



B.V.V.S
**SHRI S.R.KANTHI ARTS, COMMERCE & SCIENCE
COLLEGE MUDHOL**

Accredited with "A" Graded by NAAC for 4th Cycle
ANNUAL QUALITY ASSURANCE REPORT 2023-24

Criterion-6

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



B. V. V. Sangha's
Shri. S.R. Kanthi Arts, Commerce and Science College, Mudhol
(Affiliated to Rani Channamma University Belagavi)

Teaching Staff Performance Appraisal Form

ACADEMIC YEAR-2023-24

PART A

GENERAL INFORMATION AND ACADEMIC BACKGROUND

Name (in Block Letters) : Dr. PRAHALLADA. K
Department : Kannada
Current Designation & Academic Level : Assistant Professor
Address (with Pin code) : Sri S. R. Kanthi Arts, Commerce and Science College, Mudhol.
Telephone / Mobile No : 7760006262
E-mail : kprahallada@gmail.com

PART-B

I Academic Qualifications

Examinations	Name of the Board / University	Year of Passing	Percentage of Marks Obtained	Division / Class / Grade	Subject
M.A	GULV.G	2009	1554	77.70	KANNADA
BEd	BAN.U.B	2006	1073	76.43	KANNADA
NET/JRF	UGC	2009	-	-	KANNADA
Ph. D.	MYSUM.	2018	-	-	KANNADA.



9. Publications (other than Research papers) (Books, Chapters in Books

Sr.No	Title of Book with no.of pages	Publishers name with ISSN / ISBN NO.	International / National Publisher
1	ಕನ್ನಡ ಪ್ರಶ್ನೆ	9789386550187	National
2	ಕರಣ ಶಶಿರಾಜ್ ಮಂಜುಳೆ ಅಧ್ಯಯನ -	978939471165-1	National
03	ಭಾತು ಶೇಷ	- 9788196010485 -	National

10. Editor of Book with ISSN / ISBN number

Sr.No	Title of Book with no.of pages	Publishers name with ISSN / ISBN NO.	International / National Publisher
1			
2			

Poligapat National
Abhinavum Cashless
 Remarks

Name & Signature of Teacher
 Dr. Bahallada, K

Signature of HOD

Coordinator
 IQAC
 Shri S.R.Kanthi Arts, Commerce
 And Science College, MUDHOL.

pSignature of Principal
 S.R.Kanthi Arts, Commerce and
 Science College, MUDHOL.



B. V. V. Sangha's
Sri S R Kanthi Arts, Commerce and Science College, Mudhol
(Affiliated to Rani Channamma University Belagavi)

Teaching Staff Performance Appraisal Form

ACADEMIC YEAR-2023-24

PART A

GENERAL INFORMATION AND ACADEMIC BACKGROUND

Name (in Block Letters) : S. P. SANGALI
Department : HINDI
Current Designation & Academic Level : LECTURER
Address (with Pin code) : S. R. KANTHI COLLEGE MUDHOL
Telephone / Mobile No : 8147944771
E-mail : SangaliShivanand@gmail.com

PART-B

1 Academic Qualifications

Examinations	Name of the Board / University	Year of Passing	Percentage of Marks Obtained	Division / Class / Grade	Subject
M.A	KUJ	2011	2000/1260	I st	HINDI
B.Ed	RCL	2013	1480/1060	I st	HINDI
B.A	KUJ	2009	2400/1714	I st	
SSLE	KSE Board	2004	625/353	II nd	



Research Degree(s)

Degrees	Title	Date of Award	Name of University
M. Phil.			
Ph.D.			
Any other			

3. Period of teaching experience :

P.G. Classes (In Years):

U.G. Classes (In Years):

10
—
10

4. Research Experience excluding years spent in M. Phil. / Ph. D. (In Years):

5. Fields of Specialization under the Subject / Discipline:

6. Human Resource Development Center Orientation / Refresher Course / FDP/ MOOC

(One- Two week courses attended so far:

7. State / National / International Conference Attended

Sr.No.	Title of paper in conference	Organization	ISSN /ISBNNO.	Impact Factor if any
1				
2				
3				
4				

8. Research Papers in Peer-Reviewed or UGC listed Journals

Sr.No.	Title of paper	Journal Name, Page nos., Vol.no., Issue no., Year of publication	ISSN /ISBNNO.	Impact Factor if any
1				
2				
3				
4				



Publications (other than Research papers) (Books, Chapters in Books



Sr.No	Title of Book with no.of pages	Publishers name with ISSN / ISBN NO.	International / National Publisher
1			
2			

10. Editor of Book with ISSN / ISBN number

Sr.No	Title of Book with No. of pages	Publishers name with ISSN / ISBN NO.	International / National Publisher
1			
2			

S.P. SANGALI

Name & Signature of Teacher

Remarks
Publications other than Research Papers

Signature of HOD

Coordinator
ISAC
Shri S.R.Kanthi Arts, Commerce
And Science College, MUDHOL.

Signature of Principal
S.R.Kanthi Arts, Commerce and
Science College, MUDHOL.



B. V. V. Sangha's
Shri. S R Kanthi Arts, Commerce and Science College, Mudhol
(Affiliated to Rani Channamma University Belagavi)

Teaching Staff Performance Appraisal Form
ACADEMIC YEAR-2023-24

PART A

GENERAL INFORMATION AND ACADEMIC BACKGROUND

Name (in Block Letters) : K. S. Malapur.
Department : Commerce
Current Designation & Academic Level : Assistant Professor.
Address (with Pin code) : S. R. Kanthi College. Mudhol.
Telephone / Mobile No : 9148691002.
E-mail : ksmalapur@gmail.com.

