



K. S. R. M. COLLEGE OF ENGINEERING

(UGC-AUTONOMOUS)

Kadapa, Andhra Pradesh, India – 516 005

Approved by AICTE, New Delhi & Affiliated to JNTUA, Ananthapuramu.
An ISO 14001:2004 & 9001:2015 Certified Institution



6.2.2 Additional information

Recruitment Process

KSRM has a recruitment process that helps draw and retain highly qualified and experienced faculty and staff from all parts of India. The recruitment process starts with collecting and review data from all departments regarding staff and faculty requirement, keeping in mind AICTE teacher-student ratio norms. The College issues advertisements in local and national newspapers and job websites. Interested candidates can apply online or submit hard copies of their CV and relevant documents. The interview date is conveyed to the shortlisted candidates well in advance. Interview panels are constituted with subject experts from universities in Andhra Pradesh or outside, JNTUA, and senior professors of the institute. Depth and range of subject knowledge, confidence, ability to impart knowledge and verbal expression, are the parameters considered for selection. The selected candidates attend a final personal interview by the Chairman, who finalizes their recruitment and fixes their salary package. Some candidates are asked to give a demo at the institute and senior faculty evaluates them. Once recruited, faculty members may be given promotions/increments based on enhancement of qualification, student feedback, other contributions to the college, publications, R&D activities, conferences and workshops attended, API score, etc.

Grievance Redressal Mechanism:

The Grievance Redressal Mechanism of the institution is established with an aim to provide easy and readily accessible procedure for prompt disposal of the day to day genuine grievances of the student and faculty community to maintain a congenial atmosphere.

Grievance Redressal Committee was constituted in KSRMCE in accordance with the University Grants Commission regulations. Any student and faculty with a genuine grievance may approach the Grievance Redressal Committee to submit his/her grievance in writing to “The Chairman, Grievance Redressal Committee, KSRMCE or send e-mail to committee chairman.

The Grievance Committee considers only individual grievances of specific nature of members of the employee. The Grievance Committee considers all grievances submitted in writing by an individual member related to employment, working conditions, and quality of services assured to them and any other alleged injustice done to an employee while discharging his /her duties at the Institute.

Grievances received are addressed systematically with active involvement and cooperation of the respective department/section concerned with the grievance; maintain necessary confidentiality in handling process.

The objectives of Grievance Redressal Committee are:

- All the grievances of the students/staff which could not be settled in the routine process should be referred to this committee.



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- Committee tries to settle the issues amicably in a time bound manner.
- Introduces a reasonable and reliable solution for grievances of various issues received from Students/parents.
- Ensures that the grievances are resolved on time impartially and confidentially