



Marathwada Shikshan Prasarak Mandal's

# ARTS, COMMERCE & SCIENCE COLLEGE

Kille-Dharur, Dist. Beed 431 124 (M.S.)

ISO:9001:2015

NAAC Re-Accredited 'A' Grade

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**Dr. Deepak M. Bharti**

(M.A., SET, M.Phil., Ph. D.)

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I/C Principal

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

The College has implemented the effective welfare schemes. The college through its Staff Co-operative Credit Society facilitates the following loans for teaching and non-teaching staff.

- **Staff Co-operative Credit Society:**

The Staff Co-operative Credit Society provides the emergency loan of One Lakh Rupees and the long period loan of Ten Lakh Rupees to the members for various purposes on priority basis. It gives interest-free Diwali Festival Advance to each staff member [by taking their willingness] of Rs. 5000/-.

- **Eligibility Criteria:**

- He / She should be a permanent / regular staff member.
- He / she should be a member of the above-mentioned society.

- **General Provident Fund Loan:**

On the recommendation of the Principal, the Joint Director, Higher Education, Aurangabad [of the Government of Maharashtra] sanctions the refundable and non-refundable loan from provident fund for sickness, housing purpose, marriage and such other reasons. 75% amount of the total balance is sanctioned as the loan. If the service of the employee is more than 20 years, he is entitled for nonrefundable loan.

- **Bank Loan:**
- On the request of the employee, the college is guarantor for loans for cooperative and nationalized banks.
- Medical reimbursement scheme.
- Paternity Leave to Senior College Teachers
- Lien facility for research Ph.D.
- T.A., D.A. and D.L. to the teaching staff to participate in seminar, conferences, workshops etc.
- D.L. to attend Orientation, Refresher Courses, Summer School and Winter School Programmes.
- D.L. to deliver lectures; act as resource person at various teaching and research activities.
- Concession in college fees for the wards of employees.
- Felicitation by the management for achievements of the employees and their wards.
- Felicitation of the Employee along with his / her spouse by the management at the time of Employee's retirement
- Free computer awareness training for the employees.
- Deputation of faculties and staff for competence building programmes / FIP.
- In emergency, advance is given to the teaching and non teaching staff.
- Advance / Fund raising drive for the employee affected by an unforeseen calamity.
- The Principal of the college gives Assurance Letter to the Bank on behalf of the Employee for repayment of the Loan to the Bank.
- The college also supports the Employee for getting PPF Loan facility.
- Group life insurance for teaching and non teaching staff.

The benefits of these schemes are availed by more than 85 % of the eligible employees.

Besides this, the college has effective welfare measures for Teaching and Non-teaching Staff. The measures for attracting and retaining eminent faculty by and large are decided by the parent institute, Marathwada Shikshan Prasarak Mandal, Aurangabad. Following are the measures for which the college tries its best for attracting and retaining eminent faculty:



- Eminent, sincere and deserving employees are given large service tenure in the college ensuring more stability.
- Constant up-gradation of laboratories, libraries and other infrastructural facilities
- Cordial and healthy relationship between the employees and management
- Excellent research oriented academic environment
- Organization and participation in international, national, state and regional level activities
- Transparency in administration
- Availability of large number of courses / programmes
- Cooperation from the administration for vertical mobility of employees
- Reputation earned by the college
- Smart and Efficient Faculty and Administrative Officer are given an opportunity to serve even after the age of Superannuation.
- Non-teaching Staff are given charge of senior post if found efficient and hard worker.



**Dr. D. N. GANJEWAR**  
IQAC Coordinator  
Arts, Commerce & Science College,  
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