



# ANDHRA LOYOLA COLLEGE

**AUTONOMOUS :: VIJAYAWADA - 520 008**

**Established : 1954**

**A CHRISTIAN MINORITY COLLEGE WITH CONSTITUTIONALLY PROVIDED RIGHT OF ADMISSION  
(AN ISO 14001 : 2015 INSTITUTION)**

**THE ONLY COLLEGE IN BOTH THE TELUGU STATES TO HAVE BEEN RANKED AMONG  
THE TOP 150 COLLEGES BY NIRF SINCE THE INCEPTION OF THE RANKING IN 2017**

**SELECTED UNDER THE STAR COLLEGE SCHEME OF DBT AND FIST PROGRAMME OF DST, GOVT.OF INDIA  
SELECTED FOR ENHANCEMENT OF QUALITY AND EXCELLENCE UNDER RUSA BY MHRD, GOVT.OF INDIA**

**A College Dedicated to All-Round Development of its Students**





# **Andhra Loyola College** **(Autonomous)**

VIJAYAWADA-520 008.

**Accredited in III Cycle at A+ Grade with a CGPA of 3.66 / 4.00**

Web: [www.andhraloyolacollege.ac.in](http://www.andhraloyolacollege.ac.in) e-mail: [contactalc@gmail.com](mailto:contactalc@gmail.com)

STD	: 0866
Main Off.	: 2476082
Inter	: 2476965
Degree	: 2481907
P.G.	: 2474902
CoE	: 2473251
Fax (Principal)	: 2474531
Fax (Correspondent)	: 2486084

## **6.3 Faculty Empowerment Strategies**



# Andhra Loyola College (Autonomous)

VIJAYAWADA-520 008.

Accredited in III Cycle at A+ Grade with a CGPA of 3.66 / 4.00

Web: [www.andhraloyolacollege.ac.in](http://www.andhraloyolacollege.ac.in) e-mail: [contactalc@gmail.com](mailto:contactalc@gmail.com)

STD	: 0866
Main Off.	: 2476082
Inter	: 2476965
Degree	: 2481907
P.G.	: 2474902
CoE	: 2473251
Fax (Principal)	: 2474531
Fax (Correspondent)	: 2486084

## The Institution has effective welfare measures for Teaching and Non-Teaching staff

### WELFARE MEASURES POLICY

Andhra Loyola College, like many educational institutions, typically implements a range of welfare measures for both teaching and non-teaching staff to ensure their well-being and satisfaction. The policies include the following:

#### 1. Provident Fund (PF)

- **Eligibility:** Mandatory for all staff members who meet specific salary criteria.
- **Contribution:** Both employer and employee contribute a fixed percentage of the employee's basic salary to the Provident Fund.
- **Benefits:** Provides a retirement savings plan, with the accumulated amount available to the employee upon retirement or under certain conditions like resignation.

#### 2. Employees' State Insurance (ESI)

- **Eligibility:** Applicable to employees earning below a certain threshold.
- **Contribution:** Both employer and employee contribute a small percentage of the salary towards ESI.
- **Benefits:** Provides medical care, cash benefits during sickness and maternity, and other welfare benefits.

#### 3. Gratuity

- **Eligibility:** Employees who have completed at least five years of continuous service.
- **Calculation:** Generally calculated as 15 days of salary for each completed year of service.



# Andhra Loyola College (Autonomous)

VIJAYAWADA-520 008.

Accredited in III Cycle at A<sup>+</sup> Grade with a CGPA of 3.66 / 4.00

Web: [www.andhraloyolacollege.ac.in](http://www.andhraloyolacollege.ac.in) e-mail: [contactalc@gmail.com](mailto:contactalc@gmail.com)

STD	: 0866
Main Off.	: 2476082
Inter	: 2476965
Degree	: 2481907
P.G.	: 2474902
CoE	: 2473251
Fax (Principal)	: 2474531
Fax (Correspondent)	: 2486084

- **Benefits:** A lump sum payment to employees upon retirement, resignation, or death.

