



**Kaizen Eduplus Society's**

**INSTITUTE OF EXCELLENCE IN MANAGEMENT SCIENCE**

Approved by AICTE New Delhi, Affiliated to Karnataka University, Dharwad.

An ISO EOMS 21001 : 2018 Certified Institute

Ranked 'A4' in Best B-School Survey 2010 conducted by AIMA, New Delhi.

Ranked 'A' in Best B-School Survey 2012 conducted by Business India & Business Standard.

The Outstanding B-School in South India - ABP News Survey 2018.

Plot No. 129-132, Tarihal Industrial Area, Airport Road, HUBLI - 580 026. Karnataka.

E-mail : kesiems@gmail.com | director@iemsbschool.in

Website : www.iemsbschool.org

An  
**ISO EOMS 21001 : 2018**  
Certified Institute

Tel : 0836-2310491 / 94

## 6.3 Faculty Empowerment Strategies

### *6.3.1: The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression*

IEMS College has a well-designed performance appraisal system for both teaching and non-teaching staff. The objective is to evaluate performance, identify areas for improvement, and facilitate employee growth and progress.

#### **The Appraisal Process:**

- Self-Appraisal:
- Personal Meeting with director
- Verification and Remarks by the director and a representative from management
- Forwarding to Chairman for annual increment.

#### **Welfare Measures at IEMS:**

IEMS is committed to fostering a positive working environment through a range of employee welfare schemes. These initiatives are designed to enhance staff well-being, motivation, and overall job satisfaction. The institution has some of the welfare measures tailored to meet the needs of its staff. These schemes may include health and wellness programs, financial benefits, professional development opportunities, and work-life balance initiatives. By prioritizing the well-being of its employees, IEMS creates a supportive and motivating work environment. This leads to increased staff morale, higher productivity, and a stronger sense of engagement with their roles.

**IEMS College provides various welfare measures for its employees. Main points are mentioned below.**

- Employee Provident Fund
- Employees' State Insurance
- Group Insurance Policy
- Sponsorship for faculty to attend conferences and FDPs
- Medical Leave
- Salary Advances for Teaching and Non-Teaching Staff
- Free Transport Facility
- Free Access to Library



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