PART-B

I Academic Qualifications

Examinations	Name of the Board / University	Year of Passing	Percentage of Marks Obtained	Division / Class / Grade	Subject
B. Comm.	RCU Belagavi	2016	78.95%	Dist ²	Account & Finance
M. Comm.	RCU Belagavi	2018	69.50%	First Class	Account & Finance



2. Research Degree(s)

Degrees	Title	Date of Award	Name of University
M. Phil.			
Ph.D.			
Any other			

3. Period of teaching experience :

P.G. Classes (In Years):

U.G. Classes (In Years): *5 years*

4. Research Experience excluding years spent in M. Phil. / Ph. D. (In Years):

5. Fields of Specialization under the Subject / Discipline: *Account & Finance*

6. Human Resource Development Center Orientation / Refresher Course / FDP/ MOOC

/One- Two week courses attended so far: *3*

7. State / National / International Conference Attended

Sr.No.	Title of paper in conference	Organization	ISSN /ISBNNO.	Impact Factor if any
<i>1</i>	<i>Use of IT to enhance Education.</i>	<i>UGC-MMTC</i>	<i>978-93-6389-294-1</i>	
<i>2</i>				
<i>3</i>				
<i>4</i>				

8. Research Papers in Peer-Reviewed or UGC listed Journals

Sr.No.	Title of paper	Journal Name, Page nos., Vol.no., Issue no., Year of publication	ISSN /ISBNNO.	Impact Factor if any
<i>1</i>	<i>CSR Integration In Corporate Restructuring - A Key to Sustainable Growth</i>	<i>IOSR Journal and Business Mngt</i>	<i>e-ISSN-2278-487X</i>	<i>3.52</i>
<i>2</i>				
<i>3</i>				
<i>4</i>				



9. Publications (other than Research papers) (Books, Chapters in Books)

Sr.No	Title of Book with no.of pages	Publishers name with ISSN / ISBN NO.	International / National Publisher
1			
2			

10. Editor of Book with ISSN / ISBN number

Sr.No	Title of Book with No. of pages	Publishers name with ISSN / ISBN NO.	International / National Publisher
1			
2			

Remarks *Publications Books (of Arts, Com
Research Books)*

[Signature]
Name & Signature of Teacher
(K.S. Malapur)

[Signature]
Signature of HOD

[Signature]
Coordinator
IQAC
Shri S.R.Kanthi Arts, Commerce
& Science College, MUDHOL.

[Signature]
Principal,
S. R. Kanthi Arts, Commerce and
Science College, MUDHOL.



B. V. V. Sangha's
Shri. S R Kanthi Arts, Commerce and Science College, Mudhol
(Affiliated to Rani Channamma University Belagavi)

Teaching Staff Performance Appraisal Form

ACADEMIC YEAR-2023-24

PART A

GENERAL INFORMATION AND ACADEMIC BACKGROUND

Name (in Block Letters) : Dr. LOKESH. RATHOD
Department : ECONOMICS
Current Designation & Academic Level : Assistant Professor.
Address (with Pin code) : 10
Dr. Lokesh Rathod Assistant Professor
JaganNagar woreda No-5.
Mudhol
Telephone / Mobile No : 9844605970
E-mail : rathodlokeshr270@gmail.com

PART-B

1 Academic Qualifications

Examinations	Name of the Board / University	Year of Passing	Percentage of Marks Obtained	Division / Class / Grade	Subject
BA	RCDB	2009	66%		Pol. & His Economics
MA	RCUB	2012	73		Economics
M.Ed	RCUB	2013	78		Education



2. Research Degree(s)

Degrees	Title	Date of Award	Name of University
M. Phil.	—		
Ph.D.	A study of Labour migration from North Karnataka to Goa	2023	RCUB
Any other			

3. Period of teaching experience :

P.G. Classes (In Years):
 U.G. Classes (In Years): — 10

4. Research Experience excluding years spent in M. Phil. / Ph. D. (In Years): 5

5. Fields of Specialization under the Subject / Discipline: Economics

6. Human Resource Development Center Orientation / Refresher Course / FDP/ MOOC
 /One- Two week courses attended so far:

7. State / National / International Conference Attended

Sr.No.	Title of paper in conference	Organization	ISSN /ISBNNO.	Impact Factor if any
1	—	—	—	—
2				
3				
4				

8. Research Papers in Peer-Reviewed or UGC listed Journals

Sr.No.	Title of paper	Journal Name, Page nos., Vol.no., Issue no., Year of publication	ISSN /ISBNNO.	Impact Factor if any
1				
2				
3				
4				



Publications (other than Research papers) (Books, Chapters in Books)

Sr.No	Title of Book with no.of pages	Publishers name with ISSN / ISBN NO.	International / National Publisher
1			
2			

10. Editor of Book with ISSN / ISBN number

Sr.No	Title of Book with No. of pages	Publishers name with ISSN / ISBN NO.	International / National Publisher
1			
2			

Remarks
Publications National/ International Conference

Name & Signature of Teacher
 (Dr. Lokesh Rathod)

Signature of HOD
 Coordinator
 IOAC
 Shri S.R.Kanthi Arts, Commerce
 And Science College, MUDHOL.

Principal
 Signature of Principal
 S.R.Kanthi Arts, Commerce and
 Science College, MUDHOL.



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Teaching Staff Performance Appraisal Form

ACADEMIC YEAR-2023-24

PART A

GENERAL INFORMATION AND ACADEMIC BACKGROUND

Name (in Block Letters) : Dr. D. R. Bhutade
Department : P.E. Dept. of Commerce
Current Designation & Academic Level : Head of Department
Address (with Pin code) : Mangalwar Peth,
Banhatti - 587311
Telephone / Mobile No : 8147968781
E-mail : bhutadedr@gmail.com

PART-B

1 Academic Qualifications

Examinations	Name of the Board / University	Year of Passing	Percentage of Marks Obtained	Division / Class / Grade	Subject
M.com	RCUB	2012	71.33%		Commerce
B.com	KUD	2010	81%		Commerce



2 Research Degree(s)		Date of Award	Name of University
* Degrees	Title		
M. Phil.	Comparative F.S of Sugar Industries of Pvt & public sector of Karnataka State	2022	JSTU, Jharkhand
Ph.D.			
Any other			

3. Period of teaching experience :
 P.G. Classes (In Years): 12 years
 U.G. Classes (In Years):
4. Research Experience excluding years spent in M. Phil. / Ph. D. (In Years):
5. Fields of Specialization under the Subject / Discipline: Accountancy & Taxation
6. Human Resource Development Center Orientation / Refresher Course / FDP/ MOOC
 /One- Two week courses attended so far:

7. State / National / International Conference Attended

Sr.No.	Title of paper in conference	Organization	ISSN /ISBNNO.	Impact Factor if any
1				
2				
3				
4				

8. Research Papers in Peer-Reviewed or UGC listed Journals

Sr.No.	Title of paper	Journal Name, Page nos., Vol.no., Issue no., Year of publication	ISSN /ISBNNO.	Impact Factor if any
1	The Role of Commerce Education	ISRTI / Vol-9 / Issue -6 / June 2024	ISSN: 2456-3315 2456-3315	



9. Publications (other than Research papers) (Books, Chapters in Books)

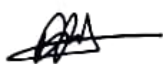
Sr.No	Title of Book with no.of pages	Publishers name with ISSN / ISBN NO.	International / National Publisher
1			
2			

10. Editor of Book with ISSN / ISBN number

Sr.No	Title of Book with No. of pages	Publishers name with ISSN / ISBN NO.	International / National Publisher
1			
2			

Remarks

Public service paper in ISSN/ISSN


Name & Signature of Teacher
(Dr. D. R. Bhutade)


Signature of HOD

(Dr. D. R. Bhutade)


Coordinator
IQAC

Shri S.R.Kanthi Arts, Commerce and Science College, MUDHOL.