## 4. Group Medical Insurance

- **Eligibility:** Offered to all full-time employees.
- **Coverage:** Includes hospitalization expenses, surgery costs, and sometimes outpatient treatment.
- **Benefits:** Provides financial protection against medical emergencies and health issues.

## 5. Leaves

- **Types of Leaves:** Includes Casual Leave (CL), Earned Leave (EL), Medical Leave (ML), and Maternity/Paternity Leave.
- **Policy:** The number of leaves and the conditions under which they can be availed vary. Generally, employees can accumulate and carry forward certain types of leaves.
- **Benefits:** Ensures that employees can take time off for personal or health reasons without financial loss.

## 6. Loans and Advances

- **Eligibility:** Usually offered to permanent employees.
- **Types of Loans:** Can include personal loans, education loans, and emergency loans.
- **Repayment:** Typically deducted from the salary in installments.
- **Benefits:** Provides financial support for personal and emergency needs at lower interest rates compared to external loans.

## 7. Other Welfare Measures

- **Professional Development:** Opportunities for attending workshops, conferences, and further education programs.





# Andhra Loyola College (Autonomous)

VIJAYAWADA-520 008.

Accredited in III Cycle at A\* Grade with a CGPA of 3.66 / 4.00

Web: [www.andhraloyolacollege.ac.in](http://www.andhraloyolacollege.ac.in) e-mail: [contactalc@gmail.com](mailto:contactalc@gmail.com)

STD	: 0866
Main Off.	: 2476082
Inter	: 2476965
Degree	: 2481907
P.G.	: 2474902
CoE	: 2473251
Fax (Principal)	: 2474531
Fax (Correspondent)	: 2486084

- **Housing Facilities:** Quarters or housing allowances may be provided to certain Non Teaching staff members.

## Implementation and Administration

The policies are periodically reviewed and updated in line with statutory requirements and the needs of the employees.

  
PRINCIPAL  
ANDHRA LOYOLA COLLEGE  
VIJAYAWADA-8



# Andhra Loyola College (Autonomous)

VIJAYAWADA-520 008.

Accredited in III Cycle at A+ Grade with a CGPA of 3.66 / 4.00

Web: [www.andhraloyolacollege.ac.in](http://www.andhraloyolacollege.ac.in) e-mail: [contactalc@gmail.com](mailto:contactalc@gmail.com)

STD : 0866  
Main Off. : 2476082  
Inter : 2476965  
Degree : 2481907  
P.G. : 2474902  
CoE : 2473251  
Fax (Principal) : 2474531  
Fax (Correspondent) : 2486084

## WELFARE MEASURES FOR TEACHING AND NON TEACHING

S.No.	Teaching	Non-teaching
1	Seed Money as a token of appreciation for achieving doctoral degree	Maternity leave
2	Financial assistance to attend Seminars , Workshops, FDP	Gratuity
3	Maternity leave	Medical expenses
4	Gratuity	ESI
5	Medical expences	Health Check-up Camps
6	ESI	Blood Donation Camps
7	Monthly financial allowance for attaining NET,SET, M.Pill, PhD	HRA/Quarter allotted and loan granted when required.
8	Academic enrichment Programs	financial support in case of major illness
9	EPF	Deserving children of deceased members are given preference in jobs.
10	Medical Awareness Campaign	Dispensary
11	Health Check-up Camps	Insurance
12	Blood Donation Camps	
13	Dispensary	
14	Insurance	



# Andhra Loyola College (Autonomous)

VIJAYAWADA-520 008.

Accredited in III Cycle at A\* Grade with a CGPA of 3.66 / 4.00

Web: www.andhraloyolacollege.ac.in e-mail: contactalc@gmail.com

STD : 0866  
Main Off. : 2476082  
Inter : 2476965  
Degree : 2481907  
P.G. : 2474902  
CoE : 2473251  
Fax (Principal) : 2474531  
Fax (Correspondent) : 2486084

## GRATUITY

ANDHRA LOYOLA COLLEGE (AUTONOMOUS):: VIJAYAWADA -520 008									
NON-TEACHING STAFF GRATUITY									
SNO	NAME	DESIGNATION	Basic	D.A.	Total	Total/26* 15days	Years of Service	Grand Total	A/C NO.
							(9 YRS)		
1	SRI G SOMLA NAIK	OFFICE ASSISTANT	14715	3679	18394	10611.9	95,507	95,507	CHEQUE

