



STAFF EMPOWERMENT POLICY

The Empowerment Policy implemented at Sreekrishnapuram V. T. Bhattathiripad College is specifically formulated to enhance the welfare, job contentment, and general quality of life of both the teaching and non-teaching staff. The primary goal of this policy is to establish a nurturing and all-encompassing workplace culture that appreciates the input of each individual.

Emphasis on the academic competence of faculty members is of paramount importance at the College. To promote a culture of continuous learning, educators are encouraged to partake in subject-specific refresher courses, training sessions, short-term programs, and workshops, thereby enhancing their understanding of their respective areas of expertise. The institution actively supports faculty involvement in research endeavours by providing necessary infrastructure for the development of research laboratories. In line with a dedication to excellence, faculty members are encouraged to participate in both national and international academic conferences, which serve to enrich their teaching and research capabilities. Sreekrishnapuram V. T. Bhattathiripad College firmly believes that by fostering academic and research excellence among its faculty, it can make a significant contribution to the broader educational landscape and the advancement of knowledge.

The Financial Support Policy of Sreekrishnapuram V. T. Bhattathiripad College for faculty and non-teaching staff has been formulated with the following objectives in consideration:

- The IQAC of the college is obliged to conduct at least one faculty empowerment programme in an academic year.
- Encouraging faculty members to attend both national and international seminars, conferences, and workshops.
- Motivating non-teaching staff to attend training programmes and classes for improving communication skills.
- Supporting faculty members in obtaining memberships in relevant professional bodies.





Guidelines for Faculty and Non-Teaching Staff Participation:

- A faculty member is provided financial support to participate in up to two international or national conferences/seminars/workshops in an academic year.
- Non-teaching staff is allowed to attend two training programmes in a year.
- All requests for participation in national or international conferences/seminars, including paper presentations, must be submitted to the Principal.

