



ASHOKA EDUCATION FOUNDATION'S

ASHOKA BUSINESS SCHOOL

Employee Welfare Policy

Effective implementation of welfare measures for teaching and non-teaching staff.



Employee welfare means anything done for the comfort and (intellectual or social) improvement of the employees, over and above the wages paid. In simple words, it means “the efforts to make life worth living for workmen.” It includes various services, facilities and amenities provided to employees for their betterment.

Staff Welfare Committee

- ABS has a Staff Welfare Committee which takes care of all the activities related with staff welfare.
- The Institute has always been keen on the overall development of the teaching and non-teaching staff and abides by their welfare.
- Staff Welfare Committee aims for overall development of staff members by applying different welfare schemes.
- This committee works for the benefit and welfare of the whole staff and provides a channel to interact with each other.

Staff Welfare Committee

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A. Statutory-

- i. Institute provides Provident fund to all the staff including Non-teaching Staff
- ii. Maternity benefits are provided to the eligible female staff
- iii. Benefit of Gratuity is provided as per the norms
- iv. Institute has a Mediclaim Facility for all staff.

B. Leave, Healthcare, Professional Support-

- i. AEF School Fee Wave off whose wards are in Ashoka group of School.
- ii. Staff are gifted on their birthday and feel their existence in
- iii. Special Study leave for Exam, Ph.D. work.
- iv. Special leave - 5 days to the staff in case of death of person in blood relation.
- v. Marriage Leave -07 days to the respective staff member.
- vi. Diwali Gift is given to all the staff.
- vii. Financial assistance is provided to the staff in case of emergency.
- viii. Separate area for Canteen and cafeteria is provided to the staff.
- ix. Rest room and sick room for the staff.
- x. Indoor sport facility.
- xi. Institute has a Mediclaim Facility for all staff.

c. Recreation

- The faculties strive hard for the perfection of their students and work hard throughout the year. In recognition of their dedicated service to the institution, the management gives an opportunity to the teaching and non- teaching staff to go on a staff picnic to get relaxed.
- The staff picnic which is a beloved tradition here is a very important annual ritual that is well organized with planned activities. This helps the teachers to interact, integrate and bond with each other in an informal setting.



Following are some welfare practices for teaching as well as Non-teaching Staff of Ashoka Business School.

Teaching: Wards Concession in fees of the employee, funding for attending seminars, conferences and workshops, Provident Fund, Leave for Examination, Ph. D. Course Work leaves, special leaves such medical emergency, marriage leave, sad demise of family member, Faculty Development Programs, Duty leaves for attending conferences, workshops, seminars, short term courses, refresher courses etc., Birthday Gifts, Diwali Gifts are given every year.

Non-teaching: Provident Fund, Admin Development and Support Staff Development Program, Admin Day celebration, 1st May International Workers' and Maharashtra Din wherein workers are facilitated by the institution.

The purpose of employee's welfare is to develop personality of the workers to make a better workforce. Welfare schemes it creates efficient, healthy, loyal and satisfied labour force for the organization. Providing such facilities make their work life better and leads to good standard of living.

Faculty

- Fee concession policy for the wards
- Research incentives & Deputation to conferences
- Organizing professional and personality development trainings.
- Study Leave
- Special & Marriage Leave/Allowance
- Birth Day /Diwali Gift

Non-teaching Staff

- Fee concession policy for the wards
- Organizing professional and personality development trainings
- Rewards for meritorious performance

Staff Welfare Measures



Others→



Children Education
Fees Concession in AEF
Schools



Study Leaves



Special &
Marriage Leaves /Allowance



Birthday Gift to
all Staff



Diwali Gift to
all Staff

Financial Assistance for
Research/personal →



← Indoor Games

