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GOVERNMENT RESIDENTIAL WOMEN'S POLYTECHNIC,LATUR

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Part B

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5 FACULTY INFORMATION AND CONTRIBUTIONS (150)

Total Marks 135.00

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Faculty Information:

Name	University Degree	Area of Specialization	Contribution to the program(% load)			Research Paper Publications	Faculty receiving Ph.D/M.Tech during the Assessment year	Current Designation	Initial Date of Joining	Associat Type
			CAY (2019-20)	CAYm1 (2018-19)	CAYm2 (2017-18)					
Mrs. Hange J R	M.E/M.Tech	Computer Science and Engineering	50	100	100	<input type="text" value="0"/>	<input type="text" value="0"/>	HOD	06/10/2016	Regular
Mr. Chavan S V	M.E/M.Tech	Computer Science and Engineering	100	100	100	<input type="text" value="0"/>	<input type="text" value="0"/>	Selection Grade Lecturer	15/07/2014	Regular
Ms. Kasar R.D.	M.E/M.Tech	Computer Science and Engineering	100	100	100	<input type="text" value="0"/>	<input type="text" value="0"/>	Lecturer	01/11/2011	Regular
Ms. Mulge M.G.	M.E/M.Tech	Computer Science and Engineering	100	100	100	<input type="text" value="0"/>	<input type="text" value="0"/>	Lecturer	15/10/2012	Regular
Miss A S Patil	M.E/M.Tech	Computer Science and Engineering	100	52	100	<input type="text" value="0"/>	<input type="text" value="0"/>	Lecturer	05/08/2016	Regular
Mr. Ambure A.D	M.E/M.Tech	Computer Science and Engineering	100	0	0	<input type="text" value="0"/>	<input type="text" value="0"/>	Lecturer	01/07/2019	Regular
Mr.Dhulgande.C.K	M.Sc (Maths)	M.Sc. Math	55	55	55	<input type="text" value="0"/>	<input type="text" value="0"/>	Lecturer	05/04/2011	Regular
Ms. Khadake N V	M.Sc. (Chemistry)	M.Sc. Chemistry	44	0	0	<input type="text" value="4"/>	<input type="text" value="0"/>	Lecturer	05/06/2018	Regular
Mr. Kakade R.B.	M.E/M.Tech	Electrical Engineering	55	55	52	<input type="text" value="0"/>	<input type="text" value="0"/>	Lecturer	01/08/2016	Regular
Mr Hasorikar A R	MA (English)	M.A. English	41	33	11	<input type="text" value="0"/>	<input type="text" value="0"/>	Lecturer	16/07/2016	Regular
Smt A S Bhandari	B.E/B.Tech	Electronic and telecommunication Engineering	55	0	0	<input type="text" value="0"/>	<input type="text" value="0"/>	Lecturer	20/07/2016	Regular
Mrs. Mahagaonkar R V	M.E/M.Tech	Electronic Engineering	50	0	0	<input type="text" value="0"/>	<input type="text" value="0"/>	Lecturer	21/10/2010	Regular
Mr Kudale P M	B.E/B.Tech	Electronics and Telecommunication	50	0	33	<input type="text" value="0"/>	<input type="text" value="0"/>	Lecturer	01/08/2016	Regular
Mr. Rathod J C	M.E/M.Tech	Mechanical Engineering	0	0	0	<input type="text" value="0"/>	<input type="text" value="0"/>	Lecturer	15/12/2017	Regular

Save

5.1 Student-Faculty Ratio (SFR) (25)

Total Marks 10.00

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Institute Marks

S:F ratio = N/F; F = No. of faculty = (a + b) for every assessment year

10

a: Faculty of the specific program/ department considering fractional load

b: Faculty serving this program from other Program / department considering fractional load

c: Faculty of this program serving other program/ department considering fractional load

Note: Fractional load calculation

1. Faculty taking physics course is having 50% of allocated load of first year civil engineering students, 25% load of first year mechanical engineering and 25% load of electrical engineering then the fractional load contribution will be 0.50 for civil engineering, 0.25 each for mechanical and electrical engineering.

2. Similarly fractional load to be calculated for inter department/program work load distribution.

Regular Faculty means:

- Minimum 75% should be Regular/ full time faculty and the remaining shall be Contractual Faculty as per AICTE norms and standards.
- The contractual faculty (doing away with the terminology of visiting/adjunct faculty, whatsoever) who have taught for 2 consecutive semesters in the corresponding academic year on full time basis shall be considered for the purpose of calculation in the Student Faculty Ratio.