Principal,
Signature of Principal
S.R.Kanthi Arts, Commerce and Science College, MUDHOL.



B. V. V. Sangha's

Shri. S R Kanthi Arts, Commerce and Science College, Mudhol
(Affiliated to Rani Channamma University Belagavi)



Teaching Staff Performance Appraisal Form

ACADEMIC YEAR-2023-24

PART A

GENERAL INFORMATION AND ACADEMIC BACKGROUND

Name (in Block Letters) : Shri. S. M. KHOT
Department :
Current Designation & Academic: Lecturer
Level :
Address (with Pin code) : A/pst: Kundaragi
Tq = Bilagi
Dt = Belagavi
Telephone / Mobile No : 587116
7259 220743
E-mail : shreekhot33@gmail.com

PART-B

I Academic Qualifications

Examinations	Name of the Board / University	Year of Passing	Percentage of Marks Obtained	Division / Class / Grade	Subject
M. Com	Bu Belagavi	2013	67.20		Commerce



2 Research Degree(s)

Degrees	Title	Date of Award	Name of University
M. Phil.			
Ph.D.	penetration plan of financial security - a project	21/07/2024	Guangxi University
Any other	some work		

3. Period of teaching experience :

P.G. Classes (In Years):

U.G. Classes (In Years): 10 years

4. Research Experience excluding years spent in M. Phil. / Ph. D. (In Years):

5. Fields of Specialization under the Subject / Discipline: Finance / Accounting

6. Human Resource Development Center Orientation / Refresher Course / FDP/ MOOC

(One- Two week courses attended so far:
International FDP on Digital marketing

7. State / National / International Conference Attended

Sr.No.	Title of paper in conference	Organization	ISSN / ISBNNO.	Impact Factor if any
1	Learning in Digital age	Kunal BODIES.	928-43-6389-294-1	
2				
3				
4				

8. Research Papers in Peer-Reviewed or UGC listed Journals

Sr.No.	Title of paper	Journal Name, Page nos., Vol.no., Issue no., Year of publication	ISSN / ISBNNO.	Impact Factor if any
1				
2				
3				
4				



9. Publications (other than Research papers) (Books, Chapters in Books)

Sr.No	Title of Book with no.of pages	Publishers name with ISSN / ISBN NO.	International / National Publisher
1	Agriculture, man, culture & Rural management	ABS publishers, New Delhi	International
2			

10. Editor of Book with ISSN / ISBN number

Sr.No	Title of Book with No. of pages	Publishers name with ISSN / ISBN NO.	International / National Publisher
1			
2			

Remarks
 Publish Research Paper
 in Books, Journals, etc.
 listed Journals

(Dr. S. M. K. Reddy)
 Name & Signature of Teacher

Signature of HOD

Coordinator
 IOAC

Principal
 S.R. Kanthi Arts, Commerce and
 Science College, MUDHOL

Shri S.R. Kanthi Arts, Commerce
 And Science College, MUDHOL



B. V. V. Sangha's
Shri. S R Kanthi Arts, Commerce and Science College, Mudhol
(Affiliated to Rani Channamma University Belagavi)



Teaching Staff Performance Appraisal Form

ACADEMIC YEAR-2023-24

PART A

GENERAL INFORMATION AND ACADEMIC BACKGROUND

Name (in Block Letters) : Smt. L.M. KALYANSHETTI
Department : KANNADA
Current Designation & Academic Level : M.A. M.Phil. B.Ed
Address (with Pin code) : Basava Nilaya
Near Aqualink Water Unit
Mudhol Dist Bagalkot.
Telephone / Mobile No : 8277214937
E-mail : lmkmd11@gmail.com

PART-B

I Academic Qualifications

Examinations	Name of the Board / University	Year of Passing	Percentage of Marks Obtained	Division / Class / Grade	Subject
M.A		2006	55.85%		Kannada
M.Phil		2008	64.47%		"
B.Ed		1997	63.09%		"

2 Research Degree(s)

Degrees	Title	Date of Award	Name of University
M. Phil.	ಶಿವ ಮಠ ಸಂಕಲನ	2007	ಕಾಂ.3 ಕೆ.ಒ.ಒ
Ph.D.	ಜನತೆಗೆ ತಾಳಿಕೆ		ವಿಶ್ವವಿದ್ಯಾಲಯ
Any other			

3. Period of teaching experience : 17 years

P.G. Classes (In Years):

U.G. Classes (In Years):

4. Research Experience excluding years spent in M. Phil. / Ph. D. (In Years):

5. Fields of Specialization under the Subject / Discipline:

6. Human Resource Development Center Orientation / Refresher Course / FDP/ MOOC

/One- Two week courses attended so far:

7. State / National / International Conference Attended

Sr.No.	Title of paper in conference	Organization	ISSN /ISBNNO.	Impact Factor if any
1	Role of Literature	KLE's Shri	ISSBN -	
2	mahila Swatantrya	Kodas, dalshin	978-93	
3	Urataganu Shikshak	Kolambori	-82-597	
4	Kurbakoti	College. Hubli	-72-8	

8. Research Papers in Peer-Reviewed or UGC listed Journals

Sr.No.	Title of paper	Journal Name, Page nos., Vol.no., Issue no., Year of publication	ISSN /ISBNNO.	Impact Factor if any
1	ಶಿವ ಮಠ ಸಂಕಲನ	Pratibimba.	ISSBN	
2	ಜನತೆಗೆ ತಾಳಿಕೆ	Arva pustakay Pranahana Belagavi.	978-81 -9097-26-7-9	
3	ಮಹಿಳಾ ಸ್ವಾತಂತ್ರ್ಯ	Namma nade		
4	ಮಹಿಳಾ ಸ್ವಾತಂತ್ರ್ಯ	Namma Santosh Chargavati	ISSBN-978-93 5 500-862-0	

3] Role and Responsibilities of a Teacher in Education Pedagogy in Education

ISSBN-978-93-
500-20-21-9



Publications (other than Research papers) (Books, Chapters in Books)



Sr.No	Title of Book with no. of pages	Publishers name with ISSN / ISBN NO.	International / National Publisher
1	Arive Guru		Melborne,
2	proceedings of International Silver Jubilee. Basava Jayanti		Australia. Brisbane Australia
	16 May 2022.		

