



**Sinhgad Institutes**

# Performance Appraisal

## Faculty in Management Institutes



**Sinhgad Institutes**

## Performance Appraisal of Faculty in Management Institutes

Employee Code: \_\_\_\_\_

Name in Full: \_\_\_\_\_ Designation: \_\_\_\_\_

Institute: \_\_\_\_\_

Joining date at STES: \_\_\_\_\_ Joining date at Institute: \_\_\_\_\_

Period of Assessment: From \_\_\_\_\_ to \_\_\_\_\_

### Instructions for Submitting Performance Appraisal Report of Faculty in Management Institutes

1. Concerned faculty should enter their self-evaluation scores for all the assessment parameters of every assessment head as per the specific instructions. Enter total of every assessment head in column 'A' of PI table.
2. One can score more than the optimum score specified for the assessment parameter.
3. Completed appraisal form should be submitted to the HoD/Director.
4. HoD /Director should submit the report duly completed in all respect, to the Founder President/ Founder Secretary/Vice President as the case may be for final review without loss of time so as to complete final review before expiry of Tenure of the Faculty/ Academic Year.

### Calculation of Performance Indicator (PI):

Assessment Head: Optimum Marks	Self-evaluation Score	Evaluation by HoD / Director	$S = \frac{A + B}{2}$
	(A)	(B)	(S)
Academic Activities (AA): <b>100</b>			
Professional Development and Institutional Contribution (PDIC): <b>90</b>			
Research Contribution (RC): <b>50</b>			
Assessment by HoD/Director (AHD): <b>10</b>			
<b>Total - 250</b>			

Signature  
of the Faculty

\_\_\_\_\_

Signature &  
Name of the HoD/  
Director

\_\_\_\_\_

President/Vice-President/Secretary

Sr. No	Parameter	Optimum Score	Self-Evaluation	Evaluation by Director
<b>1</b>	<b>Academic Activities</b>	<b>100</b>		
<b>1.1</b>	<b>Teaching- Learning and Evaluation related activities</b>	<b>35</b>		
1.1.1	Lectures taken as percentage of lectures allocated as per academic calendar (100% compliance = 12 points) <b>Term I</b> Total number of lectures allocated: _____ Total Number of lectures taken: _____ <b>Term II</b> Total number of lectures allocated: _____ Total Number of lectures taken: _____	12		
1.1.2	STP, Case Study contact hours undertaken as percentage of those actual allocated as per academic calendar (100% compliance = 5points) <b>Term I</b> STP, Case Study contact hours allocated: _____ STP, Case Study contact hours taken: _____ <b>Term II</b> STP, Case Study contact hours allocated: _____ STP, Case Study contact hours taken: _____ <i>STP /Case Study can be counted on the basis of numbers</i>	5		
1.1.3	Soft Skills /Domain Specific Training sessions /Foundation Program (Besides STP) or other teaching duties in excess of AICTE/SPPU norms per week for entire semester or proportional otherwise.	5		
1.1.4	A. University examination duties (Question paper setting and evaluation of answer scripts) as per duties allotted B. University Online/In semester/Internal test Examination work such as coordination, invigilation, flying squad duties etc. C. College/Internal examination/Evaluation duties for internal /continuous assessment work as allotted (100% compliance = 5 points)	5		
1.1.5	Use of Innovative teaching – learning methodologies; Updated subject content and course improvement along with subject material sharing with the students.	4		
1.1.6	Mentoring and Counseling Program(Teacher Guardian of minimum ten students)	4		
<b>1.2</b>	<b>Co-Curricular, Extra Curricular &amp; Extension Activities</b>	<b>35</b>		
1.2.1	<b>Coordination of student centric activities</b> <b>Generation of industry exposure opportunities for students through</b> 1. Internship 2. On Job Training 3. Industrial Visit <div style="border: 1px solid black; padding: 5px; display: inline-block; margin-left: 20px;">Coordinator 5 points</div>	15		