N=No. of students = Sanctioned Intake + Actually admitted lateral entry students

Marks to be given proportionally from a maximum of 25 to a minimum of 10 for average SFR between 25:1 to 30:1, and zero for average SFR higher than 30:1. Marks distribution is given as below:

< = 25 - 25 Marks

< = 26 - 22 Marks

< = 27 - 20 Marks

< = 28 - 15 Marks

< = 29 - 12 Marks

< = 30 - 10 Marks

> 30 - 0 Marks

Save

Year	N	F	SFR=N/F
2019-20(CAY)	198	9.00	22.00
2018-19(CAYm1)	203	5.95	34.12
2017-18(CAYm2)	207	6.51	31.80

Average SFR : 29.31

Assesement SFR : 10

5.1.1. Provide the information about the regular and contractual faculty as per the format mentioned below:

	Total number of regular faculty in the department	Total number of contractual faculty in the department
CAY(2019-20)	13	0
CAYm1(2018-19)	13	0
CAYm2(2017-18)	11	0

5.2 Faculty Qualification (25)

Total Marks 25.00

/

FQ = 2.0* (10x +7y)/F where x is no. of faculty with M.Tech. (in case of humanities and science M.Phil./Ph.D.) and y is no. of faculty with B.Tech. (In case of humanities and science MA/M.sc), F is no. of faculty required to comply 1:25 Faculty Student Ratio.

20.00

Edit

	X	Y	F	FQ = 2 x [(10X + 7Y) / F]]
2019-20	8	5	7.00	32.86
2018-19	8	5	8.00	28.75
2017-18	7	4	8.00	24.50

Average Assessment : 28.70

[Open Separately \(eSARDiplomaQuestion.aspx?Appid=4513&Progid=25&QuestID=470\)](#)

5.00

Edit Answer

NIL

5.3 Faculty Retention (20)

Total Marks 20.00

20.00

Edit

Description	2018-19 (CAYm1)	2019-20 (CAY)
No of Faculty Retained	11	10
Total No of Faculty	11	11
% of Faculty Retained	100	91

Average : 95.46

Assessment Marks : 20.00

5.4 Faculty as participants in Faculty development/training activities conducted by other organizations (30)

Total Marks 30.00

30.00

- A Faculty scores maximum five points for participation
- Participant in 1 to 2 days Faculty/faculty development program: 1 Points
- Participant in 3 to 5 days Faculty/faculty development program: 2 Points
- Participant >5 days Faculty/faculty development program: 5 points

Edit

Name of the faculty	Max 5 Per Faculty			Action
	2017-18 (CAYm2)	2018-19 (CAYm1)	2019-20 (CAY)	
Mr. Ambure A.D	0.00	2.00	4.00	Delete
Miss A S Patil	5.00	2.00	5.00	Delete
Mr Hasorikar A R	2.00	2.00	0.00	Delete
Mr Kudale P M	0.00	5.00	2.00	Delete
Mr. Chavan S V	4.00	0.00	4.00	Delete
Mr. Kakade R.B.	0.00	0.00	5.00	Delete
Mr. Rathod J C	0.00	2.00	5.00	Delete
Mr.Dhulgande.C.K	0.00	0.00	5.00	Delete
Mrs. Hange J R	5.00	2.00	0.00	Delete
Mrs. Mahagaonkar R V	5.00	0.00	5.00	Delete
Ms. Kasar R.D.	5.00	2.00	5.00	Delete
Ms. Khadake N V	0.00	0.00	5.00	Delete
Ms. Mulge M.G.	0.00	5.00	5.00	Delete
Smt A S Bhandari	0.00	0.00	5.00	Delete
Sum	26.00	22.00	55.00	
RF = Number of Faculty required to comply with 25:1 SFR as per	8.28	8.12	7.92	
Assessment $[6 * (\text{Sum} / 0.5\text{RF})]$ (Marks limited to 30)	30.00	30.00	30.00	

Average assessment over 3 years (Marks limited to 30): 30.00

5.4. a. Organized/ Conducted FDPs and STTP by this department at State / National Level (12)

Total Marks 12.00

Open Separately (eSARDiplomaQuestion.aspx?Appid=4513&Progid=25&QuestID=471)

Institute Marks

- Minimum 2 days program
- 2 points per program (max. upto 12 marks)

12.00

Edit Answer

NIL

Open Separately (eSARDiplomaQuestion.aspx?Appid=4513&Progid=25&QuestID=203)

Institute Marks

Product development, Consultancy, Manufacturing contracts, Testing Contracts resulting into revenue generation

8.00

Edit Answer

Product development

The Students of Computer Engineering Department developed following industry sponsored projects. These two products are launched by respective company. The students from these two groups had received the remuneration against the completion of the sponsored project.

