Council of Technical Education, New Delhi & Pharmacy Council of India, New Delhi.

Circular

Date: 02.09.2022

All the faculties are hereby informed that the Attendance Module on Mastersoft ERP is live and all must upload attendance regularly after each class.


IQAC Coordinator

Dr. Pankaj Dixit





Principal

Dr. Dinesh Kumar Mishra

Principal
Indore Institute of Pharmacy,
INDORE (M.P.)




Principal
Indore Institute of Pharmacy,
INDORE (M.P.)



Circular

Date: 03.09.2022

In reference to the IQAC meeting dated 01.09.2022 all the class coordinators along with Academic Head are instructed to identify slow learners in each subject based on the upcoming sessional exams and plan remedial classes for the students falling under the category of slow learners.

P. Dixit
IQAC Coordinator

Dr. Pankaj Dixit



D. Mishra
Principal

Dr. Dinesh Kumar Mishra

Principal
Indore Institute of Pharmacy,
INDORE (M.P.)

D. Mishra
Principal
Indore Institute of Pharmacy,
INDORE (M.P.)



Circular

Date: 05.09.2022

All the Faculties are hereby informed that the list of events to be conducted in the session July Dec 2022 is attached here with the list of faculty coordinators. All are instructed to prepare for the events in advance and conduct events timely.

P.V. Dixit
IQAC Coordinator

Dr. Pankaj Dixit



Gurmeet Chhabra
Academic Head

Dr. Gurmeet Chhabra

Dinesh Kumar Mishra
Principal

Dr. Dinesh Kumar Mishra

Principal
Indore Institute of Pharmacy,
INDORE (M.P.)



Dinesh Kumar Mishra
Principal
Indore Institute of Pharmacy,
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INDORE INSTITUTE OF PHARMACY, INDORE (M.P.)

Circular

Date: 15.09.2022

In reference to the IQAC meeting dated 01.09.2022 the following members are to be part of the committee constituted to review/analyze results to modify the scoring levels for the CO-PO attainment as exams shifted from Online to Offline mode.

Members for the committee are

| | |
|---------------------|------------------------|
| Dr. Pankaj Dixit | IQAC Coordinator/HOD |
| Dr. Gurmeet Chhabra | Academic Head and HOD |
| Dr. Nadeem Farooqui | Exam Incharge and HOD |
| Dr. Pritesh Paliwal | HOD |
| Mr. Darshan Jamidar | Training and Placement |



IQAC Coordinator

Dr. Pankaj Dixit




Principal

Dr. Dinesh Kumar Mishra


Principal
Indore Institute of Pharmacy,
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Principal
Indore Institute of Pharmacy,
INDORE (M.P.)



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Regd. No. 100/100/2014


Date- 20.10.22

Circular - To all students for Diwali break


The Diwali break for all students will be from 21st to 29th October 2022.

Wising you all a very Happy Diwali.

Principal


Principal
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INDORE (M.P.)




Principal
Indore Institute of Pharmacy,
INDORE (M.P.)



Date- 30.12.22

Circular - celebration of New Year 2023 for all faculties & staff

Dear Respected All,

With the Year 2022 coming to an end it's time to appreciate all the hard work and the effort put in round the year, whether in regular curriculum or determined & rigorous working for NAAC accreditation. At the end, we would definitely reap the sweet fruits for all the hard work being put in.

As a celebration of New Year 2023, you all are invited for a Mega lunch being planned on 31st December 2022 at 2 pm. Let's come together and celebrate this New Year 2023 together.

The end of the year is just a new beginning with every dawn of a new year a door of new hope opens and aspirations are built within.

Push your boundaries, realize your dreams, and rediscover your inner strength, this year.

Note: Prior to this lunch, DG Sir will take a session for all faculties and staff at 12:30 pm.

Principal

Principal
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Principal
Indore Institute of Pharmacy,
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**Indore Institute of
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Reg. No.: IP/01/2007/01

Date-25.1.23

Circular to all faculty & staff for 26.1.23 presence & dress code

It is mandatory for all faculty & staff to attend the Republic Day program being planned on 26.1.23.

Faculty & staff must ensure that they are dressed in formal attire.

Note: Absence from Republic Day program, in case of personal exigencies must be approved by Director General Sir.

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**Indore Institute of
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Office Order

IIP/7074/22-23/IQAC

17.03.2023

Subject: Composition of IQAC for academic year 2022-23 as per guidelines of NAAC.

As per guidelines prescribed by UGC-NAAC, Delhi the following IQAC is constituted in the college with immediate effect –

| Sr.no. | Name of the Member | Number of Members | Designation | Composition and Criterion Specified |
|--------|--|-------------------|---|--|
| 1 | Dr. Dinesh K. Mishra | 1 | Principal | Chairperson Head of the Institute |
| 2 | Dr. Gurmeet Chhabra Dr. Nadeem Farooqui Dr. Rekha Bisht Ms. Nayany Sharma Mr. Kuldeep Vinchurkar | 5 | Professor Associate Prof. Asstt. Prof. | Teachers' representative of all levels |
| 3 | Mr. Arun S. Bhatnagar | 1 | D.G./ Management Representative | One person from Management |
| 4 | Mr. Rajesh Bhandari Mr. Saurabh Shriwas Mr. Titu Singh | 3 | GM Finance HR Head Examination Controller | Few Senior Administrative Officers |
| 5 | Dr. Karunakar Shukla Mr. Huzefa Kachchawala Mr. Sourabh Chiuhan | 3 | Society Student Alumni | One nominee each from local society, students and alumni |
| 6 | Mr. Raj Khatri Mr. Pritam Siraskar Mr. Amiruddin Kachchawala | 3 | Employer Industrialist Parent | One nominee each from employers, Industrialist and stakeholder |
| 7 | Dr. Rupesh Gautam | 1 | Professor | Senior Teacher and as Director |




Principal

Dr. Dinesh Kumar Mishra

Principal
Indore Institute of Pharmacy,
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Principal
Indore Institute of Pharmacy,
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**Indore Institute of
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Date-10.4.23

Circular -Digital marketing team

In continuation to message posted on 29.3.23, Faculty and staff who still wish to become a part of digital marketing team may send their names to DG Office via using below link, latest by today i.e. 10.4.23.

<https://forms.gle/257LgDiIpj5L5DnW8>


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Principal
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Date- 17.4.23

Circular to faculty and staff for buying dairy products from institute

This is to bring to your kind notice that henceforth, Dr.Vivek Mishra will be the in charge for sale of any kind of dairy products in the institute. Any faculty/staff interested to buy dairy products may kindly contact him at his mobile number 96924 64847.

Principal

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Principal
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**Indore Institute of
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Date- 22.4.23

Circular- responses required against invitation cards

Responses required against invitation cards sent for Dazzle 2023

Faculty/staff who have collected invitation cards for 24th & 25th April'23 from DG office may kindly submit their responses via below link <https://forms.gle/2KEMgC1NHDSTy02XA>, latest by 5^{pm} today.

You may please mention names of invitees with details against no. of cards collected.


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Principal
Indore Institute of Pharmacy,
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Date - 23.4.23


Urgent circular -Guests confirmation required for Dazzle 2023

Faculty/staff who have invited guests for 24th and 25th April 2023 may kindly confirm their availability from them, for the specified dates, and provide list to DG Sir latest by 11 am on 24.4.23.


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Principal
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Regd. No. Indore-004-2007

Date 23.4.23

Circular –Timing for 24th April 2023

Dear all,

Kindly note that on 24th April 2023, faculty and staff have to reach the campus by 12.30 pm. Those who are coming by bus shall check regular students in the buses and maintain decorum in the buses.

Reporting time 12.30 PM

Parking will be:

Gents: Boys hostel ground

Ladies: Staff Quarters parking.


Families of faculties and staff may also reach campus by 5:30 pm to avoid traffic jam and enjoy the evening.

It is requested to not park your vehicles opposite transport, A block, Boys and Girls entry or anywhere else in the campus.


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Principal
Indore Institute of Pharmacy,
INDORE (M.P.)



**Indore Institute of
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INDORE INSTITUTE OF PHARMACY (Regd. No. 100/1990-Indore & 10/1990-Indore)
Regd. No. 100/1990-Indore

Date 25.4.23

Circular - regarding annual function Dazzle 2023

With the successful organisation of our annual function Dazzle 2023 with the support of all faculty, staff and students, & and finally its closure on 25.4.23, institute will remain closed on 26.4.23.

We thank everyone for all the help and support extended during the event.

Principal

Principal

Indore Institute of Pharmacy,
INDORE (M.P.)



Principal
Indore Institute of Pharmacy,
INDORE (M.P.)



Date- 1.5.23

Circular - Faculty & Staff involved in provisional admission

Faculty & staff involved in provisional admission are hereby directed to verify all the information (KYC) while filling student details for provisional admission.

Note:


1. Must properly verify parent's details like phone no. of father/mother while filling provisional form.
2. Must ensure to contact father/mother at mobile no. as per aadhaar card.
3. Provide/verify information that their ward is getting enrolled for provisional admission in respective discipline in the institute.
4. Local guardian's number also to be verified, if in case, provided by student. It has been observed that since last 2-3 years, it is hard to trace authentic information of student's parents, while in need of their contacts, due to wrong information provided by students during their enrolment.

Hence, faculty/staff are required to properly verify all the details while preparing the provisional file and before submitting the file for approval by Director General Sir.

Principal


Principal
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Principal
Indore Institute of Pharmacy,
INDORE (M.P.)



Date- 9.5.23

Circular- all faculty/staff-use of fans/lights

It has been observed that fans, lights are in on mode even after working hours and during breaks/lecture hours, when faculty/staff are not occupying their rooms/cabins.

Henceforth if it is observed that fans/lights are being used in unoccupied/vacant rooms of faculty/staff after working hours or during breaks, show cause notice will be issued to the concerned faculty/staff.

Principal

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Principal
Indore Institute of Pharmacy,
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Date - 25.5.23

Circular - Faculty, Staff & Lab Technicians refer IT Act

Kindly refer to various acts and amendments of the Information Technology Act, 2000 (IT Act) and Indian Penal Code (IPC) Sections: Intentionally Insulting Religion or Religious Beliefs (S. 295A), Promoting Enmity Between Groups on Grounds Of Religion, Race Etc. (S. 153A), Defamation (S. 499), Statements conducing to Public Mischief (S. 505) etc. as well as the code of conduct.

The faculty, staff and technicians of are hereby warned, that any post on their social media platforms, communication platforms and online platforms violating the above legal provisions and code of conduct of our institutions will attract strict disciplinary action.

Apart from this, even in day to day behaviour, if someone is found using abusive language during the work hours, will face strict disciplinary action.

Principal

Principal
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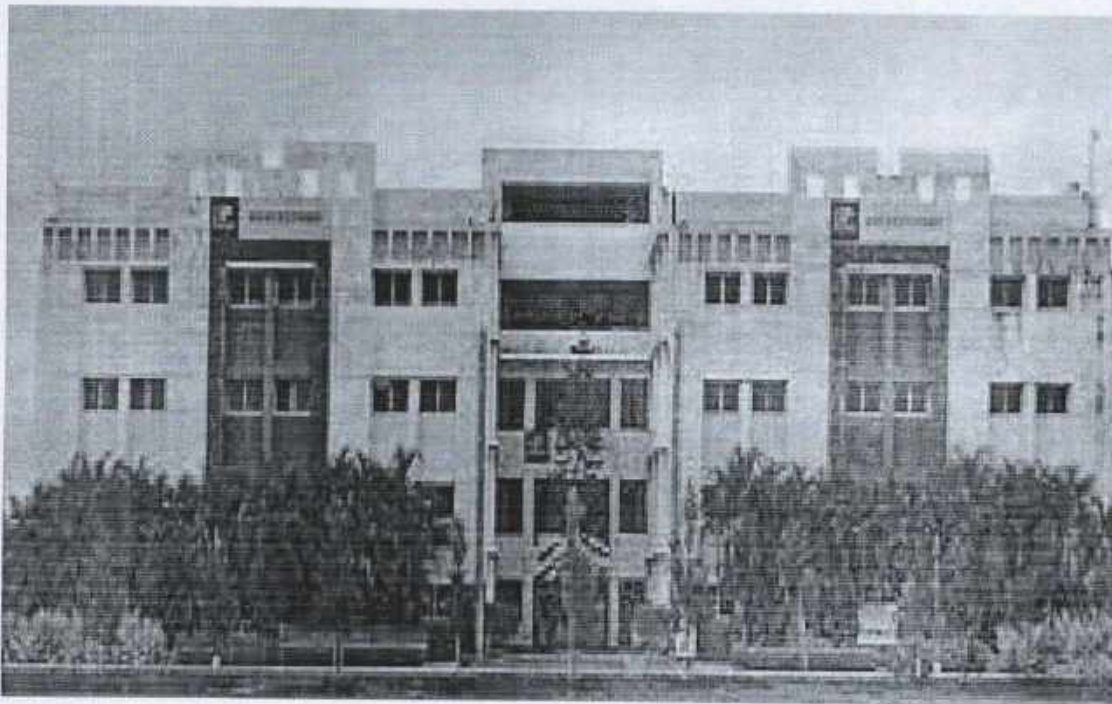
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**Indore Institute of
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Affiliated to: B.P.M. (Bhopal) (Approved by: AICTE, New Delhi) & All India Council
Registered under U.S.R. 200

Roles and Responsibilities of Faculty, Staff and Institutional Bodies



Indore Institute of Pharmacy

Pithampur Road, opposite Indian Institute of Management,

Rau, Indore, Madhya Pradesh 453331




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Indore Institute of Pharmacy


Affiliated to - B.P.U.(Bhopal) (Approved by - U.P.S.I./New Delhi) & P.C.I./New Delhi)
Register - State - M.P. (P)

Roles and Responsibilities of:

The Governing Body/Management: Management of IIST is highly committed and dedicated to serve the contemporary requirements in the field of technical education. To fulfill their commitments the GB decides a road map for achieving the goals of the institution.

1. Examine the budget proposals and approval of the annual budget.
2. Checking the audited income and expenditure accounts and approve the same.
3. Approval of the new program.
4. To fix the salaries of teaching and non teaching staff
5. Approval of appointment of teaching and non teaching staff
6. Approval of Institute Scholarship
7. Review and approval of fee structure for a program, hostel, canteen and transport.
8. Approval and review of draft of strategic plan
9. Approval of prize, medal, awards, certificate etc.
10. Approval of Special Interest Groups (SIG's).
11. Welfare measures




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Indore Institute of Pharmacy

Affiliated to - M.P.U. (Bhopal) | Approved by - PCI (M.P.) & FCS (M.P.)
Register - Under UOI, I.P.S.

Director General: -Director General is the signing authority on behalf of the GB. He guides to run the institute aligns with the vision and mission. He is honorary member of IQAC. He regularly monitors the functioning of the institute.



Principal
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Indore Institute of Pharmacy

#1 Ranked in RGPV (Bhopal) | Approved by AICTE (New Delhi) & PCI (New Delhi)
Registar - Madhya Pradesh

Principal - The Principal of institute is a leader and a role model to all his colleagues. He has following responsibilities....

1. Looks after all the Academic and related administrative activities falling in line with the AICTE and RGPV norms, in all aspects.
2. Overall incharge of maintaining strict discipline, punctuality, attendance of students as well as of faculty.
3. Assess the requirement of Faculty & Staff according to the norms of the AICTE and affiliating university and also manage faculty and staff.
4. All University & Statutory / Regulatory compliances.
5. Emphasis on R&D Activities (Academic Research/ Sponsored Research / Development Activities) / Entrepreneur / start up and Publications / Consultancy
6. Monitoring smooth conduct of Quality Management System in accordance with NBA and NAAC & all related process
7. Monitor the admission process.
8. Conduct of all examinations as per university norms in coordination with Exam Department.
9. Updation of Labs, workshops and stock verification.
10. Create an environment for industry institute interaction.
11. Arrange performance appraisal of faculty and supporting staff and also take feedback from students and put up to DG regularly.
12. Regular updation and monitoring of Library / e Library / Journal / Website etc
13. Monitoring of program specific budget utilization for training / workshop / FDP etc
14. Implementation of PDP and Aptitude Training in coordination with Director, CDC Cell
15. Membership of international reputed institutes and societies
16. Implementation of ERP in Coordination with CAO and System Administrator
17. Job Worthiness Module in Coordination with Director(Corporate Relations)
18. Collaboration with reputed Institutes/ Industry across the world
19. Organizing FDPs / Conferences / Seminars / Eminent Guest Speakers / Technical Events
20. Launching and effective implementation of various SIGs





Indore Institute of Pharmacy

Affiliated to: MPP (Pharmacy) Approved by: AICTE (New Delhi) & PCI New Delhi
Registered under UGC 2003

21. Identifying & strict implementing of the USPs
22. Development of Deep Stick Methodology
23. Allocation of imprest amount to the HoDs.
24. Any other work assigned by the Governing body from time to time.



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**Indore Institute of
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Register - Under UGC (2F)

Head of the Departments: - HODs of every dept provide academic leadership to the department works under the guidance of principal sir. They assign responsibilities to all the faculties and staff of their department. He has following responsibilities....

1. Prepare departmental Activity Calendar in align with Institute academic calendar.
2. Responsible for all the academic affairs of the Department
3. Prepare the annual budget in consultation with Principal sir for the financial year.
4. Ensures allocation of workload (teaching load and practical load) to all faculty members and technical non-teaching staff
5. To co-ordinate with the teaching and non teaching staff of the department for smooth function of conduction of academic, co-curricular and extracurricular activities of the department.
6. Organize Seminars / Conferences / Symposium /Workshop/training programmes in topics of relevance and importance to the department with financial support from external agencies.
7. Motivate faculty to attend FDP, Conference, seminar & promotion of Research culture.
8. Appoint Class coordinator, syndicate in charge, various coordinators like technical club coordinator, library coordinator, R&D coordinator etc.
9. Inculcate Internship and Value added courses in the department.
10. To take the lesson plan from the teachers and ensures they follow the plan and syllabi is completed in the stipulated time.
11. Ensure proper time table followed in coordination with time table coordinator and class coordinator.
12. Monitoring & Review the attendance register, daily dairy align with lesson plan, course file etc
13. To ensure Quality, Maintenance and cleanliness of the department.
14. Ensure properly and transparent student's feedbacks conduct.
15. Review and analysis of result of the students
16. Ensure properly PO / CO Assessment and attainment process follow.
17. Guide the students and faculty for career




Principal
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**Indore Institute of
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Affiliated to: MPU (Bhopal) / Approved by: -MCI (New Delhi) & PCI (New Delhi)
Register - 12448 (MCI 201)

Faculty - Roles and Responsibilities of the Faculty are as follows:

1. A faculty shall engage classes regularly and punctually and impart such lessons and instruction, do such internal assessment/examination evaluation as the Head of the Department / Principal shall allot to him from time to time and shall not ordinarily remain absent from work without prior permission or grant of leave.
2. Prepare of course handout material / Notes / PPT
3. Prepares and executes Lesson Plan.
4. To implement the dress code among the students.
5. Completing syllabus within the stipulated time.
6. Counsel the students who are absent for the assessment tests or irregular to the class.
7. Show the MST marks for all students in their allocated classes
8. Coordinate for students' feedback.
9. Coordinator for various committees like time table coordinator, club coordinator, event coordinator etc as per assign by HoD/ Principal.
10. Monitoring and controlling students discipline in the campus.
11. Conduct students' activities in the college.
12. Encouraging the innovation and creativity ideas of the students.
13. Consolidated the evaluation and submit to the class coordinator for preparing university marks within the stipulated time.
14. Motivate the students to attend/ present papers in Conferences / seminars.
15. Communicate the attendance particulars and internal marks of students to the concerned parents.
16. Work as syndicate Incharge assign by HoD
17. To manage and motivate all departmental staff, to enable the students to receive skilled education in the subject, in a positive, encouraging and effective working environment.
18. Promote the visibility of the department both internally and externally.
19. Maintain departmental Academic file.




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Approved by: UGC (Group) / Approved by: UGC (New Delhi) & All India Council
Regulation - Under 1012/01

Technical Staff / Laboratory Staff (Lab I/C):

1. The Laboratory In charge (Lab I/C) is responsible for the safety, upkeep of all the equipment in room as listed in the inventory for the room.
2. The Lab I/C should maintain the following documents
 - a. The inventory of the laboratory
 - b. Layout
 - c. Room Time Table.
 - d. Organization Chart
 - e. Log Book for daily usage
 - f. Complaint Register
 - g. Lab Manuals
 - h. List of Experiments
3. The Lab I/C should ensure proper discipline at laboratories by ensuring the following:
 - a. No bags or eatables are to be allowed into the lab
 - b. Excess talking/unnecessary movement of the students is avoided
 - c. Chairs are in proper position at the time of leaving
 - d. Equipment is switched off or made inactive as per authorized procedure before leaving
 - e. All fans/ lights wherever not needed are in OFF condition
 - f. Room and equipment are maintained neat and clean at all times
4. Assist the class teachers in the laboratory proceedings.
5. Suitable motivation boards and list of experiments are displayed.
6. Lab I/C should be conversant with all the lab experiments and exercises.
7. Lab I/C should be conversant with the key, location, locking procedure of the room, emergency procedures in case of fire, accident etc.
8. Is responsible to maintain stock register & service register of the laboratory.
9. Update the lab manuals continuously.




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All based on - SOP (Slogar) (Approved by - AICTE (New Delhi) & PZ New Delhi)
Register - (Indore 1982 20)

General Manager Finance - He is overall In-charge of the finance & Account function of IIST.
He has following responsibilities....

1. He takes care of statutory compliances in accordance with Income tax, GST, Management of finance in educational society and account keeping.
2. Prepare and present budget estimates, Prepare the budget and income expenditure statement, maintain all accounts and get them audited.
3. He shall be responsible for the proper implementation of the financial transactions as per Accounts Code/Statutes/Ordinances/rules and regulations.
4. Takes care of insurances and bank related issues.
5. Preparation of MIS.
6. Financial Risk management
7. Monitoring in SOP in purchases
8. Fee Collection
9. Monitoring & reviewing of accounting policies.



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Affiliated to: BAPU (Bhopal) / Approved by: AICTE (New Delhi) & PCCO (Bhopal)
Register: (Uttar) 506 210

Chief Marketing Officer - Roles and Responsibilities of the CMO are as follows:

1. Implementation of Comprehensive and Marketing Policy both organic as well as Inorganic.
2. Situational Analysis (Sort Analysis) Based on SORT Analysis Differentiating IIST/IIMR/IIP from top Competitors
3. Pre-Admission Activity & Risk Management
4. Sourcing advertising opportunities and placing adverts in the press - local, regional, national and specialist publications - or on the radio, depending on the work and the campaign and also video updates & new video development for all college activities
5. Coordination with various Schools and arranging their visits, Exhibition and their Training to the institute
6. Communicating with target audiences and managing customer relationships

Target Audiences – Prospective Senior Sec. Students, UG Students, Parents of Senior Sec. Students, Prospective Graduate students, Perspective faculty, Influencers and decision makers, current students & their parents




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Indore Institute of Pharmacy

Affiliated to - MPU (Bhopal) (Approved by - MCI/Pharm. Council & PCI New Delhi)
Register - State List (M)

Director of Corporate Relation and Team- Director of Corporate Relation of IIST acts as a link between Students, and company for their job placement. He works with his team & prepares and provides the list of students eligible for placements. The career development process includes self-awareness, career exploration and job placement. The Training and Placement Office performs the following activities, arranging in plant training/ Internship for final year students, Industrial/ Professional Tour, Campus Placement, Career Fair. He also arranges the trainings which prepare IIST students to be responsible, enterprising individuals who become entrepreneurs or entrepreneurial thinkers and contribute to economic development. He also develops a Placement Preparation Module along with CDC cell which provides guidance / preparation to the students for campus placement, driving tie-ups with top notch companies for manpower requirement / training / research / consulting requirements and reviewing the performance of students working in the Corporate Sector in various capacities (Final Placement, Summer Training, Projects etc.) by taking feedback from companies.



