



6.2 Strategy Development and Deployment

The leadership provides clear vision and mission to the institution. The functions of the institution and its academic and administrative units are governed by the principles of participation and transparency. Formulation of development objectives, directives and guidelines with specific plans for implementation by aligning the academic and administrative aspects improves the overall quality of the institutional provisions.

6.2.1 The functioning of the institutional bodies is effective and efficient as visible from policies, administrative setup, appointment and service rules, procedures, deployment of institutional strategic/perspective/development plan etc.

JPSS has the following organizational structure:

JPSS Chairperson- JPSS Vice Chairman – Director/ HOD – Section heads – Administrative staff – subject experts etc. Organogram is enclosed.

The institution has following documented policies as a part of JPSS:

1. JPSS-JPIP -HR policy and Procedures
<https://jpip.org/wp-content/uploads/2023/12/HRpolicyandprocedures.pdf>
2. JPIP-POSH (Prevention of Sexual harassment at workplace) policy
<https://jpip.org/wp-content/uploads/2023/12/Protectionagainstsexualharassmentpolicy.pdf>
3. JPSS-JPIP-Protection of Child Protection Policy
<https://jpip.org/wp-content/uploads/2023/12/ChildProtectionPolicy.pdf>
4. JPSS-JPIP- Purchase and Procurement Policy
<https://jpip.org/wp-content/uploads/2023/12/Purchaseprocurementpolicy.pdf>
5. JPSS-JPIP-Data protection Policy
<https://jpip.org/wp-content/uploads/2023/12/Dataprotectionpolicy.pdf>
6. JPIP-Grievances redressal Policy
<https://jpip.org/wp-content/uploads/2023/12/GrievanceRedressalPolicy.pdf>
7. POCSO Policy
<https://jpip.org/wp-content/uploads/2023/12/PocsoPolicy.pdf>

Every policy is formulated considering the future growth of the organization in fundamental and applied research in social sciences and humanities focusing more on psychology and prominent and permanent members and section interdisciplinary topics. All the heads are given orientation about the policies as a part of the routine internal quality improvement training.

Personal files for all permanent employees are maintained and updated as per the requirement. Development plan is discussed in the institutional management committee and core committee / section heads meetings taking into account the challenges and opportunities in the field. Jnana Prabodhini - (The parent trust) along with its member trusts has developed a Vision document for the period of 2022-2032 in which JPSS has also tried to envision the prospective growth and development of all the verticals using a bottom to top futurology mapping technique and strategy.

JPSS has procured a land space (4737 sq.ft) in the central part of the city on which a six storied construction has been initiated since March 2023. JPSS aspires to move most of its activities in the new premise furnished with update facilities and growth promising work environment. It will consist of state of art classrooms, guidance facilities, computerized testing platforms, library and (test) laboratories and research devoted spaces for PhD and other research scholars.

In last 40 + years JPSS-JPIP has worked with more than 25 state-national and international organizations with a formal MOU in place and has widened its base mainly in Maharashtra and also in other important states through its action researches and extension activities. Currently every year JPSS works with approximate 20 organizations in context of various projects and reaches around 30000+ individuals of different age and backgrounds through the various activities conducted.