Sr. No.	Year	Product/Project	Name of the Activity conducted	No. of students involved in project
1	2019-20	Project developed by third year students(at final year level) Title: Job Portal.	Final year students has developed application Based project “Job Portal” under the guidance of Mr.S V Chavan. This project was sponsered by INGenious Technohub Pvt. Ltd. Latur	03 1.Miss .Ingale Sanskriti 2.Miss .Kshirsagar Nikita 3.Miss. Somawanshi Suchita 4.Miss.Mali Manisha
2	2019-20	Project developed by third year students(at final year level). Title: News Portal	Final year students has developed a application Based project “News Portal” under the guidance of faculty, Mrs.A.S.Patil This project is sponsored by Mindzlabs Software Solution Pvt.Ltd.Latur	03 1.Miss Jadhav Vaishnavi S. 2.Miss Jadhav Madhuri G. 3.Miss. Jamalpure Pooja D.

Table 5.5.1: Product Development Details

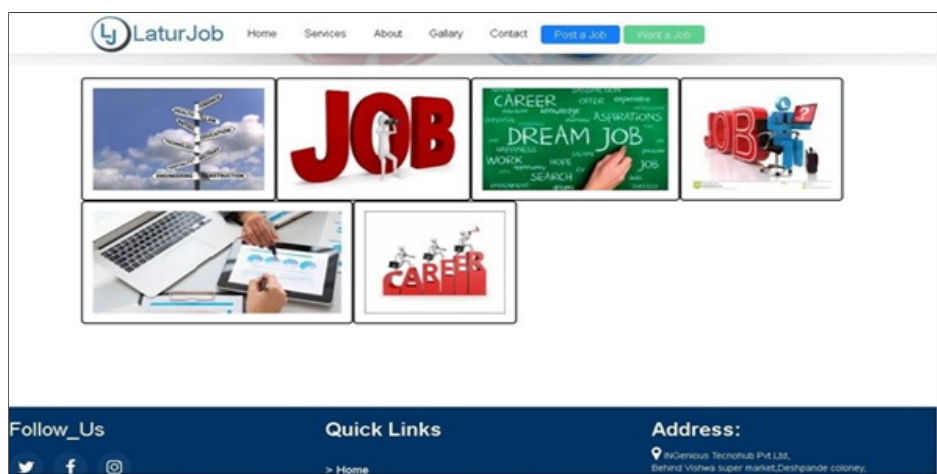


Figure 5.5. 1: Project on Job Portal

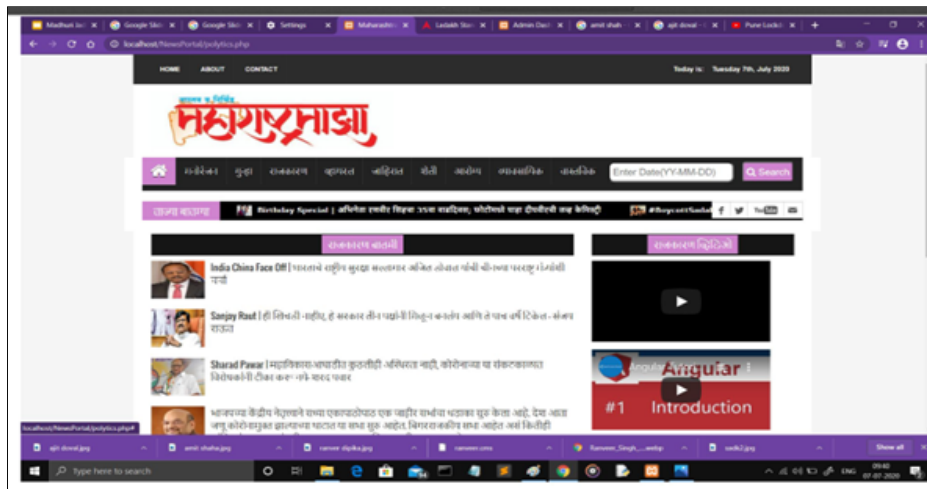


Figure 5.5.2 : Project on News Portal

Testing contracts

In our Department Testing of Computers, Laptops & Printers is done by department faculty as below-

