

**6.3.1 - The institution has effective welfare measures for teaching and non-teaching staff**

The institution prioritizes faculty empowerment through training, retraining, and motivation, recognizing the crucial roles and responsibilities of its employees. Academic leave is granted to faculty members participating in and presenting research papers at national and international seminars and conferences. The institution actively encourages faculty attendance at training capsules and workshops organized by the Commissionerate of College Education and other government wings in Rajasthan.

Welfare schemes for both teaching and non-teaching staff are aligned with government regulations, including the General Provident Fund, New Pension Scheme, State Insurance, Group Insurance, Child Care Leave, Half Pay Leave/Medical Leave, Duty Leave, and Academic Leave.

For teaching staff, participation in Orientation, Refresher Courses, and various training programs organized by the Commissionerate of College Education is facilitated. A staff club for faculty members enhances a sense of community, organizing celebrations for festivals, farewells for retiring members, and welcoming newcomers.

Non-teaching staff is actively encouraged to engage in programs focusing on computer training, office procedures, Rajasthan Service Rules, and General Financial Rules organized by the Commissionerate of College Education. The staff club also extends support by providing lunches for retiring non-teaching staff members.

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