



BUNTS SANGHA'S

**S.M.SHETTY COLLEGE OF SCIENCE, COMMERCE &
MANAGEMENT STUDIES**

6.3.1

The institution has effective welfare measures and a Performance Appraisal System for teaching and non-teaching staff.

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Dr. Sridhara Shetty
PRINCIPAL



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STAFF WELFARE POLICY



**BUNTS SANGHA'S S.M. SHETTY COLLEGE OF SCIENCE, COMMERCE AND
MANAGEMENT STUDIES**



STAFF WELFARE POLICY

With effect from the Academic Year 2008-2009 onwards

STAFF WELFARE

INTERNAL QUALITY ASSURANCE CELL (IQAC)

**BUNTS SANGHA'S S.M. SHETTY COLLEGE OF SCIENCE, COMMERCE AND MANAGEMENT STUDIES
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BUNTS SANGHA'S S.M. SHETTY COLLEGE OF SCIENCE, COMMERCE AND MANAGEMENT STUDIES

Bunts Sangha's Powai Education Committee has always been on the upfront for welfare of the staff members. These are some of the measures that have been followed since inception.

Objectives

Human Resources is an integral part of any organizations. Happy employees are the assets of an organization and contributes for the growth, development and excellence of an institution. In this context, both statutory and non- statutory employee welfare measures have been developed for both teaching and non-teaching staff of the college.

The details are given as below:-

- **The Employees' Provident Funds and Miscellaneous Provisions Act, 1952** (Act No. 19 of 1952) 4th March, 1952 An Act to provide for the institution of provident funds, pension fund and deposit-linked insurance fund is applicable to our Institution.

Every employees has to contribute 12% of basic salary (Basic + GP +DA) towards provident fund contribution on monthly basis. An equal amount of contribution is paid by the Institution towards the provident fund for each employee. Employees contribution is accounted for in the provident fund whereas 12 % of employers contribution is divided into 8.33 % towards pension scheme and 4% towards provident fund.

Employee is eligible to avail the benefit of pension under this scheme after attaining the age of 58 years if an employee has been contributing continuously for not less than 10 years towards PF fund.



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- **Gratuity Fund**

The Payment of Gratuity Act, 1972 Act No. 39 of 1972 [21st August, 1972.]

Payment of gratuity.- (1) Gratuity shall be payable to an employee on the termination of his employment after he has rendered continuous service for not less than five years,-- (a) on his superannuation, or (b) on his retirement or resignation, or (c) on his death or disablement due to accident or disease: Provided that the completion of continuous service of five years shall not be necessary where the termination of the employment of any employee is due to death or disablement: [Provided further that in the case of death of the employee, gratuity payable to him shall be paid to his nominee or, if no nomination has been made, to his heirs, and where any such nominees or heirs is a minor, the share of such minor, shall be deposited with the controlling authority who shall invest the same for the benefit of such minor in such bank or other financial institution, as may be prescribed, until such minor attains majority.]

- **Tuition fee concession for wards**

Concession in tuition fees to wards studying in State board section of the Institution is a benefit extended to confirmed employees of the Institution. However contract employees who have completed 5 years of continuous service but are not confirmed can also avail this facility for their wards.

- **Group Medishield Insurance Policy**

Management has covered all teaching, non-teaching and contract employees under the Group Medishield Insurance Policy. Employees who are confirmed or have completed two years of service whichever is earlier will be covered under the policy. Contract employees who have completed two years of continuous service will be covered under the policy. A sum of Rs.2Lakh is given for the staff members.



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- **Seed Money**

To promote research culture in the campus seed money is provided for teachers and students for participating in and publishing research papers. A sum of Rs.3, 000/- per faculty per year is provided in order encourage research aptitude.

- **Recognition for completing their PhD**

Faculty member who completes PhD is felicitated on annual day of the college.

- **Encouragement for Minor and Major Research Projects**

Research Cell of the College takes initiatives and encourage faculty to take up minor /major research projects.

- **Training for Teachers**

IQAC facilitates annual training programmes for teachers to update and fine tune the knowledge of the teaching faculty.

- **Medical Centre with two full time nurses**

Medical centre is in place for medical emergencies faced by staff and students

- **Gymnasium**

Staff members are allowed to use Gymnasium facilities for building up good health on seventh floor

- **Payment of Salary through ECS Mode**

Salary of the staff is credited through ECS Mode on last day of every month

- **Employee Hardships Loan**

Employees are taken care during their time of hardship. Employee Hardship Loan policy is in place.

- **Long Service Award**

Seniority of staff is rewarded through Long Service Award. Staff members who completes ten long years in the college are felicitated. Award is given to teachers during Teachers Day



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Celebrations

- **Day-care Concession**

Institution has day care facilities on the ground floor. Faculty members are given concession in the fee for keeping their wards in the centre.

- **Promotion of Professional Growth**

Faculty members are encouraged to attend various types of training programmes for their professional growth such as Orientation programmes, Induction programmes, refresher courses and short term courses organized by UGC HRDC and PNMMMT. Teaching and non-teaching staff members are sent for other programmes organized by other colleges and organizations.



- **Employee Engagement**

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Employee engagement is a vast construct that touches almost all parts of human resource management facets. To keep employees engaged and motivate them Human Resource department is responsible to organize following activities or celebrate following days for the staff members:

- 1. International Women's Day**
- 2. International Men's Day**
- 3. Annual Employee Sports Day**
- 4. Annual Induction Programme**
- 5. Teachers Day Celebration**

The welfare measures provided by the institution both to teaching and non-teaching staff has resulted in their output, loyalty and sense of belongings to the institution.

Date: 24/10/2008



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EMPLOYEE HARDSHIP LOAN POLICY



**BUNTS SANGHA'S S.M. SHETTY COLLEGE OF SCIENCE, COMMERCE AND
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EMPLOYEE HARDSHIPS LOAN POLICY

With effect from the Academic Year 2015-2016 onwards

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EMPLOYEE HARDSHIPS LOAN POLICY

This policy intends to provide salary advance/interest free to eligible employees of the Institution, on rare occasions, subject to the requirements and limitations set forth in the policy.

Scope - Category of Employees

- Full time permanent employees of the Institution who have completed 3 years in the Institution (Teaching and Non-teaching staff)
- Full time contract employees of Degree College Section who have completed 5 years in the Institution.

Other Eligibility Requirements

Employee must be in good standing with the Institute viz.,

- Conduct of the employee
- Performance appraisal ratings for previous year
- Gratuity fund Balance
- Net Salary drawn by the employee at the time of availing loan
- Purpose of the loan

Purpose of the Loan

Employee will be eligible to avail this loan only in case of personal financial crisis as follows:

- A medical emergency of dependents not covered under medical Insurance
- An emergency or an extra-ordinary circumstance causing damage to the employee Definition of "Extra-ordinary circumstance" - an event or



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circumstance that is unforeseen, unplanned and unavoidable, that which could not be reasonably anticipated in the normal/routine daily life of the employee requesting the Loan.

