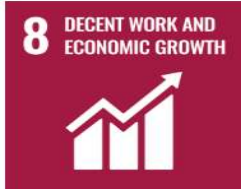




PANIPAT INSTITUTE OF ENGINEERING & TECHNOLOGY

(An Autonomous Institute, Approved by AICTE, New Delhi & Affiliated to Kurukshetra University, Kurukshetra)

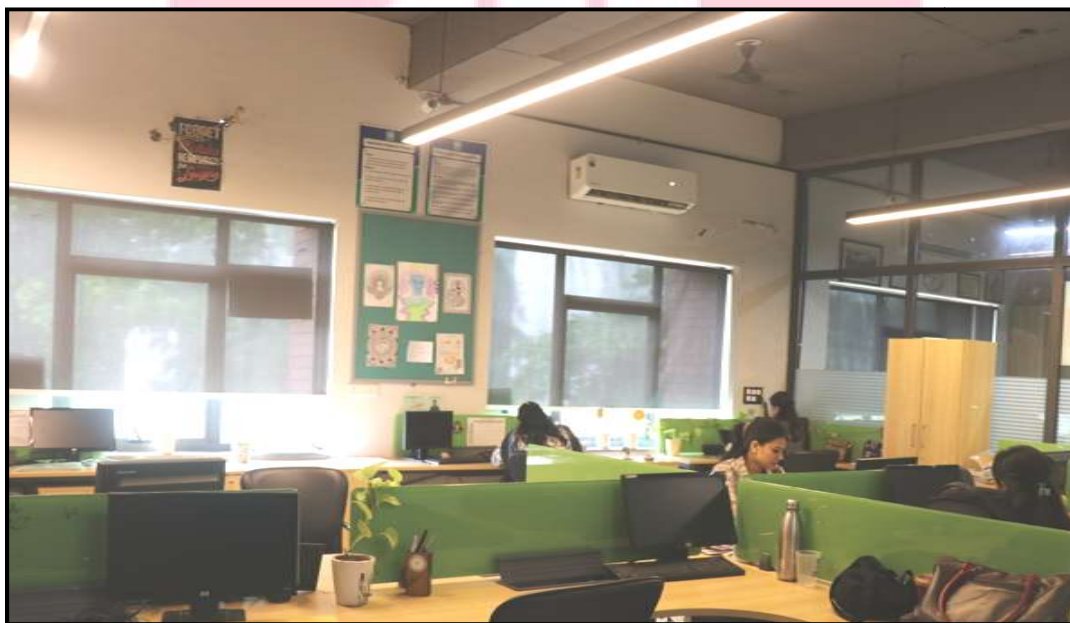


SDG 8: DECENT WORK AND ECONOMIC GROWTH

Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

1. Decent working conditions

PIET offers world class infrastructure not only to the students, but the employees are also provided facilities and working conditions that help them work efficiently. At PIET, the working conditions for employees are designed to support their efficiency and well-being. Work load allocation practice ensures that employees are not overburdened and are properly acknowledged for their extra efforts. For instance, when faculty members are required to take on additional courses or other responsibilities, their teaching load is reduced, ensuring they can maintain a healthy balance between work and personal life. In cases where load reduction is not possible, financial compensation is offered as a fair and transparent method of recognizing their contributions.



Well furnished staffroom in G Block



A picture of classroom in G Block



Pictures of classrooms in D and E Block, PIET



Seminar Hall in E Block for faculty meetings and other events

The PIET campus offers a supportive environment with essential amenities for students, faculty, and staff. Faculty staffrooms are equipped with modern furniture, desktop computers, LAN, and Wi-Fi, providing an efficient workspace. Students benefit from high-tech classrooms designed for interactive learning and comfortable hostels that ensure a safe living space. Overall, PIET prioritizes affordability and comfort to foster academic success and well-being.



Pictures of faculty accommodation at PIET



Guest House at PIET



Hostel corridor at a glance



High Tech classroom in D Block, PIET



Haier Smart Laundry at PIET



Gym facilities for PIET residents and faculty

2. Work-Life Balance through diversity and inclusion initiatives

PIET is committed to promoting a healthy work-life balance, which is essential for both personal well-being and professional performance. The institute recognizes the importance of ensuring that employees are not only effective in their roles but also able to enjoy their personal lives. This is achieved through a robust system of leave policies, clear procedures that promote decent work ethics, and opportunities for faculty and staff to engage in activities outside of work. Faculty and staff members are encouraged to participate in family trips, cultural, and festival celebrations, creating a supportive environment.



