



# POORNIMA

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## COLLEGE OF ENGINEERING

Approved by AICTE  
Affiliated to Rajasthan Technical University, Kota  
Recognized by UGC under Section 2(f) of the UGC Act, 1956

*Performance Appraisal System*  
&  
*Performance Incentive- Academics &  
Technical Incentive*

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**Dr. Mahesh Bundele**  
B.E., M.E., Ph.D.  
Director

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ISI-6, RILCO Institutional Area  
Sitapura, JAIPUR

# *Performance Appraisal System*

  
**Dr. Mahesh Bunde**  
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Date: Dec 03, 2019

### NOTICE

This is to inform all the faculty and staff members of Poornima College of Engineering that a Session Review process will be carried out by the Management of Poornima College in the 2nd week of April, 2020. The review will be administered by the office of Registrar & monitored by Principal Office.

The performance of department leadership (Deans, HoDs & Dy. HODs) will be reviewed by the committee comprising of Principal (PCE), Vice Principal (PCE), and committee comprising of Senior Members

The performance review of Faculty and Technical Assistant will comprise of 3 components i.e. (1) Assessment by reporting officer, (2) Assessment by reviewing officer, and (3) Assessment by committee.

Similarly, the performance review for officers, administrative staff and supporting staff will comprise of 3 components i.e. (1) Assessment by reporting officer, (2) Assessment by reviewing officer, and (3) Assessment by committee.

The performance review of Institute level officers, administrative staff & supporting staff will comprise of 3 components i.e. (1). Assessment by reporting officer, (2). Assessment by reviewing officer, and (3). Assessment by committee headed by Registrar.

This review will carry 100% weight-age for all future decisions regarding performance & subsequent Incentive/ Promotion. This process will be carried out through a self- assessment and appraisal format. The detailed schedule relating to submission of appraisal forms shall be circulated soon.

Devendra Somwanshi  
Registrar

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Sitapura, Jaipur

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## COLLEGE OF ENGINEERING

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### PERFORMANCE APPRAISAL FORMAT FOR TEACHING FACULTY (FOR ODD SEMESTER 2019-20)

Name: \_\_\_\_\_ Designation: \_\_\_\_\_ Emp. ID: \_\_\_\_\_

Department: \_\_\_\_\_ Institute: \_\_\_\_\_

#### Self-Appraisal to be done by Faculty Member

Subjects Taught (Code)	Type (L/T/P)	EUf till Last Teaching Day	Midterm Result in %age

Number of papers published in National / International Journals \_\_\_\_\_ (Pl. Attach full paper)

Number of papers published in Seminars / Conferences \_\_\_\_\_ (Pl. Attach full paper)

Number of seminar/ conference/ workshop attended \_\_\_\_\_ (Pl. Attach proof)

Number of patents applied \_\_\_\_\_ (Pl. Attach proof)

#### Please tick the appropriate & attach proof for areas mentioned in row-2 (as applicable)

Worked in Admission Cell ☐ Used Smart Techniques for Teaching ☐ Used PPT in Teaching ☐

SPL's taken outside PU ☐ Research/ Project Guidance ☐ Attended any other training (outside PG) ☐

What do you consider to be your most significant contributions and important achievements for session 2019-20?

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What do you consider to be your most important aims & tasks for session 2019-20?

Teaching Related: \_\_\_\_\_

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Higher Education / Research: \_\_\_\_\_

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Extra & Co-Curricular: \_\_\_\_\_

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Team Working & Leadership: \_\_\_\_\_

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Signature of Faculty with date

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### PERFORMANCE APPRAISAL FORMAT FOR TEACHING FACULTY (FOR ODD SEMESTER 2019-20)

**Assessment by reporting officer (HOD) & Overall Quality marks for:**  
(Please rate out of 10, 10 for excellent & 1 for Poor)

Heads	Marks
Use of Library / Books / Reference Material for teaching	
Teaching load and regularity in taking class	
Knowledge in the sphere of work	
Communication skills (Oral and written)	
Ability to inspire and motivate students	
Midterm / University Results	
Interpersonal relations and team work in department	
Integrity and Trustworthiness	
Innovations / experiments introduced in the subjects taught	
Overall Feedback / Usefulness (by HOD)	

#### General Comments reporting officer (HOD) for Teaching Faculty

(comments are compulsory for faculty getting excellent (10 or 9) or poor (1 or 2) remarks)



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Signature of HOD

#### Overall Assessment by Reviewing Officer (Range: 10 - 1, 10 being the highest)

1. I agree / I do not agree with assessment of Reporting Officer
2. Reason for disagreement (if applicable) & overall assessment \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Signature of Reviewing Officer

PS: Proper performance feedback can improve the employee's future performance. It also gives him satisfaction and motivation. Past appraisals, together with other background data, will enable management to properly assess persons for promotion.

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### PERFORMANCE APPRAISAL FORMAT FOR OFFICER/ADMINISTRATIVE STAFF (FOR ODD SEMESTER 2019-20)

Name: \_\_\_\_\_ Designation: \_\_\_\_\_ Emp. ID: \_\_\_\_\_

Department: \_\_\_\_\_ Institute: \_\_\_\_\_

#### Self-Appraisal to be done by Officer / Admin Staff

S. No.	Details of your scope of work, responsibilities being carried out and significant contributions	Approx Engagement in hrs / week	Use of computers (Full / Partial / NIL)
1.			
2.			
3.			
4.			
5.			
6.			

Signature of Officer / Administrative Staff with date

#### Assessment by Reporting Officer (Tick in the most appropriate box)

Factors	A (10-9)	B (8-7-6)	C (5-4-3)	D (2-1)
<b>Intelligence</b>	Extraordinarily proficient & resourceful & understands new & difficult matters <input type="checkbox"/>	Quite able to handle new & difficult matters <input type="checkbox"/>	Normally under stands a new situation after proper explanations & handles it if given all directions <input type="checkbox"/>	Proficiency & resourcefulness & understands only general matters <input type="checkbox"/>
<b>Discipline</b>	Exemplary conduct <input type="checkbox"/>	Observes the code of conduct <input type="checkbox"/>	Tries to follow the general code of conduct <input type="checkbox"/>	Indifferent to general code of conduct. <input type="checkbox"/>
<b>Responsibility &amp; Dependability</b> Conscientiousness towards duty	Very conscientious & dependable in the performance of his/her job. Always ready to take responsibility <input type="checkbox"/>	Conscientious & steady worker. Has a good record of dependability <input type="checkbox"/>	Carries out his responsibility in a routine manner <input type="checkbox"/>	Often fails to perform his/her duty shirks responsibility <input type="checkbox"/>
<b>Interest in the Assignment</b> Interest & the capacity to see that the work is done	Has initiative & takes keen interest <input type="checkbox"/>	Takes adequate interest <input type="checkbox"/>	Does his / her work in a routine way <input type="checkbox"/>	Indifferent in the discharge of his / her duties <input type="checkbox"/>
<b>Work Load</b>	Consistently exceeds requirements <input type="checkbox"/>	Frequently exceeds requirements <input type="checkbox"/>	Meets requirements <input type="checkbox"/>	Consistently below requirements <input type="checkbox"/>

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### PERFORMANCE APPRAISAL FORMAT FOR OFFICER/ADMINISTRATIVE STAFF (FOR ODD SEMESTER 2019-20)

Assessment by Reporting Officer (Tick in the most appropriate box)

Factors	A (10-9)	B (8-7-6)	C (5-4-3)	D (2-1)
<b>Maintenance of Registers &amp; Records.</b> Ability in maintaining register & records keeping	Very neat & meticulous in the maintenance of registers & records <input type="checkbox"/>	Keeps registers & records clean & up to-date <input type="checkbox"/>	Tries to maintain registers & records in a routine manner <input type="checkbox"/>	Does not maintain registers & records properly <input type="checkbox"/>
<b>Adoption of Poornima Policies</b>	Fully adopted to the system <input type="checkbox"/>	Mostly adopted to the system <input type="checkbox"/>	Partial adoption of the system, scope of improvement <input type="checkbox"/>	Not at all adopted to the system <input type="checkbox"/>
<b>Punctuality &amp; Promptness</b> Exactness in keeping tune in attending office, keeping appointments, discharge of official duties & observance of time as per policies; standing orders	Exceptionally punctual & prompt <input type="checkbox"/>	Always punctual & prompt <input type="checkbox"/>	Usually punctual & prompt <input type="checkbox"/>	Not punctual & prompt <input type="checkbox"/>
<b>Job Knowledge</b> Technical & general knowledge about the job he / she is doing	Has an unusually & thorough mastery of the field of work. Strives to expand his / her frontier of knowledge <input type="checkbox"/>	Knows his / her job thoroughly <input type="checkbox"/>	Possess just adequate knowledge required for the job <input type="checkbox"/>	Knowledge is inadequate. Has not yet gained competence <input type="checkbox"/>
<b>Noting, Drafting &amp; Correspondence</b> Ability to prepare notes, drafts & handle correspondence with special reference to Accuracy, Thoroughness, Power of analysis & Power of expression	Very precise in noting & drafting. Very prompt & accurate at correspondence. His / her drafts need no editing <input type="checkbox"/>	Precise in noting & drafting. Good at correspondence. His / her drafts seldom require editing <input type="checkbox"/>	Ordinary at noting & drafting. The drafts need editing. Tries to handle correspondence in time if properly supervised <input type="checkbox"/>	Poor in noting & drafting. Careless in handling Correspondence <input type="checkbox"/>

Overall Assessment by Reporting Officer (Range: 10 - 1, 10 being the highest)

Compulsory comments by reporting officer for Officer / Admin Staff for getting Excellent (10-9) & Poor (2-1)

Signature of Reporting Officer

Overall Assessment by Reviewing Officer (Range: 10 - 1, 10 being the highest)

- I agree / I do not agree with assessment of Reporting Officer
- Reason for disagreement (if applicable) & overall assessment, Recommended steps for improvement for Officer / Admin Staff

Signature of Reviewing Officer  
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### PERFORMANCE APPRAISAL FORMAT FOR TECHNICAL ASSISTANT (FOR ODD SEMESTER 2019-20)

Name: \_\_\_\_\_ Designation: \_\_\_\_\_ Emp. ID: \_\_\_\_\_

Department: \_\_\_\_\_ Institute : \_\_\_\_\_

#### Self-Appraisal to be done by Technical Assistant

Lab Code	Up to date Lab stock register available? (Yes / No)	%age of equipments in working condition (100% /80 % /60% 40% or 20%)

Number of Trainings / Short Course attended in session 2019-20 \_\_\_\_\_ (Pl. Attach full paper)

Any Additional qualification acquired? \_\_\_\_\_ (Pl. Attach proof)

What do you consider to be your most significant contribution & important achievements of Session 2019-20?

