

CRITERIA 6

6.3.1 Effective implementation of welfare measures for teaching and non-teaching staff is in place



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Existing welfare measures for teaching and non-teaching staff –

1. Employment
2. Salary
3. Secure workplace
4. Limited work hours
5. Work culture
6. Platform to excel
7. Library as knowledge resource
8. Identify in society as teacher
9. Soft skill development
10. Creative progression
11. Career development

Employment- It is significant welfare measure by the education trust, management. The trust provided the employment to many teaching staff as well as non-teaching staff.

Salary- To meet needs of income and expenditure in non-granted institutes, self finance institute is very difficult. The management can not provide all welfare measures like ‘amount’ of salary to the employees. Even though, governance body pays the respectful salaries to all employees.

Secure workplace- The college, TEI is providing secure, tension free, pollution free workplace to employees. To work under tremendous work pressure in industries is very stressful. In TEI's, work pressure is comparatively less, no shift duties, no fix timings of work to get complete.

Limited work hours- Every Sunday- holiday; National, state celebrations are holidays, festival breaks, festival-traditions celebrations with students are in the limited work hours- 5 to 7 work hours work. It is welfare measure for health of employee.

Work culture- Management provides employment to staff in such work culture where only ‘Youth’ energy is preferred. It helps to develop personality, skill development being educational work culture.

Platform to excel- Teaching is a noble job, teaching is a white collar job. It provides platform to excel for the employees while teaching. Teaching means himself/herself is learning first. This learning everyday for every academics, every class, various subjects to excel himself or herself.



Library- as knowledge resource- Management provides free entry, free access to e- library, e-content, e-books, e-databases, e-thesis with free access. Employees can utilise the library section as knowledge resource. It improves their abilities as teacher/s.

Identify in society as teacher- Teacher's identify is an evolving process of negotiation and interpretation within the context in the classroom and their social positions.

Understanding teacher's professional identities is important because they are sources of meaning for them. It is rational and emotional aspect which is not quantitative. The TEI, educational trust provides the identity in society as teacher.

Soft skill development- Teacher everyday improves himself/herself. The soft skill development such as vocabulary, presentation, knowledge, teaching skill, etc develops. It is due to management who appoints the teaching staff.

Creative progression- Teaching skills progression, research skills progression, communication skills progression are welfare measures to the teachers.

Career development- Junior clerk to senior clerk to head clerk to Admin in-charge are career advancement. Similarly, Assistant Professor to Associate Professor to Professor are the career advancement indirectly provided as welfare measures for TEI staff.








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TEACHING STAFF PROFILE A.Y.2021-22

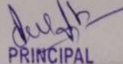
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RAVAL NAGAR, NR. NEW POST OFFICE, OPP. RAILWAY STATION, MIRA ROAD (E)-401107

STAFF PROFILE A.Y.2021-22






Sr. No.	Name of the Teacher	Date of Birth	Designation	Category	Educational Qualifications	Pay Scale	Date of Joining	University Approval No. & Date	Permanent/Temporary/Part Time	Photo
1	MRS. SUNITA THAKUR	08/08/1974	I/C PRINCIPAL	Open	M.Sc., M.A., M.Ed. NET & SET IN EDUCATION	33000/-	29/08/2007	Not-Approved	Permanent	
2	MR. RAGHUNATH BHITALE	01/06/1962	Asst. Professor	OBC	M.A., M.Ed.	18000/-	23/08/2008	Not-Approved	Permanent	
3	MRS. SANJUKTA KARGUTKAR	17/10/1973	Asst. Professor	OBC	M.Sc., M.Ed.	18000/-	11/08/2014	Not-Approved	Permanent	
4	MR. VIKAS VENIRAM RAWAL	16/06/1984	Asst. Professor	Open	M.A., M.Ed.	15000/-	18/11/2019	Not-Approved	Permanent	
5	MRS. FATEMA SIAMWALLA	10/11/1981	Asst. Professor	Open	M.Com, M.A.	15000/-	05/09/2020	Not-Approved	Temporary	




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6	Mr. Pradeep Shukla	06/11/1992	Asst. Professor	Open	M.Com, M.Ed.	16000/-	01/03/2016	Not-Approved	Temporary	
7	MRS. SUJATA TRIPATHI	16/06/1963	Asst. Professor	Open	M.A. - Eng, Hin, Sanskrit, M.Ed.	18000/-	01/01/2021	Not-Approved	Temporary	
8	Mrs. Lim Sajjan	25/5/1967	Asst. Professor	Open	M.Com, B.Ed.	25000/-	01/08/2016	Not-Approved	Permanent	
9	Mrs. Diana Saldhana	02/09/1986	Asst. Professor	Open	M.A., M.Ed.	18000/-	01/08/2016	Not-Approved	Permanent	
10	Mrs. Swati Shrimali	13/03/1972	Asst. Professor	Open	M.A., M.Ed.	25000/-	07/05/2020	Not-Approved	Permanent	
11	MS. SONIA CHAUHAN	03/02/1978	Asst. Professor	Open	B.Tech., M.Ed.	16000/-	01/12/2021	Not-Approved	Temporary	
12	MS. MONIKA CHAUHAN	07/05/1979	Asst. Professor	Open	B.Tech., M.Ed.	16000/-	01/12/2021	Not-Approved	Temporary	



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SALARY SLIP OF EMPLOYEE (A.Y.2021-22)

SHRI LAXMANDAS PITAMBARDAS
RAVAL EDUCATION TRUST

Regd. No. E/1789 (Thane)



SHRI L. P. RAVAL EDUCATION TRUST'S			
SHRI L. P. RAVAL COLLEGE OF EDUCATION AND RESEARCH			
RAVAL NAGAR, NEAR NEW POST OFFICE, MIRA ROAD (E).			
PAYMENT SLIP			
NAME : Sanjukta Kargutkar		DATE OF JOINING: 01/06/2013	
DESIGNATION: Asst. Teacher		DAYS PAID: 31	
LOCATION : Mira Road		MONTH OF : Dec. 2021	
EARNINGS	AMOUNT	DEDUCTION	AMOUNT
BASIC SALARY	16170.00	PROF. TAX	200.00
TOTAL	16170.00	TOTAL	200.00
		NET PAYABLE	15970.00
NET EARNING : Fifteen Thousand Nine Hundred Seventy only.			
AUTHORISED SIGNATORY		RECEIVER'S SIGNATURE	

Raval Campus, Raval Nagar, Near Post Office, Near Hotel Hardik Palace
Mira Road (East), Thane - 401 107. Tel. : 022 28119212 / 28105638
www.lpraval.org, Email: shrilpraval@lpraval.org



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FACULTY MEMBER ADDRESSING THE CLASS



SHRI L.P. RAVAL COLLEGE OF EDUCATION & RESEARCH

BEST WORK CULTURE



[Signature]
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