



Sinhgad Institutes

Prof. M. N. Navale

M.E. (Elect.), MIE, MBA
FOUNDER - PRESIDENT

SINHGAD TECHNICAL EDUCATION SOCIETY'S

SINHGAD ACADEMY OF ENGINEERING

[Affiliated to Savitribai Phule Pune University & Approved by AICTE]

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B. A., M. P. M., Ph. D.
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Dr. Kishor P. Patil

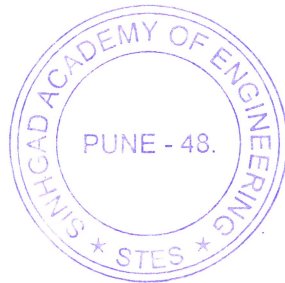
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6.3.5 Institution performance appraisal system for Teaching and non- teaching staff.

1. The institute has meticulously designed performance appraisal mechanisms in place for both teaching and non- teaching staff

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Principal
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Appraisal System Flow Chart

Design of performance appraisal (PA) with performance indicator(PI) as per guidelines of apex bodies

Awareness of faculty staff to PA and performance threshold set

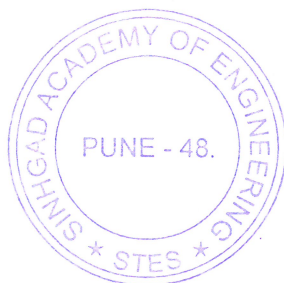
Communication of performance out comes to the concern faculty/ staff along with appreciations /suggestion, if any

Attainment < Threshold set

Evolution of performance by experts

Attainment > Threshold set

Validation



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Case study: Appraisal

This case study examines the implementation of a performance appraisal system designed specially for teaching and non-teaching staff of the institute.

Five years earlier, Sinhgad academy of engineering implemented a modified performance appraisal system for all institutes employees i.e Principal, Head of Department, Faculty and non-teaching staff.

The performance appraisal system has been designed for all faculty and staff by management of institute under the guidelines of AICTE and UGC.

This performance appraisal required for employees to agree following objectives for upcoming performance period.

One objectives that must be includes students development as well as way of developing and improving faculty's professional practices

Another objectives must be meeting development of institute.

Undergo one classroom observation in a semester.

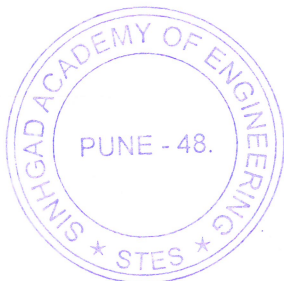
Conduct a formal performance review focused on the identified performance objectives. The meeting with higher authority should also include the following.

1. Review discussion and confirmation of the faculty's essential tasks.
2. Identification of faculty's strength and achievements.
3. Identification of developmental areas and an action plan on how they will met.
4. Agreement to future performance objectives and action plan for the upcoming year

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Pg. no. 2

Report Analysis

Performance Appraisal Appraisal ID #4659

of
Roopa Basawaraj Kakkeri
Assistant Professor/Lecturer
Emp Code : 35/L/2622/8971
Engineering
Sinhgad Academy of Engineering (SAE)-Kondhwa
Electronics & Telecommunication
rbkakkeri.sae@sinhgad.edu
Date of joining: 08.06.2009

Congratulations !

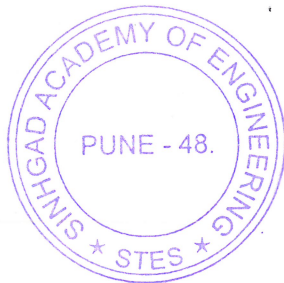
Your 'Performance Appraisal' for academic year 2019-2020 has been submitted and evaluated as per Self Evaluation, HOD and Principal


Assessment Head	Self Evaluation	HOD Evaluation	Scaled Score
Student Centric Activities (SCA-100)	100	96	96
Professional Development & Academic Contribution (PDAC-100)	87	87	87
Research Contribution (RC-100)	20	20	20
Assessment by HOD/Principiapl (AHP-100)	92	92	92

Performace Indicator

Academic Year	PI Score
2019-2020	78.6

Comments




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Performance Appraisal

Appraisal ID #4659

Show Appraisal (https://appraisals.sinhgadinstitutes.info/teaching/index.php/appraisal_form/view_staff_appraisal/MzUvTC8yNjlyLzg5NzE=)

of
Roopa Basawaraj Kakkeri
Assistant Professor/Lecturer
Emp Code : 35/L/2622/8971
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Electronics & Telecommunication
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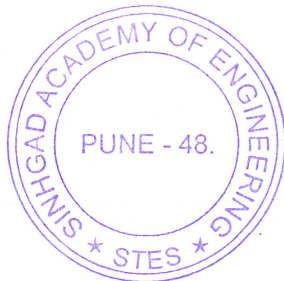
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Average Performance Indicator

78.6

CONTINUED

Comments




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