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Approved by - M.P.U. (Bhopal) | Approved by - AICTE (New Delhi) & PCI (New Delhi)
Registration - (Maha) UMR 210

Director CDC & Team- Career develops cell works for the students' professional skills growth along with his team members. The CDC team works for improving the skills and competencies of the students, teaching new skill sets to meet the demands of the industry. Roles and Responsibilities of the CDC team are as follows:

1. Organizes regular Classes/sessions for Soft Skills Development / PDP and Aptitude training of students for better performance in Placements as well as in their future exams in higher studies
2. Faculty Development Program in consultation with Principals
3. To develop appropriate methodology for gradual up-gradations of their capabilities
4. Arranging various Competitions like Debate/ Public Speaking, mock Parliament for students
5. Arranging motivational movies.



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IPB Number: 1024/2004 (Approved by - UGC/MSHE/DrUGI & PCI New Delhi)
Register - (India) UGT 210

System Administrator- System administrator plays very important and crucial role in IIST. Roles and Responsibilities of the System Admin are as follows:

1. Manages all the activities relating to the IT Service, Computer systems and networking.
2. Looks after the Updation, repair and maintenance of Computer system, Software and hardware and networking system.
3. Responsible for all matter related to data security & leakages.
4. Data Analytics
5. e-Library and Maintenance of ERP



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Indore Institute of Pharmacy

Affiliated to: KJ Somaiya Institute of Pharmacy, Gandhinagar, Mumbai
Approved by: JETP (New Delhi) & PCI (New Delhi)
Register - Under UGC (2F)

Exam Controller- The Superintendent of Examinations cell of IIST shall be responsible for making all the arrangements necessary from holding examinations as per the University standards. Ensure necessary items to conduct examination i.e. question paper, answer sheets, mark sheets, to appoint examiners and moderators as prescribed in the rules & regulations; maintain data of examination held and result, Prepare guidelines for teachers to prepare question paper for different examination.



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Indore Institute of Pharmacy

Approved by - UPI/Regal (Approved by - AICTE/Dr. Datta & FICSI/Dr. Datta)
Register - (State List 20)

Hostel Warden – IIST is having well facilitated separate Hostels for Boys and girls. The institute appoints separate warden for both the hostels (boys & Girls) for taking care of everything. The wardens are completely responsible for allotment of rooms to the students, maintenance of the hostels, looks after the quality of food served in the hostels, Keeps strict discipline among students of the hostels, reports to the Principal in case of any indiscipline or misbehavior by the students, looks into the grievances/complaints of the students if found genuine and responsible for students safely and security.

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**Indore Institute of
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#193 and 194 - 19/05/2004 (Approved by - All India Council of Technical Education)
#193 and 194 - 19/05/2004 (Approved by - All India Council of Technical Education)

Sports Officer- Sports officer of IIST is tasked with creating and implementing programmes which encourage sports activity among students. He develops and delivers a varied range of sport activities, events and competitions at nodal, state, and national level. He makes requirements and prepares budgets for all kinds of sports and gets approvals from the Principal. He works with NGBs/ clubs and plan and implements different activities for social cause, health initiatives and environment awareness. He maintains records and produces written reports, and press releases of all activities.



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Indore Institute of Pharmacy

Approved by: KJ Somaiya Institute of Pharmacy (Approved by: AICTE/Non-Delta) & PVT (non-Delta)
Register - Under 402E (201)

Central Store officer- The central store officer is responsible for the following duties and responsibilities: he will plan the store activities like estimating, budgeting, purchasing etc., receive the materials ordered by the purchase department and supplied by the vendors in a proper condition as per the laid down procedure, to ensure the correctness in the quality, quantity, specifications, condition of the materials received from vendors and stock verification.

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**Indore Institute of
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W.B. No. 10/2013 (Group) (Approved by - MCI (New Delhi) & FCI (New Delhi))
Register - (Indore UOE 2013)

Public Relations Officer. Responsible for designing and printing of all the publications related to Electronic, print and social media, coordinates and liaison with Media agencies

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Indore Institute of Pharmacy

Affiliated to - MPP (Bhopal) (Approved by - AICTE) New Delhi (U.P.C) New Delhi
Register - India - UOI 290

Librarian - A librarian is in charge of management of library, collecting, organizing, and issuing library resources such as books, magazines, journals, publication and other study material.




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Shail Group of Institutions

Service Manual

Shail Educational & Welfare Society

 **Principal**
Indore Institute of Pharmacy,
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FOREWORD

Dear Team Members,

Academic excellence is sine-qua-non of any institution of higher education which is striving for excellence. We understand that academic excellence isn't mere enhancing technical competence and deploying qualified faculty. It is also about creating suitable academic environment which is conducive for all round growth. Attracting best of faculty, compensate them adequately for their growth, enable them to live with dignity and putting in place such systems that enable an employee to perform to his full potential is central to maintain excellence in learning and proliferation of knowledge. Considering this need, we have created this Service Manual on Human Resource Management & Development for institutions of Shail Educational & Welfare Society (SEWS).

I expect each and every member of my team to study, absorb, and internalize the values, ethos and systems and strive to follow them as outlined in this manual.

Arun S Bhatnagar
Director General
IIST/IIP/IIMR




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Institutional Excellence and Systems

Shail Educational and Welfare Society (SEWS) was incorporated in the year 2002 with a vision to setup professional institutions and groom the younger generation to become world-class technocrats and managers. It firmly believes that there are primarily two factors that need be addressed on the path to excellence which are:

- i) Deployment of motivated faculty and maintaining academic and professional tenor
- ii) Supporting the faculty and students with state-of-the-art infrastructure to result effective knowledge transfer (teaching-learning) and research as well as holistic development of the students and its employees.

In this pursuit, SEWS has evolved various academic-administrative systems including effective human resource management processes. Keeping this in view, this Service Manual is formulated to address the issues of effective facilitation and motivation of faculty and support staff.

This Employee Service Manual comprise of Working Rules & Code of Conduct (more specifically outlining the service conditions & expectations from employees of SEWS) in addition to highlighting the ethos and value system of SWES in its pursuit of serving the Indian Society

This service manual is intended to serve as a ready-reckoner to an employee by providing an overview of human resource management processes and the conditions of employment intertwined with considerable human-orientation and humane-working conditions.

It is hoped that this service manual would generate good understanding between employees and management resulting into stronger bonding and teamwork.




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1. PREAMBLE

This Service Manual provides a perspective of the Shail Educational & Welfare Society's philosophy, culture and Human Resource Management (HRM) practices. It also lays down mission, objectives, policies, planning, hiring, compensation, development, integration, maintenance and separation of all levels of employees. It will provide an idea of personnel and other systems in vogue in SEWS, so as to ultimately result in objectivity, transparency in interpretation and application and also reflecting on the uniform and equitable application of all routine human resource policies across all its institutions and other offices.

It is the responsibility of the Secretary SEWS to keep the contents updated by incorporating additions, deletions or modifications as and when any changes in policy and system take place. Chairman, SEWS and other directors on boards reserve the right to withdraw the contents of this manual, in whole or in part or incorporate changes at their sole discretion, if considered necessary to do so in the interest of the SEWS and its affiliated institutions and offices, without assigning any reason whatsoever. The gender used in this manual import the meaning of the opposite gender also.

2. COVERAGE

The Manual covers all employees engaged in the service of SEWS's in its academic and research institutions as well as all connected and related and affiliated institutions and offices. In particular, all the rules outlined in this manual refer to the permanent employees be it faculty or supporting technical, administrative and support service staff. Unless otherwise specified, the contents of the manual and the rules are not applicable to ad-hoc and temporary employees and also to contract employees who are engaged by the external service provider's or otherwise to SEWS Institutions and offices. While most of the provisions are applicable to both faculty and staff, there are some provisions which are meant only for faculty and others only for non academic staff. These are clearly demarcated.

Any provision under any statute already existing or created in the future by any appropriate Government and/or other Regulatory authorities for any category of employees applicable to academic and research bodies, will come into affect only after the management/board of SEWS endorses it fully or partially through its board meeting and then incorporated into the manual.

3. REVISION / CHANGES IN THE MANUAL AND INCORPORATION OF SUGGESTIONS

3.1 General Review of the Manual - The provisions of the manual can be changed, modified or withdrawn at any time at the sole discretion of the management of SEWS, however a general review of the manual will be taken up annually or as and when necessary by the management.

3.2 Persons Authorized to Receive Suggestions - Suggestions regarding any change/modification required in the provisions of the manual can be given to Secretary SEWS.

3.3 Interpretation of the Manual - If there is any confusion regarding any provision of the manual, the interpretation given by the Secretary SEWS shall be final and binding.




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4.0 SHAIL Educational & Welfare Society (SEWS)

Shail Educational & Welfare Society (SEWS) is registered vide registration certification no: 11233, dated: 05/09/2002. The Society has been established with the aim of creating various professional institutions with all modern facilities and infrastructure with the aim of spreading technical and professional education in the state of Madhya Pradesh. The society is promoted by Shree Roshan Agrawal, an eminent educationist and entrepreneur of repute.

- **SEWS Philosophy**

SEWS believes in serving the society by creating excellent infrastructure for educational and learning environment resulting in knowledge creation and spreading the same by transforming the younger generation into better quality professionals and responsible members of the society. In doing so, it intends to firmly focus on enabling the younger generation to sharpen and retain their ethnic and traditional values of our country.

- **Commitment to Quality**

SEWS believes in 'Quality is a Way of Life' in its institutions and all its endeavors. While it continuously improves on its educational service delivery, it focuses on the quality in all other aspects of campus life and also in handling its stakeholders such as students, parents, visitors, faculty, staff, vendors and service providers as well as professional and statutory bodies.

- **SEWS' Environmental Concern**

SEWS demonstrates utmost concern in developing and sustaining the environment in which it exists and operates. The sprawling lush green campus located at Rau-Pithampur Road, opposite IIM Indore, adequately reflects this concern. Development of green belt is integral part of its institution building and in fact, it over-rides all other considerations. Above all it has considerable concern for regional and rural-cum-village development and awareness creation on a variety of issues amongst rural population, while ensuring that the social and cultural fabric of such a society is not unduly disturbed.

- **Welfare Focus**

SEWS fully believes that it is the human resource of any institution that makes the difference. Adequate support in providing the due welfare facilities to the employees and their families, can only bring about qualitative change in the outlook towards owning the institution and full commitment to maintain excellence in whatever they do. Such an outlook influences and conditions all the human resource management systems at SEWS.

- **Work Culture**

Professionalism and mutual respect is the hallmark of work-culture at SEWS. It is committed to promote a culture conducive for learning by all. Faculty will enhance their competencies by means of continuous learning and knowledge creation, students to develop as responsible and committed individual-professionals upholding the honor of their alma mater and employees to derive




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satisfaction as contributing members to the learning environment through their behavior and relationship-development.

- **Knowledge Management**

SEWS and its Group of Institutions firmly believe that knowledge should be acquired, developed, as well as harnessed for the benefit of the society through sharing and proliferation. Such thinking is intertwined with the knowledge management systems in the departments, laboratories and faculty as well as the general learning environment in the institutions. This philosophy centers around the thinking that knowledge gets further developed by sharing rather than looking at as a capital resource that should be put to commercial use only.

- **Code of Conduct**

SEWS, being a society with a philanthropic outlook towards education and research, expects each of its employees, faculty and support staff to follow a strict code of discipline and conduct, which will be conducive for creating a serious leaning environment in its educational institutions. In this regard, it has evolved a set of conduct rules to promote a work-culture and individual behavior to demonstrate the inherent ethos and values of the society in the personal behavior and conduct as well as dealings with internal and external stakeholders of SEWS.

4.1 Long Term Vision & Development

SEWS has a long term plan to establish state-of-the-art, multifaceted and diverse educational campuses at Indore and other places and intends to bring in synergy of academic excellence and world-class curriculum. It has laudable vision, mission and objectives as given below:

Vision

- To be a prime non-governmental institution in the field of professional education and research in Central India to begin with and then on pan India basis.

Mission


- To produce value based world class professionals and develop technologies to serve the society globally

Objectives

- To establish the institutions known for their ethos and commitment to provide world-class environment to enable the human resources to realize their potentials of educational and research excellence and thus support in nation-building.

SEWS has established five institutions of excellence on Rau-Pithampur highway (opposite IIM, Indore), Indore, Madhya Pradesh. All its institutions functions in an integrated fashion under the title of 'SHAIL Group of Institutions (SGI)'. It is working for autonomous status and finally plan to develop into Deemed/Private University.




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4.2 Indore Institute of Science & Technology (IIST)

The journey of Shail Education & welfare Society started with establishing Indore Institute of Science & Technology (IIST) in the year 2003, offering Under Graduate courses in Mechanical, Electronics & Communication, Computer Science and Electronics & Instrumentation. As the reputation of the institution grew, there was demand to add more courses. IIST added under graduate courses in Civil, Chemical and Computer Engineering. Due to quality of education offered by the institution, admission to all courses is always fully subscribed. To bring in research orientation to engineering programme, post graduate courses in the branch of Mechanical, Computer Science and Electronics were added. IIST also offers Masters in Business Administration to meet the growing requirement of management professionals. As large number of students is from semi urban areas, the college has established computerized Language Lab to upgrade their English communication skill. For holistic development of students and make them ready to face corporate, Personality Development is taken care of from the very first year. IIST is affiliated to RGPV, Bhopal for engineering courses and DAVV Indore for MBA beside statutory affiliation to AICTE, Delhi, and DTE, Govt. of MP.

4.3 Indore Institute of Pharmacy (IIP)

Pithampur area of Indore was coming up as Pharmaceutical hub of Madhya Pradesh. To meet the demand of the Pharma-industry, SEWS has set up Indore Institute of Pharmacy (IIP) in the year 2004 with Diploma in Pharmacy course. As the demand of the pharmacy professional grew, IIP introduced Bachelor in Pharmacy and Master of Pharmacy course in Pharmaceutics and QA. IIP courses are affiliated to Pharmacy Council of India beside being approved by AICTE Delhi, DTE Govt. of MP and RGPV Bhopal. IIP boasts of industrial collaboration with many Pharma Industry and Research Institutions. The courses in IIP are approved by Pharmacy Council of India (PCI).

4.4 Indore Institute of Management & Research (IIMR)

Indore, Pithampur and Dewas districts of Madhya Pradesh are rapidly growing as industrial hub of the MP state. Requirement of management professional is also steadily growing. SEWS has set up a stand-alone institute of management in the name of Indore Institute of Management & Research in 2009-10. IIMR is affiliated to DAVV Indore beside affiliation to AICTE and DTE MP.

5.0 Human Resource Management Policy at SGI

The educational philosophy and vision of Shail Society is to create an environment wherein aspiring adolescents blossom as productive technocrats as well as holistic citizen with such values conducive for the harmonious development of self and the society as well as the nation. All these are possible when they learn to harness their hidden potentials in all its facets and achieve excellence. This is an onerous task for Shail Group of Institutions at Indore, which firmly believes that the academic ambience, which is a major factor for knowledge transfer is constituted by knowledgeable and motivated faculty members and ably supported by support personnel from the facilitating departments. Thus, the human resources management in particular the faculty motivation for full-fledged commitment to excellence in academics and placement is central to HRM.



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SEWS's basic philosophy and policy towards its employees be it the teaching faculty on one side or the supporting technical and administration staff on the other is *Creating Harmonious Work Environment to build Careers for People*

The people are taken care of with the best working conditions in town, good pay, providing ways for continuous learning and knowledge enrichment, non-traditional and informal ways of teaching methods, guest lectures and a flexible system. The noble intentions of SGI's HR policy is to enable the employees to harness their full potentials so that they can contribute to the mission of SEWS, i.e. **'To Produce Value-based World-class Professionals and Develop Technologies to serve The Society Globally'**

5.1 Organization Chart

Shail Group of Institutions is headed by a Director who operates under broad direction and supervision of the Governing Body of SEWS. Operation of SGI is managed by Director of School of Engineering, Principal of Indore Institute of Pharmacy, Principal of Indore Institute of Management & Research. These three academic heads are supported by Shared Services comprising of Advisor, Head Student Development Cell, Manager Accounts and Manager Admin. Organizational chart is attached.




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5.2 Employee Categories

Employees at SEWS can be broadly divided in two categories:

- (a) Those employed at various professional institutions namely IIST, IIMR, IIP can be categorized as :
- i) **Faculty** (engaged in teaching & research – as such in academic related activities)
 - ii) **Technical-support Employees** (engaged with laboratories, workshops, library etc.)
 - iii) **Admin & General Support Employees** (engaged in support departments like personnel, accounting, campus management etc.)
- (b) Those employed at SEWS Indore on case to case basis for overall coordination, management and integration of multifarious functions of diverse institutions operating under SEWS.

Detailed designations of staffs are given as below while their Job-descriptions are given in a separately

i) **Faculty**

- Principal of Institution
- Professor
- Associate Professor
- Asst. Professor
- Ad-hoc faculty
- Visiting/Guest Faculty

ii) **Technical-Support Employees**

- Dy. Registrar/Asst. Registrar
- Systems Administrator
- System Analyst/Programmer
- Sr. Lab Technician/Lab Technician
- Lab Assistant/Lab. Attendant
- Workshop Supervisor
- Workshop Instructor
- Machinist, Fitter, Molder, Carpenter
- Chief Librarian/Senior Librarian/Librarian
- Book Lifter
- Sports Officer/Asst. Sports Officer

iii) **Admin & General Support Employees**

- PA/PS
- Admin Executive/Office Assistant/Office Executive



- Front Office Executive
- Photocopy Machine Operator
- Accountant
- Jr. Accountant
- Peon

iv) **Employees employed in the SEWS are as follows:**

- Director
- Advisor
- Executive Assistant to Chairman
- Manager Finance
- Head SDC/Executive SDC
- Manager Accounts/ Accounts Officer
- Manager Admin / Dy Manager
- Stores & Purchase Officer
- Security In charge/Shift in charge
- Transport In Charge/Supervisor
- Manager Event/Executive Event
- Manager Marketing/ Executive Marketing/Admission Counsellors
- Manager PD/PDP Trainer/Aptitude Trainer
- Manager Placement & Training/TPO/Aptitude Trainer/Psychologist
- Manager Media/PRO/Content Writer/Assistant Editor
- Warden/Asst. Hostel Warden
- Store Keeper/Stores Asst.
- Maintenance Engineer
- Estate Officer
- Electrical Supervisor
- Gardener
- Grounds man
- Mechanic
- Driver
- Cleaner
- Peon/Shifter/Helper

5.3 Working System & Leave Rules

5.3.1 Attendance

The work timings are decided at the sole discretion of the Management and would normally consist of a 48 hours' work-week. These are subject to change as per academic and periodic examination activity. Same numbers of hours are expected even when one is on tour or outstation work, unless communicated otherwise. The general working hours will be 9:00 A.M. to 4:30 P.M., or as decided by the management, on all working days. Employees may also be expected to work in shifts based on academic schedule and requirements as decided by the Director/Principals. Institutions will observe 1st and 3rd Saturday as holiday unless and otherwise stated by the Director. All employees will mark their presence in the biometric machine or in any other process as notified both while



coming in the morning and also while departing at the end of the day's work. If an employee fails to mark attendance within 15 minute of the scheduled commencement of the office/institution, it will be termed as late attendance. Three such late attendances will be treated as one half day leave. Late attendance beyond three hours will be treated as half day leave.

5.3.2 Holidays

Being an academic campus located in Indore and affiliated to universities such as RGPV and DAVV, the institutions follow the academic calendar suggested by the universities (with suitable adaptations if required) and also works five days a week and on first and third Saturday. Special emphasis will be given on faculty development program and related activities on working Saturdays. It follows the holiday calendar of the state of Madhya Pradesh as adapted by the universities ensuring that the national holidays are adhered to. List of holidays will be as follows:

| Category | Type of Leave | Details of Leave |
|---|-----------------------------------|--|
| Non-Vacation staff, Admin staff of SGI & SEWS and All Contractual Staff | Gazetted Holidays | Holi, Republic Day, Janmashtami, Rakshabandhan, Independence Day, Gandhi Jayanti, Dussehra, Diwali, Christmas |
| Non-Vacation staff, Admin staff of SGI & SEWS and All Contractual Staff | Restricted Holidays (3 out of 11) | Id-E-Milad, Guru Nanak Jayanti, Moharram, Id-UI-Zuha, Budh Purnima, God Friday, Ambedkar Jayanti, Ram Navami, Maha Sivratri |
| Vacation Staff of SGI and Students | | Id-E-Milad, Guru Nanak Jayanti, Moharram, Id-UI-Zuha, Budh Purnima, God Friday, Ambedkar Jayanti, Ram Navami, Maha Sivratri, Holi, Republic Day, Janmashtami, Rakshabandhan, Independence Day, Gandhi Jayanti, Dussehra, Diwali, Christmas |

5.4 Leave Principle: These rules may be called SEWS leave rules. They will come into force with effect from 1st Jan 0218. These rules shall supersede all previous rules.

5.4.1 Academic Year: Academic year is different from a calendar year which is from 1st of January to 31st December whereas commencement of Academic Year is the start of a new academic session as declared by DTE MP. However for the purpose of this leave rules, academic year will constitute from 1st July to 30th Jun of next year.

5.4.2 Applicability: These rules will be applicable to all employees of SEWS Indore and will not apply to part time, adhoc, temporary, contractual and daily wage employees. An employee's claim to leave is regulated by the rules in force at the time leave is applied for and granted

5.4.3 Entitlement Governing Conditions of Leave:

SEWS employees are eligible for the following type of leaves, in keeping with the prevailing service conditions in the renowned academic institutions in the region:

- a. Casual Leave
- b. Medical/Sick Leave
- c. Earned Leave
- d. Vacation Leave
- e. Special Leave
- f. Maternity Leave
- g. Study Leave
- h. Compensatory Leave
- i. Extra-ordinary Leave (Leave without Pay)



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- Leave is a privilege and cannot be claimed as a matter of right.
- An employee who has been sanctioned leave can be required to report for duty by revoking his/her leave due to exigencies of service. Only the authority who sanctions leave can revoke leave already sanctioned. Absence of leave for more than 10 days without due authority will constitute as break in service/disciplinary action.
- The authority competent to sanction leave shall not extend the kind of leave due or applied for except at the written request of the employee.
- Authorities to sanction various types of leave have been mentioned below under each type of leave. However when total leave requirement of an employee exceeds 30 days, such leave has to be put upto the management for sanction.
- Medical leave to be granted for hospitalization of an employee will require hospitalization advice and that of bed rest. While rejoining office will require discharge certificate of the hospital along with the fitness certificate.
- Vacation Staff for the purpose of this leave rules will mean all teachers ie (a) Professors (b) Associate Professor and (c) Assistant Professor other than Principal.
- Non vacation staff includes all categories of staff other than those mentioned in above
- Any claim to leave which is at the credit of an employee of SEWS ceases when he/she resigns or is dismissed or removed from service. In case an employee is dismissed or removed but subsequently reinstated he/she will get leave as was entitled prior to dismissal/removal.
- No employee of SEWS will take up any employment including part time anywhere within or outside the country without prior written permission.
- Leave account of every SEWS employee will be entered into his service book by the authority sanctioning the leave. No leave will be granted until and unless admissibility of such leave is obtained by authority maintaining leave account. If admissibility report is likely to be delayed, then leave upto seven days, can be granted by competent authority as provisional leave gainst due adjustment in the accrued leave subsequently.
- Leave shall not be granted to an employee of SEWS in respect of whom a competent authority has taken decision to dismiss or remove or compulsorily retirement from service.
- Leave shall begin on the date on which an employee proceeds on leave and shall end on the day preceding the day he/she resumes duty.
- An employee shall not return on duty before the expiry of leave granted to him/her unless he/she is permitted to do so by the authority sanctioning leave.
- An employee on medical leave will rejoin only after fitness certificate by a competent and registered medical practitioner.
- Unless competent sanctioning authority extends any such leave, an employee who remains absent after the end of sanctioned leave, is not entitled to leave salary for this additional period of absence. The entire period of unauthorized absence is to be treated as leave without pay(LWP).
- Wilful absence of duty after the expiry of sanctioned leave renders an employee liable to disciplinary action. The employee who applies for extension of leave has to make sure that his/her application for extension of leave is received before the expiry of such leave. The employee so applying for such extension will be intimated immediately about the decision whether his/her extension of leave is acceded or not. An application for extension after the last day originally sanctioned leave, will in the normal course, be treated as willful absence unless otherwise decided by competent sanctioning authority base on the facts of the case.
- Vacation means block of holidays which are declared as vacation by the management.
- Leave Salary: It means the salary drawn on the day of preceding the leave.



