



SRI SHANMUGHA COLLEGE OF NURSING FOR WOMEN

Approved by Government of Tamilnadu & TNNMC. Approved by Indian Nursing Council, New Delhi
Affiliated to The Tamilnadu Dr. M.G.R Medical University, Chennai

Sankari- Tiruchengode Main Road, Pullipalayam, Morur (Po), Sankari(Tk), Salem (dt), Tamilnadu, Pin- 637304
E-mail : principalsrihanmughacon@gmail.com | info@shanmughanursing.edu.in
www.shanmughanursing.edu.in | Phone : 04283 262925, 261899, 262922



6.3.5. Institution has Performance Appraisal System for teaching and nonteaching staff



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6.3.5- INSTITUTION HAS PERFORMANCE APPRAISAL SYSTEM FOR TEACHING AND NONTEACHING STAFF

The Faculty Appraisal System is essential for evaluating the competence and performance of each faculty member and for maximizing their contribution to the Department and Institutional advancement. It allows the administration to evaluate the performance of the faculty, identify their strengths and weaknesses, and provide suitable opportunities to enhance their skills in academia and related activities. At our institute, we gather Faculty Performance Appraisal in February each year. This appraisal assesses the faculty's participation in the Teaching-Learning Process, Co-Curricular and Extra-curricular activities, Research Initiatives, and Innovations.

The Committee, consisting of the Management, Principal, and relevant Heads of Departments, will thoroughly examine the Faculty Performance Appraisal and evaluate the overall performance of each faculty member across three categories: Category-1 - Teaching, Learning, and Evaluation Related Activities; Category-2 - Self Improvement, Research, and Development; and Category-3 - College Level/Department Level Additional Responsibilities, Co-Curricular, and Extension Activities.

Category-1 is designated for the evaluation of the outcomes achieved in University Examinations and teaching-focused activities conducted by the faculty, with a weightage of 30 points. Teaching-oriented activities encompass many tasks such as delivering lectures, conducting seminars and tutorials, organizing practical sessions, and managing course files. Additionally, these activities involve invigilating internal and external examinations, administering practical exams, overseeing central evaluation, and participating in flying squads. In addition, the faculty's caliber is assessed based on their adoption of innovative teaching methodologies such as content delivery, use of information and communication technology (ICT), remedial classes, bridge courses, communication skills, soft skills, personality development courses, developed modules, training courses in computer-assisted teaching, web-based learning, and e-library skills.

Category-2 is evaluated based on the faculty's participation in Seminars, Workshops, organizing and attending Training Programs, providing guidance for Students' Projects, submitting and receiving approval for Research Projects, publishing books and articles in reputable journals, and engaging in consultancy work. This category is worth 30 points.

Category-3 focuses on the faculty's participation in assuming extra responsibilities in College Level and Department Level Co-Curricular and Extension Activities, and is rewarded with a weightage of 40 points.

To incentivize the faculty to achieve optimal outcomes in the University Examinations, they are rewarded with honorariums that are commensurate with their performance.

IMPACTS OF FACULTY PERFORMANCE APPRAISAL:

The Faculty Appraisal System significantly influences the faculties, motivating them to exert maximum effort in accomplishing their targets, which ultimately leads to improved student achievement. In this system, a faculty evaluates their own competence based on their performance and strives to enhance their talents even more.

Prof. SHEELAVATHI N.P.

PRINCIPAL

SRI SHANMUGHA COLLEGE OF
NURSING FOR WOMEN

PULLIPALAYAM MORUR P.O 637 304

SANKARI (TK) SALEM DT. TN.



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The following are certain evidential impacts inferred:

- Each faculty member willingly identifies the students who are struggling academically and shows great enthusiasm in organizing remedial programs to enhance their performance.
- Faculty members are becoming motivated to engage in seminars, workshops, conferences, guest lectures, and extension lectures.

As a result, the students' competence has improved, leading to higher academic performance and placement outcomes. The faculty's expertise has improved, leading to the enhancement of the students' professional skills.

Smr

Prof. SHEELAVATHI N., PhD
PRINCIPAL
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PULLIPALAYAM MORUR P.O 637 304
SANKAGIRI (TK) SALEM DT

Sri Shanmugha College of Nursing for women
Faculty Performance Appraisal System

Name :
 Designation :
 DOB & Age :
 Gender :
 Department / Date of Joining :
 Address of communication :
 Educational qualification :

CATEGORY-I:TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES(Max.points:30)
 University Results(max.points:20)

Year	Name of the theory &lab courses	Class ,year &branch	No.of students		No.of classes		Over all pass %	No.of times the subjects is handled.
			Appeared	passed	allotted	taken		

Average points secured(out of 20)=

Teaching related activity (Max. Points: 10)