Sr. No	Name OF Office	Items of Testing	Amount Deposited
1	Mahila Arthik Vikas Mahamandal ,Dist Office,Latur	Laptop-1 Printer - 1	1122
2	Tejswini Loksanchlit Sadhan Kendra,Shirur Tal, Tal. Ahamadpur	Computer-1 Printer -1	1022
3	Zashichi Rani Loksanchlit Sadhan Kendra,Shirur Tal, Tal. Ausa	Computer-1 Printer -1	1022
4	Ekata Loksanchlit Sadhan Kendra,Latur(West)	Computer-1 Printer -1	1022
5	Jayhind Loksanchlit Sadhan Kendra,Latur(East)	Computer-1 Printer -1	1022
6	Pragati Loksanchlit Sadhan Kendra, Murud	Computer-1 Printer -1	1022
7	Savitribai Phule Loksanchlit Sadhan Kendra,Renapur	Computer-1 Printer -1	1022
Total Amount in Rs.			7254

Table 5.2.2



MAHILA ARTHIK VIKAS MAHAMANDAL महिला आर्थिक विकास महामंडळ

(Govt. of Maharashtra Undertaking)

(महाराष्ट्र शासन अंगिकृत)

District Office :
Trimurti Bhavan, 2nd Floor,
above Bank of India, Near Uday
Petrol Pump, Barshi Road, Latur-413 531
Phone : (02382)222564
Email - latur.mavim@gmail.com

जिल्हा कार्यालय :
'त्रिमूर्ती भवन' दुसरा मजला,
बँक ऑफ इंडियाच्या वर, उदय पेट्रोल
पंप जवळ, बारशी रोड, लातूर-४१३ ५३१
फोन (०२३८२)२२२५६४

डिजिटल कालवट्ट सेवा वर्ष -२०१९

CIN : U74999MH1975SGCO18170



माविम/लातूर/CMRC संगणक व प्रिंटर तपासणी अहवाल चेक
प्रति.

दि. २७/११/२०१७

मा. प्राचार्य,
शासकिय निवासी महिला तंत्रनिकेतन महाविद्यालय,
लातूर.

विषय: माविम अंतर्गत जिल्हा व सीएमआरसी कार्यालयातील संगणक व प्रिंटर तपासणी बाबत.

संदर्भ:- माविम लातूर चे पत्र दि. ०३/११/२०१७

वरील संदर्भित विषयान्वये महिला आर्थिक विकास महामंडळ जिल्हा कार्यालय लातूर अंतर्गत सर्व
लोकसंचलित साधन केंद्र येथील संगणक व प्रिंटर तपासणी आपल्या संस्थेमार्फत करून घेण्याकरिता आपणास
कळविले होते. त्याप्रमाणे सदर संगणक/लॅपटॉप व प्रिंटर तपासणी फीस भरणेकरिताचा तपशील खालीलप्रमाणे.

अ.क्र.	कार्यालयाचे नाव	तपशील	एकुण किंमत (रु.)	२% प्रमाणे एकुण फीस	वेक तपशील	
					वेक क्रमांक	वेक दिनांक
१	महिला आर्थिक विकास महामंडळ जिल्हा कार्यालय लातूर.	लॅपटॉप- १ प्रिंटर - १	५५६००	१११२	१६६६३१	२०/११/२०१७
२	तेजस्विनी लोकसंचलीत साधन केंद्र, शिरूर ता., ता. अहमदपूर,	संगणक-१ प्रिंटर - १	५११००	१०२२	००८७२५	२२/११/२०१७
३	झाशीची राणी लोकसंचलीत साधन केंद्र, औसा, ता. औसा	संगणक-१ प्रिंटर - १	५११००	१०२२	०१७२६८	२०/११/२०१७
४	एकता लोकसंचलीत साधन केंद्र, लातूर (पश्चिम)	संगणक-१ प्रिंटर - १	५११००	१०२२	१२४६१३	१७/११/२०१७
५	जयहिंद लोकसंचलीत साधन केंद्र, लातूर (पूर्व)	संगणक-१ प्रिंटर - १	५११००	१०२२	०११३५८	२०/११/२०१७
६	प्रगती लोकसंचलीत साधन केंद्र, मुरुड.	संगणक-१ प्रिंटर - १	५११००	१०२२	००२०६५	१८/११/२०१७
७	सावित्रीबाई फुले लोकसंचलित साधन केंद्र, रेणापूर.	संगणक-१ प्रिंटर - १	५११००	१०२२	०३०१३०	२०/११/२०१७

उपरोक्त प्रमाणे सर्व लोकसंचलित केंद्रांचे तसेच माविम जिल्हा कार्यालय लातूर यांचे वेक जमा करून घेऊन
कार्यालयनिहाय पावती मिळवी ही नम्र विनंती.