\*Date of Joining 01.11.2011

\*Resigned on 11.10.2022

\*Deduct the Management Loan Amount

*Loan Taken	50000/-
*Paid	6000*4=24000/-
*Remaining amount	26000/-

M. Jagayamma  
CORRESPONDENT  
ANDHRA LOYOLA COLLEGE  
VIJAYAWADA-8

ANDHRA LOYOLA COLLEGE (AUTONOMOUS):: VIJAYAWADA -520 008									
TEACHING STAFF GRATUITY									
SNO	NAME	DESIGNATION	Basic	D.A.	Total	Total/26* 15days	Years of Service	Grand Total	A/C NO.
							(5 YRS)		
1	MS.N.SIVA BHARATHI	LECTURER	24840	6210	31050	17913.5	89,567	89,567	CHEQUE

\*Date of Joining 01.06.2014 to 30.04.2016 and 05.06.2017 to 31.08.2022

\*Resigned on 31.08.2022

M. Jagayamma  
CORRESPONDENT  
ANDHRA LOYOLA COLLEGE  
VIJAYAWADA



# Andhra Loyola College (Autonomous)

VIJAYAWADA-520 008.

Accredited in III Cycle at A+ Grade with a CGPA of 3.66 / 4.00

Web: www.andhraloyolacollege.ac.in e-mail: contactalc@gmail.com

STD : 0866  
Main Off. : 2476082  
Inter : 2476965  
Degree : 2481907  
P.G. : 2474902  
CoE : 2473251  
Fax (Principal) : 2474531  
Fax (Correspondent) : 2486084

## ADVANCING LOANS

ANDHRA LOYOLA COLLEGE (AUTONOMOUS):: VIJAYAWADA  
LOAN APPLICATION FORM

1. Name : K. Divyja Rao  
2. Designation : Office Assistant  
3. Purpose of Loan :  
(Festival/Education/Personal) ✓ :  
4. Amount Requested : 50,000/-  
5. Monthly Installment : 5000/-  
6. Balance of Loan not yet paid : Cleared

*K. Divyja Rao*  
Signature of the Employee

FOR OFFICE USE ONLY

Loan Sanctioned : 50,000/-  
Installments : 10 Months  
Date : 15/5/2022

*M. Jayaram*  
CORRESPONDENT

ANDHRA LOYOLA COLLEGE (AUTONOMOUS):: VIJAYAWADA  
LOAN APPLICATION FORM

1. Name : D. Hima Bindu  
2. Designation : Office Assistant  
3. Purpose of Loan :  
(Festival/Education/Personal) ✓ :  
4. Amount Requested : 40,000/-  
5. Monthly Installment : 8000/-  
6. Balance of Loan not yet paid : Cleared

*D. Hima Bindu*  
Signature of the Employee

FOR OFFICE USE ONLY

Loan Sanctioned : 40,000  
Installments : 5 Months  
Date : 27/9/22

*M. Jayaram*  
CORRESPONDENT





# Andhra Loyola College (Autonomous)

VIJAYAWADA-520 008.

Accredited in III Cycle at A+ Grade with a CGPA of 3.66 / 4.00

Web: www.andhraloyolacollege.ac.in e-mail: contactalc@gmail.com

STD	: 0866
Main Off.	: 2476082
Inter	: 2476965
Degree	: 2481907
P.G.	: 2474902
CoE	: 2473251
Fax (Principal)	: 2474531
Fax (Correspondent)	: 2486084

