

# SANDIPANI

sandipanigroup.org



## HR Manual

#### Campus - I

Kumhari - Ahiwara Road, Achhoti (Murmunda) Dist. - Durg 490 036 (C.G.) 90090 77222, 93000 08230, 90093 77222

#### Campus - II

Bilaspur - Shivrinarayan Road, Pendri (Masturi)
Dist. - Bilaspur 495 551 (C.G.)

90091 66222, 97521 04140, 90094 66222

Date of Publication 01.07.2020



## INTRODUCTION

Sandipani Academy is an educational institution with its core values stands with heads high in this contemporary world has been working in the educational field since 2011 with the sole aim to to create an environment where every stakeholders of their fullest growth and development and Sandipani Management. The Policy is developed and planned according to the values of the To maintain the quality at every aspect, endeavor to adhere to and follows the core values and values system.

- "Contributing to National Development"
- "Fostering Global Competencies among Students"
- "Inculcating a Value System among Students"
- "Promoting the Use of Technology"
- "Quest for Excellence"

This is to inform all the employees that the following rules and regulations will be followed regarding HR Policies w.e.f. 01.07.2020.

This HR Manual has been written to provide information and guidance to SA employees. This handbook is designed to acquaint you with SA and provide you the information about the working environment, the benefits and the policies effecting the employment. You should read, understand and comply with the policies of SA. The handbook describes the responsibilities as an employee. The objective of SA is to provide a conducive environment for both personal and professional development of the employees and moreover given the reality of a complex, ever- evolving organization. The information in this handbook is subject to change at any time with or without notification. However all efforts will be made to keep employees informed of any changes to the handbook. This handbook was prepared as a resource for answers to questions you may have from time to time and to encourage understanding of the organization. It is not intended as a complete guide and should not be considered or relied on, as a contract of employment.

We recognize that new employees in particular are bound to have many questions relating to their specific position or responsibilities. You are encouraged to direct any specific enquiries you may have to your HOD / Coordinator / In charge or to contact the personnel department of SA for additional information or assistance.



### **GUIDELINES FOR EMPLOYEES**

- Updated Teachers Profile to be maintained with their academic qualifications, achievements etc.
- Notices and follow ups to be done.
- Working hours for every working day
  - ✓ Teaching faculty: 8 Hours.
  - ✓ Non-teaching & Supporting Staff: 8 Hours.
- This policy is not applicable on Guest Faculty and Visiting Faculty.
- If any employee move out of the College premises in scheduled working time, Permission is needed from Reporting Manager/ HoD. In absence of above it will be treated as Half day. If any employee found misusing outgoing facility, strict action will be taken by authorities.
- If found any late, either punishment or fine will be deducted from the salary.

#### LEAVE POLICY

- All applications of employee regarding concerned matters should be forwarded through their Principal/HOD /Administrator/Reporting Manager.
- Leave application will be considered only after the approval of Principal/HOD /Administrator/Reporting Manager.
- Leave application should be submitted before taking leave. Only in case of Emergency, employee must communicate through SMS/other sources. In this case employee needs to submit leave application to their authority within two days after reporting. If leave application is not submitted within timeline then it will be counted as leave without pay (LWP).
- No provision for Half Day Leave.
- Employee can avail 1 hour prior leave in a month.
  - No Casual Leave will be provided to Visiting & Guest Faculty.
  - Employee on probation period will be given facility of 12 CL in a year in pro data basis.
  - Employee after probation period and other regular employee will get 12 CL per year. He/ She can avail CL between January to December. If any employee does not avail his/her CL. in the present session then their leave will be lapsed.
  - Suffix and prefix criteria (combined) will be followed with CL i.e. Holidays/Sunday will be counted if that will come between CL/LWP.



#### MARRIAGE GIFT:

Institute has in place a policy of offering monetary gift on the occasion of marriage of employees and their children.

