



SSM INSTITUTE OF ENGINEERING AND TECHNOLOGY

(Approved by AICTE, New Delhi • Affiliated to Anna University, Chennai)

• Accredited by NAAC (2019-24) & NBA(2022-25))

Dr.D.Senthil Kumaran, B.E., M.E., Ph.D
Principal

SSMIET/312/October/2023

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HR POLICY

As you are all aware engineering education in India is passing through a turbulent pace. An unprecedented poor demand, coupled with onslaught of stiff competition pose a major threat to our existence. Hence, no option is left except implementing certain HR policies as a strategy for our survival and future growth. Our management is so serious about quick revival on all fronts, apart from compliances of regulatory bodies which include mandatory accreditation by 2021 and academic autonomy.

- Distinctive teaching commitment on priority and adherence to AU curriculum with extraordinary preparation.
- Student–Centric approach on deliverables and consistent improvement in performance of students both in academics and skill sets. Mentorship has to be more effective with high level of emotional quotient.
- Principal has the discretion to review, monitor and guide the faculty at any moment pertaining to academic progress/performance. Undoubtedly, each one has to be well prepared for clarifications, when he needs.
- Backbiting, bickering, rumours and any other form of degrading institutions image, either in campus or off campus cannot be tolerated. In the same context, neglect in duties, idleness in any form and sleeping will lead to immediate termination without explanation. Unethical practice in any form shall not be entertained.
- Standard and unbiased performance appraisal will be executed periodically covering academic feedback from students, involvement in placement activities, research-based initiatives (funds, consultancy and industry-interface) and enhancing student strength. They will be categorised as (i) Good performers ii) Performers iii) Under performers. The under performers shall not continue in the forthcoming term as SSMIET is keen on retaining only human assets, not liabilities.
- One member from one family in the institute shall be applicable in SSMIET with effect from the next term.




PRINCIPAL

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