



Success... through
quality education !

H. J. Thim Trust's

Theem College of Engineering

Approved by AICTE (New Delhi), Government of Maharashtra & DTE
Affiliated to University of Mumbai & MSBTE

"A NAAC Accredited Institute"

Village Betegaon, Boisar Chilhar Road, Boisar (East), Tal. & Dist. Palghar - 401 501.

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Ref. No.: _____

Date : 21/12/2021

Performance Appraisal System for teaching and non-teaching staff

Subject: Institution has Performance Appraisal System for teaching and non-teaching staff

Reference: 6.3.5 Institution has Performance Appraisal System for teaching and non-teaching staff

Institute has offline Performance Appraisal System for teaching and non-teaching staff. Appraisal forms are duly filled up by individual staff (teaching and non-teaching staff). The information provided by staff (teaching and non-teaching staff) verified by respective HOD with his/her remark. Finally, Principal gives his remark as per Institutional portfolio/responsibility handled by staff (teaching and non-teaching staff).

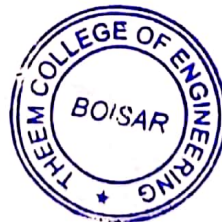
Dr. Aqueel Ahmed Shah

Principal

PRINCIPAL

THEEM COLLEGE OF ENGINEERING

Boisar (East) Tal. & Dist. Palghar -401 501.



Enclosure:

- i) Appraisal Form for Teaching Staff
- ii) Appraisal Form for Non-Teaching Staff



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SELF APPRAISAL REPORT

Academic Year: 2020 – 2021

General Information:

Faculty Name	
Department	
Faculty Designation	
Qualification	
Experience (Years)	Teaching: _____ Industrial: _____
Date of Appointment	

(A) Result Analysis: Result analysis of the subjects you taught in last one year. (40 Marks)

Sem. and Year	Name of Subject	No. of students appeared	No. of Students passed	Marks Obtained Above 60% (F)	Marks Obtained Below 60%	% of Result (P)	Marks Obtained
Even (II,IV, VI,VIII)							
Odd (I,III, V,VII)							
Average							

For SE, TE, BE

For FE (Only for EM, ED, MATHS, BEE, SPA, Phy)

P >= 95, Marks = 40	95 < P > = 85, Marks = 35	85 < P > = 75, Marks = 30	75 < P > = 60, Marks = 25
60 < P > = 40, Marks = 20	40 < P > = 20, Marks = 10	P < 20 Marks = 00	

P >= 85, Marks = 40	85 < P > = 75, Marks = 35	75 < P > = 60, Marks = 30	60 < P > = 50, Marks = 25
50 < P > = 35, Marks = 20	35 < P > = 15, Marks = 10	P < 15 Marks = 00	

If F >70; Additional 05 Marks should be added in Average Marks (Last Column)

If 70 < F >= 50; Additional 03 Marks should be added in Average Marks (Last Column)



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(B) Attendance Analysis: Analysis of theory attendance for the year. (10 Marks)

Sem. and Year	Name of Subject	No. of students In the class A	No. of Lectures conducted B	Total presences in class C	% of Attendance = $C*100 / (A*B)$ (Q)	Marks Obtained
Odd (I,III, V,VII)						
Even (II,IV, VI,VIII)						

$Q \geq 95$, Marks = 10	$95 < Q \geq 75$, Marks = 08	$75 < Q \geq 60$, Marks = 06	$60 < Q \geq 50$, Marks = 05	$Q < 50$ Marks = 00
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(C) Achievements and Activities(in academic year) : (30 Marks)

Training / Workshop /STTP/ Conference Attended (05)	
Paper /Article/ Book Published (05)	
Research project & Innovation/consultancy (05)	
E-learning content(05)	
IV conducted/ acted as resource person (05)	
Extension/ other social activity (05)	

Any two activity of each head , Marks = 05	Any one activity of each head , Marks = 03	No activity, Marks = 00
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Marks obtained out of 80 = (A) + (B) + (C) =

Date:

Signature of Faculty:



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(D) HOD's Recommendations:(15 Marks)

Head		Description	Marks Obtained
Dates of course Monitoring	Odd Sem (02)		
	Even Sem (02)		
Other Duties Assigned& Performed(03)		1. System Admin 2. RC coordinator 3. Aakash coordinator 4. B.E Class Advisor	
Sincerity in task performance (02)			
Teaching Feedback (03)			
Overall impression and grade (03)			

(E) Total Marks = A + B + C + D =

HOD Comments:

Sign

Note for HoD:HoD should take the feedback from other department if faculty from core department is teaching in other department.