Eligibility for Amount of Loan

- On the Basis of years of employment - 5 years / 10 years and above for eg., 5-10 years – maximum 1,00,000 /-, 10 years and above – maximum 2,00,000 /-
- On the basis of Net salary drawn - Minimum net Salary Rs. 15,000 /- eg., eligibility 50% of annual net salary (at the time of availing loan) repayment – amount & duration. On the Basis of Net salary drawn
- To be repaid in equal instalments on monthly basis to a minimum of 10 % or 15 % of the Net Salary
- Maximum admissible period – 5 years

In the Event of Resignation / Termination

- If an employee resigns or is terminated before they repay the loan, HR is responsible for deducting the entire remaining amount from the final pay check.
- Amount can be recovered from the Gratuity fund of the said employee if salary standing to the credit on the last day of working is insufficient to cover the entire pending amount

Pre-Payment

- Any time before the completion of the loan term

Date: 08/04/2015



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Policy on Financial Support to teachers to participate in Conferences, Seminars and Workshops



**BUNTS SANGHA'S S.M. SHETTY COLLEGE OF SCIENCE, COMMERCE AND
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**Policy on Financial Support to teachers to participate in Conferences,
Seminars and Workshops**

With effect from the Academic Year 2013-2014 onwards

Revised in the Academic Year 2018-2019

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**Policy on Financial Support to teachers to participate in
Conferences, Seminars and Workshops**

Preamble

Research is the hallmark of progressive, result oriented and academic- centered innovative institutions. Research bent of mind, inquisitive nature, demonstration of scientific temper, critical thinking are vital for research and also the typical traits of the faculty of research oriented institutions. Building such institutions and developing such a faculty by no means an easy task and cannot be done in isolation. Of late, institutions are rated on the basis of quality of research and research publications. As a result more and more institutions are involved in quality research by the faculty as well as by the students.

With financial support to teachers, institution can produce a lot of research output.

Institution has started a 'Research Cell' in the college, headed by the Principal and the research papers to be presented and published are routed through the Research Cell to ensure quality and relevance. Each teacher is motivated to write and publish two quality research papers in an academic year in peer reviewed journals. Per year each teacher can claim upto Rs. 3,000/- as registration and publication charges.

There is a Management resolution for providing seed money to the extent of Rs. 3,000/- per teacher per year.

Teachers are also encouraged with financial assistance to participate in subject related workshops, FDP's, Professional Development Programmes, Orientation Programmes, Refresher Courses, Short-term Certificate courses, Workshops related to innovative teaching pedagogy.



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Conditions:

- Teachers have to take prior permission from the head of the Institution to participate in the areas specified above.
- To claim the charges of registration fee and publication fees from the college, all original receipts should be submitted to accounts department with Principal's signature.

Date: 13/07/2018



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STAFF WELFARE MANAGEMENT POLICY



**BUNTS SANGHA'S S.M. SHETTY COLLEGE OF SCIENCE, COMMERCE AND
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STAFF APPRAISAL MANAGEMENT

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Performance Appraisal Management

Bunts Sangha's S.M. Shetty College of Science, Commerce and Management Studies, Powai, Mumbai is in place and follows annual appraisal system for the faculty.

Purpose of Performance Appraisal System

- To ensure that students receive the benefit of an education system staffed by employees who are performing their duties efficiently and effectively
- To provide for fair, effective, and consistent evaluation of all employees
- To promote professional growth
- To identify development opportunities and guide them towards progress in their career
- Identify the areas of deficiency of the faculty and guide them for improvement.
- Set objectives for the year ahead

Entities affected by this policy:

- Principal
- Vice Principals
- Coordinators
- Teaching staff
- Registrar
- Accounts
- Clerical staff
- HR
- IT
- Counsellor
- Admin HOD's



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- Laboratory Assistant
- Librarian
- Accounts
- HR
- IT Admin Staff
- Maintenance staff
- Electrical staff
- Carpenter
- Security
- Support staff

Process of Appraisal

- The Performance of all the Staff Members would be appraised annually.
- Students Feedback would be used as means for performance appraisal of Teaching Staff
- Student Feedback would be conducted twice in an academic year i.e. once in a Semester.
- Principal informs the employees about their area of improvements in the respective areas of work.

We have performance appraisal system in place and are communicated to the employees. Areas of improvements are identified and necessary initiatives will be taken for the improvement. Also need based suggestions offered by the teaching and non-teaching faculty are considered for their implementation.



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APPENDIX I :

**Bunts Sangha's
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Performance Appraisal (Non teaching)

Name of the Employee: _____ Designation : _____
Date of Appointment : _____ Age as on 31st May: _____
Education Qualification : _____
No. of years of service in this college : _____ Total Experience : _____
Leave record : Casual _____ days Sick Leave _____ Days Without pay _____
Days
Earned : _____ days

SECTION – A Self Appraisal

1. Job description and responsibilities :
2. Were you able to meet or exceed job requirements and responsibilities allotted ?
3. How do you help your colleagues?
4. How do you contribute for the growth of the institution ?
5. Besides your work, specify the fields you are good at.
6. What kind of developmental activities would you like to take advantage of (e.g. training & coaching etc.) ? Please specify.
7. Additional responsibilities you would like to volunteer in the next academic year.
8. What kind of support and/or guidance would you like to seek from the General Manager?



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9. What kind of support and/or guidance would you like to seek from the Principal ?
10. What kind of support and/or guidance would you like to seek from the Management ?
11. State your strengths.
12. What is your weakness? How do you propose to overcome it?

APPENDIX II:

**Bunts Sangha's
S.M. Shetty College of Science, Commerce & Management Studies, Powai, Mumbai**

SELF- APPRAISAL OF DEGREE COLLEGE TEACHERS

Year of Assessment: _____

Basic Information:

- (i) Name of the Teacher (in full): _____
- (ii) Date of Birth: ____ / ____ / ____
- (iii) Qualification: _____

Degree and Postgraduate Degree (1)	Special/Principal Subjects Offered (2)	Year of Passing (3)	Class Obtained (4)	University (5)



Total Teaching Experience at the college level _____ years.

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Date of appointment in Bunts Sangha's S.M. Shetty College: ____/____/____

Nature of appointment: Regular/ Contract/ Visiting

Are you currently pursuing M.Phil /Ph.D.: Yes / No

Examination results produced during the academic year _____

Subjects Taught	Class/ Sem.	Number of Students Appeared	Number of Students Passed	Percentage of Result



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Details of Papers presented/ published during the academic year

Sr. No. (1)	Date (2)	Title of the Paper (3)	National International (4)	/ Venue (5)	ISBN No./ ISSN No. (6)

Name and describe new innovative teaching methods used(if any):

1. Did you develop e-learning material and adopt as part of teaching methodology in the classrooms? Give a brief description.