Lohri celebration at PIET

The leave policy ensures that employees have ample opportunities to take time off when needed, while the work ethics and code of conduct emphasize respectful and balanced professional behavior. College trips and festival celebrations offer additional opportunities for employees to connect, unwind, and enjoy a sense of community.



Faculty trip to Dubai

3. Continual Recruitment to Address Understaffing

To ensure that the quality of education and administrative functions is never compromised, PIET actively addresses any issues of understaffing by continually recruiting new talent. This proactive approach ensures that the institution maintains a sufficient number of staff in all departments, facilitating a smooth and efficient operation. With adequate staffing, employees are not overburdened with excessive workloads, and students benefit from well-supported learning experiences.



PANIPAT INSTITUTE OF ENGINEERING & TECHNOLOGY
 (Approved by AICTE & Affiliated to Kurukshetra University, Kurukshetra,
 Pt. B.D. Sharma Medical University of Health Sciences, Rohtak)
 Situated close to Delhi on NH-44 (formerly known as NH-1),
 Pattikalyana-132102 Samalkha Panipat (Haryana)
 Website: www.piet.co.in, Phone No:- 9069548000, 47000

A:Teaching Posts:

INSTITUTE HIGHLIGHTS	Course	Prof.	Assoc. Prof.	Asth. Prof.
<ul style="list-style-type: none"> ● NBA Accredited Programs: CSE, ECE, I.T., MBA ● NAAC-Accredited ● PIET Innovation Cell Ranked in top Institutions of India with Highest Star rating by MOE, GOI. ● Applied for Autonomous Status <p>To Apply scan the QR Code Or through a link available on website (Career tab) Or For Teaching E-mail to jobs@piet.co.in For Non Teaching E-mail to jobs-admin@piet.co.in</p> 	ECE (Desirable Specializations: VLSI/Communication/Microwave)	2	4	7
	Mechanical Engineering	2	6	8
	Information Technology	2	4	6
	Textile Engineering	1	2	6
	MBA/BBA (Desirable Specializations: Digital Marketing & Data Analytics)	1/2	2/4	5/16
	Civil Engineering	2	4	6
	CSE/ CSE (Cyber Security)	6/1	6/1	25/6
	CSE (AI & ML)/ CSE (AI & DS)	1/1	2/2	15/10
	MCA	1	1	5
	BCA/ (BCA CTIS) Data Science)/BCA (Data Science) Desirable Specializations: Cloud Technology, Information security & JAVA Programming	2/2	2/2	15/15
	English/Mathematics	1/3	2/3	6/6
	Physics/Chemistry	1/1	2/2	6/6
	Biology/EVS	0/0	0/0	2/1
	B.Pharm./D.Pharm	2/0	2/0	6/2

NOTE- (Ph.D./GATE qualified candidates will be given preference)

ALSO REQUIRES: i) DIRECTOR (As per AICTE & affiliating University norms) ii) DEANS (Academics, Engineering, Management, R & D, Student welfare, and Outreach): Retired persons from IITs, NITs, State/Central Universities and Research Institutions, who are able to contribute, may also apply for the same.

B: Non Teaching Posts:
 Registrar, Training & Placement Officer, Controller of Exams., Deputy/Asstt. Registrar, Doctor (Male/Female), Public Relations Officer, Administrative Officer, Librarian, Systems Programmer, Clinical Psychologist Counselor, Asstt. Librarian, Estate Officer, Sports Officer (Male/Female), Training & Placement Trainer (Aptitude, Soft Skills, Communication), Graphic Designer, Digital Marketing Executive, Marketing Outreach-operations, Warden (Male & Female), Hostel Supervisor (Male/Female), Accountant, Transport Incharge, Personal Assistant/ Stenographer, Security Officer, Data Entry Operator (with experience of M-S Office), Receptionist, Admission Counselor, Tele-caller, Administrative Assistant, Security Supervisor, Security Guard, Lab. Attendant, Civil Engineer/JE (for maintenance of buildings), Workshop Supdt., Horticulturist, Laboratory Technician in Engineering (B.Tech. in relevant discipline)/ Pharmacy (B.Pharm./D. Pharm with HPLC experience), Electrician, Plumber.

