



Employees Welfare Measures

The Employees of Sri Bhagawan Mahaveer Jain College, KGF, play a pivotal role in influencing the organizational effectiveness. Their welfare is prioritized and the Institution has taken certain welfare measures for the benefit of Employees.

The very logic behind providing Welfare Schemes is to create efficient and healthy life style to the employees.

A. The Objectives:

1. To develop the whole personality of the employee in social, psychological, economic, moral, cultural and intellectual spheres and to make the person a good employee, good citizen and good worker of the family.
2. To aim at developing a sense of responsibility and dignity among the employees.
3. To aim at improving the efficiency of the employees and keeps them content and satisfied.
4. To enable to employees to perform their work in healthy and favourable surroundings conducive to good health and high morale.

B. The Head of the Institution:

1. The Principal creates conducive atmosphere for the employees to share express grievances and facilitates to meet the needs of the employees.
2. Shall submit the special requirement of the employee to the Governing Body for its approval.

C. Welfare Measures for Teaching and Non-teaching staff:

1. EPF
2. ESI
3. Gratuity
4. Pensionary benefits
5. Maternity leave
6. Sick leave
7. Group Insurance
8. Incentives for publications/seminars attended



9. Travel Grant for National and International Conferences
10. Summer pay
11. FIP for research
12. Personal loan and salary-in-advance to those who are in need
13. Fee concession for employees children in sister concern schools and colleges
14. Recreational Tour for staff
15. Annual increment to all the employees
16. RO Purified Water Can Facility
17. Adjustment in class timings for the staff in the times of need
18. Personal Counseling
19. Uniform and safety gadgets to non-teaching staff
20. Fee& accommodation for the teaching faculty
21. Women rest room facility
22. Provision of college campus for personal functions


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