1.2.2	<p>4. Memorandum of Understanding (MOU)  5. Sponsored projects  6. Research Projects  7. Short Selling Assignments  8. Industry Expert Interaction  9. Corporate Mentoring  10. Industry Workshops  11. Any other activity-----</p> <p><b>Organizing Management Events and Branding activities</b></p> <div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 10px auto;"> <p><b>Coordinator -5 points</b></p> </div> <p>1. Students training Program (STP)  2. Spectrum  3. National level competition  4. Sports activity  5. Cultural activity  6. Co-curricular activity  7. CSR activities and other Governmental and non-Governmental channels etc.  8. Entrepreneurship Cell  9. Alumni Cell  10. Sinhgad Students Council (SSC)  11. Online course  12. Educational Tour/Site visit  13. Admission work  14. Education Exhibitions  15. In-house publication  16. Library Committee  17. Result analysis /Time table preparation  18. Training and Placement support  19. Class Coordination  20. Presence on official social media activities/posts etc.  21. Any other need based activity assigned by Director/HOD.</p> <p>(Pl. Specify – e.g. FDP , Digital Trainers certification Program)</p>	20		
1.3	<p><b>Student feedback</b></p> <p><b>Term-I</b>  Course I  Course II  Course III  Course IV</p> <p><b>Term-II</b>  Course I  Course II  Course III  Course IV</p> <p><i>* Score proportional to average of No-problem feedback obtained</i></p>	15		

	<i>for all courses.</i>			
1.4	<b>Results of students</b> <b>Term-I</b> Course I Course II Course III Course IV <b>Term-II</b> Course I Course II Course III Course IV	<b>10</b>		
1.5	<b>Attendance of Students</b> <b>Term-I</b> Course I Course II Course III Course IV <b>Term-II</b> Course I Course II Course III Course IV	05		
	<b>AA</b>	<b>100</b>		
<b>2</b>	<b>Professional Development and Institutional Contribution</b>	<b>90</b>		
<b>2.1</b>	<b>Relevant Up-gradation of Knowledge/Professional Skill /Degree(Maximum Score-20)(A+B+C+D)</b> A. Qualification improvement (Ph. D /Post Doctorate /Any other qualification (Ph. D – 5/Post Doctorate – 5. Any other-2) B. Acquiring status of Certified trainer for skill development courses from reputed organization.(2 points for every certification ) C. Certification from International/National reputed organization. (2 points for every certification like Six-sigma, TQM, Kaizen, Financial Modeling, IFRS etc.) D. Awards/ Recognition/ Any other achievement through professional bodies of national/international repute. (7 Points for each Awards/recognition)	<b>20</b>  05  05  05  05		
<b>2.2</b>	<b>Membership /Contribution in conducting activities of Professional bodies like AIMA,CSI,ISTD for either to the students or faculty- (5 points for every activity)</b>	<b>05</b>		
<b>2.3</b>	<b>Interaction with outside world (Please specify) (3 points for each activity)</b>	<b>10</b>		

	<ol style="list-style-type: none"> <li>1. Externally Funded Project/BCUD Projects</li> <li>2. Guest/keynote speaker</li> <li>3. Contribution in live industrial projects.</li> <li>4. Subject Expert for Interview panel Member</li> <li>5. Judge for National Level Paper Presentation</li> <li>6. Reviewer Person for International/National Journal</li> <li>7. Resource person for conferences/seminars/ workshops/ symposia etc.</li> <li>8. Coordination for any project sanctioned by AICTE/UGC/SPPU</li> </ol>			
2.4	<b>Organization of Training program (FDP/SDP/MDP/Workshop/Seminar etc.)</b> <div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 10px auto;">Coordinator -5 points</div>	10		
2.5	<b>Efforts towards Revenue Generation (RG) other than research grant through Coordination of {Rs.10000/-&amp;above) FDP/SDP/MDP/Workshop/Seminar/Sponsorship/Grants as a coordinator/ member}</b> <div style="border: 1px solid black; padding: 5px; width: fit-content; margin: 10px auto;">Coordinator -5 points</div>	05		
2.6	<b>Institutional/STES level Governance responsibilities assigned like Research Heads/Committee Heads/NBA/NAAC/NIRF coordinator/Member/ IQAC Coordinator/Member /SWO /College Examination Officer/ARC/Coordinators/Member of BOS/Faculty/Academic council / Senate /Member of other college / university level committees/Contribution in activities of statutory bodies</b> <b>or</b> <b>Any other STES level/Institute level responsibility allotted</b> <b>( Pl specify): -----</b>	15		
2.7	<b>Placement Support</b>  A. Number of placement related activities conducted (Domain Training, GD, PI, Company Specific Training, Job fair etc.) B. Number of companies invited on campus C. Number of placement offers	25		
<b>PDIC</b>		<b>90</b>		

