

**HR COLLEGE OF COMMERCE AND  
ECONOMICS CHURCHGATE  
YEAR-2020-21**

**CRITERION**

**VI**

**6.3.1**

***The institution has effective welfare measures for teaching and non- teaching staff***

The institution is bound to the mission of harnessing talent, nurturing minds and making development changes in higher education. The college has a firm belief in the development of its teaching and non-teaching staff and contributes in the following domains. In keeping with this spirit, during the last 7 years several professional and non-professional programmes have been organized to upgrade the professional competence as well as interpersonal relations of the teaching and non-teaching staff.

**For teaching staff:**

- **Participation in Conferences, Seminars and Workshops-** Every faculty member has participated in over fifty conferences, seminars and workshops in the last five years. Faculty is provided financial assistance for participating in conferences, seminars and workshops. Faculty is allowed to take leave for academic development programmes
- **Membership of Professional Forums** such as IMC, BCCI, FICCI, CII, Advertising club, etc.
- **Awards and Appreciations** - The college awards senior teachers, young promising teachers, star performers and staff members involved in research activities on a regular basis.
- **Subsidised Laptops** are provided to the faculty at an affordable rate by the college.
- **State of the Art facilities** – Air-Conditioned staff room provided with all the modern amenities, computer facilities, Wi-Fi internet connection and a well-equipped pantry.
- **Health Check-ups** and connectivity with panel of doctors in leading hospitals. Rejuvenation centre, wellness clinic and gym facility warrant the healthy and enthusiastic staff members
- **Library** with tailor made service facilities research and extension activities.

**Web links**

1. Infrastructural facilities: <https://www.hrcollege.edu/our-campus-2/>
2. Library: <https://www.hrcollege.edu/library/>

### **Non-teaching staff:**

- Non-teaching members of the college are medically insured and the policies are sponsored by college on a regular basis as per the government
- Subsidised Desktop Computers are provided.
- The college subsidizes the fees of children of the staff and also the tuition fees of young staff registered for further studies.
- The children of non-teaching staff studying also make use of book bank facilities, special coaching, etc.
- The college organises regular yearly free health check-up and thalassemia check-up for the non-teaching staff.
- The college also has corpus of doctors from different hospitals that help the non-teaching staff in medical problems
- Provision of lunch tea and uniform.
- Indoor Sports Festival is organized by sports council.
- The college has sponsored classes for them to acquire vocational and computer skills.
- The college supports staff applications for loans from bank
- The college regularly sends the administrative staff for their work-related training.
- Yoga sessions are also organized for them regularly in college.
- The college has an inbuilt system whereby the support staff is given minor repair work, mason's job etc; They also double up as plumbers, carpenters and electricians, which not only gives them an opportunity to use their skills within the college premises but also to earn additional income.
- The college also allows the support staff to use the gym facilities.
- Soft skill training was imparted to the non-teaching staff.
- Software Upgradation & Training sessions