2. Are you part of the field trips/ industrial visits of students? If so, where did you take the students?



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3. Is the 'project' a part of the curriculum of the programme? If so, how many projects have you guided during the academic year?

4. Participation in Workshops, Seminars and Conferences:

5. Training / Orientation/ Refresher Courses attended:

6. Participation in extra- curricular activities –(Cultural Activities,N.S.S.,D.L.L.E.,W.D.C.etc.)
Activities:



7. Participation in Co-curricular Activities:

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Service to Community – Extension Service/NGO/Any other

8. Help rendered in college administration by membership/advisor to various committees such as Admission Committee/Examination Committee/Discipline Committee/Attendance Committee/ Students' Welfare Committee/ Placement Committee/Unfair Means Committee etc. (specify the committee)

9. Contribution to Academic Enrichment through member of BOS/ Resource Person to subject related workshops / Resource Person to Conferences/Seminars / Text-books publishedetc.

10. New initiatives taken for the development of the faculty/department



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11. Examination duties did (Invigilation and Evaluation of answer scripts) as per allotment by the college:

College Examination			
Sr.No.	College Examination	Extent to which carried out (Percentage)	Did you complete the Evaluation work Within the time frame?
University Examination			
Period	Third Year Paper/s Taught	Target No. of Scripts	Actual Scripts Valued
April/ May 2019			
Oct/ Nov 2019			

12. Any Award /Reward received during the year: _____

13. General Observations:-

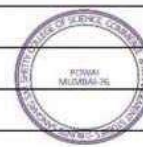
(i) Leave taken during the year: CL SL LWP

(ii) Punctuality _____

(iii) Relationship with Colleagues _____

(iv) Relationship with Students _____

(v) Role as a Counsellor / Mentor _____



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14. How do you update your knowledge : _____

15. Any other matter you would like to give: _____

 (Signature of the Lecturer)

Evaluation by the Principal

Item	Factual Verification		Evaluation				
	Correct	Exaggerated	Excellent	Very Good	Good	Average	Poor
1							
2							
3							
4							
5							
6							
7							
8							



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9							
10							
11							
12							
13							
14							

Observation of the Principal _____

Date: ___/___/___

(Signature of the Principal)

Communicated to the Teacher: _____

(Signature of the Secretary)



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Date: 19/03/2010

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HIRANANDANI GARDEN, POWAI, MUMBAI - 400 076



**BUNTS SANGHA'S S.M. SHETTY COLLEGE OF SCIENCE, COMMERCE AND
MANAGEMENT STUDIES**



INTERNAL QUALITY ASSURANCE CELL (IQAC)

**BUNTS SANGHA'S S.M. SHETTY COLLEGE OF SCIENCE, COMMERCE AND MANAGEMENT STUDIES
HIRANANDANI GARDEN, POWAI, MUMBAI - 400 076**

Medical centre with two full time Nurses



Medical Centre (Human Development Centre) for Teaching & Non-teaching staff.

**Dr. Sridhara Shetty
PRINCIPAL**

PRINCIPAL

Bunts Sangha's S.M. Shetty College
of Science, Commerce & Management Studies
Powai, Mumbai-400 076.

Tel. 022-6132 7352

Email: college@smshettyinstitute.org



In-house counselling centre with dedicated counsellor

Inhouse Counselling centre



Dr. Sridhara Shetty
PRINCIPAL

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Bunts Sangha's S.M. Shetty College
of Science, Commerce & Management Studies
Powai, Mumbai-400 076.
Tel. 022-6132 7352
Email. college@smshettyinstitute.org



**Encouragement and Financial support to
participate in short-term courses
conducted by Staff Academic College, University of
Mumbai**

Sr.No.	Year	Name of the Faculty
1	2019-2020	Dr. Liji Santosh
2	2019-2020	Dr. Vijay Vishwakarma
3	2019-2020	John Menezes

University of Mumbai



Research Project No: 31

NAME OF THE RESEARCHER : Dr. Liji Santosh
LECTURE IN : Economics
AMOUNT SANCTIONED : 21,000/-
CO-INVESTIGATOR :

Ref No. AAMS/ICD/106 of 2021
23rd July, 2021

To,

Bunts Sangha S.M. Shetty College of Science
Commerce and Management Studies Next to
Hiranandani Gardens, Mumbai - 400 076

Sub: - Minor Research Grant Project.

Sir/Madam,

I am directed to inform you that the said proposal has been considered by the University and the research grant as quoted above is sanctioned to the researcher.

The sanctioned amount will be disbursed in two installments. The first installment of 70% of the sanctioned amount will be disbursed within the month of August. The remaining 30% amount will be disbursed up to 31st December, 2021.

The researcher is expected to spend 30% amount initially from his/her own resources to carry out the work.

Further, I am to inform you that the researcher will have to utilize the 100% sanctioned amount on or before 31st December, 2021 and submit original bills/vouchers of the expenditure alongwith Utilization Certificate duly certified by the Principal/ Director/ Head/Institute/University Department of the College to The Deputy Registrar, Accounts Section, Mahatma Phule Bhavan, Vidyanagari, Kalina Campus, University of Mumbai, Mumbai - 400 098.

The report of the research work carried out by the concerned researcher will have to be submitted to the University on or before 31st December, 2021.

The Principal/Head of the Institute are requested to inform the researcher accordingly and arrange to forward his/her undertaking immediately to enable this office to release first installment of the research grant.

Yours faithfully,


Assistant Registrar
(Academic Planning & Development Section)

Minor Research Grant Project Letter of Dr. Liji Santosh

University of Mumbai



NAME OF THE RESEARCHER
LECTURE IN
AMOUNT SANCTIONED
CO-INVESTIGATOR

Dr. Vijay Vishwakarma
Research Project No. 31
Commerce
Rs. 25000/-

To,

Burts Sangha S.M. Shetty College of Science
Commerce and Management Studies Next to
Hiranandani Gardens, Mumbai - 400 076

Academic Planning and
Development Section
No. APD/ICD/2019-20/762
17th March, 2020

Sub : Minor Research Grant Project 2019-20

Sir/Madam,

I am directed to inform you that the said proposal has been considered by the University and the research grant as quoted above is sanctioned to the researcher.

The sanctioned amount will be disbursed in two installments. The first installment of 40% of the sanctioned amount will be disbursed within the month of March. The remaining 60% amount will be disbursed up to 31st December, 2020.

The researcher is expected to spend 60% amount initially from his/her own resources to carry out the work.