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What do you consider to be your most important aims and tasks in Session 2019-20?

Teaching: \_\_\_\_\_

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Others: \_\_\_\_\_

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### PERFORMANCE APPRAISAL FORMAT FOR TECHNICAL ASSISTANT (FOR ODD SEMESTER 2019-20)

**Assessment by Reporting Officer (RO) & Overall Quality marks by RO for:**  
(Please rate out of 10, 10 for excellent & 1 for Poor)

Heads	Marks
Professional Knowledge and ability	
Knowledge of rules, regulations and procedures	
Quality of Stock Registers, Lab Records & Cleanliness of Labs	
Conduct and behaviour	
Communication skills (Oral and written)	
Co-operation, Interpersonal relations and team work in department	
Work output	
Integrity and Trustworthiness	
Innovations / experiments introduced in the subjects taught	
Overall Feedback / Usefulness (by Reporting Officer)	

#### General Comments reporting officer for Technical Assistant

(Comments are compulsory for TA getting excellent (10 or 9) or poor (1 or 2) remarks)



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Signature of Reporting Officer (Dy. HOD)

#### Overall Assessment by Reviewing Officer (Range: 10 - 1, 10 being the highest)

1. I agree / I do not agree with assessment of Reporting Officer

2. Reason for disagreement (if applicable) & overall assessment

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Signature of Reviewing Officer

PS: Proper performance feedback can improve the employee's future performance. It also gives him satisfaction and motivation. Past appraisals, together with other background data, will enable management to properly assess persons for promotion.

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### अधिकारी / प्रशासनिक कर्मचारियों के लिए निष्पादन मूल्यांकन प्रारूप (विषम सेमेस्टर सत्र 2019-20)

पूरा नाम : \_\_\_\_\_ पद : \_\_\_\_\_ Emp. ID: \_\_\_\_\_

विभाग : \_\_\_\_\_ संस्था : \_\_\_\_\_

आत्म मूल्यांकन अधिकारी / व्यवस्थापक स्टाफ द्वारा किया जाना

क्रम संख्या	काम के अपने दायरे से विवरण, जिम्मेदारी और महत्वपूर्ण योगदान	घंटे / सप्ताह में लगभग सहभागिता	कम्प्यूटर के उपयोग (पूर्ण / आंशिक / शून्य)
1.			
2.			
3.			
4.			
5.			
6.			

दिनांक के साथ अधिकारी / प्रशासनिक कर्मचारियों के हस्ताक्षर

रिपोर्टिंग अधिकारी द्वारा आकलन (सबसे उपयुक्त बॉक्स में टिक)

	A (10-9)	B (8-7-6)	C (5-4-3)	D (2-1)
बुद्धि	असाधारण कुशल और संसाधन और नए और मुश्किल मामलों को समझता है <input type="checkbox"/>	काफी नया और मुश्किल मामलों को संभालने में सक्षम है <input type="checkbox"/>	आम तौर पर उचित स्पष्टीकरण के बाद एक नई स्थिति को समझता है <input type="checkbox"/>	प्रवीणता और कुशलता और केवल सामान्य मामलों को समझता है <input type="checkbox"/>
अनुशासन	अनुकरणीय आचरण <input type="checkbox"/>	आचार संहिता के अनुसार <input type="checkbox"/>	आचरण के सामान्य कोड का पालन करने की कोशिश करता है <input type="checkbox"/>	अनुकरणीय आचरण <input type="checkbox"/>
दायित्व कर्तव्य के प्रति ईमानदारी	बहुत ईमानदारी और काम के प्रदर्शन में भरोसेमंद हमेशा जिम्मेदारी लेने के लिए तैयार <input type="checkbox"/>	ईमानदारी और स्थिर कार्यकर्ता का एक अच्छा रिकार्ड रहा है <input type="checkbox"/>	एक नियमित ढंग से अपनी जिम्मेदारी निभाता है <input type="checkbox"/>	अक्सर कर्तव्य के प्रति जिम्मेदारी निभाने में विफल रहता है <input type="checkbox"/>
असाइनमेंट को पूरा करने हेतु रुचि व क्षमता	पहल करता है और गहरी रुचि लेता है <input type="checkbox"/>	पर्याप्त रुचि लेता है <input type="checkbox"/>	एक नियमित रास्ते में काम करता / करती है <input type="checkbox"/>	अपने कर्तव्यों के निर्वहन में उदासीन <input type="checkbox"/>
काम का बोझ	लगातार आवश्यकताओं से अधिक <input type="checkbox"/>	अक्सर आवश्यकताओं से अधिक <input type="checkbox"/>	आवश्यकताओं को पूरा करता है <input type="checkbox"/>	आवश्यकताओं को नीचे <input type="checkbox"/>

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**अधिकारी / प्रशासनिक कर्मचारियों के लिए निष्पादन मूल्यांकन प्रारूप (विषम सेमेस्टर सत्र 2019-20)**

रिपोर्टिंग अधिकारी द्वारा आकलन (सबसे उपयुक्त बॉक्स में टिक)

कारक	A (10-9)	B (8-7-6)	C (5-4-3)	D (2-1)
रजिस्टर और अभिलेखों के रखरखाव। रजिस्टर और रिकार्ड रखने की क्षमता को बनाए रखने में।	बहुत साफ। रजिस्टर और अभिलेखों के रखरखाव में सावधान रहता है <input type="checkbox"/>	रजिस्टर और रिकार्ड नियमित रखता है <input type="checkbox"/>	रजिस्टर और नियमित रिकार्ड बनाए रखने की कोशिश करता है <input type="checkbox"/>	रजिस्टर और रिकार्ड ठीक से नहीं रखता है <input type="checkbox"/>
पूर्णमा नीतियों के दत्तक ग्रहण	पूरी तरह से प्रणाली को अपनाया <input type="checkbox"/>	ज्यादातर प्रणाली को अपनाया <input type="checkbox"/>	प्रणाली को आंशिक रूप से अपनाने/सुधार की गुंजाइश <input type="checkbox"/>	बिलकुल भी प्रणाली को नहीं अपनाया <input type="checkbox"/>
समय की पाबंदी और मुस्तैदी, कार्यालय में भाग लेने की धुन, नियुक्तियों का रखवा, कर्तव्यों और नीतियों के अनुसार समय का पालन	असाधारण समय निष्ठ और शीघ्र <input type="checkbox"/>	हमेशा समय निष्ठ और शीघ्र <input type="checkbox"/>	आम तौर पर समय निष्ठ और शीघ्र <input type="checkbox"/>	अनियमित और अशीघ्र <input type="checkbox"/>
नौकरी का ज्ञान नौकरी के बारे में तकनीकी और सामान्य ज्ञान	काम के क्षेत्र की एक असामान्य रूप से और पूरी तरह से महारत है। ज्ञान के लिए उसका / उसकी सीमा का विस्तार करने का प्रयास <input type="checkbox"/>	अच्छी तरह से अपना काम जानता / जानती है <input type="checkbox"/>	सिर्फ काम के लिए पर्याप्त ज्ञान <input type="checkbox"/>	ज्ञान अपर्याप्त है। अभी तक क्षमता प्राप्त नहीं हुआ है <input type="checkbox"/>
नोट्स, ड्राफ्ट तैयार करने और सटीकता के विशेष संदर्भ के साथ पत्राचार को संभालने की क्षमता, पूर्णता, विश्लेषण और अभिव्यक्ति की सत्ता की शक्ति	ध्यान देने योग्य बात और मसौदा तैयार करने में बहुत ही सटीक। बहुत शीघ्र और पत्राचार पर सटीक। उसकी/उसके ड्राफ्ट को संपादन की जरूरत नहीं है <input type="checkbox"/>	ध्यान देने योग्य बात और मसौदा तैयार करने में सटीक। पत्राचार में अच्छा है। उसकी/उसके ड्राफ्ट को शायद ही कभी संपादन करने की आवश्यकता होती है <input type="checkbox"/>	ध्यान देने योग्य बात और मसौदा तैयार करने में साधारण। ड्राफ्ट को संपादन की जरूरत है। कम समय में पत्राचार को संभालने की कोशिश करता/करती है <input type="checkbox"/>	ध्यान देने योग्य बात और मसौदा तैयार करने में असक्षम। पत्राचार के रख रखाव में लापरवाह <input type="checkbox"/>

रिपोर्टिंग अधिकारी द्वारा समग्र मूल्यांकन (Range: 10 - 1, 10 being the highest)

