

### **6.3.5 Institutions Performance Appraisal System for teaching and non-teaching staff**

A well-defined incentive scheme is implemented from the inception of institute. To appreciate & recognize efforts made by faculty members for betterment of academics, research and consultancy, faculty members are awarded with incentives for the same. Therefore the purpose of identifying the growing potentials and areas of improvement of the Teaching and non-teaching staff that could lead to their better progress and growth in coming future. The performance is assessed as per Performance Appraisal System (PAS) for teaching and non-teaching staff. For teaching staff, performance is assessed on the scales of following parameters.

- a) Teaching, Learning and Evaluation related activities
- b) Significant contributions and important achievements
- c) Important aims & tasks for session Accomplishments

For non-teaching staff the performance is assessed under various fields such as Abilities, character, Reliability, coordination with respective department colleagues, efficient organization of document and technical abilities (in case of staff). On satisfactory performance, all employees are granted appraisal.