## 10. RESEARCH ACTIVITIES ENHANCEMENT POLICY

- Seed money of Rs. 2, 00, 000/- to be allocated for research activities.
- Rs. 20,000/- will be given to the library for purchasing books for research scholars. After
  getting proposal from the research scholar, books to be purchased accordingly for library
  so that research scholar can use the new books in the library.
- Library facilities to be extend to research scholars on request after college hours also.
- Ph.D Scholar can attend course work offline and online. NOC will be given to the faculty.
- Rs. 2000/- will be given to the teachers for research work publication in peer reviewed journal and Rs. 4000/- will be given for research work publication in UGC approved journals. Faculty can avail these facilities for maximum 2 papers in a year. They should submit the details of publication to the research committee.
  - After PhD award, an amount of Rs. 1000/- increment will be given to the employee irrespective of position (teachers, librarians) along with their regular salary.
  - Research committee will be framed for monitoring the research work. Principal/ Head will be the officiating chairperson, administrator from management nominee and two working faculty (preferably PhD/Research Scholar) will be the members of this committee.
  - Research scholar submit the application for loan to the committee after having discussion the recommendation will be given to the director of the institution.
  - For PhD work, Rs 30,000/- advance will be given to research scholar on request. They pay back Rs. 2500/- on monthly basis from their salary.
  - After disbursement of this loan amount; scholar can apply afresh request for another loan.
     The maximum amount will be 30K.
  - At a time maximum 4 persons can avail loan facility.



- HOD and principal take responsibility for their faculty pursuing PhD to give them one
  hour time in schedule for attending course work. This time will be compensated by the
  faculty by working one hour at college or at home to finish the work of the college.
- Institution will provide monetary assistance of Rs. 10,000 for project work. Per year 5
  project work will be assisted and can be availed by teachers and student both.
- Maximum four candidates can attend refresher course and orientation program in a year.

#### 11. NEW EMPLOYEE'S JOINING PROCESS AND WELCOME

- New employee joining intimation should be done by heads / principal at least one day in advance in the official whatsapp group and intimate to administrator also for necessary arrangements.
- Whatsapp Number of new employee must be added in the morning on the day of joining with welcome message.
- New employee will report to head / principal. Head will check supporting docs with resume. If found ok then joining formality should be completed. One set of all docs including appointments, joining, salary break-up etc need to be hand over to administrator for office record.
- New member is welcomed with a Green Plant (A new initiative and best practice towards environment consciousness) in the presence of all member in the department. plant will be provided by the administrator.
- Reporting manager must take maximum half an hour orientation about the institution on the very first day after welcome.
- Department member (nominated by the Head / Principal) should take the new employees for the entire campus visit (every corner inside and outside) and introduce them to all the members of the institution.
- Complete salary details to be explained to the new employee by heads/principal.
   Administrator will ensure the following
  - (i) Bank Account opening form.
  - (ii) PF & ESIC form.
  - (iii) ID Card formality.
  - (iv) Thumb Impression / Face scanning for attendance.
  - (v) Intimation regarding transport facility.



## SANDIPANI ACADEMY, ACHHOTI

## SEMINARS/ CONFERENCES/ WORKSHOPS LIST

S.no.	Faculty names	Year	Events	Total amount	Approved by administrator	Remark
1.	Mrs. Meena Pandey	2019	Seminar-300	1800		
		2020	Workshop- 500		94009	
		2021	Seminar-500			
		2022	Seminar-500			
2.	Ms. Mamta Dhruw	2019	Conference- 1200	3700	growle	
		2021	NEP-500			
		2022	International seminar-2000			

Prindipal (Education) Sandipani Academy

Achhoti, Distt. Durg CG

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3.	Mr. Vivekk umarG autam	2020	National webinar-900	1400	audi
		2022	National seminar-500		90.
4.	Dr. AbhaD ubey	2020	National webinar-500	1000	
		2021	NEP-500		Har
5.	Mrs. SarojSh ukla	2019	Sandipani academy masturi bilaspur-500	1500	Aur I
			NEP-500 International seminar-500		
6.	Ms. Vidya Devi Chandr akar	2021	NEP-500	500	Ger .

Principal (Education) Sandipani Academy Achhoti, Distr. Durg (C G1



Sandipani Academy Achhoti(22-23)
Achhoti, Post - Murmunda,
Dist.-Durg (C.G.)