## EPF CONTRIBUTION

EMPLOYEE'S PROVIDENT FUND ELECTRONIC CHALLAN CUM RETURN (ECR)			
Name of Establishment	ANDHRA LOYOLA COLLEGE		
Establishment Id	GRGNT0007892000	LIN	1949382481
Wage Month	OCT-2020	Return Month	NOV-2020
Contribution Rate (%)	12	ECR Type	ECR
Salary Disbursement Date	03-NOV-2020	Uploaded Date Time	06-NOV-2020 10:00
Exemption Status	Unexempted	TRRN Number	
Remarks	0	ECR Id	50482954
Total Members	130	Aadhaar Not Seeded Member	85
<b>Contribution and Remittance Details (In Rupees) :</b>			
Total EPF Contribution Remitted	2,06,954	Total EPS Contribution Remitted	1,43,698
Total EPF-EPS Contribution Remitted	63,334	Total Refund Advance	0
<b>PMRPY Upfront Benefit Details (In Rupees) :</b>			
Total PMRPY Upfront EPF Amount	0	Total PMRPY Upfront EPS Amount	0
PMRPY benefit remarks	NA		
<b>PMGKY Benefit Details (In Rupees) :</b>			
Total PMGKY benefit Amount	Employee EPF Share	Employer EPS Share	Employer EPF Share
	0	0	0
PMGKY benefit remarks			

## INSURANCE FOR BOTH TEACHING AND NON-TEACHING STAFF

STAR Star Health and Allied Insurance Company Limited			
<p>Star Health and Allied Insurance Company Limited            Star Health Insurance Building, 100, Park Road, Hyderabad - 500004, India            Tel: 0800-000-1234, Fax: 0800-000-1234, Email: star@starhealth.com</p>			
<p>Policy No: SH/123/456789            Policyholder Name: Mr. X            Policy Address: Andhra Loyola College, Vijayawada</p>		<p>Insured Person Name: Mr. Y            Insured Person Address: Andhra Loyola College, Vijayawada            Insured Person DOB: 12/12/1980</p>	
<p>Star Health Insurance Building, 100, Park Road, Hyderabad - 500004, India            Tel: 0800-000-1234, Fax: 0800-000-1234, Email: star@starhealth.com</p>			



# Andhra Loyola College (Autonomous)

VIJAYAWADA-520 008.

Accredited in III Cycle at A+ Grade with a CGPA of 3.66 / 4.00

Web: [www.andhraloyolacollege.ac.in](http://www.andhraloyolacollege.ac.in) e-mail: [contactalc@gmail.com](mailto:contactalc@gmail.com)

STD	: 0866
Main Off.	: 2476082
Inter	: 2476965
Degree	: 2481907
P.G.	: 2474902
CoE	: 2473251
Fax (Principal)	: 2474531
Fax (Correspondent)	: 2486084

## DISTRIBUTION OF PROVISIONS TO NON TEACHING STAFF







# Andhra Loyola College (Autonomous)

VIJAYAWADA-520 008.

Accredited in III Cycle at A+ Grade with a CGPA of 3.66 / 4.00

Web: www.andhraloyolacollege.ac.in e-mail: contactalc@gmail.com

STD : 0866  
Main Off. : 2476082  
Inter : 2476965  
Degree : 2481907  
P.G. : 2474902  
CoE : 2473251  
Fax (Principal) : 2474531  
Fax (Correspondent) : 2486084

## DISTRIBUTION OF UNIFORMS TO NON TEACHING STAFF

**Distribution of Uniform for Non-Teaching Staff on 8th September 2020** : The College Management presented the non-teaching staff members working in Laboratories, Security Staff and Sweepers with the College Uniform at a special function held on 8th September 2020 at 10.00 a.m. near the College Main Office. About 80 staff members have benefitted from this gesture. While the male staff members were given two shirts each, the women workers were presented with Apron dress. The Uniform for the non-teaching staff is intended for identification and dignity.

All the officials of the College including Rev Fr K Stanislaus, SJ, Provincial, Rev Fr G.M.Victor Emmanuel, SJ, Principal, Rev Fr.Dr.M.Sagayaraj, SJ, Correspondent, Rev Fr I Lourduraj, SJ, Vice Principal (UG), Rev Fr S Raju, SJ, Vice Principal (PG), Sri A.Shou Reddy, Dept. of Mathematics and Sri P.Nagaraju, Office Superintendent, were present at the event and distributed the uniforms.

