**6.3.1 - The institution has a performance appraisal system, promotional avenues and effective welfare measures for teaching and non-teaching staff**

The University follows API (PBAS) as prescribed by UGC for faculty appraisal. The annual self-assessment form is to be filled out by each faculty member and staff member annually for every academic year. It is evaluated by the concerned Head of Departments. The Dean of Academics and Research and Vice-Chancellor also give their opinion on these forms. In addition, the promotion of the faculty members is based on a Career Advancement Scheme as per UGC guidelines. The non-teaching staff must also fill out their appraisal in the defined format and submit it to their respective HoD for recommendations

The following and many others welfare measures are available:

* EPF and gratuity benefits, as per government norms, are provided.
* Leave Travel Allowance (LTA) can be availed by all as per the rules.
* JUIT offers a 5% quota to the wards of its employees on a merit basis.
* The faculty members can avail of the full registration fee and/or 50% TA/DA (national/international travel)
* Paid leave for visits in connection with research work.
* The faculty members are entitled to 60 days of vacation, whereas other staff are entitled to 30 days of paid leave.