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- In view of various leave facilities provided herein, no overtime payment will be made whatsoever.

Generally an application for leave will be in writing and submitted to the authorized personnel well in advance. When phone message/e mail/sms is sent requesting leave in emergency, such request will be reduced to writing on subsequent day

5.5. Type of Leaves & Admissibility

The detailed terms and conditions of eligibility and the process of availing these leaves are given subsequently in separate paragraphs. Leave application format for institutions and SEWS staff are attached. The following leaves will be sanctioned by appropriate authorities as per specified rules and records kept thereof.

5.5.1 Casual Leave (CL) – CL, meant for casual & emergency errands of personal nature, will be applicable to all employees

- **Academic Faculty & Technical support Staff:** 12 days casual leave in a year
- **Principal, Admin & SEWS Staff** 12 -do-

An employee is allowed casual leave only after seeking permission (either written or oral) from the controlling position, to facilitate alternate arrangements. Oral permission should be followed by written application. Casual leave can be sanctioned by HOD. In case of academic staff, Principal will be informed.

Casual leave shall be forfeited at the rate of half CL for three late attendances in a month.

Not more than three days of casual leave can be granted at a time. Casual leave cannot be clubbed with any other leave. It can be taken only at the basis of accrual.

Casual leave can be given before during or after a tour of duty but such leave period will not entitle any allowance. An employee on casual leave is not considered absent from duty and his/her pay is not deducted for that period.

Sunday or holiday falling during the period of casual leave is not counted as part of casual leave. Such Sunday or holiday can be suffixed or prefixed with casual leave.

Casual leave can be granted for half day also.

Absconding from work without prior approval on the pretext of causal leave cannot be permitted and subject to disciplinary action.

5.5.2 Earned Leave- Primarily, this is a credit earned by the employees when they serve/attend their duties for a certain period; the reason why it is called earned or privileged. This is also known as Vacation Leave, as this is meant to serve the purpose of recouping and recovering from the stress and strain of hard work put in during the working time.



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Earn Leave can be accumulated for maximum period of 180 days. It can be en-cashed at the time of leaving the organization after serving for minimum period of five years. All confirmed employees are eligible for this leave per year as below:

- **Academic Faculty & Technical support Staff:** 10 Calendar Days (in addition to vacation leave)
- **Academic Administrators (like principals etc.)** 15 - do-
- **Admin & Related Staff (SEWS)** 15 - do -

Earn leave can be accumulated on every six monthly basis. If an employee has availed EOL during half year, the credit to be accorded to his/her account half yearly shall be reduced proportionate to the absence.

Owing to this leave being of longer duration, needs pre-planning both from the employee and the academic administration point of view; hence, the need for a leave Roster, where in every employees gives his preferred time of taking this kind of vacation at the beginning of the academic year. The administration would undertake some kind of vacation planning for the faculty and indicate the appropriate and convenient time for granting of the leave, keeping in mind the need to maintain continuity of teaching & research work in the department and in the institutes.

Before, proceeding on EL, (when written approval is given), the faculty and employees need to hand over charge of their work and duties to other person as directed by the controlling authority. At certain levels, even charge or acting allowance may also have to be given to the person taking charge, when appropriate authority of the position need be exercised.

When the employee does not join duty on the stipulated date as per the leave – approval, it will be considered as break of service and hence it is essential, the employee gives a joining report for regularization of his position in the organization and also for pay/establishment calculations.

In the case of EL, intervening holidays (including Sundays) will be counted as leave days. This leave can be combined with other leaves such as medical or study or sabbatical etc, but not with CL.

5.5.3 Vacation Leave:

Vacation leave is authorized only to teaching faculty to maximum of 30 days per year or as per VL rules framed by the RGPV and cannot be granted more than 20 days at a time. This leave cannot be accumulated.

This leave being of longer duration, needs pre-planning both from the employee and academic point of view. Principal/HODs would undertake some kind of vacation planning for the faculty and indicate the appropriate and convenient time for granting of the leave, keeping in mind the need to maintain continuity of teaching and research work in the department and in the institutes.

Before, proceeding on VL, the faculty needs to hand over charge of their work and duties to other person as directed by the controlling authority.



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When the employee does not join duty on the stipulated date as per the leave approval, it will be considered as break of service and hence it is essential, the employee gives a joining report for regularization of his position in the organization and also for pay/establishment calculations.

Due to official duties, if faculty cannot avail vacation leave then 50% of unavailed VL will be converted into earn leave.

5.5.4 Maternity Leave – Meant for permanent lady-employees, after two years of association with SEWS (i.e. one year of ad-hoc and one year for confirmation). This is permitted for ladies having less than two surviving children. This eligibility extends to a maximum of two months of half-pay leave. Leave can be sanctioned by Principal/Departmental Head (in case of non academic staff).

5.5.5 Study Leave – Primarily meant for an employee to enhance his qualifications for better performance and career progression. This leave provides an opportunity to employee to go back to the school/college and learn and acquire qualifications in advanced and allied areas of his specialization.

- | | |
|-------------------------------------|---------------------------|
| • Academic Faculty: | Maximum of 2 Years |
| • Technical/Admin/SEWS Staff | Case to Case basis |

This unpaid leave is available to faculty and staff who have put-in five years of service, after confirmation and governed by other conditions, such as admission authentication, service bond of two years after the study leave. Study leave will be sanctioned by management under recommendation of AEC/Departmental Head (in case of non academic staff).

5.5.6 Compensatory Leave – Generally, there is no such leave in formal organizations/institutions, except to give some kind of informal permission to avail a day-off for taking up work of emergency nature on holidays.


As a matter of principle, all staff and faculty members are 24-hour workforce and are supposed to attend to call of duty through the 365 days in general; hence compensatory leave is granted not as a right but as recognition of welfare measure for the employee who has put in extra work much beyond the call of duty.

However, considering the exigencies of SEWS, which is in the continuous state of admission/examination and such other duties of counseling etc a few days of compensatory leave are suggested for faculty, admin and accounting-staff.

- | | |
|---|--|
| • Academic Faculty & Technical Staff : | not more than 4 days in a year |
| • Admin/ SEWS Staff | not more than 10 days in a year |

Further, this leave is granted solely at the discretion of the Principal/HOD (for non academic staff), by maintaining an account of duly authorized working on holidays. This leave cannot be taken for more than two days at a time and cannot be carried forward beyond 3 months of occurrence of the leave.




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In respect of Faculty, the outstation trips with authorized tour for administrative work only (when TA & DA compensated) should not be reckoned for compensatory leave.

5.5.7 Extra-Ordinary Leave (Leave Without Pay) EOL/LWP – EOL, without pay be sanctioned to an employee when no other leave is admissible. This is a very special leave, granted in extraneous circumstances, when an employee absents himself from his duty for his extraneous needs and require administrative support for continuity of service. A person may be granted EOL upto a maximum of six days yearly, a maximum of two times, lest it should not lead to break in service

Granting of EOL serves the purpose of making employee's absence as an authorized activity and enables him to retain his employment with the institution. Thus, EOL is Leave without Pay and can be sanctioned by authorities who can sanction casual leave.

5.5.8 Leave for Casual/Temporary Employee: This type of employee can be granted casual leave at the rate of one day per one calendar month of completed service.

5.5.9 Leave for Employee on Probation: An employee of SEWS, on probation, shall be eligible for casual leave at the rate of one day per one calendar month of completed service. On confirmation as permanent employee, he/she will be entitled to all other applicable leaves from the date of joining In case of termination of probation employee, any leave granted shall not extend beyond the date of termination.

5.5.10

Leave Sanctioning Authority

| Type of Leave | Academic | Non-Academic |
|-------------------------|---------------|--------------|
| Casual Leave | HOD/Principal | HOD/DG |
| Medical Leave | HOD/Principal | HOD/HR/DG |
| Earned Leave | HOD/Principal | HOD/DG |
| Vacation Leave | HOD/Principal | NA |
| Special Leave | Principal/DG | HOD/DG |
| Maternity Leave | Principal/DG | HOD/DG |
| Study Leave | DG | DG |
| Compensatory Leave | HOD/Principal | HOD/DG |
| Leave Without Pay (EOL) | HOD/Principal | HOD/DG |

HR will enter leave details of every individual in respective service book and ensure that actual availability of leave is within permissible limit as laid down in leave rules.



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5.5.11 Summary of Proposed Leave Rules

| Type of Leave | VACATION STAFF | | NON VACATION STAFF | | Remarks |
|--------------------|--|-------------------------|--|--------------------|--|
| | Teaching Staff | Technical Support Staff | Principal, Registrars, Administrators | Admin & SEWS Staff | |
| Casual Leave | 12 | 12 | 12 | 12 | Casual leave cannot be combined with any other leave |
| Earned leave | 10 | 10 | 15 | 15 | Can be accumulated and en-cashed to a maximum of 180 days as per condition given above |
| Vacation Leave | 30 | 30 | NA | NA | |
| Maternity leave | 02 months half paid after resuming of duties | | | | |
| Compensatory leave | 4 | 4 | 0 | 10 | Granted towards work on closed holidays. Not eligible when compensated by TA/DA. Not applicable for outstation official work |
| Study Leave | 2 years | 2 years | Sanctioned by the management on case to case basis | | |
| EOL | 6 | 6 | 6 | 6 | Total six calendar days (06) maximum of twice a year. |

5.6 TA & DA SYSTEMS

Employees may be required to travel to different places and locations for performance of assigned duties which calls for reimbursement of travel and incidental expenses incurred in satisfactory accomplishment of the required purpose of outstation travel. The key objective is to ensure that the employee is comfortable during his outstation visit and discharges the tasks and duties given to him.

The governing rules of travel are as below:

- Any travel whether local or out-station has to be attributed to some budgeted activity of an institute or department
- Prior approval of the travel by the competent authority (Principal/Departmental Head) is essential to begin-with and giving advance (as per the norms) to meet the expenses.



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- On completion of the task/trip, the official/faculty to submit the bills (duly authenticated by his Principal/Departmental) Head along with a report of activity performed for settling of advance.

Suggested Norms of expenditure-allowance and Mode and Class of Travel applicable to different levels of employees at SEWS is as below:

A. Grading Structure

- Group I (01) Senior Management (Director /Principal/Advisor)
 Group II (02) (Professor/Associate Professor) & (Manager Admin& HR/CMO/Manager Accounts/ EA/ Manager Finance)
 Group III (03) Asst Professor, Officer of the level of Deputy Manager/Deputy Registrar
 Group IV (04) Other Executives/Supporting Staff
 Group V (05) Class IV Staff

| Grade | Travel Entitlement Code | Local & upto 250 km | 250 to 1200 km | 1200 km & above |
|-------|-------------------------|--|--|---|
| I | 01 | By Air economy Train 1 st Ac Taxi Ac Official/Personal Car | By Air economy Train 1 st Ac | By Air economy Train 1 st Ac |
| II | 02 | Train 2 nd Ac Taxi Ac Bus Ac | By Air economy Train 2 nd Ac Bus Ac | By Air economy(with permission from Director SGI) Train 2 nd Ac |
| III | 03 | Train 3 rd Ac/Chair Car Taxi Ac Bus Ac | Train 3 rd Ac Bus Ac | Train 2 nd Ac |
| IV | 04 | Train sleeper class Taxi non ac Public/Private transport | Train sleeper class Public/Private Bus | Train 3 rd Ac |
| V | 05 | Train sleeper class Public/Private transport | Train sleeper class | Train sleeper class |

B. DA for Outstation Travel of 200 km & Above: DA allowance shall include hotel, food and local transport. No additional claim on above accounts shall be admissible. Night spent in train shall not entitle for night allowance. Employees can look at the list of travel partners for possible best rate and services. Employees on duty will stay in hotels having tie up with SEWS. Only day will not include hotel expenditure. Bills for all expenditure to be submitted.



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| Group | Code | Tier I cities | Tier II cities | Tier III cities |
|-------|------|-------------------------------|-------------------------------|-------------------------------|
| I | 01 | As per actual | As per actual | As per actual |
| II | 02 | Day & Night: upto Rs. 3,000/- | Day & Night: upto Rs. 2,500/- | Day & Night: upto Rs. 2,000/- |
| III | 03 | Day & Night: upto Rs. 2,000/- | Day & Night: upto Rs. 1,500/- | Day & Night: upto Rs. 800/- |
| IV | 04 | Day & Night: upto Rs. 1,500/- | Day & Night: upto Rs. 900/- | Day & Night: upto Rs. 600/- |
| V | 05 | Day & Night: upto Rs. 500/- | Day & Night: upto Rs. 400/- | Day & Night: upto Rs. 300/- |

- In case of actual local transportation expense exceeds the above mentioned DA, actual cost can be sanctioned by DG/Principal/Head of Department.
- Scooter & car allowance for local tour of duty will get Rs 3.50 and Rs 7.00 respectively. In addition an incidental expenditure of maximum Rs 100/- will be granted
- Daily Allowance for local duties, beyond Indore Municipal limit, will be:

| Grade | DA for Night Halt | DA for Whole Day visit |
|-----------|-------------------|------------------------|
| Grade I | As per Actual | As per Actual |
| Grade II | Rs. 500/- | Rs. 300/- |
| Grade III | Rs. 450/- | Rs. 250/- |
| Grade IV | Rs. 400/- | Rs. 200/- |
| Grade V | Rs. 300/- | Rs. 150/- |

6.0 Human Resource - Planning & Recruitment and Selection

The basic HRM in the case of academic, technical and administrative positions is conditioned by the guidelines or norms provided by AICTE/Affiliated University and also broad stipulations of the affiliated university and general guidelines of the Dept. of Technical Education (DTE).

6.1 HR Planning

Primarily HR planning commences with the assessment of the number of Posts/Jobs of faculty and support staff which is undertaken periodically before commencement of the academic year. The AICTE/RGPV/DAVV guidelines being the basic, the exact manpower requirement is normally worked out on a practical basis taking into the ground realities of faculty. Further considerations of prevailing practices in other institutions are also kept in mind. Special Demands by the Departmental Heads considering the perspective plan of the branch/department as per its long-range plan. Such additional requirements are to be approved by the Director/Principal, making sure that appropriate budgetary provisions are kept for such recruitment.



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The broad policy in respect of support staff is to resort to outsourcing wherever possible and also invest in technology and also in training and development. While doing so, due considerations to the issues and relevance of positional-manning, possible multi-skilling and eliminating hierarchic structures etc are also given.

6.2 Recruitment and Selection

The primary objective of hiring and deploying additional manpower is to enhance the human capital in SEWS in terms of required number, skills and competencies to enable it to accomplish its short-term and long-term goals of academic excellence, This also calls for appropriately orienting and inducting the newly recruited manpower to the local culture, values and systems of excellence in the campus and its institutions/departments/centers. The key policy is to attract best of talent and induct them into the academic culture & ethos of SEWS. The primary responsibility of this accomplishment is that of the Principal/Departmental Heads.

Normally, faculty and staff recruitment and deployments takes place 2 to 3 months before the commencement of academic year. Considering the kind of attrition in the sector, it may be resorted more frequently and also as and when situation demands. The basic data required would be the job-description (JDs attached) or the role-chart of the positions being filled and number of such jobs calculated as per norms decided by management and also the general directions of recruitment of such position by the university and/or AICTE.

6.2.1 Sources of Recruitment

The Recruitment Process at SEWS basically centers on attracting fresh blood/talent from renowned sources so as to strengthen the academic excellence, which is expertise-centered. The effectiveness of recruitment activity lies in identifying the right skills and competencies as well as attitudes and academic leadership abilities. The possible sources are:


- a. Employee Referrals
- b. Internal Circulation of New Posts/vacancies (with appropriate Job-requirements) – Faculty & Students through notice boards)
- c. Dependents of current employees
- d. Internal Data Bank (Bio-data received regularly in the Institute)/Walk-in Interviews
- e. Short-listed candidates from Manpower Recruiting Agencies/E-Recruitment
- f. External sources from the Market (through advertisement & electronic media messages)
- g. Management Referrals/Recommendations & Interactions
- h. Other sources

All recruitment and selection takes place centrally at Indore, through committees constituted by SEWS as per the written down rules, unless otherwise specified by Chairman, suiting to the exigencies of SEWS.

6.2.2 Recruitment and Selection process

SEWS implements standardized and time-tested as well as innovative methods and processes of selection from a variety of sources in the market in India & abroad. Adhering to the norms and




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guidelines provided by statutory bodies like RGPV/DAVV & AICTE & DTE, MP govt. The major steps of the process are as below:

- **Perusal of JDs/JRs by an Internal Committee**

Review and revise the current/existing Job Descriptions (JDs) and Job Requirements (JRs) already documented, before starting the recruitment process

- **Identification of Internal Eligible Candidates**

Consider the internal candidates, who possess the requisite qualifications and are in the process of acquiring such qualifications, need be given an opportunity. But, these internal candidates should face the selection rigor along with outside candidates. SEWS may give some additional consideration or weight to internal candidates.

- **Constitution of Selection Committee**

Following the guidelines of RGPV/AICTE/DTE particularly in the selection of faculty positions, SEWS maintains the suggested criteria in the formation of selection committee and the same is authenticated by the appropriate agency. For faculty recruitment of Assistant and Associate Professor, selection committee will comprise of Principal, respective HOD, and Management nominee. For appointment of Professor and above, candidates will be screened by Chairman/Management Committee.

Periodically, atleast once a year, Principal will invite university selection board to get faculty approved under appropriate code.

- **Screening of Applications**

A duly constituted screening committee comprising of respective HOD and designated HR will study the different applications from different sources and make recommendations considering the job-requirements of the position. In case no candidate meets the given QR, the list will be referred to the Principal for making any minor deviation in the QR. The purpose being to arrive at a short-list of candidates for effective and detailed interaction through interview and observations after approval of competent authority.. For the post of Assistant and Associate Professor, screening test/exam and demo lecture be held.

- **Selection of Most Suitable Candidate**

The basis of selection at SGI is based on a point rated weighted scheme of evaluation. Recording the impression during interview and evaluation of interview through quantitative rating are integral to the selection process. Final decision to select or reject is dependent on the feedback from referrals and background checks.

- **Acceptance of Appointment Letter**

The appointment letter will give details of pay scale, gross salary, leave entitlement, probation period, criteria of termination of appointment, joining time, time of reporting, charter of




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responsibilities, list of documents to be submitted during joining time, and non disclosure and non competition format. Selected candidate will sign the appointment letter as a sign of acceptance. Sample appointment letter is attached.

• **Joining Process**

On the day of joining the duty, the new recruit will be received by nominated HR person who will act as guide for one week. Candidate will fill the joining forms; submit five passport size photo in white background, one full size photo in both hard and soft copy, all relevant documents of academic qualification, past experience, certificate of last pay drawn, proof of identity, proof of permanent address, copy of PAN card, contact details of next of kin. New candidate will be issued temporary photo pass and will be given a tour of the campus and get him introduced to the Director, Principal, Head of Department and immediate boss He will be issued biometric card within seven days.

His service book will also be opened by the nominated HR person and will be kept in her safe custody under lock & key. Service book is a confidential document and will not be shown to anyone without authorization by the Director. The Service book will contain details of personal records, attendance record, all type of leave records, salary records, salary advance records, insurance records, TDS, Appraisals, travel records, training records, record of appreciation/ commendation and record of disciplinary proceedings/ inquiry and award of punishments.

Nominated HR will brief the new candidate about brief history of SEWS, vision and mission and key points of HR manual. He/She will be asked to sign the non disclosure form. (Copy attached). In addition, newly recruited faculty/staff will also sign a self declaration form. (Copy attached)

SGI Fresh employees will be taken to assigned HOD who will carry out an elaborate induction program in respective department

6.3 Induction and Orientation

All newly joined faculty and staff will be properly inducted into the systems so as to make him/her familiar with the organizational structure and environment of SEWS under arrangement of the Departmental Heads. The role and responsibilities will be clearly explained.

6.4 Probation & Confirmation

At SEWS, every new recruit goes through a period of one year on probation, during which time, his/her ability in adapting to the environment and response to the challenges is perused. Feedback is provided on a quarterly basis for correcting him and improve performance. If required, probationary period can be extended at the discretion of management before declaring him unsuitable for service at SEWS. In a normal case, one gets confirmed as a permanent employee after probation period.

7.0 Compensation Systems at SEWS

SEWS believes in compensating its employees for the contribution and loyalty to the institute so as to enable them to live with his family with dignity in the society and at the same time enhance his quality of life on a continuing basis. Further, it focuses on enhancing the employee satisfaction



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through his pay-package so as to retain and enable him to make his whole hearted cooperation and inputs with his innovations and integrity.

A comprehensive compensation package at SEWS includes to basic pay-system other allowance such as transport, inflation, city compensatory, house-rent and other welfare related allowance etc. Compensation being the key binding factor between SEWS and its employees, utmost attention is given to address the employee grievance in time. It is the collective responsibility of the HR dept and the institutional heads to maintain an element of tranquility in this area.

Compensation being the key binding factor between SEWS and its employees, utmost attention will be given to address the employee grievance in time. It is the collective responsibility of the HR department and institutional heads to maintain an element of tranquility here.

7.1 Total Benefits to an Employee

The total compensation to enhance the employee satisfaction has hard and soft components as given below:

Hard Components (Financial):

- Salary Grade
- Allowances (DA/Inflation; House-rent; City-Compensatory etc.)
- Annual Increments

Welfare Facilities/Amenities – Financial & Non-financial

- Loans & Advances
- Transport Facilitation

Softer Components (Non-Financial):

- Periodic Promotions/Career Development
- Leave Facilitation
- Developmental Environment & Support


Further, an important component that enables an employee to contribute his best in relation to others is given as an incentive that is generally termed as 'Payment by Results or Performance linked pay or Incentive or Bonus' that could be both financial and non-financial.

7.2 Prevailing Salary Grades - (adapted from the VI-Pay Commission Guidelines)

Salary Grade Structure (Faculty & Officers)

All faculty positions are brought under three designations and respective pay-bands with relevant Academic Grade Pay (AGP), subject to fulfilling the AICTE's academic qualification and experience norms stipulated for such positions;




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- | | | |
|----|---------------------|--|
| 1. | Assistant Professor | Rs. 15,600 – 39,100 + upto Rs. 6000 (AGP) |
| 2. | Associate Professor | Rs. 37,400 – 67,000 + upto Rs. 9000 (AGP) |
| 3. | Professor | Rs. 37,400 – 67,000 + upto Rs.10000 (AGP) |
| 4. | Principal | Rs. 37,400 – 67,000 + upto Rs. 10000 (AGP) + 3000 (Principal Allowance) |

Salary Grade Structure (Technical/Skilled Staff)

| S. No | Post | Pay Bands |
|-------|---|-------------------|
| A | Chief Librarian | 12,000 –420-18300 |
| B | Programmer (SG)/ Librarian (SG)/ Registrar | 10000 – 325-15200 |
| C | Librarian/Programmer / Dy. Registrar/Sports Officer | 8000 –275- 13500 |
| D | Asst. Registrar/ Lab. Tech (SG)/ Asst. Librarian/ Workshop Incharge | 7000 – 200-11000 |
| E | Lab. Tech (Sr. Scale) /Workshop Instructor (Sr. Scale) | 6000 – 175- 9500 |
| F | Workshop Instructor/Lab. Tech | 5000 – 125-7500 |
| G | Lab. Asst./Library Asst./ Workshop Instructor (Jr. Scale) | 4500 –100-6500 |


Salary Grade Structure (Admin & General Staff – Class III & IV)

| S No | Post | Pay Scale (Proposed) |
|------|---|----------------------|
| A | Head Clerk / Care Taker (Sr. Scale) / Office Executive / Site Supervisor | 6000 –200-10000 |
| B | Sports In-charge / Care Taker/Sr. Office Asst./Jr. Account Officer | 5500 – 175-9000 |
| C | Office Asst/Cashier /Store Keeper/Account Asst | 5000 –150- 8000 |
| D | U.D.C./ /Driver (Grade I Scale) | 4500 –125-7000 |
| E | Book Lifter/Lab. Attendant/Office Attendant /office Equipment Operator/L.D.C./Driver (Grade II Scale) | 4000 –100-6000 |
| F | Electrician/Plumber | 3500 – 75-5700 |
| G | Peon/ Safai-wala/ Helper/Mali / Watchman / Conductor | 3050 – 75-4550 |

Officers & Managers with SGI (Non-academic Depts.)

