

Best Practices

Best practices are used to maintain quality as an alternative to mandatory legislated standards and can be based on self-assessment or benchmarking. Best practice is a feature of accredited institute like MIT AOE. The following are some of the best practices of the institute.

- Good Teaching Learning Process.
- 360 degree feedback system which involves all the stakeholders
- Financial Support for Professional body membership, attending National and International Conferences / Workshops / FDP etc.
- Appreciation for employee for extra achievements in academics / student activity / non-academic activities / Extra & co-curricular activities
- Teacher of the Year and Staff of the Year Award, Teacher of the Department award
- Felicitations and Appreciation of employees who complete 10 years' service
- Group Health Insurance policy for Employee
- Best outgoing student award "**MAEstro**" for final year
- All-rounder student Award for final year student
- The most promising student award for first year student

At the core of all MIT Academy of Engineering policies are students and their welfare, next are the employees and the society at large.

MIT Academy of Engineering's policy to all its employees is based on mutual trust and a win-win approach with no area for settling any personal vendetta. Fair employee policies ensure a proper work culture, proper competency mapping and improved performance by employees

Our policy for **career development** and **promotional avenues** for employees has led to **deputation of employees for higher studies** and timely **promotions and increments** that are linked to a bi-annual performance appraisal based on student feedback, departmental performance, initiatives undertaken, technical skill enhancement, research contribution and team working capabilities.

Employees are encouraged to have an interaction with outside world in their domain both at the **international and national level** through financial support in paper publishing, patent filing, attending **seminars, STTPs, workshops, QIPs and Professional body membership**. A well-defined Welfare scheme is there for all financial and other support from the institute. Addition to it, there is Group Health Insurance policy for employees along with their family members.

Our training and development policy is not only aimed at skill enhancement of an employee but also to help the employee for promotion and to take on higher responsibilities. This policy helps the management to promote the staff and help in bringing about healthy competition among different employees.

To promote the training and development of employees, R&D projects and Industry-Institute Interaction opportunities are facilitated, industrial visits, guest lectures and subject experts sessions are held on a regular basis. Employees are also deputed for trainings frequently both within and outside the institute and a record of the same is maintained in their personal file.

Merit Scholarship

The deserving and needy students of at MIT Academy of Engineering have been fortunate in receiving excellent support from the Management by providing help to the deserving and needy students through this scholarship. The Needy and poor deserving meritorious students are rendered all possible help in the form of concession in fees. This scholarship is available for all students subject to the fulfillment of eligibility criteria specified by the respective authorities.

The Head of the department scrutinizes the form, shortlists the students and forwards the list of shortlisted students along with the recommendation to the Head of the Institute. The shortlisted students are interviewed by a Panel, Chaired by the Head of the Institute. The panel consists of head of various departments. Concessions upto 15% of the fees are extended to the students subject to the recommendation of the committee.

Minimum 01 student from each department is recommended under this scholarship scheme every year.

Average 10-15 students avail the benefit of Merit scholarship in their fees.