10. Editor of Book with ISSN / ISBN number

Sr.No	Title of Book with No. of pages	Publishers name with ISSN / ISBN NO.	International / National Publisher
1			
2			

Remarks in *Editorial of Books in ISSN/ISBD*

hb
Name & Signature of Teacher

[Signature]
Signature of HOD

[Signature]
Coordinator IQAC
Shri S.R.Kanthi Arts, Commerce And Science College, MUDHOL

[Signature]
Principal
S.R.Kanthi Arts, Commerce and Science College, MUDHOL.



B. V. V. Sangha's
Shri. S R Kanthi Arts, Commerce and Science College, Mudhol
(Affiliated to Rani Channamma University Belagavi)



Teaching Staff Performance Appraisal Form

ACADEMIC YEAR-2023-24

PART A

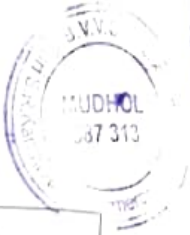
GENERAL INFORMATION AND ACADEMIC BACKGROUND

Name (in Block Letters) : Dr. M. H. Jogi
Department : Dept. of PG Studies in English
Current Designation & Academic Level : Asst. professor
Address (with Pin code) : A/p : Alagundi B. K.
Tq : Mudhol
Dist : Bagalkot
Telephone / Mobile No : 9741548879
E-mail : mhj.mudhol@gmail.com

PART-B

1 Academic Qualifications

Examinations	Name of the Board / University	Year of Passing	Percentage of Marks Obtained	Division / Class / Grade	Subject
BA	KUD	2010	74.1	Dist.	English
M.A	KUD	2012	62.1	First	u



Degrees	Title	Date of Award	Name of University
M. Phil.			
Ph.D.	Exploitation of women in the select novels of	14.09.2022	Rani Channamma University, Belagavi
Any other	Pasthans		

3. Period of teaching experience :

P.G. Classes (In Years):

1
12
05

U.G. Classes (In Years):

4. Research Experience excluding years spent in M. Phil. / Ph. D. (In Years): 05

5. Fields of Specialization under the Subject / Discipline: Linguistics

6. Human Resource Development Center Orientation / Refresher Course / FDP/ MOOC - FDP - Co!

/One- Two week courses attended so far:

7. State / National / International Conference Attended

Sr.No.	Title of paper in conference	Organization	ISSN /ISBNNO.	Impact Factor if any
1	Robin dringath Sapre : Representative p-4	ELSTA, India	ISSN: 978-93-92182-92-0.	-
2				
3				
4				

8. Research Papers in Peer-Reviewed or UGC listed Journals

Sr.No.	Title of paper	Journal Name, Page nos., Vol.no., Issue no., Year of publication	ISSN /ISBNNO.	Impact Factor if any
1				
2				
3				
4				



Sr.No	Title of Book with no. of pages	Publishers name with ISSN / ISBN NO.	International / National Publisher
1	Language & its structure (ELT) (6-23)	ISBN-978-93-95949-35-4	Books paper - 132
2	Communicative Language Teaching (134)	ISBN-978-93-92189-83-8	Page 140
3)	Rabindranath Tagore - Sri Anuband (11-16)	ISBN-978-93-92189-83-8	Page - 150
4)	Communicative English	978-93-92182-92-0	145.

10. Editor of Book with ISSN / ISBN number

Sr.No	Title of Book with No. of pages	Publishers name with ISSN / ISBN NO.	International / National Publisher
1	English Language Teaching (149)	ISBN-978-93-95949-35-4	-
2	Communicative Language Teaching (134)	978-93-92189-83-8	-
3	Rabindranath Tagore - Sri Anuband (150)	978-93-92189-83-8	-
4)	Communicative English	978-93-92182-92-0	-

Satisfactory
Remarks

Publish Papers in Peer Review / IJAC Get Bed Journal

Name & Signature of Teacher
(C.D. M. K 2081)

Kadiga
Signature of HOD

[Signature]
Coordinator
IQAC

[Signature]
Signature of Principal
S.R.Kanthi Arts, Commerce and Science College, MUDHOL

Shri S.R.Kanthi Arts, Commerce And Science College, MUDHOL



B. V. V. Sangha's



Shri. S R Kanthi Arts, Commerce and Science College, Mudhol

Non-Teaching Staff Performance Appraisal Form

Employee Name: <i>Vinayak Beerannavar</i>	Position: <i>SPS - Computer Operator</i>
Supervisor's Name: <i>M.M. Bulhale</i>	Evaluation Period: <i>2023-24</i>

Rating Scale

1. Unsatisfactory — Performance does not meet expectations. Performance improvement plan required.
2. Needs Improvement — Performance sometimes meets expectations. Performance improvement plan required.
3. Good — Performance meets requirements and satisfies the expectations of the position.
4. Very Good — Performance consistently meets and often exceeds expectations.
5. Excellent — Performance consistently superior and exceeds expectations.

