**Performance Appraisal System:**

Swarrnim Startup and Innovation University has implemented a robust Performance Appraisal System to assess the academic, research, and extension activities of its faculty members. Annually, each faculty member is required to fill a prescribed Performa detailing their accomplishments. This information is then compiled into a comprehensive university-level annual report, providing a holistic view of the institution's academic and research landscape.

**Promotional Avenue:**

Aligned with UGC guidelines, Swarrnim Startup and Innovation University has a structured Performa for promotions. Faculty and staff members are required to fill out the form, accompanied by supporting documents. The claims are meticulously verified by both departmental Internal Quality Assurance Cell (IQAC) and the university-level IQAC. The final recommendations from the university IQAC are considered for arranging personal interviews, ensuring a fair and transparent promotional process.

**Welfare Measures:**

Swarrnim Startup and Innovation University prioritizes the well-being of its employees by extending various welfare measures permitted by the government. This includes health center facilities, free checkups, and camps for regular health monitoring. The institution also grants different types of leaves such as casual leave, special leave, duty leave, earned leave, maternity leave, and sabbatical leave. Residential quarters with essential amenities are provided at nominal costs, contributing to a comfortable living environment.

In addition to these, Swarrnim Startup and Innovation University facilitates various financial benefits, such as loans for Provident Fund, participation in Group Insurance Schemes, retirement benefits, and gratuity. These measures are designed to support the financial well-being and long-term security of the faculty and staff members.

The institution understands the importance of maintaining physical health, and to this end, it provides

additional facilities like a sports complex, swimming pool, and gym. These amenities are available for

both teaching and non-teaching staff, promoting a healthy and active lifestyle. Regular yoga coaching

sessions further contribute to the overall well-being of the faculty and staff, recognizing the importance of holistic health.

The Institution not only focuses on academic and research excellence but also places a significant emphasis on the welfare and growth of its faculty and staff. The structured Performance Appraisal System and transparent Promotional Avenues showcase the institution's commitment to recognizing and rewarding the efforts of its workforce. The welfare measures, both health-related and financial, further contribute to creating an inclusive and supportive environment for all members of the Swarrnim Startup and Innovation University community.

In addition to a structured system for professional development of the staff, the university has implemented well-defined service rules, promotion policies, leave regulations (earned , casual ,maternity, paternity , academic , duty , summer and winter vacations ) advance salary, free medical checkup , festival celebrations on major festivals , birthday and marriage anniversary mails from HR , no admission fee and 50 % fees scheme for wards of staff, welfare schemes and grievance redressal mechanisms the University provides employee welfare schemes to all employee to keep them motivated to ensure that they are working with zeal & efficiency.