



360 Degree Feedback (Academic Year: 2020-21)

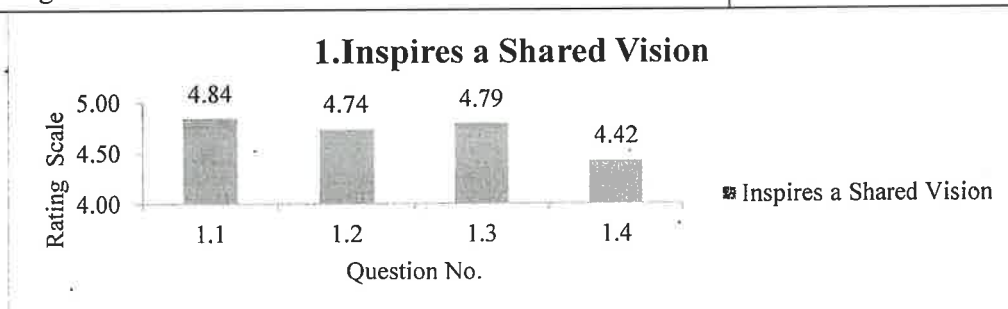
Name: Dr. Vilas V. Karjinni

Designation: Professor and Director

Note: Rating Scale (N/O=Not Observed 1=Never 2=Seldom 3=Sometimes 4=Most of the time 5=Always)

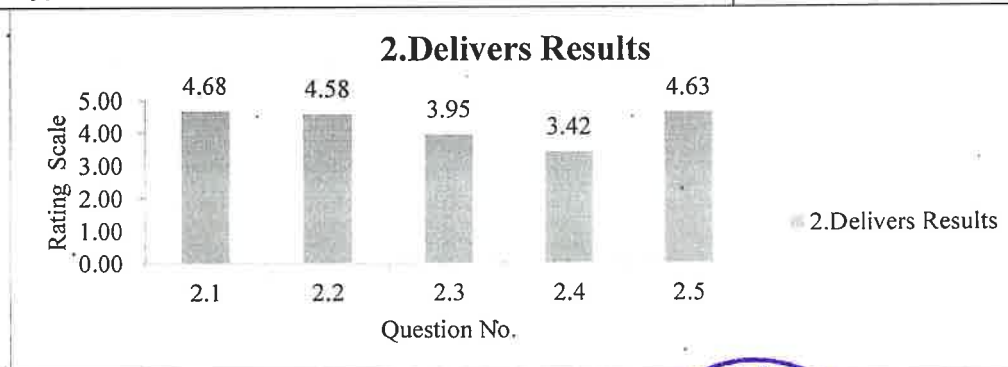
1. Inspires a Shared Vision

Item Description	Average Feedback out of (5)
1.1 Provides direction around an Institution vision	4.84
1.2 Translates the vision into actionable plans	4.74
1.3 Creates enthusiasm about the future of the Institute	4.79
1.4 Shows others how their long-term interests can be realized by enlisting in a common vision	4.42



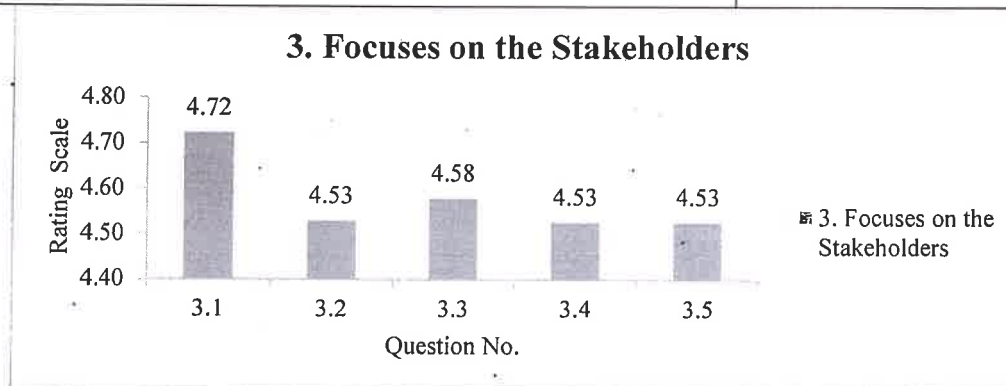
2. Delivers Results

Item Description	Average Feedback out of (5)
2.1 Makes appropriate decisions	4.68
2.2 Acts after making a decision	4.58
2.3 Takes risks	3.95
2.4 Encourages others to take risks	3.42
2.5 Supports the decisions of others	4.63



