

JECRC UNIVERSITY, JAIPUR – 303905

Performance Based Incentive Policy

Date: 26-04-2024

Objective of the Policy-

1. The University recognizes the importance of a faculty performance evaluation process that is fair and that provides productive and appropriate incentives to faculty. As a result, a new Performance Based Incentive Policy (PBIP) is designed to reward performers and encourage all others to improve their performance.
2. The goal of the policy is used to evaluate and take feedback about the performance of the faculty working with the University. It will encourage the faculty to perform better and achieve the quality benchmarks.
3. Performance Based Incentive Policy will provide the opportunity to award an increase in remuneration to those who have excelled in teaching, research or administrative work.

Applicability-

Performance Based Incentive Scheme is for faculty members of the JECRC University.

Criteria-

The factors that may be considered for performance based evaluations are:

1. Teaching Quality: Judged through performance in lectures, tutorials, and practical's by using students' feedback.
2. Professional / Career Development: Publications in SCOPUS/UGC Care/SCI Journals, Externally funded research projects, Book chapters and consultancy work carried out by faculty.
3. Co-curricular and other administrative work.


Registrar
JECRC University, Jaipur-303905

Process - Based on the above criterion and supporting evidences produced by the concerned faculty, the concerned Head of Department will submit the report with their comments on the employee's performance to Performance Based Incentive Committee headed by Dean (Academics), which, after verifying the evidences submitted by the faculty and other records, shall make recommendations to the President. The non-performer faculty will not be provided any incentive if they do not match the criteria set for evaluation.

Parameter for Evaluation-The rating scale for assessing performance for incentive is as under:-

Rating scale - (1 to 5)			
Level of Contribution	Pointers	Avg. Rating	Incentives
Significantly exceeds expectations	1. Excellent student feedback 2. Two Research publications in SCOPUS/UGC Care/SCI Journals 3. Two patent published 4. Two book chapters published as main author 5. Consultancy project taken above 5 lakhs 6. Received International/National Award for outstanding work in relevant field. 7. Pass Percentage of a section	5	Rs. 25000/- one time
Exceeds expectations	1. Very Good student feedback 2. Two Research publications in SCOPUS/UGC Care/SCI Journals 3. One patent/Copyright published 4. One book chapter Published as main author or co-author 5. Consultancy project taken above 3 lakhs 6. Received National Award for outstanding work in their relevant field 7. Pass Percentage of a section	4	Rs. 20000/- one time

2 | Page

 Registrar
 JECRC University, Jaipur-303905

	1. Good student feedback 2. One Research publications in SCOPUS/UGC Care/SCI Journals 3. One patent/Copyright published 4. One book chapter Published as main author or co-author 5. Consultancy project taken above 1 lakh 6. Received National Award for outstanding work in their relevant field 7. Pass Percentage of a section	3	Rs. 15000/- one time
Meets expectations			
Needs improvement	Not met any of the above 3 pointers in rating scale 3		Nil
Does not meet expectations	Not met any of the above 5 pointers in rating scale 3		Nil

This assessment facilitates one time incentive for the assessment year based on achievement of the criteria fulfilled by the faculty and shall not be considered as a part of annual increment.

The effectiveness of this policy shall be periodically reviewed by the University administration, with feedback solicited from faculty and senior officers. Adjustments shall be made as necessary to ensure alignment with the University's goals and objectives.

Algeansal
Registrar

Registrar
JECRC University, Jaipur-303905