Particulars	Rating	Comments
Job Knowledge & Skills		
Demonstrates an understanding of job duties and responsibilities	5	
Possesses the knowledge required to perform the job effectively.	5	
Quality Quantity Of Work		
Completes work with minimal errors	5	
Demonstrates effective application of technical and non-technical skills as required for the completion of the job.	4	
Uses available resources/technology available to achieve quality, service and productivity.	5	
Interpersonal Skills		
Has the ability to work effectively with people at all levels(shows respect, sensitivity, courtesy, and flexibility)	5	
Communicates with people at all levels	5	
Maintains confidentiality at all levels.	5	
Planning & Organization		
has the ability to organize the workload efficiently and effectively	5	
Always meets the deadlines	5	
Has the ability to meet short and quick unplanned requirements/needs or priorities effectively	5	
Decision Making		
Recognizes when a higher authority should be consulted in respect to certain decisions	4	
Initiative		
Demonstrates the ability to work with minimal supervision	5	
Suggests new processes and tries new learning experiences	5	
Shares and is receptive to new ideas	5	
Safety Measure		
Follows all les. Practices and procedures as required for the job.	5	
Uses and maintains all equipment appliances machinery properly	5	
Team work		
Offers assistance to others	5	
Overall Performance	5	

Supervisor's Signature

Date: *18/2/23*

Coordinator
IQAC

Shri S.R.Kanthi Arts, Commerce
Science College, MUDHOL

S.R.Kanthi Arts, Commerce and
Science College, MUDHOL.



B. V. V. Sangha's

Shri. S R Kanthi Arts, Commerce and Science College, Mudhol



Non-Teaching Staff Performance Appraisal Form

Employee Name: <u>Umesh N. Uttax</u>	Position: <u>SDA - Computer Operator</u>
Supervisor's Name: <u>M.M. Bulnaley</u>	Evaluation Period: <u>2023-24</u>

Rating Scale

1. Unsatisfactory — Performance does not meet expectations. Performance improvement plan required.
2. Needs Improvement — Performance sometimes meets expectations. Performance improvement plan required.
3. Good — Performance meets requirements and satisfies the expectations of the position.
4. Very Good — Performance consistently meets and often exceeds expectations.
5. Excellent — Performance consistently superior and exceeds expectations.

Particulars	Rating	Comments
Job Knowledge & Skills		
Demonstrates an understanding of job duties and responsibilities	5	
Possesses the knowledge required to perform the job effectively.	5	
Quality Quantity Of Work		
Completes work with minimal errors	5	
Demonstrates effective application of technical and non-technical skills as required for the completion of the job.	4	
Uses available resources/technology available to achieve quality, service and productivity.	5	
Interpersonal Skills		
Has the ability to work effectively with people at all levels(shows respect, sensitivity, courtesy, and flexibility)	5	
Communicates with people at all levels	5	
Maintains confidentiality at all levels.	5	
Planning & Organization		
has the ability to organize the workload efficiently and effectively	5	
Always meets the deadlines	5	
Has the ability to meet short and quick unplanned requirements/needs or priorities effectively	5	
Decision Making		
Recognizes when a higher authority should be consulted in respect to certain decisions	4	
Initiative		
Demonstrates the ability to work with minimal supervision	5	
Suggests new processes and tries new learning experiences	5	
Shares and is receptive to new ideas	5	
Safety Measure		
Follows all les. Practices and procedures as required for the job.	5	
Uses and maintains all equipment appliances machinery properly	5	
Team work		
Offers assistance to others	4	
Overall Performance	4	

Supervisor's Signature

Date: 08/07/22

Coordinator IQAC

Shri S.R.Kanthi Arts, Commerce And Science College, MUDHOL

Principal,

S.R.Kanthi Arts, Commerce and Science College, MUDHOL.



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Shri. S R Kanthi Arts, Commerce and Science College, Mudhol



Non-Teaching Staff Performance Appraisal Form

Employee Name: <u>Shri S. B. Kapsutt</u>	Position: <u>SDO - Computer Operator</u>
Supervisor's Name: <u>M. M. Balraj</u>	Evaluation Period: <u>2023-24</u>

Rating Scale

1. Unsatisfactory — Performance does not meet expectations. Performance improvement plan required.
2. Needs Improvement — Performance sometimes meets expectations. Performance improvement plan required.
3. Good — Performance meets requirements and satisfies the expectations of the position.
4. Very Good — Performance consistently meets and often exceeds expectations.
5. Excellent — Performance consistently superior and exceeds expectations.

Particulars	Rating	Comments
Job Knowledge & Skills		
Demonstrates an understanding of job duties and responsibilities	5	
Possesses the knowledge required to perform the job effectively.	5	
Quality Quantity Of Work		
Completes work with minimal errors	4	
Demonstrates effective application of technical and non-technical skills as required for the completion of the job.	5	
Uses available resources/technology available to achieve quality, service and productivity.	5	
Interpersonal Skills		
Has the ability to work effectively with people at all levels (shows respect, sensitivity, courtesy, and flexibility)	5	
Communicates with people at all levels	5	
Maintains confidentiality at all levels.	5	
Planning & Organization		
has the ability to organize the workload efficiently and effectively	5	
Always meets the deadlines	5	
Has the ability to meet short and quick unplanned requirements/needs or priorities effectively	4	
Decision Making		
Recognizes when a higher authority should be consulted in respect to certain decisions	5	
Initiative		
Demonstrates the ability to work with minimal supervision	5	
Suggests new processes and tries new learning experiences	5	
Shares and is receptive to new ideas	5	
Safety Measure		
Follows all les. Practices and procedures as required for the job.	5	
Uses and maintains all equipment appliances machinery properly	5	
Team work		
Offers assistance to others	5	
Overall Performance	4	

Supervisor's Signature

Date: 18/07/23

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Non-Teaching Staff Performance Appraisal Form

Employee Name: <u>Smt. V. S Choudari</u>	Position: <u>SDA Computer Operator</u>
Supervisor's Name: <u>M. M. Dalvi</u>	Evaluation Period: <u>2023-24</u>

Rating Scale

- 1. Unsatisfactory — Performance does not meet expectations. Performance improvement plan required.
- 2. Needs Improvement — Performance sometimes meets expectations. Performance improvement plan required.
- 3. Good — Performance meets requirements and satisfies the expectations of the position.
- 4. Very Good — Performance consistently meets and often exceeds expectations.
- 5. Excellent — Performance consistently superior and exceeds expectations.