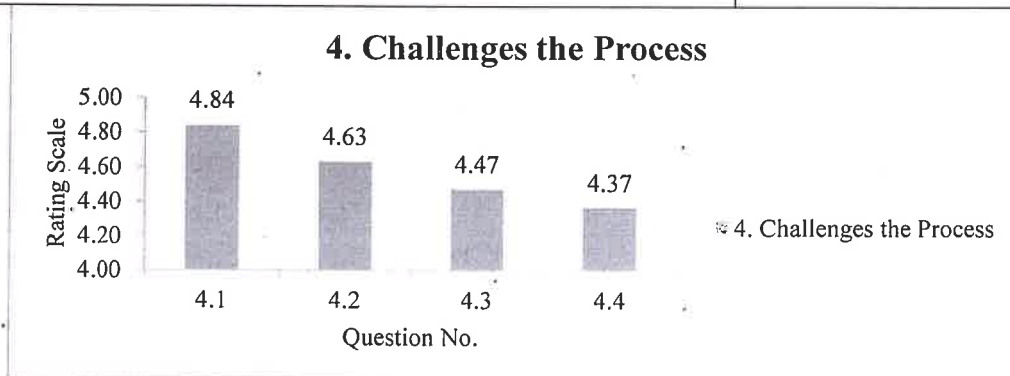
3. Focuses on the Stakeholders

Item Description	Average Feedback out of (5)
3.1 Anticipates stakeholder needs	4.72
3.2 Seeks stakeholder feedback	4.53
3.3 Responds to stakeholder feedback	4.58
3.4 Models stakeholder focus in interactions	4.53
3.5 Helps remove barriers to excellent stakeholder service	4.53



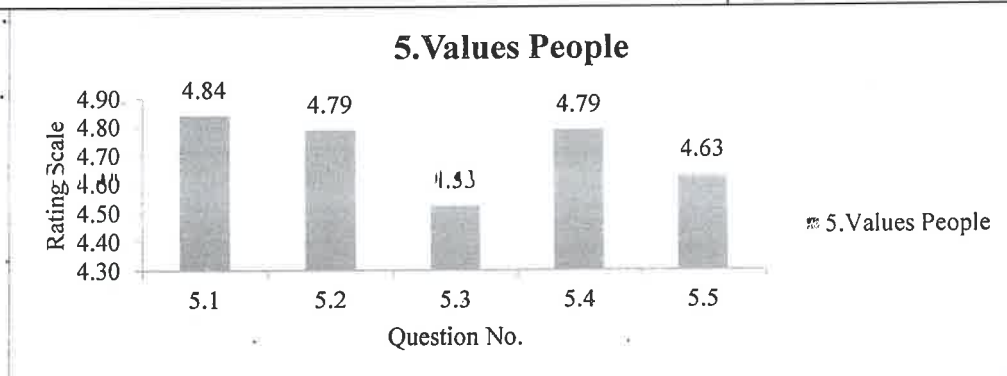
4. Challenges the Process

Item Description	Average Feedback out of (5)
4.1 Pursues better ways to get things done	4.84
4.2 Models breakthrough thinking	4.63
4.3 Acts as a change agent	4.47
4.4 Helps others manage through change	4.37



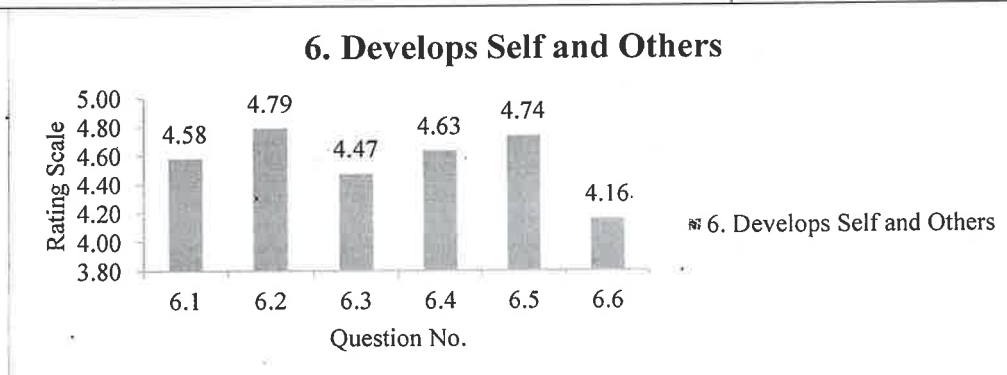
5. Values People

Item Description	Average Feedback out of (5)
5.1 Shows respect for others and their ideas	4.84
5.2 Encourages others' involvement in making things better	4.79
5.3 Appreciates differences between people in thought and style	4.53
5.4 Allows for flexibility in how work is accomplished	4.79
5.5 Considers others' needs when making decisions	4.63



