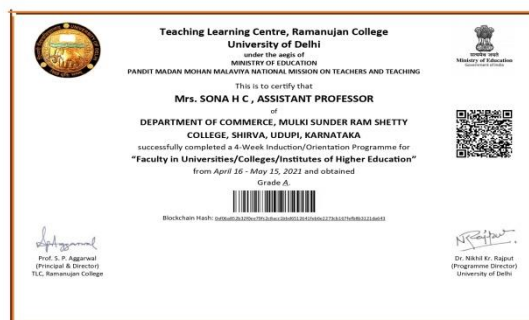
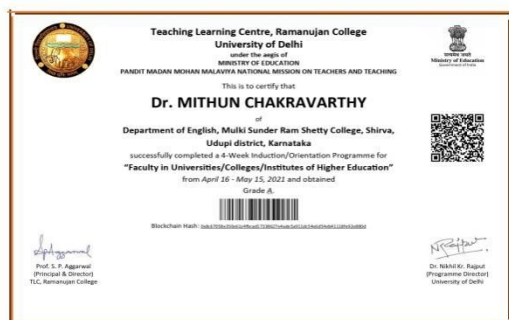



MULKI SUNDER RAM SHETTY COLLEGE, SHIRVA


Staff Welfare measures and Performance Appraisal System


Teaching and Non-teaching staff of the college is encouraged to participate and update themselves in their areas of expertise. They are motivated to take part in orientation programmes, refresher courses, short term courses, seminars/workshops/conferences and FDPs.



Provident Fund Facility

 भविष्य निधि भवन Employee's Provident Fund Organization भविष्य निधि भवन, IV, भोवली कमा प्लेस, नई दिल्ली - 110055 Bhavishya Nidhi Bhawan, 14, Bhikaji Cama Place, New Delhi - 110055	
Generated On 22/03/2022 15:49:	
Payment Confirmation Receipt	
IN No :	2522203001914
Plan Status :	Payment Confirmed
Plan Generated On :	22-MAR-2022 13:35:15
Plan ID :	KNUDP0038308000
Plan Name :	VIDYAVARDAKA SANGHA (R)
Plan Type :	Monthly Contribution Challan
Members :	7
Month :	FEB-2022
Amount (Rs) :	11,109
Unit-1 Amount (Rs) :	6,784
Unit-2 Amount (Rs) :	500
Unit-10 Amount (Rs) :	3,608
Unit-21 Amount (Rs) :	217
Unit-22 Amount (Rs) :	0
Confirmation Bank :	State Bank of India
	002220322985181
Ent Date :	22-MAR-2022
Ent Confirmation Date :	22-MAR-2022
MRPY Benefit :	0


 Mulki Sunder Ram Shetty College
 Shirva - 574116



Non-Teaching Staff Achievement

<https://www.msrscollege.org/achievements.html>

FEED BACK MEHODOLOGY



The Institution routinely collects the feedback of the students on teachers and courses at the end of the academic year. This practice has been effective in improving the quality of education.

Students Feedback on Teachers:

The students are asked to provide their feedback on various parameters such as Syllabus Covered, Preparation of the Teacher for the class, Ability to Communicate, Encouragement of students' participation in the Classroom, Teachers' advice, Fair assessment of Internal Marks, feedback on the performance of students, reference material made available to the students etc. Questionnaire will be prepared and given to the students. Each student fills the Feedback form. The student's feedback on each teacher is assessed by 4 point rating scale in different parameters.

The student name will not be revealed anywhere in the Appraisal form. Students are advised to give their feedback freely and judiciously. The student's feedback is communicated to teachers which helps them to take measures to improve.