Further, I am to inform you that the researcher will have to utilize the 40% sanctioned amount on or before 31st March, 2020 and submit original bills/vouchers of the expenditure along with Utilization Certificate duly certified by the Principal/Director/Head/Institute/University Department/College to the Accounts Section of the University.

Please note that 60% balance amount, out of sanctioned grant will be released after Poster Presentation & final approval of the committee. Therefore you need to submit of utilization certificate after presentation of your research including bills/vouchers/receipts in original through University Account Section.

The report of the research work carried out by the concerned researcher will have to be submitted to the University on or before 31st December, 2020.

The Principal/Head of the Institute are requested to inform the researcher accordingly and arrange to forward his/her undertaking immediately to enable this office to release first installment of the research grant.

Yours faithfully,


Deepak V. More
Assistant Registrar
(APD Section)

Minor Research Grant Project Letter of Dr. Vijay Vishwakarma

University of Mumbai



Research Project No : 217

NAME OF THE RESEARCHER : Mr. John Angel Menezes
LECTURE IN : Commerce
AMOUNT SANCTIONED : Rs. 20,000/-
CO-INVESTIGATOR :

Ref No. AAMS/ICD/106 of 2021
23rd July, 2021

To,

S. M. Shetty College of Science, Commerce and
Management Studies At S.M. Shetty High School
and Jr.College, Nr.Hiranandani Complex, Powai,
Mumbai- 400 076.

Sub: - Minor Research Grant Project.

Sir/Madam,

I am directed to inform you that the said proposal has been considered by the University and the research grant as quoted above is sanctioned to the researcher.

The sanctioned amount will be disbursed in two installments. The first installment of 70% of the sanctioned amount will be disbursed within the month of August. The remaining 30% amount will be disbursed up to 31st December, 2021.

The researcher is expected to spend 30% amount initially from his/her own resources to carry out the work.

Further, I am to inform you that the researcher will have to utilize the 100% sanctioned amount on or before 31st December, 2021 and submit original bills/vouchers of the expenditure alongwith Utilization Certificate duly certified by the Principal/ Director/ Head/Institute/University Department of the College to The Deputy Registrar, Accounts Section, Mahatma Phule Bhavan, Vidyanagari, Kalina Campus, University of Mumbai, Mumbai - 400 098.

The report of the research work carried out by the concerned researcher will have to be submitted to the University on or before 31st December, 2021.

The Principal/Head of the Institute are requested to inform the researcher accordingly and arrange to forward his/her undertaking immediately to enable this office to release first installment of the research grant.

Yours faithfully,

Assistant Registrar
(Academic Planning & Development Section)

Minor Research Grant Project Letter of John Menezes

Dr. Sridhara Shetty
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**Seed Money for presenting and publication of
research papers.**

6.3.2 Percentage of teachers provided with financial support to attend conferences/workshop and towards membership fee of professional bodies during the last five years

Sr.No	Name of teacher	Name of conference/ workshop attended for which financial support provided	Name of the professional body for which membership fee is provided	Amount of support received (in INR)
2021-2022				
1	Sandesha Shetty	Short Term Course on Outcome Based Education for Teacher Effectiveness	University of Mumbai	1000
2	Dr. Liji Santosh	A workshop on New Horizon in business & economics in the light of digital world Higher Education Conclave	Mastersoft	3000
3	Vijay Vishwakarma	Short Term Course on Outcome Based Education for Teacher Effectiveness	University of Mumbai	1000
4	Vijay Vishwakaram	Short Term Course on Disaster Management	University of Mumbai	1000
5	Tushar Sambare	4-week Induction / Orientation Programs	Ramanujan College, University of Mumbai	1950
6	Chandorkar Nidhi	Impact of Time Management on Work Life Balance of employees working from Home	S.M. Shetty College	800
7	Kalpana Rai Menon	RISE OF INSTANT DELIVERY APPS DURING PANDEMIC AND ITS IMPACT ON CONSUMER BUYING BEHAVIOUR	S.M. Shetty College	800
8	Khanore Sheetal	A Review on the Artificial Intelligence of Things(AIoT) :When AI Meets IoT	S.M. Shetty College	800

8	Khanore Sheetal	A Review on the Artificial Intelligence of Things(AIoT) :When AI Meets IoT	S.M. Shetty College	800
9	Khanore Sheetal	A Study of Utilization of Social Media in day to day	S.M. Shetty College	350
10	Upadhyay Suman	A literature review on cryptography and RSA algorithm.	S.M. Shetty College	900
11	Shahapurkar Vinay Vilas	Image processing	S.M. Shetty College	100
12	Shahapurkar Vinay Vilas	A Study On "Submarine / Underwater Networking Technology"	S.M. Shetty College	800
13	Raveena Shetty	Helical potential:Racing towards green	S.M. Shetty College	1000
14	Raveena Shetty	The Predator Drone :Unmanned healthcare welfare	S.M. Shetty College	1100
15	CA Zainab Rangwala	A study of banking habits of individuals during pandemic Covid 19 in Mumbai city	S.M. Shetty College	800
16	Mithlesh Chauhan	Impact Of Smartphone On Young Generation	S.M. Shetty College	800
17	Mithlesh Chauhan	Image Processing in Retail Industry	S.M. Shetty College	800
18	Nabila Kazi	For attending National Multidisciplinary e-conference on "Changing trends in Information Technology, Media & Management: Post Pandemic Challenges & Prospects"	S.M. Shetty College	2000
19	Matharu Preeti	Study on impact of Pandemic on Sleep quality of individuals	S.M. Shetty College	800
20	Devadiga Ashwini	A comparative analysis of social media usage and its impact on the health of the undergraduate students in Mumbai.	S.M. Shetty College	800
21	Himani Shukla	Future Perspective for next generation Internet of Things.	S.M. Shetty College	1000
22	John Menezes	For attending refresher course in commerce and Management	University of Mumbai	2000