उत्कृष्ट प्राप्त करने के लिए अधिकारी / व्यवस्थापक स्टाफ के लिए रिपोर्टिंग अधिकारी द्वारा टिप्पणियां  
Excellent (10-9) & Poor (2-1)

रिपोर्टिंग अधिकारी के हस्ताक्षर

अधिकारी की समीक्षा द्वारा समग्र मूल्यांकन (Range: 10 - 1, 10 being the highest)

- मैं इस बात से सहमत हूँ/ मैं रिपोर्टिंग अधिकारी के आकलन से सहमत नहीं हूँ
- असहमति (यदि लागू हो) एवं समग्र मूल्यांकन के लिए कारण : अधिकारी / व्यवस्थापक स्टाफ के लिए सुधार के लिए अनुशंसित कदम

*Dr. Mahesh Bunde*  
B.E., M.E., Ph.D.  
Director  
Poornima College of Engineering  
ISI-6, RILCO Institutional Area  
Sitapura, JAIPUR



# POORNIMA

## COLLEGE OF ENGINEERING

# E6

Affiliated to RTU, Kota • Approved by AICTE & UGC under 2(f) • Accredited by NBA

### PERFORMANCE APPRAISAL FORMAT FOR VISITING FACULTY (FOR ODD SEMESTER 2019-20)

Name: \_\_\_\_\_ Designation: \_\_\_\_\_ Emp. ID: \_\_\_\_\_

Department: \_\_\_\_\_ Institute: \_\_\_\_\_

Assignment Given by PU: No. of Hrs / Day: \_\_\_\_\_ No. of Hrs / Week: \_\_\_\_\_

Subjects Taught (Code)	Type (L/T/P)	EUf till Last Teaching Day	Midterm Result in %age

Number of papers published in National / International Journals \_\_\_\_\_ (Pl. Attach full paper)

Number of papers published in Seminars / Conferences \_\_\_\_\_ (Pl. Attach full paper)

Number of seminar / conference / workshop attended \_\_\_\_\_ (Pl. Attach proof)

Number of patents applied \_\_\_\_\_ (Pl. Attach proof)

**Please tick the appropriate & attach proof for areas mentioned in row-2 (as applicable)**

Worked in Admission Cell ☐ Used Smart Techniques for Teaching ☐ Used PPT in Teaching ☐

SPL's taken outside PU ☐ Research / Project Guidance ☐ Attended any other training (outside PG) ☐

What do you consider to be your most significant contributions and important achievements for session 2019-20?

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What do you consider to be your most important aims & tasks for session 2019-20?

Teaching Related: \_\_\_\_\_

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Higher Education / Research: \_\_\_\_\_

Extra & Co-Curricular: \_\_\_\_\_

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Team Working & Leadership: \_\_\_\_\_

*Dr. Mahesh Bunde*  
B.E., M.E., Ph.D.  
Director

Poornima College of Engineering  
ISI-6, RILCO Institutional Area  
Sitapura, JAIPUR



# POORNIMA

## COLLEGE OF ENGINEERING

# E6

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### PERFORMANCE APPRAISAL FORMAT FOR VISITING FACULTY (FOR EVEN SEMESTER 2019-20)

**Assessment by reporting officer (HOD) & Overall Quality marks for:**  
(Please rate out of 10, 10 for excellent & 1 for Poor)

Heads	Marks
Use of Library / Books / Reference Material for teaching	
Teaching load and regularity in taking class	
Knowledge in the sphere of work	
Communication skills (Oral and written)	
Ability to inspire and motivate students	
Midterm / University Results	
Interpersonal relations and team work in department	
Integrity and Trustworthiness	
Innovations / experiments introduced in the subjects taught	
Overall Feedback / Usefulness (by HOD)	

#### General Comments reporting officer (HOD) for Teaching Faculty

(comments are compulsory for faculty getting excellent (10 or 9) or poor (1 or 2) remarks)



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Signature of HOD

#### Overall Assessment by Reviewing Officer (Range: 10 - 1, 10 being the highest)

- I agree / I do not agree with assessment of Reporting Officer
- Reason for disagreement (if applicable) & overall assessment \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Signature of Reviewing Officer

PS: Proper performance feedback can improve the employee's future performance. It also gives him satisfaction and motivation. Past appraisals, together with other background data, will enable management to properly assess performance.

**Dr. Mahesh Bundeale**  
B.E., M.E., Ph.D.

Director  
Poornima College of Engineering  
ISI-6, RILCO Institutional Area  
Sitapura, JAIPUR

# *Performance Incentive- Academics & Technical Incentive*

  
**Dr. Mahesh Bunde**  
B.E., M.E., Ph.D.  
Director

Peernima College of Engineering  
ISI-6, RILCO Institutional Area  
Sitapura, JAIPUR

Sanjay Kumawat &lt;sanjay.kumawat@poornima.org&gt;

**PCE: Incentive Recipients list under all categories on Teachers Day Celebration**

1 message

**Devendra Somwanshi** <registrar.pce@poornima.org>

2 September 2022 at 10:40

To: "PCE Family" &lt;pcefamilly@poornima.org&gt;

Cc: Mahesh Bundele &lt;maheshbundele@poornima.org&gt;, VICE PRINCIPAL PCE &lt;viceprincipal.pce@poornima.org&gt;

Dear PCE Staff members,

Poornima is going to celebrate Teacher's Day with the teachers on 5th September. Please find the attached award recipients list of PCE. Kindly grace the event to celebrate the occasion together.

1. ACADEMIC PERFORMANCE INCENTIVES RECIPIENTS FOR SESSION 2021-22
2. CRISP SCHEME INCENTIVES RECIPIENTS FOR SESSION 2021-22
3. PATENTS-COPYRIGHTS INCENTIVES RECIPIENTS FOR SESSION 2021-22
4. PUBLICATION INCENTIVES RECIPIENTS FOR SESSION 2021-22
5. SP5 SCHEME INCENTIVES RECIPIENTS FOR SESSION 2021-22

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Thanks &amp; Regards






**Devendra Somwanshi**

Registrar

Poornima College of Engineering, Jaipur

+91-9829255102

**5 attachments**

-  **PUBLICATION INCENTIVES RECIPIENTS FOR SESSION 2021-22.pdf**  
20K
-  **SP5 SCHEME INCENTIVES RECIPIENTS FOR SESSION 2021-22.pdf**  
164K
-  **PATENTS-COPYRIGHTS INCENTIVES RECIPIENTS FOR SESSION 2021-22.pdf**  
162K
-  **ACADAMIC PERFORMANCE INCENTIVES RECIPIENTS FOR SESSION 2021-22.pdf**  
43K
-  **CRISP SCHEME INCENTIVES RECIPIENTS FOR SESSION 2021-22.pdf**  
152K



Sanjay Kumawat &lt;sanjay.kumawat@poornima.org&gt;

**Notice: Research Incentive Scheme Google form (Last date to submit 20 July, 2022)**

1 message

Devendra Somwanshi &lt;registrar.pce@poornima.org&gt;

9 July 2022 at 15:02

To: "PCE Family" &lt;pcefamilly@poornima.org&gt;

Cc: Mahesh Bundeale &lt;maheshbundeale@poornima.org&gt;, VICE PRINCIPAL PCE &lt;viceprincipal.pce@poornima.org&gt;

**Dear all**

**You are requested to Submit your valuable research contribution details for research incentive from (1st July 2021 to June, 2022) in various Journals, Conferences with Poornima affiliation in attached Google Form on or before July, 20, 2022.**

**You all are requested to submit your entries in the google form, you can submit as many times as you can.**

**Please fill the google form patiently. If any entry is wrongly entered or entry data is mismatched then that particular entry will be discarded and will not be eligible for any incentive.**

**Last date of google form submission: 20 July, 2022**

**Google form LINK:**

**<https://forms.gle/1DE9FcN638DvwmL29>**

**Criteria for Award of Technical Incentive –**

1.1. Incentive will be given to eligible faculty members (including non-teaching staff), who have completed minimum 1 Year or 260 WD till July 31 of the corresponding year at Poornima and continue to work with Poornima as on date of award of incentive.

1.2. Employees (full time/ part time/ guest/ research fellow/ research assistant etc.) **other than a regular faculty are not eligible for incentive under this scheme.**

1.3. Calculation of the incentive: The incentive to be given to an applicant will be calculated by dividing the total incentive among all the authors as per above table (irrespective of the institutions of the authors) but the incentive will be given to faculty working in Poornima only.

1.4. **Paper published by more than four authors will not be considered under this scheme.**

1.5. **Paper guided by more than 2 supervisors or guides will not be considered under this scheme.**

1.6. **Maximum 2 papers will be considered from a single conference and journal of the same month.**

1.7. Applications under this scheme will be entertained through format E-20 only. (Each application would be examined separately; **hence E 20 format should be unique for each claim**).

1.8. Applications with all relevant information shall be entertained in July every year for publications during the previous session / year.

1.9. **Incomplete or not properly filled E-20/Google form formats will not be considered for incentives.**

**[Incentive Scheme applicable from 1 July, 2021 to 30 June 2022](#)**

**TECHNICAL PUBLICATION INCENTIVE SCHEME (Refer form E20)**

The Management of Poomima is pleased to declare the "Technical Publications Incentive Scheme" for faculty members and others for the session 2021-22 and onward. Under this scheme the publications must be related to broad academic disciplines relevant to subjects being dealt with by the faculty member & **must include the name of Poomima with the author's name**. The details are given below:

1. **Author Category:** It is the category where the faculty of Poomima has effectively contributed in the research work resulting in the said publication as an author or supervisor or guide. They are further divided into following three categories:
  - 1.1) **As Supervisor or guide:** The faculty applying as Supervisor or guide must ensure that the student they are guiding must be from Poomima.
  - 1.2) **As Student or research scholar:** It must be mentioned in the affiliation of the paper that the author is a student or research scholar at Poomima.
  - 1.3) **As Author:** The publications must be related with broad academic disciplines related to respective qualification or specialization and must include the name of Poomima in the publication.