Particulars	Rating	Comments
Job Knowledge & Skills		
Demonstrates an understanding of job duties and responsibilities	5	
Possesses the knowledge required to perform the job effectively.	5	
Quality Quantity Of Work		
Completes work with minimal errors	5	
Demonstrates effective application of technical and non-technical skills as required for the completion of the job.	5	
Uses available resources/technology available to achieve quality, service and productivity.	5	
Interpersonal Skills		
Has the ability to work effectively with people at all levels (shows respect, sensitivity, courtesy, and flexibility)	4	
Communicates with people at all levels	5	
Maintains confidentiality at all levels.	5	
Planning & Organization		
has the ability to organize the workload efficiently and effectively	5	
Always meets the deadlines	5	
Has the ability to meet short and quick unplanned requirements/needs or priorities effectively	4	
Decision Making		
Recognizes when a higher authority should be consulted in respect to certain decisions	5	
Initiative		
Demonstrates the ability to work with minimal supervision	5	
Suggests new processes and tries new learning experiences	5	
Shares and is receptive to new ideas	4	
Safety Measure		
Follows all les. Practices and procedures as required for the job.	5	
Uses and maintains all equipment appliances machinery properly	5	
Team work		
Offers assistance to others	5	
Overall Performance		

Supervisor's Signature

Date: 10/9/23

Coordinator IQAC

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Non-Teaching Staff Performance Appraisal Form

Employee Name: <u>Smt. V. S Choudasi</u>	Position: <u>SDA Computer Operator</u>
Supervisor's Name: <u>M.M. Dalvi</u>	Evaluation Period: <u>2023-24</u>

Rating Scale

1. Unsatisfactory — Performance does not meet expectations. Performance improvement plan required.
2. Needs Improvement — Performance sometimes meets expectations. Performance improvement plan required.
3. Good — Performance meets requirements and satisfies the expectations of the position.
4. Very Good — Performance consistently meets and often exceeds expectations.
5. Excellent — Performance consistently superior and exceeds expectations.

Particulars	Rating	Comments
Job Knowledge & Skills		
Demonstrates an understanding of job duties and responsibilities	5	
Possesses the knowledge required to perform the job effectively.	5	
Quality Quantity Of Work		
Completes work with minimal errors	5	
Demonstrates effective application of technical and non-technical skills as required for the completion of the job	5	
Uses available resources/technology available to achieve quality, service and productivity.	5	
Interpersonal Skills		
Has the ability to work effectively with people at all levels (shows respect, sensitivity, courtesy, and flexibility)	4	
Communicates with people at all levels	5	
Maintains confidentiality at all levels.	5	
Planning & Organization		
has the ability to organize the workload efficiently and effectively	5	
Always meets the deadlines	5	
Has the ability to meet short and quick unplanned requirements/needs or priorities effectively	4	
Decision Making		
Recognizes when a higher authority should be consulted in respect to certain decisions	5	
Initiative		
Demonstrates the ability to work with minimal supervision	5	
Suggests new processes and tries new learning experiences	5	
Shares and is receptive to new ideas	4	
Safety Measure		
Follows all les. Practices and procedures as required for the job.	5	
Uses and maintains all equipment appliances machinery properly	5	
Team work		
Offers assistance to others	5	
Overall Performance		

Supervisor's Signature

Date: 10/9/23

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Sri. S R Kanthi Arts, Commerce and Science College, Mudhol



Non-Teaching Staff Performance Appraisal Form

Employee Name: <i>Sri S.S. Mallikarjuna</i>	Position: <i>SM</i>
Supervisor's Name: <i>M.M. Balneeth</i>	Evaluation Period: 2023-24

Rating Scale

1. Unsatisfactory — Performance does not meet expectations. Performance improvement plan required.
2. Needs Improvement — Performance sometimes meets expectations. Performance improvement plan required.
3. Good — Performance meets requirements and satisfies the expectations of the position.
4. Very Good — Performance consistently meets and often exceeds expectations.
5. Excellent — Performance consistently superior and exceeds expectations.

Particulars	Rating	Comments
Job Knowledge & Skills		
Demonstrates an understanding of job duties and responsibilities	5	
Possesses the knowledge required to perform the job effectively.	5	
Quality Quantity Of Work		
Completes work with minimal errors	5	
Demonstrates effective application of technical and non-technical skills as required for the completion of the job.	4	
Uses available resources/technology available to achieve quality, service and productivity.	5	
Interpersonal Skills		
Has the ability to work effectively with people at all levels (shows respect, sensitivity, courtesy, and flexibility)	5	
Communicates with people at all levels	5	
Maintains confidentiality at all levels.	5	
Planning & Organization		
has the ability to organize the workload efficiently and effectively	4	
Always meets the deadlines		
Has the ability to meet short and quick unplanned requirements/needs or priorities effectively	4	
Decision Making		
Recognizes when a higher authority should be consulted in respect to certain decisions	5	
Initiative		
Demonstrates the ability to work with minimal supervision	5	
Suggests new processes and tries new learning experiences	5	
Shares and is receptive to new ideas	5	
Safety Measure		
Follows all les. Practices and procedures as required for the job.	5	
Uses and maintains all equipment appliances machinery properly	5	
Team work		
Offers assistance to others	5	
Overall Performance		

Supervisor's Signature

Date: 18/1/23

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Non-Teaching Staff Performance Appraisal Form

Employee Name: <u>Shri M.B. Horatti</u>	Position: <u>Superintendent</u>
Supervisor's Name: <u>M.M. Bulamali</u>	Evaluation Period: <u>2023-24</u>

Rating Scale

1. Unsatisfactory — Performance does not meet expectations. Performance improvement plan required
2. Needs Improvement — Performance sometimes meets expectations. Performance improvement plan required
3. Good — Performance meets requirements and satisfies the expectations of the position.
4. Very Good — Performance consistently meets and often exceeds expectations.
5. Excellent — Performance consistently superior and exceeds expectations

Particulars	Rating	Comments
Job Knowledge & Skills		
Demonstrates an understanding of job duties and responsibilities	5	
Possesses the knowledge required to perform the job effectively.	4	
Quality Quantity Of Work		
Completes work with minimal errors	5	
Demonstrates effective application of technical and non-technical skills as required for the completion of the job.	4	
Uses available resources/technology available to achieve quality, service and productivity.	5	
Interpersonal Skills		
Has the ability to work effectively with people at all levels(shows respect, sensitivity, courtesy, and flexibility)	5	
Communicates with people at all levels	4	
Maintains confidentiality at all levels.	4	
Planning & Organization		
has the ability to organize the workload efficiently and effectively	5	
Always meets the deadlines	5	
Has the ability to meet short and quick unplanned requirements/needs or priorities effectively	5	
Decision Making		
Recognizes when a higher authority should be consulted in respect to certain decisions	5	
Initiative		
Demonstrates the ability to work with minimal supervision	4	
Suggests new processes and tries new learning experiences	4	
Shares and is receptive to new ideas	5	
Safety Measure		
Follows all les. Practices and procedures as required for the job.	5	
Uses and maintains all equipment appliances machinery properly	5	
Team work		
Offers assistance to others	5	
Overall Performance		

