



STANDARD OPERATION PROCEDURES FOR INCREMENT FOR AWARDEES

This Policy comprises of personnel policies having general application throughout the school and it applies to all the school's employees and to the professional staff. The Policy is regularly reviewed and updated. This policy may be shown to every staff of the school.

The school hereby confers upon all its staff to discuss all relevant matters in teaching, research and creative expression with the management.

The school offers equal employment opportunity to all its employees, job seekers and make reasonable decision on the employment aspects depending on the overall profile and its relevance to the employment needs.

Diversity is at the core of the school's Excellence. Consequently, the school shall recruit admit, retain, and graduate students who meet the school's requirements for academic success etc. The school believes that classes of students from diverse backgrounds, taught by faculty of varied backgrounds, results in a richer and better educational experience.

MOTIVATIONAL INCENTIVE

The school gives incentives to inculcate a scientific temper and a research culture to any of the faculty members. The school provides incentives to attend workshops, seminars, paper presentation, paper publication etc.

For publishing research papers in SCOPUS indexed journals, ABDC journals and such high impact journals, the school reimburses 50% of the fees payable for such publication. This reimbursement would be on submission of the receipt by a faculty member when he/she has contributed by way of publication of the research paper.



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DEEMED TO BE
UNIVERSITY
SCHOOL OF
MANAGEMENT
NAVI MUMBAI

(Established under section 3 of the UGC Act,1956 (NAAC Re-Accredited 'A')
AICTE Approved
Amongst the Top 10% of Indian Universities

In case of publication in Indian Citation Indexed Journals or UGC approved Journals, a flat amount of Rs. 3000/- would be reimbursed.

In addition, faculties who receive State award or National or International awards would be given a suitable one-time cash award and a commendation certificate. Additionally, the yearly motivational increments (if approved by the Top Management) would be given to the staff. In consultation with the Management, the basis for the same would be decided.

In consultation with the top Management and the Director, the basis for the yearly increments if any would be decided. Broadly, the basis could be based on four basic principles enumerated above viz.

1. Securing admissions of students,
2. Placement activities,
3. Research activities, consultancies etc., and
4. Teaching pedagogy e.g., innovative teaching, feedback etc.

Other parameters which could also be considered in addition to the above would be participation in webinars, sports and cultural activities, etc. The basis and the amount of the yearly motivational increments is purely on the basis of the decision taken by the Top Management.

Dr.R Gopal
Director,HOD & Former Dean
DYPUSM

Dr.Vani Kamath
Dean
DYPUSM