

SRI SHANMUGHA COLLEGE OF NURSING FOR WOMEN

Approved by Government of Tamilnadu & TNNMC, Approved by Indian Nursing Council, New Delhi Affilitated 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: principalsrishanmughacon@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.

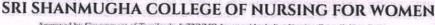
Category-3 focuses on the faculty's participation in assuming extra responsibilities in College Level and Department Level Co-Curricular and Extension Activities, and is rewarded with a weightage of 40 points.

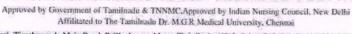
To incentivize the faculty to achieve optimal outcomes in the University Examinations, they are rewarded with honorariums that are commensurate with their performance.

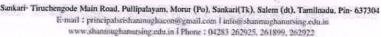
IMPACTS OF FACULTY PERFORMANCE APPRAISAL:

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 SHANMUGHACOLLEGE OF NURSING FOR WOMEN









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.

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PRINCIPAL
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RI SHANMUGHACOLLEGE OF
NURSING FOR WOMEN
PALAYAM MORUR P.O. 63° 304
NKAGIRI TK) SALEM DT R

Sri Shanmugha College of Nursing for women Faculty Performance Appraisal System

Name	:
Designation	:
DOB & Age	:
Gender	:

Address of communication : Educational qualification :

Department / Date of Joining

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 stude	ents	No.of classes		Over all pass %	No.of times the subjects is handled.
			Appeared	passed	allotted	taken		

Average points secured(out 0f 20)=

Teaching related activity (Max. Points: 10)

S.NO	NATURE OF THE ACTIVITY	FPA SCORE alloted	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		30	
	Maintaining the Course File (100% compliance = 30 points)		
4		10	
	college/University examination duties (Question paper 4 setting and evaluation of answer scripts) as per duties allotted 10 (100% compliance = 10 points)		
	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					
	; (P	1.1			

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.
				J

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

Student p	rojects (UG & PG) including	minor projects guided	/ Industrial Visits organiz	zed / Accompan
Ph.D. / M	.Phil. Guiding / Guided	projecto garaca	, madshar visits organiz	sed / Accompan
Year	Tile Of The Project/ Thes	is Number Of The Students/Group	Hospital/Community	Outcome
Consultan	cy work carried out:			
List Of Re	esearch Publication After Join	ning Sscon		
S.NO	Title Of The Paper &Name Of T Journal/Conference	he	Month and year of publication	Page no
EXTENSIO	Y-III: COLLEGE LEVEL/DEPAR N ACTIVITIES(MAX:40)	TMENT LEVEL ADDITIC	ONAL RESPOSIBILITY,CO C	CURRICULAR
	E LEVEL/DEPARTMENT Name of the activity	Duration	Tile of your	Lautaama
	Table of the detivity	Duration	assignment/Responsibility	outcome
	•			
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	ate towards the admission			
Role	FPA SCORE		Your	
C)Career	Guidance			
Project de	etails	Total number of guid	ance Score ol	otained
Texas	1			
(Win: 3 pc	iber of company contest guided int, 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:	
point) (2 per team)	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. S HANICARI, M.SC(N)

Designation : ASSOCIATE PROFESSOR,

DOB & Age : 39 ym,
Gender : FEMALE

Department / Date of Joining : MEDICAL SURGICAL MURSING.

Address of communication : 110/21/76, Bhakthavachslam Nagal, Educational qualification : Trailasamplayam P.O. Tiruckengode

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

Year Name of the theory Class, year No.of classes Over all No.of &lab courses &branch pass % times No.of students the subjects is handled. Appeared passed allotted taken 11 5 95=1 55 52 too

Average points secured(out 0f 20)= 957,

Teaching related activity (Max. Points: 10)

S.NO	NATURE OF THE ACTIVITY	FPA SCORE alloted	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 Orientale	•	1 days	5000	2000
2	,		0	*	

Conferences, symposia. (Programmes Attended)

S.no	Name of the	Duration from-To	purpose of	Financial Support
	Programmer and		attending	availed from the
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			Paper	From meeting TA,
			presentation)	DA, Registration,
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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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		Duration	Tile of your	outcome
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Journal/Con	ference		Month and year of publication	Page no
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projects (LIG	& PG) including m	inor projects guided / l	Industrial Visits areania	ad / Assamus
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	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:	_
point) (2 per team)	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	26.

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

07+ 20+ 25=72.

Faculty

HOD

Principal

Prot SHEELATATHI N, PAG

SRI SHANMUGHACOLLEGE OF NURSING FOR WOMEN. PULLIPALAYAM, MORUR P.O. 637 304

SANKAGIRI (TK), SALEM (DT) T.N.



CERTIFICATE OF APPRECIATION

THIS CERTIFICATE IS PROUDLY PRESENTED TO

Mrs. SANKARI. D

College: SRI SHANMUGHA COLLEGE OF NURSING FOR MOMEN

Award : BEST FACULTY

Date: 2023

Sund

PRINCIPAL

XCP.

CHAIRMAN

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

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