## Seminar & Workshop Exp. Ledger Account

1-Apr-2021 to 31-Mar-2022

Date		Particulars	Vch Type Vch No.	Dobif	Page 1
1-6-2021	То	Cash Being cash paid to saroj shukla for national education seminar programe attened	Payment	<b>Debit</b> 500.00	Credit
13-11-2021	То	Cash Being cash paid to vidya chandrakar for national education seminar programe att-	Payment	500.00	
	То	Cash Being cash paid to mamata dhruw for national education seminar programe attened	Payment	500.00	
	То	Cash Being cash paid to Dr. abha dubey for national education seminar programe attened	Payment	500.00	
	То	Cash Being cash paid to saroj shukla for national education seminar programe attened	Payment	500.00	
		Cash Being cash paid to saroj shukla for national education seminar programe attened	Payment	500.00	
26-3-2022	То		Payment	1,200.00	
	Ву	Closing Balance		4,200.00	4,200.00
1				4,200.00	4,200.00

Principal (Education) Sandipani Academy Achhoti, Distt. Durg (C 7 '

# Sandipani Academy Achhoti(22-23) Achhoti, Post - Murmunda, Dist.-Durg (C.G.)

## Seminar & Workshop Exp. Ledger Account

1-Apr-2022 to 31-Mar-2023

Date		Particulars		Vch Type	Vch No.	Debit	C
1-4-2022	То	Opening Balance				1,17,734.00	
16-6-2022				Payment		500.00	
3-7-2022	То	Cash Being cash paid to vivek goutam for national education seminar programe attened		Payment		500.00	
6-8-2022	То	Cash Being cash paid to mamata dhruw for national education seminar programe attened		Payment		2,000.00	
					400	1,20,734.00	4 00 70
	Ву	Closing Balance	te de ale a				1,20,73
				Will the same		1,20,734.00	1,20,73

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Sandipani Academy
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विभागाह्यम आहोपनी श्रेडमी अहोटी पुर्ग (क्ष-ग)

विषय - पी स्य डी. शोधापी की अग्रिम शिक्ष करने वाजत्। महोदया

 पाडीपन एडेडमी अद्गीरी पिए। -30 (प्राच)

विवय - एक कि की वीतिक अवतर। है उ अमेरन प

स्मान निवेदन व्हेन्क भेरा बाम स्रोज राज्या से मामिन रूप से जामित के जापे का का में निमिन रूप से जामित के जापे कि निमिन राज्या के निमिन राज्या से जाया कि राज्या कि निमान राज्या के निमान राज्या के जाया कि राज्या कि राज्या कि राज्या के जाया कि राज्या के जाया कि राज्या के जाया के राज्या क

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## SANDIPANI ACADEMY

Vill-Achhoti, Post-Murmunda Kumhari- Ahiwara Road Dist.-Durg -490036(C.G.)

Tel. Fax: 07821-270220, 09009077222 Email ID: <u>Sadnipani.achhoti@gmail.com</u> Website: <u>www.sandipanieducaion.org</u>

APPLICATION FOR LEAVE Name Designation Department Type of Leave No. Of Days Dates of Leave Purpose Date For this Leave-Responsibility assigned during the leave to Sign Date Name

Remarks

COLUN HOD/PRINCIPAL

See T त्यांदीपनी एकेडमी अद्यंदी, - जिला दुर्ग (द-ग-) निवयं - यु. जी. सी. केयर लिस में -पेपर पालनेकान होने प्य संस्था सरा प्रकात कि जाने बाली च्यनशारी ययान करने लानत्। स्मा निवेदन है छे नेरा नाम सराज्यका अंदरी सांदी पती एने इसी अंदरी में नियमित कर्मचारी के रूप में कार्यरत हूं। श्री रायत पुरा रमरमाट वि वि त्या रायपुर धने भी में में में के का द्यादार्यी केर्प में मेरे दारा मुन्ति में क्रम्य लिस में वा चेपर चिल्लिश क्यामा जमा है। संवीपनी एक आ अघोटी के मह मेर अल के अंतर्गत पृथ्व क्रमांक पिक अंतर्गत दी जाने वाली 'ध्रनशारीक मुझे चुवान करने कि कृषा करें। 2181021216 -ियतार्ड 20103/22 रनराज भ्रमला 29/03/22 (न्सरा, प्राह्मात्त्र) संविषती एकडमी अधारी Principal -- 21-43/ACH Da. Drait BOT. 170066 AS: \$4000, 2 20/03/22

