

## SUMMARY SHEET

<b>Criteria</b>	<b>VI – Governance, Leadership and Management</b>
<b>Key Indicator</b>	6.3 Faculty Empowerment Strategies
<b>Metric</b>	6.3.1 The institution has a performance appraisal system, promotional avenues and effective welfare measures for teaching and non-teaching staff.

### Relevant Documents

<b>Description</b>	<b>University website link</b>
HR Policy indicating Performance Appraisal, staff promotion and welfare policies	<a href="https://www.jagannathuniversity.org/assets/jnu-docs/naac-docs/6.3.1%20Staff%20Welfare%20Policy.pdf">https://www.jagannathuniversity.org/assets/jnu-docs/naac-docs/6.3.1%20Staff%20Welfare%20Policy.pdf</a>
Performance Appraisal Teaching	<a href="https://www.jagannathuniversity.org/assets/jnu-docs/naac-docs/6.3.1%20Teaching%20Performance%20Appraisal.pdf">https://www.jagannathuniversity.org/assets/jnu-docs/naac-docs/6.3.1%20Teaching%20Performance%20Appraisal.pdf</a>
Performance Appraisal Non-Teaching	<a href="https://www.jagannathuniversity.org/assets/jnu-docs/naac-docs/6.3.1%20Non-Teaching%20Perf%20Appraisal.pdf">https://www.jagannathuniversity.org/assets/jnu-docs/naac-docs/6.3.1%20Non-Teaching%20Perf%20Appraisal.pdf</a>
PhD and M.Tech increment proof	<a href="https://www.jagannathuniversity.org/assets/jnu-docs/naac-docs/6.3.1%20PhD%20Increment.pdf">https://www.jagannathuniversity.org/assets/jnu-docs/naac-docs/6.3.1%20PhD%20Increment.pdf</a>
Maternity leave proof	<a href="https://www.jagannathuniversity.org/assets/jnu-docs/naac-docs/6.3.1%20Maternity%20Leave.pdf">https://www.jagannathuniversity.org/assets/jnu-docs/naac-docs/6.3.1%20Maternity%20Leave.pdf</a>
Study leave proof	<a href="https://www.jagannathuniversity.org/assets/jnu-docs/naac-docs/6.3.1%20Study%20Leave.pdf">https://www.jagannathuniversity.org/assets/jnu-docs/naac-docs/6.3.1%20Study%20Leave.pdf</a>
PF & ESI Documents	<a href="https://www.jagannathuniversity.org/assets/jnu-docs/naac-docs/6.3.1%20ESI%20Doc.pdf">https://www.jagannathuniversity.org/assets/jnu-docs/naac-docs/6.3.1%20ESI%20Doc.pdf</a>
MoU with Hospital for staff concessional treatment	<a href="https://www.jagannathuniversity.org/assets/jnu-docs/naac-docs/6.3.1%20MoU%20With%20Hospital.pdf">https://www.jagannathuniversity.org/assets/jnu-docs/naac-docs/6.3.1%20MoU%20With%20Hospital.pdf</a>
Yoga Centre	<a href="https://www.jagannathuniversity.org/assets/jnu-docs/naac-docs/6.3.1%20Yoga%20Center.pdf">https://www.jagannathuniversity.org/assets/jnu-docs/naac-docs/6.3.1%20Yoga%20Center.pdf</a>
Staff Wellness Program Report	<a href="https://www.jagannathuniversity.org/assets/jnu-docs/naac-docs/6.3.1%20Staff%20Wellness%20Program.pdf">https://www.jagannathuniversity.org/assets/jnu-docs/naac-docs/6.3.1%20Staff%20Wellness%20Program.pdf</a>

Ambulance facility	<a href="https://www.jagannathuniversity.org/assets/jnu-docs/naac-docs/6.3.1%20Ambulance.pdf">https://www.jagannathuniversity.org/assets/jnu-docs/naac-docs/6.3.1%20Ambulance.pdf</a>
ATM facility	<a href="https://www.jagannathuniversity.org/assets/jnu-docs/naac-docs/6.3.1%20ATM%20Facility.pdf">https://www.jagannathuniversity.org/assets/jnu-docs/naac-docs/6.3.1%20ATM%20Facility.pdf</a>
Claim	<p>The University has a well-defined HR policy which highlights the system for performance appraisal, promotional avenues, and welfare measures for teaching and non-teaching staff. The University has implemented all the welfare schemes as per the policy and guidelines of the various regulatory authorities. The University adopts pro-employee approach while implementing various schemes and policies, and the same is reflected in the mission statement of the University also.</p> <p>All the evidences relating to implementation of performance appraisal, promotional avenues, and effective welfare measures are attached. In view of the above the University full score on this metrics.</p>