S.NO	NATURE OF THE ACTIVITY	FPA SCORE allotted	Self- appraisal Score
	ESSENTIAL		
1	Lectures taken as percentage of lectures allocated (100% compliance = 20 points) 1 Total number of lectures allocated: 60,60,60, 30 Number of lectures taken: 300.300,300	30	
2	seminars, tutorials, practical's, contact hours undertaken as	30	

	percentage of those actual allocated 2 (100% compliance = 20 points) 30 No. of seminars, tutorials, practicals allocated: 8,5,20 No. of Hours of seminars, tutorials, practicals taken: 10,7,32		
3	Maintaining the Course File (100% compliance = 30 points)	30	
4	college/University examination duties (Question paper 4 setting and evaluation of answer scripts) as per duties allotted 10 (100% compliance = 10 points)	10	
	Total points	Out of 100	
		Out of 10	
	Points of results	Out of 20	
	Caterory I Total results	Out of 30	

CATEGORY - II: SELF IMPROVEMENT, RESEARCH AND DEVELOPMENT (Max. Points: 30)

Improvement of professional competence by attending refresher / orientation courses, participating in summer schools, faculty development programmers, seminars, workshops,

S.No.	Name of the Company	Title of Project	Duration	Amount received in current year	Total amount received
1					
2					

Conferences, symposia. (Programmes Attended)

S.no	Name of the Programmer and Organizer	Duration from-To	purpose of attending (Participation / Paper presentation)	Financial Support availed from the College towards From meeting TA, DA, Registration, on-duty, leave,etc.

Refresher / Orientation courses, summer / winter schools, Faculty Development Programmes, Seminars, Workshops, Conferences, Symposia organized in SSCON. (Programmes Organized)

S.no	Name of the seminar conference/seminar organized	Period and duration	Number of participants	Source of fund	Your role

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Student projects (UG & PG) including minor projects guided / Industrial Visits organized / Accompanied / Ph.D. / M.Phil. Guiding / Guided

Year	Title Of The Project/ Thesis	Number Of The Students/Group	Hospital/Community	Outcome

Consultancy work carried out:

List Of Research Publication After Joining Sscon

S.NO	Title Of The Paper &Name Of The Journal/Conference		Month and year of publication	Page no

Books published:NIL

CATERORY-III: COLLEGE LEVEL/DEPARTMENT LEVEL ADDITIONAL RESPOSIBILITY,CO CURRICULAR EXTENSION ACTIVITIES(MAX:40)

A)COLLEGE LEVEL/DEPARTMENT

S.NO	Name of the activity	Duration	Title of your assignment/Responsibility	outcome

List responsibility

Admission,placement,M.G.R university work,Exam cell,Hostel duty

B)Contribute towards the admission

Role	FPA SCORE	Your score

C)Career Guidance

Project details	Total number of guidance	Score obtained
Total number of company contest guided (Win: 3 point, Loss: 1 point) (3 per team)	Win:	

	Loss:	
Total number of project contest guided (Win: 3 point, Loss: 1 point) (3 per team)	Win:	
	Loss:	
Total number of paper/ poster presentation guided (Win: 2 point, Loss: 1 point) (2 per team)	Win:	
	Loss:	
Mentor for extra-curricular events (Win: 2 point, Loss: 1 point) (2 per team)	Win:	
	Loss:	
Mentor for technical and language certification (1 point per student)		
Guidance for registration in IELTS, OET, Banking & civil services exam) (0.5 point per student)		
Internship and In-plant training (0.5 point per student)		
Number of student placed through reference (1 point per student)		
Total number of students cleared all subjects (1 point per student)		
Total Score		

Total score obtained by the faculty (CATERORY-I+ CATERORY-II + CATERORY-III) =

Faculty

HOD

Principal

Sri Shanmugha College of Nursing for women
Faculty Performance Appraisal System

Name : D. SHANICARI, M.SCCN
 Designation : ASSOCIATE PROFESSOR,
 DOB & Age : 39 yrs.
 Gender : FEMALE
 Department / Date of Joining : MEDICAL SURGICAL NURSING.
 Address of communication : 110/21/7b, Bhakthavachalam Nagar,
 Educational qualification : V. Kalkasampalayam P.O, Tiruchengode

CATEGORY-I: TEACHING, LEARNING AND EVALUATION RELATED ACTIVITIES (Max. points: 30)
 University Results (max. points: 20)

Year	Name of the theory & lab courses	Class, year & branch	No. of students		No. of classes		Over all pass %	No. of times the subjects is handled.
			Appeared	passed	allotted	taken		
11	Medical Surgical Nsg.	B-SCCN IV MCN	56	55	-	-	95%	
10	Medical Surgical Nsg.	B-SCCN III	52	52			100%	

