



RAJAGIRI VISWAJYOTHI
COLLEGE OF ARTS AND APPLIED SCIENCES
VENGOOR , PERUMBAVOOR KERALA- 683546

An ISO 9001 : 2015 Certified Institution

Affiliated to Mahatma Gandhi University, Kottayam | Approved by AICTE



CRITERION 6 - GOVERNANCE, LEADERSHIP AND MANAGEMENT

6.3 Faculty Empowerment Strategies

2019-2024

Submitted to



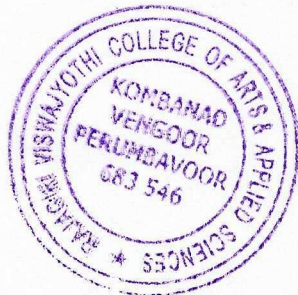
6.3.1 STAFF WELFARE MEASURES


At RVCAS, we recognize that fostering a positive and supportive academic environment is essential for both faculty and students to thrive. While financial compensation is important, we also understand that non-monetary benefits play a crucial role in enhancing the overall experience within our college community. These benefits, which include professional development opportunities, flexible work arrangements, recognition programs, and wellness initiatives, are designed to support the holistic growth and well-being of our staff and students. By offering these non-monetary perks, RVCAS is committed to creating an enriching academic atmosphere that values personal and professional fulfilment.

NON-MONETARY BENEFITS AND OTHER FACILITIES

- **Celebration of important days/occasion of the teaching and non-teaching community**

The college administration enthusiastically organizes Onam celebrations for the staff, creating a festive atmosphere filled with joy and camaraderie. As part of the festivities, a grand Onasadya, a traditional Onam feast, is arranged for the staff to relish the authentic Flavors of Kerala cuisine. This Onam celebration not only honours the rich cultural traditions but also fosters a sense of unity and celebration among the dedicated staff members



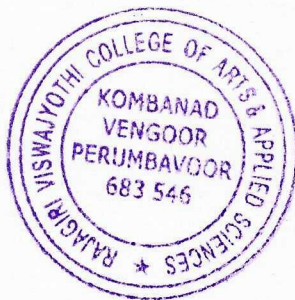

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- **Recognition of Staff Achievements**

Recognizing staff achievements is integral to our commitment to fostering a culture of excellence and appreciation. We believe that acknowledging the hard work, dedication, and accomplishments of our staff members not only boosts morale but also inspires continued professional growth and collaboration. By celebrating these achievements, we aim to create an environment where every contribution is valued, and each staff member feels motivated to reach their full potential.



Birthday Celebration of Staff



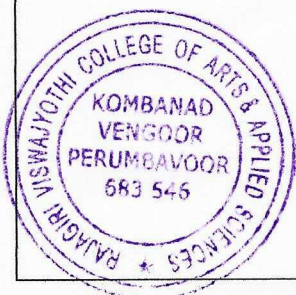

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- **Annual staff tour**

Introducing a staff wellness initiative, the college organizes an annual one-day staff tour designed to promote mental health and well-being. This unique excursion offers a break from routine, allowing staff members to rejuvenate and recharge in a relaxed setting. The tour includes activities that foster team building, relaxation, and stress relief, contributing to a positive and supportive work environment. By prioritizing mental health through such initiatives, the college aims to enhance the overall happiness and job satisfaction of its staff.



Annual Staff Tour



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- **Gifts are distributed to the staff on special occasions**

To recognize and celebrate special occasions such as festivals, the institution distributes gifts to staff members. This gesture fosters goodwill, boosts employee morale, and strengthens the sense of community within the organization.

- **15 days of casual leave in a calendar year**

Employees are entitled to 15 days of casual leave annually. This leave allows them to take short breaks for personal reasons without affecting their professional obligations, helping maintain work-life balance

- **Duty leave**

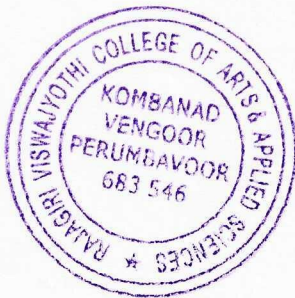
Duty leave is provided to staff members who need to be away from work for official purposes, such as attending professional development programs or representing the institution at events. This leave ensures that employees can fulfill their duties without using their personal leave days.


- **Food at concessional rate for staff**

Staff members are provided with meals at a concessional rate at the institution's canteen. This benefit makes it easier for employees to access affordable and nutritious food during working hours

- **Rent-free hostel accommodation facility for the staff**

The institution provides rent-free hostel accommodation to its staff, ensuring they have convenient and cost-effective living arrangements. This benefit significantly reduces the financial burden of housing for employees.




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- **Staff lunch is organized during festivals, like Onam**

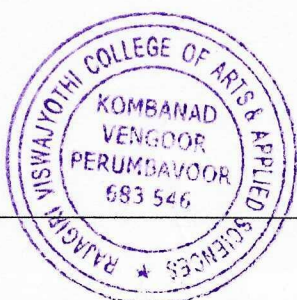
During festivals like Onam, the institution organizes special lunches for staff members. These events provide an opportunity for employees to come together, celebrate cultural traditions, and enhance camaraderie among colleagues.



Staff Onam Celebration

- **Free food and accommodation**

In addition to rent-free accommodation, the staff is provided with free meals. This comprehensive support ensures that employees' basic needs are met, allowing them to focus on their professional responsibilities without worrying about daily living expenses.



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- **Open Gym for staff and students**

An open gym facility is available for both staff and students, promoting physical fitness and overall well-being. This amenity encourages a healthy lifestyle and provides a space for employees and students to engage in regular exercise.

- **Canteen, Sick room**

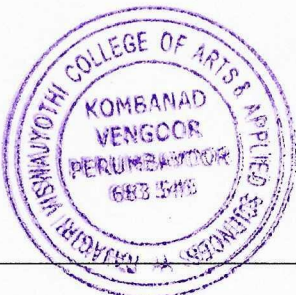
The institution is equipped with a canteen that offers a variety of food options for staff and students, as well as a sick room to address health concerns on campus. These facilities ensure that basic needs for nourishment and health care are readily available.


- **Leave granted to teaching and non-teaching staff to attend professional development programs and to participate/present papers in seminars/conferences**

The institution supports the continuous learning and professional growth of its staff by granting leave for attending development programs and participating in seminars or conferences. This fosters skill enhancement and academic engagement.

- **Reservation of admission to any course for the children of the employees:**

The institution offers a reserved quota for the children of its employees seeking admission to its courses. This policy helps support the educational aspirations of employees' families.



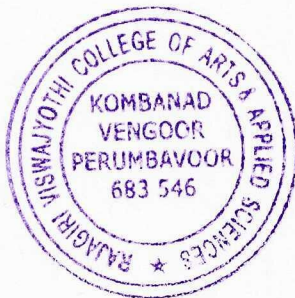

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- **Staff Birthday Celebration**

Celebrating our staff members' birthdays is an important way to show appreciation and foster a sense of community within the college. Acknowledging these special days not only strengthens relationships but also contributes to a positive work environment. Through simple yet meaningful gestures, such as birthday celebrations, we aim to make every staff member feel valued and recognized as a vital part of our RVCAS family.



Staff Birthday Celebration



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