**2. Publication Category**

Publication Category		Incentive	T & C
2.1 Full Book			
a) Published with SCI/ Scopus Series/ Journal Publication		20000	100% for 1 <sup>st</sup> Edition & 30% for further Edition [Equally divided amongst all authors]
b) Published in Int'l reputed publishers like McGraw Hill, Prentice Hall, Oxford University Press, and all other non SCI/ Scopus International Publishers		15000	
c) Published in Nationally reputed publishers like Tata-McGraw Hill, Prentice Hall of India, MacMillan India, Sage etc.		10000	
Note: There has to be a significant contribution in the revised edition and proof of such modification needs to be submitted.			

<b>2.2 Chapters in Book (ISSN No. / ISBN No.)</b>		
a) Published with SCI/ Scopus Series/ Journal Publication	15000	60% for being 1 <sup>st</sup> / Corresponding Author 40% for being co-author
b) Published in Int'l reputed publishers like McGraw Hill, Prentice Hall, Oxford University Press	10000	
c) Published in Nationally reputed publishers like Tata-McGraw Hill, Prentice Hall of India, MacMillan India, Sage etc.	8000	

2.3 Publications	Amount Rs.	Authored Publications		Guided Publications	
		1 <sup>st</sup> Author	Following Authors	PG/ PhD Scholar/ Single Author	Guide
High Quality Publication (Maximum Limit = INR 40000 per annum)					
a) SCI, SCI-E, SSCI-E SSCI, ABDC, & other Equivalent indexed Journal	20000	60%	40% (if number of co-authors are two or more than two then amount will be equally divided)	70%	30% (if number of guides are more than one then amount will be equally divided)
b) IEEE Transaction not covered in category a	18000				
c) E-SCI, E-SSCI, Scopus indexed journals not covered in a & b	15000				
d) IEEE, ACM, ELSEVIER, SPRINGER, EMERALD, EBSCO JOURNALS not covered in category a, b & c	12000				
e) SCI/ SCOPUS indexed Conference Proceedings (IEEE, ACM, Elsevier, Springer & Others)	10000				
Average Quality Publication (Maximum Limit= Rs. 10000 per annum)					
f) International Conference organized outside India and not covered in category e	5000	60%	40% (if number of co-authors are more than two then amount will be equally divided)	70%	30% (if number of guides are more than one then amount will be equally divided)
g) UGC Approved Journals not covered in category a, b, c, d & e (as per latest valid List)	4000				
h) International Journals Published Abroad / International Conference in India	2000				
i) International Journals Published in India	1500				
j) National Journals	1000				
k) National Conference	750				
l) Professional Article in Int'l Nat'l Magazine/ Newspaper	500				
For Single Authored publication of any kind above, 100% incentive shall be given					

**In order to claim the Incentives, the following documents must be submitted to the Office of Registrar along with completely filled format E20:**

- 2.1. Copy of proof of the publication category i.e. 2.3 (a), 2.3 (b), 2.3 (c) etc.



- 2.2. Copy of notification of conference / seminar
- 2.3. Copy of e-mail communication submitting the draft copy of the paper
- 2.4. Copy of the acceptance mail communication
- 2.5. Copy of the reviewer's remarks (in case of reviewed journals)
- 2.5.1. ISSN Number; Impact Factor (Thompson); Editorial Board; Name of Publisher & age of Journal (in case of journals); Evidence of participation (in case of conference / seminar)
- 2.6. Copy of Paper published in the proceedings of the journals/ conference / seminar
- 2.7. Copy of Index page of journals/ conference / seminar proceedings.
- 2.8. Copy of certificate of presentation in conference wherever applicable.

**Last date of google form submission: 20 July, 2022**

**Google form LINK:**

<https://forms.gle/1DE9FcN638DvwmL29>

---

Thanks & Regards

**Devendra Somwanshi**

**Registrar**

**Poornima College of Engineering, Jaipur**

**+91-9829255102**





# POORNIMA

## COLLEGE OF ENGINEERING

Promoted by Shanti Education Society, Affiliated to Rajasthan Technical University & Approved by AICTE

### POORNIMA COLLEGE OF ENGINEERING, JAIPUR

#### ACADAMIC PERFORMANCE INCENTIVES RECIPIENTS FOR SESSION 2021-22

Sr. No.	Emp. Code	Staff Name	Designation	Department Name
1	6113	Dr. Surendra Kumar Yadav	Professor	Computer Engineering
2	6242	Mr. Manish Dubey	Assistant Professor	Computer Engineering
3	1229	Dr. Sunil Gupta	Associate Professor	Computer Engineering
4	4961	Dr. Garima Mathur	Professor	Electronics & Communication Engineering
5	1114	Mr. Amol Saxena	Assistant Professor	Information Technology
6	3398	Mr. Dinesh Chand Gupta	Assistant Professor	Computer Engineering
7	6022	Mr. Nimish Arvind	Assistant Professor	Computer Engineering
8	3208	Mr. Manish Sharma	Assistant Professor	Electronics & Communication Engineering
9	6528	Dr. Narayan Lal Jain	Professor	Mechanical Engineering
10	4307	Mr. Divya Vishnoi	Assistant Professor	Civil Engineering
11	5499	Mr. Sunil Kumar Sain	Technical Assistant	Information Technology
12	5405	Mr. Balwan	Assistant Professor	Civil Engineering
13	3640	Ms. Seeta Gupta	Assistant Professor	Information Technology
14	4642	Mr. Rituraj Singh Rathore	Assistant Professor	Civil Engineering
15	6380	Dr. Pravin Sonwane	Professor	Electrical Engineering
16	6085	Dr. Gaurav Jain	Associate Professor	Electrical Engineering
17	1519	Mr. Suresh Lohar	Technical Officer	Electronics & Communication Engineering
18	1366	Mr. Tarun Mishra	Assistant Professor	Electronics & Communication Engineering
19	6700	Mr. Manish Choubisa	Assistant Professor	Computer Engineering
20	6107	Dr. Neelam Chaplot	Associate Professor	Computer Engineering
21	6601	Dr. Mohammad Israr	Professor	Mechanical Engineering
22	6377	Ms. Ekata Sharma	Assistant Professor	Electrical Engineering
23	6366	Mr. Lokesh Kumar Prajapat	Assistant Professor	Civil Engineering
24	1158	Ms. Manisha Kumawat	Assistant Professor	Electronics & Communication Engineering
25	4888	Mr. Abhishek Verma	Technical Assistant	Computer Engineering
26	5696	Mr. Jitendra Kumar Kanwaria	Technical Assistant	Computer Engineering
27	3554	Mr. Sanjay Kumawat	Assistant Professor	Mechanical Engineering
28	9768	Mr. Ashwani Kapoor	Assistant Professor	Mechanical Engineering
29	1685	Mr. Shirish Nagar	Assistant Professor	Information Technology

ISI-6, RIICO Institutional Area, Sitapura, Jaipur-302022 (Rajasthan)

• Phone: +91-9829255102 • E-mail: registrar.pce@poornima.org • Website: www.poornima.org

**Dr. Mahesh Bundele**  
B.E., M.E., Ph.D.

Director

Poornima College of Engineering  
ISI-6, RIICO Institutional Area  
Sitapura, JAIPUR



# POORNIMA

## COLLEGE OF ENGINEERING

Promoted by Shanti Education Society, Affiliated to Rajasthan Technical University & Approved by AICTE

30	1483	Mr. Nemi Chand Koli	Technical Officer	Electrical Engineering
31	4216	Mr. Hanuman Prasad Kharol	Technical Assistant	Electrical Engineering
32	6382	Mr. Tushar Sharma	Technical Assistant	Electrical Engineering
33	3412	Mr. Buddhi Prakash Panwar	Assistant Professor	Mechanical Engineering
34	6148	Ms. Neha Shrotriya	Assistant Professor	Computer Engineering
35	6450	Ms. Reena Sharma	Assistant Professor	Computer Engineering
36	6179	Dr. Nikita Jain	Associate Professor	Computer Engineering
37	6375	Dr. Surendra Kumar Saini	Associate Professor	Mechanical Engineering
38	1498	Mr. Ram Murari Sharma	Technical Officer	Mechanical Engineering
39	3574	Mr. Deepak Gupta	Technical Assistant	Mechanical Engineering
40	5578	Mr. Chandra Mohan Sharma	Technical Assistant	Mechanical Engineering
41	5865	Mr. Suneel Kumar Sharma	Technical Assistant	Mechanical Engineering
42	5984	Mr. Narendra Singh Shekhawat	Technical Assistant	Mechanical Engineering
43	5419	Dr. Anila Dhingra	Associate Professor	Electronics & Communication Engineering
44	5362	Dr. Bhavesh Devra	Associate Professor	Mechanical Engineering
45	1351	Mr. Rahul Sharma	Assistant Professor	Mechanical Engineering
46	3939	Dr. Amit Mandal	Associate Professor	Mechanical Engineering
47	3156	Mr. Kalpit Jain	Assistant Professor	Mechanical Engineering
48	5965	Dr. Yashpal	Associate Professor	Mechanical Engineering
49	6371	Mr. Akshay Jain	Assistant Professor	Mechanical Engineering
50	6168	Mr. Satendra Sharma	Technical Assistant	Civil Engineering
51	6144	Dr. Rajkumar Satankar	Associate Professor	Mechanical Engineering
52	6177	Dr. Bhuvnesh Sharma	Assistant Professor	Mechanical Engineering
53	5913	Mr. Vishal Kumar Chaurasia	Assistant Professor	Civil Engineering
54	5425	Mr. Sakar Gupta	Assistant Professor	Computer Engineering
55	4940	Mr. Mahesh Chand Saini	Assistant Professor	Mechanical Engineering
56	4846	Mr. Mayank Sharma	Assistant Professor	Electrical Engineering
57	1810	Dr. Deepika Chauhan	Associate Professor	Electrical Engineering
58	3186	Mr. Saurabh Anand	Assistant Professor	Information Technology
59	3222	Mr. Dhananjay Kumar	Assistant Professor	Mechanical Engineering
60	1131	Mr. Duregesh Kumar	Assistant Professor	Electronics & Communication Engineering



