



Param Pujya Dr. Babasaheb Ambedkar Smarak Samiti's  
**Dr. Ambedkar Institute of Management Studies & Research**

Deeksha Bhoomi, Nagpur - 440010 (Maharashtra State) INDIA

An Institute recognised under section 2(f) and 12B

MBA Programme Accredited by NBA from 2019-20 to 2021-22

Accredited by NAAC with Grade 'A'

**2019**

# **Performance Appraisal Policy**

### **PURPOSE OF THE POLICY-**

This policy sets out the framework for a clear and consistent assessment of the overall performance of teaching staff for supporting their development within the context of the institution plans. The broad purpose of appraisal is to help them for their professional growth and development. The staff appraisal is evaluation of their performance on measurable parameters. This appraisal is done of the vital parameter for future appreciations. Appraisal will be based on evaluation parameters of all the semesters for an Academic Year. Benchmark for feedback is defined clearly. The staff will be made aware of benchmark well before the commencement of the academic year.

The policy document is designed by HODs of all departments in consultation with IQAC. It is discussed with teaching faculty in departmental meetings. The inputs and suggestions are taken into account for designing policy.

### **POLICY FOR APPRAISAL OF TEACHING STAFF**

The Faculty appraisal is to be carried out on five parameters:

<b>SECTION</b>	<b>PARAMETERS</b>	<b>Maximum Points</b>
A	Performance of Engaging lectures	20 points
B	Evaluation by students through feedback	20 points
C	Performance of Results	10 points
D	Attainment of Research Targets	10 points
E	Other Performance	40 points


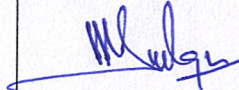
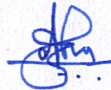

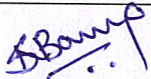
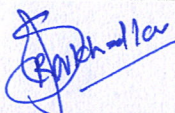
**Calculation of final grade and conclusion**

For deciding the final grade of the faculty, grades of five parameters i.e. performance of engaging lectures, student's feedback, student's result, attainment of research targets and other performance and will be taken into consideration. Depending on the final scores, the grades are assigned.

**Grade to be given as indicated below-**

100-81 (Outstanding)	81-71 (Excellent)	71-61 (Very Good)
60-51 (Good)	50-35 (Average)	24-0 (Poor)

**Approved By:**

NAME	SIGNATURE	DATE
Dr. Sudhir Fulzele, (Director)		17/08/2019
Dr. Mujahid Siddiqui (IQAC - Coordinator)		17/08/2019
Dr. Ashutosh Paturkar (HoD-MBA Dept)		17-08-2019
Dr. Monika Jain (HoD-BCCA Dept)		17/8/2019
Dr. Saket Bansod (HoD-BBA Dept)		17/08/19
Dr. Sarang Javkhekar (HoD-MCM Dept)		17/08/2019

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