Supervisor's Signature

Date: 18/07/23

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Non-Teaching Staff Performance Appraisal Form

Employee Name: <i>Shri. S.S. Padashetti</i>	Position: <i>EDA</i>
Supervisor's Name: <i>M.M. Bulnair</i>	Evaluation Period: 2023-24

Rating Scale

1. Unsatisfactory — Performance does not meet expectations. Performance improvement plan required.
2. Needs Improvement — Performance sometimes meets expectations. Performance improvement plan required.
3. Good — Performance meets requirements and satisfies the expectations of the position.
4. Very Good — Performance consistently meets and often exceeds expectations.
5. Excellent — Performance consistently superior and exceeds expectations.

Particulars	Rating	Comments
Job Knowledge & Skills		
Demonstrates an understanding of job duties and responsibilities	5	
Possesses the knowledge required to perform the job effectively.	5	
Quality Quantity Of Work		
Completes work with minimal errors	5	
Demonstrates effective application of technical and non-technical skills as required for the completion of the job.	4	
Uses available resources/technology available to achieve quality, service and productivity.	5	
Interpersonal Skills		
Has the ability to work effectively with people at all levels (shows respect, sensitivity, courtesy, and flexibility)	5	
Communicates with people at all levels	5	
Maintains confidentiality at all levels.	5	
Planning & Organization		
has the ability to organize the workload efficiently and effectively	5	
Always meets the deadlines	5	
Has the ability to meet short and quick unplanned requirements/needs or priorities effectively	4	
Decision Making		
Recognizes when a higher authority should be consulted in respect to certain decisions	5	
Initiative		
Demonstrates the ability to work with minimal supervision	5	
Suggests new processes and tries new learning experiences	5	
Shares and is receptive to new ideas	5	
Safety Measure		
Follows all les. Practices and procedures as required for the job.	5	
Uses and maintains all equipment appliances machinery properly	5	
Team work		
Offers assistance to others	5	
Overall Performance		

Supervisor's Signature: *[Signature]*

Date: *18/2/23*

[Signature]
Coordinator
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[Signature]
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Non-Teaching Staff Performance Appraisal Form

Employee Name: <i>Shri P.V. Hakkori</i>	Position: <i>SDA</i>
Supervisor's Name: <i>M.M. Balhail</i>	Evaluation Period: <i>2023-24</i>

Rating Scale

1. Unsatisfactory — Performance does not meet expectations. Performance improvement plan required.
2. Needs Improvement — Performance sometimes meets expectations. Performance improvement plan required.
3. Good — Performance meets requirements and satisfies the expectations of the position.
4. Very Good — Performance consistently meets and often exceeds expectations.
5. Excellent — Performance consistently superior and exceeds expectations.

Particulars	Rating	Comments
Job Knowledge & Skills		
Demonstrates an understanding of job duties and responsibilities	5	
Possesses the knowledge required to perform the job effectively.	5	
Quality Quantity Of Work		
Completes work with minimal errors	5	
Demonstrates effective application of technical and non-technical skills as required for the completion of the job.	5	
Uses available resources/technology available to achieve quality, service and productivity.	5	
Interpersonal Skills		
Has the ability to work effectively with people at all levels (shows respect, sensitivity, courtesy, and flexibility)	4	
Communicates with people at all levels	5	
Maintains confidentiality at all levels.	5	
Planning & Organization		
has the ability to organize the workload efficiently and effectively	5	
Always meets the deadlines	5	
Has the ability to meet short and quick unplanned requirements/needs or priorities effectively	5	
Decision Making		
Recognizes when a higher authority should be consulted in respect to certain decisions	5	
Initiative		
Demonstrates the ability to work with minimal supervision	4	
Suggests new processes and tries new learning experiences	5	
Shares and is receptive to new ideas	5	
Safety Measure		
Follows all les. Practices and procedures as required for the job.	4	
Uses and maintains all equipment appliances machinery properly	5	
Team work		
Offers assistance to others	5	
Overall Performance	5	

Supervisor's Signature

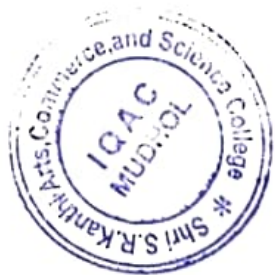
Date: *12/12/23*

Coordinator IQAC

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Non-Teaching Staff Performance Appraisal Form

Employee Name: <u>Shri J. A. Navalagi</u>	Position: <u>Acc. Superintendent</u>
Supervisor's Name: <u>M.M. Bahairi</u>	Evaluation Period: <u>2023-24</u>

Rating Scale

1. Unsatisfactory — Performance does not meet expectations. Performance improvement plan required.
2. Needs Improvement — Performance sometimes meets expectations. Performance improvement plan required!
3. Good — Performance meets requirements and satisfies the expectations of the position.
4. Very Good — Performance consistently meets and often exceeds expectations.
5. Excellent — Performance consistently superior and exceeds expectations.

Particulars	Rating	Comments
Job Knowledge & Skills		
Demonstrates an understanding of job duties and responsibilities	5	
Possesses the knowledge required to perform the job effectively.	5	
Quality Quantity Of Work		
Completes work with minimal errors	4	
Demonstrates effective application of technical and non-technical skills as required for the completion of the job.	5	
Uses available resources/technology available to achieve quality, service and productivity.	5	
Interpersonal Skills		
Has the ability to work effectively with people at all levels (shows respect, sensitivity, courtesy, and flexibility)	4	
Communicates with people at all levels	5	
Maintains confidentiality at all levels.	5	
Planning & Organization		
has the ability to organize the workload efficiently and effectively	5	
Always meets the deadlines	5	
Has the ability to meet short and quick unplanned requirements/needs or priorities effectively	5	
Decision Making		
Recognizes when a higher authority should be consulted in respect to certain decisions	5	
Initiative		
Demonstrates the ability to work with minimal supervision	4	
Suggests new processes and tries new learning experiences	5	
Shares and is receptive to new ideas		
Safety Measure		
Follows all les. Practices and procedures as required for the job.	5	
Uses and maintains all equipment appliances machinery properly	5	
Team work		
Offers assistance to others	5	
Overall Performance		

Supervisor's Signature

Date: 18/9/23

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Non-Teaching Staff Performance Appraisal Form



Employee Name: <i>Mr. S.B. Kadmani</i>	Position: <i>SDA</i>
Supervisor's Name: <i>M.M. Babraile</i>	Evaluation Period: <i>2023-24</i>

Rating Scale

1. Unsatisfactory — Performance does not meet expectations. Performance improvement plan required.
2. Needs Improvement — Performance sometimes meets expectations. Performance improvement plan required.
3. Good — Performance meets requirements and satisfies the expectations of the position.
4. Very Good — Performance consistently meets and often exceeds expectations.
5. Excellent — Performance consistently superior and exceeds expectations.

