



"Social Transformation Through Dynamic Education"

Bharati Vidyapeeth's

Dr. Patangrao Kadam Mahavidyalaya, Sangli

(Affiliated to Shivaji University)

Founder :

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Accredited with 'B⁺⁺' Grade
by NAAC (3rd Cycle)

Institutional Policy for Performance Appraisal System

Performance appraisal policy is the way to ensure performance-oriented work in the organization, it helps employees to achieve the set objectives and act as a reward for their contribution to the progress of the organization. The performance of each employee is assessed annually after the completion of the academic year. The objective is not only to evaluate the performance as per established norms but also to identify potential aspects for improvement that can eventually lead to further progress and growth of the employee.

Objective:

The objective of this scheme is to motivate each member of the faculty to perform better and better in delivering quality education and research in the college.

Mechanism:

Teaching Staff:

- The teaching staff ask to submit their annual self-appraisal forms to IQAC. The same should be forwarded through HoDs.
- The IQAC analyzes the reports of individual faculty. The faculty-wise report is forwarded to the Principal for further necessary action.
- Principal once again checks the performance and signs the report with necessary remarks and observations.
- The final report is discussed in the Governing Body.



b) The teachers are promoted based on the ASAR under UGC Career Advancement Scheme (CAS).

f) Faculty members whose promotions are due are recommended based on their ASAR performance and are required to appear before the screening cum selection committee.

Non-Teaching Staff:

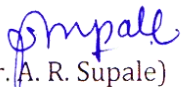
a) All non-teaching staff members are assessed through annual confidential reports.

b) Self-appraisal form for non-teaching staff has been designed by IQAC. It is filled by non-teaching staff.

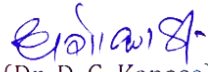
c) The senior clerk checks the reports and forwards them to the Principal.

c) The Principal signs the report with necessary remarks.

d) The reports are used in promotions.


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