<b>3</b>	<b>Research Contribution</b>	<b>50</b>		
<b>3.1</b>	<b>Research Publication (journals)</b> Article/Paper in Peer reviewed refereed International Journals 1 <sup>st</sup> Author/2 <sup>nd</sup> Author/3 <sup>rd</sup> Author- 5/3/2	<b>10</b>		
<b>3.2</b>	<b>Article/Paper National/International level research papers in non- refereed / journals but having ISSN /ISBN numbers</b>	<b>5</b>		

	1 <sup>st</sup> Author/2 <sup>nd</sup> Author/3 <sup>rd</sup> Author - 3/2/1			
<b>3.3</b>	<b>Research Paper in Conference Proceedings etc.</b> International / National 1 <sup>st</sup> Author/2 <sup>nd</sup> Author/3 <sup>rd</sup> Author - 3/2/1	<b>5</b>		
<b>3.4</b>	<b>Research Publications (books, Chapters in books, other than referred journal articles with ISBN/ISSN)</b> Number of Text or Reference Books published by International Publishers with an established peer review system Complete Book-5 Chapter-3	<b>5</b>		
<b>3.5</b>	<b>Number of articles published in leading Newspapers and magazines such as Economic Times, Business standards, Financial Express, HBR, Business Today etc.</b> 1 <sup>st</sup> Author/2 <sup>nd</sup> Author 2/1	<b>2</b>		
<b>3.6</b>	<b>Sponsored/ Funded Projects carried out/ ongoing</b>	<b>5</b>		
<b>3.7</b>	<b>Consultancy Projects carried out / ongoing (5 point each)</b>	<b>5</b>		
<b>3.8</b>	<b>Research Guidance(Maximum 5 points)</b> Ph. D (Awarded/In progress) 5/2 Degree awarded Nos.: ----- Number of research scholars under guidance minimum four	<b>5</b>		
<b>3.9</b>	<b>Involvement in student Research activities{Encouraging students for BCUD research Proposals/ participation in project, Competition / Undertaking projects under CSR/ participation I consultancy , sponsored projects/ industry interaction}</b>	<b>8</b>		
	<b>RC</b>	<b>50</b>		
<b>4</b>	<b>Assessment by HoD/ Director</b>	<b>10</b>		
	1. Punctuality - 02(Attendance, Leaves)	02		
	2. Integrity and Character -02	02		
	3. Reliability -01	01		
	4. Relation with stakeholders-01	01		
	5. Proficiency to shoulder Institute level responsibility -04	04		
	<b>AHD</b> <b>(10)</b>	<b>10</b>		



**Guidelines for calculation of Performance Indicator (PI):**

Assessment Head	Percentage Scaling Factor(PSF)	
	Professor/ Associate Professor	Assistant Professor
Academic Activities (AA)	40	50
Professional Development and Institutional Contribution (PDIC)	20	20
Research Contribution (RC)	30	20
Assessment by Director (AHD)	10	10

Performance Indicator (Prof/ Asso. Prof.) =  $(0.4 * AA) + (0.2 * PDIC) + (0.3 * RC) + (0.1 * AHD)$

Performance Indicator (Assistant Professor) =  $(0.5 * AA) + (0.2 * PDIC) + (0.2 * RC) + (0.1 * AHD)$

**Actual calculation of Performance Indicator (PI):**

Assessment Head	Score (S)	Weighted Score as per Designation(S*PSF)	Score obtained in previous year
Academic Activities (AA-100)			
Professional Development and Institutional Contribution (PDIC-90)			
Research Contribution (RC-50)			
Assessment by HoD / Director (AHD-10)			
<b>Total</b>		PI =	Previous year PI =

**Signature of the Faculty**

\_\_\_\_\_

**Signature of the HOD/  
Director**

\_\_\_\_\_



## Performance Appraisal Year 2017-2018

### **i** Guidelines

- Faculty has to complete the appraisal under the mentioned 3 heads.

