

**Dr. Shivling Shivacharya Maharaj Pratishthan's College of Education,**

**Ahmepur. Dist:- Latur - 413515 (M.S.)**

## **Policies of Appraisal**

### **PERFORMANCE APPRAISAL:**

Faculties are being judged and evaluated by Students and Director all the time through Self Appraisal. The various parameters include the Results Analysis, Student's Feedback, Conferences / Workshops attended, Research Areas, etc so as to distinguish between Evaluation, Assessment and Review.

### **ATTRACTION AND RETENTION POLICY:**

Dr.SSMP is committed to Talent Retention to manage the employee turnover and attract the quality manpower in the institution. Apart from the Competitive pay and statutory benefits; the employees are treated with proper workload, job security, clarity in role, rewards and recognition, sufficient resources & funding and above all, the best practices in employee management. To name a few, the strategies that Dr.SSMP imparts for attracting and retaining best talent is the two-way communication, right selection, provide opportunities for development and growth, performance based appraisal, equitable and fair treatment for every employee, including juniors in decision making and transparency in accountability.

### **FACULTY INCENTIVE SCHEME:**

Dr.SSMP encourages its faculties to escort in the Academic Performance Indicator (API) mechanism of UGC. The objective of initiating FIS is to ensure that the faculty would enhance their academic credentials in line with the UGC expectations by participating more actively in academic, research and administrative duties. This scheme is also expected to result in a more rational incentivisation of the key areas of the Institutional Development.

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CONFIDENTIAL

Note: Please use blue ball pen don't use black pen.

SELF APPRAISAL FOR THE ACADEMIC YEAR

Name:

Age & DOB:

Department:

Qualification:

Date of joining:

Present Pay:

Date of Last Increment/Promotion:

A. Academic Work :

S.NO.	Subjects Handled	Year & Discipline	No. of classes as per Teaching plan	No. of classes Engaged	Syllabus Coverage	Remarks if any
1.						
2.						
3.						

B. Details of Leave:

S.NO.	No. of CL's	NO. of EL'e	LOP	Reason(S)	Remarks if Any

C. Ratified/Not Ratified:

D. Asst.Prof/Assoc Prof/Professor:

E. Any New Experiments Designed:

F.Any Student Project Guid:

G.Any Guidance given to students for preseenting papers give details:

H.Students Feed Back:

I.Remarks:

J.Remarks by PRINCIPAL