2020-2021

1	Sandesh Shetty	Refresher Course in Commerce and Accountancy	UGC Human Resource Development Centre, University of Mumbai.	1000
2	Sandesh Shetty	Refresher Course in E-learning & E-Governance	UGC Human Resource Development Centre, University of Mumbai.	1000
3	Raveena Shetty	Multi-disciplinary conference on redefining business in digital Era	S. M. Shetty College	1500
4	Virendra Singh	Multi-disciplinary conference on redefining business in digital Era	S. M. Shetty College	1500
5	Sheetal Khanore	Multi-disciplinary conference on redefining business in digital Era	S. M. Shetty College	1500
6	Avneet Kaur	Multi-disciplinary conference on redefining business in digital Era	S. M. Shetty College	1500
7	Tushar Sambare	Multi-disciplinary conference on redefining business in digital Era	S. M. Shetty College	1500
8	Disha Bhakta	Multi-disciplinary conference on redefining business in digital Era	S. M. Shetty College	1500
9	Vinay Shahapurkar	Multi-disciplinary conference on redefining business in digital Era	S. M. Shetty College	1500
10	Nahila Kazi	Multi-disciplinary conference on redefining business in digital Era	S. M. Shetty College	1500
11	Sridhara Shetty	Multi-disciplinary conference on redefining business in digital Era	S. M. Shetty College	1500
12	Sandesh Shetty	Multi-disciplinary conference on redefining business in digital Era	S. M. Shetty College	1500
13	Nivedita Shetty	Multi-disciplinary conference on redefining business in digital Era	S. M. Shetty College	1500
14	John Menezes	Multi-disciplinary conference on redefining business in digital Era	S. M. Shetty College	1500
15	Prachi Agarwal	Multi-disciplinary conference on redefining business in digital Era	S. M. Shetty College	1500
16	Sahana R	Multi-disciplinary conference on redefining business in digital Era	S. M. Shetty College	1500
17	Preeti Matharu	Multi-disciplinary conference on redefining business in digital Era	S. M. Shetty College	1500
18	Swati Shetty	Multi-disciplinary conference on redefining business in digital Era	S. M. Shetty College	1500

18	Swati Shetty	Multi-disciplinary conference on redefining business in digital Era	S. M. Shetty College	1500
19	Nidhi Chandorkar	Multi-disciplinary conference on redefining business in digital Era	S. M. Shetty College	1500
20	Vijay Vahwakarna	Multi-disciplinary conference on redefining business in digital Era	S. M. Shetty College	1500
21	Kalpna Rai Menon	Multi-disciplinary conference on redefining business in digital Era	S. M. Shetty College	1500
22	Neena Sharma	Multi-disciplinary conference on redefining business in digital Era	S. M. Shetty College	1500
23	Snehi Salve	Multi-disciplinary conference on redefining business in digital Era	S. M. Shetty College	1500
24	CA Zainab Rangwala	Multi-disciplinary conference on redefining business in digital Era	S. M. Shetty College	1500
25	Komal Triwari	Multi-disciplinary conference on redefining business in digital Era	S. M. Shetty College	1500
26	Himani Shukla	Multi-disciplinary conference on redefining business in digital Era	S. M. Shetty College	1500
2019-2020				
1	Komal Triwari	One day international multi-disciplinary conference on Quality enhancement of higher education in India, Trends and Challenges	Saket College	1500
2	Sandesh Shetty	One day international multi-disciplinary conference on Quality enhancement of higher education in India, Trends and Challenges	Saket College	2000
3	Nivadita Shetty	One day international multi-disciplinary conference on Quality enhancement of higher education in India, Trends and Challenges	Saket College	1500
4	John Menezes	For attending International Multi-disciplinary Conference	Laxman Devram Sonawane College	1750
5	Prachi Bhoir	One day international multi-disciplinary conference on Quality enhancement of higher education in India, Trends and Challenges	Saket College	1500
6	Ashish Navik	Workshop on Guidance for Research Scholar	Vidyaniketan Degree College	250
7	Kalpna Rai Menon	For submitting Research Paper	Indian Journal of Applied Research	1575
8	Prachi Agarwal	One day international multi-disciplinary conference on Quality enhancement of higher education in India, Trends and Challenges	Saket College	1500
9	Avneet Kaur	One day international multi-disciplinary conference on Quality enhancement of higher education in India, Trends and Challenges	Saket College	1500
10	Preeti Matharu	One day international multi-disciplinary conference on Quality enhancement of higher education in India, Trends and Challenges	Saket College	800
11	Prachi Agarwal	International Conference on 'New Horizon in Business & Economics in the light of digital world'	NKES Degree College	500

12	Avneet Kaur	International Conference on 'New Horizon in Business & Economics in the light of digital world'	NKES Degree College	500
13	Virendra Singh	One day international multi-disciplinary conference on Quality enhancement of higher education in India, Trends and Challenges	Saket College	1500
14	Sahana R.	International Conference on 'New Horizon in Business & Economics in the light of digital world'	NKES Degree College	800
15	Sahana R.	National Conference on Innovative Banking in Digital Era	Poomaprajna College	900
16	John Menezes	Rusa Sponsored Orientation Programme	University of Mumbai	1000
17	Virendra Singh	Rusa Sponsored Orientation Programme	University of Mumbai	1000
18	Swati Shetty	International Conference on 'New Horizon in Business & Economics in the light of digital world'	NKES Degree College	800
19	Prachi Pawaskar	International Conference on 'New Horizon in Business & Economics in the light of digital world'	NKES Degree College	800
20	Liji Santosh	For attending Workshop	B.K. Shroff College	1000
21	Shauli Mistry	One day orientation workshop on new syllabus of FYBAMMC	Gurunamak College	500
22	Tushar Sambare	One day workshop on preparing AQAR Under new NAAC Guidelines	V.G. Vaze College	1000
23	Disha Madam	One day workshop on preparing AQAR Under new NAAC Guidelines	V.G. Vaze College	1000
24	Sandesh Shetty	One day Seminar on Revisiting the SSR & AQAR in the revised Accreditation framework.	Mad Education Society's	1000
25	Tushar S.	Workshop on Revised Syllabus of M.Sc.IT.	University of Mumbai	700
26	Sidhara Shetty	For attending one day National Seminar	Modern College	2000
27	Neena S.	One day zonal training workshop for Internal Complaint Committee & Women's Development Cell	Gurukul College	400
28	Kalpna Rai Menon	One day workshop on Revised syllabus of FYBAMMC	M.L. Dhamkar College	500
29	Tushar Sambare	One day workshop on revised syllabus of M.Sc.IT.	Maharashtra College	700
30	Disha	National Conference on 'Women Empowerment and Gender Equality-Contemporary Issues'	Thakur College	1800
31	Nabila Kazi	National Conference on 'Women Empowerment and Gender Equality-Contemporary Issues'	Thakur College	1800

