

Compensation Structure and Benefits

The Total Compensation includes Basic Pay, Dearness Allowance (As per Central Government DA), Transportation Allowance, Medical Allowance, Communication Allowance, Academic Allowance, HRA, Provident Fund and Gratuity.

Summary of Basic Salary (Entry Pay) and Minimum Annual Compensation

Position	Basic Salary (INR)	Minimum Annual Compensation (INR)
Professor	1,75,000	30,47,286
Associate Professor	1,50,000	26,21,083
Assistant Professor -III	1,10,000	19,38,678
Assistant Professor –II	92,000	16,38,075
Assistant Professor -I	78,000	14,02,474
Lecturer (Contractual)	71,500 (consolidated)	8,58,000 (consolidated)

Note: The above compensation is based on DA @ 17%.

Other Benefits

- Professional Development Allowance (PDA):** Entitled to Faculty on Regular Rolls. Annualized allowance that is cumulative up to 3 years.
 - Professor and above: Rs. 75,000 pa
 - Associate Professor: Rs. 40,000 pa
 - Assistant Professor: Rs. 30,000 pa
- Group Medical Insurance (Rs. 6,00,000) & Group Accident Insurance (Rs. 10,00,000).
- Children Education Allowance.
- Leave Travel Concession.
- Gratuity, Provident Fund and Leave Encashment.
- Annual Performance Incentive Scheme.
- Initial Competitive Research Grant (seed money) up to INR 8,00,000 lakhs.
- Reservation in TIET admissions for a maximum of two children & spouse of the employee under TIET Employee quota with entitlement for scholarship equivalent to 100% of Tuition & Development fee for UG, PG and PhD programs. Other terms & conditions as per the policy.
- Support for participation International Conferences.
- Opportunity to collaborate and pursue Post-Doctoral Fellowship in top-ranked International Universities.
- Laptop/Computer will be provided.