Date: 7.12.2016

Employee Motivation Policy

Sri Krishna College of Engineering and Technology believes in a judicious combination of teaching and research for the benefit of student community at large. Teaching and Research are the main functions assigned to any institute. Teaching is a prime function and needs to be performed at the highest level of competence that is possible only when the faculty is involved in the research activity. Research is an original contribution to the existing knowledge and is the pursuit of truth with the help of study, observation, comparison, experiment, collection of facts or data and analyzing the facts. The conclusions are reached either in the form of solution(s) towards the concerned problem or in certain generalizations for some theoretical formulation. In short, the search for knowledge through objective and systematic method of finding solution to a problem is research.

Academic Research Policy:

a) **Outstanding Research Publications:** This award is conferred towards journal publications. Award shall be given for publishing more than 1 Web of Science or more than 3 Scopus indexed Journals in the academic year.

> **Measure of Incentive:** WoS - Award + Rs.5000/-
> Scopus - Award + Rs.2000/-

b) **Patents Published/Grant Award:** Receiving patent for one's research work is one of the most important factors denoting the quality of research. Full financial and legal assistance shall be provided to those who are interested in registering for the patent. The patent shall irrevocably be registered in the name of SKCET with the researcher's name prominently featuring as the inventor. The commercial aspects shall be mutually worked out between the Institution and the researcher. If patent is filed by the individual, then expenses will be borne 50% by researcher and 50% by the Institution. If patent is filed in the name of the Institution, then 100% expenses are borne by Institution. If filed jointly, then 100 % expenses are borne by Institution and Individual.

> **Measure of Incentive:** Award + Rs.5000/- per Patent

c) **Grants Received Award:** Meritorious research work by faculty is awarded with monetary incentives.

> **Measure of Incentive:** Award + Rs.5000/- per Government funded proposal.

SRI KRISHNA COLLEGE OF ENGINEERING AND TECHNOLOGY

(An Autonomous Institution, Approved by AICTE & Affiliated to Anna University)
Accredited by NAAC with 'A' Grade & Accredited by NBA (B.E., Mech., MCT., ECE., CSE., B.Tech., IT)
Sugunapuram, Kuniamuthur, Coimbatore - 641 008.
Phone : (0422) - 2678001 (7 Lines) Fax : 0422 - 2678012 E-Mail : info@skcet.ac.in, website : www.skcet.ac.in

d) Active Performers: This award is conferred to faculty who actively contribute to both Institution level and Department responsibilities. Also exhibits promptness in completing assignments.

Measure of Incentive:

1. Young achieving faculty award - Award + Rs.5000/-
2. Best Faculty Award - Award + Rs.5000/-

e) Star Performers: The following awards are contributed to outstanding faculty members department wise.

1. Special Contributor Award - Award + Certificate
2. Institution level Contributor Award - Award + Certificate
3. High impact factor Publication Award - Award + Certificate
4. Mentor Award - Award + Certificate
5. Best Department Award - Award + Certificate
6. Star HoD Award - Award + Certificate

Consistent performers will be considered for career advancement through suitable evaluation of their appraisal scores.

Principal

CEO
Chief Executive Officer
Sri Krishna Institutions
Coimbatore