



RCMAS
RAJAGIRI COLLEGE OF MANAGEMENT AND APPLIED SCIENCES
KAKKANAD, KERALA

Criterion VI

Governance, Leadership and Management

RAJAGIRI COLLEGE OF MANAGEMENT AND APPLIED SCIENCES

RAJAGIRI VALLEY P.O, KAKKANAD, KERALA 682039

An ISO 9001 : 2015 Certified Institution

Affiliated to Mahatma Gandhi University, Kottayam and Approved by AICTE

6.3 Faculty Empowerment Strategies

6.3.1

Non -Monetary Welfare Measures


Submitted to

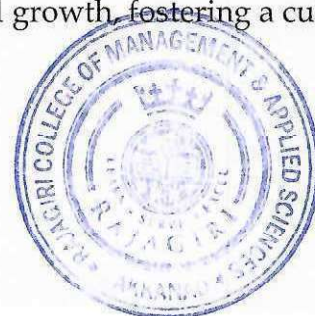


Non-Monetary Welfare Measures

These initiatives aim to support staff's physical and mental well-being, promote work-life balance, and create a positive and enriching work environment. It includes health and wellness workshops, access to counseling services, and various recreational activities.

- **Preference to the family members of the staff for admission** - This privilege aims to support and reward the staff's contributions by providing easier terms to education for their loved ones.
- **Preference to the family members of the staff for admission to sister concerns of Rajagiri** - In this scheme relatives receive priority admission in institutions affiliated to our management.
- **Covid Special Medical Leave** - It is a type of a leave granted to employees who are affected by Covid - 19 or are required to quarantine or self-isolate due to Covid -19.
- **Leave for faculty improvement program** - This is a type of professional development opportunity for faculty members to enhance their teaching, research, and leadership skills.
- **Professional counselling facility** - It refers to a service or program that provides employees with access to a professional counselor, who can help them manage various personal and professional challenges.
- **Recognition for faculty achievements** - It is an acknowledgement and appreciation of faculty member's outstanding contributions, accomplishments, and impact in their field, teaching, and service.
- **Annual Academic Retreat**- The Academic Retreat is an essential welfare measure offered by our college to enhance the professional development and well-being of our faculty members. This initiative is designed to provide a conducive environment for academic and personal growth, fostering a culture of continuous learning and collaboration





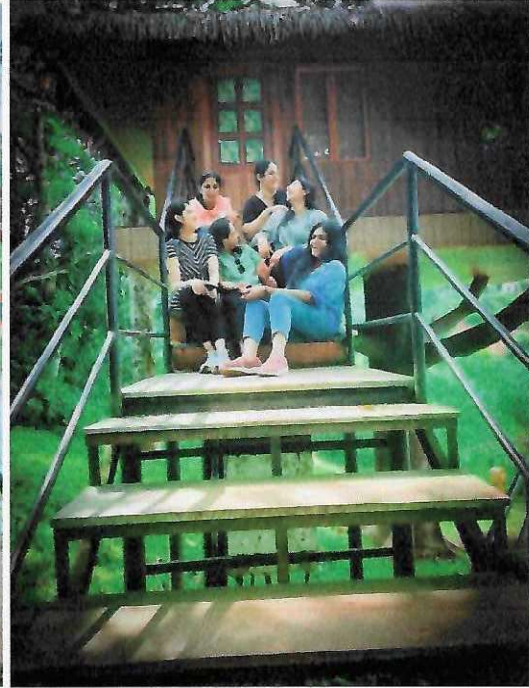


- **Annual Staff Tour-** The Annual Staff Tour is a significant welfare programme organized by our college to promote the well-being and camaraderie among faculty and staff members. This initiative is aimed at providing a refreshing break from the routine work environment, encouraging team bonding, and enhancing job satisfaction.



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- **Subsidized staff quarters-** Subsidized staff quarters provided by a college are affordable housing options offered to faculty and staff members. These quarters are typically located on or near the college campus, allowing for convenient access to work and campus facilities. The subsidy helps reduce the cost of rent, making it more financially accessible for employees. The aim is to attract and retain talented staff by offering them a comfortable and cost-effective living arrangement.
- **Free Commutation on the College bus-**Free commutation on a college bus for staff involves providing complimentary transportation services specifically for faculty and other employees. This benefit includes access to designated college bus routes that facilitate easy and cost-free travel to and from the campus. By eliminating transportation costs, the college supports staff convenience, helps improve punctuality, and reduces the stress associated with commuting.
- **Festival celebrations for staff members -** Festival celebrations for staff members conducted by a college are organized events designed to foster community spirit and enhance employee morale. These celebrations typically include festive activities such as themed decorations, special meals,

entertainment, and cultural performances. The events provide an opportunity for staff to relax, socialize, and enjoy the festivities, promoting a positive and inclusive work environment while recognizing the contributions and dedication of the college staff.



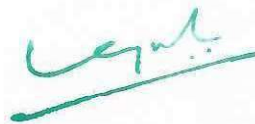
- **Freebies** -Freebies provided by a college to staff members are various non-salary benefits and perks intended to enhance their work experience and well-being. These may include complimentary or discounted services such as access to campus facilities (e.g., gym, library), free meals or refreshments and occasional gifts. Such perks are designed to support staff satisfaction, retention, and overall morale.
- **Honoring retiring teachers at farewell meetings in the presence of the manager and the whole staff fraternity** - At RCMAS, honoring retiring teachers is a significant tradition that underscores our commitment to valuing and celebrating the contributions of our esteemed faculty members. During farewell meetings held in the presence of the manager and the entire staff fraternity, the retiring teachers are formally recognized for their years of dedicated service and impactful teaching.
- **Birthday Celebrations** - The event often includes a gathering where the staff members are presented with a card, personalized gifts and a cake accompanied by well-wishes and congratulations from peers. The celebration

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may also feature a brief speech or toast acknowledging the staff members' contributions to the college, reflecting on their positive impact and role in the community.

- **Recognition of Doctoral Degree and Publication** - The recognition of doctoral degrees and scholarly publications is a cornerstone of our commitment to academic excellence and faculty development. This process involves formally acknowledging and celebrating the academic achievements of our faculty members who earn doctoral degrees or contribute significant publications to their respective fields.



PRINCIPAL

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