

6.3.1 The institution has effective welfare measures and Performance

Appraisal System for teaching and non-teaching staff

Poornima College of Engineering has developed a proper mechanism for supporting the well-being of all the employees by offering a wide range of programs and schemes. All the faculty and staff members are taken to excursion every year in order to reduce attrition and improve the quality of work. Keeping in view the mental & physical growth of faculty and staff members, multi facility gym in the hostel campus has been provided by the institution. To encourage faculty & staff members to stay in Poornima hostels & quarters, the management offers affordable accommodation at subsidized rates. PCE provide free transport facility to all the faculties and staff members with one time registration fee of Rupees 100 per year. PCE provide free uniform to all the faculty and staff members. Scholarship Scheme to self or near relatives of staff member studying in Poornima &/or exemption from depositing college caution money by staff member studying in Poornima. Since every employee is always concerned about financial support after retirement, Provident Fund acts as a primary source in this regard. Hence, a certain amount is deducted from the employer's salary plus an amount is paid by the college for employee's Provident Fund. Every faculty and staff member that are on roll (regularly updated) and are in age group of 18-65 years are covered under group personal accident Insurance policy of Rs. 1 lac against risk of accidental death, dismemberment, permanent total disability and permanent partial disability.