



HR Policy of Dev Sanskriti Vishwavidyalaya (DSVV)

Introduction: Dev Sanskriti Vishwavidyalaya (DSVV) is committed to fostering a culture of excellence, professionalism, and integrity. The University's Human Resources (HR) policies are designed to attract, nurture, and retain talented individuals while ensuring alignment with the values of spiritual growth, social responsibility, and ethical leadership. This policy provides a framework for recruitment, selection, induction, service rules, and continuous improvement, reflecting the University's mission and vision.

Objective:

- To attract a diverse pool of qualified candidates who share the University's values and can contribute to its mission.

1. Recruitment Policy

- Applications received at Dev Sanskriti Vishwavidyalaya are considered to ensure transparency and equal opportunity for all potential candidates.
- Qualification criteria, experience requirements, and other essential specifications are clearly outlined, aligning with the nature of the job and as per university norms.

Screening of Applications:

- All applications received for any positions are screened by a selection committee to assess qualifications, experience, and alignment with the job requirements.
- The committee reviews all submitted documents and forwards the applications that meet the specified qualifications and criteria for further consideration.

2. Selection Policy

Process:

- The selection process involves a comprehensive assessment through interviews, aimed at selecting the most suitable candidates. The interviews are conducted by the 'Selection Committee,' which is formed by the Pro-Vice Chancellor/Vice Chancellor.
- The interviews focus on assessing both technical skills and alignment with DSVV's core values of spiritual growth, social responsibility, and ethical conduct.
- The interview are conducted by a Selection Committee comprised of a senior member of the concerned department, Registrar and HR cell.

3. Induction Policy

Orientation Program:

- New hires at DSVV undergo an orientation program that introduces them to the University's unique ethos, history, and values.
- The program is designed to provide new employees with a deeper understanding of the University's commitment to spiritual development, social and cultural responsibility, and ethical leadership.

4. Service Rules

Code of Conduct:

- All employees are expected to adhere to the highest standards of professionalism, ethics, and integrity in line with the values of DSVV.
- The Code of Conduct includes guidelines on respect, discipline, interpersonal relationships, and professional responsibility.

Performance Evaluation:

- Performance Based Appraisal (PABS) is conducted to assess employees' contributions to the University, with an emphasis on professional growth, performance, and alignment with DSVV's values.
- Feedback is provided, and development opportunities are identified to support continuous improvement.
- It includes self-assessment, peer reviewed, student's feedbacks, quantitative & qualitative metrics.

Promotion as per Norms:

- Employee promotions are conducted in accordance with the University's established norms and PBAS.

5. Procedural Efficiency

Decision-Making Processes:

- DSVV adopts a decentralized approach to decision-making, empowering departments and teams to make decisions within their areas of responsibility, ensuring agility and effectiveness in management.

Communication Channels:

- Clear communication channels are established to ensure transparency and effective interaction among all stakeholders, including staff, faculty, and administration.

Resource Allocation:

- Transparent procedures are followed for human resource allocation, ensuring fairness and consistency in the distribution of resources.

Quality Assurance:

- Internal quality assurance mechanisms are in place to continuously monitor and improve the quality of services, operations, and academic offerings at DSVV.

6. Integration of Vision and Governance**Value-Based Decision Making:**

- All policies and procedures at DSVV are guided by its core values of spiritual growth, social responsibility, and ethical leadership.
- Decision-making processes are aligned with these values to ensure that every action taken contributes to the University's long-term vision.

Traditional Wisdom in Modern Governance:

- DSVV incorporates elements of traditional Indian wisdom, such as consensus-building and ethical leadership, into its modern governance structures.
- These principles are reflected in the University's approach to leadership, organizational structure, and decision-making.

7. Continuous Improvement and Adaptation**Self-Review and Evaluation:**

- The University's institutional perspective plans, governance structures, and operational policies are regularly reviewed to identify areas for improvement and ensure alignment with its evolving goals.
- Feedback from stakeholders, including faculty, staff, and students, is integrated into these reviews to foster a culture of continuous improvement.

Conclusion: Dev Sanskriti Vishwavidyalaya's HR policies aim to build a robust, transparent, and value-driven environment where employees are empowered to perform at their best. Through a commitment to procedural efficiency, value-based decision-making, and continuous improvement, DSVV strives to uphold its mission of fostering both academic excellence and spiritual growth. These policies ensure that the University remains a place where integrity, ethical leadership, and social responsibility are at the core of all operations.