Fr.Principal thanked Sri A Shou Reddy for volunteering and meeting the total expenditure of the uniforms' stitching amounting to Rs.20,000/-.



### **Report on the Online Survey conducted by the Department of Statistics on Public Awareness on the COVID-19 Pandemic & its Opinion on the Government's Preventive and Lockdown Relief Measures**

The Department of Statistics headed by Dr. Nunna Srinivasa Rao in coordination with faculty members Dr.K. Srinivas and Ms. K.N.V.R. Lakshmi conducted an Online Survey from 4th June to 3rd July 2020 on the COVID-19 Pandemic & Opinion on the Government Preventive & Lockdown Relief Measures after the announcement of country-wide lockdown by the Government of India on 24 March, 2020 subsequent to declaration of a global emergency on 30th January 2020 by World Health Organization.



# Andhra Loyola College (Autonomous)

VIJAYAWADA-520 008.

Accredited in III Cycle at A+ Grade with a CGPA of 3.66 / 4.00

Web: www.andhraloyolacollege.ac.in e-mail: contactalc@gmail.com

STD : 0866  
Main Off. : 2476082  
Inter : 2476965  
Degree : 2481907  
P.G. : 2474902  
CoE : 2473251  
Fax (Principal) : 2474531  
Fax (Correspondent) : 2486084

## SEED MONEY FOR RESEARCH

S NO.	ACADEMIC YEAR	NAME OF THE FACULTY (PRINCIPAL INVESTIGATOR)	TITLE OF THE PROJECT	SANCTIONED DATE	AMOUNT RECEIVED (IN RUPEES)	AMOUNT RECEIVED (IN WORDS)
1	2018-2019	M.Ravi Kumar	"Data Object Dictionary System for Data Aware Networking"	27.09.2018	45,000.00	Forty Five Thousand Only
2		Dr.K.Srinivas	"Linear Estimation in Gamma Family Through Matlab"	20.12.2018	40,000.00	Forty Thousand Only
3	2019-2020	Fr.Dr.S.Melchior,SJ	"Employee Perception on Human Resource Management Practices and Job Satisfaction: A case study of Dr.Nara Tata Rao Thermal Power Station Andhra Pradesh"	23.02.2019	40,000.00	Forty Thousand Only
4		Dr.T.Jaison Jose	"Theoretical Studies on Absorption and Photoresponsive Behaviour of Liquid Crystals"	23.07.2019	45,000.00	Forty Five Thousand Only
5	2020-21	Ms.V.Kavitha	"Zinc Dyshomeostasis during Colon Cancer in Dzonymethane induced Cancer Model"	25.06.2020	40,000.00	Forty Thousand Only
6		Dr.L.Subha	"A Critical Study of the Chief Concerns in the Select Novels of Chetan Bhagat"	01.02.2021	40,000.00	Forty Thousand Only
7		Dr.T.Sai Mamata	"A Struggle between The Social Commitments and Internal Emotions of Women in India- A Retrospection Through Manju Kapur's Novels"	01.02.2021	40,000.00	Forty Thousand Only
8		Dr.R.P.L.Durga Bai Poonam	"A Hybrid Pest Classification Algorithm Using Big Data Analysis"	01.03.2021	40,000.00	Forty Thousand Only
9	2021-2022	Dr.K.Balachandra	"Bioprospecting of Alcaligenes Faecalis VuBe M20 Idolated from Marine Water of Machilipatnam Sea Coast"	22.07.2021	40,000.00	Forty Thousand Only
10		Ms.D Bala	"Thermo-Physical Properties and Spectral Studies of Binary Liquid Mixtures at Various Temperatures" Acharya Nagarjuna University, Guntur on 31.01.2022	06.09.2021	40,000.00	Forty Thousand Only
11		Ms.K.Sai Bhavani	"Fabrication and Characterization of Novel Nanostructured Hybrid Materials As potential Electrocatalysts Towards The Direct Alcohol Oxidation" KL University on 09.12.2021	10.12.2021	40,000.00	Forty Thousand Only
12	2021-2022	Ms.K.N.V.R.Lakshmi	"Study of the New Weibull-Pareto Distribution with Reference to some Statistical Quality Control Methods" Acharya Nagarjuna University, Guntur on 30.11.2021	14.12.2021	40,000.00	Forty Thousand Only
13		Dr.D.Tabhita	"New Sort of Simulated Algebraic Structures Applying the Concepts of Automata and Turing Machines" Sri Chandrasekharendra Saraswathi Viswa Mahavidyalaya, Kanchipuram on 18.02.2022	28.02.2022	40,000.00	Forty Thousand Only
14	2022-2023	M.V.N Satya Narayana	An Economic Evaluation of PDS and	12.12.2022	40,000.00	Forty Thousand Only
15		B.Balagi BHANU	An Adaptive Technique for CROP Monitoring System Using Wireless Sensor Networks	08.02.2023	40,000.00	Forty Thousand Only





