

PERFORMANCE BASED INCENTIVES FOR FACULTY

SN	Objectives	Title of Contribution	Proposed incentives	Remarks
1	<ul style="list-style-type: none"> To encourage faculty to bring funded projects to institute. To promote faculty to undertake research activities. 	Getting funding from external funding agency	<p>The incentives will be as per norms approved in Principals meeting on 06-05-2013,</p> <p>For total portion of funding 9 % should be distributed as below :</p> <p>a) Principal Investigator / coordinator – 5 % b) Principal of the Institute – 2% c) Head of Department - 1 % d) Admin / Accounts / R & D Cell - 1 %</p>	Approved by Hon.ble Chairman
2	<ul style="list-style-type: none"> To ensure students participation in research activities 	<p>Guiding a batch of students in a semester for different research related activities like :-</p> <ol style="list-style-type: none"> TRPCS Innovation Awards of RGI State/National / International level paper/ project competition outside institute , IBM TGMC etc. 	Rs.2,500/- (for each activity, irrespective of number of students / batches) Eligibility : Quality work containing no plagiarism	Approved by Hon.ble Chairman
3	<ul style="list-style-type: none"> For overall development of a teacher in the area of pedagogy research & development 	STTP (one day to one week)	Rs.5,000/- extra for the faculty coordinating the training program.	Approved by Hon.ble Chairman
4	<ul style="list-style-type: none"> To ensure students attendance in academic activities To improve UoP exam results True implementation of TG Scheme 	<p>Effective implementation of TGS</p> <ol style="list-style-type: none"> At least – 75% average attendance of all the mentees taken together. At least – 60% all clear result of mentee batch 	Rs.25,000/- (Except autonomous institutes)	Approved by Hon.ble Chairman
5	<ul style="list-style-type: none"> To improve quality of research & publication 	Paper published in referred International Journal of repute (Branch wise list enclosed and will be updated annually)	Rs.5000/-	Approved by Hon.ble Chairman

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6	<ul style="list-style-type: none"> • To promote faculty to undertake research and file patents • To strengthen activities of GHR LABS 	Patent filled (along with GHR Labs)	The incentives will be as per norms approved in Principals meeting on 06-05-2013, <ul style="list-style-type: none"> • For National & International level Rs.15,000/- while filling the Patent • Rs.15,000/- after accepting the Patent 	Approved by Hon.ble Chairman
7	<ul style="list-style-type: none"> • To improve overall knowledge of faculty • To promote faculty to develop learning resources 	Complete self recorded Video Lectures for LR for complete subject (of at least 40 hrs)	Rs.10,000/- per faculty	Approved by Hon.ble Chairman
8	<ul style="list-style-type: none"> • To bridge the gap in between the existing curriculum & industry needs • To expose the students with emerging areas of latest technology 	Arranging guest lectures of academic / industrial experts in the state of art technology	Rs.1,000/- to 2,500/- per guest lecture (renowned outside experts out of city)	Approved by Hon.ble Chairman