The officers in non-academic departments such as SDC, Administration, Finance who are currently recruited on case to case basis are employed based on qualification, experience and expectation as per JD. They are employed on a consolidated salary as decided by Management Committee.




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7.3 Approach to Pay Fixation

The initial basic Pay for new recruit is determined through negotiations at the time of interview/selection process, considering the pay-band applicable to his position/post. Higher emoluments for technical staff may be considered based on qualifications, experience and performance on the approval of the Director.

A maximum of four advanced increments may be considered by selection committee to protect the new recruit's current pay or even to attract him to SEWS; otherwise, the committee can recommend an additional pay/ad-hoc-allowance type to make the offer attractive enough for the recruit to join SEWS. Such practices are resorted to keep employees within the set pay structure and to avoid obvious anomalies and other employee grievances. This pay is also called as special-pay or personal-pay etc.

Only the eligible technical staff that fulfills the prescribed norms recommended by AICTE will be granted pay-scale pay as per the corresponding pay-band.

7.4 Annual Increments/Special increments

Normally SEWS employees are given annual single increment once a year after performance appraisal on the basis of satisfactory performance through the year. This is meant to recognize the enhanced human capital and also to reward the loyalty. The following formalities are essential for making this exercise objective, as annual increment is not fully mandatory

- Perusal of full year attendance
- Satisfactory ratings in the annual or periodic appraisal reports on performance
- No disciplinary action proposed or initiated
- A written report from the HOD for the granting of increment
- Any other conditions

In special cases, such increments may be given even after six months; particularly to take care of exceptional contribution to the institution as well as demonstrating exemplary loyalty to the institution.

Normal practice is to constitute a committee under the chairmanship of a Director General/Principal to consider the above for deciding about additional increments.

In cases, where an employee cannot get normal-annual increments over more than two years (end of the scale etc), could be for variety of other reasons, there is a compassionate approach to provide for stagnation increment; given one increment once in two years, with the special permission of the competent authority.

Two increments are given when a faculty acquire ME/M Tech degree and three increments for acquiring Ph D degree as a motivation for acquiring higher qualification.




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7.5 Pay Computation & Disbursal

Registrar of an institution prepare a monthly attendance certificate after accounting for leave and out-station work and also make a special report on the kind and quantum of work accomplished on the factual basis. This forms the basis for evolving the take-home pay for an employee to be computed by the admin /finance of SEWS after deducting TDS and professional tax as per law.

Salary disbursement will be through the bank account for all admin and faculty staff, except for menial ministerial staff that will be paid in cash

7.6 Welfare Amenities/Schemes & Facilitations

As a progressive employer, SEWS has a number of Employee-Welfare Schemes/Measures. Salient features of some of the key measures include:

- EPF
- Transport facility
- Uniform & Lunch Subsidy
- Loans & Advances
- Children Education Support
- Gym and Indoor Games facility
- Creche facility
- Wifi campus
- Gratuity and Minimum wages

7.6.1 EPF

PF is awarded to employees drawing a monthly salary upto Rs 15,000/- at the rate of 12% of basic. For employees drawing above Rs 15,000/- contribution of management is limited to Rs 1,800/- .

7.6.2 Transportation Facility:

Institutional bus facility is available for faculty and staff for free. However senior staff and certain personnel as notified from time and time are required to use their own transport.

7.6.3 Uniform & Lunch Subsidy

This facility is available for the class Group V staff. This includes:

- Two sets of readymade uniforms per year
- Two pair of shoes per year
- Free lunch

Subsidised sumptuous lunch facility is available for all the faculty and staff at subsidised rates. The rates of the same will be informed to everyone from time to time. Interested faculty and staff are required to submit their names to administration every month to get the benefit of this facility.



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7.6.4 Loans & Advances

To facilitate the emergency need of employees to tide over their financial requirements, loan may be made available from within the budgetary provision on case to case basis after due approval of the Governing Body. Loan amount will be based on repaying capacity of the individual and eligibility will be for permanent employee having more than five years of service.

7.6.5 (a) Girl Children Education Support

To support the girl child, studying in secondary school, two girl child of Group VI employees who have completed 2 years of service, will be admissible Rs 5000/- annually on submission of necessary documents like school admit card, fee receipt and a declaration that the student is not receiving any scholarship from any sources.

7.6.5 (b) Benefits to Employee Ward Studying in SGI

The Tuition Fee for the wards of permanent employees, when they seek to study in IIST/IIP/IIMR, would be waived for the entire duration of the programme as per following and subject to the employee continuing to be in service of SEWS:

- a. Group II & III : 25% of the Tuition Fee
- b. Group IV & V : 50% of the Tuition Fee

7.6.6. Gym and Indoor Games facility

All the faculties and staff can avail gym and indoor games facility after working hours without any additional charges. Interested staff are required to submit their names to the Sports department every month.

7.6.7. Creche facility


An important provision, Section 11A, introduced by the Maternity Act is that any establishment which has 50 or more employees shall have the facility of creche. Looking into such requirement, SEWS is providing free Creche facility so that employees can bring their child and can look after their kid during the working hours. Creche facility has the following facility available:

- i. provide adequate accommodation
- ii. be adequately lighted and ventilated
- iii. be maintained in a clean and sanitary condition;
- iv. be under the charge of women trained in the care of children and infants.

7.6.8 Wifi campus

SEWS campus provides free wifi facility to all its faculty and staff members on their laptops.




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7.6.9 Gratuity and Minimum wages

The class III and IV employees are getting salaries as per the prevailing minimum wage based on the Minimum Wage Act. Also Gratuity is being paid to employees on their full and final settlements.

8.0 Employee Performance Appraisal

Annual appraisal of performance with respect to yardsticks in totality, coupled with advisory support enables the employee to focus on continuous improvement of his accomplishments and thus develop high-level of satisfaction. Appraisal form duly appraised by next senior officer and superior officer will be submitted to HR department for review by Management by date as specified by HR department from time to time. Appraisal form for faculty and other staff are attached.

Periodic appraisal of performance with respect to yardsticks in totality, coupled with advisory support enables the employee to focus on continuous improvement of his accomplishments and thus develop high-level of satisfaction. For instance, typical set of performance management elements for faculty are as below:

- A faculty provides a specific Unit Completion Report of the classes taken up, attendance of students and feedback of the students (Impressions)
- Submits results of periodic assignments/quizzes/tests and examinations
- Possibly, collect unit-wise or mid-sem feedback from the students
- Faculty to provide an integrated quarterly report to his HOD (accomplishments v/s targets, developmental projects/tasks; or a self-appraisal report as per the pro-forma)
- One-to-One interaction or appraisal meeting by the HOD,
- Appointment of a mentor or a special facilitator with necessary technical or other facilitation
- Evolve a strategy in consultation with the faculty to support and motivate recommend or sponsor for specialized training or for acquiring additional qualifications like M. Tech or PhD on suitable facilitation basis
- After 4 to 6 such quarterly reviews - some recognition in suggested (advanced increments, fast-track promotion, training abroad etc) in deserving cases

HR consolidates the performance of the faculty on an annual basis and classify them into exemplary/ outstanding/well-above average etc. and also identifies low-performing faculty (under the guidance of the Principals). A duly constituted committee of specialists would advise the kind of motivation to be given to the well-performing faculty; after approval by the competent authority

8.1 Continuous Professional Development (CPD)

Continuous professional development of faculty is sine-qua-non for maintaining the tenor of academic excellence in a knowledge-based institution like SEWS. For the faculty it means meeting their academic aspirations, and for SGI, it results in enhanced knowledge & human capital and has an integrated perspective towards development of its employees, having the following considerations:

- Individual need-based Development suiting to the institute



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- Integrated developmental plans dovetailing with career progression and institutional development & knowledge capital
- Innovative methods and strategies of motivating faculty & staff for self-development and career progression
- Deriving value through innovative budgeting and funding for self-development and self-actualization of faculty & staff
- Ensuring objectivity in selection and development of faculty & staff to maintain harmony and high level of commitment

Salient features of CPD at SGI

- Undertakes periodic Faculty Talent Search/Hunt
- Determines one or two subjects as core specializations (relevant to SHAIL.) per faculty on the basis of proven competence to teach up to PG level and also 4 to 5 peripheral subjects with general teaching ability
- By conducting regular training needs survey evolves training plans – in-house to result into a training calendar & for sponsorships of external programs
- Evolves the Individual/group-wise plan of faculty development in such a manner that it supports career progression and succession planning in SGI
- Promotes or motivate faculty/staff for Self-learning through institutional support for self-learning/seeking higher qualifications;
- As a policy, may provide 10% of actual teaching hours in the previous year as a time available for the faculty for utilizing their self-development.
- Ensures holding one in-house developmental program every month (when internal faculty makes presentations & shares their experiences)
- Makes it mandatory for every faculty to publish at least one technical paper in a semester/year
- Earmarks a small budget ranging from Rs. 500 to 2000 per year depending on the level of faculty to support their membership of professional bodies, buying books/ journals in the areas of further study/research and/or funding equipment etc for the research work
- System of study leave to facilitate further study is limited to not more than 5% of the faculty at a point of time
- Earmark senior faculty to liaise with AICTE/UGC for taking advantage of all their support programs in QIP including research grants

8.2 Innovative Approaches to strengthen SEWS-Academic Environment

- Each faculty is expected to specialize in one or two subjects as core with related or connected peripheral/allied subjects to the core
- At least one new & advanced subject of specific interest to each of the faculty need be promoted by extending support and providing opportunities of exposure
- CPD efforts to commence right from the beginning by undertaking Talent Search/Hunt in terms of faculty's interest in the technological & research related subjects/topics – a kind of self academic-audit by the faculty




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- Serious efforts to introduce Research Methodology Orientation, by interactions with renowned researchers to catalyze the aspiring faculty

As a guideline, a budgetary provision of 1% to 5% of total salary budget can be set apart for this purpose.

9.0 Motivation through Recognition & Rewards

SEWS has a firm belief that it is human nature to develop a kind of affiliation and attachment with a group or institution with which he is associated/ employed. This is further likely to develop into a high sense of belonging when his contributions as well as his loyalty is recognized and rewarded adequately leading to his renewed vigor for putting his best foot forward for the organizational good. SEWS has objectively developed and implemented systems to recognize the performance of employees at different levels, so as to motivate and ensure retaining the involvement of the employees with their tasks and objectives. The recognitions practiced these days include: - giving appreciation letters, enriching & enlarging the job, multiple increments in the scale, normal & fast-track promotions and super- sessions (promotions ahead of others), offering fully-paid holiday-packages, etc.

A. Process of Recognizing the Acknowledged Good Performance

- The basis of the recognition is the periodic performance reports -semester/annual
- An inter-disciplinary committee scrutinizes the employees classified as exemplary or outstanding performance, to recommend for the following rewards:
 - Appreciation letter
 - Commendation Medal
 - Cash Rewards
 - Advancing the increments in the scale
 - Multiple increments
 - Grooming for higher positions (promotions)/Training
 - Holiday packages with family
 - Fast track promotion to higher levels (a minimum of two years of service is mandatory for this promotion)
 - Other motivations
- A final scrutinizing committee for final listing of rewards
- Chairman's approval
- A Public function for Award Presentation (as a motivating platform)

B. Regular Promotion System

SEWS considers that periodic promotion of employees to higher grades/positions recognizes the accumulated experience & expertise (higher human capital) and becomes an effective means of tapping the hidden potentials (innovative ability & sense-of-belonging) of employees resulting in lowering employee turnover. The broad features of employee promotion scheme are as below:

- Promotion of faculty is as per AICTE/University norms. Non academic staff will be promoted through Departmental Promotion Committee.
- Normally an employee becomes eligible for consideration for promotion after about four years of experience in the grade/position, having satisfactory performance report or appraisal report.



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- Promotion activity takes place once in year for the eligible candidates including those left over from the last consideration
- As a normal practice, a special report from their controlling officer is sought just ahead of the screening/selection for promotion committee meeting,
- The competent authority to constitute the DPC panel is as below:

| <u>Level of Position/Job</u> | <u>Competent Authority</u> |
|------------------------------|----------------------------|
| Professor/Dean | DG/Board/(University) |
| HODs (branches & Admin) | DG//Principal |
| Associate Professor | -do- & University |
| Asst. Professor/Sr. Lecturer | Principal/University |
| Admin & finance Officers | DG/Principal/HR-Head |
| Technical Staff (Academic) | Principal /HODs |
| Admin & Finance Staff | DG/Departmental Head |

10.0 Talent Sharpening Systems

True to its commitment of developing its human resource, be it the faculty or the student community in the campus, SGI strives to provide opportunities of self-actualization to its employees. Primarily, the systems are put in place to enable each and everyone to unearth his/her hidden talents & potentials both in curricular & extra-curricular domains. While, the innovations in CPD try to cover the curricular side, the specially created Student Development Planning (SDP) cell gives attention to the extra-curricular facets of faculty and staff in addition to that of the student community, by providing a supportive environment as well as motivation & recognition to develop and sharpen the talents in non-curricular fields. The modus-operandi of these interventions is as below:

- An Initial Talent assessment (proficiency) is undertaken by HR/SDC on the basis of interest in specific extra-curricular domains (screening by experts if required)
- Form groups of staff on the basis of commonality of interest in specifics-cultural & extra-curricular activities to allot mentors (both internal & external if required)
- Provide coaching as well as opportunities to practice & enhance capability & proficiency and promote 'Buddy System' to enhance learning & talent sharpening
- Develop internal teams and arrange internal events/competitions/practice matches
- Propel participation in external Competitions & Events (show-casing of Talent)
- Implement systems of assessing and recognizing the excellence in extra-curricular and co-curricular talents in the campus on a continuing basis.

11.0 Service and Conduct Rules

The purpose of these rules is to lay down the patterns of broad employee behavior expected at SEWS, which are.

- Expectations related to work place discipline while interacting with superiors, colleagues, subordinates, clients and customers (students & parents etc.)
- All employees at all levels are expected to behave in a manner befitting a higher technological institution of relevance in the state of MP, as a shining example of politeness, dignity and commitment. It is expected that they shall always remember that even when they are not on



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official duty, they still carry the responsibility of building SGI's image in every situation, - professional or personal.

- Rules and procedures for initiating disciplinary action and provisions for appeal against the proposed punishment for deviant behavior are essential requirements to monitor the expected behavior.

11.1 Classification of Employees


At SEWS the following type's employees are deployed in both the categories of faculty & supporting staff:

- Permanent & Regular Employees
 - Ad-hoc & Temporary Employees (including superannuated faculty & staff)
 - Substitutes (e.g. Visiting Faculty)
 - Trainees/Apprentices
 - Contractor's Employees
- a) **"Permanent Employee"** is one who is engaged on a permanent post and confirmed as such in accordance with the rules after successful completion of the probationary period.
- b) A **"Temporary Employee"** is one who has been engaged for work which is essentially of a temporary nature and is likely to be finished within a limited period and includes:
- i) A person who is appointed for a fixed and a limited period;
 - ii) A person employed in connection with the temporary increase in the work of permanent nature;
 - iii) A person employed provisionally for a limited period in a post till permanent arrangements for filling up that post are made.
- c) **"SUBSTITUTE"** is an employee who is appointed in place of a permanent employee or a probationer, who is temporarily absent.
- d) A **"Casual Employee"** is one who is employed for a work of casual nature, sometimes this is also known as 'Daily Wage Employee'
- e) An **"Apprentice"** is a person employed as such for the purpose of having practical training for a specified period with the express contract of appointment as per provisions of Apprenticeship Act, 1961 and his service conditions will be regulated accordingly.
- f) **"Contractor's Employees"** are those employed by external service provider/ out-sourced activity undertaker in the premises of the campus and as such these employees have some link with SGI

11.2 Appointment Letter & Employment:

- Every permanent employee is given an Appointment Letter as per requirement of the place of work in the form which may be introduced by the Management from time to time and will form a permanent contract of service.




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- Recruitment for the service in SGI will be made by the competent authority. Every candidate seeking an employment shall make a written application in the prescribed form.
- A candidate selected for an appointment is required to submit to the Medical Examination which will be arranged by SGI at the cost of the company. Medically unfit person may be rejected even if found suitable professionally.
- Appointments requiring technical knowledge and skills (particularly in faculty positions) the candidate may undergo practical test of teaching. Finally, the appointment of the candidate is subject to the rules of AICTE/RGPV and if appointed he/she will be a probationer.
- Unless, in any case, it is otherwise distinctly provided, the whole time of the employee shall be at the disposal of SGI and he/she shall serve on such a capacity and at such place and time, as may be, from time to time be directed.
- Undertaking outside employment (even part-time) is considered breach of service conditions and liable for disciplinary action.

11.3 Personal Records & Record of Age

Administration/HR department would maintain Service Book of all employee. This essentially will include the record of academic accomplishments/qualifications and related certificates of experience and expertise as well as the periodic performance reports and also assessment and appraisal records - including promotions, etc. correspondence related to administrative actions. This is a kind of dossier for each of the employee.

At SEWS, special importance is given to the records of age of each of the employee. SEWS may, at any time asks the employee to produce any of the following documents to support his age:

11.3.1 Birth Certificate

11.3.2 School Leaving Certificate &

11.3.3 Insurance Policy wherein the Date of Birth has been duly attested / admitted;


In cases of any disputes, the employee-age as recorded at the time of his employment or later (whichever being the earliest time), shall be treated as conclusive and shall be binding.

An employee who is unable to produce Original Documentary evidence of his age, shall state his age in the Application for employment and shall also give an Affidavit to the fact that the age as stated by him in the application is correct.

11.4 Change of Address

Each employee will have to notify to SEWS immediately of any change of his address, otherwise communication forwarded by the employer on the address given by the employee shall be regarded sufficient for the purposes of giving any notice or any other communication.




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12. Working Systems & Discipline

The following are the working rules that govern the behavior and conduct of the employees during the operational system of teaching & research as well as support facilitation activities essential for effective functioning of SGI.


12.1 Attendance & Identity Card

1. Every employee shall be given an attendance card (Smart Card) which shall contain his particulars and he is expected to carry it with him to mark his attendance through the computerized system for subsequent use in all administrative purposes. This is also to serve as identity card for him.
2. If an employee loses his Identity Card, it shall be his duty to notify about its loss immediately to administration in writing and get a Duplicate Card issued for which, he will be liable to pay Rs. 100/- (Rupees Hundred only).
3. Management would reach to all employees (faculty & staff) through notices displayed at the Time-keeping Machine and at or near the Main Entrance of the institution building blocks. Such notices specify:
 - i) The starting, re-starting, alteration and discontinuance of working times;
 - ii) The closure and reopening of the Department or Division or Section of a Department;
 - iii) Notices specifying (a) the days observed by SGI as Holiday, and (b) Pay Day, in English or Hindi shall be displayed on the Notice Board maintained at or near the Entrance of the Establishment and at the Time-keeping machine.
 - iv) The closure and reopening of the institutes; a day on which the salary-disbursement were due but not paid on the usual day
 - v) The weekly holiday & compensatory holiday;
 - vi) Any employee reporting for work after the grace time (not more than 15 minutes from the appointed time) must first seek the approval of the person in charge for admittance. Habitual late attendance shall be treated as Major Misconduct.
 - vii) The employee who is not at his work place by the appointed time or any time during the day, will lose his salary for the said period, in addition to other disciplinary action that may be taken against him.
 - viii) An employee who remains absent continuously for 10 days or more without getting any leave sanctioned, he shall be deemed to have left the services of the company of his own accord and his name will be removed from the Rolls after giving him an opportunity to explain the reasons to the satisfaction of the Management.

12.2 Entry – Exit and Search

- i) No employee shall enter without the smart card or leave the premises of the institute/campus with the authorized gate pass, signed by the person appointed for the purpose; otherwise it will be counted as a major Misconduct.
- ii) A employee who is off his duty or has resigned or has been discharged, suspended or declared by a competent Medical Authority to be suffering from a contagious or infectious disease shall immediately leave the campus and shall not enter any part of it except for bona-fide purpose and with the express permission of the Management.
- iii) No employee will bring with him any person(s) who are visitors without proper authorization and no employee will take with him any such visitor inside the departments/institutes.



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- iv) Any article belonging to an employee (either of high value or objectionable in normal conditions in an academic institution), he wishes to bring in side the campus; he shall get the said article entered in the Gate Register, when permitted.

12.3 Closure of Department or Course/Institute

The Management may, at any time in the event of adverse enrollment of students, difficult market conditions be called upon either to truncate or close down a course or a branch/department. It would do so by giving due consideration to the employees affected by such an action – such as redeployment through re-training and lay-off (temporary & permanent with adequate compensation as per the rules) etc. However, due advance notice would be given to one and all in cases of such developments. No compensation would be awarded to a laid off employee, incase,

- i) if an employee refuses to accept any alternative employment situated in the same place or situated within a radius of ten miles,
- ii) If he does not present himself for work at the new place at the appointed time during normal working hours, at least once a day during lay off period.

12.4 Transfer

The management may transfer an employee from one department to another, one institute to another, whether in Rau, Indore or any other place, provided further that the salary-grade, continuance of service and other conditions of service are not adversely affected by such transfer.

12.5 Retirement

Retirement age of Principal will be 65 years and for other faculty and staff it will be 60 years. But on account of physical or mental incapacity he may be retired earlier too.

The Management may in its discretion give any further extension of service beyond the retiring age for such period as it thinks fit to any employee.

13. Basic Code of Conduct at SEWS


13.1 Work Ethics

At the basic level, SEWS expects its employees follow certain dictums of discipline, namely, coming to work on time, behaving with respect and dignity in relation to subordinates, colleagues and superiors, staying at the work place during working hours, not wasting other employees' time by wandering around for fruitless chatter, etc.

At the highest level work ethic is about commitment and accountability, when the employee is expected to demonstrate his full responsibility of the task assigned to her / him and does make all possible efforts to complete it in time and in a satisfactory manner.

Towards, protecting the interests of SEWS, employees should not denigrate their organization to outsiders, not creating poor morale within the organization by negative comments and not doing anything in relation to the organization that could create problems for the organization if the action was made public.





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13.2 Personal Conduct - General Guidelines

The basic service conditions are as specified in the contract of employment, i.e., the Appointment Letter and what's expected from them is given in the Role/Job-chart or job-description. All employees are expected to sign secrecy-cum-service agreement at the time of joining the service of SEWS and the management reserves the right to alter the terms and conditions along with a written and up-dated job description.