2017-2018				
1	Sahana R.	Indian accounting standards and their conversions to IFRS	Dnyanasadhana College, Thane	750
2	Nivedita	Indian accounting standards and their conversions to IFRS	Dnyanasadhana College, Thane	750
3	Sahana R.	Integration of Science, Social science, Humanities & Technologies in current scenario: The current perspectives	Vikas College, Vikhroli	500
4	Nivedita	Equitable & prosperous India : Opportunities & Challenges EPIOC - 2017	Dr. Babasaheb Ambedkar College, Vasai	1500
5	Sandesh Shetty	Workshop on "The joy of Research"	Nirmala Memorial Foundation College	1000
6	Swati Shetty	Faculty Development Programme on Effective Teaching and Research Engagement	Lala Lajpatrai College of Management	1000
7	Nidhi Chandorkar	Digitalization: Vehicle of the new age transformation	Chandrabhan Sharma College	1500
8	Pooja Pandey	For attending one day workshop	G.N. Khalsa College	400
9	Atisha Khitvzara	National workshop on Demonetization	SIWS College	1000
10	Vinay Shahapurkar	For attending Python workshop	Somaiya College	500
11	Virendra Singh	One day workshop on M.C.O.M: Syllabus Revision	JVM Mehta college	500
12	Nitin Singh	One day workshop	N.G. Acharya & D.K. Marutha college	500
13	Sandesh Shetty	Changing Dimensions of Research in Accountancy & Finance in the current scenario	Ramanand Arya DAV College	1500
14	Sahana R.	Equitable & prosperous India : Opportunities & Challenges EPIOC - 2017	Dr. Babasaheb Ambedkar College, Vasai	1500
15	John Menezes	Recent UGC Norms in API & CAS	Pragati College	500
16	Komal Twarri	Front Accounting Workshop	Indian Institute of Technology	300
17	Sandesh Shetty	Eureka-An intercollegiate workshop	Tatum College of Commerce	350
18	Neta Madam	National Conference on Vision India : Challenges & Prospects	A.E. Kalsekar college	1500
19	John Menezes	Workshop organised by UGC.	University of Mumbai	1000
20	Sandesh Shetty	2 day workshop on HRDC. UGC	University of Mumbai	1000



Dr. Sridhara Shetty
PRINCIPAL



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Free medical check-up – yearly once or twice

70 to 160 **Teaching-Degree Section** 125-180
 23 P. 110-160

Sr. No.	Name	Signature	Sr. No.	Name	Signature
1	Dr.Sridhara Shetty	140	26	Ms. Himani Shukla	108
2	Dr.Liji Santosh	59	27	Mr. Mithilesh Chauhan	116
3	Mr. Sandesha Shetty		28	Ms. Disha Deliwala	88
4	Ms. Prachiti Pawaskar	70	29	Ms. Avneet Kaur	
5	Ms.Sahana Raviprasad	114	30	Ms. Kalpana Rai Menon	92
6	Mr. John Menezes		31	Ms. Neena Sharma	120
7	Ms. Niveditha Shetty	108	32	Ms. Sparsh Vyas	
8	Adv. Hamid Khan	108	33	Ms. Rohini Shetty	
9	Mr. Virendra Singh		34	Ms. Sharanya Sanoj	122
10	Ms. Komal Tiwari				
11	CA Zainab Rangwala		35	Sujata Shetty (arr!) S. Shetty 97	
12	Ms. Swati Shetty	102			
13	Mr. Ashish Navik	123			
14	Ms. Prachi Agarwal	126			
15	Mr. Vijay Vishwakarma	108			
16	Ms. Nidhi Chandorkar				
17	Ms. Steffi Salve				
18	Ms. Preeti Matharu	91			
19	Ms. Suman Upadhyay	100			
20	Dr.Tushar Sambare				
21	Ms. Sheetal Khanore				
22	Ms. Nabila Kazi	114			
23	Ms. Sujata Rizal	100			
24	Mr. Vinay Shahapurkar				
25	Ms. Raveena Shetty	100			

230

Non-Teaching

25

Sr. No.	Name	Signature	Sr. No.	Name	Signature
1	Mr. Dilip Khemani		17	Mr. Rohit Bansode	
2	Mr. Vishwanath Shetty	<i>[Signature]</i>	18	Mr. Sashidhar Shetty	
3	Ms. Asha Shetty		19	Mr. Harish Ghotkar	<i>[Signature]</i>
4	Ms. Prema Shetty	<i>[Signature]</i>	20	Mr. Santosh Jawandale	
5	Ms. Shweta Hegde	<i>[Signature]</i>	21	Dattabhai Diba	<i>[Signature]</i>
6	Ms. Sweta Shetty	<i>[Signature]</i>	22	Ravindra S. Shetty	<i>[Signature]</i>
7	Mr. Satyavan Sakpal	<i>[Signature]</i>	23	Shobha V.K.	<i>[Signature]</i>
8	Mr. Sunil Jabre	<i>[Signature]</i>	24	Gowra Bai	<i>[Signature]</i>
9	Ms. Smitha Ravindranath		25	Shushil Kamble	<i>[Signature]</i>
10	Ms. Vandana Garge	<i>[Signature]</i>	26	Ratish Shetty	<i>[Signature]</i>
11	Mr. Jaywant Pawar	<i>[Signature]</i>	27	Bharti B.	<i>[Signature]</i>
12	Ms. Geeta Shetty	<i>[Signature]</i>	28	Deepnala P.	<i>[Signature]</i>
13	Mr. Mohan Shetty	<i>[Signature]</i>	29	Manda B.	<i>[Signature]</i>
14	Mr. Pravin Shetty	<i>[Signature]</i>	30	Babbar Shukla	<i>[Signature]</i>
15	Mr. Sharad Mhamunkar				
16	Mr. Manoj Shinde				

Shashi Laxmi Sheti *[Signature]* 92
 Vandana Sune *[Signature]* 82
 Vinash Bahadkar *[Signature]* 106

250

Free medical check-up and Anti-sugar drive organised for Teaching & Non-teaching staff.



Dr. Sridhara Shetty
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Concession in fees to the wards of the employees of the college in the schools run by the management

Year	Section	Employee Name	Student Name
2017-18	Degree Teaching	Smitha Ravindranath	Avneesh Pillai
2018-19	Degree Teaching	Smitha Ravindranath	Avneesh Pillai
	Degree Teaching	Disha Bhakta	Disha Bhakta
2019-20	Degree Teaching	Zainab Rangwala	Sanika Rangwala
	Degree Teaching	Smitha Ravindranath	Avneesh Pillai
	Degree Teaching	Disha Bhakta	Disha Bhakta
2020-21	<i>Day Care Closed - due to COVID-19</i>		
2021-22	<i>Day Care Closed - due to COVID-19</i>		

