

ANDHRA LOYOLA COLLEGE

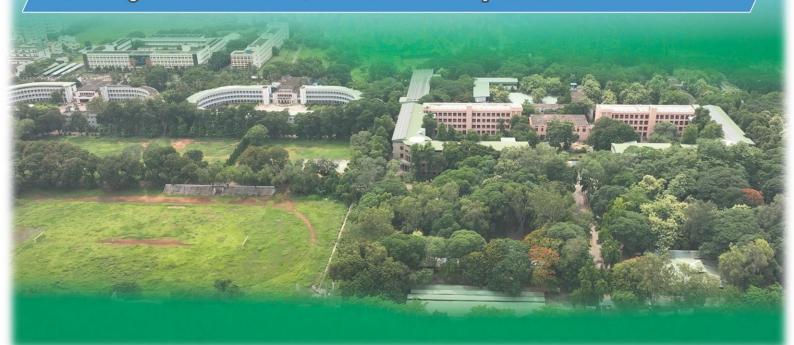
AUTONOMOUS:: VIJAYAWADA - 520 008

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





(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

6.3 Faculty Empowerment Strategies



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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 sayings 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.



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• **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.



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• **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
VIJA ZAWA DA-8



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WELFARE MEASURES FOR TEACHING AND NON TEACHING

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



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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 Lagayoron	459
CORRESPONDENT	
ANDHRA LOYOLA COLL	bui

	ANDHRA	LOYOLA COLLEG TEACHI	E (AUTO ING STAI				DA -520 0	U8	
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

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ADVANCING LOANS

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

2. Designation

3. Purpose of Loan

(Festival/Education/Personal)

4. Amount Requested

5. Monthly Installment

6. Balance of Loan not yet paid

: of Dunga Rao : Office Assistant

: 50,000 1-

50001-

: cleased Signature of the Employee

FOR OFFICE USE ONLY

Loan Sanctioned

: 50,000 1-

Installments

: 10 Months : 15/5/2021

Date

m. la CORRESPONDENT

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

1. Name

: D. Hima Binder

2. Designation

: Office Assistant

3. Purpose of Loan

(Festival/Education/Personal)

4. Amount Requested

5. Monthly Installment 6. Balance of Loan not yet paid : 40,0001-

: 6000/cleared

Signature of the Employee

FOR OFFICE USE ONLY

Loan Sanctioned

Installments

: 40,000 : 5 Mon this

Date

: 27/9/22

M. Jagayany 52



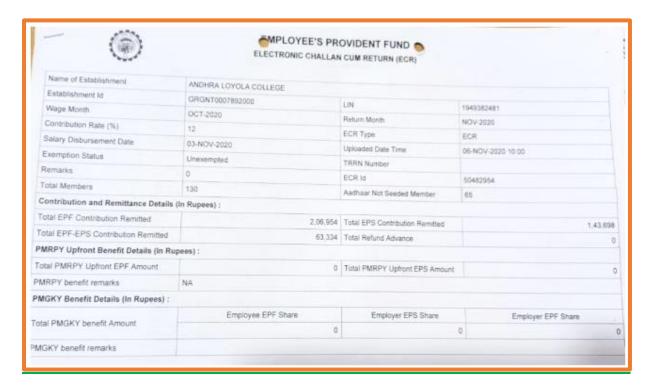
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EPF CONTRIBUTION



INSURANCE FOR BOTH TEACHING AND NON-TEACHING STAFF





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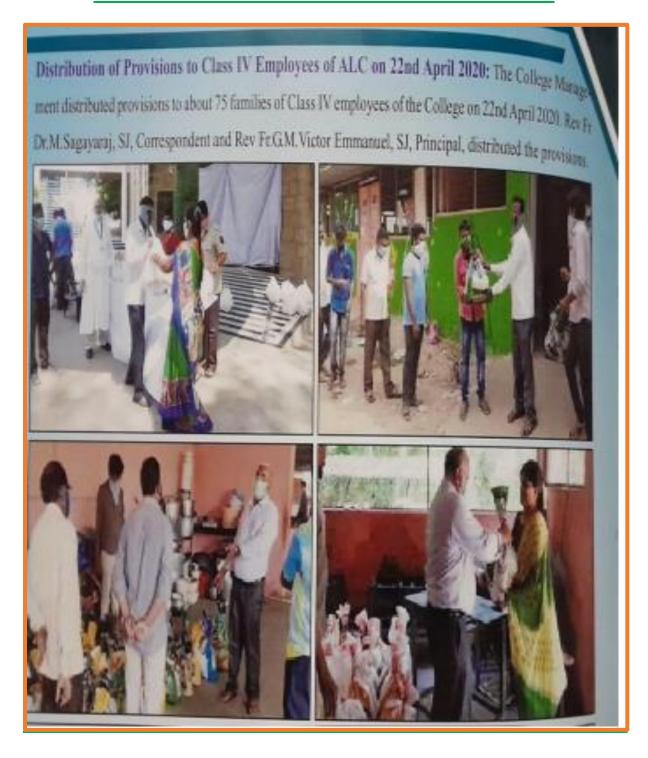
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DISTRIBUTION OF PROVISIONS TO NON TEACHING STAFF





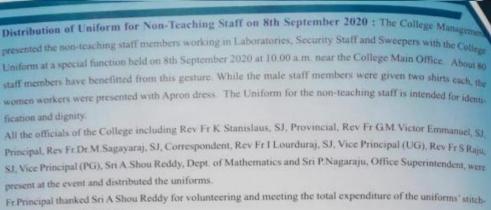
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DISTRIBUTION OF UNIFORMS TO NON TEACHING STAFF



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 to July 2020 on the COVID-19 Pandernic & 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 overgency on 30th January 2020 by World Health Organization.

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ALC@COVID-19 - A Social Responsibility



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SEED MONEY FOR RESEARCH

S NO.	ACADEMIC YEAR			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 Satisifaction: 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		Ms.V.Kavitha	"Zinc Dyshomeostatsis 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	2020-21	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		Dr.K.Balachandra	"Bioprospecting of Alcaligenes Faecalis VuBc 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	2021-2022	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		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 2022	M.V.N Satya Narayana	An Economic Evaluation of PDS and	12.12.2022	40,000.00	Forty Thousand Only
15	2022-2023	B.Balagi BHANU	An Adaptive Technique for CROP Monitoring System Using Wireless Sensor Networks	08.02.2023	40,000.00	Forty Thousand Only



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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.







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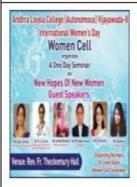
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8. INTERNATIONAL WOMEN'S DAY

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. Yasaswini, 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.















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SKILL ENHANCEMENT TRAINING TO LAB ASSISTANTS