Student Centric Activities (SCA)

Professional Development & Academic Contribution (PDAC)

Research Contribution (RC)

- The total scores for each will be automatically calculated and Performance Indicator will reflect depending on the grade/profile of the Faculty.
- Only after all segments are complete, the faculty can submit the form.

## Performance Appraisal Forms



**Rajesh Raghunathrao Gawali**

**Assistant Professor/Lecturer**

Emp Code : 25/B/1262/13303

**Management - MCA**

Sinhgad Institute of Management and Computer Applications (SIMCA)-Narhe  
MCA

NA

rajeshgawali@sinhgad.edu

Mobile: 9422321615

Date of Joining: 07.01.2013

Once you submitted either one of below forms you can not edit!

Status	Assessment Head	Self Evaluation
Done ✓	Student Centric Activities (SCA) ( <a href="http://stp.sinhgad.edu/appraisals/teaching/index.php/Apraisal_form/sca_submit_form/MjUvQi8xMjYyLzEzMzAz">http://stp.sinhgad.edu/appraisals/teaching/index.php/Apraisal_form/sca_submit_form/MjUvQi8xMjYyLzEzMzAz</a> )	100
Done ✓	Professional Development & Academic Contribution (PDAC) ( <a href="http://stp.sinhgad.edu/appraisals/teaching/index.php/Apraisal_form/pda_submit_form/MjUvQi8xMjYyLzEzMzAz">http://stp.sinhgad.edu/appraisals/teaching/index.php/Apraisal_form/pda_submit_form/MjUvQi8xMjYyLzEzMzAz</a> )	32
Done ✓	Research Contribution (RC) ( <a href="http://stp.sinhgad.edu/appraisals/teaching/index.php/Apraisal_form/rc_submit_form/MjUvQi8xMjYyLzEzMzAz">http://stp.sinhgad.edu/appraisals/teaching/index.php/Apraisal_form/rc_submit_form/MjUvQi8xMjYyLzEzMzAz</a> )	16
<b>Performance Indicator (PI)</b> Based on Self Evaluation		68.6

([http://stp.sinhgad.edu/appraisals/teaching/index.php/apraisal\\_form/submitted](http://stp.sinhgad.edu/appraisals/teaching/index.php/apraisal_form/submitted))

submitted

## Performance Appraisal of Faculty in Management Institutes

Employee Code: 25/B/2800/18058

Name in Full: NITIN NOORDAYA KANADE

Designation: Assistant Professor

Institute: Sinhgad Institute of Management & Computer Applications

Joining date at STES: 26-12-2017 Joining date at Institute: 26-12-2017

Period of Assessment: From JUN 20 to MAY 21

### Instructions for Submitting Performance Appraisal Report of Faculty in Management Institutes

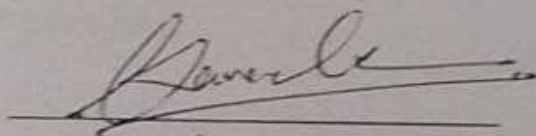
1. Concerned faculty should enter their self-evaluation scores for all the assessment parameters of every assessment head as per the specific instructions. Enter total of every assessment head in column 'A' of PI table.
2. One can score more than the optimum score specified for the assessment parameter.
3. Completed appraisal form should be submitted to the HoD/Director.
4. HoD /Director should submit the report duly completed in all respect, to the Founder President/ Founder Secretary/Vice President as the case may be for final review without loss of time so as to complete final review before expiry of Tenure of the Faculty/ Academic Year.



