

SIES College of Management Studies

Human Resource Management (HRM) Policy and Plan

1.Objective:

For an academic institution, human resources play a key role. This is particularly true for the cadre of faculty members who are the nerve center of an educational institution. They drive the entire academic initiative of the institute. Hence, SIES College of Management Studies (SIESCOMS) has a specific Human Resource Management Policy and Plan in place for the staff with particular reference to faculty members.

This policy / plan takes care of the existing as well as future needs of the institute, keeps in mind the future expansion plans / perceived academic initiatives of the institute, competencies that are needed in the continuous changing environment, student feedback about the faculty quality / deliverables, corporate feedback about their expectations from the students, among others. The institute also investigates the changing paradigm of education in view of technological expansion and tries to ensure that the faculty members are not only good teachers but also good counselors in the changing context.

2. Scope: The policy / plan takes care of the following three specific issues:

- a. Faculty recruitment
- b. Faculty Development & career incentives
- c. Faculty retention

3. Policy

Faculty Recruitment:

The institute has a structured approach towards recruiting both core as well as visiting faculty. Core faculty are those who are on the role of the institute drawing salary from the institute whereas the visiting faculty are those who are not permanent employees of the institute but are engaged in taking specific courses as per the requirements of the institute.

There is a specific policy narrating the recruitment process for both categories of the faculty and it is available separately at the institute.