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मिल्म: - यु. जी. सी. केर किरन्ट में चेपट चिलकेश व हीने पर संस्था द्वारा अदान की जीने ग्रांनी थनराशी आदा करने नावता।

मर्गेदया, जी

सनम निवेदन है कि मेरा नाम समरा ध्रुव (सह जिंधा)। हमें आपके व्यंत्वा सादीयना क्रिकेंडमा हाह्यीटी में कियाभित कर्मधारी के क्रव में कार्यर में PhD. शीषाधी के कर्य में मेर द्वारा युग्धी: ब्ली. केयर किरन्ट में 01 चिपर विकास कराया गया है। संशिपनी क्रिकेंडमी धर्मिय के मेरे द्वारा कराया गया है। संशिपनी क्रिकेंडमी धर्मिय के मेरे विवास कराया गया है। संशिपनी क्रिकेंडमी धर्मिय के मेरे कार्य कराया गया है। संशिपनी क्रिकेंडमी धर्मिय के मेरे के क्रवारी खर्म अपन करने कि कृपा करें।

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-510 प्राचाया व्यापापना एकडमा , उम्हारी िला दुरी (६.ग्र.) मु. जी. सी केमर लिस्ट में पेपर पालाश होने पर HR Policy के तहत दी जाने वाली दम्मारी प्रकान नायन कावत महादया, विनम जिवदन है कि में यहां प्राख्यापड़ माना पाठकी हमन्द्र मादक विश्वाद्यालय में आंद्याद्यी के रूप में पंजिन्त है। मेरे हार ए.स. ८ इसर पाहलकान 'क्रांबर दिया' मे रिसन् चेपर छाएल किया गया था, भी जनाबात ही चुका है। MO! संस्था हिंहा. HR Policy के Research Activities के अंतर्गत निस्तारत धनगारी (4000) प्रतान करने की क्या कारें। 25021919 19-119 - 23/01/2033 21417 कीना पार्डम - जनारीत और आसेरव (संहा अध्यापत्र) ना प्रातालाप एनापापनी एकडमी · max dos 318/121 28hella Head of Department BA B.Ed. & B.Sc. B.Ed. Sandipani Academy Sandipani Academy Achhoti, Distt- Durg (C.G.) Achhoti, Distt. Durg (C G

अति, विभागाष्ट्रम् MAI - 31 (20010)

नियम - द्वारा कि जीन काली वाली व्यनराहि। जड़ान कारने वाला महोड़मा जी लिवेडन है कि भरानाममीला वर्मी (तहायक प्राच्यामक) के की आपने से प्ला स्नोतियमी एकडमी में नियमित कार्मगरी के रूप में लाकित हैं। भी यावल ग्रेश (मरगर विव विव नेमारायं ट्यलेटी में Ph.D. शिद्यावी के रवप में भेरें दारा दु जीविति व कियर किर्द भें 02 येवट पिल्हा न्यामा गमा है, दिर्गारीपनी एकेडमी अद्दीरी के HR मेनुअल के द्वातान पूज कमांक 14 की अंतिकी डी जानी वासी हानर गरि। मुसे पड़ान कार्रेन की

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यति ,

विभागाह्यक सार्वापनी श्वेडमी अखेटी पुर्ग (क्षा)।

पी स्य डी. शोधापी की अशिम शिवा करने वाजत्। महोदया

विनम् निवेदन है कि भेरा नाम अरोज भूवला ह में आंदीपना क्रेडम शहादीयामें सहात्र माल्गाति पद पर कार्यक हूं। में श्रीशवल्पुरा अखार वि वि. धनेली शयपुर में विषय — "श्रिषा" की पी एच जी शोधार्थी हूं। मुझे पी एय जी ठाय में आविक क्रामस्तामी का सामनी कर्नी तहे रही कि टर्में छिट आदीपनी थडेडमी अहोती, पुगी के रूप आर मेनुमल में विवित अग्रिम शर्मी 30,000 रहे भागी है। यतः मुझे भी उ०,००० स नपान डरने की छपा डरें।

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पिनींड - 22/03/22

Frewarded to Committee. S OISU DUNG C.G.)

