



Approved by All India Council for Technical Education (AICTE), New Delhi  
UG programs Accredited by National Board of Accreditation (NBA): CSE, ECE & ISE  
Affiliated to Visvesvaraya Technological University (VTU) Belagavi, Recognized by Govt. of Karnataka

## 6.3 Faculty Empowerment Strategies

### 6.3.1 The institution has effective welfare measures and Performance Appraisal System for teaching and non-teaching staff

The Institute has initiated various welfare measures for the well-being of their teaching and non-teaching staff. These measures are planned to address diverse facets of employee welfare, including physical health, mental wellness, work-life balance, and professional growth. Furthermore, the institution invests in training and development opportunities, recognizing the importance of fostering continuous learning and career advancement for employees.

Overall, by prioritizing employee welfare and satisfaction, the institution's management not only strengthens the bond between the organization and its workforce but also cultivates a culture of productivity, engagement, and long-term commitment.

**Performance appraisal system:** The institute has a well-defined Performance Appraisal System wherein a teaching staff is evaluated on various parameters (quality of teaching, self-learning, research contribution, etc). This self-appraisal leads to a quantified Academic Performance Index (API), which is a number on a scale of 4.0. This self-appraisal is then verified by the respective HOD and is then forwarded to HR for their reference. The annual salary increments and promotions are largely based on the API.

Some of the welfare measures established in the Institute for teaching and non-teaching staff are listed below.

**Employee provident fund (EPF):** All eligible employees as per the statute are provided with a contribution of 12% of the basic salary from the management.

**Gratuity benefit to staff:** The staff completing five years of service in the Institution is provided with gratuity benefit as per the Government rules.





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**Group Insurance Policy:** All the faculty and staff members are enrolled in a group insurance policy.

**Maternity leave:** All woman employees are entitled to maternity leave, in line with government rules and regulations.

**Faculty members are granted Official on Duty (OOD)** and encouraged to participate FDPs, Conference, Seminars and other value added programs. The institute also takes care of the travelling cost when such an event is organized in another city.

**Casual leave, Sick Leave and Earned Leave** are provided to regular employees, in addition to semester-end Vacation of 8 days. .

**Medical Facilities:** Access to our own East Point Hospital is available for employees and their dependent family members through optional medical schemes.

**Fee Concession:** The children of our faculty members who enroll in East Point Group of Institutions are provided a concessional fee, with the amount of concession being decided on a case-to-case basis

**Research Incentives:** All faculty members pursuing PhD are exempted from paying research fees for Conferences held within India: Financial support towards registration and travel/accommodation up to Rs. 10,000/- per calendar year is also provided.

Conference in foreign countries: Financial support of 50% of the expenditure towards registration and travel/ accommodation up to Rs. 30,000/- once in 3 years.

**Patent Application:** All expenditure towards patent application and related procedure procedures will be borne by the Institution (EPGI), after assessment and approval by the Management.





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**For book publishing** in India, incentives of ₹10,000, ₹7,000, and ₹3,500 are given to the first, second, and third authors respectively.

For international book publishing, authors receive incentives of ₹15,000, ₹10,000, and ₹5,000 for first, second, and third positions respectively.

**Punching relaxation (Biometric Attendance):** Under this arrangement, employees are entitled to 120 minutes of permission in a month to arrive late or leave early for personal reasons during regular working hours. This flexibility aims to accommodate employees' personal needs without disrupting their overall work schedule.



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