# Andhra Loyola College (Autonomous)

VIJAYAWADA-520 008.

Accredited in III Cycle at A+ Grade with a CGPA of 3.66 / 4.00

Web: [www.andhraloyolacollege.ac.in](http://www.andhraloyolacollege.ac.in) e-mail: [contactalc@gmail.com](mailto:contactalc@gmail.com)

STD : 0866  
Main Off. : 2476082  
Inter : 2476965  
Degree : 2481907  
P.G. : 2474902  
CoE : 2473251  
Fax (Principal) : 2474531  
Fax (Correspondent) : 2486084

## WOMEN STAFF WELFARE ACTIVITIES

### 1. GUEST LECTURE

The Women's Cell kicked off its activities for the academic year 2022-23 with an inauguration ceremony held on August 18, 2022. Ms. K. G. V. Sarita, Superintendent of Police at the Women Protection Cell, Government of Andhra Pradesh, graced the occasion as the Chief Guest. In her address, she delved into the crucial topic of "Women & Crisis Management: Preparedness and Life Skills to Overcome."

Approximately 45 female students from both UG and PG sections attended the guest lecture, eager to acquire valuable insights and skills necessary for navigating life's challenges effectively.





# Andhra Loyola College (Autonomous)

VIJAYAWADA-520 008.

Accredited in III Cycle at A+ Grade with a CGPA of 3.66 / 4.00

Web: [www.andhraloyolacollege.ac.in](http://www.andhraloyolacollege.ac.in) e-mail: [contactalc@gmail.com](mailto:contactalc@gmail.com)

STD : 0866  
Main Off. : 2476082  
Inter : 2476965  
Degree : 2481907  
P.G. : 2474902  
CoE : 2473251  
Fax (Principal) : 2474531  
Fax (Correspondent) : 2486084

## 8. INTERNATIONAL WOMEN'S DAY

A One-day Seminar titled "New Hopes of New Women" was organized on March 23, 2023. The event featured esteemed guest speakers: Ms. Raavi Sarada, Secretary of the A. P Library Association; Dr. K. S. L. Sruthi, Managing Director of Tamma Vinod Reddy's Sruthi Hospital, Pamaru; and Ms. Lalitha Manisha, Dollu artiste.

During the seminar, Mrs. Kalavathi, the mother of a Final year B.A student, Mr. Sai Kiran, and Ms. Ysaswini, a second year B.Sc Visual Communication student, were felicitated as motivational speakers, acknowledging their perseverance and achievements in life.

The seminar attracted the participation of over 250 students and faculty members from various departments, fostering a platform for insightful discussions and exchanges.







# Andhra Loyola College (Autonomous)

VIJAYAWADA-520 008.

Accredited in III Cycle at A\* Grade with a CGPA of 3.66 / 4.00

Web: [www.andhraloyolacollege.ac.in](http://www.andhraloyolacollege.ac.in) e-mail: [contactalc@gmail.com](mailto:contactalc@gmail.com)

STD	: 0866
Main Off.	: 2476082
Inter	: 2476965
Degree	: 2481907
P.G.	: 2474902
CoE	: 2473251
Fax (Principal)	: 2474531
Fax (Correspondent)	: 2486084

## SKILL ENHANCEMENT TRAINING TO LAB ASSISTANTS

