



HUMAN RESOURCE POLICY

About the college

Velluthuruthi Thazathu Bhattathiripad College, situated in Sreekrishnapuram, Palakkad District, is named after the esteemed V.T. Bhattathiripad, recognized as a key figure in the social transformation of Kerala. Established in December 1982 under the management of 'SreeSankara Trust', the college is located atop a hill, surrounded by picturesque landscapes. The tranquil environment of the college campus offers an ideal setting for students seeking to learn and grow.

Vision

"tamasoma jyothir gamaya"

lead me from darkness to light and from ignorance to wisdom. to empower and transform society by providing knowledge in its ultimate form through quality education.

Mission

- Provide access to Higher Education opportunities to students in rural area.
- Propagate and inculcate value education based on Indian culture and heritage to the student community and thereby to the society at large.
- To update society with modern technological innovations and provide knowledge and personnel for developmental needs.
- Protect our environment and ecology for the generations to come.

HR Policy

Human Resource (HR) policies are guidelines and rules set by an organization to manage its workforce effectively. The primary goal of these policies is to ensure fair treatment of employees, compliance with laws and regulations, and the overall well-being of the organization and its staff.





Objectives of the policy

1. To ensure compliance with the Local, State, and UGC Norms with regard to recruitment and development.
2. To ensure fair and equal treatment to all employees irrespective of caste, creed, gender, etc.
3. To focus on the overall welfare of the employees by providing guidelines for health and safety, work-life balance, effective conflict-management mechanisms, and a positive work environment.
4. To reinforce and promote the desired organizational culture, values, and ethics through clear expectations and standards of behaviour.
5. To support the professional growth of employees through training and development initiatives, aligning individual skills with organizational needs.

Sub-parts of Human Resource Policy

Legal Compliance: Regarding the recruitment and management of human resources, we strictly adhere to the laws related to the Appointment and Maintenance of Teaching and Non-teaching staff formulated by the University of Calicut, the Kerala Government, and the University Grant Commission.

Fair Treatment: The college is indebted to ensuring fair treatment for employees regardless of gender, caste, creed, race, etc. All the remuneration and compensation for employees are based on their experience and academic qualifications without any discrimination so that two people with the same qualifications and experience receive the same remuneration and other benefits. Additionally, the leave policies and other related service aspects are all in accordance with the Kerala Service Rules and Kerala Education Rules.

Code of Conduct for Staff: A Code of Conduct serves as a set of guidelines and principles that outline expected behaviour and ethical standards for individuals within a particular organization or profession. The use of a Code of Conduct is multi-faceted and plays a crucial role in various aspects of organizational and professional life. In order to ensure a positive culture in the institution and prevent misconduct on the part of Staff, our institution has a clear-cut Code of Conduct for the teaching and non-teaching staff.





Training and Development: To support the professional growth of employees, the institution initiates various training and development programmes on a regular basis. The management also provides financial assistance to the teaching and non-teaching staff for attending Seminars and Workshops.

Employee Well-being: Employees' well-being is very important for building a productive workforce, and to ensure the welfare of the staff, we have a Welfare Policy for the College. It guarantees the enhanced satisfaction level of the employees.

