

Newspaper: Hindustan Times

Article date: 01/05/2017

Gifts and gratitude, non-teaching staff.

campus cocktail

Gifts and gratitude: Colleges go all out for non-teaching staffers

SAYING THANK YOU Colleges hold workshops, events to show their employees that they care

Shreya Bhandary & Premaja Joshi
= htmetro@hindustantimes.com

MUMBAI: An educational institution's excellence depends on the quality and dedication of its teachers, but an it can concentrate on academic goals only if it has good administrative backup. Mumbai colleges are going out of their way to appreciate the contribution of their administrative staff - the people who look at the finances, run the canteens, clean the premises and ensure that the teachers can conduct their classes without hassles. Colleges are especially looking at the work done by class IV employees - peons, cleaners, and laboratory attendants.

There are two ways of looking at this new interest into the welfare of non-teaching staff: institutes are showing their appreciation to their employees, and in the process they are teaching students about the dignity of labour.

Many colleges have organised a series of events and workshops for their staff. At Kandivali's KES Shroff College, the management organises a "Gratitude Day" especially for their class IV employees every year. "Our students respect everyone, from the watchman at the main gate to the

HOW COLLEGES ARE EXPRESSING THEIR GRATITUDE

Wellness programs to keep a check on the mental and physical health of the employees

Life skill workshops to introduce skill-based training for employees in computer usage, communicative skills, help with higher education options for their children, etc

Yoga workshops over weekends

Gratitude Day/Week, where students are taught the meaning of dignity of labour and programs are organised by students especially for the non-teaching staff of the institute

English speaking classes for better communicative skills

Financial awareness programs to introduce employees to concept of saving, investments as well as compounding



principal. On gratitude day, our students organise a fun-filled day for all the class IV employees, with presents for them and their family members," said Lily Bhushan, principal of the college.

A similar event, "Appreciation Day", is conducted by students of St Andrew's College in Bandra every year. The management of Mulund College of Commerce conducts English speaking and writing classes for their Class IV

employees during the summer holidays. "Since they get free time only during summer holidays, we try to conduct skill-development classes for them in the vacations. This year we'll be conducting communicative English classes," said Parvathi Venkatesh, principal of the institute.

With a large number of city colleges conducting certificate programs for students and upgradation programs for their staff

EMPLOYEES SAY

"The Life Skills class taught me that we can never stop learning, especially and that one needs to constantly keep developing. Thanks to the health class, I got a full body check-up and found out why my back hurts so much and those who organised the program also taught us basic exercises."

SAGAR GAJRE, non-teaching staff



"Our college organised a session on financial awareness and with the help of those officials, I learnt about Systematic Investment Plan, which is what I have recently started."

RASHMI MAHULKAR, junior clerk



members, many have also started considering special workshops or day-long events for their non-teaching staff. R A Podar College in Matunga has been conducting wellness programs for their non-teaching staff for the past nine years. "The non-teaching staff members are large stake holders in our college. It is important to educate them and take care of their mental and physical well being. Recently, we organised a

10-day life skills program wherein a counsellor conducted sessions on verbal skills, body language, effective communication, etc," said Kavita Jajoo, vice principal of the institute. She added that previously, the Internal Quality Assurance Cell of the institute organised a 'financial health care workshop' for all their employees where they were taught about savings, investment and compounding as well.