



**CRITERIA FOR INCREMENT /MOTIVATIONAL BENEFIT/ INCENTIVE AY 2022-23**

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|--|---|
| 1. Minimum service of <b>TWO ACADEMIC SEMESTERS (one Year)</b> without any break           |   |
| 2. Taught at least 2 subjects 1 practical or 1 subject 2 practical workloads division-wise |   |
| 3. Student Feedback for both the Semesters for the Th/PR must be 80% and above             |   |
| 4. Academic result should be more than 80% in theory and practical SPPU Result (for 2)     |   |
| 5. Participation in Organizing minimum 2 programs at institute/department level            |   |
| 6. Transparently giving study material in softcopy form for both theory and practical      | # |
| 7. Attended minimum 2 FDP of more than 5 days per semester                                 |   |
| 8. Minimum 1 NPTEL enrollment and certification  |   |
| 9. Faculties handling practical must give LAB MANUAL to students                           |   |
| 10. COURSE FILE must be updated with self-notes and PPT's                                  |   |
| 11. CO-PO Mapping and outcome of CO's must be available for both semester TH/PR            |   |
| 12. Out-of-box Thinking & bridging the gap to achieve expected CO                          | @ |
13. Handled INSTITUTE LEVEL responsibility for ADMISSION WORK
  14. At least 1 COPYRIGHT per year
  15. At least 1 PATENT per year
  16. At least 1 RESEARCH PUBLICATION in reputed peer reviewed journal
  17. Receiving a GRANT from SPPU/AICTE/UGC/DST etc. (Use Different Policy for Fund Utilization)
  18. Minimum 1 INNOVATIVE TEACHING PRACTICE per semester
  19. Minimum 1 Project-Based Learning (PBL) approach for 30 students
  20. Minimum number of LEAVES TAKEN in a semester (not more than the available)
  21. Minimum 2 INDUSTRY CONTACT to create liaison with the institute TPO/MOU/Expert lecture
  22. Active contribution in IQAC/NAAC/NBA/ISO/ at department/Institute level
  23. STTP/WS/Hands-on training conduction for students for minimum 30 hours (5 days)
  24. Participation/organization of SPORTS/CULTURAL events at institute level and/or TG
  25. Admission related companying, counselling, admin work for the benefit of institute

**# Criteria 1 to 6 are Mandatory**

**@ Criteria 7 to 12 are Essential**



**DR. SURESH MALI**  
**PRINCIPAL**



**Criteria to be fulfilled to get the equivalent Increment/ Motivational Benefit/ Incentive**

Criteria to be fulfilled	Percentage Increment/ Amount per Month
<b>16 out of 25</b> above Criteria must fulfill <b># Criteria 1 to 6 are Mandatory</b> <b>@ Criteria 7 to 12 are Essential</b>	+3% of the Current Gross Salary
Course Plan 100% Execution as per e-MIS	Rs. 1000/- or Equivalent
1 patent Published*	Rs. 1000/- (for 1 Year Only)
1 copyright Published*	Rs. 1000/- (for 1 Year Only)
Published* in Scopus/WOS/SCI journal (Impact factor 1.5 and above)	Rs. 1000/- (for 1 Year Only)
Published international conference or reference journal (Impact factor less than 1.5)	Rs. 500/- (for 1 Year Only)
Handled responsibility as Head of the Department/Institute level Portfolio as an Incentive	Rs. 15/- per student
Handled responsibility as Institute Level Coordinator of Specific Activity Such as IQAC/NAAC/NBA/ISO (any One)	Rs. 2000/-
Supporting Staff	+5% to +7% depending upon performance

**\*The College Name must come in the Publication**



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**Note: Increment/ Motivational Benefit/ Incentive to be  
given is subject to approval from the Management**