Qualifications and pay scale as per AICTE/UGC/PCI & affiliating University norms, higher salary for deserving candidates. The number of vacant positions mentioned can be increased or decreased on the day of Interview. **CHAIRMAN**

Sample of job advertisement on PIET website

Non-Teaching Staff Summary

Sr. No.	Designation	Total
1	REGISTRAR	1
2	ACCOUNTANT	2
3	ASSISTANT	10
4	ASSISTANT LIBRARY	1
5	LIBRARY ASSISTANT	4
6	ATTENDANT	6
7	CLERK	25
8	ELECTRICIAN	2
9	HOSTEL SUPERINTENDANT	1
10	HOSTEL SUPERVISOR	1
11	INCHARGE TRANSPORT	2
12	INSTRUCTOR	2
13	JR. TECHNICIAN	1
14	LAB ASSISTANT	4
15	LAB ATTENDANT	2
16	LIBRARIAN	1
17	MEDICAL OFFICER	1
18	Student Counselor (Psychological)	1
19	OFFICE SUPERINTENDANT	2
20	PERSONAL ASSISTANT	1
21	PUBLIC RELATION OFFICER	1
22	PROFESSIONAL LIBRARY ASSISTANT	1
23	RECEPTIONIST	1
24	SANITARY SUPERVISOR	1
25	SPORTS OFFICER	1
26	Sports Coach	1
27	STORE INCHARGE	1
28	STORE KEEPER CUM TECHNICIAN	1
29	SYSTEM PROGRAMMER	1
30	Technical Officer	1
31	Multi-Tasking Staff	2
32	TECHNICIAN	32
33	GIRLS HOSTEL WARDEN	1
34	WORKSHOP SUPERINTENDANT	1
TOTAL :		116

A summary of Non-Teaching staff at PIET

4. Annual Increments and Incentives

PIET values its employees and ensures that their hard work is rewarded through annual increments and incentives. Every employee receives an annual increment, which serves as an acknowledgment of their contribution and helps in maintaining motivation and job satisfaction. In addition to standard increments, employees are eligible for various performance-based incentives, which encourage them to perform at their best.

The provision of annual increments and incentives not only supports employee satisfaction and retention but also contributes to a positive work environment where employees feel recognized and appreciated. The institute's policy on increments and incentives is designed to provide fair and transparent compensation for all staff, promoting their growth within the organization. Proofs of increments and incentive policies demonstrate how the institution values its workforce and ensures their financial stability.

The screenshot displays a web browser window with the URL [piet.co.in/about-us/policies-procedures/staff-centric-policies/](https://www.piet.co.in/about-us/policies-procedures/staff-centric-policies/). The page title is "Staff Centric Policies". On the left, there is a dark sidebar menu listing various policies with right-pointing arrows: Staff Centric Policies, Institute Values And Code Of Ethics, Administrative Policy, Service Rules, Recruitment Policy, Staff Welfare Policy, Leave Rules, Decentralization Of Financial Powers, Promotion Policy, Policy Revision Of Institute's DA & HRA, Intellectual Property Rights (IPR) Policy, Staff Development & Research Promotion Policy, and Consultancy Policy. The main content area features a grid of 12 colorful cards, each representing a policy and marked with a star icon in the top-left corner. The cards are arranged in three rows and four columns. The policies shown are: Institute Values and Code of Ethics (green), Administrative Policy (orange), Service Rules (purple), Recruitment Policy (pink), Staff Welfare Policy (green), Leave Rules (orange), Decentralization of financial Powers (purple), Promotion Policy (orange), Policy Revision of Institute's DA & HRA (green), Intellectual Property Rights (IPR) Policy (orange), Staff Development & Research Promotion Policy (purple), and Consultancy Policy (orange).

Staff centric policies available at: <https://www.piet.co.in/about-us/policies-procedures/staff-centric-policies/>

5. Initiatives to promote economic growth

5.1 Training and skilling of school students by PIET volunteers:

The Department of Information Technology, Panipat Institute of Engineering and Technology, conducted a skill-based education program on Microsoft Excel to the 10+2 commerce and humanities students at the school. Such programs have been aimed to upskill the future generation of students and promote mutual economic growth. The program was conducted for 45 hours on the school campus. Twenty-four students from Government Senior Secondary School, Pattikalyana, participated in the skilling classes. The program was held from September 12, 2023 to November 17, 2023. The following students of Department of Information Technology volunteered work for the program for the successful completion of the program:

