



GLOBAL

INSTITUTE OF ENGINEERING AND TECHNOLOGY

(Approved by AICTE & Affiliated to Anna University)

257/1, Bangalore – Chennai High Way, Melvisharam, Ranipet – 632 509

Rewards and Recognitions for Employees



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BEST PRACTICE: II

Title of the Practice

Rewards and Recognitions for Employees

Objectives of the Practice:

- To motivate the staff members for better performance in academics, research and non-academic fields.
- To recognize and appreciate the teaching skills of the staff on the basis of academic results in university examinations and student feedback.
- To appreciate and encourage staff for better research, leadership skills and social work.
- To recognize the teaching and Non teaching staff for their institutional growth achievements.
- To inculcate and improve the habit of reading amongst the faculty members.

The Context

“Employee recognition is the timely, informal or formal acknowledgment of a person’s behavior, effort, or business result that supports the organization’s goals and values, and exceeds his superior’s normal expectations.”

Motivation is required for human resources to make them perform better. This motivation can be monetary or non-monetary. Keeping this objective in mind, the various components i.e. teaching staff and non-teaching staff are recognized and motivated on a continuous basis.

The Practice:

In practice our college has started conferring monetary Rewards and Recognitions for Employees teaching staff and Non teaching staffs based on their performance. In teaching staff in accordance with their Academic Performance Indicators (API) for the following categories:

- Vibrant Leader Award
- Subject Excellence Award
- Best Non-Teaching Award
- Scholar GITian’s Award



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1. Vibrant Leader Award

In educational institutions the role of leadership is indispensable. Their primary role is to guide and lead students in the right direction. They need to ensure that, apart from guiding students, they need to give them the confidence to develop their leadership skills. Educational leadership is a type of transformational leadership style that focuses on growth and bringing positive changes. In practice our college has started conferring monetary Rewards and Recognitions for “**Vibrant Leader Award**” like as Best Administrator in guiding students and corresponding departmental Heads are identified recognized and appreciated by the college management.

2. Subject Excellence Award

“Dissatisfaction leads to unproductively and is detrimental to the institution in the long run. It is therefore essential that rewards systems support the priorities and mission of the institution.”

Faculty rewards are a simple yet effective way to give recognition and show appreciation. Furthermore, they also reaffirm the values of your academic institution. Therefore, our institution decided on the type of positive behavior they want to encourage with their faculty rewards. In practice our college has started conferring monetary Rewards and Recognitions “**Subject Excellence Award**” for teaching faculties. The teaching staff communities are given appreciation letters and some rewards like as 8 gram Gold Coin for category of who is Academic Results Performance (API) exceeding 80% of end semester university examination are identified recognized and appreciated by the college management.

3. Best Non-Teaching Award

Importantly, reward points should not only be given vertically but also horizontally. Non-teaching staffs being supportive and cooperate with other staff members also fulfilling responsibilities by meeting the required standards for every assigned task. Practice mutual respect, trust and confidentiality. Practice justice by being committed to the well being of individuals, the wider community and the common good of all people Non-teaching staffs are appreciated for their work on the basis of their appraisals. In practice our college gives rewards and certificates every year on the occasion of Teacher’s Day and Fresher’s Day to Non-teaching staff based on their performance.



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4. Scholar GITian's Award

Faculty Members, who completed PhD's were recognized and honored on Teachers Day this year. Teaching staff attended training programs to hone their skills. Three staff members with maximum API scores were awarded gifts on the occasion of the Teachers Day Celebration as stated below. The Best Research Scholar award is a renowned honor presented to persons who have made substantial research contributions to their profession. This award honors researchers who have made major contributions to their discipline and have exhibited excellence pursuits of research.



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Evidence of Success:

Where as the teaching staff recognized for their prowess in teaching, research and academic results. Our college has started conferring monetary rewards to the staff in accordance with their Academic Performance Indicators (API) for the following categories:

VIBRANT LEADER AWARD



Fig:7.2.1(1) Recognition Certificate for VIBRANT LEADER



Fig:7.2.1(2) Recognition Certificate for VIBRANT LEADER



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VIBRANT LEADER AWARD

Program conducted on Teacher's Day (Date: 05.09.2023)



