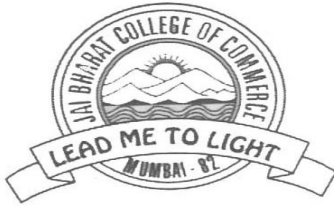


# Jai Bharat College of Commerce(Night)



(AFFILIATED TO UNIVERSITY OF MUMBAI)

O/B. 8(1-10) Mulund Colony, Mulund (W), Mumbai-400 082

Mobile No: 9324880873

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## CRITERIA 6.3.1

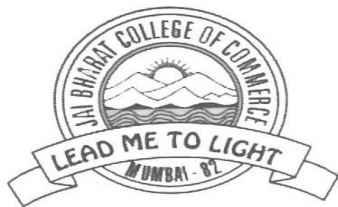
# Faculty Empowerment Strategies



*P. C. Kani tkar*

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## 6.3.1 The institution has performance appraisal system, effective welfare measures for teaching and non – teaching staff and avenues for career development/progression

Existing welfare measures for teaching and non – teaching are as follows :-

1. Employment
2. Salary
3. Secure Workplace
4. Limited work hours
5. Platform to excel
6. Library as knowledge resource
7. Identity in society as a teacher
8. Soft skill development
9. Creative progression
10. Career Development

**Employment** - It is a significant welfare measure by the education trust, management. The trust provided employment to many teaching staff as well as non-teaching staff.

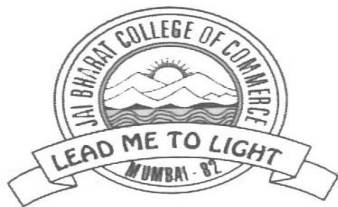
**Salary** – To meet needs of income and expenditure in non – granted institutes, self-finance institute is very difficult. The management can not provide all welfare measures like ‘amount’ of salary to the employees. Even though, governance body pays respectful salaries to all employees.



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**Secure workplace** – The college, is providing a secure, tension free, pollution free workplace to employees. To work under tremendous work pressure in industries is very stressful. In Jai Bharat College of Commerce (Night) work pressure is comparatively less, no shift duties, no fixed timings of work to get complete.

**Limited work hours** - Every Sunday – Holiday; National, state celebrations are holidays, festival breaks, festival – traditions celebrations with students in the limited work hours – 5 to 7 work hours wok. It is a welfare measure for the health of employees.

**Work culture** – Management provide employment to staff in such work culture were only 'Youth' energy is preferred. It helps to develop personality, skill development being an educational work culture.

**Platform to excel** - Teaching is a noble job, teaching is a white collar job. It provides a platform to excel for the employees while teaching. Teaching means he/herself is learning first. This learning everyday for every academics, every class, various subjects to excel himself or herself.

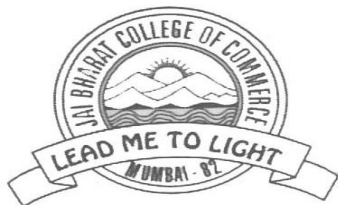
**Identity in society as teacher** - Teacher's identity is an evolving process of negotiation and interpretation within the context in the classroom and their social positions. Understanding a teacher's professional identities is important because they are sources of meaning for them. It is a rational and emotional aspect which is not quantitative. The management provides the identity in society as a teacher.



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**Soft skill development** – Teacher everyday improves himself/herself. The soft skill development such as vocabulary, presentation, knowledge, teaching skill, etc. develops. It is due to management who appoints the teaching staff.

**Creative progression** – Teaching skills progression, research skills progression, communication skills progression are welfare measures to the teachers.

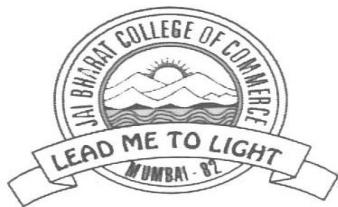
**Career Development** - Junior clerk to senior clerk to Admin in-charge are career advancement. Similarly, Assistant Professor to Associate Professor to Professor are the career advancement indirectly provided as welfare measures for staff.



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## Details of Teaching and Non-Teaching Staff

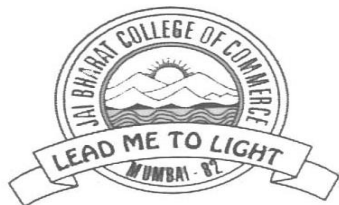
Sr.No	Name	Designation	Photo of Staff	Aadhar card	Mobil No
1.	Mrs. Preeti Kanitkar	Principal		916211460476	9821288672
2.	Mr. Felix Anthonysamy	Assistant Professor		487114481373	9987642621
3	Mrs. Namita Parab	Assistant Professor		276672977736	9820709518
4.	Mr. Gaurav Mishra	Assistant Professor		870255903902	9870687173
5.	Mr. Apurv Patkar	Assistant Professor		368727294573	9082790828



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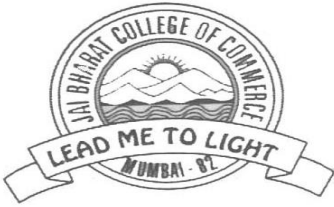
6.	<b>Mrs. Snehal Salunkhe</b>	Librarian		228095889918	8108779038
7.	<b>Ms. Jayalekshmi Nair</b>	Clerk		937164653766	8779727770
8.	<b>Mrs. Neelam Kamble</b>	Clerk		639480598718	8454048810
9.	<b>Ms. Minakshi Kadam</b>	Technical & Lab Assistant		981635258968	7506979685
10	<b>Mr. Rajesh More</b>	Accountant		314211562305	9920136843



*P. C. Kani tkar*

**Principle I/C**  
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