



M.K.E.S. COLLEGE OF LAW

**POLICY ON COMBATTING FACULTY ATTRITION AND RETENTION OF
QUALIFIED AND EXPERIENCED FACULTY**

V.R. Dube

**DR.VANDANA R.DUBE
I/c PRINCIPAL**

Shri Digant H. Upadhyaya

**SHRI DIGANT H.UPADHYAYA
HON.SECRETARY**



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POLICY FOR COMBATTING FACULTY ATTRITION AND RETENTION OF QUALIFIED AND EXPERIENCED FACULTY

A high employee turnover invariably affects the quality of education delivered to the learners and as it constantly affects the Teaching-Learning Process. This policy is designed to maintain the standard of quality education imparted and research conducted at M.K.E.S College of Law.

Objectives:

1. To encourage qualified faculty to continue teaching at MKES College of Law.
2. To support the teaching staff in availing opportunities for improvement and professional growth.
3. To monitor the institutional health of the College by monitoring the teaching faculty's job satisfaction levels, and taking necessary steps if required.
4. To foster a congenial and inclusive work atmosphere.

To fulfill the above-mentioned objectives, the Institution will ensure the following practices:

1. The Principal and IQAC Coordinator will regularly meet the faculty members to receive and provide feedback.
2. Teaching Plans will be approved after ensuring feasibility of the workload.
3. Institutional Policies shall be clearly communicated to all faculty members during Orientation so that there is no misunderstanding.
4. Faculty will be encouraged to design courses and carry out research, after consultation with the appropriate authorities.
5. All outstanding contributions and achievements of the faculty will be recognized and commended.
6. Activities, designed to foster cohesiveness will be conducted throughout the year.