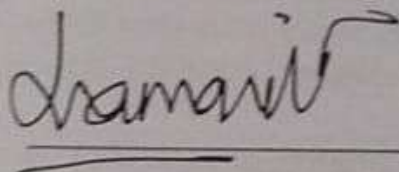
### Calculation of Performance Indicator (PI):

Assessment Head: Optimum Marks	Self-evaluation Score	Evaluation by HoD / Director	$S = \frac{A+B}{2}$
	(A)	(B)	(S)
Academic Activities (AA): 100	87	79	83
Professional Development and Institutional Contribution (PDIC): 90	23	23	23
Research Contribution (RC): 50	00	00	00
Assessment by HoD/Director (AHD): 10	10	09	9.5
<b>Total - 250</b>	<b>120</b>	<b>111</b>	<b>115.5</b>

Signature  
of the Faculty



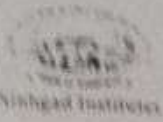
Signature &  
Name of the HoD/  
Director




President/Vice-President/Secretary

No	Parameter	Optimum Score	Self-Evaluation	Evaluation by Director
	<b>Academic Activities</b>	<b>100</b>		
	Teaching- Learning and Evaluation related activities	35		28
1	Lectures taken as percentage of lectures allocated as per academic calendar (100% compliance = 12 points) <b>Term I</b> Total number of lectures allocated: <u>165</u> Total Number of lectures taken: <u>165</u> <b>Term II</b> Total number of lectures allocated: <u>170</u> Total Number of lectures taken: <u>170</u>	12	12	10
2	STP, Case Study contact hours undertaken as percentage of those actual allocated as per academic calendar (100% compliance = 5 points) <b>Term I</b> STP, Case Study contact hours allocated: <u>04</u> STP, Case Study contact hours taken: <u>04</u> <b>Term II</b> STP, Case Study contact hours allocated: <u>02</u> STP, Case Study contact hours taken: <u>02</u> <i>STP/Case Study can be counted on the basis of numbers</i>	5	5	4
	Soft Skills /Domain Specific Training sessions /Foundation Program (Besides STP) or other teaching duties in excess of AICTE/SPPU norms per week for entire semester or proportional otherwise.	5	5	4
	A. University examination duties (Question paper setting and evaluation of answer scripts) as per duties allotted B. University Online/In semester/Internal test Examination work such as coordination, invigilation, flying squad duties etc. C. College/Internal examination/Evaluation duties for internal /continuous assessment work as allotted (100% compliance = 5 points)	5	4	4
	Use of Innovative teaching – learning methodologies; Updated subject content and course improvement along with subject material sharing with the students.	4	4	3
	Mentoring and Counseling Program (Teacher Guardian of minimum ten students)	4	4	3
	<b>Co-Curricular, Extra Curricular &amp; Extension Activities</b>	<b>35</b>		
	Coordination of student centric activities Generation of industry exposure opportunities for students through 1. Internship 2. On Job Training 3. Industrial Visit Coordinator 5 points	15	2	2

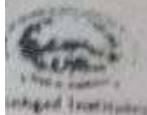




	<ul style="list-style-type: none"> <li>4. Memorandum of Understanding (MOU)</li> <li>5. Sponsored project</li> <li>✓ 6. Research Projects - (02)</li> <li>7. Short Selling Assignments</li> <li>8. Industry Expert Interaction</li> <li>9. Corporate Mentoring</li> <li>10. Industry Workshops</li> <li>11. Any other activity-----</li> </ul>			
1.2.2	<p><b>Organizing Management Events and Branding activities</b></p> <div style="border: 1px solid black; padding: 2px; width: fit-content; margin: 5px auto;">Coordinator - 5 points</div> <ul style="list-style-type: none"> <li>✓ 1. Students training Program (STP) (2) (BEST TEAMS)</li> <li>✓ 2. Spectrum - (2)</li> <li>3. National level competition</li> <li>4. Sports activity</li> <li>✓ 5. Cultural activity - (2)</li> <li>✓ 6. Co-curricular activity - BOOK REVIEW <sup>reported student for best team</sup> - 05</li> <li>7. CSR activities and other Governmental and non-Governmental channels etc.</li> <li>8. Entrepreneurship Cell</li> <li>✓ 9. Alumni Cell - (02)</li> <li>10. Sinhgad Students Council (SSC)</li> <li>11. Online course</li> <li>12. Educational Tour/Site visit</li> <li>✓ 13. Admission work - (03)</li> <li>14. Education Exhibitions</li> <li>15. In-house publication</li> <li>16. Library Committee</li> <li>17. Result analysis /Time table preparation</li> <li>✓ 18. Training and Placement support - 05</li> <li>19. Class Coordination</li> <li>20. Presence on official social media activities/posts etc.</li> <li>✓ 21. Any other need based activity assigned by Director/HOD.</li> </ul> <p><i>Member of guest lecture committee. - 04</i> (Pl. Specify - e.g. FDP, Digital Trainers certification Program)</p>	20	25	24
1.3	<p><b>Student feedback</b></p> <p><b>Term-I</b></p> <ul style="list-style-type: none"> <li>Course I</li> <li>Course II</li> <li>Course III</li> <li>Course IV</li> </ul> <p><b>Term-II</b></p> <ul style="list-style-type: none"> <li>Course I</li> <li>Course II</li> <li>Course III</li> <li>Course IV</li> </ul>	15	14	13
	<p>* Score proportional to average of No-problem feedback obtained</p>			



