



PRAGATI ENGINEERING COLLEGE

(Autonomous)

ADB Road, Surampalem, E.G.Dt., A.P. – 533 437

(Approved by AICTE, Permanently Affiliated to JNTUK, Kakinada)

(Recognized by UGC Under Sections 2(f) and 12 (B) of UGC act, 1956)

Ph: 08852 – 252233, 34. Website: www.pragati.ac.in

The institution has effective welfare measures for teaching and non-teaching staff and avenues for their career development/ progression

The Pragati Engineering college (PEC) implements performance appraisal system, effective welfare measures, and numerous avenues for career development and progression. These initiatives reflect the Institution's commitment to support its faculty and creates a positive work culture that enhances their professional growth and well-being.

A well-structured performance appraisal system is implemented to evaluate the teaching faculty effectiveness and identify areas for improvement. This system is designed to be fair, transparent and constructive, promoting professional development and accountability.

The performance appraisal process at PEC involves a comprehensive evaluation of various factors, including teaching effectiveness, examination results, research and publications, administrative efficiency, academic enrichment, feedback from students, and overall commitment to the Institution's vision and values. The appraisal is carried out by considering self-appraisal and performance appraisal by higher authorities. This multifaceted approach ensures a holistic evaluation that considers both individual contributions and their impact on the Institution as a whole.

The Institution has implemented a range of effective welfare measures to address the diverse needs of its employees.

- 1) For producing 100% result in a theory paper: Rs 2000/- cash award.
 - 2) For producing 95% result in a theory paper: Rs 1000/- cash award.
- Professional Society Annual Membership Fee – 50% paid by the management for faculty with minimum two years of service at the Institution.
 - An effective system is prevalent for giving incentives for Paper Publications in Journals and Conferences.
 - Sponsorship to Workshops/Seminars/Refresher Courses – 50% TA, 50% DA, 100% Registration Fees, On Duty
 - Faculty undergoing Part-time Higher Education (Ph.D.) – Special incentive of Rs.1000/- per month to faculty who registered for Ph.D. and Rs. 2000/- per month to faculty who completed Pre-Ph.D.)
 - Faculty undergoing Full-time, higher Education (Ph.D.) – Fees 100%, 100% salary against 3 Years' Service Agreement on completion of degree.
 - Summer/Winter Schools/Conferences - 50% TA, 50% DA, 100% Registration Fees and On Duty for all faculty.
 - All teaching and non-teaching staff members are provided with free transport facility.

- Special incentives are sanctioned to the teaching and non-teaching staff on completion of 10 years and 15 years of service in the Institution.
- EPF is provided to all teaching and non-teaching staff and all non-teaching staff covered under ESI.
- The children of the employees who are admitted in the college are given fee concession.
- Group insurance is provided to all the teaching and non-teaching staff.
- Paid maternity leave is sanctioned.
- Leaves such as CL, HCL, ML, AL are provided.