



6.3: Faculty Empowerment Strategies

6.3.1: The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

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Faculty Performance Appraisal Form (2023-24)

Name	MR. DUNAKHE UDAY	
Designation	HOD	
Date of Joining		
Department	B. Pharm / D Pharm (SYIPER) / D. Pharm (SYIP)	
Total Teaching Experience	Experience @ Shreeyash	Total Experience
	06 Years	25 Years
Qualification up-gradation (Include courses/training/distance learning programs of 15 days and above)	—	
Any other information which is significant and should be known to management	—	

Principal Remark:

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A) Teaching learning assessment (Weightage: 150 [70 Marks for Students feedback])

Sr. No	Activity performed	Self	HOD	Principal
01	Regularity in taking class/practical's (05)	05		05
02	Notes/preparedness for lectures and practical (05)	05		05
03	Organizing Seminars/workshops, lectures, FDP's, (05)	05		03
04	Participation in Seminars/workshops, lectures, FDP's, (05)	02		04
05	E- Content preparation (05)	05		05
06	Industry visit / MoU by your reference (05)	05		03
07	Academic diary/records (05)	05		05
08	TG Records (05)	NA		NA
09	(Portfolio related work- (10)) 1) staff & student training officer 2) placement officer	10		10
10	(Other than Portfolio work- (05))	00		
11	NAAC/NBA work (10) (30) NBA co-ordinator	10		30
12	Major Achievement by staff or their students TG/Research students (15)	NA		70
13	Student Feedback (70) 50	NA		65
	Total	52		115

B) Performance and General Attributes (Weightage – 50)

Sr. No	Attribute	Self	HoD (05)	Principal (05)
1	Initiative and adaptability (willingness to take responsibilities in the new area of work)	NA	NA	04
2	Leaves/workload adjustments	NA	NA	05

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3	Interpersonal relations and team work	NA	NA	03
4	Trustworthiness & Self-Motivated	NA	NA	04
5	Attitude towards work (Positive / Negative / Manipulator)	NA	NA	03
6	Quality of output (Not done / Done as it is been asked to do / Done with sense of understanding)	NA	NA	05
7	Technical Competency/Sharpness in work	NA	NA	03
8	Number of CAP admissions directed to the institute	NA	NA	—
9	Number of Institute Level admissions directed to the institute	NA	NA	—
10	General conduct	NA	NA	05
	Total	—	—	32

C) Result Analysis (Consider theory subjects only for a given assessment)

Evaluation	Max. Marks	Subject 1	Subject 2	Subject 3	Subject 4
More than 91-100%	50 Marks	PCT.	BET		
81% - 90 % -	45 Marks		50 (88.8)		
71% - 80 % -	40 Marks		30		
61 % - 70 %	30 Marks				
Less than 60%	20 Marks	20 (84)			
	Total	20	50	30	

D) Research Contribution (100 Marks)

Research/Review articles (Mention publisher, IF, & Scopus Indexing/UGC care)	Research Projects from University /Any other organization- (NA for D.Pharm)	Research Students guided (Group=1) (NA for D.Pharm)	Book/chapters Published	Publications by Student
1. —	1. NA	1. NA	1. —	1. —
2. —	2. NA	2. NA	2. —	2. —

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3.	3.	3.	3.	3.
—	NA	NA	—	—
Total:	$3/3=100\%$ for each category			

(E) Teacher-guardian activity-50M (Total students.....) *Do not have T.G. Students*

Sr. No	TG Records	Marks Obtained
01	Well maintained (10 M)	NA
02	Fairly updated (07 M)	
03	Not Updated (05 M)	
Sr. No	Participation in Co-curricular studies	
01	More than 05 (10 M)	
02	2 to 4 (07)	
03	01 & less (05)	
Sr. No	Avg. Result	
01	Above 90 % (10 M)	
02	Above 80 % (07 M)	
03	Above 75 % (05 M)	
Sr. No	Fees recovered and communication to parents	
01	Above 90 % (10 M)	
02	Above 80 % (07 M)	
03	Above 75 % (05 M)	
Sr. No.	Interaction (Meeting conducted)	
01	10 & above (10 M)	
02	7 - 9 (07 M)	
03	6 & Less than (05 M)	
	Total Marks out of 50	

1. Self = $A+B+C+D+E$ Total Marks X 100

$$\frac{52}{60} + \frac{10}{100} + \frac{10}{60} \neq \frac{122}{220} = 55\%$$

2. Head of Department =

3. Principal=

$$\frac{115}{100} + \frac{32}{50} + \frac{30}{50} + 00 + \frac{NA}{80} = \frac{177}{325} = 53.1$$

To, The management:- As per the above format, after evaluating his work seems to be satisfactory. Therefore I recommend him for the release of increment.

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Approved by AICTE, New Delhi, Government of Maharashtra, DTE Mumbai
(DTE Code - 2572) and Affiliated to Dr. Babasaheb Ambedkar Technological University,
Lonere, & MSBTE, Mumbai (Code- 1838)

Performance Appraisal for Non-Teaching Staff

A. Y. 2023-2024

1. Name of Non-Teaching staff: Joshi Amol Balkrishna
2. Post: Lab Ass't
3. Qualification: B.Sc D.M.LT
4. Date of Joining: 10.03.2022

The following points are considered for appraisal:

Sr. No.	Professional & Personal Activity	Weightage (50 Marks) 10 Marks per Activity	Self	Principal
1	Ability to organize and carry out work	10	07	05
2	Ability to learn and perform new duties	10	07	06
3	Maintenance of Files/Records and completion of work on time	10	08	06
4	Maintenance of discipline and relations with faculty members and students	10	08	06
5	Co-operation and mutual adjustment with colleagues	10	08	06
	Total	50	38	29

Declaration

I hereby declare that the information provided above is true to the best of my knowledge.

Place: Ancarsabai

Date: 10-2-23



Name and Signature
of the non-teaching staff



Principal

Principal

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Chh. Sambhajinagar