

गुरु घासीदास विश्वविद्यालय
(केन्द्रीय विश्वविद्यालय अधिनियम 2009 क्र. 25 के अंतर्गत स्थापित केन्द्रीय विश्वविद्यालय)
कोनी, बिलासपुर - 495009 (छ.ग.)



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Koni, Bilaspur - 495009 (C.G.)

Criterion 6 - Governance, Leadership and Management

Key Indicator 6.3 Faculty Empowerment Strategies

6.3.1 The institution has performance appraisal system, promotional avenues and effective welfare measures for teaching and non-teaching staff

There is a system of annual performance appraisal of non-teaching employees / technical personnel. The formats for Annual Performance Appraisal Reports are circulated in the month of March every year to get the feedback regarding employees and it is used to assess the overall performance of the employee.

For faculty, the submission of annual self-appraisal is necessary and is considered for Career Advancement Scheme (CAS) promotion as per UGC regulations for promotion to next grade pay/ scale/ designation. In order to enhance the quality of academic performance of the faculty, 360 degree feedback is implemented from the coming session in all programs. Moreover, University has constantly conducted FDP/QIP in advanced areas so as to keep our faculty updated. Special efforts are made for enhancing the blended mode learning and technology enable teaching.

Similarly, for the professional development of non-teaching and technical staff, various capacity building training programs have been organized by the Human Resource Development Centre (HRDC) of the University. Training in the areas of office management, administrative procedures and financial management is given to the non-teaching staff at intervals. We also provide opportunities to our faculty for participating in orientation, refresher, Guru-Dakshata program.

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The teachers have been encouraged to pursue higher studies and have also been sponsored for attending national / international seminars and training programs for their capacity building. More than 1004 faculty were provided financial support to attend the academic events.

The University has evolved several welfare schemes for its employees including those announced from time to time for central government employees. These includes provision of LTC, reimbursement of ward's fee, provision of supernumerary seats for the employees wards, medical reimbursement as per CGHS scheme, compassionate appointment in case of death of any employee.

Besides the above, the following incentives are provided to the employees

Financial Support:

- Seed money is provided to faculty members.
- To attend Academic activities
- Maternity and paternity leave with salary.
- Festival advance is given to the Multitasking staff
- Interest-free Housing Loan.

Material Benefits

- Outpatient Department (OPD) in Health Care Centre. Pathological test facility and health checkup, physiotherapy and leady doctor.
- Residential quarters (225) for the staff inside premises.
- 8 KM Optical fiber based campus network under NMEICT with free Wi-Fi facility.

Emotional Needs:

- Psychological counseling cell.

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- Day Care Centre (Kilkari) for the children of employees up to 6 years.
 - Staff Grievance Redressal Cell to address the issues and grievances of the staff.
 - Yoga, meditation, Sports & Games facility and Gym Centre for stakeholders.

Recognition and Rewards:

- The employees are honored with Silk and Silver Jubilee Awards for their remarkable service.
- Awards of excellence for teaching, research and extension services.

Avenues for Career Development and Progression

- Various other training program such as blog writing, research project writing etc for teaching fraternity, training on Public Finance Management System, MS-Office, etc. for non-teaching staff, and Waste Management, Operating Fire Extinguisher training for domestic staff.