



## Maratha Mandal's

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### 6.3.5 PERFORMANCE APPRAISAL SYSTEM TO EVALUATE THE TEACHING AND NON TEACHING STAFF.

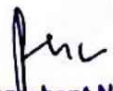
#### TEACHING STAFF

The performance of the teaching staff are done in a staggered manner at the institution. The performance appraisal is done by self-appraisal system, evaluation by the various Head Of the Departments on a routine basis. The Teaching staff have to provide the college the details of conferences, workshops, educational training programmes, Hands-on courses attended, original research/ case reports published in international/ national journals. Each Heads of the Department has to send the feedback to the Head of the institution of the staff present in the department which is then evaluated by the head of the institution. The Principal gives the feedback about the overall performance on the basis of the information provided by the Heads of Departments which is then forwarded to the Management board. The feedback of the teaching staff is also taken by the students, for which the students are provide with a form which has to be filled immediately and submitted back to the college.

#### NON-TEACHING STAFF

The non-teaching, are a very important part in functioning of the college. The performance appraisal of the non teaching staff is carried out on a routine basis. The Heads of the Department will also send the appraisal report of the non- teaching staff performances which are based on their punctuality, efficiency in working and managing the daily work allotted to them. These are then forwarded to The Principals office for evaluation.

Based on the feedback received from various stake holders, managing committee decides upon yearly increment of the salary for the faculty. Based on the performance of the non-teaching staff the managing committee declares increments as well as bonus.

  
Dr. Ramakant Nayak  
Principal

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