



Evidence(s) THE-Impact Ranking



Institute : Trident Academy of Technology
Country : India
Web Address : <https://tat.ac.in/>

SDG 8: DECENT WORK AND ECONOMIC

8.5.1 - Proportion of employees on secure contracts

Proportion of employees on secure contracts	94.3%
Number of employees	229
Number of employees on contracts of over 24 months	216

At Trident Academy of Technology (TAT), a significant proportion of faculty and staff are employed on long-term contracts, reflecting the institution's strong commitment to secure and sustainable employment practices. This stability not only strengthens the institute's competitiveness in the higher education sector but also contributes to the social and economic well-being of the local community.

Commitment to Staff Stability

1. Long-Term Roles and Job Security:

TAT prioritizes offering permanent and long-term positions to its faculty and administrative staff. This approach ensures job security, reduces turnover, and enables employees to focus on delivering quality education and services. Many staff members have been associated with the institution for over a decade, demonstrating strong retention and mutual trust.

2. Competitive and Timely Compensation:

The institute provides competitive salary structures, regular annual increments, and timely disbursement of payments. TAT also extends benefits such as provident fund, health insurance, paid leave, maternity/paternity support, and professional development allowances. These initiatives help attract capable professionals and encourage them to grow within the institution.



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3. Continuous Professional Development:

TAT actively invests in the growth of its staff by organizing FDPs, skill-development workshops, AICTE/NSDC-supported training programs, and research-oriented seminars. Faculty are encouraged to pursue higher studies, publish research, and participate in national and international conferences, with institutional support available where required.



4. Supportive and Inclusive Work Environment:

The institution promotes a culture of respect, collaboration, and inclusivity. Internal committees such as ICC, Grievance Redressal Cell, and Staff Welfare Committee ensure staff concerns are addressed promptly. A friendly and motivating atmosphere enhances morale, productivity, and overall job satisfaction.



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Link: <https://tat.ac.in/wp-content/uploads/2024/11/performance-Management-policy.pdf>

: <https://tat.ac.in/wp-content/uploads/2024/11/Anti-discrimination-and-Equal-Employment-Opportunity-Policy.pdf>

Description

The commitment to long-term employment at Trident Academy of Technology demonstrates the institution's dedication to the well-being and professional growth of its staff. By prioritizing stability, competitive compensation, continuous development opportunities, and a supportive work environment, TAT fosters a strong and cohesive workforce. These practices not only enhance institutional performance but also contribute significantly to community development and the institute's mission of delivering world-class education.