Day care facilities for teaching and Non-teaching staff



Dr. Sridhara Shetty
PRINCIPAL

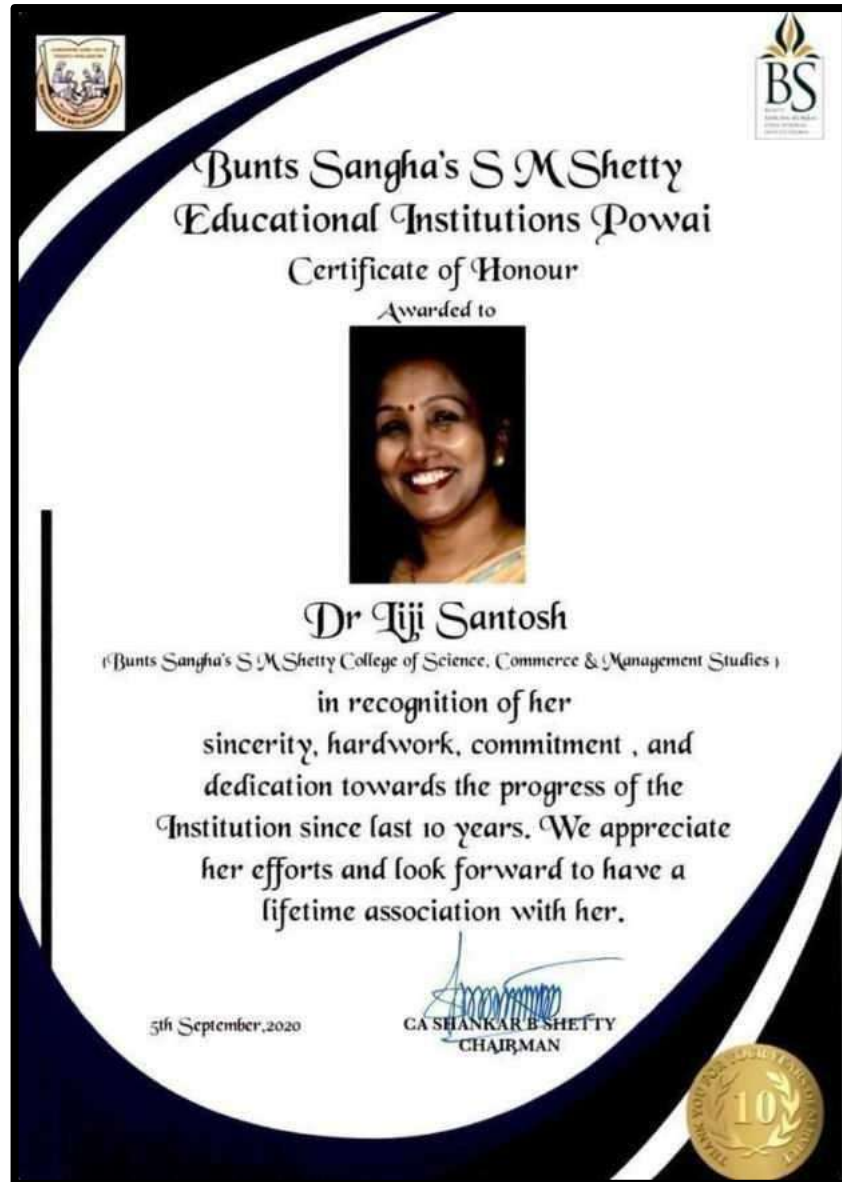
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**Long service award with decent gift – ten years and
twenty years**

List of Teaching & Non-teaching staff awarded for 10 years of service		
Sr. No.	Section	Name of the Staff (Degree Non-Teaching)
1	Degree (Teaching)	Dr. Sridhara Shetty
2	Degree (Teaching)	Dr. Liji Santosh
3	Degree (Teaching)	Ms. Nidhi Chandorkar
4	Degree (Teaching)	Ms. Kalpana Rai Menoin
5	Degree (Teaching)	Ms. Neena Sharma
6	Degree (Teaching)	Ms. Rohini Shetty
7	Degree (Non-Teaching)	Ms. Asha Shetty
8	Degree (Non-Teaching)	Mr. Jaywant Pawar
9	Degree (Non-Teaching)	Mr. Mohan Shetty
10	Degree (Non-Teaching)	Mr. Praveen Shetty
11	Degree (Non-Teaching)	Mr. Sharad Mhamunkar
12	Degree (Non-Teaching)	Mr. Rohit Bansode
13	Degree (Non-Teaching)	Ms. Smitha Ravindranath
14	Degree (Non-Teaching)	Ms. Vandana Gharge
15	Degree (Non-Teaching)	Mr. Santosh Jawandale
16	Degree (Non-Teaching)	Mr. Shashidhar Shetty
17	Degree (Non-Teaching)	Mr. Harish Ghotkar



Felicitaton of Dr. Liji Santosh (Degree, Teaching) in recognition of her service towards the progress of the institution for 10 years.



Bunts Sangha's S M Shetty
Educational Institutions Powai

Certificate of Honour

Awarded to



Ms. Nidhi Chandorkar

(Bunts Sangha's S M Shetty College of Science, Commerce & Management Studies)

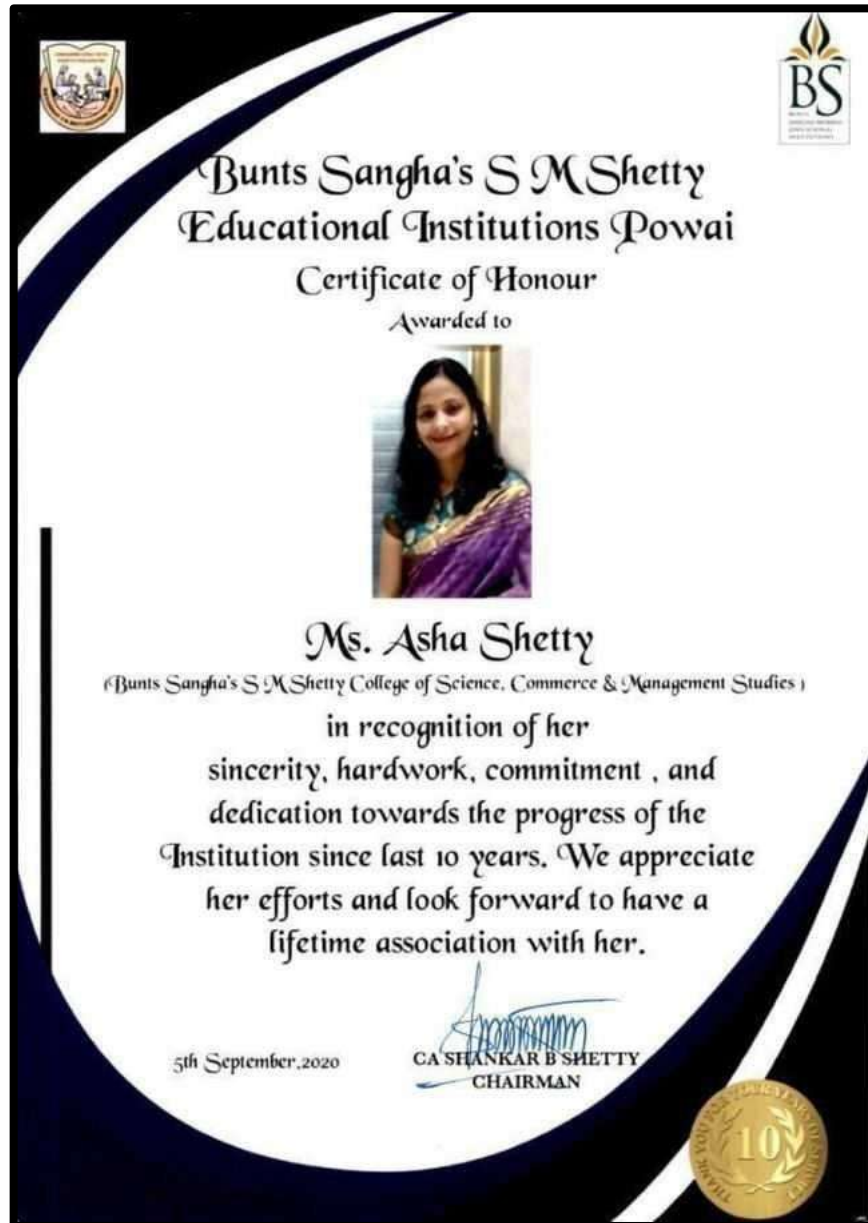
in recognition of her
sincerity, hardwork, commitment, and
dedication towards the progress of the
Institution since last 10 years. We appreciate
her efforts and look forward to have a
lifetime association with her.

