



*Anand Charitable Sanstha, Ashti's*  
**Anandrao Dhonde Alias Babaji Mahavidyalaya,**  
**(Arts, Commerce and Science)**  
*Kada, Tal. Ashti. Dist. Beed 414 202 (Maharashtra)*

## **Criteria VI**

### **6.3.1 Staff Welfare Policy**



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# ANANDRAO DHONDE ALIAS BABAJI MAHAVIDYALAYA

(Arts, Commerce & Science)

KADA TAL. ASHTI, DIST. BEED (MS) - 414 202

E-mail : [admkada@gmail.com](mailto:admkada@gmail.com) Website : [www.admkada.com](http://www.admkada.com)



NAAC 'A' Grade (3.11- CGPA)

ISO 9001:2015 Certification

Prin. Dr. H.G. Vidhate

Ref. No.ADMK /

Date: / /

## Staff Welfare Policy

Employee welfare means anything done for the comfort and improvement of the employees. Welfare measures includes various services, facilities and amenities provided to employees for their betterment. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration. Employee welfare entails all those activities of employer which are directed towards providing the employees with certain facilities and services in addition to wages or salaries. The purpose of providing such facilities is to create efficient, healthy, loyal and satisfied environment among employees. There are several welfare schemes for academic and administrative employees. The College ensure the benefit of all the measures to its employees;

### Objectives of Employee Welfare Measures

- To provide better life and health to the staff
- To make the workers happy and satisfied.
- Welfare measures help to improve loyalty and moral of the employee
- To reduce the labour problems in the orgnisaton
- To show up their positive mind in the work.

### The statutory welfare schemes include:

#### ❖ Various types of leaves

- Casual leave
- Study leaves of Ph. D. induction, RC/ OC. FDP/ TC etc.
- Duty leave
- Maternity/ Paternity leave
- Medical leave

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## ❖ Financial Assistant provision

- Loan facilities from different co-operative and nationalized banks, for which the college takes guarantee of refund
- Loan through Credit Society
- Credit society contributes dividends every year
- Medical bill reimbursement
- CAS Promotions
- Financial Assistance for participation in seminars/workshops
- GPF / DCPS schemes
- Retirement pension as per government rules and regulations

## ❖ Other facilities:

- Organization of Faculty Improvement Programme
- Training Programmes for non- teaching
- The college gives farewell to every superannuation person
- Health & Wellness Programme
- Gym facility
- Canteen facility
- Celebration of 50th Birth Anniversary of Staff

PRINCIPAL

Anandrao Dhonde Alias Babaji Mahavidyalaya  
Kada, Tal. Ashti, Dist. Beed

