



E.M.G. YADAVA WOMEN'S COLLEGE, MADURAI – 625 014.

(An Autonomous Institution – Affiliated to Madurai Kamaraj University)

Re-accredited (3rd Cycle) with Grade A⁺ and CGPA 3.51 by NAAC

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

Staff welfare schemes

The Management provides welfare measures to both teaching and non-teaching staff. It also builds a sense of belonging through conducting staff meeting, retirement parties and joined lunch on special occasions. Programs like staff meeting, Retirement parties and lunch on special occasions creates a sense of belonging for the staff members. The college administration takes every possible step to meet the grievances pertaining to personal or professional needs.

Activities by Staff Club

- Conducts Staff meeting.
- Honoring the retiring staff.
- Deepavali gifts are given to the non-teaching staff.
- Grace the happiest events in the families of the faculty.
- Donate funds to relief measures.

Professional Development of the staff is achieved by updating their knowledge and skills

- Faculties are granted permission to attend Refresher courses and Orientation Programs under the UGC.
- Orienting the new recruits every June insisting on the core values and ethos of the college.
- INFLIBNET training to the faculty by the librarian.
- Demands of continuous improvement and up gradation, workshops on E-content preparation, Curriculum enrichment, Examination pattern, Academic Audit and soft skills Enhancement programs are organized for all the faculty members
- Faculty Development Programs are being organized to enable English Communication Skills for the newly recruited faculties. Training of ICT and project preparation for all the teaching and non-teaching staff
- Permitting the teachers to attend Refresher Courses and Orientation Programs in UGC recognized Academic Staff Colleges.

- Every year Orientation Program is organized for the newly recruited faculty about CBCS syllabus pattern, credit points allotted, examination pattern.
- Twenty one days ICT enabled - computer training program was organized for the newly appointed teachers.
- Guest lectures on professional ethics, e-content development, Innovative curriculum and Modern teaching methods, e-learning, Research.
- Google Applications for education are also elaborated for quality teaching enhancement.

Financial Schemes.

Faculties are financially supported to attend workshops, seminars, .conferences (National/International) and to present and publish papers in reputed UGC Cared journals as a motive of research enhancement.

Other Schemes

- Maternity leave for faculty members and group insurance schemes.
- Health insurance for staff and their family.
- Festival advance
- GPF, Gratuity and leave encashment are availed by retiring faculty as per Government norms.
- Vacation leave, Casual leave, Earned leave and Medical leave facility.
- Loan on Provident Fund and Part final withdrawal.
- Leave on duty (OD) for attending Seminars, Conferences and Workshops
- Leave on (OD) for delivering invited lectures, examination related work in other colleges.
- Financial support to staff attending Seminars, Conferences and Workshops.
- Employee Provident Fund for teaching and Management fund for S.F and non-teaching staff.
- Seed Money for faculty members for promotion of research work.
- Yearly increment for staff working in self-financed stream.
- Health checkup camps
- Housekeeping is outsourced to ensure cleanliness within the campus.
- Management funded training programs for teaching and non-teaching employees.

Other fitness programs

Yoga, Music, Vedic class, Meditation, other Physical and Mental fitness programs