5th September, 2020


CA SHANKAR B SHETTY
CHAIRMAN



Felicitaton of Nidhi Chandorkar (Degree, Teaching) in recognition of her service towards the progress of the institution for 10 years.



Felicitaton of Asha Shetty (Degree, Non-Teaching) in recognition of her service towards the progress of the institution for 10 years.



Dr. Sridhara Shetty
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Uniform to sub-staff



Dr. Sridhara Shetty
PRINCIPAL

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**Recognition for completing PhD of
teachers.**

Sr. No.	Year	Name of the Faculty
1	2018-2019	Dr. Tushar Sambare
2	2021-2022	Dr. Vijay Vishwakarma

Dr. Vijay Vishwakarma being felicitated for successfully completing Ph.D.



Dr. Tushar Sambare being felicitated for successfully completing Ph.D.



**Dr. Sridhara Shetty
PRINCIPAL**



PRINCIPAL
Bunts Sangha's S.M. Shetty College
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Powai, Mumbai-400 076.
Tel. 022-6132 7352
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Gymnasium facility inside the Campus

Gym facility for Teaching and Non-teaching staff



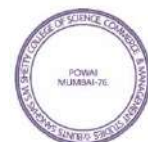
**Dr. Sridhara Shetty
PRINCIPAL**

PRINCIPAL

Bunts Sangha's S.M. Shetty College
of Science, Commerce & Management Studies
Powai, Mumbai-400 076.

Tel. 022-6132 7352

Email: college@smshettyinstitute.org



Annual sports meet for employees.



Bunts Sangha's
S.M. Shetty College of Science, Commerce &
Management Studies, Powai,
permanently Affiliated to University of Mumbai
NAAC ACCREDITED 'A' GRADE
ISO 21001:2018 CERTIFIED
IMC RBNO CERTIFICATE OF MERIT 2019



Sports Department

has organized

Sports Competition

for Degree and Junior
college Teaching and
Non-Teaching staff

• Events

- Carrom
- Badminton
- Tug of War
- Box Cricket



Brochure of Sports Competition for Teaching and Non-Teaching Staff.

PARTICIPANTS' LIST

Name:-	Department	List of Games:-
Vinay Vilas Shahapurkar	BSCIT	Carrom, Badminton, Box Cricket
Sahana Raviprasad	BAF	Badminton, Tug of War, Box Cricket
Disha Bhakta	BSCIT	Carrom, Tug of War, Box Cricket
Preeti Matharu	BMS	Carrom, Badminton, Tug of War, Box Cricket
Satyavan Sakpal	BSCIT	Carrom, Box Cricket
Komal Tiwari	BBI	Carrom, Box Cricket
Vinesh bahadkar	Non teaching	Carrom, Badminton, Tug of War, Box Cricket
Shashidhar Shetty	Non teaching	Carrom, Box Cricket
Shankar sawant	Non teaching	Carrom, Badminton, Tug of War, Box Cricket
Manoj shinde	Non teaching	Badminton, Tug of War, Box Cricket
Pandurang s indulkar	Non teaching	Badminton, Tug of War, Box Cricket
Laxman Shetty	Non teaching	Carrom
Sudha Shetty	Non teaching	Carrom
Hamid Khan	BMS	Carrom, Badminton, Box Cricket
Kalpana Rai Menon	BAMMC	Badminton
Kalpana Rai Menon	BAMMC	Carrom, Badminton, Tug of War, Box Cricket

PARTICIPANTS' LIST

Sunil Antaram Jabre	BSCIT	Carrom, Badminton, Tug of War, Box Cricket
John Menezes	B. Com	Carrom, Badminton, Box Cricket
Dr. Tushar Sambare	BSCIT	Box Cricket
Avneet Kaur	BBI	Carrom, Badminton, Tug of War, Box Cricket
Ajinkya Lanke	Non teaching	Carrom, Box Cricket
Sachin Tayade	Non teaching	Carrom, Box Cricket
SANTOSH MESTRI	Non teaching	Carrom
Dattatray Prakash Dubal	Non teaching	Carrom, Badminton
Suchit Shetty	Non teaching	Box Cricket
Irshad Shaikh	Non teaching	Carrom, Badminton, Tug of War, Box Cricket

Sports Competition for Teaching and Non-Teaching Staff.



Box Cricket match of Teaching & Non-Teaching Staff





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STAFF APRAISAL SYSTEM

The college facilitates the professional growth and enrichment of the staff by implementing an effective Performance Appraisal System. This system is maintained with the objective of improving academic and administrative standards. It functions in the following ways.

Staff Self-Appraisal: The institution had implemented the system of performance appraisal since its inception. This appraisal form is revisited every year by IQAC to implement the current changes happening in the academic arena. Staff members of our college are given the opportunity to carry out self-assessment which helps them to identify where they stand, and what skills they possess. Staff self-appraisal is carried out through a well-structured staff self-appraisal form, which is to be filled and submitted by each faculty at the end of every academic year. Research publications by the faculty members, innovative teaching methodologies carried out by the staff members, the outreach programme, committee activities initiated by teachers play a vital role in the appraisal of staff. Staff is also evaluated on the aspects of execution of the responsibilities and their leadership effectiveness in heading committees.

Appraisal for the Non-teaching Staff: The Principal and the Registrar of the college observe the performance of the non-teaching staff. Non-teaching staff is provided with an appraisal form for self-assessment. Principal and Registrar counsels those who lag.



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