# POORNIMA

## COLLEGE OF ENGINEERING

Promoted by Shanti Education Society, Affiliated to Rajasthan Technical University & Approved by AICTE

POORNIMA COLLEGE OF ENGINEERING, JAIPUR				
CRISP SCHEME INCENTIVES RECIPIENTS FOR SESSION 2021-22				
Sr. No.	Emp. Code	Staff Name	Designation	Department Name
1	1220	Dr. Shilpi Jain	Professor	Methamatics
2	4961	Dr. Garima Mathur	Professor	Electronics & Communication Engineering
3	2820	Dr. Mahesh Bundeale	Professor	Computer Engineering
4	3420	Dr. Shuchi Dave	Professor	Methamatics
5	5990	Dr. Sandeep Bhargava	Associate Professor	Information Technology

POORNIMA COLLEGE OF ENGINEERING, JAIPUR				
PATENTS/COPYRIGHTS INCENTIVES RECIPIENTS FOR SESSION 2021-22				
Sr. No.	Emp. Code	Staff Name	Designation	Department Name
1	6390	Dr. Payal Bansal	Associate Professor	Electronics & Communication Engineering
2	6144	Dr. Rajkumar Satankar	Associate Professor	Mechanical Engineering
3	6528	Dr. Narayan Lal Jain	Professor	Mechanical Engineering
4	3554	Mr. Sanjay Kumawat	Assistant Professor	Mechanical Engineering
5	3939	Dr. Amit Mandal	Associate Professor	Mechanical Engineering
6	4961	Dr. Garima Mathur	Professor	Electronics & Communication Engineering
7	3612	Mr. Devendra Kumar Somwanshi	Assistant Professor	Electronics & Communication Engineering
8	2820	Dr. Mahesh Bundeale	Professor	Computer Engineering
9	1267	Mr. Pankaj Dhemia	Associate Professor	Civil Engineering
10	3405	Dr Pran Nath Dadhich	Professor	Civil Engineering
11	1290	Mr. Amit Gupta	Assistant Professor	Computer Engineering





# POORNIMA

## COLLEGE OF ENGINEERING

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### POORNIMA COLLEGE OF ENGINEERING, JAIPUR

#### ACADAMIC PERFORMANCE INCENTIVES RECIPIENTS FOR SESSION 2021-22

Sr. No.	Emp. Code	Staff Name	Designation	Department Name
1	6390	Dr. Payal Bansal	Associate Professor	Electronics & Communication Engineering
2	1220	Dr. Shilpi Jain	Professor	Methamatics
3	3612	Mr. Devendra Kumar Somwanshi	Assistant Professor	Electronics & Communication Engineering
4	5939	Ms. Archika Jain	Assistant Professor	Computer Engineering
5	3156	Mr. Kalpit Jain	Assistant Professor	Mechanical Engineering
6	6375	Dr. Surendra Kumar Saini	Associate Professor	Mechanical Engineering
7	4961	Dr. Garima Mathur	Professor	Electronics & Communication Engineering
8	4846	Mr. Mayank Sharma	Assistant Professor	Electrical Engineering
9	6050	Ms. Kalpana Sharma	Assistant Professor	Humanities
10	6179	Dr. Nikita Jain	Associate Professor	Computer Engineering
11	6700	Mr. Manish Choubisa	Assistant Professor	Computer Engineering
12	2019	Ms. Nikita Gautam	Assistant Professor	Electronics & Communication Engineering
13	1261	Mr. Manoj Sharma	Assistant Professor	Mechanical Engineering
14	2820	Dr. Mahesh Bundeale	Professor	Computer Engineering
15	1267	Mr. Pankaj Dhemla	Associate Professor	Civil Engineering
16	6113	Dr. Surendra Kumar Yadav	Professor	Computer Engineering
17	6148	Ms. Neha Shrotriya	Assistant Professor	Computer Engineering
18	1366	Mr. Tarun Mishra	Assistant Professor	Electronics & Communication Engineering
19	2688	Mr. Amit Kumar Jain	Assistant Professor	Electronics & Communication Engineering
20	6144	Dr. Rajkumar Satankar	Associate Professor	Mechanical Engineering
21	6698	Dr. Gajendra Singh Rajawat	Professor	Information Technology
22	6528	Dr. Narayan Lal Jain	Professor	Mechanical Engineering
23	3085	Dr. Kuldip Sharma	Associate Professor	Humanities
24	3420	Dr. Shuchi Dave	Professor	Methamatics
25	6085	Dr. Gaurav Jain	Associate Professor	Electrical Engineering
26	6450	Ms. Reena Sharma	Assistant Professor	Computer Engineering
27	6242	Mr. Manish Dubey	Assistant Professor	Computer Engineering
28	3554	Mr. Sanjay Kumawat	Assistant Professor	Mechanical Engineering
29	3939	Dr. Amit Mandal	Associate Professor	Mechanical Engineering
30	1114	Mr. Amol Saxena	Assistant Professor	Information Technology
31	1685	Mr. Shirish Nagar	Assistant Professor	Information Technology

ISI-6, RIICO Institutional Area, Sitapura, Jaipur-302022 (Rajasthan)

• Phone: +91-9829255102 • E-mail: registrar.pce@poornima.org • Website: [www.pcepoornima.org](http://www.pcepoornima.org)

**Dr. Mahesh Bundeale**  
B.E., M.E., Ph.D.

Director

Poornima College of Engineering  
ISI-6, RIICO Institutional Area  
Sitapura, JAIPUR



# POORNIMA

## COLLEGE OF ENGINEERING

Promoted by Shanti Education Society, Affiliated to Rajasthan Technical University & Approved by AICTE

POORNIMA COLLEGE OF ENGINEERING, JAIPUR				
SP5 SCHEME INCENTIVES RECIPIENTS FOR SESSION 2021-22				
Sr. No.	Emp. Code	Staff Name	Designation	Department Name
1	6050	Ms. Kalpana Sharma	Assistant Professor	Humanities
2	1366	Mr. Tarun Mishra	Assistant Professor	Electronics & Communication Engineering
3	2688	Mr. Amit Kumar Jain	Assistant Professor	Electronics & Communication Engineering
4	4307	Mr. Divya Vishnoi	Assistant Professor	Civil Engineering
5	5405	Mr. Balwan	Assistant Professor	Civil Engineering
6	3222	Mr. Dhananjay Kumar	Assistant Professor	Mechanical Engineering
7	1347	Mr. Praveen Kr. Yadav	Assistant Professor	Computer Engineering
8	4189	Mr. Mukesh Chand	Assistant Professor	Electronics & Communication Engineering
9	3554	Mr. Sanjay Kumawat	Assistant Professor	Mechanical Engineering
10	3156	Mr. Kalpit Jain	Assistant Professor	Mechanical Engineering
11	4846	Mr. Mayank Sharma	Assistant Professor	Electrical Engineering
12	2019	Ms. Nikita Gautam	Assistant Professor	Electronics & Communication Engineering
13	1261	Mr. Manoj Sharma	Assistant Professor	Mechanical Engineering

Sanjay Kumawat &lt;sanjay.kumawat@poornima.org&gt;

**Notice: Research Incentive Scheme Google form (Last date 31 May, 2021)**

1 message

**REGISTRAR PCE** <registrar.pce@poornima.org>

26 May 2021 at 08:38

To: "PCE Family" &lt;pcefamilly@poornima.org&gt;

Cc: Mahesh Bundele &lt;maheshbundele@poornima.org&gt;, Pankaj Dhemla &lt;pankajdhemla@poornima.org&gt;, Rahul Singhi &lt;rahulsinghi@poornima.org&gt;, Pushpendra Mudgal &lt;pushpendramudgal@poornima.org&gt;

**Dear all**

**You are requested to Submit your valuable research contribution details for research incentive from (1st July 2019 to June, 2021) in various Journals, Conferences with Poornima affiliation in attached Google Form on or before May, 31, 2021.**

**It is further notified that there are two different incentive schemes which are applicable for session 2019-20 and 2020-21 respectively, which are mentioned below. You all are requested to submit your entries in the google form, you can submit as many times as you can.**

**Please note any wrong entry in google form will be discarded, therefore it is requested to submit the google form with patience and with correct data.**

**Last date of google form submission: 31 May, 2021**

**Criteria for Award of Technical Incentive –**

1.1. Incentive will be given to eligible faculty members (including non-teaching staff), who have completed minimum 1 Year or 260 WD till July 31 of the corresponding year at Poornima and continue to work with Poornima as on date of award of incentive.

1.2. Employees (full time/ part time/ guest/ research fellow/ research assistant etc.) **other than a regular faculty are not eligible for incentive under this scheme.**

1.3. Calculation of the incentive: The incentive to be given to an applicant will be calculated by dividing the total incentive among all the authors as per above table (irrespective of the institutions of the authors) but the incentive will be given to faculty working in Poornima only.