1. All employees in principle are whole time employees of SEWS and they are expected to be available on call, irrespective of the formal working hours.
2. No Employee (Class III & above) shall leave the station (where they are posted) without prior permission of his superior. Before leaving station, the out-station contact address must invariably be left with the immediate superior.
3. No Employee shall accept outside work or get himself engaged in any business or calling, paid or honorary, directly or indirectly, without prior written permission of Management /Chairman.
4. No Employee shall have any private financial dealings with the persons / firms / organizations who or which have commercial/professional relations with SGI for the sale or purchase of any material or equipment or supply of labor / services or for any other purpose.
5. No employee shall divulge any information / document that comes into her / his possession as a result of her / his work with the institutes to anyone else. He shall treat all information and its work as confidential and classified. Disclosure of information for pecuniary gain or otherwise is a major misconduct and severely punishable.
6. Employees must know and accept the SEWS's Mission – Vision – Objectives and its HR Policy in respect of all matters and follow and support in effective implementation of the rules and procedures laid down to carry out these policies.
7. Employees are expected to serve SEWS with utmost honesty and faithfully and shall always endeavor to promote the interest of the company.
8. Safety and Security of the SEWS properties, fire protection, pollution control, maintaining discipline, cordial relations and healthy work environment are the personal and collective responsibility of all.
9. Employees are responsible for safe keeping and in returnable condition, all the equipments, instruments, tools, books, PCs, Laptops, etc. which may be given to him for use, custody or charge. The company shall have the right to deduct the cost of all such items from his dues and take other action as may be deemed proper in the event of failure to account for such property and returning the same, when due.
10. Desktop/laptop computers provided to employees for discharge of their work responsibilities should be used with care and diligently (without violating any rule or law) considering the country's Cyber Laws & IPR Act Unauthorized use of company's email facility is strictly prohibited.




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11. Employee (in particular the faculty) must keep themselves technically competent at all times. He must keep herself / himself updated with the technological innovation of his field through study, training courses and other means known as CPD.
12. Supervising employees like Managers/HODs & Principals must be fair, firm, impartial and equitable in taking decisions, distributing work, rewards and in disbursing justice. They must lead by example and influence subordinates' behavior as desired by SGI
13. All employees need to give special attention to issues of curbing 'Student Ragging' as per the renewed statues brought out by the government and promote camaraderie and teamwork as an essential part of the SGI environment.
14. Employees while dealing with female employees, his behavior and conduct does not violate rules and guidelines set by Government of India for putting a check on sexual harassment of female employees at workplace. In case of any such error, the company shall be free to take suitable recourse to penal action as per the law of the land, apart from its own disciplinary procedure.

13.3 Free / Drug Free Workplace

SGI commits itself to maintain completely Smoke Free / Drug Free Work Environment in Indore

13.4 Dress Code

Employee dress must align with SEWS and hence appropriate dress code acceptable to the student community need be followed. Some restrictions on Attire at Work

- Too tight, too loose or too short clothing.
- Un-tucked shirts
- Too colourful clothes (Attire that is too bright, too faded and too trendy)
- Poorly matched outfits
- Clothes that are worn for partying, exercising.
- Rugged outdoor wear
- Clothes that are worn hiking, picnicking, camping, painting, sleeping.
- Attire that remains unaffected by changing fashion styles.
- Hats / caps of any kind, unless necessary considering nature of work
- Oversized accessories
- Dirty sport shoes

All employees are requested to strictly adhere to the dress code, whereby Jeans, Sweat Shirts, Sneakers, Tennis Shoes and garish colored clothes should not be worn in office.

Ladies are advised to wear conservative Indian or Western clothing. The Class IV staff are provided with SGI's stipulated uniform

Winter dress code for all male employees is prescribed the use of neck tie. On all working Saturdays, employees can use casual clothing like jeans; sweat shirts and sports shoes etc.



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All employees interfacing external stakeholders are expected to ensure appropriate, formal and presentable attire.

14. Misconduct

Such a conduct, if they are subversive of discipline falls within the purview of the general meaning of Misconduct. Misconduct means all acts of misconduct and other acts, or omissions specifically provided herein below (illustrative and not an exhaustive):

- 14.1 Insubordination, refusal to work or disobedience whether alone or with others, of any lawful and reasonable order of superiors
- 14.2 Theft, fraud or dishonesty in connection with the academic pursuits in the Institutions including plagiarism & unauthorized retention/use of SGI property (Hardware and Software & IPR Knowledge)
- 14.3 Habitual absence without leave or absence without leave or overstaying the sanctioned leave without sufficient cause and also habitual late attendance for more than 3 times in a month; including willful absence from duty or making application for leave on false grounds.
- 14.4 Soliciting or collecting financial benefits from students & parents and other stakeholders towards admissions, concessions and certifications, award of contracts etc.
- 14.5 Engaging in trade including money lending or borrowing within the campus without the written permission of the Management
- 14.6 Riotous, disorderly or indecent behavior or wrongfully interfering with the work of other employees or any improper act including preaching or inciting violence.
- 14.7 Hunger strike within the institutions, Go-slow, Dharna, Stay-in-Strike or any reason whatsoever; including intimidating, beating, threatening and behaving in a disorderly manner inside the campus or outside with other employees
- 14.8 Distribution or exhibition of Bills, Pamphlets, Posters and / or such other things causing disrepute to SGI, including making false, derogatory, defamatory or malicious statement against Institutions
- 14.9 Disclosing to any unauthorized person any information in regard to SGI's line of activity – particularly in the admission process, fee and personnel matters, policies and programs
- 14.10 Willful falsification, defacement or destruction of records of SGI.
- 14.11 Smoking in the premises of the institute buildings & Sleeping, napping or dozing while on duty.

14.12 Conviction by a Court of Law for any offense involving moral turpitude.



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- 14.13 Committing or including in anti-social or involvement in an act of moral turpitude, making passes and obscene remarks with opposite sex (in particular -. indecent remarks to female employees)
- 14.14 Borrowing money from a subordinate.
- 14.15 Drunkenness or intoxication or gambling while on duty. Reading of Novels, Magazines and News Papers etc. on duty including unlawful use of internet.
- 14.16 Refusal to undergo training for CPD
- 14.17 Refusal to receive official communications
- 14.18 Making false complaints, statements, representations to anybody which is likely to bring disrepute to the person and SGI.
- 14.19 Refusal to be transferred from one position to another, from department to another, from one institute to other campus.
- 14.20 Divulging of official secret or trade secret or giving out information on IPR of SGI

15. Punishments

If an employee is found guilty of the Major Misconduct, the following punishment can be administered:

- 1) Dismissal or Discharge from the service.
- 2) Suspension without wage (as per the rules)
- 3) Demotion to the Lower Grade or Cadre
- 4) Stopping, withholding of increments and promotions for a period of a few years.
- 5) Warning (for which a Domestic Enquiry shall not be a must)

15.1 Procedure for Taking Disciplinary Action

Where a disciplinary proceedings against an employee is contemplated, the employee is put under suspension; however, a charge sheet has to be served on him within 10 days from the date of suspension and an enquiry committee is constituted

Employee is given an opportunity for explaining the circumstances alleged against him. In case of refusal of acceptance of charge-sheet and employee not appearing to participate (even with another employee of his choice), the enquiry will proceed ex-parte.

An employee placed under suspension paid a suspension Allowance at the rate of half the basics wages & DA and other compensatory allowance etc. for the first 90 days of suspension and $\frac{3}{4}$ of basic beyond.

On the conclusion of the enquiry of the criminal proceedings and on the basis of recommendations of the committee, the management (after applying its discretion) will pass suitable punishment order



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15.2 Termination of Service & Resignation

Where it becomes necessary to terminate the service of a permanent workman due to such reasons other than Misconduct, Retrenchment or close down, develops serious defect in eye-sight or hearing or mental deficiency, etc; 3 months notice in writing shall be given by the Management or salary in lieu thereof to the employee concerned, along with other benefits as given to a retrenched employee.

The services of a permanent employee may be terminated by the Management by 3 month's notice on the grounds of continued ill-health, loss of confidence or any other bonafide reasons.

During the probation period, the employment can be terminated by either side with one month notice or salary in lieu thereof. However, the notice period shall be for 3 months or salary in lieu of that if the employment is terminated by either side after the confirmation of the employee.

In case where an employee resigns and his resignation is accepted then, it will be necessary send him a letter accepting the resignation, may be after an exit interview. A resignation once submitted cannot be withdrawn except with the consent of the Management and giving reasons in support of the withdrawal before the acceptance.

15.3 Certificate of Service

Every employee is entitled to a Service Certificate at the time of his discharge, termination, resignation, dismissal or retrenchment from service.

16. Employee Grievance Handling System

The main objective of such a grievance procedure is to canalize of the grievances and bring in objectivity as well as providing adequate opportunity to aggrieved parties to represent their case and also to solve the grievances of the employees expeditiously. Only grievances arising out of employment are covered under the scope of the grievance procedure. Grievances pertaining to or arising out of the following shall not come under the purview of the grievance procedure:

- a) Annual Performance Appraisals / Confidential Reports
- b) Promotions including Promotion Committee minutes and decisions
- c) Disciplinary action or appeal against such action (Such grievances shall be channeled to the competent authority as per rules and would not be channeled through the Grievance Committee).

The basic procedure is as following:

- On getting a report from the HOD/Employee regarding an alleged offence or infringement by any employee or employee grievance of any nature with respect to employment/compensation/conditions of work etc., a preliminary enquiry/ examination shall be conducted by the Admin/HR Dept.
- If a bona fide case exists, he shall be served with a charge sheet giving the employee and reasonable opportunity to explain the grievance.




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- Admin/HR in consultation with Principal/HOD, orders a domestic enquiry in case of discipline/mis-conduct and when the charges against the employee are proved in the domestic enquiry, the Admin/HR shall pass the orders is suitable disciplinary action as recommended by the committee. And in case of admin related grievances, it will be examined internally and the employee is explained or given a written reply or grievance is redressed amicably as per the rules.

16.1 Formation of a Grievance Committee


- i) The membership of this Committee shall consist of HOD – Admin/HR and two other senior faculty (at the level of principals or professors) nominated by Director
- ii) These committees will consist of two additional nominees of the department to which the aggrieved employee belongs. These two nominees of the department will comprise of an employee of the level of senior management and the Head of Dept. who will be the Member-Secretary.
- iii) The above committee has tenure of two years at a time.

16.2. Procedure for Handling Grievances

1. An aggrieved employee shall be required to report his grievance immediately or in any case within a period of 15 days of its occurrence, orally with his immediate superior at the unit. If he is not satisfied with the oral explanation by the supervisor, his grievance shall be recorded in writing and presented to his Departmental Head through his immediate superior.
2. If the grievance is not satisfactorily redressed, the aggrieved employee shall submit his grievance in writing, which shall be in triplicate (first copy to his Departmental Head, second copy to the Grievance Committee and the third copy, duly received by the Department Head to be retained by the employee/executive himself).
3. The Departmental Head shall record his comments on the copy of the grievance received by him and forward the same to the member-secretary of Grievance Committee.
4. This Committee meets as often as required and after thorough examination of the grievance and all relevant facts of the case, shall record its findings and recommendation in the case (after hearing the aggrieved party in full if required) and forward the same to the deciding authority. If the Grievance Committee cannot come to a unanimous / majority recommendation, the grievance along with the committee's finding shall be forwarded to the deciding authority for decision.
- The deciding authorities for the purpose shall be Director General in case of grievances of Staff & Junior Faculty at the level of Asst. Professors
5. In case, an employee, is not satisfied with the decision of the deciding authority, he will have the option to appeal to the Chairman through proper channel.

A lawful and reasonable order given by the Management has to be complied with even if an employee wishes to raise a grievance in respect of such an order. Implementation of such an




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order cannot be kept in abeyance just because an employee has raised a grievance in this respect

17.0 Employee Communication & Motivation

- Shail Foundation Day will be celebrated on 20th Nov every year where all staff, faculty and family members will be invited to participate
- Annual Day Celebration will be held on a day decided by the Director General in consultation with all Principals.
- Annual Sports will be held as decided in the academic calendar.
- Techfest is also conducted annually

17.1 Team Building Exercises

Some outward-bound programmes will be organized from time to time to build more camaraderie and team spirit both through in-house interventions and external agencies.

17.2 Mentoring

Mentoring is a process whereby a senior employee in our organization takes a junior employee under his wings his and offers the junior wisdom, expertise, values, etc., thereby molding the junior in an effective way. This involves socialization, acclimatization with the organization culture in the formative years of an employee's initial relationship with the company and can easily continue for a long period of time.

18.0 Separation

Separation from Service

An employee may cease to be in the employment of SGI due to any one of the following reasons:

1. Retirement
2. Resignation
3. Termination
4. Death

18.1 Full and Final Settlement with Separated Employee

- **Handing/Taking Over on Resignation / Retirement**

Whenever an employee leaves SGI, especially on resignation / retirement, HOD should exercise proper check and ensure that he must properly hand over all the documents / files, booklets, drawings, photographs, papers, instruments, patents, inventions, discoveries at SGI in his possession to the person authorized by the Department Head.

An undertaking on the prescribed format should be obtained from the employees to whom "No Dues Certificate" is to be issued.




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This undertaking accompanied with the handing over / taking over note should be sent to the Admin/HR Department along with "No Dues Certificate."

- **Farewell**

A formal farewell party should be organized in his honor if an employee has served the organization for more than five years.

A token gift (value depending on the position/level) will be presented while bidding farewell to the employees.

- **Exit Interview**

At the time of separation of an employee, the Admin/HR shall conduct the exit interview of the outgoing employee for reference record and for the use of the Management. For employees in the senior management category, exit interview shall be conducted by DG. The views and comments of the interviewee shall be recorded in the prescribed form and conclusions will be derived by Chairman & senior officers.

18.2 Retirement

Age/date of birth of the employee recorded at the time of joining shall be taken as correct and shall not thereafter be sought to be altered/changed .and forms the basis for superannuation

- Employees in all categories retire on reaching Sixty years of age. However, Management, in its sole discretion may extend the services of an employee beyond the retirement age (under certain conditions of fitness).
- A retired employee may also be retained on contractual basis at the discretion of Management. Regular grades and increments / promotions are not applicable for the extension period and re-employment with SGI.

Premature Retirement

An Employee who has attained the age of 60 years may be retired prematurely in interest of SGI on the ground of his being medically unfit and/or other reasons by giving him notice as per rules in writing or three month's pay and allowances in lieu of such notice. Such employees shall be entitled to all the benefits as are determined at the time of individual's retirement. This provision may be made applicable for some other employees also at the sole discretion of the management on compassionate grounds.

18.3 Resignation

A confirmed employee may resign from the services of SEWS by giving written notice as required by the contract of appointment. An employee resigning is required to give such notice as is prescribed in his service contract or in the absence thereof, as per the provisions indicated as under:

| Category of Employees | Notice period |
|-----------------------|---------------|
|-----------------------|---------------|



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| | |
|---|--|
| i) Temporary employees and employees on probation | One Month's notice or payment of salary, in lieu thereof. |
| ii) Regular employees | Three months' notice during semester and one month at the end of the semester or salary in lieu thereof. |

Under no circumstances, the resignation tendered by an employee whose conduct is under investigation will be accepted without the sanction of the competent authority.

18.4 Termination

The Management reserves the right to terminate the services of an employee in the following situations:

- As per the terms of the appointment letter in case of faculty & managerial cadres & officers.
- In case of non-executives, if the employee is found guilty of misconduct or indiscipline.
- On termination, the full and final account of the employee shall be settled only after he has cleared all dues with various units and will be relieved thereafter, having handed over charge of his post to the Unit Head or any other officer designated by the Management.

In case of separation from the company, full and final settlement of employee's account shall be made within two working days from his last day of working.

All employees shall be entitled to Service Certificate at the time of separation. The Certificate shall be issued by respective HR Departments.

Termination of Service

| Category of Employees | Mode of Termination |
|--|--|
| i) Casual employees | Without assigning any reason or giving any notice. |
| ii) Temporary employees (before expiry of specified period of service) | One month's notice or salary in lieu thereof |
| iii) Employees under service contract | By giving notice or salary in lieu thereof as may be prescribed in his service contract |
| iv) Fresh Joiners on probation | One month's notice or payment of salary in lieu thereof. |
| v) Regular employees | Three months' notice during semester and one month at the end of the semester or salary in lieu thereof. |



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18.5 Death

In keeping with the sensitivity associated with this form of separation, extreme precaution is taken while dealing with the next of kin of the deceased employee. Every effort will be made to help them to the maximum extent possible.

19. **Phone Policy:** Policy of use of official and personal phones in the work environment of SGI including phone etiquettes have been laid down. Policy is attached.

20. **IT Policy:** Shail Group of Institutions use extensive computing facilities which is networked through leased line as well as Wi Fi throughout the campus including hostels. To ensure proper use this facility and cyber security, IT Policy has been framed. Policy is attached




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ATTACHMENTS

SHAIL GROUP OF INSTITUTIONS
RECRUITMENT REQUISITION

| | | |
|--|---|---|
| Job Title : | | |
| Department : | | |
| Reporting to : | | |
| If Temporary - Contract Length : | | |
| Complete Job Profile: | | |
| Grade/Designation | | |
| No of Post sanctioned by <input style="width: 100%;" type="text"/> | Present employees <input style="width: 100%;" type="text"/> | No of vacancy <input style="width: 100%;" type="text"/> |
| Proposed Salary Range : | | |
| Is package within budget : | | Yes/No |
| Required commencement date : | | |

Requested By:

Date:

Authorised By :

1. HOD & Principal : (for grade 5 to 6)

Date: / /20

2. Director : (for grade 3 to 4)

Date: / /20

3. Chairman/Governing Body (for Grade 1 to 2)

Date: / /20

Once approved, please pass to HR to discuss/commence recruitment process

FOR : HR USE ONLY

| | |
|-------------------------------------|--|
| Requisition Received on | |
| Recruitment Process | Newspaper ADD/Placement Consultant/Web- site |
| Number of Applications Recd. | |
| Number of People Interviewed | |
| Name of Person Recruited | |
| Appointment Letter no(s). | |
| Employee(s) code(s) | |



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SHAIL GROUP OF INSTITUTIONS

INTERVIEW QUESTIONS AND EVALUATION

What size was the organization where you last worked in terms of revenue and employees?

Response:

What was the organizations primary activity?

Response:

If the person had reporting staff, how many people reported to you directly – what were their titles?

Response:

If the candidate is not currently working, why and when did you leave your most recent position?

Response:

How have you spent your time since you left your most recent position?

Response:

In your previous position, what do you consider your greatest accomplishment(s)?

Response:

What were your most significant failures?

Response:

How would your supervisor and coworkers describe your work?

Response:

What is your reason for leaving your current position?

Response:




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If currently employed, what would need to change at your current position for you to continue to work there?

Response:

Describe your preferred work environment.

Response:

Describe the management style you exhibit and prefer.

Response:

What must exist in your work place for you to be motivated and happy?

Response:

Education :

The candidate has the necessary education and/or training required by the position.

___ Exceeds requirements

___ Meets requirements

___ Needs a little more training

___ Doesn't meet requirements

Comments:

Work Experience :

The candidate has prior work experience that is related to the position.

___ Extensive experience

___ Meets requirements

___ Not related but transferable skills

___ No prior experience

Comments:

Skills (Technical) :

The candidate demonstrated to your satisfaction that he/she had the necessary technical skills to perform the job successfully.

___ Exceeds requirements

___ Meets requirements

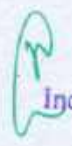
___ Needs a little more training

___ Doesn't meet requirements

Comments:

Supervising Others :



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The candidate demonstrated to your satisfaction that he/she had the necessary experience in supervising others to perform the job successfully.

Exceeds requirements

Meets requirements

Needs a little more training

Doesn't meet requirements

Comments:

Leadership Skills :

The candidate demonstrated to your satisfaction that he/she had the necessary leadership skills to perform the job successfully.

Exceeds requirements

Meets requirements

Needs a little more training

Doesn't meet requirements

Comments:

Interpersonal Skills :

Communication: articulated ideas clearly both written and orally.

Exceeds requirements

Meets requirements

Needs a little more training

Doesn't meet requirements

Comments:

Time Management :

Demonstrated the ability to manage time independently and work efficiently.

Exceeds requirements

Meets requirements

Needs a little more training

Doesn't meet requirements

Comments:

Customer Service :

Demonstrated the ability to be customer focused.

Exceeds requirements

Meets requirements

Needs a little more training

Doesn't meet requirements

Comments:

Motivation for the Job :

The candidate expressed interest and excitement about the job.

Exceeds requirements

Meets requirements

Needs a little more training

Doesn't meet requirements



Comments:

Problem Solving :

Demonstrated the ability to design innovative solutions and solve problems.

Exceeds requirements

Meets requirements

Needs a little more training

Doesn't meet requirements

Comments:

Skill Needed :

-- List an additional skill specific to the job you are filling.

Demonstrated the ability to:

Exceeds requirements

Meets requirements

Needs a little more training

Doesn't meet requirements

Comments:

Skill Needed :

--List an additional skill specific to the job you are filling.

Demonstrated the ability to:

Exceeds requirements

Meets requirements

Needs a little more training

Doesn't meet requirements

Comments:

Skill Needed :

--List an additional skill specific to the job you are filling.

Demonstrated the ability to:

Exceeds requirements

Meets requirements

Needs a little more training

Doesn't meet requirements

Comments:

Overall Recommendation :

Highly recommend


Recommend

Need clarification of qualifications

Do not recommend

Comments:




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APPOINTMENT LETTER

Date

(Name)

(Address)

Dear _____:

It is my pleasure to extend the following offer of employment to you on behalf of M/s SHAIL GROUP/IIST/IIST II/IIP/IIMR (hence referred to as The Society/Institute/Group). This offer is contingent upon our receipt of following documents (all copies must be produced in original for inspection and photocopies attested by HR on the basis of inspection of originals).


Title: _____

Reporting Relationship: The position will report to:

Brief Job Description:

Salary: Your Gross Annual CTC shall Rs. _____. The salary shall have certain monthly and certain yearly components. The conditions of the salary shall be as per HR Manual - Salary Policy – ~~Section xx~~. The breakup is as follows:




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| S. No. | Particulars | Monthly | Yearly | Salary/Bills Slip required Y/N |
|--------------|-----------------------------------|---------|--------|--------------------------------|
| 1. | Basic (monthly) | | | |
| 2. | Dearness Allowance (Monthly) | | | |
| 3. | HRA (monthly) | | | |
| 4. | Conveyance Allowance (monthly) | | | |
| 5. | Medical Allowance (yearly) | | | |
| 6. | PF (monthly) | | | |
| 7. | Personal Help Allowance (monthly) | | | |
| TOTAL | | | | |

Applicable deductions: The following deductions shall be made

1. TDS
2. PF (on confirmation on discretion of employee)
3. Medical Insurance (on confirmation and when implemented by company)
4. Group Insurance (on confirmation and when implemented by company)

Non-Compete Agreement: Our standard non-compete agreement must be signed prior to start.

Start Date: _____

Vehicle Entitlement: Not Applicable

Car / Two-Wheeler


Employee Owned

Company Owned

Conditions as per HR policy Section Xx

Phone: As per HR policy Section Xx




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Documents to be submitted before Joining:

1. Clearance Certificate from Previous employer.
2. Recommendations letters from previous employers.
3. Last Pay-Slip or Salary Certificate from Employer and Form 16 or CA certified certificate or Bank Salary Account statement.
4. Identity proof (Passport, Driving License, Voter Card, Credit/Debit card with photo, and PAN card).
5. Residence Proof (Ration Card, passport, Driving License, Voter Card, PF book, Bank statement/book.
6. Age proof (Birth Certificate, Passport, class 10th certificate, Gram Panchayat certificate).
7. Educational Certificates.
8. 4 Passport size photographs.
9. Details of all family members i.e. Father, Mother, Wife, Children, Brothers and Sisters along with their contact details, date of birth and occupation.

Documents to be signed on joining:

1. HR manual
2. Non-Disclosure and Non-compete agreement (HR Manual - FORM xx)
3. Phone indemnity bond (HR Manual - FORM xx)
4. IT indemnity bond (HR Manual - FORM xx)

You acknowledge that this offer letter, (along with the final form of any referenced documents), represents the entire agreement between you and the Company and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be binding upon the Company. On signing the acceptance of this offer, you also acknowledge that you have been through the HR policy of the company and agree to abide with all rules and conditions therein.

If you are in agreement with the above outline, please sign below. This offer is in effect for five working days.