Fig:7.2.1(3) Recognition Certificate for VIBRANT LEADER



Fig:7.2.1(4) Recognition Certificate for VIBRANT LEADER



Fig:7.2.1(4) Recognition Certificate for VIBRANT LEADER

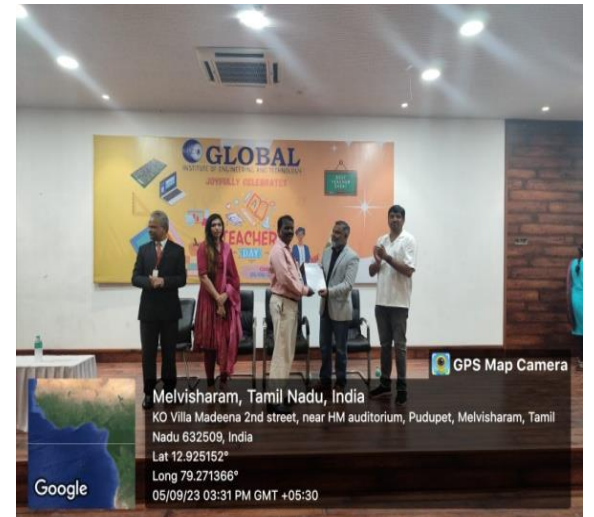


Fig:7.2.1(6) Recognition Certificate for VIBRANT LEADER



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Evidence of Success:

Where as the teaching staff recognized for their prowess in teaching, research and academic results. Our college has started conferring monetary rewards to the staff in accordance with their Academic Performance Indicators (API) for the following categories:

SUBJECT EXCELLENCE AWARD		
Sl. No	Name of the Department	File Link
1	Department of Automobile Engineering	VIEW
2	Department of Civil Engineering	VIEW
3	Department of Computer Science Engineering	VIEW
4	Department of Electrical and Electronics Engineering	VIEW
5	Department of Electronics and communication Engineering	VIEW
6	Department of Information Technology	VIEW
7	Department of Mechanical Engineering	VIEW
8	Department of Petroleum Engineering	VIEW

CERTIFICATE RECOGNITION FOR SUBJECT EXCELLENCE AWARD
Program conducted on Teacher's Day (Date: 05.09.2023)



CERTIFICATE OF APPRECIATION

We proudly present this **VIBRANT LEADER** award to
Dr./Mr./Ms. S. MURUGANATH PRASAD (S.M.)
for his /her dedicated services that have been instrumental in the growth & development of GIT.
My wholehearted regards for his/her contribution to the institution.

CHAIRPERSON DATE: 05th Sept 2023

Kilar, Tamil Nadu, India
000784896, Kilar, Tamil Nadu 632201, India
Lat 12.936456°
Long 79.000763°
04/01/24 06:11 AM GMT +05:30



CERTIFICATE OF APPRECIATION

We proudly present this **SUBJECT EXCELLENCE** award to
Dr./Mr./Ms. J. SHANMUGANATHAN, AP (J.S.)
for his /her dedicated services that have been instrumental in the growth & development of GIT.
My wholehearted regards for his/her contribution to the institution.

CHAIRPERSON DATE: 05th Sept 2023

Melvisharam, Tamil Nadu, India
VA Tya 2555 road, Pudukot, Melvisharam, Tamil Nadu 632509, India
Lat 13.927926°
Long 78.268488°
05/01/24 10:16 AM GMT +05:30



CERTIFICATE OF APPRECIATION

We proudly present this **TECHNICAL ACHIEVEMENT** award to
Dr./Mr./Ms. T. MURUGANATH PRASAD (T.M.)
for his /her dedicated services that have been instrumental in the growth & development of GIT.
My wholehearted regards for his/her contribution to the institution.

CHAIRPERSON DATE: 05th Sept 2023

Vellore, Tamil Nadu, India
W292+48H, Vellore, Tamil Nadu 632204, India
Lat 12.933769°
Long 79.000447°
04/01/24 06:11 AM GMT +05:30

Fig:7.2.1(7) Recognition Certificate for Subject Excellence



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CERTIFICATE RECOGNITION FOR “SUBJECT EXCELLENCE AWARD”

Program conducted on Teacher’s Day (Date: 05.09.2023)



Fig:7.2.1(8) Recognition Certificate for Subject Excellence



Fig:7.2.1(9) Recognition Certificate for Subject Excellence



Fig:7.2.1(10) Recognition Certificate for Subject Excellence



Fig:7.2.1(11) Recognition Certificate for Subject Excellence



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Fig:7.2.1(12) Recognition Certificate for Subject Excellence



Fig:7.2.1(13) Recognition Certificate for Subject Excellence



Fig:7.2.1(14) Recognition Certificate for Subject Excellence



Fig:7.2.1(15) Recognition Certificate for Subject Excellence



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Fig:7.2.1(16) Recognition Certificate for Subject Excellence