1.4. **Paper published by more than four authors will not be considered under this scheme.**

1.5. **Paper guided by more than 2 supervisors or guides will not be considered under this scheme.**

1.6. **Maximum 2 papers will be considered from a single conference and journal of the same month.**

1.7. Applications under this scheme will be entertained through format E-20 only. (Each application would be examined separately; **hence E 20 format should be unique for each claim**).

1.8. Applications with all relevant information shall be entertained in July every year for publications during the previous session / year.

1.9. **Incomplete or not properly filled E-20/Google form formats will not be considered for incentives.**

**Incentive Scheme applicable from 1 July, 2019 to 31 June 2020**



**2. Publication Category**

Publication Category		Publication Category		Incentive	T & C	
2.1 Full Book						
a) Published with SCI/ Scopus Series/ Journal Publication				12000	100% for 1 <sup>st</sup> Edition & 30% for further Edition [Equally divided amongst all authors]	
b) Published in Int'l reputed publishers like McGraw Hill, Prentice Hall, Oxford University Press, and all other non SCI/ Scopus International Publishers				8000		
c) Published in Nationally reputed publishers like Tata-McGraw Hill, Prentice Hall of India, MacMillan India, Sage etc.				5000		
Note: There has to be significant contribution in revised edition and proof of such modification need to be submitted.						
2.2 Chapters in Book [ISSN No. / ISBN No.]						
a) Published with SCI/ Scopus Series/ Journal Publication				8000	60% for being 1 <sup>st</sup> / Corresponding Author 40% for being co-author	
b) Published in Int'l reputed publishers like McGraw Hill, Prentice Hall, Oxford University Press				5000		
c) Published in Nationally reputed publishers like Tata-McGraw Hill, Prentice Hall of India, MacMillan India, Sage etc.				3000		
2.3 Publications		Amount Rs.	Authored Publications		Guided Publications	
			1 <sup>st</sup> Author	Following Authors	PG/ PhD Scholar/ Single Author	Guide
High Quality Publication (Maximum Limit = INR 15000)						
a) SCI, SCI-E, SSCI-E SSCI, ABDC, & other Equivalent indexed Journal	15000	60%	40% (if number of co-authors are more than two then amount will be equally divided)	70%	30% (if number of guides are more than one then amount will be equally divided)	
b) IEEE Transaction not covered in category a	10000					
c) E-SCI, E-SSCI, Scopus indexed journals not covered in a & b	8000					

d) IEEE, ACM, ELSEVIER, SPRINGER, EMERALD, EBSCO JOURNALS not covered in category a, b & c	7000				
e) SCI/ SCOPUS indexed Conference Proceedings (IEEE, ACM, Elsevier, Springer & Others)	5000				
Average Quality Publication (Maximum Limit= Rs. 5000)					
f) International Conference organized outside India and not covered in category e	4000	60%	40% (if number of co-authors are more than two then amount will be equally divided)	70%	30% (if number of guides are more than one then amount will be equally divided)
g) UGC Approved Journals not covered in category a, b, c, d & e (as per latest valid List)	3000				
h) International Journals Published Abroad / International Conference in India	2000				
i) International Journals Published in India	1500				
j) National Journals	1000				
k) National Conference	750				
l) Professional Article in Int'l/ Nat'l Magazine/ Newspaper	500				
For Single Authored publication of any kind above, 100% incentive shall be given					

**Incentive Scheme applicable from 1 July, 2020 to 31 June 2021****2. Publication Category**

Publication Category		Publication Category	Incentive	T & C	
2.1 Full Book					
a) Published with SCI/ Scopus Series/ Journal Publication			20000	100% for 1 <sup>st</sup> Edition & 30% for further Edition [Equally divided amongst all authors]	
b) Published in Int'l reputed publishers like McGraw Hill, Prentice Hall, Oxford University Press, and all other non SCI/ Scopus International Publishers			15000		
c) Published in Nationally reputed publishers like Tata-McGraw Hill, Prentice Hall of India, MacMillan India, Sage etc.			10000		
Note: There has to be significant contribution in revised edition and proof of such modification need to be submitted.					
2.2 Chapters in Book [ISSN No. / ISBN No.]					
a) Published with SCI/ Scopus Series/ Journal Publication			15000	60% for being 1 <sup>st</sup> / Corresponding Author 40% for being co-author	
b) Published in Int'l reputed publishers like McGraw Hill, Prentice Hall, Oxford University Press			10000		
c) Published in Nationally reputed publishers like Tata-McGraw Hill, Prentice Hall of India, MacMillan India, Sage etc.			8000		
2.3 Publications	Amount Rs.	Authored Publications		Guided Publications	
		1 <sup>st</sup> Author	Following Authors	PG/ PhD Scholar/ Single Author	Guide
High Quality Publication (Maximum Limit = INR 40000 per annum)					

a) SCI, SCIE, SSCI-E SSCI, ABDC, & other Equivalent indexed Journal	20000	60%	40% (if number of co-authors are two or more than two then amount will be equally divided)	70%	30% (if number of guides are more than one then amount will be equally divided)
b) IEEE Transaction not covered in category a	18000				
c) E-SCI, E-SSCI, Scopus indexed journals not covered in a & b	15000				
d) IEEE, ACM, ELSEVIER, SPRINGER, EMERALD, EBSCO JOURNALS not covered in category a, b & c	12000				
e) SCI/ SCOPUS indexed Conference Proceedings (IEEE, ACM, Elsevier, Springer & Others)	10000				
<b>Average Quality Publication (Maximum Limit= Rs. 10000 per annum)</b>					
f) International Conference organized outside India and not covered in category e	5000	60%	40% (if number of co-authors are more than two then amount will be equally divided)	70%	30% (if number of guides are more than one then amount will be equally divided)
g) UGC Approved Journals not covered in category a, b, c, d & e (as per latest valid List)	4000				
h) International Journals Published Abroad / International Conference in India	2000				
i) International Journals Published in India	1500				
j) National Journals	1000				
k) National Conference	750				
l) Professional Article in Int'l/ Nat'l Magazine/ Newspaper	500				
<b>For Single Authored publication of any kind above, 100% incentive shall be given</b>					

**In order to claim the Incentives, the following documents must be submitted to the Office of Registrar along with completely filled format E20:**

- 2.1. Copy of proof of the publication category i.e. 2.3 (a), 2.3 (b), 2.3 (c) etc.
- 2.2. Copy of notification of conference / seminar
- 2.3. Copy of e-mail communication submitting the draft copy of the paper
- 2.4. Copy of the acceptance mail communication
- 2.5. Copy of the reviewer's remarks (in case of reviewed journals)
- 2.5.1. ISSN Number; Impact Factor (Thompson); Editorial Board; Name of Publisher & age of Journal (in case of journals); Evidence of participation (in case of conference / seminar)
- 2.6. Copy of Paper published in the proceedings of the journals/ conference / seminar
- 2.7. Copy of Index page of journals/ conference / seminar proceedings.
- 2.8. Copy of certificate of presentation in conference wherever applicable.

**Google form LINK:**

<https://forms.gle/QDduggahP5ig2q7B7>

**Last date of google form submission: 31 May, 2021**

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Thanks & Regards

**Devendra Somwanshi**

Registrar

Poornima College of Engineering, Jaipur

+91-9829255102



# POORNIMA

## COLLEGE OF ENGINEERING

Promoted by Shanti Education Society, Affiliated to Rajasthan Technical University & Approved by AICTE

### List of Technical Incentive for Session 2020-21

Sr. No.	Enter your Full Name (Capitals)	Enter your Employee ID	Category of Publication	Your Association in Your Publication
1	Amit Kumar Jain	2688	2.2 (a) Book Chapter (ISSN/ISBN) with SCI/Scopus Series	Ph D Scholar
2	Amit Kumar Mandal	3939	2.3 (e) Paper Published (SCI/Scopus Indexed Conference Proceedings)	Guide
3	Amol Saxena	1114	2.3 (k) Paper Presented/Published (National Conference in India)	Guide
4	Devendra Kumar Somwanshi	3612	2.2 (a) Book Chapter (ISSN/ISBN) with SCI/Scopus Series	Author
5			2.3 (e) Paper Published (SCI/Scopus Indexed Conference Proceedings)	Author
6			2.3 (e) Paper Published (SCI/Scopus Indexed Conference Proceedings)	Author
7	Garima Mathur	4961	2.3 (c) Paper Publication (E-SCI, ESSCI, Scopus, SCIMAGO) Indexed Journal	Guide
8			2.2 (a) Book Chapter (ISSN/ISBN) with SCI/Scopus Series	Guide
9			2.3 (c) Paper Publication (E-SCI, ESSCI, Scopus, SCIMAGO) Indexed Journal	Guide
10			2.3 (e) Paper Published (SCI/Scopus Indexed Conference Proceedings)	Guide
11			2.3 (h) Paper Presented/Published (International Conference in India/ International Journal outside India)	Guide
12	Gaurav Jain	6085	2.3 (e) Paper Published (SCI/Scopus Indexed Conference Proceedings)	Author
13			2.3 (g) Paper Published (UGC Approved Journal)	Author
14	Kalpana Sharma	6050	2.3 (c) Paper Publication (E-SCI, ESSCI, Scopus, SCIMAGO) Indexed Journal	Ph D Scholar
15	Kalpit Jain	3156	2.3 (k) Paper Presented/Published (National Conference in India)	Guide
16			2.3 (e) Paper Published (SCI/Scopus Indexed Conference Proceedings)	Ph D Scholar
17			2.2 (a) Book Chapter (ISSN/ISBN) with SCI/Scopus Series	Author
18	Kuldip Sharma	3085	2.3 (g) Paper Published (UGC Approved Journal)	Author
19			2.3 (h) Paper Presented/Published (International Conference in India/ International Journal outside India)	Author
20	Mahesh Bundeale	2820	2.3 (c) Paper Publication (E-SCI, ESSCI, Scopus, SCIMAGO) Indexed Journal	Guide
21			2.2 (a) Paper Publication (E-SCI, ESSCI, Scopus, SCIMAGO) Indexed Journal	Guide