Signatures: _____


For SHAIL GROUP _____

Date : _____

(Candidate's Name) _____

Date _____




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Shail Group of Institutions


NONDISCLOSURE AND NONCOMPETITION AGREEMENT

1. This Agreement is entered into on this _____ day of _____, in the year _____, by and between _____ (Employee), whose home address is _____, in the city of _____, country of _____, state of _____, and Shail Educational & Welfare Society located at Rau-Pithampur Road, Opposite IIM, Indore -453331 (M.P.)
2. **Nondisclosure.** At all times while this Agreement is in effect, and after the termination or expiration of this Agreement, Employee shall refrain from disclosing to anyone outside of Employer's business any of Employer's customer lists, trade secrets, and other proprietary or confidential information.
3. **Noncompetition.** After the termination or expiration of this Agreement, Employee shall not engage in competition with Employer for a period of service with SEWS
4. **Competition defined.** Competition means working for a company engaged in, or engaging in self-employment, providing services similar to those provided while employed by Employer to any person or business.
5. **Damages.** [OPTIONAL] In the event Employee breaches this agreement, Employee agrees to pay ₹ _____ as liquidated damages.

Employer

Employee




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Phone Policy

The SEWS as a policy does not restrict carrying personal mobile phones to work place though land line phones are provided individually or collectively for official work. Therefore a clear and transparent policy for the use of phones in campus is laid down.

SCOPE

This policy applies to all employees of SEWS its offices and Institutions and outlines the use of personal mobile and land line phones at work as well as the personal use of Institute supplied mobiles (or similar devices e.g. PDA's – personal digital assistants; smart phones). Failure to comply with this policy may result in the suspension of any or all technology use and privileges, and/or other disciplinary action. It is imperative that any mobile and Land line device that is used to conduct SEWS business be utilized appropriately, responsibly, and ethically.

Use of land Line phones

Land line phone connections and extensions are provided by SEWS to employees individually or collectively to facilitate the official communication internally and externally. Use of the office phones for use of any personal nature should be avoided until it is extremely indispensable. Employees are expected to exercise due diligence in appropriate use of these devices.

Personal Mobile

Personal calls during the workday, regardless of the phone used, interferes with employee productivity and a distraction to others. Employees should only use their personal mobile phones during scheduled breaks or lunch periods. Exception can be made only for communication of urgent nature. SEWS will not be liable for the loss of or damage to personal mobile phones brought into the workplace.

SEWS issued Mobile Phones

SEWS may issue a mobile phone to an employee whose work nature demand communication beyond office hours. In such cases the entire responsibility on the usage of the phone in compliance with the laws of the land are the sole responsibility of the user on acceptance of the phone and the organization is indemnified of an ill consequences by the user in the use of these devices. Utmost prudence must be exercised by the individuals to restrict the use of such devices only for business related matter of the SEWS office and affiliate institutes.

Employees in possession of SEWS issued mobile phones are expected to protect the equipment from loss, damage or theft. Upon resignation or termination of employment, or at any time upon request, the employee may be asked to produce the phone for return or inspection.

In the event of mobile device is lost, damaged and stolen, it is the responsibility of the user to report this immediately to the Administration.

Phone Etiquette Mobile phones, if not used appropriately, can become a distraction in the academic environment of SGI. Phone etiquette to be followed within the work environment are listed below:

- Speak in a quite tone (knowing that a mobile phone has a sensitive microphone capable of picking up a soft voice)
- Set the ring tone with a tune that is soft and not intrusive or offensive



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- Keep conversations quiet and brief
- Find a private place to talk if a group of people is around
- Switch off phones or put in silent or vibrate mode, in meetings, lectures, seminars
- Show respect for the people around you by using discretion when you make or take calls in public
- Ask permission of a person before recording his/her image on a mobile phone
- Avoid talking where others might know your business – be aware of your surroundings as many business conversations contain information that should remain confidential or private. Before using a mobile phone in a public location, make sure that there will be enough distance to keep the content of the conversation private. Some issues should be saved for times and locations that will allow for confidentiality
- Use of phones for canvassing and promoting any other business activity political or religious belief is strictly restricted

Disciplinary Action & Recovery of costs

All employees are expected to take appropriate care of their SEWS issued mobile phones. Whilst damage at times may be unavoidable, carelessness and willful damage will not be tolerated. SEWS reserves the right to suspend the employee's right to a work mobile or seek reimbursement directly from the employee for replacement costs should an investigation determine that damage to a mobile phone is a direct result of employee carelessness. Disciplinary action may also be initiated in these circumstances.

SEWS has the right to audit and review phone accounts. If any inappropriate use is identified SEWS reserves the right to recover the cost directly from the employee(s) concerned, and may initiate disciplinary action.

SEWS reserves the right to restrict any employee to carry their personal phone to work, for not following any of the policy norms laid down.

IT Policy

Shail Group of Institutions provides a strong information technology environment, which is networked throughout the campus, to support its students, faculty and staff in the pursuit of their objectives and teaching. These resources are to be used for educational purposes and to carry out the legitimate business of the Institutions of SGI. These resource is to be used for enhancement of knowledge and to optimize the facilities of the SGI. Any activity that intentionally obstructs or hinders the authorized use of campus computing and network resources is prohibited. Towards this end IT Policy has been formulated for strict adherence by all constituents.

Examples of inappropriate activities include (but are not limited to):

1. Interfering with system security or integrity by:

- Breaking into a system and/or accessing data files and programs without authorization.
- Releasing a virus or other program that disables system performance or hinders other clients.
- Exploiting security gaps.

Hindering supervisory or accounting functions of the systems.

- Tapping network lines and changing of IP Address.
- Dishonestly moving data from System or through emails that belongs to SGI.



2. **Obstructing users from authorized services by:**

- Monopolizing computing resources or computer access.
- Obtaining, possessing, using, or attempting to use someone else's user account or password without notification or permission.
- Accessing, or attempting to access, another user's data or information without proper authorization.

3. **Harassment**

- Sending unsolicited e-mail, junk mail, or propagating chain letters.
- E-mail "bombing", "spamming", etc.
- Any activity of a person or group of persons have violent effects upon another person or a social group comes under definition of cyber violence.

4. **Offensive Material**

- Transmitting or storing / sharing offensive material like racial or religious hatred messages, pornography etc.

5. **Forging electronic information**

- Creating, altering, or deleting the attribution of origin (e.g., "From" in e-mail, IP address in headers).
- Sending messages under someone else's address (e.g., hoax messages, even if intended as a joke).

6. **IPR Violations:-**

These include software piracy, copyright infringement, trademarks violations, theft of computer source code, patent violations. etc.

Cyber Squatting- Domain names are also trademarks and protected by ICANN's domain dispute resolution policy and also under trademark laws.

7. **Online gambling:-**


There are millions of websites hosted on servers abroad, that offer online gambling. In fact, it is believed that many of these websites are actually fronts for money laundering.

8. **Defamation: -**

Defamation can be understood as the intentional infringement of another person's right to his good name.

9. **Physically damaging a computer system:-**




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Physically damaging a computer or its peripherals either by shock, fire or excess electric

supply etc. **DESCRIPTIONS of Sample Violations (Not Exclusive)**

E-Mail: Overloading of the communications servers; abusing communications privileges.

Do not propagate chain e-mail : Forwarding chain e- mail is a violation of Institute computing policy. Phrases in the subject line can usually identify chain e-mail, such as "Forward - do not delete," "don't break the chain," etc. Some chain e-mails promise good luck, promise easy money, tell stories and ask for help, or warn of false e-mail viruses. If there are a large number of addresses in the message, chances are very good that it is a chain e- mail. "Get rich quick" schemes will invariably claim to be "completely legal". Do not be fooled. Delete all chain e-mail from your account. Contact IT DEPT. for any clarifications.

Do not "bomb" e-mail accounts: Sending numerous or large e- mail messages to one person is considered "e-mail bombing." This may or may not be done in an attempt to disrupt the recipient's network services. Sometimes e-mail "bombs" are used as a method of retaliation. Even if no harm was intended or it was simply a "harmless prank," a e-mail "bomb" can disrupt service to hundreds of users.

Forgery: You must not alter any form of electronic communication (especially via forged electronic mail and news postings). Messages, sentiments, and declarations sent as electronic mail or sent as electronic postings should meet the same standards for distribution or display as if they were tangible documents or instruments. Forgery includes using another person's identity. Forgeries intended as pranks or jokes are still violations. Attempts to alter the attribution of origin (e.g., the "from" or "addressee" lines) in electronic mail, messages, or postings, will be considered transgressions of Institute rules. You are free to publish your opinions, but they should be clearly and accurately identified as from you, or, if you are acting as the authorized agent of a group recognized by the Institute, as coming from the group you are authorized to represent.

Do's & Don't

- Always use official mail id for professional communication within & outside the organization. Use of personal mail id is prohibited.
- Check your mail accounts regularly.
- If you have received a mail containing an attachment, from an unknown sender don't open it, you need to scan the attachment through Antivirus software, if you found virus with the attachment then delete it.
- If you receive a mail containing an attachment, from a sender you know, but without any mention regarding the attachment, don't open it. It may be carrying a virus, which gets automatically attached with mails. You can confirm from the sender if he has sent you this attachment and only then open it.
- Ensure that attachments sent by you are free from virus and worms. Always use official
- If you don't have official email id contact to SGI Administrative Department for new official email.
- Use MS-Outlook for Official Email Address and if outlook is not properly configured, contact System Administrator.

Copyright Infringements: SGI provides many software and data that have been obtained under contracts or licenses. These may not be copied cross-assembled, or reverse- compiled. If it is unclear whether or not you have permission to do so, assume that you do not have permission to do so. IT DEPT. will assist with any questions regarding software usage and licensing issues.



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Interfering with a User's Authorized Services: Any activity that causes disruptions in service to other users is considered interference. In some cases, using more resources than you are entitled to can also be considered interference (e.g., using excessive storage space on the shared systems, flooding chat channels or newsgroups). More importantly, you must not monopolize computing resources for nonacademic activities such as game playing and other trivial applications locally or over an affiliated network; printing excessive copies of documents, files, images or data. You should refrain from using unwarranted or excessive amounts of storage; printing documents or files numerous times because you have not checked thoroughly for all errors and corrections; or run grossly inefficient programs when efficient alternatives are known to be available. You should be sensitive to special needs for software and services available in only one location, and cede place to those whose work requires the special items.

Sharing Resource Accounts and Passwords or Sharing Objectionable material on Shail Campus : Your network login and password are for your personal use. If you share your login and password with your colleagues friends or roommates, then you are giving them access to services they are not authorized to use. They may embarrass you by sending e-mail, posting messages, or even chatting with people while posing as you. Do not share your account or password with anyone. If you suspect that someone may have obtained your password, change it immediately. If you suspect that someone has repeatedly accessed your login and password, notify IT DEPT. or send e-mail to IT DEPT. at systemadministrator@Indoreinstitute.com Conversely, using someone else's password to access services or data is also a violation of policy, regardless of how the password was obtained. Do not use anyone else's password, account, or e-mail.

Further, sharing any form of objectionable material (pornography, religious hatred mails etc.) on your PC hard-drive on SGI Network is strictly prohibited.

Disruption of System Security or Integrity: Tampering with the operation of any server or network resource is prohibited. Any such activity constitutes a threat to the normal operation of that resource and can potentially effect hundreds of users. Any attempt will be regarded as malicious in intent and will be pursued in that perspective.

Unauthorized access: Legitimate use of the Group Institutes computer systems does not extend to what one is capable of doing on that system. In some cases, there may be security loopholes through which people can gain access to a system or to data on that system, a network, or data. This is unauthorized access. If a student accidentally permits access to his or her files through the network, you do not have the right to access those files unless you have been given explicit authorization to access the material. This is similar to accidentally leaving your door room unlocked. You would not expect your neighbor to use that as an excuse for entering your room.

CONSEQUENCES OF MISUSE: Infractions of this shared use policy will result in loss of system and network privileges and will be referred either to the Dean of Department /Principal/Director.

When IT department has reason to believe a user has violated the shared system policy, it may suspend the user's account(s) pending the outcome of an inquiry into the matter. IT Department will notify the staff or student of the alleged violation and the facts on which the alleged violation is based. The staff or student will have an opportunity to respond to the alleged violation. After gathering and considering all the facts available, and in consultation with the Dean of Department /Principal/Director, the user's privileges to the shared use systems may be withdrawn for the remainder of the Semester/Course.

If, in addition to withdrawing privileges, IT Department believes the violation is sufficiently serious to warrant more severe disciplinary action, including restitution, they may refer the



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matter to the Dean of Department/Principal/Director for appropriate disciplinary action.

Conclusion: The IT Department recognizes that SGI Information System users are extremely diverse in their needs and requirements. Providing this large range of services for research and instruction necessarily entails providing a relatively unrestricted and flexible system and network organization. To this end, we expect that our users practice considerate and responsible computing and adhere to common sense standards.

When problems arise, they will be dealt with to ensure the unimpaired operation of our systems and network, but we request that all users are considerate and prudent in their use of the resources.

The shared systems are an extremely important and ever-changing resource for the SGI. As a member you are responsible for staying informed about the policies and procedures updates.

LAPTOP Issued to Staff at SGI

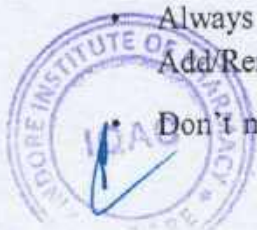
- Follow all the guidelines mentioned in Maintenance of PC. Laptop is to be handled carefully
- **Repair & Replacement of Parts**

It is important to note that the Laptop once issued by SGI have to be used in compliance with all safety and care as prescribe by the manufacture. In case of any service complaint the repair and replacement of parts etc will be done by the institute if the same is an outcome of genuine reason. In case where the system or peripherals are damaged due to faulty or careless handling the cost may be debited to the users account after due information.

Maintenance of PC provided by SGI

- Foodstuffs and drinkable are strictly prohibited near the computer
- Care must be taken to avoid keeping alpins, stapler pins etc. near the keyboard and printer.
- While shutting down the machine, please wait for window to properly shut down and also check the other systems like Printer, Fax etc to be switched off properly.
- At times, there is frequent disturbance in the power supply, please keep your system shut down until there is proper power supply.
- Whenever your system hangs, please wait for some time or press CTL+ALT+DEL, which will take you to a Task Menu. Here you can see which programs are not responding. Select the Not Responding programs in the menu and press the end task button.
- Before using a pen drive or a disk brought from outside check it through Antivirus Software and don't use if some virus alerts come.
- Don't install any program that takes a lot of space on your hard disk and slows down the system. It is always advisable not to install unauthorized software.
- After installing any software, make sure that it isn't creating any problem for other programs to run.
- Always uninstall a program from your system in the proper way (Control Panel-Add/Remove Programs) and unregister the program.

Don't make any change in the Network properties, and if you need a change please consult



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with the System Administrator.

- Don't make any change in the configuration of any software or hardware.
- Don't make any change in the mail client software like Outlook Express .

What if computer gets a virus?

- You may contact IT dept. for guidance & suggestion

How to protect computer?

- Always store data in second partition of hard disk drive
- Make back-up copies of important documents or files and store them on separate diskettes. Making backups will also protect your information against accidental file deletion, diskette failure, and other damage.
- Whenever you use a computer in a campus lab, be sure to reboot or run "cleanup" before you start your session and log out when you end your session.
- Do not share any commercial software with anyone. It is a violation of the author's copyright to distribute such material, and it is a way to spread viruses.
- Always scan your diskettes and files after using them on another computer.
- Always scan all files you download from the Internet.
- Always scan Word or Excel file email attachments before you read them


For other E-Mail related guidelines please refer Guidelines for Usage of Computing Resources.

Printing Issues

- Before printing, always check the document to be printed through Print Preview and if you find the setup, alignment etc right, only then give the print command.
- Before giving the print command make sure the printer to which you would like to print (Local or Network) is selected in the print menu.
- If you are unable to get your prints, after you give the print command. Please check the following things.

- (A) The printer is on
- (B) There is paper in the paper tray.
- (C) Printer cable is properly connected to printer from the system.
- (D) The printer you like to take print from is properly selected in the print menu.
- (E) You have not paused the print by mistake.
- (F) Ink cartridge is full of ink.
- (G) There are no Paper jams.
- (H) Any abnormal behavior of the printer.




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Shail Group of Institutions

**SELF-DECLARATION FORM - NEWLY RECRUITED
FACULTY/ STAFF**

Name _____
Surname _____ Name(s) _____

Staff I Card No. _____



A handwritten signature in green ink, consisting of a stylized 'R' followed by a flourish.

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Address _____ Number and Street _____

City/Town _____

State _____

Postal/Zip Code _____

Date of Birth _____ Day/Month/Year _____

SELF-DECLARATION STATEMENT

Sign your initials in the appropriate boxes for # 1 and # 2

I certify that:

1. My name does not appear on any criminal proceedings,
and

2. I have **not** or I have (please initial one box)

been convicted of an offence under the *Criminal Code, Controlled Drug and Substances Act* or *Food and Drugs Act* for which no pardon has been granted. Only criminal convictions obtained as an adult must be reported (see #1 on cover sheet).

If you have been convicted of an offence as described above please explain using the space provided on the reverse side of this form:

Note: If you are presently charged with any offence pursuant to *Criminal Code, Controlled Drug and Substances Act* or *Food and Drugs Act* and are subsequently convicted, it is your responsibility to report these changes to the Chair, Admissions Selection Committee, Faculty of Education.

I understand that I am obligated to inform the Secretary SEWS in my status in any of the above conditions while serving SEWS

Date


Signature

SUBMISSION OF FALSE INFORMATION WILL INVALIDATE THE SERVICE IN SEWS AND WILL RESULT IN IMMEDIATE SEPERATION FROM SEWS.

Name _____
Surname _____ Given Name(s) _____

Student No. _____




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SHAIL EDUCATIONAL & WELFARE SOCIETY

Opp. IIM, Pithampur Road, Rau, Indore 453 331 (M.P)

CONVEYANCE REIMBURSEMENT

Period _____ to _____

Name : _____

Designation : _____

Mode of Transportation : Two Wheeler / Car

| S. No. | Date | From | To | Kms. | Purpose | Amount |
|--------------|------|------|----|------|---------|--------|
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| | | | | | | |
| | | | | | | |
| Total | | | | | | |

Signature of
Claimant

Counter Signed
HOD




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LOGO of Institutions

Name of the Institutions

Name of the Applicant Designation

Department.....DOJ:...../...../.....Contact no.....

Reason of leave.....

| Type of Leave | No. of leave allotted | No. of leave availed | No. of leave balance | Date of leave | | Total no. of days |
|---------------------|---|----------------------|----------------------|---------------|----|-------------------|
| | | | | From | To | |
| Causal Leave (CL) | | | | | | |
| Optional Leave (OL) | | | | | | |
| Duty Leave (DL) | (Enclosed copy of sanction/approval letter) | | | | | |
| | CPL/C.off (date of working) | | | | | |
| | Others (VL/EL/SPL) | | | | | |
| | Leave Without Pay (LWP) | | | | | |

Applicant sign. with date

REGISTRAR

DIRECTOR

Workload Alternate Arrangement

| S. No. | Date | Year/sem/class/period/time Eg: IV/08/BE(CS-A)/1/9:40 to 10:30 AM | Subject | Alternate Arrangement | | |
|--------|------|---|---------|-----------------------|---------|-----------|
| | | | | Name of faculty | Subject | Signature |
| | | | | | | |
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In my absence overall responsibility assigned to:

| Name | Designation | Signature |
|------|-------------|-----------|
| | | |

HOD's sign. with date

Applicant sign. with date

Remarks/Recommendation of Dean:.....

Dean's sign. with date



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SHAIL EDUCATIONAL & WELFARE SOCIETY

LEAVE APPLICATION - SEWS STAFF

Date : _____

Name _____

Designation _____

Type of Leave Applied _____

Leave applied from _____ to _____ No. of total days _____

Address _____ during _____ leave _____ period _____ :

Contact Telephone No./Mobile No. : _____

Signature of Applicant

Comments of Section Incharge : _____

Recommendation sanctioned / Not sanctioned.

Head of Department/ Director




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Faculty Performance Evaluation for Annual Appraisal

To be filled by Professors/Associate Professor/ Assistant Professor/Workshop Superintendents/Asst. Workshop Superintendents/System Analysts/Programmers. .

PART-A

(To be filled in by the Faculty only)

| |
|---|
| Assessment academic years (july' 2012 - june'2013) |
| Name of faculty: |
| Post: |
| Payscale: |
| Deptt./ Institution: |
| Date of Joining: |
| Name & designation of Dean/HOD |
| Name of Dean : |

1.0 Performance of engaging lecturers/practical:

1.1 During Odd semesters

| TEACHING (Semester-II,IV VI & VIII) | | | | | | | Maximum credits:10 |
|-------------------------------------|----------|---------------------|--|---|--|----------------|--------------------|
| S. No | Semester | Name of the Subject | No. of total period allotted per semester* | Lectures actually engaged (Th./Practical) | Percentage target achieved $100*(5)/(4)$ | Credit / Marks | HOD/Dean Remarks |
| (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
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1.2 During even semesters

| TEACHING (Semester-II,IV VI & VIII) | | | | | | | Maximum credits:10 |
|-------------------------------------|----------|---------------------|---|---|--|----------------|--------------------|
| S. No | Semester | Name of the Subject | No. of total period allotted per semester | Lectures actually engaged (Th./Practical) | Percentage target achieved 100*(5)/(4) | Credit / Marks | HOD/Dean Remarks |
| (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) |
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*(100% target - 5 marks, 90-99% - 4 marks, 80- 89% - 3 marks, 75- 79% - 3 marks, less than 75% - 0 marks)

2.0 Performance of attendance of students (Maximum credits 20):

| Class | Semester | Name of the Subject | No. of Lectures | Lectures actually engaged (Th/PRO) | Sum of students present | Students on roll | Average attendance (6 X 100) / (5 X 7) | Credit earned | HOD/Dean Remarks |
|-------|----------|---------------------|-----------------|------------------------------------|-------------------------|------------------|--|---------------|------------------|
| (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | | |
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*(>75% - 5 marks, 65- 74% - 4 marks, 55- 64% - 3 marks, 45- 55% - 3 marks, less than 35 - 45% - 2 marks, 25 - 35% - 1 marks, less than 25% - 0 marks)

3.0 Performance of Results (Maximum credits 10):

| S. No | Semester | Name of the Subject | Average Result of the year | Credit earned | HOD/Dean Remarks |
|-------|----------|---------------------|----------------------------|---------------|------------------|
| (1) | (2) | (3) | (4) | (7) | (8) |
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*(90-100% Result - 5 marks, 80-89% - 4 marks, 70- 79% - 3 marks, 60- 69% - 3 marks, 50 - 60% - 2 marks, less than 50% - 1 marks)



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4.0 Guidance and innovation in student's major project work (Maximum 10 credits):

4.1 Projects guided (Maximum 6 credits, 2 for each project)

| S. No. | Name of Project/s | Internal/External Funding | Duration | Project cost | Credits earned | HOD/Dean Remarks |
|--------|-------------------|---------------------------|----------|--------------|----------------|------------------|
| | | | | | | |
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4.2 Innovation brought out in project work (Maximum 4 credits) (Credits Earned: 04).

HOD/Dean Remarks:.....

5.0 Additional qualification attained during the audit year (please specify & attach the copy of certificates) (Maximum 04 credits).

HOD/Dean Remarks:.....