Framework of the Students' Feedback System

<p>TEACHER APPRAISAL 2021-22</p> <p>Student Feedback</p> <p> hemashetty18@gmail.com (not shared) Switch accounts</p> <p></p> <p>*Required</p>	<p>Name of the Course *</p> <p><i>Your answer</i></p> <hr/> <p>1. How much of the syllabus was covered by the teacher in the class? *</p> <p><input type="radio"/> (A) 85-100 %</p> <p><input type="radio"/> (B) 70-85 %</p> <p><input type="radio"/> (C) 55-70 %</p> <p><input type="radio"/> (D) Less than 55 %</p>
<p>Name of the Teacher *</p> <p><i>Your answer</i></p> <hr/>	<p>2. How well did the teacher prepare for the class? *</p> <p><input type="radio"/> (A) Thoroughly</p> <p><input type="radio"/> (B) Satisfactorily</p> <p><input type="radio"/> (C) Poorly</p> <p><input type="radio"/> (D) Rarely</p>
<p>Name of the Department *</p> <p><i>Your answer</i></p> <hr/>	<p>3. How well was the teacher able to communicate? *</p> <p><input type="radio"/> (A) Always effective</p> <p><input type="radio"/> (B) Sometimes effective</p> <p><input type="radio"/> (C) Just satisfactorily</p> <p><input type="radio"/> (D) Generally ineffective</p>
<p>4. How far teacher encourages student participation in class? *</p> <p><input type="radio"/> (A) Mostly yes</p> <p><input type="radio"/> (B) Sometimes</p> <p><input type="radio"/> (C) Not at all</p> <p><input type="radio"/> (D) Always</p>	<p>5. How helpful was the teacher in advising? *</p> <p><input type="radio"/> (A) Very helpful</p> <p><input type="radio"/> (B) Sometimes helpful</p> <p><input type="radio"/> (C) Not at all helpful</p> <p><input type="radio"/> (D) Did not advise</p>
<p>6. How did the teacher award Internal assessment marks? *</p> <p><input type="radio"/> (A) Always fair</p> <p><input type="radio"/> (B) Sometimes unfair</p> <p><input type="radio"/> (C) Usually unfair</p> <p><input type="radio"/> (D) Sometimes fair</p>	<p>7. I recieved useful feedback on my performance on tests, papers, etc. *</p> <p><input type="radio"/> (A) Almost always</p> <p><input type="radio"/> (B) Frequently</p> <p><input type="radio"/> (C) Sometimes</p> <p><input type="radio"/> (D) Rarely</p>
<p>8. The study materials like books, handouts, study guides increased my knowledge and skills in the subject matter. *</p> <p><input type="radio"/> (A) Strongly Agree</p> <p><input type="radio"/> (B) Agree</p> <p><input type="radio"/> (C) Disagree</p> <p><input type="radio"/> (D) Neither agree nor disagree</p>	

Self Appraisal

The Self-Appraisal is done by each teacher by filling the Self-Appraisal form. The Self-Appraisal form consist the following domains of skills:

1. General Information
2. Personal Competencies and Abilities
3. Skills and Duties

The rating scale ranges as follows:

- Above 90% - 10 Marks
- 80% to 90% -9 Marks
- 70% to 80% - 8 Marks
- 60% to 70% - 7 Marks

Principal and Staff Appraisal Format

<u>Principal's Appraisal</u>			
Name of the Faculty : Name of the Institution : Name of the Designation : Totals years of experience :			
Sl.No	CRITERIA	A) Above 90% B) 80% to 90% C) 70% to 80% D) 60% to 70%	
		SELF APPRAISAL	APPRAISAL BY PRINCIPAL
1	Classroom Management		
2	Participation in Administrative work		
3	Participation in Extracurricular Activities		
4	Communication with Students		
5	Communication with all Staff		
6	Involvement in college activities		
7	Planning and Preparation for Teaching		
8	Motivation, Monitoring, and Follow-Up of students		
9	Community Welfare		
10	Innovation and Creativity		
TOTAL			
PRINCIPAL'S RATING (Out of 100)			
SELF RATING (Out of 100)			

Appraisal by Principal

The principal follows the same format for appraisal. The self-appraisal format also has a column to be filled by the Principal where the faculty scores are entered. The maximum score a teacher be given by the Principal is 100. The Appraisal by the Principal is made on the following basis: Classroom Management, Participation in Administrative work, Participation in Extracurricular Activities, Communication with Students, Communication with all Staff, Involvement in college activities, Involvement in college activities, Planning and Preparation for Teaching, Motivation, Monitoring, and Follow-Up of students, Community Welfare and Innovation and Creativity.

Analysis of Students' Feedback

Feedback collected from the students from the outgoing students every year in preparedness format regarding teaching and learning, in 2021-22 feedback collected through Google form

1. More than 80% of the students responded to the questions sent to them
2. Students are satisfied that 100% syllabus prescribed by University is covered by the teachers. However NEP syllabus is very vast and completed as per blowup syllabus in the concerned subject workshops conducted by subject associations as approved by University.
3. As far as teachers' preparedness for the class is concerned in majority of students are happy and felt more than sufficient.
4. Students are happy about the communication skills of their teachers.
5. Students are satisfied and happy that teachers encourage them to participate in the class.
6. Teachers advise the students regularly about learning methods, career and personality development, job opportunity, preparation for interview.
7. Students strongly agree that the guidance is very useful in shaping their future.
8. Students are well satisfied about the methods of internal evaluation.
9. Feedback given to students on the basis of their performance and majority are satisfied with feedback.
10. Study materials are suggested by teachers at end of every module which is available in library and college website.
11. Class notes are dictated on difficult and rare concepts.
12. Grievances if any of the students communicated to the concerned teachers by the principal and followed up by concerned class teachers.