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22	Manish Choubisa	6700	2.3 (i) Paper Published (International Journal Published Inside India)	Author
23			2.3 (c) Paper Publication (E-SCI, ESSCI, Scopus, SCIMAGO) Indexed Journal	Author
24			2.3 (h) Paper Presented/Published (International Conference in India/ International Journal outside India)	Author
25			2.2 (b) Book Chapter (ISSN/ISBN) with Reputed International Publisher	Author
26	Manish Dubey	6242	2.3 (i) Paper Published (International Journal Published Inside India)	Author
27			2.3 (e) Paper Published (SCI/Scopus Indexed Conference Proceedings)	Author
28	Manoj Sharma	1261	2.3 (e) Paper Published (SCI/Scopus Indexed Conference Proceedings)	Author
29	Mayank Sharma	4846	2.3 (c) Paper Publication (E-SCI, ESSCI, Scopus, SCIMAGO) Indexed Journal	Ph D Scholar
30	Narayan Lal Jain	6528	2.3 (h) Paper Presented/Published (International Conference in India/ International Journal outside India)	Guide
31			2.3 (k) Paper Presented/Published (National Conference in India)	Guide
32			2.3 (e) Paper Published (SCI/Scopus Indexed Conference Proceedings)	Guide
33	Neha Shrotriya	6148	2.3 (e) Paper Published (SCI/Scopus Indexed Conference Proceedings)	Author
34			2.3 (g) Paper Published (UGC Approved Journal)	Author
35	Nikita Gautam	2019	2.3 (e) Paper Published (SCI/Scopus Indexed Conference Proceedings)	Author
36	Nikita Jain	6179	2.2 (a) Book Chapter (ISSN/ISBN) with SCI/Scopus Series	Author
37			2.3 (e) Paper Published (SCI/Scopus Indexed Conference Proceedings)	Author
38	Pankaj Dhemla	1267	2.3 (e) Paper Published (SCI/Scopus Indexed Conference Proceedings)	Author
39	Payal Bansal	6390	2.1 (b) Full Book (Published with Reputed International Publisher) 1st Edition	Author
40			2.2 (a) Book Chapter (ISSN/ISBN) with SCI/Scopus Series	Author
41			2.3 (k) Paper Presented/Published (National Conference in India)	Author
42			2.3 (e) Paper Published (SCI/Scopus Indexed Conference Proceedings)	Author
43			2.3 (g) Paper Published (UGC Approved Journal)	Author
44	Rahul Sharma	1351	2.3 (e) Paper Published (SCI/Scopus Indexed Conference Proceedings)	Author
45			2.2 (a) Book Chapter (ISSN/ISBN) with SCI/Scopus Series	Author



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46			2.3 (h) Paper Presented/Published (International Conference in India/ International Journal outside India)	Author
47	Raj Kumar Satankar	6144	2.3 (k) Paper Presented/Published (National Conference in India)	Guide
48			2.3 (e) Paper Published (SCI/Scopus Indexed Conference Proceedings)	Author
49	Reena Sharma	6450	2.2 (a) Book Chapter (ISSN/ISBN) with SCI/Scopus Series	Author
50	Sanjay Kumawat	3554	2.3 (k) Paper Presented/Published (National Conference in India)	Guide
51	Shilpi Jain	1220	2.3 (d) Paper Publication (IEEE, ACM, Elsevier, Springer, Emerald, EBSCO) Journal	Author
52			2.3 (c) Paper Publication (E-SCI, ESSCI, Scopus, SCIMAGO) Indexed Journal	Author
53			2.3 (a) Paper Publication (SCI, SCI-E, SSCI, ADBC) Indexed Journal	Author
54			2.2 (b) Book Chapter (ISSN/ISBN) with Reputed International Publisher	Author
55			2.3 (a) Paper Publication (SCI, SCI-E, SSCI, ADBC) Indexed Journal	Author
56	Shirish Nagar	1685	2.3 (k) Paper Presented/Published (National Conference in India)	Guide
57	Shuchi Dave	3420	2.3 (e) Paper Published (SCI/Scopus Indexed Conference Proceedings)	Author
58	Surendra Kumar Saini	6375	2.3 (c) Paper Publication (E-SCI, ESSCI, Scopus, SCIMAGO) Indexed Journal	Author
59			2.3 (g) Paper Published (UGC Approved Journal)	Author
60			2.2 (a) Book Chapter (ISSN/ISBN) with SCI/Scopus Series	Author
61			2.3 (h) Paper Presented/Published (International Conference in India/ International Journal outside India)	Author
62			2.3 (k) Paper Presented/Published (National Conference in India)	Guide
63	Surendra Kumar Yadav	6113	2.3 (i) Paper Published (International Journal Published Inside India)	Author
64			2.3 (h) Paper Presented/Published (International Conference in India/ International Journal outside India)	Author
65			2.3 (e) Paper Published (SCI/Scopus Indexed Conference Proceedings)	Author
66			2.3 (c) Paper Publication (E-SCI, ESSCI, Scopus, SCIMAGO) Indexed Journal	Author
67	Tarun Mishra	1366	2.2 (a) Book Chapter (ISSN/ISBN) with SCI/Scopus Series	Ph D Scholar

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## CONSULTANCY & RESEARCH INCENTIVE SCHEME OF POORNIMA (CRISP)

Applicable with effect from July 1, 2018

### 1. Preamble

In the light of changing economic scenario, government policies and priorities of Poornima, the institute considers sponsored research and industrial consultancy projects as an important means for extending benefit of scientific research work at the institute to the sponsoring agencies broadening the experience base of the Institute community and as a tool for contributing to the country's and economic growth. Therefore, as a matter of policy, the institute encourages its faculty members to undertake research and consultancy work as a measure of scientific/ technical collaboration with outside agencies. Appropriate research and consultancy projects, in addition to providing much needed service to the government and industry, also benefit the concerned faculty members and the institute in several ways. They enrich the professional experience and knowledge of faculty members and thus make them better educators. Research and consultancy projects provide first-hand knowledge of the current problems of industry and the emerging area which is very helpful in tuning the curriculum the national needs. The faculty members get an opportunity to apply their ideas for finding out the solutions to the problems in emerging areas. Furthermore, the consultancy work also provides incentives for their contribution to all categories of staff.

### 2. Categorization of Grants/ Projects

**Category A: Government funded research projects** – This type of research based project work that does not require existing institutional infrastructure but helps in creation of assets through government funded research projects and are based on the expertise of the consultant. The assignments under this category are of highly specialized nature and must be handled with utmost sincerity as they may have far reaching impact on academia as well as society. Thus, any compromise in the execution of such assignments may tarnish the image of the institution. Keeping this in view, it is mandatory to ensure that the concerned consultant possess proper academic qualifications and well established credentials in the area of the project.

**Category B: Design, development & infrastructure based consultancy** – This type of Consultancy will involve use of the institution's computational facilities / software / hardware, testing of sample/ component/ product against a standard and other technical, physical infrastructure by the client. The institution will undertake testing jobs provided testing facilities and expertise are available in the institution itself. The consultant must undertake any consultancy assignment under this category only after ensuring that the machine/ equipment used for testing is duly calibrated and provide accurate results against a reference / standard. It is understood that the testing equipment will be used only by the consultant(s) and not by the client.

**Category C: Skill & knowledge based consultancy** – This type of consultancy will NOT involve use of the institution's computational facilities / software / hardware but is based on the expertise of the consultant. Keeping this in view, it is mandatory to ensure that the concerned consultant possess proper academic qualifications and well established credentials in the area of consultancy.

### 3. Incentive Amount

Category	Incentive to the consultant / Principal investigator (i.e. the principal faculty)	Incentive to the supporting team members (faculty & staff)	Date of grant of incentive
A	8% of the total grant amount, but limited to a maximum of half of annual gross salary of consultant (to	2% of the total grant amount (On sole discretion of the consultant /	After the completion of project & obtaining NOC from grant

  
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	be given from resources of institution)	principal faculty & to be given from resources of institution)	disbursing agency & auditing firm(s)
<b>B</b>	40% of the total project grant received (this also includes all types of taxes which are applied on complete project)	On sole discretion of the consultant / principal faculty	As & when grant is received
<b>C</b>	80% of the total project grant received (this also includes all types of taxes which are applied on complete project)	On sole discretion of the consultant / principal faculty	As & when grant is received

#### 4. Important Points

- 4.1. **Individuals or Departments shall take up projects after obtaining NOC from the Director, Poornima Head of Institution.**
- 4.2. All funds in connection with above mentioned consultancy/ projects should be received in the name of the Institute only. The account will be maintained & controlled by the office of Director (Admin & Finance).
- 4.3. The time spent by a faculty/ consultant on such projects should not exceed one day per working week plus one day during weekends, thus a total of 52 man days during the calendar year.
- 4.4. Report(s) and data collected/ originated out of project will be the joint intellectual property of the sponsor, consultant & Poornima Group which can be used by the sponsor, consultant & institution for its own use only and cannot be disclosed to any other party without obtaining the NOC of sponsor, consultant & institution
- 4.5. The report of the project / consultancy will be kept by the consultant for a period of 03 years from the date of closure of the project and for routine testing from the date of issue of report.
- 4.6. If a prima-facie case of malpractice and/or misconduct is established by a fact finding committee against a staff member in connection with project(s), the Director (Admin & Finance), on the recommendation of Head of Institution may prohibit the concerned faculty / staff member to take part in any new project as consultant till such time that a final decision is taken by the appropriate authority in the matter. However, in such cases the concerned faculty/ staff member will be expected to complete his/her obligations in the on-going project(s) with which he/she is connected, in order that the on-going projects and obligations to the sponsor do not suffer.
- 4.7. All purchases under projects shall be made through the Purchase Manager, Poornima Group. In case of equipment which is to be carried outside, the same should be insured before they are taken out.
- 4.8. The faculty may engage student(s) of Poornima as student assistants for the project work
- 4.9. The most expeditious and convenient mode of travel should be used to minimize periods of absence from the Institute. Admissible DA or actual boarding & lodging expenses and expenses on local travel by taxi will be reimbursed against receipt.

