

DIRECTOR'S SECRETARIAT**INTER OFFICE NOTE****POLICY : MEASURES TO ATTRACT AND RETAIN
BETTER FACULTY AT AIT, PUNE**

1. Further to this office ION No AIT/0023/Retn Faculty/Adm dt 29 Apr 11. P-49
2. Para 5(a) of subject policy fwd vide this office under reference may please be amended as under:-


For

(a) **Para 5(a) Sentence 1.** Local Management Committee of AIT is empowered to create additional college management appts like Dean of R & D activities, Dean of Academics and Dean of Students Welfare as per NBA norms to retain AIT faculty completing PhD.

Read

(b) **Para 5(a) Sentence 1.** With prior approval of HQ AWES, AIT is empowered to create additional college management appts like Dean of R & D activities, Dean of Academics and Dean of Students Welfare as per NBA norms to retain AIT faculty completing PhD.

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(Sanjay Karodpati)
Lt Col (Retd)
Offg Jt Director
For Director

**POLICY: MEASURES TO ATTRACT AND RETAIN
BETTER FACULTY AT AIT PUNE**

Introduction

1. A Sub-committee consisting of Maj Gen Rajeev Datt, AVSM, VSM, Dy Comdt CME (Academic Advisor, AIT), Maj Gen PN Monga (Chairman, AIT), Brig (Retd) SK Lahiri (Director, AIT) and Dr VP Gosavi (Principal, AIT) examined the issues related to measures for attracting / retaining better senior teaching Faculty at AIT in a holistic manner to promote 'Quality Education'. The case was analysed based on the following factors:-

- (a) Hygiene (maintenance) factors.
- (b) Motivators.
- (c) Morale building factors.

2. This policy letter has been approved by HQ AWES vide their letter Nos B/45806/Pay/AWES dt 13 Jan 11 and even No dt 28 Mar 11.

Hygiene Factors

3. These are the factors which represent the need to avoid pain in the AIT environment i.e they are preventive measures that remove source of dissatisfaction for the teaching faculty. Important hygiene factors are analysed below:-

- (a) **College Policy and Administration.** It was felt that AIT provides an adequately transparent policy on promotions, appraisal system and regular administration with adequate reinforcement from serving Army officers.
- (b) **Salary.** Remuneration acts as a great demotivator if there is a sense of relative deprivation / injustice . Fortunately, AIT is following the Pune University norms and 6th Pay Commission has been implemented with effect from 01 July 09 as announced by AWES.
- (c) **Job Security.** AIT provides better job security to teaching Faculty than any other private engg college, at par with government colleges.

Motivators

4. Whereas hygiene factors generate negative feelings about the organization in employees, motivators are required to generate above average positive feelings for the organization thus generating the urge for 'Quality Education' in employees. The key to motivation lies in structuring challenging jobs that provide increased opportunities for achievement, responsibility, growth and recognition. Teaching jobs are already structured