Particulars	Rating	Comments
Job Knowledge & Skills		
Demonstrates an understanding of job duties and responsibilities	5	
Possesses the knowledge required to perform the job effectively.	4	
Quality Quantity Of Work		
Completes work with minimal errors	4	
Demonstrates effective application of technical and non-technical skills as required for the completion of the job.	4	
Uses available resources/technology available to achieve quality, service and productivity.	5	
Interpersonal Skills		
Has the ability to work effectively with people at all levels(shows respect, sensitivity, courtesy, and flexibility)	4	
Communicates with people at all levels	5	
Maintains confidentiality at all levels.	5	
Planning & Organization		
has the ability to organize the workload efficiently and effectively	5	
Always meets the deadlines	5	
Has the ability to meet short and quick unplanned requirements/needs or priorities effectively	4	
Decision Making		
Recognizes when a higher authority should be consulted in respect to certain decisions	5	
Initiative		
Demonstrates the ability to work with minimal supervision	5	
Suggests new processes and tries new learning experiences	5	
Shares and is receptive to new ideas	5	
Safety Measure		
Follows all les. Practices and procedures as required for the job.	5	
Uses and maintains all equipment appliances machinery properly	4	
Team work		
Offers assistance to others	5	
Overall Performance		

Supervisor's Signature

Coordinator IQAC

Principal

Date: 18/7/23

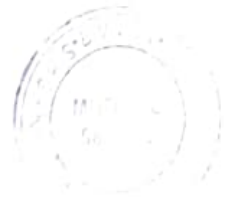
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Non-Teaching Staff Performance Appraisal Form

Employee Name: <u>Shri B.V. Rygar</u>	Position: <u>Lib. Assistant</u>
Supervisor's Name: <u>M.M. Balnalk</u>	Evaluation Period: <u>2023-24</u>

Rating Scale

1. Unsatisfactory — Performance does not meet expectations. Performance improvement plan required.
2. Needs Improvement — Performance sometimes meets expectations. Performance improvement plan required.
3. Good — Performance meets requirements and satisfies the expectations of the position.
4. Very Good — Performance consistently meets and often exceeds expectations.
5. Excellent — Performance consistently superior and exceeds expectations.

Particulars	Rating	Comments
Job Knowledge & Skills		
Demonstrates an understanding of job duties and responsibilities	4	
Possesses the knowledge required to perform the job effectively.		
Quality Quantity Of Work		
Completes work with minimal errors	5	
Demonstrates effective application of technical and non-technical skills as required for the completion of the job.	5	
Uses available resources/technology available to achieve quality, service and productivity.	4	
Interpersonal Skills		
Has the ability to work effectively with people at all levels(shows respect, sensitivity, courtesy, and flexibility)	5	
Communicates with people at all levels	5	
Maintains confidentiality at all levels.	5	
Planning & Organization		
has the ability to organize the workload efficiently and effectively	5	
Always meets the deadlines	5	
Has the ability to meet short and quick unplanned requirements/needs or priorities effectively	4	
Decision Making		
Recognizes when a higher authority should be consulted in respect to certain decisions	5	
Initiative		
Demonstrates the ability to work with minimal supervision	5	
Suggests new processes and tries new learning experiences	5	
Shares and is receptive to new ideas	5	
Safety Measure		
Follows all les. Practices and procedures as required for the job.	4	
Uses and maintains all equipment appliances machinery properly	5	
Team work		
Offers assistance to others	4	
Overall Performance		

Supervisor's Signature

Date:

[Signature]
18/7/23

[Signature]
Coordinator
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Non-Teaching Staff Performance Appraisal Form

Employee Name: <u>Smt. S.S. Kanthamath</u>	Position: <u>Asst. Librarian</u>
Supervisor's Name: <u>M.M. Balwan</u>	Evaluation Period: <u>2023-24</u>

Rating Scale

1. Unsatisfactory — Performance does not meet expectations. Performance improvement plan required.
2. Needs Improvement — Performance sometimes meets expectations. Performance improvement plan required.
3. Good — Performance meets requirements and satisfies the expectations of the position.
4. Very Good — Performance consistently meets and often exceeds expectations.
5. Excellent — Performance consistently superior and exceeds expectations.

Particulars	Rating	Comments
Job Knowledge & Skills		
Demonstrates an understanding of job duties and responsibilities	5	
Possesses the knowledge required to perform the job effectively.	5	
Quality Quantity Of Work		
Completes work with minimal errors	5	
Demonstrates effective application of technical and non-technical skills as required for the completion of the job.	5	
Uses available resources/technology available to achieve quality, service and productivity.	5	
Interpersonal Skills		
Has the ability to work effectively with people at all levels(shows respect, sensitivity, courtesy, and flexibility)	5	
Communicates with people at all levels	5	
Maintains confidentiality at all levels.	5	
Planning & Organization		
has the ability to organize the workload efficiently and effectively	5	
Always meets the deadlines	5	
Has the ability to meet short and quick unplanned requirements/needs or priorities effectively	5	
Decision Making		
Recognizes when a higher authority should be consulted in respect to certain decisions	5	
Initiative		
Demonstrates the ability to work with minimal supervision	5	
Suggests new processes and tries new learning experiences	5	
Shares and is receptive to new ideas	5	
Safety Measure		
Follows all les. Practices and procedures as required for the job.	5	
Uses and maintains all equipment appliances machinery properly	4	
Team work		
Offers assistance to others	4	
Overall Performance		

Supervisor's Signature

Date: 18/7/23

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