

Maharashtra Shikshan Samiti's

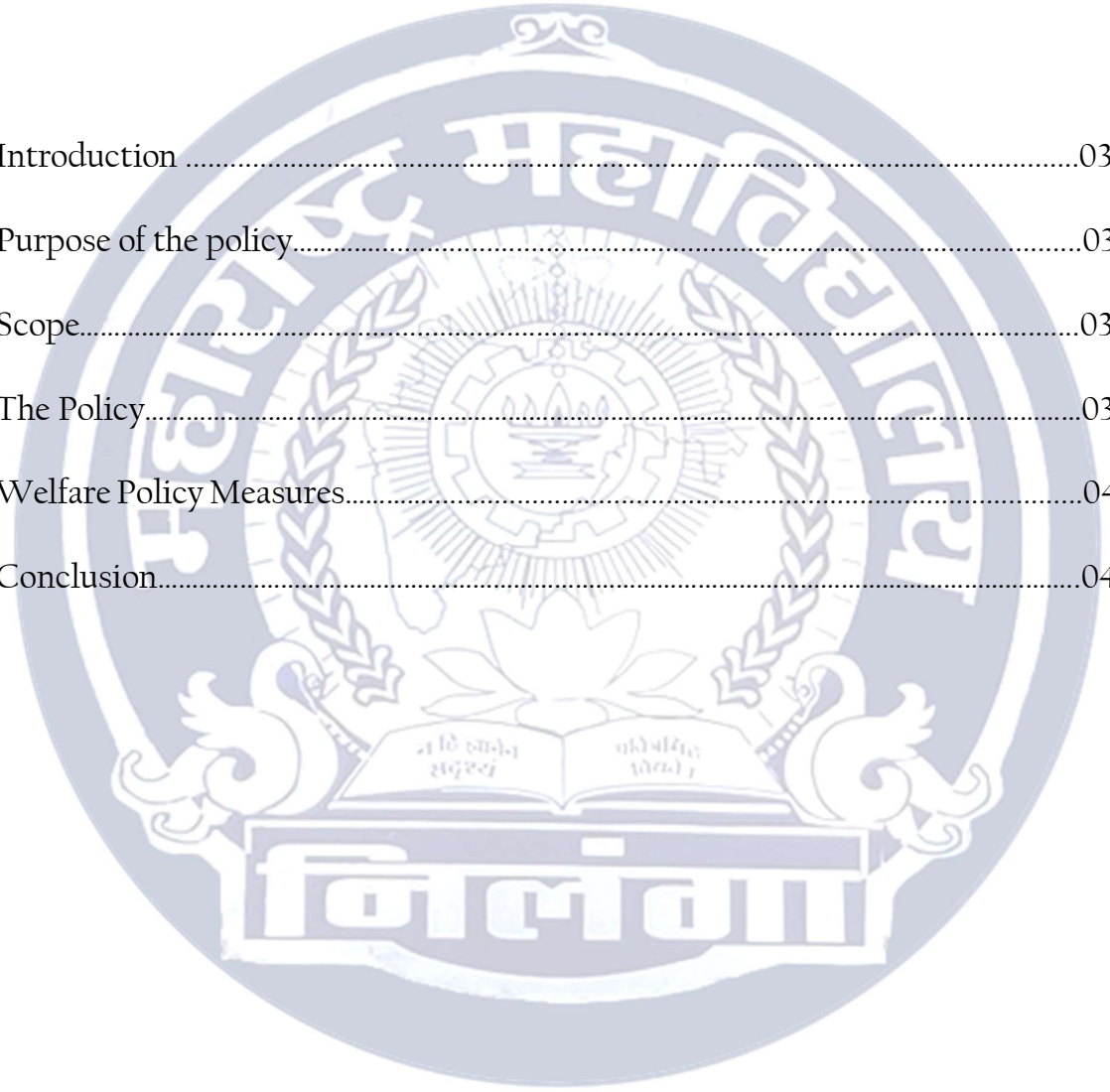
Maharashtra Mahavidyalaya, Nilanga



Staff Welfare Policy

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Introduction:

The Maharashtra Shikshan Samiti was established with the auspicious hands of Dr. Shivajirao Patil Nilangekar Saheb in 1968 with a vision to provide quality education to rural masses of Nilanga Tehsil. Late Dr. Shivajirao Patil Nilangekar always followed humane principles. The appointments of teachers to Principal were based on quality of their teaching and subject knowledge; without any discrimination based on caste, creed and gender. The institution also follows the same principle and chalked out staff welfare measures. The college has also designed a staff welfare policy to address different issues of teaching and non-teaching staff.

Purpose of the Policy:

The staff welfare policy is aimed to provide economical and non-economic benefits to all teaching and non-teaching staff members in order to protect their interests and create a more humanitarian approach in administration. It is likewise intended to establish a family like climate at work for all the staff individuals to cause them to feel free and minded while working.

Scope of the Policy

The policy is applicable to all employees of the institution across all cadres including teaching staff, non-teaching staff and support staff working in Maharashtra Mahavidyalaya, Nilanga, Dist. Latur- 413512.

The Policy

This policy is in accordance with the welfare of all teaching and non-teaching staff working in our college. The period of this policy would be five years i.e. 2019-2024.

Welfare Measures- Categories

The Management of Maharashtra Shikshan Samiti is committed to its staff welfare in all respect. The employee welfare is kept in mind by the institution right

from the selection of the employee. The management believes in increasing employee efficiency through employee satisfaction. Following key steps are taken by the management and the administration to safeguard staff welfare.

- Statutory Welfare Measures
- Non-statutory welfare measures
- Professional Development Support Scheme
- Financial Assistance through Cooperative Credit Society
- Financial Assistance for Medical Emergencies
- Awards & Recognitions
- Career Advancement Support
- Infrastructure Facilities
- Other Miscellaneous Measures
- Group Insurance Policy
- Health Check-up Camps

Conclusion:

The institution is committed to employee's welfare in all respect and the management has a full support to all these welfare practices. It is the stepping stone in enhancing employee satisfaction and devotion towards their work.



Director, IQAC

Co-Ordinator (IQAC)
Maharashtra Mahavidyalaya,
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Principal

Principal
Maharashtra Mahavidyalaya
Nilanga 413521 Dist Latur