

Performance Appraisal System

In the Institute, teaching is the primary function of the faculty. In order to achieve the goals of the Institute and excel in the teaching-learning process the BLDE Association has developed a comprehensive performance appraisal system for faculty and staff. The Performance appraisal is implemented in all its institutions through its Standard Operating Procedures Cell (SOP cell) from the year 2015 and executed annually. The appraisal system has been bifurcated into three categories i.e.,

1. Teaching staff with less than 8 years of experience
2. Teaching staff with more than 8 years of experience
3. Non-Teaching Staff (Supporting Staff)

The performance appraisal format consists of three major sections aggregating to 200 points;

1. Faculty self-evaluation (150 points)
2. Evaluation by the head of the department (20 points)
3. Evaluation by the head of the institution (30 points)

Above three major sections are further categorized into the following sub-sections:

1. Academic excellence (25 points)
2. Professional excellence (30 points)
3. Student's feedback (10 points)
4. Examination results (30 points)
5. Research and development activities (55 points)




Dr. V. G. SANGAM

PRINCIPAL
BLDEA's, Vachana Pitamaha Dr. P. G. Halakatti
College of Engineering & Technology,
VIJAYAPUR-586103 (Karnataka)

Initially, the faculty member will fill the performance appraisal format and provide all the necessary evidences and self-evaluate. Then the format is evaluated by the head of the department and finally by the head of the Institute. Based on the number of points scored by each faculty members, grades will be assigned.

Effectiveness and follow-up action:

Faculty members with excellent grade will be honored through Appreciation Letters. The head of the institute and head of the department will interact with the faculty obtaining poor grade and is guided for possible improvements. To enhance the capability of such faculty, they are encouraged to:

1. Attend FDP, training programs and workshops
2. Undergo pedagogical trainings
3. To upgrade qualification by deputing them on academic leave
4. Pursue research by providing seed money if necessary.
5. To stay updated on current state of the art technologies.

The performance of non-teaching staff is monitored in the laboratory/ at department level by the respective laboratory in charge and head of the department. The newly recruited faculty on probationary period, are monitored and reviewed regularly as per HR policy of the college.

Templates for all the teaching and non-teaching staff can be found in institute website.

<https://www.bldeacet.ac.in/self-appraisal.php>




Dr. V. G. SANGAM

PRINCIPAL
BLDEA's. Vachana Pitamaha Dr. P. G. Halakatti
College of Engineering & Technology,
VIJAYAPUR-586103 (Karnataka)