



Since 1994

Marathwada Mitra Mandal's
INSTITUTE OF MANAGEMENT EDUCATION RESEARCH AND TRAINING
(MM's IMERT), Pune

S. No. 18, Plot No. 5/3, CTS No. 205, Behind Vandevi Temple, Karvenagar, Pune – 411052



WELFARE MEASURES FOR TEACHING, NON-TEACHING STAFF AND STUDENTS



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

- **Financial assistance for Research and Development plan** – Institute provides financial assistance of Rs. 20,000/- to teaching staff and Rs. 5,000/- to non-teaching staff for their research and development plan.
- **Mediclaim for staff:** Management has provided a Mediclaim facility for all staff amounting to Rs. 2,00,000/- per person.
- **Accidental Insurance Policy** – Management has provided an Accidental Insurance Policy of Rs. 5,00,000/- per employee.
- **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 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



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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 leave:** Institute grants special leave to its staff members in case of parental death.
- **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.



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Financial and Non-financial measures for students:

- **Amaartya Shiksha Yojana** - Institute has provided Amaartya Shiksha Yojana ; an Education Policy of Rs. 2,00,000/- to each MBA first year student and Rs. 1,00,000/- to each MBA second year student.
- **Student Accidental Policy** – Institute has provided an Accidental Insurance Policy of Rs. 1,00,000/- to each student.
- **Financial assistance for Research and certifications** - Institute provides financial assistance to students for research related activities and certifications.

 Prof. Aparna Shastri ISR Committee Head	 Dr. Mangalgouri Patil IQAC Coordinator	 Dr. Shubhangee Ramaswamy I/C Director
Prepared by	Reviewed by	Approved by