#### 5. Documents to maintain

Consultant faculty member through his team members will maintain:

- 5.1. Attendance Records of the Consultant(s), supporting staff etc. with man-hours spent during execution of project.
- 5.2. Inspection / Site Visit Register to record any site visit by the Consultant(s) are maintained. The suggestions rendered by the Consultant(s) during site visit along with remarks of the clients must be recorded. Further, if any expert advice by an external expert is required during the Consultancy project, the same may also be recorded along with the remarks of the Consultant(s).
- 5.3. Salary / Payment Record of all payments made to Consultant(s), supporting staff etc.
- 5.4. Consumable and Non-Consumable Register for recording hire/purchase of all equipment, materials, all consumables, non-consumables items etc. and its utilization.
- 5.5. Travel Register to record details of all expenditure incurred on travel.

  
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 Director

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 Sitapura, JAIPUR



- 5.6. Log books and Warranty/Guarantee Record: Log books are used to record number of hours, laboratory equipment or hired or purchased equipment have been used. Besides, maintain warranty/guarantee certificates and also breakdown details of equipment.
- 5.7. Correspondence File to maintain record of correspondence.
- 5.8. Agreement/Contract File to maintain complete record of all agreements, contracts, drawings and other legal documents.
- 5.9. Work Progress Report of monthly progress report.
- 5.10. Any Other Document as per the requirement of the client / nature of consultancy project, etc. shall also be maintained by the Consultant(s).

At the time of completion of a consultancy project, the PI shall submit a copy of final report along with duly audited expenditure statement, utilization certificate and completion certificate from the client in the office of Registrar. **In all matters related with “CRISP”, the decision of Management of Poornima would be final.**

### PROMOTIONAL SCHEME FOR PATENTS & COPYRIGHTS

The Management of Poornima is pleased to declare the “PROMOTIONAL SCHEME FOR PATENTS & COPYRIGHTS” for faculty & staff members. This scheme will cover the registration/ filing as well as award/ grant of copyrights and patents (including design registration, Silicon Chip Design etc). Following terms and conditions must be kept in mind by respective applicant/ patentee while filing the applications:

- The principal applicant/ principal patentee must ensure that his/ her respective Poornima Institution is the joint applicant/ partner in the complete process.
- A separate agreement must be jointly signed between the applicant/ patentee, other inventors & respective Poornima institution before initiating the application process for each application.
- 50% of the registration/ application fee (including all fees like government, consultancy, legal etc) will be borne by Poornima and the rest 50% by the applicant(s)/ patentee(s).
- Upon award / grant of copyright or patent the applicant/ patentee is eligible for an incentive as per following table:

Category	Amount
Successful registration / application for Copyright/ Patent	INR 3000
Grant of Copyright	INR 3000
Publishing of Patent	INR 5000
Grant of Patent (Non-Commercial)	INR 30000
Grant of Patent (Commercial)	INR 50000

- Incentive will be given to the applicant/ patentee who has served Poornima for minimum 1 year. In case of more than 1 applicant/ patentee, the amount will be equally divided.
- The incentive will be given to the principal applicant/ patentee only.
- The incentive will not be awarded for provisional copyrights / patents.
- In order to claim the Incentive the copy of proof of award/ grant of Copyright / patent must be submitted to the Office of Registrar.
- On receiving relevant documents, the Registrar will constitute an expert committee including a representative from the office of Chairman, Poornima Group within a fortnight for consideration of all applications for such incentives
- The committee will submit a report with its comments on each application and recommendations for giving incentive strictly in accordance with directives laid down above.
- The Registrar will then send the finalized list to the Office of Chairman, Poornima Group for final approval & disbursement of incentive.
- **In all matters related with this “PROMOTIONAL SCHEME FOR PATENTS & COPYRIGHTS”, the decision of Management of Poornima would be final.**

  
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# *Promotion System*

  
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## Promotion Policy

Promotion is earned by dint of hard work, good conduct and result oriented performance as reflected in ACRs. Only performance “good” and above entitles an employee to recognize and suitable reward by way of promotion. While “average” is not an adverse remark, it cannot be regarded as complimentary. The promotion committee should assess the suitability of the employee for promotion on the basis of their service records and Annual Appraisal Reports for five preceding years. If employee is put in service for lesser number of years, Annual Confidential Reports for all completed preceding years of service will become basis for promotion.

Faculty Members are recruited based on the qualifications prescribed by AICTE for various cadres. At present the following criteria is being followed, as per G.R. No. F.NO. 37-3/Legal/2010 dated 05/03/2010.

S. N.	Cadre	Qualification	Experience
1	Assistant Professor	BE/B.Tech and ME/M.Tech in relevant branch with First Class or equivalent either in BE/B.Tech or ME/M.Tech.	No minimum Exp. Requirement
2	Associate Professor	BE/B.Tech and ME/M.Tech in relevant branch with First Class or equivalent either in BE/B.Tech or ME/M.Tech and PhD or equivalent, in appropriate discipline. Post. Ph.D. publications and guiding PhD Students is highly desirable	Minimum of 5 yrs experience in teaching/research/ industry of which 2 years post PhD experience is desirable
3	Professor	BE/B.Tech and ME/M.Tech in relevant branch with First Class or equivalent either in BE/B.Tech. or ME/M.Tech and PhD or equivalent, in appropriate discipline. Post PhD publications and guiding PhD students is highly desirable	Minimum of 10 years teaching/research/ Industrial experience of which at least 3 years should be at the level of Associate Professor Or Minimum of 13 years experience in teaching and/or Research and/or Industry. In case of research experience good academic record and books/research paper publications/IPR/ Patents record shall be required as deemed fit by the expert members of the Selection committee. If the experience in industry is

  
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4	Principal	<p>BE/B.Tech and ME/M.Tech in relevant branch with First Class or equivalent either in BE/B.Tech or ME/M.Tech&amp; PhD or equivalent, in appropriate discipline.</p> <p>Post PhD publications and guiding PhD students is highly desirable</p> <p>Qualification as above that is for the post of Professor as applicable.</p>	<p>Minimum of 10 years teaching/research/ Industrial experience of which at least 3 years should be at the level of Professor</p> <p>Or</p> <p>Minimum of 13 years' experience in teaching and/or Research and/or Industry.</p> <p>In case of research experience good academic record and books/research paper publications/IPR/Patents record shall be required as deemed fit by the expert members of the Selection committee.</p> <p>If the experience in industry is considered, the same shall be at managerial level equivalent to Professor with active participation record in devising designing, Planning, executing, analysing, quality control innovating, training technical books/research paper publications/ IPR/ patents etc. as deemed to fit by the expert members of the selection committee.</p> <p>Flair for Management and Leadership is essential</p>
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**C-2.2). Faculty Members (Humanities & Science) & Other Staff:**

S. N.	Cadre	Qualification	Experience
1	Assistant Professor	<p>Good Academic record with at least First Class marks or an equivalent CGPA at the Master's Degree level in the relevant subject from an equivalent Degree from a Foreign University. Besides fulfilling the above qualifications candidates should have cleared the National Eligibility Test (NET) for lecturers conducted</p>	No minimum Experience requirement.

  
**Dr. Mahesh Bunde**  
 B.E., M.E., Ph.D.  
 Director

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		by the UGC, CSIR or similar test accredited by the UGC	
2	Associate Professor	Qualification as above that is for the post of Asstt. Prof. as applicable and PhD or equivalent, in appropriate discipline. Post PhD publications and guiding PhD students is highly desirable	Minimum of 5 yrs experience in teaching/research/ industry of which 2 years post PhD experience is desirable
3	Professor	Qualification as above that is for the post of Associate Professor, as applicable and PhD or equivalent, in appropriate discipline Post PhD publications and guiding PhD students is highly desirable	Minimum of 10 years teaching/research/ Industrial experience of which at least 5 years should be at the level of Associate Professor Or Minimum of 13 years experience in teaching and/or Research and/or Industry. In case of research experience good academic record and books/research paper publications/IPR/ Patents record shall be required as deemed fit by the expert members of the Selection committee. If the experience in industry is considered, the same shall be at managerial level
4	Technical Staff	Diploma in appropriate branch of Engineering & Technology	No minimum Experience requirement.
5	Officer	Graduate	5 yrs. Experience in relevant field
6	Chief Warden	Graduate	5 yrs. Experience in relevant field
7	Warden	Graduate	1 yr. Experience in relevant field
8	Chief Librarian	M. Lib.	5 year Experience in relevant field
9	Assistant Librarian	B.Lib.	5 year Experience in relevant field
10	Transport Officer	Graduate	5 yrs. Experience in relevant field
11	Security Officer	Graduate	5 yrs. Experience in relevant field

  
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