



# **VIDYASAGAR UNIVERSITY**

## **Internal Quality Assurance Cell**

**MIDNAPORE - 721102, WEST BENGAL, INDIA**

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### **6.3.1 - The institution has a performance appraisal system, promotional avenues and effective welfare measures for teaching and non-teaching staff**

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#### **Performance Appraisal System:**

The Vidyasagar University follows a defined mechanism for the performance appraisal of all its employees. The rules of the State Government and the UGC are strictly followed in the appraisal system. The IQAC takes a crucial role in the case of teachers whereas the Establishment Committee takes appropriate decision in the case of nonteaching staff.

#### **Welfare Measures for the teaching and non-teaching staff:**

##### **1. Medical facilities on campus:**

- i) One dedicated medical unit with one qualified medical officer (M.B.B.S. & M.D.) and other supporting staff
- ii) One Ambulance available in the University campus 24x7
- iv) First-aid facility
- v) ECG, USG and other basic medical facilities
- viii) Provision for Oxygen for emergency patients.

##### **2. Special Transport Facility**

- i) The University, apart from state bus facility (from Midnapore to Kolkata), also provides special buses in the evening between the campus and Midnapore town.
- ii) Battery-driven three-wheeler cabs (Toto) ply within the campus for the students and staff (particularly those who are differently abled).

##### **3. Other facilities:**

- i) The University has a Cooperative Society for the staff members to provide the loan facility.
- ii) Accommodation for employees at concessional rate
- iii) Canteen for the students and staff at cheap rate
- iv) A state-of-the-art gymnasium for all the stakeholders