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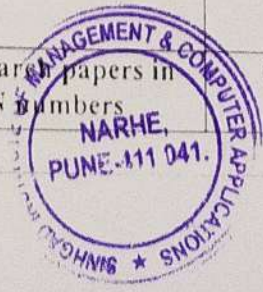
for all courses			
<b>Results of students</b>			
Term-I	10	03	9
Course I			
Course II			
Course III			
Course IV			
Term-II			
Course I			
Course II			
Course III			
Course IV			
<b>Attendance of Students</b>			
Term-I	05	03	2
Course I			
Course II			
Course III			
Course IV			
Term-II			
Course I			
Course II			
Course III			
Course IV			
	AA	100	87
<b>Professional Development and Institutional Contribution</b>	90		870
<b>Relevant Up-gradation of Knowledge/Professional Skill /Degree(Maximum Score-20)(A+B+C+D)</b>	20	-	-
A. Qualification improvement (Ph. D /Post Doctorate /Any other qualification (Ph. D - 5/Post Doctorate - 5. Any other-2)	05		
B. Acquiring status of Certified trainer for skill development courses from reputed organization.(2 points for every certification )	05		
C. Certification from International/National reputed organization. (2 points for every certification like Six-sigma, TQM, Kaizen, Financial Modeling, IFRS etc.)	05		
D. Awards/ Recognition/ Any other achievement through professional bodies of national/international repute. (7 Points for each Awards/recognition)	05		
Membership /Contribution in conducting activities of Professional bodies like AIMA,CSI,ISTD for either to the students or faculty- (5 points for every activity)	05		
Interaction with outside world (Please specify) (3 points for each activity)	10		





	<ol style="list-style-type: none"> <li>1. Externally Funded Project/BCUD Projects</li> <li>2. Guest/keynote speaker</li> <li>3. Contribution in live industrial projects.</li> <li>4. Subject Expert for Interview panel Member</li> <li>5. Judge for National Level Paper Presentation</li> <li>6. Reviewer Person for International/National Journal</li> <li>7. Resource person for conferences/seminars/ workshops/ symposia etc.</li> <li>8. Coordination for any project sanctioned by AICTE/UGC/SPPU</li> </ol>			
2.4	<b>Organization of Training program (FDP/SDP/MDP/Workshop/Seminar etc.)</b> <i>Conference, Seminar</i> <div style="border: 1px solid black; padding: 2px; display: inline-block;">Coordinator -5 points</div>	10	06	C
2.5	<b>Efforts towards Revenue Generation (RG) other than research grant through Coordination of {Rs.10000/-&amp;above) FDP/SDP/MDP/Workshop/Seminar/Sponsorship/Grants as a coordinator/ member}</b> <div style="border: 1px solid black; padding: 2px; display: inline-block;">Coordinator -5 points</div>	05		-
2.6	<b>Institutional/STES level Governance responsibilities assigned like Research Heads/Committee Heads/NBA/NAAC/NIRF coordinator/Member/ IQAC Coordinator/Member /SWO /College Examination Officer/ARC/Coordinators/Member of BOS/Faculty/Academic council / Senate /Member of other college / university level committees/Contribution in activities of statutory bodies</b> or <b>Any other STES level/Institute level responsibility allotted (PI specify):</b> <i>Member of Admission committee, Member of AICTE Compliance.</i>	15	08	08
2.7	<b>Placement Support</b>  <i>✓</i> A. Number of placement related activities conducted (Domain Training, GD, PI, Company Specific Training, Job fair etc.) B. Number of companies invited on campus C. Number of placement offers	25	09	09
	<b>PDIC</b>	90	23	23