6.0 Publication of papers in National/International journal (Maximum -10 credits):2 for each publication in international journal and 1 for publication in national journal. (please specify & attach the copy of certificates)

| S. No. | Title of the paper | Name of the journal | Month and year of publication | Credits earned | HOD/Dean Remarks |
|--------|--------------------|---------------------|-------------------------------|----------------|------------------|
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7.0 Participation in trainings/seminars/refreshers courses/summer/winter schools during the audit year (Maximum 10 credits, 02 credits per programme): (Please specify & attach the copy of certificates)

| S. No. | Title of the Programme | Name of the organizing institute | Duration From To | Credits earned (2 for each) | Reporting officer Remarks |
|--------|------------------------|----------------------------------|---------------------|-----------------------------|---------------------------|
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8.0 Research/External Projects Undertaken/Supervisory support (Maximum 10 credits):

Research /External Projects (max. 10 Credit)

| S. No | Name of Research/Project/s | Internal/ External Funding | Duration | Project cost | Credits earned | HOD/Dean Remarks |
|-------|----------------------------|----------------------------|----------|--------------|----------------|------------------|
| | | | | | | |
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Supervisory Support in Ph D/ ME/MTech (max. 10 credit):

| S. No | Name of the student | Date of Registration | Co-Supervisor | Current Status | Date of submission | Credits earned | HOD/Dean Remarks |
|-------|---------------------|----------------------|---------------|----------------|--------------------|----------------|------------------|
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Note: Credits for Ph.D. shall be given for a maximum duration of four years as follows:-

1. Awarding year for Ph.D. maximum 10 credits and for year's preceding that maximum 5 credit.
2. Credit for supervisory support to one M.Tech. – 5
Credit for supervisory support to two M. Tech. – 10

9.0 Any special remarks (6 credits) : (Credits Earned: 06)



Signature of the Faculty


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Part-B

(To be filled by Faculty and Dean/HOD)

10.0 Developmental activities undertaken in the department and general managerial ability (Maximum 56 credits)

| S.No. | Activities | Faculty Self Assessment | | | | Deans/HOD Assessment |
|-------|---|-------------------------|---|---|---|----------------------|
| | | E | G | A | P | |
| 10.1 | Laboratory/Workshop Management (Name of Laboratory: _____) | | | | | |
| | a. General upkeep and maintenance of the laboratory | | | | | |
| | b. Up gradation of Lab & Lab Manuals | | | | | |
| | c. Modernization and removal of obsolescence. | | | | | |
| | d. Planning and procurement of consumables required for laboratory. | | | | | |
| | e. Guidance and checking of student's journals. | | | | | |
| | f. Lab In charge | | | | | |
| | g. Control and supervision of laboratory staff. | | | | | |
| 10.2 | Contribution in the development and management of the department | | | | | |
| | a. Publication of department's magazine | | | | | |
| | b. Class Coordinator ship | | | | | |
| | c. Organization of student's technical quiz/group discussion/poster competition/exhibition of student's projects etc. Mention | | | | | |
| | d. Departmental Mid Sem & Final Practical Exam & university related works | | | | | |
| | e. Organization of activities under student's chapter/institute chapter of professional bodies. Name: _____ | | | | | |
| | f. Specific tasks undertaken like Accreditation of course/ISO 9000 certification. Name..... | | | | | |
| 10.3 | Arranging expert lectures of industry experts/external resource persons: | | | | | |
| | a. No. of lectures arranged in a academic year No.: | | | | | |
| | b. Students'/faculty feedback about the quality and usefulness of lectures. | | | | | |



| | | | | | | |
|----------------------------|---|--|--|--|--|--|
| 10.4 | Development of teaching resources/innovation in teaching: | | | | | |
| | a. Specify the teaching aids developed (Charts, Power point presentations, Models, Multimedia films etc.) | | | | | |
| | b. Teaching Beyond Syllabus | | | | | |
| | c. Improvement brought out in teaching/learning process (specify). | | | | | |
| 10.5 | Continuous assessment of students (records to be produced) | | | | | |
| | a. No. of assignments/ sessional work given | | | | | |
| | b. Timely and efficient organization of progressives tests | | | | | |
| 10.6 | Knowledge of latest development in his/her profession. | | | | | |
| 10.7 | Managerial ability: | | | | | |
| | a. Planning and organizing. | | | | | |
| | b. Leadership | | | | | |
| | c. Problem solving | | | | | |
| | d. Decision making | | | | | |
| | e. Team work. | | | | | |
| | f. Communication skills. | | | | | |
| | g. Direction, supervision and control of subordinates | | | | | |
| 10.8 | Leave Records | | | | | |
| Total of tick marks | | | | | | |

11.0 Performance in core areas (Maximum credits: 50)

| S.No. | Activities | Faculty Self Assessment | | | | Deans/HOD Assessment |
|-------|--|-------------------------|---|---|---|----------------------|
| | | E | G | A | P | |
| 11.1 | Organization and conduction of Short term/continuing education programmes for students/pass outs/in-service personnel: | | | | | |
| | a. No. of programmes organized | | | | | |
| | b. No. of persons trained | | | | | |
| | c. General feedback about the quality and usefulness of the programme | | | | | |
| | d. Managing and organizing efficiency | | | | | |
| | e. Revenue generated deposited in the Institution. | | | | | |
| 11.2 | Contribution under Industry Institute Interaction Cell: | | | | | |
| | a. No. of student' visits organized | | | | | |
| | b. No. of stipend/placement offers received | | | | | |



| | | | | | | |
|----------------------------|--|--|--|--|--|--|
| | c. No. of Industry projects offered | | | | | |
| 11.3 | Organization of seminars/workshops/symposia/short term training programme/summer/winter schools etc: | | | | | |
| | a. No. of programmes organized | | | | | |
| | b. No. of persons benefited..... | | | | | |
| | c. Managing and Organizing efficiency | | | | | |
| | d. General feedback about usefulness and quality of the programmes | | | | | |
| 11.4 | v Contribution to Community Services or Community: | | | | | |
| | a. No. of trainings organized..... | | | | | |
| | b. No. of persons Trained | | | | | |
| 11.5 | Internal Revenue Generation through Testing/Consultancy: | | | | | |
| | Amount of the revenue generated i.e. deposited in the Institution: | | | | | |
| 11.6 | Examination/University related work: | | | | | |
| | a. Paper setting/Moderation work | | | | | |
| | b. Invigilation/Asstt.Suptd./Supdt. of examination or valuation in the Institution | | | | | |
| | c. Valuation work at University | | | | | |
| | d. Checking of examination forms/Compilation of sessionals/progressive tests marks/supervision of data entry work in the Institution | | | | | |
| | e. Curriculum development work | | | | | |
| 11.7 | Career guidance and Counseling | | | | | |
| | a. About job opportunities or entrepreneurship | | | | | |
| | b. Higher education or further training | | | | | |
| | c. Contribution in preparation of facing interviews/personality development | | | | | |
| 11.8 | Conduction of special classes/makeup classes for SC/ST/ Weak students/students having backlogs. | | | | | |
| 11.9 | Level of computer knowledge and its application | | | | | |
| Total of tick marks | | | | | | |

12.0 General Conduct and Behavior (Maximum Credits: 30)

| S.No. | Description | Faculty Self Assessment | | | | Deans/HOD Assessment |
|-------|-------------|-------------------------|---|---|---|----------------------|
| | | E | G | A | P | |
| | | | | | | |



| | | | | | |
|----------------------------|--|--|--|--|--|
| a. | Health and Personality | | | | |
| b. | Punctuality and regularity | | | | |
| c. | Initiative and Drive | | | | |
| d. | Honesty and integrity | | | | |
| e. | Observance of secrecy | | | | |
| f. | Reliability and dependability | | | | |
| g. | Sense of responsibility | | | | |
| h. | Intelligence | | | | |
| i. | Temperament and manners. | | | | |
| j. | Emotional stability under stress | | | | |
| k. | Aptitude for work. | | | | |
| l. | Willingness to work and take extra responsibility. | | | | |
| m. | Attitude towards general students | | | | |
| n. | Behavior towards senior/peers and subordinate staff. | | | | |
| o. | Attitude towards weak /SC/ST/ students | | | | |
| Total of tick marks | | | | | |




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13.0 Extra administrative responsibilities performed as Coordinator or In-Charge of the following activities (Maximum credits:40)

| S.No. | Activity | Faculty Self Assessment | | | | Deans/HOD Assessment |
|----------------------------|---|-------------------------|---|---|---|----------------------|
| | | E | G | A | P | |
| 1. | Scholarship – all categories | | | | | |
| 2. | Sports activities | | | | | |
| 3. | Student's union & Cultural activities | | | | | |
| 4. | Discipline, anti ragging committee, security and student grievances | | | | | |
| 5. | Academic and examination section | | | | | |
| 6. | Hostel warden | | | | | |
| 7. | General maintenance related with Civil works/electricity/equipments/ water recharging etc. | | | | | |
| 8. | Women cell (anti harassment) | | | | | |
| 9. | Purchase committee and Write off committee | | | | | |
| 10. | Library/Library advisory committee | | | | | |
| 11. | Career counseling, Training and placement officer and Entrepreneurship development cell | | | | | |
| 12. | Furniture procurement, repair and maintenance | | | | | |
| 13. | Office automation | | | | | |
| 14. | Conduction of special classes/makeup classes for SC/ST/ Weak students/students having backlogs. | | | | | |
| 15. | Continuing education programmes | | | | | |
| 16. | Training programmes for faculty, Technician & staff | | | | | |
| 17. | Website, computer maintenance (other than system analyst and programmer) | | | | | |
| 18. | NCC/NSS | | | | | |
| 19. | Community Services/Social Service | | | | | |
| 20. | Any special activity Mention name, maximum two) | | | | | |
| Total of tick marks | | | | | | |



14.0 Special weightage given Dean/HOD for extra ordinary work done during the audit year Specify: (Max. 04 Credit)

.....

.....

.....

Overall Score from point No. 10 – 14 (By Dean/HOD only)

| Description | Maxi. Credits | No. of tick marks | | | | Multiplying factors (MF) | Credits earned = No. of ticks * (MF) |
|--|---------------|-------------------|---|---|---|---|--------------------------------------|
| | | E | G | A | P | | |
| 10.0 Developmental activities undertaken in the department and general managerial ability | 56 | | | | | E- Excellent – 2.0 G- Good – 1.0 A-Average – 1.0 P- Poor – 0.4 | |
| 11.0 Performance in core areas | 50 | | | | | | |
| 12.0 General conduct and behavior | 30 | | | | | | |
| 13.0 Extra administrative responsibilities performed | 40 | | | | | | |
| 14.0 Special weightage given by Dean/ HOD for extraordinary contribution during audit year | 04 | | | | | | |
| Total | 180 | | | | | | |

Maximum credits equal to 1/3rd of sum of 10, 11, 12, 13 and 14 = 180

Since all the activities mentioned in above points will not be Performed by individuals, therefore average 1/3rd of that would be Considered for final score i.e. = 60

By above calculations, actual credit scored against point 10, 11, 12, 13 and 14 = $\frac{\quad}{3}$

15.0 Student's feedback (Maximum 30 credits):



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(to be taken in a separate Performa and final score recorded here)

16.0 Disciplinary action taken (if any), including warning etc.
(-05 for each actions, max. of -10 credits)

Signature of Dean/HOD

**TOTAL CREDITS EARNED DURING THE ACADEMIC YEAR
(July 2012 to June 2013)
(Consolidated by Dean/HOD only)**

| S. No. | Responsibility | Maximum Credits | Minimum Requirement | Credits earned | Deficiency if any |
|--------|---|-----------------|---------------------|----------------|-------------------|
| 01 | Performance of engaging lectures/practical: 1.1 During odd semesters 1.2 During even semesters | 10 10 | | | |
| 02 | Performance of attendance of students | 20 | | | |
| 03 | Performance of Results | 10 | | | |
| 04 | Guidance and innovation in student's major project work: 4.1 Projects guided 4.2 Innovation brought out in project work | 06 04 | | | |
| 05 | Additional qualification attained/Publications of books during the audit year | 04 | | | |
| 06 | Publication of papers in National/International journals/Seminars/Conferences. | 10 | | | |
| 07 | Participation in trainings/seminars/refreshers courses/summer/winter schools during the audit year. | 10 | | | |
| 08 | Research/External Projects Undertaken/Supervisory support | | | | |



Principal
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| | | | | | |
|-----------------------------|---|-----|--|--|--|
| | 8.1 research/external projects undertaken | 10 | | | |
| | 8.2 supervisory support (Ph. D/M.Tech.) | 10 | | | |
| 09 | Special remarks given by teacher (assesse) | 06 | | | |
| 10 | Developmental activities undertaken in the department and general managerial ability | 56 | | | |
| 11 | Performance in core areas. | 50 | | | |
| 12 | General conduct and behavior | 30 | | | |
| 13 | Extra administrative responsibilities performed as Officer-In-Charge of the following activities. | 40 | | | |
| 14 | Special weightage given by the Dean/HOD for extraordinary work done during the audit year | 04 | | | |
| 15 | Maximum credits equal to 1/3 rd of sum of 10, 11, 12, 13 and 14 | 60 | | | |
| 16 | Student's feedback | 30 | | | |
| 17 | Any Disciplinary action taken | -10 | | | |
| GRAND TOTAL (01-09 & 15-17) | | 200 | | | |

Name of signature of
DEAN/HOD

Comments of Dy. Director

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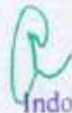
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Comments of Director

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 Principal
Indore Institute of Pharmacy.
INDORE (M.P.)

SHAIL GROUP OF INSTITUTIONS

STAFF PERFORMANCE APPRAISAL FOR SHAIL STAFF

The purpose of this appraisal form is to provide a written record for the staff member and his or her Reporting Officer on the nature of the staff job and his or her performance in it. Reporting Officers are urged to be fair & frank in their evaluations both for the benefit of the staff member and for the accuracy of this appraisal record. This appraisal will become a part of the staff member's personal file.

| Name | Job Title | Department/Office |
|-------------------------|------------------|-------------------|
| Reporting Officer / HOD | Appraisal Period | Date of Appraisal |


I. MAJOR RESPONSIBILITIES: List your major responsibilities on this position in approximate Order of importance. Attached extra sheets if required.




Principal
Indore Institute of Pharmacy,
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II. REPORTING OFFICER'S REVIEW OF RESPONSIBILITIES: Review the above list of major responsibilities and note your concurrent or comment on any additions, deletions, or changes in priority that you feel are appropriate.



 Principal
Indore Institute of Pharmacy,
INDORE (M.P.)

III. ADDITIONAL RESPONSIBILITIES UNDERTAKEN DURING THE YEAR:

IV. REPORTING OFFICER'S REVIEW OF ADDITIONAL RESPONSIBILITIES: Review the above list of additional responsibilities and note your concurrent or comment on any additions, deletions, or changes in priority that you feel are appropriate.



V. PERFORMANCE FACTOR RATINGS: Using the following definitions, check the box that most closely describes the staff member's performance for each of the required performance factors. If a performance factor does not apply, please leave blank. The appraisee has to rate himself/herself & later the appraiser will rate him/her on the following norms: -

1. EXCEPTIONAL: Contributions and excellent work are widely recognized. Performance consistently exceeds all defined expectations, producing important and impactful results through superior planning, executing, and creativity.


2. HIGHLY EFFECTIVE: Most performance objectives exceed expectations. Projects and objectives are completed in a manner that expands the scope and impact of the assignment and increases the impact on the business. The employee is viewed as having made notable contributions to the department.

3. EFFECTIVE: Performance is competent and effective along established expectations, initiative, resourcefulness and good judgment are consistently exercised. Employee makes a solid, reliable and meaningful contribution to the department.

4. IMPROVEMENT REQUIRED: Performance falls below expectations on one or two job requirements and responsibilities. A performance improvement plan should be created.

5. UNSATISFACTORY: Performance falls below expectations on several critical job requirements and responsibilities. Without significant improvement reassignment or separation are indicated. A performance improvement plan must be in place.




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| Performance Factor | | Exceptional | Highly Effective | Effective | Improvement | Unsatisfactory |
|--|-----------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 1. QUALITY OF WORK: Consider accuracy, thoroughness, effectiveness | Apprise | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | Appraiser | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 2. FLEXIBILITY : Consider performance under pressure and handling of multiple assignments. | Apprise | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | Appraiser | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 3. INITIATIVE : Consider the extent to which the employee sets own constructive work practice and recommends and creates own procedures. | Apprise | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | Appraiser | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 4. DEPENDABILITY : Consider the extent to which the employee completes assignments on time and carries out instructions. | Apprise | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | Appraiser | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 5. INTERPERSONAL RELATIONS : Consider the extent to which the employee is cooperative, considerate, and tactful in dealing with Reporting Officer, subordinates, peers, faculty, students and others. | Apprise | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | Appraiser | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 6. SAFETY COMPLIANCE : The degree to which he or she complies with or over sees the compliance with Institute safety rules. | Apprise | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | Appraiser | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 7. ORGANIZATION : To what extent are projects well conceived, analyzed, and carried out systematically? | Apprise | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | Appraiser | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 8. COMMUNICATIONS ABILITIES : Are the individual's thoughts expressed clearly and Concisely? a. Written b. Oral | Apprise | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | Appraiser | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |



| Performance Factor | | Exceptional | Highly Effective | Effective | Improvement | Unsatisfactory |
|--|-----------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 9. FACING ISSUES : How well does the individual grip with unpleasant issues and seek to solve them by constructive action at his or her own level? | Apprise | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | Appraiser | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 10. UTILIZATION OF RESOURCES: The degree to which the individual has utilized funds staff or equipment economically and effectively. | Apprise | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | Appraiser | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 11. STAFF DEVELOPMENT : The extent to which the individual provides guidance and opportunities to his or her staff for their development and advancement in the Institute. (Reporting Officer only) | Apprise | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | Appraiser | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 12. AFFIRMATIVE ACTION: The extent to which he or she applies the Institute's philosophy of equal employment opportunity. | Apprise | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| | Appraiser | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |


VI. GROWTH OPPORTUNITY FOR THE NEXT ACADEMIC YEAR 2013-14 & ANY TRAINING NEEDS REQUIRED.



VII. Reporting Officer Review & Comments:

Date: _____





Principal
Indore Institute of Pharmacy,
INDORE (M.P.)

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Shail Group of Institutions

Code of conduct handbook exists for students, teachers, governing body, and administration including Director / Principal /Officials and support staff.




Principal
Indore Institute of Pharmacy.
INDORE (M.P.)

SHAIL EDUCATIONAL & WELFARE SOCIETY

CODE OF CONDUCT

DG Sir Message



Shri Arun S. Bhatnagar
(IRS, Ex. Principal Commissioner)
Exe. MBA, IIM(B)
Director General (IIST, IIP, IIMR)
arunsbhatnagar@indoreinstitute.com
Ph: 0731-4010565

Dear Contributors,
Education, in essence, should bring to the fore the inner and inherent potential of the student. Educational institute, therefore, has to distinguish itself by providing sound infrastructure for higher education to leverage knowledge and innovation. More so, since the society and the nation look up to these centres for fulfilment of their aspirations and expectations. Education, be it primary or higher, need to go beyond its scope of merely imparting information and skill. It is precisely here that educational institutes have to play a pivotal role. It is rightly said that the child is not vessel to be filled but a lamp to be lit. Besides proactively providing an environment conducive to foster and nurture the inherent potential of the students, the institute need to consciously promote an inquisitive spirit among the students. The students would then be able to get acquainted with latest and upcoming research and inventions in science and technology. Hence, the institute has the onus of providing a platform for overall development of ethical, moral and human aspects of the personality of the students. The teachers are to be epitome of all that is good and need to maintain a professional demeanour by embracing traits like honesty, integrity and sincerity. This would go long way in bringing about quantitative and qualitative expansion of the student personality. Let us, therefore, pledge ourselves to rebuilding our institution and thus live up to the expectations and the trust reposed in us. Let us make concerted and sincere efforts to restore the glory and eminence to this institute. Together we march ahead to achieve the excellence.



SHAIL EDUCATIONAL & WELFARE SOCIETY

CODE OF CONDUCT

Message from Principal



Dr. Dinesh Kumar Mishra
Principal (I/C)
principal@indoreinstitute.com
LinkedIn:

<https://www.linkedin.com/in/dinesh-kumar-mishra-80b90819>

IIP is on the path of growth and development. Our goal is to impart futuristic technical education through dedicated well qualified faculty members and supporting staff.

At IIP, we enhance employability of our students by bridging the gap between industry and academia. We are providing training on latest technologies to our students through various SIG activities in each semester for all engineering streams. Our attitude of going beyond curriculum will surely position our students at the forefront in job placements.

We have made a remarkable progress still there is a long way to go ahead. I am sure that, with the active combined work of all our stake holders; we will be able to make our institute as center of excellence in technical education.




Principal
Indore Institute of Pharmacy,
INDORE (M.P.)

SHAIL EDUCATIONAL & WELFARE SOCIETY

CODE OF CONDUCT

1. CODE OF CONDUCT FOR STUDENTS

It is incumbent upon students to abide by this Code of Conduct and Professional Ethics (hereinafter referred to as the „Code“) and the rights, responsibilities including the restrictions flowing from it. The institute endeavors by means of enforcing this Code, to pioneer and administer a student discipline process that is egalitarian, conscientious, effectual and time bound; and to provide a system which promotes student growth through individual and collective responsibility. All Students are requested to be well conversant with this Code, which can be also viewed on the official website of the Institute.

1.1 DISCIPLINE

The student must observe and strictly follow the disciplinary rules and regulations set down by the institute from time to time. Any act of indiscipline or misbehavior by any student will attract punishment as per the rules.

- The student should follow the academic calendar as per the instructions of Head of the Department/Principal of the institute.
- Students must reach their lecture halls five minutes before the scheduled time.
- Damage to institute's property due to negligence/lack of care/malicious action would attract punishment and compensation for loss caused.
- Students shall only use the waste bins for disposing waste materials in classrooms, hostels and offices to make the college campus free from plastic and other litter.
- Students have to park their vehicles in parking zone only. Any student found breaking the rule will be punished.
- Students are strictly prohibited to bring and park four wheeler i.e. cars in the campus of the institute.
- Students may not invite any person(s) to the institution to address or participate in any type of event without the prior permission of the appropriate institute authorities.
- Students are prohibited from indulging in anti-institutional, anti-national, antisocial, communal, immoral or political expressions and activities within the campus and hostels.
- Disciplinary action will be initiated against students indulging in eve-teasing, molestation, ragging, harassment, bullying and any other untoward incidents.
- All Educational tours or Industrial visits shall be accompanied by the faculty members after obtaining necessary undertaking from the Parents/Guardian of the students and with the written consent of the concerned authority.
- Unauthorized entry of outsiders into the campus as well as hostels is strictly prohibited.



SHAIL EDUCATIONAL & WELFARE SOCIETY

CODE OF CONDUCT

- Without specific permission of the authorities, students shall not bring outsiders to the campus schools, hostels or other facilities.
- Any case of criminal activity or violation of law and order in the Campus will attract strict action and if need be, reported to the police.

I. CARD

- Every student must carry institute I-card every day while attending lectures and appearing for various examinations.
- The student should carry identity card with him / her regularly and the identity card should be produced when demanded by the authorized persons of the Institute.
- I-Card will be issued as per the given schedule after the student has fulfilled all requirements.
- The student should have his/her Identity Card and Library Card issued for lending of books from the library at the beginning of the year.
- Students should obey the rules set down by the library in borrowing/return/maintenance of books.
- At the time of issuing a book, the Identity Card must be presented along with the Library card. Without I-Card the reader may be refused the use of the library.
- If student has lost library card or I-Card, it should be reported immediately to the principle of the institute along with an application.

II. 8.1.2 HUMAN VALUES

Be scrupulously honest in all academic activities and with all the stakeholders of the institute. Be attentive, fair and cooperative towards your teachers and peers in various academic and non-academic activities. Practice empathy and sharing towards your fellow citizens and care towards your surroundings.

III. DRESS CODE

We believe in inculcating a sense of discipline, belongingness and commitment in students through the strict maintenance of decorum on campus, in dress, speech and action. Students are expected to dress appropriately while in the institution and while representing the institution.



SHAIL EDUCATIONAL & WELFARE SOCIETY

CODE OF CONDUCT

IV. MOBILE PHONE & ELECTRONIC DEVICES

- The student should switch off their mobile phones while in the classroom, laboratory, library, etc.
- Mobile phone is strictly prohibited in the exam hall during the examination. Mobile phones/other electronic devices such as smart watches, etc. shall not be allowed inside the examination hall.
- Loss or theft of mobiles, modern means of communications, valuables and other belongings are at students' risk.

V. ATTENDANCE

- Students should be regular in attendance for all sessions during the day.
- Students should have at least 75% attendance in the Lectures of every subject. If the student is found irregular in attendance, disciplinary action will be taken.
- The student coming late shall not be allowed to enter the class.
- The student must report about any type of illness to the Institution.
- On no account will students be allowed to remain absent for any mid-semester, term-end examination conducted by the Institute or continuous assessment conducted by faculty in class. The student will be entirely responsible for such absence. This may be detrimental to the overall performance and results of the student.
- The student should complete all the Practicals, assignments and Projects as per the rules set down by the institute, Examination section and the university.