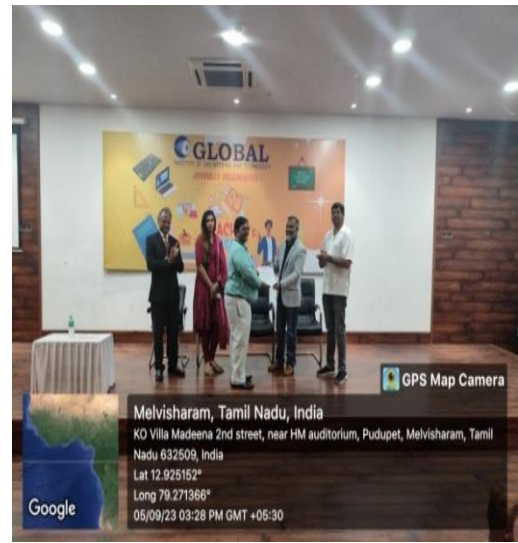


Fig:7.2.1(17) Recognition Certificate for Subject Excellence

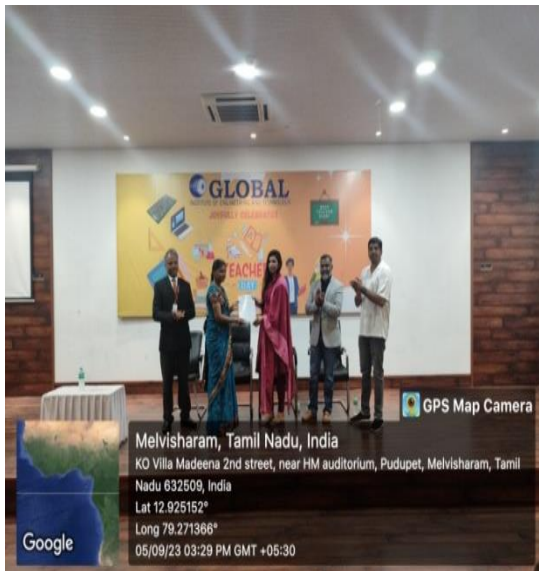


Fig:7.2.1(18) Recognition Certificate for Subject Excellence



Fig:7.2.1(19) Recognition Certificate for Subject Excellence



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BEST NON-TEACHING AWARD

Program conducted on Teacher's Day

Date: 05.09.2023



Fig:7.2.1(21) Recognition Certificate for Best Non-Teaching



Fig:7.2.1(22) Recognition Certificate for Best Non-Teaching



Fig:7.2.1(23) Recognition Certificate for Best Non-Teaching



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“SCHOLAR GITian’s AWARD”

Program conducted on Teacher’s Day (Date: 05.09.2023)



Fig:7.2.1(24) Recognition Certificate for Scholar GITian’s Award



Fig:7.2.1(25) Recognition Certificate for Scholar GITian’s Award



Fig:7.2.1(26) Recognition Certificate for Scholar GITian’s Award

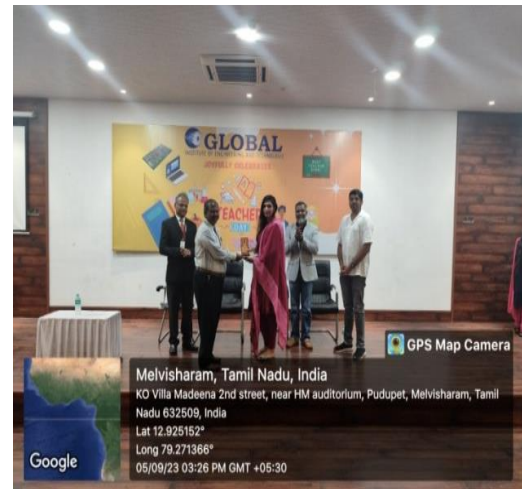


Fig:7.2.1(27) Recognition Certificate for Scholar GITian’s Award



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Problems Encountered and Resources Required

While giving Awards & Rewards in your classroom has a lot of advantages, there are some disadvantages as well. Sometimes, the good outweighs the bad. These are some of the disadvantages of giving students rewards in classrooms:

- **Addiction:** Students become addicted to the classroom rewards. Without them, the students won't follow directions or show the correct behaviors.
- **Devaluation:** After a while, rewards are expected by the students. The rewards will start to lose their effect once they are given so much.
- **Race against the clock:** Students start to focus on hurrying to finish their task to gain a reward. The students won't even value the task anymore but the thing that comes after it.
- **Control and manipulate:** Students may feel they are starting to be controlled by the faculty. In return, they will try to control or manipulate you.
- **Increase Pressured:** If you praise the students too much, they will feel horrible whenever they can't live up to your expectations.
- **Bribes:** Rewards and bribes relate very closely to each other. Rewards often lead to the idea of you controlling your students. You'll feel more powerful and bribe students with rewards
- **Lack of learning:** Understanding different learning styles, Lack of effective communication.
- **Lesson Plan:** Pressure from college administrators creating & engaging lesson plans that fit the curriculum.
- **Time Management:** Behavior and classroom management. Time-consuming administrative work.