



LUTJF'S

Prin. Dr. Sudhakar Rao Jadhavar Arts, Commerce and Science College

NAAC Accredited Grade 'B'

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6.3.5 - Institutions Performance Appraisal System for teaching and non-teaching staff

A good performance management system works towards the improvement of the overall organisational performance of teams and individuals for ensuring the achievements of the overall organisational mission and vision. An effective performance management system plays a crucial role in managing the organisation in an efficient manner. In line with this, the Institute is following the appraisal scheme suggested by AICTE & SPPU. Performance Based Appraisal System (PBAS). In this scheme, the performances are classified into three categories

- (i) Teaching, Learning and Evaluation related activities
- (ii) Co-Curricular, Extension and Professional Development related activities
- (iii) Research Publications and Academic Contributions

Academic Performance Indices (API) data collected and calculated from each faculty member in the proforma. The Principal's consultation with senior Professors fix certain minimum API scores to be achieved by the faculty members in the three categories. These scores are used for the award of career advancements to faculty members and for promotion.

Further, at the end of each semester, Google feedback form is issued to the students for each of the courses in WhatsApp group. The Google feedback form consists questionnaire to collect information about the teacher and different aspects pertaining to the teaching process. The Principal and Head of the Department goes through the feedback form collected data from the students and suggest suitable measures to improve the teaching-learning process. As such there is no performance appraisal system followed for non-teaching staff in the institute.



for
S. Jadhavar

Principal

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