VI. SOCIAL MEDIA USE

Students are expected to use the social media carefully and responsibly. They cannot post derogatory comments about other individuals from the Institution on the social media or indulge in any such related activities including cyber bullying, or any other activity on social media which may have grave ramifications on the reputation of the Institute.

VII. ANTI-RAGGING

Action will be taken against students indulging and abetting in Ragging as per the regulations set down by the University Grants Commission in "Regulations on Curbing the menace of ragging in Higher Educational Institutions, 2009" updated up to the 3rd



SHAIL EDUCATIONAL & WELFARE SOCIETY

CODE OF CONDUCT

Amendment of 2016, which is displayed on the institute's website. Ragging is legally banned. It is a punishable offence. In view of the increasing number of events of ragging, the University Grants Commission has passed the "UGC Regulations on Curbing the Menace of Ragging in Higher Educational Institutions, 2009. Ragging is any conduct by "any student or students whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness a fresher or any other student, or including in rowdy or undisciplined activities by any student which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in any fresher or any other student or asking any student to do any act which such student will not in any ordinary course do and which has the effect of causing or generating a sense of shame, or torment or embarrassment so as to adversely affect the physique or psyche

of such fresher or any other student, with or without an intent to derive a sadistic pleasure or showing of power, authority or superiority by a student over any fresher or any other student."

Also "Any act of physical or mental abuse (including bullying and exclusion) targeted at another student (fresher or otherwise) on the ground of colour, race, religion, caste, ethnicity, gender (including transgender), sexual orientation, appearance, nationality, regional origins, linguistic identity, place of birth, place of residence or economic background." is considered as ragging.

The Anti-Ragging Committee may, depending on the nature and gravity of the guilt, award, to those found guilty, one or more of the following punishments namely;

- i) Suspension from attending classes and academic privileges.
- ii) Withholding / withdrawing scholarship / fellowship and other benefits.
- iii) Debarring from appearing in any test / examination or other evaluation process.
- iv) Withholding results.
- v) Debarring from representing the institution in any regional, national or international meet, tournament, youth festival, etc.
- vi) Suspension/expulsion from the hostel.
- vii) Cancellation of admission.
- viii) Rustication from the institution for period ranging from one to four semesters.
- ix) Expulsion from the institution and consequent debarring from admission to any other institution for a specified period.
- x) Provided that where the persons committing or abetting the act of ragging are not identified, the institution shall resort to collective punishment.
- xi) All students and their parent/guardian must sign the anti-ragging affidavit. The students are advised to contact the Anti-Ragging Committee in case of emergency.

xii) **EXAMINATIONS**



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CODE OF CONDUCT

The rules concerning examinations are notified by the institute as well as by exam controller in every semester/year. The students must strictly follow these rules. The institute pursues a zero tolerance policy concerning violation of examination rules and regulations

xiii) **HOSTELS**

Visitors are not permitted to stay in the hostel after 8.00 p.m. and guests are not allowed to stay in the hostel except with prior permission of the Warden / Admin office.

Ragging is banned in the campus and anyone indulging in ragging will be punished, which may include fine with a public apology, suspension from the Institute or class for a limited period, or even expulsion from the Institute. Broadly speaking, ragging is: "any disorderly conduct whether by words spoken or written or by an act which has the effect of teasing, treating or handling with rudeness any other student, indulging in rowdy or undisciplined activities which causes or is likely to cause annoyance, hardship or psychological harm or to raise fear or apprehension thereof in a fresher or a junior student or asking the students to do any act or perform something which such student will not do in the ordinary course and which has the effect of causing or generating a sense of shame or embarrassment so as to adversely affect the physique or psyche of a fresher or a junior student".

HOSTEL MESS RULES:

Entry into the kitchen is strictly prohibited, except for the Resident Warden and mess committee members.

Students are required to wear decent attire in the Mess Dining area and shall maintain the discipline.

Food should not be taken to the rooms, except in case of illness, with the specific permission of warden.

Complaints regarding the quality of food and suggestions should be entered in the suggestion / complaint register available in the mess.

Avoid wastage of food and water.

RULES FOR VACATING / LEAVING THE HOSTEL:

1 Students who wish to vacate the hostel are permitted to leave on 30th Jun and 31st Dec in the academic year.

2 Students applying for vacation of hostel must take consent of his father in writing or by telephonic conversation with warden.

3 In case hosteller wishes to vacate hostel on dates other than that quoted in Para 1 above, he/she will have to pay any one of the following amounts, whichever is less.

4 (a) Boarding charges for additional two months.

(b) Boarding charges for the days left till 30 June/31st Dec.



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5. Hosteller must put up application for vacating hostel giving valid grounds. Application must be submitted minimum one month earlier to the desired date of vacation.
 6. On approval of application by Prof In Charge - Hostel, he/she will be issued no dues Performa by the respective wardens for getting clearance from various departments/section.
 7. After receiving No dues Performa duly completed and clearance from admin, the hostellers name will be deleted from the hostel records.
 8. Failing to adopt above said procedure name of hosteller will continue in the hostel records. He/she will need to pay till the date of submission of complete no dues certificates.
 9. Application submitted by the hosteller will be considered. If grounds framed in the application are genuine and reasonable then only he/she will be permitted to vacate hostel. Decision of the authorities will be final.
- Students expelled on Discipline grounds will be dealt separately.

2. CODE OF CONDUCT FOR EMPLOYEES

2.1 Rules and Regulations for the Employees

- The purpose of these rules is to lay down the patterns of broad employee behavior expected at SEWS, which are.
- Expectations related to work place discipline while interacting with superiors, colleagues, subordinates, clients and customers (students & parents etc.)
- All employees at all levels are expected to behave in a manner befitting a higher technological institution of relevance in the state of MP, as a shining example of politeness, dignity and commitment. It is expected that they shall always remember that even when they are not on official duty, they still carry the responsibility of building SGI's image in every situation, - professional or personal.
- Rules and procedures for initiating disciplinary action and provisions for appeal against the proposed punishment for deviant behavior are essential requirements to monitor the expected behavior.



SHAIL EDUCATIONAL & WELFARE SOCIETY

CODE OF CONDUCT

i) Appointment Letter & Employment:

- Every permanent employee is given an Appointment Letter as per requirement of the place of work in the form which may be introduced by the Management from time to time and will form a permanent contract of service.
- Recruitment for the service in SGI will be made by the competent authority. Every candidate seeking an employment shall make a written application in the prescribed form.
- A candidate selected for an appointment is required to submit to the Medical Examination which will be arranged by SGI at the cost of the company. Medically unfit person may be rejected even if found suitable professionally.
- Appointments requiring technical knowledge and skills (particularly in faculty positions) the candidate may undergo practical test of teaching. Finally, the appointment of the candidate is subject to the rules of AICTE/RGPV and if appointed he/she will be a probationer.
- Unless, in any case, it is otherwise distinctly provided, the whole time of the employee shall be at the disposal of SGI and he/she shall serve on such a capacity and at such place and time, as may be, from time to time be directed.
- Undertaking outside employment (even part-time) is considered breach of service conditions and liable for disciplinary action.

ii) Personal Records & Record of Age

Administration/HR department would maintain Service Book of all employee. This essentially will include the record of academic accomplishments/qualifications and related certificates of experience and expertise as well as the periodic performance reports and also assessment and appraisal records - including promotions, etc. correspondence related to administrative actions. This is a kind of dossier for each of the employee.

At SEWS, special importance is given to the records of age of each of the employee. SEWS may, at any time asks the employee to produce any of the following documents to support his age:

- o Birth Certificate



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- School Leaving Certificate &
- Insurance Policy wherein the Date of Birth has been duly attested / admitted;

In cases of any disputes, the employee-age as recorded at the time of his employment or later (whichever being the earliest time), shall be treated as conclusive and shall be binding.

An employee who is unable to produce Original Documentary evidence of his age, shall state his age in the Application for employment and shall also give an Affidavit to the fact that the age as stated by him in the application is correct.

i) Change of Address

Each employee will have to notify to SEWS immediately of any change of his address, otherwise communication forwarded by the employer on the address given by the employee shall be regarded sufficient for the purposes of giving any notice or any other communication.

ii) Working Systems & Discipline

The following are the working rules that govern the behavior and conduct of the employees during the operational system of teaching & research as well as support facilitation activities essential for effective functioning of SGI.

iii) Attendance & Identity Card

- Every employee shall be given an attendance card (Smart Card) which shall contain his particulars and he is expected to carry it with him to mark his attendance through the computerized system for subsequent use in all administrative purposes. This is also to serve as identity card for him.
- If an employee loses his Identity Card, it shall be his duty to notify about its loss immediately to administration in writing and get a Duplicate Card issued for which, he will be liable to pay Rs. 100/- (Rupees Hundred only).
- Management would reach to all employees (faculty & staff) through notices displayed at the Time-keeping Machine and at or near the Main Entrance of the institution building blocks. Such notices specify:

- The starting, re-starting, alteration and discontinuance of working times;



SHAIL EDUCATIONAL & WELFARE SOCIETY

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- The closure and reopening of the Department or Division or Section of a Department;
- Notices specifying (a) the days observed by SGI as Holiday, and (b) Pay Day, in English or Hindi shall be displayed on the Notice Board maintained at or near the Entrance of the Establishment and at the Time-keeping machine.
- The closure and reopening of the institutes; a day on which the salary-disbursement were due but not paid on the usual day
- The weekly holiday & compensatory holiday;
- Any employee reporting for work after the grace time (not more than 15 minutes from the appointed time) must first seek the approval of the person in charge for admittance. Habitual late attendance shall be treated as Major Misconduct.
- The employee who is not at his work place by the appointed time or any time during the day, will lose his salary for the said period, in addition to other disciplinary action that may be taken against him.
- An employee who remains absent continuously for 10 days or more without getting any leave sanctioned, he shall be deemed to have left the services of the company of his own accord and his name will be removed from the Rolls after giving him an opportunity to explain the reasons to the satisfaction of the Management.

2.2 Entry – Exit and Search

- No employee shall enter without the smart card or leave the premises of the institute/campus with the authorized gate pass, signed by the person appointed for the purpose; otherwise it will be counted as a major Misconduct.
- A employee who is off his duty or has resigned or has been discharged, suspended or declared by a competent Medical Authority to be suffering from a contagious or infectious disease shall immediately leave the campus and shall not enter any part of it except for bona-fide purpose and with the express permission of the Management.
- No employee will bring with him any person(s) who are visitors without proper authorization and no employee will take with him any such visitor inside the departments/institutes.
- Any article belonging to an employee (either of high value or objectionable in normal conditions in an academic institution), he wishes to bring inside the campus; he shall get the said article entered in the Gate Register, when permitted.

2.3 Closure of Department or Course/Institute

The Management may, at any time in the event of adverse enrollment of students, difficult market conditions be called upon either to truncate or close down a course or a branch/department. It would do so by giving due consideration to the employees affected by such an action – such as



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redeployment through re-training and lay-off (temporary & permanent with adequate compensation as per the rules) etc. However, due advance notice would be given to one and all in cases of such developments. No compensation would be awarded to a laid off employee, incase,

- if an employee refuses to accept any alternative employment situated in the same place or situated within a radius of ten miles,
- If he does not present himself for work at the new place at the appointed time during normal working hours, at least once a day during lay off period.

2.4 Transfer

The management may transfer an employee from one department to another, one institute to another, whether in Rau, Indore or any other place, provided further that the salary-grade, continuance of service and other conditions of service are not adversely affected by such transfer.

2.5 Retirement

Retirement age of Principal will be 65 years and for other faculty it will be 70 years. But on account of physical or mental incapacity he may be retired earlier too.

The Management may in its discretion give any further extension of service beyond the retiring age for such period as it thinks fit to any employee.

2.6 Basic Code of Conduct at SEWS

i) Work Ethics

At the basic level, SEWS expects its employees follow certain dictums of discipline, namely, coming to work on time, behaving with respect and dignity in relation to subordinates, colleagues and superiors, staying at the work place during working hours, not wasting other employees' time by wandering around for fruitless chatter, etc.

At the highest level work ethic is about commitment and accountability, when the employee is expected to demonstrate his full responsibility of the task assigned to her / him and does make all possible efforts to complete it in time and in a satisfactory manner.

Towards, protecting the interests of SEWS, employees should not denigrate their organization to outsiders, not creating poor morale within the organization by negative comments and not doing



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anything in relation to the organization that could create problems for the organization if the action was made public.

ii) Personal Conduct - General Guidelines

The basic service conditions are as specified in the contract of employment, i.e., the Appointment Letter and what's expected from them is given in the Role/Job-chart or job-description. All employees are expected to sign secrecy-cum-service agreement at the time of joining the service of SEWS and the management reserves the right to alter the terms and conditions along with a written and up-dated job description.

- All employees in principle are whole time employees of SEWS and they are expected to be available on call, irrespective of the formal working hours.
- No Employee (Class III & above) shall leave the station (where they are posted) without prior permission of his superior. Before leaving station, the out-station contact address must invariably be left with the immediate superior.
- No Employee shall accept outside work or get himself engaged in any business or calling, paid or honorary, directly or indirectly, without prior written permission of Management /Chairman.
- No Employee shall have any private financial dealings with the persons / firms / organizations who or which have commercial/professional relations with SGI for the sale or purchase of any material or equipment or supply of labor / services or for any other purpose.
- No employee shall divulge any information / document that comes into her / his possession as a result of her / his work with the institutes to anyone else. He shall treat all information and its work as confidential and classified. Disclosure of information for pecuniary gain or otherwise is a major misconduct and severely punishable.
- Employees must know and accept the SEWS's Mission – Vision – Objectives and its HR Policy in respect of all matters and follow and support in effective implementation of the rules and procedures laid down to carry out these policies.
- Employees are expected to serve SEWS with utmost honesty and faithfully and shall always endeavor to promote the interest of the company.



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- Safety and Security of the SEWS properties, fire protection, pollution control, maintaining discipline, cordial relations and healthy work environment are the personal and collective responsibility of all.
- Employees are responsible for safe keeping and in returnable condition, all the equipments, instruments, tools, books, PCs, Laptops, etc. which may be given to him for use, custody or charge. The company shall have the right to deduct the cost of all such items from his dues and take other action as may be deemed proper in the event of failure to account for such property and returning the same, when due.
- Desktop/laptop computers provided to employees for discharge of their work responsibilities should be used with care and diligently (without violating any rule or law) considering the country's Cyber Laws & IPR Act Unauthorized use of company's email facility is strictly prohibited.
- Employee (in particular the faculty) must keep themselves technically competent at all times. He must keep herself / himself updated with the technological innovation of his field through study, training courses and other means known as CPD.
- Supervising employees like Managers/HODs & Principals must be fair, firm, impartial and equitable in taking decisions, distributing work, rewards and in disbursing justice. They must lead by example and influence subordinates' behavior as desired by SGI
- All employees need to give special attention to issues of curbing 'Student Ragging' as per the renewed statues brought out by the government and promote camaraderie and teamwork as an essential part of the SGI environment.
- Employees while dealing with female employees, his behavior and conduct does not violate rules and guidelines set by Government of India for putting a check on sexual harassment of female employees at workplace. In case of any such error, the company shall be free to take suitable recourse to penal action as per the law of the land, apart from its own disciplinary procedure.

iii) Free / Drug Free Workplace

SGI commits itself to maintain completely Smoke Free / Drug Free Work Environment in Indore

iv) Dress Code



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Employee dress must align with SEWS and hence appropriate dress code acceptable to the student community need be followed. Some restrictions on Attire at Work

- Too tight, too loose or too short clothing.
- Un-tucked shirts
- Too colourful clothes (Attire that is too bright, too faded and too trendy)
- Poorly matched outfits
- Clothes that are worn for partying, exercising.
- Rugged outdoor wear
- Clothes that are worn hiking, picnicking, camping, painting, sleeping.
- Attire that remains unaffected by changing fashion styles.
- Hats / caps of any kind, unless necessary considering nature of work
- Oversized accessories
- Dirty sport shoes

All employees are requested to strictly adhere to the dress code, whereby Jeans, Sweat Shirts, Sneakers, Tennis Shoes and garish colored clothes should not be worn in office.

Ladies are advised to wear conservative Indian or Western clothing. The Class IV staff are provided with SGI's stipulated uniform

Winter dress code for all male employees is prescribed the use of neck tie. On all working Saturdays, employees can use casual clothing like jeans; sweat shirts and sports shoes etc.

All employees interfacing external stakeholders are expected to ensure appropriate, formal and presentable attire.

v) Misconduct

Such a conduct, if they are subversive of discipline falls within the purview of the general meaning of Misconduct. Misconduct means all acts of misconduct and other acts, or omissions specifically provided herein below (illustrative and not an exhaustive):

- Insubordination, refusal to work or disobedience whether alone or with others, of any lawful and reasonable order of superiors



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- Theft, fraud or dishonesty in connection with the academic pursuits in the Institutions including plagiarism & unauthorized retention/use of SGI property (Hardware and Software & IPR Knowledge)
- Habitual absence without leave or absence without leave or overstaying the sanctioned leave without sufficient cause and also habitual late attendance for more than 3 times in a month; including willful absence from duty or making application for leave on false grounds.
- Soliciting or collecting financial benefits from students & parents and other stakeholders towards admissions, concessions and certifications, award of contracts etc.
- Engaging in trade including money lending or borrowing within the campus without the written permission of the Management
- Riotous, disorderly or indecent behavior or wrongfully interfering with the work of other employees or any improper act including preaching or inciting violence.
- Hunger strike within the institutions, Go-slow, Dharna, Stay-in-Strike or any reason whatsoever; including intimidating, beating, threatening and behaving in a disorderly manner inside the campus or outside with other employees
- Distribution or exhibition of Bills, Pamphlets, Posters and / or such other things causing disrepute to SGI, including making false, derogatory, defamatory or malicious statement against Institutions
- Disclosing to any unauthorized person any information in regard to SGI's line of activity – particularly in the admission process, fee and personnel matters, policies and programs
- Willful falsification, defacement or destruction of records of SGI.
- Smoking in the premises of the institute buildings & Sleeping, napping or dozing while on duty.
- Conviction by a Court of Law for any offense involving moral turpitude.



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- Committing or including in anti-social or involvement in an act of moral turpitude, making passes and obscene remarks with opposite sex (in particular -. indecent remarks to female employees)
- Borrowing money from a subordinate.
- Drunkenness or intoxication or gambling while on duty. Reading of Novels, Magazines and News Papers etc. on duty including unlawful use of internet.
- Refusal to undergo training for CPD
- Refusal to receive official communications
- Making false complaints, statements, representations to anybody which is likely to bring disrepute to the person and SGI.
- Refusal to be transferred from one position to another, from department to another, from one institute to other campus.
 - Divulging of official secret or trade secret or giving out information on IPR of SGI

vi) Punishments

If an employee is found guilty of the Major Misconduct, the following punishment can be administered:

- Dismissal or Discharge from the service.
- Suspension without wage (as per the rules)
- Demotion to the Lower Grade or Cadre
- Stopping, withholding of increments and promotions for a period of a few years.
- Warning (for which a Domestic Enquiry shall not be a must)

vii) Procedure for Taking Disciplinary Action



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Where a disciplinary proceedings against an employee is contemplated, the employee is put under suspension; however, a charge sheet has to be served on him within 10 days from the date of suspension and an enquiry committee is constituted

Employee is given an opportunity for explaining the circumstances alleged against him. In case of refusal of acceptance of charge-sheet and employee not appearing to participate (even with another employee of his choice), the enquiry will proceed ex-parte.

An employee placed under suspension paid a suspension Allowance at the rate of half the basics wages & DA and other compensatory allowance etc. for the first 90 days of suspension and $\frac{3}{4}$ of basic beyond.

On the conclusion of the enquiry of the criminal proceedings and on the basis of recommendations of the committee, the management (after applying its discretion) will pass suitable punishment order.

viii) Termination of Service & Resignation

Where it becomes necessary to terminate the service of a permanent workman due to such reasons other than Misconduct, Retrenchment or close down, develops serious defect in eye-sight or hearing or mental deficiency, etc.; 3 months' notice in writing shall be given by the Management or salary in lieu thereof to the employee concerned, along with other benefits as given to a retrenched employee.

The services of a permanent employee may be terminated by the Management by 3 month's notice on the grounds of continued ill-health, loss of confidence or any other bonafide reasons.

During the probation period, the employment can be terminated by either side with one month notice or salary in lieu thereof. However, the notice period shall be for 3 months or salary in lieu of that if the employment is terminated by either side after the confirmation of the employee.

In case where an employee resigns and his resignation is accepted then, it will be necessary send him a letter accepting the resignation, may be after an exit interview. A resignation once submitted cannot be withdrawn except with the consent of the Management and giving reasons in support of the withdrawal before the acceptance.

ix) Job Responsibility of the Teaching Employees

Job Responsibilities and Duties of Professor / Dean/ Hod



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- Providing leadership in both postgraduate and under graduate in relevant field of specialization.
- Research and research guidance.
- Consultancy services.
- Teaching, including laboratory development & writing of books & monograph.
- Evaluations of tutorials, assignments, journals, answer papers.
- Interaction with industry.
- Continuing education activities.
- Student's counseling.
- Interaction with other institutions, Universities at state, national and international levels.
- Organizing seminars, workshops, summer schools and winter schools for teachers and professionals.
- Publishing papers in national and international journals.
- Fellowship of professionals' bodies.
- Review of academic activities of the department periodically.
- Maintenance of dead stock, semi consumable, consumable registers with the help of lab in charges.
- To prepare & display notices, mark sheets attendance sheets etc. pertaining to the students of the department.
- To send attendance records, letters regarding attendance, discipline and other activities with the help of class teachers.
- To organize for accreditation and make presentations to the visiting expert terms.
- To undertake and implement consultancy projects to identify various funding agencies and harness funds for the development of the department/institutions.
- Any other duties assigned by the Principal from time to time.
- Organize parents meet/HR meets in association with T & P.

Job Responsibilities of Associate Professor/Assistant Professor

- Teaching and ensuring attendance of students as per University norms.
- Planning and implementation of instructions received from Head/principal.
- Student's assessment and evaluation.
- Developing resource material for teaching and learning.
- Extension of services to the industry and community.
- Continuing education activities.
- Co-curricular and extra-curricular activities.
- Students counseling/ mentoring scheme implementation.



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- R & D work on industrial problems & consultancy.
- Liaison with parents and community.
- Publication of research papers, at least one in a semester/2 in a year.
- Participate at least in one seminar/conference/workshop in an academic year.
- Participation in departmental administration. (Lab Management)
- Shall become member of at least two relevant professional bodies at his/her own cost.
- Contribute to the activities sustaining accreditation of the institute.
- Assist in summer and final placement activities.
- Examination work pertaining to College University such as organizing supervision and assessment etc. 18. Arrangement of remedial classes.
- Generation of resources from various funding agencies.
- Upgrading of qualifications.
- Writing of books & monographs.
- Any other duties assigned by the Management and Principal from time to time

3. CODE OF CONDUCT FOR NON-TEACHING EMPLOYEES

Job Responsibility of the Non -Teaching Employees

Job Responsibilities of Placement Officer

- Prepare a data bank of potential industries for placements and keep updating.
- Initiate correspondence with industries and organize recruitment process for placements.
- Organize HR meet to strengthen relationship with corporate world.
- Organize printing of placement Brochures/soft copies of information regarding student's placements.
- Obtain feedback from industries regarding strength and weaknesses of students who have been placed finally.
- Obtain feedback from industries regarding performance of placed students (one year or more) and obtain inputs additional training/grooming of current students.
- Grooming the students for placements by organizing soft skill trainings.
- Counseling of students regarding emerging areas of job opportunities.
- Organize talks by experts to motivate students to seek job opportunities in emerging areas
- Give feedback to the faculty about strength & weaknesses of students to enable them to initiate appropriate grooming activities.

