



Venkatesh Mahajan Senior College, Osmanabad.

Affiliated to Dr. Babasaheb Ambedkar Marathwada University, Aurangabad.

Samarth Nagar, Sanja Road, Osmanabad – 413501. (02472) 227159

Govt. Sanction No. NGC 3599 /NMV / (1/99) M.S.3, Dt. 9.7.1999

Email: osdvmcollege@gmail.com, Website: www.vmcollge.org

NAAC Accrediation 'B' Grade

Principal : Dr. Prashant G. Chaudhari

Ref. No. :

Date:

6.3.1. The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression for assistant professor in college

Welfare measures for teaching and non-teaching staff:

- Provision of a comprehensive group insurance scheme to ensure financial security for all our staff members.
- Provision of maternity and other leaves for ladies staff acknowledging the significance of family and personal well-being.
- Canteen facility accessible to staff and students.
- Provision of various types of leaves, including Casual Leave, Compensation Casual Leave, and Medical Leave, to ensure a work-life balance and health.
- Support as guarantors for loans from banks recognizing their financial needs and responsibilities.
- Staff members eligible as per management norms have received service gratuity payments as a token of our appreciation for their long-term commitment.
- Our staff has had the opportunity to participate in the provident fund scheme, aligning with government provisions for financial security.
- Encouragement to improve their academic qualifications and engage in research work by attending courses in higher educational institutions.
- Ensuring the safety of our staff, we have maintained round-the-clock security along with CCTV cameras.
- Regular health check-up campaigns, Yoga classes, meditation sessions, and stress management workshops have been organized for staff to promote their physical and mental well-being.

For Teaching Staff:

- Implementation of Employee Provident Fund (EPF) and Employee State Insurance (ESI) schemes for teaching staff, ensuring their social security.
- Teaching staff appointed after November 2005 have had access to the New Pension Scheme (NPS) and Defined Contribution Pension Scheme (DCPS) for their retirement benefits.
- Our college has offered various types of leave to attend Faculty Development Programs (FDP), Refresher Courses, Orientation Programs, Short-Term Courses, Workshops, Seminars, and Conferences, facilitating continuous learning and career growth.

Career Development/Progression:

- Faculties have the opportunity to attend FDPs, which focus on enhancing teaching methods, research skills, and overall professional development.
- Assistance in securing research grants and accessing resources to facilitate your research endeavors.
- Guidance and support in publishing research papers and articles in reputed journals, thereby contributing to your academic recognition.
- Clear and transparent promotion criteria and pathways are in place, providing a structured framework for your career advancement.
- Encouragement to participation in academic conferences, workshops, and seminars to facilitate networking and knowledge exchange.
- Opportunity to collaborate with other faculty members and institutions on research projects.
- Performance evaluations for non-teaching staff are conducted based on various criteria, including the staff member's demeanor and work habits, departmental competence, diligence, maintenance of office harmony, and cooperation with fellow staff members.


Coordinator
Internal Quality Assurance Cell
Venkatesh Mahajan Senior College
Osmanabad




PRINCIPAL
Venkatesh Mahajan Senior College,
Osmanabad 413501