(F) Institute Level Portfolio: (05 Marks) =

(G) LWP / Absentee more than five days in a year without adjustment of load = 10

(H) Effective Marks = (E) + (F) – (G) =

Principal's Comments:

Date:

Principal's Sign

Director

Secretary

Performance Indicator Chart

$H < 50$; Poor	$60 < H \leq 50$; Satisfactory	$60 < H \leq 70$; Good
$70 < H \leq 80$; Very Good	$H > 80$; Excellent	



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PERFORMANCE APPRAISAL REPORT

FOR SELF APPRAISAL OF TECHNICAL/ADMINISTRATIVE STAFF

Academic Year: 2020 – 2021

(A) General Information: (Marks = 20)

Staff Name		
Employee Code		
Date of Birth (dd/mm/yyyy)		
Department		
Staff Designation		
Date of Appointment		
		Marks obtained
Highest Qualification (HQ) :	(Marks out of 10)	
Experience in College/Industry (Years) (Marks out of 10)	YEARS	
	Total Marks	

If HQ = = Post Graduation; Marks = 10 (other than attendant)	If HQ = = Graduation ; Marks = 06 (other than attendant)	If HQ = = Graduation; MARKS = 10 (attendant)	If HQ = = HSC; MARKS = 04
If EC > 5 in Theem; Marks = 08	If 3 < EC < 5 in Theem; Marks = 05	If 1 < EC < = 3 in Theem; Marks = 02	EC < 1; Marks = 01

(B) Contributions/Achievements: (Marks = 20)

Record here any particular contributions/achievements that you have made to your department/area of work since your last appraisal. Each point carries two marks.

Sr. No.	Contributions/Achievements	Marks Obtained	Verification from HOD/AO
(i)			
(ii)			
(iii)			
(iv)			
(v)			



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(vi)			
(x)			
	Total Marks		

(C) Capabilities: (Marks = 10)

Sr. No.	Points	YES / NO	Marks Obtained	Verification from HOD/AO
(i)	Job and Professional Knowledge/Skills			
(ii)	Initiative			
(iii)	Planning and Personal Organization			
(iv)	Task Completion within time			
(v)	Student Focus			
(vi)	Communication			
(vii)	Relationships with Colleagues			
(viii)	Flexibility			
(ix)	Quality			
(x)	Teamwork			
		Total Marks		

Please write YES or NO in front of each point. For each YES one mark for NO zero mark.

Marks obtained out of 50 = (A) + (B) + (C) =

Signature of staff:

Date:

(D) Evaluation by HOD/AO: (45 Marks)

Sr. No.	Points	Max. Marks	Marks Obtained	Remark
1	Punctuality	05		
2	Behaviour	05		
3	Lab/Office Cleanliness	05		
4	Record keeping	05		



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5	Equipments Maintenance	05		
6	Requirement of Consumables	05		
7	Sincerity in task performance	05		
8	Staff Feedback	05		
9	Students Feedback	05		

Signature of HOD/AO with Date:

(E) **Total Marks = A + B + C + D =**

(F) **Institute Level Portfolio:** (05 Marks)

(G) **LWP / Absentee more than five days in a year without adjustment of load**

(H) **Effective Marks = (E) + (F) – (G) =**

Principal's Comments:

Date:

Principal's Sign.

Director

Secretary

Performance Indicator Chart

H < 50; Poor	60 < H <= 50 ; Satisfactory	60 < H <= 70; Good
70 < H <= 80 ; Very Good	H > 80; Excellent	