3	<b>Research Contribution</b>	50		
3.1	<b>Research Publication (journals)</b> Article/Paper in Peer reviewed refereed International Journals 1 <sup>st</sup> Author/2 <sup>nd</sup> Author/3 <sup>rd</sup> Author- 5/3/2	10	00	1
3.2	Article/Paper National/International level research papers in non- refereed / journals but having ISSN /ISBN numbers	5	00	1





	1 <sup>st</sup> Author/2 <sup>nd</sup> Author/3 <sup>rd</sup> Author - 3/2/1			
3.3	Research Paper in Conference Proceedings etc. International / National 1 <sup>st</sup> Author/2 <sup>nd</sup> Author/3 <sup>rd</sup> Author - 3/2/1	5	00	1
3.4	Research Publications (books, Chapters in books, other than referred journal articles with ISBN/ISSN) Number of Text or Reference Books published by International Publishers with an established peer review system Complete Book-5 Chapter-3	5	00	1
3.5	Number of articles published in leading Newspapers and magazines such as Economic Times, Business standards, Financial Express, HBR, Business Today etc. 1 <sup>st</sup> Author/2 <sup>nd</sup> Author 2/1	2	00	1
3.6	Sponsored/ Funded Projects carried out/ ongoing	5	00	1
3.7	Consultancy Projects carried out / ongoing (5 point each)	5	00	1
3.8	Research Guidance(Maximum 5 points) Ph. D (Awarded/In progress) 5/2 Degree awarded Nos.: ----- Number of research scholars under guidance minimum four	5		
3.9	Involvement in student Research activities{Encouraging students for BCUD research Proposals/ participation in project, Competition / Undertaking projects under CSR/ participation I consultancy , sponsored projects/ industry interaction}	8	00	1
	RC	50	00	1
4	<b>Assessment by HoD/ Director</b>	10		
	1. Punctuality - 02(Attendance, Leaves)	02	02	02
	2. Integrity and Character -02	02	02	02
	3. Reliability -01	01	01	01
	4. Relation with stakeholders-01	01	01	01
	5. Proficiency to shoulder Institute level responsibility -04	04	04	08
	AHD (10)	10	10	09



Guidelines for calculation of Performance Indicator (PI):

Assessment Head	Percentage Scaling Factor (PSF)	
	Professor/ Associate Professor	Assistant Professor
Academic Activities (AA)	40	50
Professional Development and Institutional Contribution (PDIC)	20	20
Research Contribution (RC)	30	20
Assessment by Director (AHD)	10	10

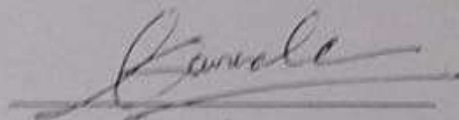
Performance Indicator (Prof/ Asso. Prof.) =  $(0.4 \cdot AA) + (0.2 \cdot PDIC) + (0.3 \cdot RC) + (0.1 \cdot AHD)$

Performance Indicator (Assistant Professor) =  $(0.5 \cdot AA) + (0.2 \cdot PDIC) + (0.2 \cdot RC) + (0.1 \cdot AHD)$

Actual calculation of Performance Indicator (PI):

Assessment Head	Score (S)	Weighted Score as per Designation (S*PSF)	Score obtained in previous year
Academic Activities (AA-100)	83	<del>30</del> 41.5	—
Professional Development and Institutional Contribution (PDIC-90)	23	04.6	—
Research Contribution (RC-50)	00	0	—
Assessment by HoD/ Director (AHD-10)	9.5	0.95	—
Total	115.5	PI = 47.0	Previous year PI =

Signature  
of the Faculty



Signature  
of the HOD/  
Director