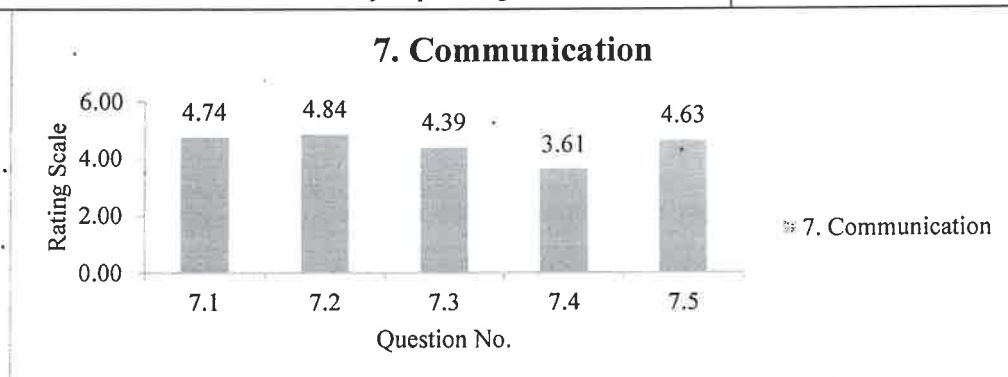
6. Develops Self and Others

Item Description	Average Feedback out of (5)
6.1 Demonstrates personal growth and learning	4.58
6.2 Encourages continuous growth and learning in others	4.79
6.3 Acknowledges mistakes & learns from them	4.47
6.4 Sets clear performance expectations in advance	4.63
6.5 Shares positive performance feedback that is timely and direct	4.74
6.6 Shares negative performance that is timely and direct	4.16



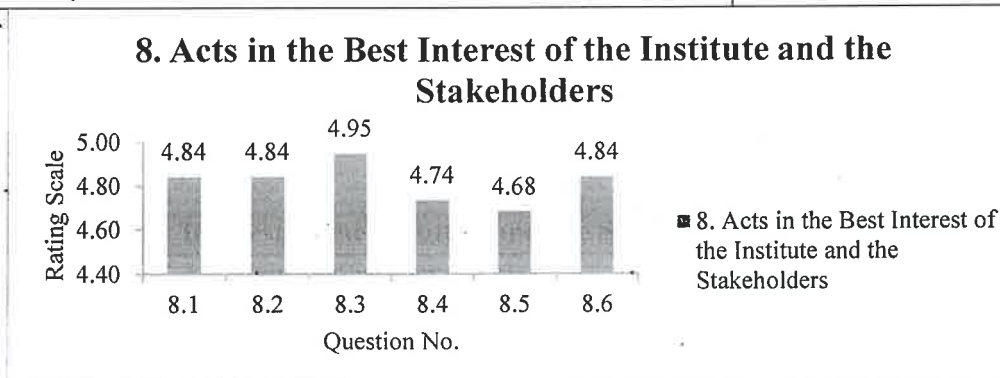
7. Communication

Item Description	Average Feedback out of (5)
7.1 Communicates effectively and continuously	4.74
7.2 Listens to what others have to say	4.84
7.3 Shares opinions even when unpopular	4.39
7.4 Expresses disagreement earlier than later	3.61
7.5 Makes others feel safe in honestly expressing themselves	4.63



8. Acts in the Best Interest of the Institute and the Stakeholders

Item Description	Average Feedback out of (5)
8.1 Is visible, with positive presence	4.84
8.2 Is highly ethical and professional	4.84
8.3 Is an effective team member	4.95
8.4 Instills effective team membership in others	4.74
8.5 Models collaboration	4.68
8.6 Gets involved in making things better in the institute and community	4.84




Dr. M. M. Mujumdar
 Registrar
Registrar
 Kolhapur Institute of Technology's
 College of Engineering (Autonomous)
 Kolhapur

