

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

Response ;

The main focus of the performance appraisal system at the Prin .Dr.Sudhakar Rao Jadhavar Arts, Commerce and Science college is based on few categories that is maximum results on the abilities and capabilities of the employees working with the institutes achievement and objectives.

Performance appraisal form are designed on the basis of questions/descriptions regarding academic and administration responsibilities undertaken by the teacher ,innovative methods practiced and implemented by the faculty members during the academic year ,various paper presentations by the faculties in state/national international seminars guest faculty arranged ,involvement in university academic work like question paper setting ,examination work etc.

Faculty appraisal is also through student feedback mechanism .A well drafted feedback form with specific question as per educating students of all levels of ability in the same institute is distributed at every semester to evaluate how far the teacher had been successful in reaching out to the advanced as well as the slow learners in classroom.

The qualification, subject knowledge, communication skill, past experience, negative activity, leadership and managing power are the important requirements towards performance analyzing of non-teaching staff.



**Principal**

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