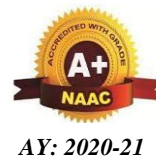




Marathwada Mitra Mandal's
INSTITUTE OF MANAGEMENT EDUCATION RESEARCH AND TRAINING
(IMERT), Pune
Behind Vandevi Temple, Karvenagar,
Pune – 411052



AQAR 2020-21

Metric No. 6.3.1

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

Institution has great concern towards welfare of teaching and non-teaching staff. Following are the welfare measures provided by the Institute and management.

- **Credit Cooperative Society:** Membership: MMM Trust has a Credit Cooperative Society. Both teaching and non-teaching staff are eligible to become a member of this Credit Cooperative Society.
- **Zero interest loan facility:** On becoming a member, staff can avail zero interest loan facility up to Rs. 27,000/- to purchase laptop for educational enhancement of the staff and their family.
- **Low interest loan facility:** Over and above this, all the members can avail low interest loan facility in proportion to their salary.
- **Felicitation of meritorious staff members and their children:** Society felicitates meritorious staff members and their children for their achievements.

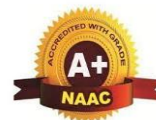
Financial welfare measures:

- **Concession on fees:** IMERT provides 25% concession on MBA Fees to the children of staff members in order to encourage them for higher education.
- **Employee Provident Fund:** Institute has made a provision of Employee Provident Fund for all staff even though it may not be applicable to them. Gratuity: Gratuity benefits are made applicable to all teaching and non-teaching staff as per provisions of Payment of Gratuity Act 1972.
- **Advance salary for emergency:** In case of emergency on receipt of application from a staff member, institute pays advance salary. Advance salary for festival: In case of



Since 1994

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AY: 2020-21

festivals like Diwali, institute pays advance salary to staff members.

- **Financial assistance for enhancement in qualification:** Institute provides financial assistance for enhancement in qualification of staff members in the form of direct sponsorship as well as interest free advance against salary.

Non-Financial welfare measures:

- **Sponsored in-house development programs:** IMERT organizes in-house development programs for teaching and non-teaching staff. Such programs are sponsored by the institute.
- **Free Tea/Coffee:** To keep employees fresh, Institute provides free tea / coffee to all staff twice a day. **Birthday leave:** Every year each staff member gets a Birthday leave on individual's Birthday and a birthday gift from institute. This leave is over and above regular leaves.
- **On Deputation/study leave:** Institute grants on deputation study leave to faculties to attend Faculty Development Programs, Exam duties assigned by SPPU, University Committees and for conducting lectures in sister institutions.
- **Special leave for wedding:** Special leave for wedding is granted by the institute to the staff member for his/her wedding.
- **Maternity leave:** Institute grants a maternity leave of 3 months to female staff members.
- **Special medical leave:** Institute grants special medical leave to its staff members.
- **Compensatory leave:** We provide compensatory leaves for extra work other than normal working hours.
- **Earned leave:** Non-teaching staff is provided with the benefit of earned leave as per norms.