Table 1: PIET student volunteers for School students' training

S.No.	Students Name	Roll Number	Year	Batch
1.	Aryan Mangla	2821607	3 rd	2021-25
2.	Dev Chugh	2821608	3 rd	2021-25
3.	Deepanshi	2821611	3 rd	2021-25
4.	Shikha	2821660	3 rd	2021-25
5.	Lakshay	2821666	3 rd	2021-25
6.	Yash Prashar	2821667	3 rd	2021-25
7.	Prateek Rohatgi	2820512	4 th	2020-24



Group Photograph with students, Principal and PIET volunteers



Aryan (IT 3rd Year) teaching the students at Govt. Sr. Sec. School, Pattikalyana

पाइट के छात्रों ने राजकीय स्कूल के बच्चों को आईटी ट्रेनिंग दी

■ 25 छात्रों को प्रमाण पत्र देकर सम्मानित किया

हरिमूमि न्यूज » समालखा

पानीपत इंस्टीट्यूट ऑफ इंजीनियरिंग एंड टेक्नॉलोजी (पाइट) के आईटी विभाग के विद्यार्थियों ने पट्टीकल्याणा के राजकीय सीनियर सेकेंडरी स्कूल के छात्र-छात्राओं को प्रशिक्षित किया। स्कूल के बच्चों को वेब डेवलपमेंट के बारे में सिखाया। एक्सेल एवं माइक्रोसॉफ्ट एक्सेल सहित करिअर में काम करने वाले सॉफ्टवेयर की ट्रेनिंग दी। पाइट के वाइस चेयरमैन



पानीपत। पाइट के विद्यार्थी, राजकीय स्कूल के बच्चों को प्रमाण पत्र बांटते हुए।

राकेश तायल ने कहा कि तीन दिवसीय शिविर का उद्देश्य ये था कि सभी आधुनिक तकनीक को सीखें। समझें और आत्मविश्वासी बनें। राजकीय स्कूल के छात्रों को वेब डिजाइनिंग, एचटीएमएल और एक्सेल के उपयोग जैसे व्यावहारिक और जीवन उपयोगी कौशल

सिखाए। स्कूल में इस पहल के समापन पर सम्मान समारोह का आयोजन किया गया। प्रिंसिपल धर्मपाल, पाइट आईटी विभाग के अध्यक्ष डॉ. नीरज गुप्ता, पाइट से रश्मि मक्कड़, व अन्य शिक्षक मौजूद रहे। 25 छात्रों को प्रमाण पत्र देकर सम्मानित किया गया।

Press note



Shikha (IT 3rd Year) teaching the students at Govt. Sr. Sec. School, Pattikayana

The program fulfilled the following outcomes:

- The students were able to create a worksheet and add data.
- The students were able to Change formatting, layout, and styles in Excel.
- The students were able to Create a new workbook with more than one worksheet.
- Given the data the students were able to analyze data with Excel .
- Given the data the students were able to create and modify charts.
- The students were able to apply conditional formatting and change the page layout.

5.2 Environment protection initiatives:

PIET's environmental protection initiatives, like the Swachhta Hi Sewa (SHS) Rally, promote sustainable practices within the community, fostering a culture of responsibility, and contributing to economic growth through active engagement in local environmental stewardship, which supports cleaner, healthier communities that can lead to improved productivity and well-being.

As per direction received from Regional Directorate of NSS, Ministry of Youth Affairs & Sports, New Delhi, Swachhta Hi Sewa (SHS) Rally was scheduled from 15th September to 2nd October,2023. Thee NSS Unit organised a rally on Swachhta Hi Sewa (SHS) at samalkha. The main aim of this event was to spread awareness regarding the swaccta in nearby area. 30 NSS volunteers participated in this drive. Including Mr. Pardeep Kumar, NSS Program Officer from

Mechanical Engineering department who was the convenor of this event. Students from all the departments took part in this rally. The main objective of Swachhta Hi Sewa (SHS) is to spread the awareness of Swachhta and the importance of cleanliness.



PIET volunteers on cleanliness awareness campaign

In conclusion, PIET's initiatives align with SDG 8 by promoting inclusive and sustainable economic growth within the campus and surrounding community. The Institute fosters equal opportunities for all, regardless of background, through inclusive admissions, faculty recruitment, co-curricular activities, and cultural diversity. PIET also focuses on environmental sustainability and democratic values, preparing students to become active, responsible citizens and adapt to workforce demands. By combining efforts in inclusivity, sustainability, education, and civic responsibility, PIET helps shape a generation committed to building a resilient, equitable society, contributing to SDG 8 and sustainable economic growth.

End of report