Average points secured (out of 20) = 95%

Teaching related activity (Max. Points: 10) = 9

S.NO	NATURE OF THE ACTIVITY	FPA SCORE allotted	Self-appraisal Score
	ESSENTIAL		
1	Lectures taken as percentage of lectures allocated (100% compliance = 20 points) 1 Total number of lectures allocated: 60,60,60, 30 Number of lectures taken: 300,300,300	30	20
2	seminars, tutorials, practical's, contact hours undertaken as	30	20

	percentage of those actual allocated 2 (100% compliance = 20 points) 30 No. of seminars, tutorials, practicals allocated: 8,5,20 No. of Hours of seminars, tutorials, practicals taken: 10,7,32		
3	Maintaining the Course File (100% compliance = 30 points)	30	30
4	college/University examination duties (Question paper 4 setting and evaluation of answer scripts) as per duties allotted 10 (100% compliance = 10 points)	10	10
	Total points	Out of 100	80
		Out of 10	8
	Points of results	Out of 20	
	Caterory I Total results	Out of 30	27

CATEGORY - II: SELF IMPROVEMENT, RESEARCH AND DEVELOPMENT (Max. Points: 30)

Improvement of professional competence by attending refresher / orientation courses, participating in summer schools, faculty development programmers, seminars, workshops,

S.No.	Name of the Company	Title of Project	Duration	Amount received in current year	Total amount received
1	Syllabus orientated training		1 days	5000	5000
2					

Conferences, symposia. (Programmes Attended)

S.no	Name of the Programmer and Organizer	Duration from-To	purpose of attending (Participation / Paper presentation)	Financial Support/availed from the College towards From meeting TA, DA, Registration, on-duty, leave,etc.
1.	patient Nursing Practice	1	participation	financial support
2.	Research method	2	participation	financial support
3.	Trade fair	1	participation	financial support

Refresher / Orientation courses, summer / winter schools, Faculty Development Programmes, Seminars, Workshops, Conferences, Symposia organized in SSCON. (Programmes Organized)

S.no	Name of the seminar conference/seminar organized	Period and duration	Number of participants	Source of fund	Your role

1.					
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Student projects (UG & PG) including minor projects guided / Industrial Visits organized / Accompanied / Ph.D. / M.Phil. Guiding / Guided

Year	Title Of The Project/ Thesis	Number Of The Students/Group	Hospital/Community	Outcome

Consultancy work carried out:

List Of Research Publication After Joining Sscon

S.NO	Title Of The Paper &Name Of The Journal/Conference		Month and year of publication	Page no
—	—	—	—	—

Books published:NIL

CATERORY-III: COLLEGE LEVEL/DEPARTMENT LEVEL ADDITIONAL RESPOSIBILITY,CO CURRICULAR EXTENSION ACTIVITIES(MAX:40)

A)COLLEGE LEVEL/DEPARTMENT

S.NO	Name of the activity	Duration	Title of your assignment/Responsibility	outcome
1.	Curriculum planning	year	curriculum planning	

List responsibility

Admission,placement,M.G.R university work,Exam cell,Hostel duty

B)Contribute towards the admission

Role	FPA SCORE	Your score

C)Career Guidance

Project details	Total number of guidance	Score obtained
Total number of company contest guided (Win: 3 point, Loss: 1 point) (3 per team)	Win: —	—

	Loss: -	-
Total number of project contest guided (Win: 3 point, Loss: 1 point) (3 per team)	Win: -	-
	Loss: -	-
Total number of paper/ poster presentation guided (Win: 2 point, Loss: 1 point) (2 per team)	Win: -	-
	Loss: -	-
Mentor for extra-curricular events (Win: 2 point, Loss: 1 point) (2 per team)	Win: 2	10.
	Loss: -	-
Mentor for technical and language certification (1 point per student)	-	-
Guidance for registration in IELTS, OET, Banking & civil services exam) (0.5 point per student)	-	
Internship and In-plant training (0.5 point per student)	-	
Number of student placed through reference (1 point per student)	5	5
Total number of students cleared all subjects (1 point per student)	52	10.
Total Score		25.


Total score obtained by the faculty (CATERORY-I+ CATERORY-II + CATERORY-III) =

$$27 + 20 + 25 = 72.$$


Faculty


HOD


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SRI SHANMUGHA
EDUCATIONAL INSTITUTIONS

CERTIFICATE OF APPRECIATION

THIS CERTIFICATE IS PROUDLY PRESENTED TO

Mrs. SANKARI. D

College : SRI SHANMUGHA COLLEGE OF NURSING FOR WOMEN

Award : BEST FACULTY

Date : 2023

[Signature]

PRINCIPAL

[Signature]

CHAIRMAN

TIRUCHENGODE - SANKARI MAIN ROAD, PULLIPAYAM, MORUR (PO), SANKARI, SALEM (DT), TAMILNADU - 637304

Samp
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