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स्वाधीपनी एडेडमी अक्ती,

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SANDIPANI ACADEMY..... HR Policy

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## AWATPURA SARKAR UNIVERSITY, RAIPUR ARKAR UNIVERSITY BANDERS TATE PRIVATE UNIVERSITY OF CHHATTISGARH, INDIA CAMATAURA SARKAR UNIVERSITY BANDERS SARKAR UNIVERS

HAIR (Betablished Under Section 2(1) UCC Act 1956 & Approved by Chhattisgairh Private Universities Act, 2005), ERSITY



#### STATEMENT OF MARKS

19T05091019

FACULTY EDUCATION

PROGRAMME: DOCTOR OF PHILOSOPHY EDUCATION

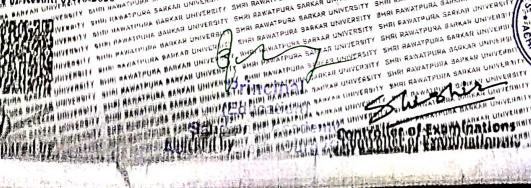
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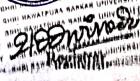
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#### SHRI RAWATPURA SARKAR UNIVERSITY

RAIPUR, CHHATTISGARH, INDIA

Ref. No. SRU/Ph. D./RDC/2021-22/89

Date 15-02-2022

#### OFFICE OF THE REGISTRAR

To, Saroj Shukla Research Scholar, Education Department of Education (Faculty of Arts)

Sub: Notification of RDC

Dear Sir/ Madam,

As per the provisions of Ordinance 47 of Shri Rawatpura Sarkar University, Raipur and with reference to the meeting dated 03.09.2021, Research Degree Committee (RDC) of Education has finalized the topic "बी.एड. प्रशिक्षुओं के संवेगात्मक बुद्धि एवं कम्प्यूटर जागरूकता का उनकी शैक्षिक उपलब्धि पर पड़ने वाले प्रभाव" to conduct research under the supervision of Dr. Rekha Narendra Jibhkate in the Department of Education, Shri Rawatpura Sarkar University, Raipur.

Your enrolment (SRU19R0092) as Research Scholar will be counted from 14.08.2019. You are advised to contact your Supervisor and the Head of the Department concerned for necessary facilities and advice in connection with your research work and ensure submission of six monthly progress report duly forwarded by Chairman DRC.



#### Copy to:

- 1. Respective supervisor/ co-supervisor
- 2. Dean, Faculty of Arts.
- 3. Head, Department of Education
- 4. Examination Cell/ Ph.D. Cell
- 5. University Library
- Accounts section





Principal (Education)

New Dhamtari Road, Raipur, 492015 Chhattisgarh, India NH-30, Post Office rur@gmail.com [Web ! www.sruraipur.ac.in

## बी.एड प्रशिक्षुओं के संवेगात्मक बुद्धि एवं कंप्यूटर जागरूकता का उनकी शैक्षिक उपलब्धि पर पड़ने वाले प्रभाव

संक्षेपिका प्रस्तुत

श्री रावतपुरा सरकार विश्वविद्यालय

रायपुर, छत्तीसगढ़

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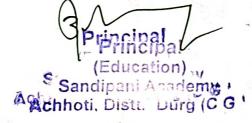
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## शीर्षक — बी.एड प्रशिक्षुओं के संवेगात्मक बुद्धि एवं कंप्यूटर जागरूकता का उनकी शैक्षिक उपलब्धि पर पड़ने वाले प्रभाव

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3.1. Principal

(Education)
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