श्री. राखन सिंह
Bhange
28/11/17

आपला विश्वासू
जिल्हा सामन्वय अधिकारी
महिला आर्थिक विकास महामंडळ
जिल्हा लातूर

सोबत- सीएमआरसीनिहाय सर्व वेक

GrihaNirman Bhavan (MHADA), Mazzanine Floor, Bandra (E) Mumbai- 400051 Tel : 26591629/26591013 Fax : 26590574
गृहनिर्माण भवन, (महाडा), पोटमाळा, बांद्रा (पूर्व), मुंबई-४०० ०५१ फोन : २६५९०५७४ : २६५९१६२९ फॅक्स : ०२६५९०५७४

5.6 Faculty Performance Appraisal and Development System (FPADS) (30)

Total Marks 30.00

A. A well-defined FPADS instituted for all the assessment years (5)

Open Separately (eSARDiplomaQuestion.aspx?Appid=4513&ProgId=25&QuestID=204)

Institute Marks

5.00

Edit Answer

5.6 a. A well- defined FPADS instituted for all the assessment years (05)

The job/role of a teacher is not limited only to the class room but is multifarious to achieve overall development of students. The teacher has to make efforts to impart modern technologies or professional methods to the students. He has to exert for updating his knowledge and skills. A large number of teachers do take keen interest in all the activities conducive to the welfare of the student community in order to build the personality of the students and to maintain a clean image of the institution. Some teachers show excellent performance in administrative and managerial assignments too. However, the earlier system of confidential reports does not project the entire range of performance of a teacher. Every organization needs to ensure right kind of people, at right places, at right time to achieve its objectives, targeted mission and vision. It is therefore essential to give recognition to those who are conscientious of their responsibilities. Recognition may be with providing opportunities of accelerated promotions or awards. It is equally necessary to produce disincentives for indifferent and in some cases unscrupulous teachers showing poor performance. The UGC and AICTE have recommended the package of pay scales for teachers with conditions to implement Performance Appraisal Development System. Therefore there is a need to adapt a suitable format for Performance Appraisal of teachers that encompasses the entire range of functions and permits differentiation based on quantified weight.

Government has considered recommendations of the University Grant Commission and of the All India Council for Technical Education and implemented the package of pay scales for the teachers. The main objective was to maintain standards of higher and technical education. Accordingly, resolutions issued by the Government from time to time specified the terms and conditions of service. The statutory bodies recommended devising and implementing the effective performance appraisal to promote efficiency and effectiveness of the system. These recommendations emphasize the need to help individual teachers to grow, develop and advance on merit. The UGC and AICTE have also devised guidelines on the Performance Appraisal. However, to make it more quantitative, more conducive to the local factors some minor modifications were proposed by the Directorates and further deliberations of Government, Grant –in-aid, Un-aided degree and diploma level institutions from all over the state. The participant institute has made valuable suggestions.

Government Resolution:

Taking into consideration modifications and suggestions given by directorates and deliberations of the various degree and diploma institutions from the state. State Government accorded an approval to the implementation of the scheme of "Performance Appraisal and Development Systems" for teachers and administrative posts in Government and Grant-in- aid educational institutions in Engineering, Architecture, Pharmacy, Management studies, Art education and also in Government Arts, Science, Commerce, Law, Education degree and diploma institutes under the control of Higher and Technical Education and Employment Department with effect from 1-4-1997 vide GR No. Higher and Technical Education and Employment it Department, CRF 1096(20/96) TE -4 dated 25th march 1997 and further directed that the performance appraisal report shall be appended to the annual confidential reports.

As per the prescribe "Performance Appraisal and Development Systems" format is for period of one year and assessment of performance is carried out on various academic, administrative and managerial indicators as given below.

• Academic indicators assessment

- 1. Performance of engaging lecture
- 2. Performance of attendance of students
- 3. Performance of results

Assessments of academic performance indicators measures aptitude for teaching and efforts taken, to make lectures interesting, dedicated efforts to improve teaching skills and involvement of students in learning process, examinations results of regular students. Average of results of last three years of particular course.

Administrative and managerial indicators assessment

This measures various qualities, functions and behavioral accepts of teachers

Government residential Women’s Polytechnic, Latur, such as industriousness, administrative and proportional capability, resources fullness, initiative, drive, judgment, behavior commitment, leadership qualities etc. To measure the performance of each indicator 4 point scale viz. Excellent, Good, Average and Poor has been specified for administrative and managerial indicators assessment. Multiplying factors 2.0, 1.4, 1.0, and 0.4 are assigned for 4 point scale respectively as mentioned above.

• Final assessment

The final assessment grade is given by reporting officer considering total weight achieved in academic, administrative and managerial functions out of 100.The special weight maximum to 05 can be awarded by reporting officer for extra ordinary contribution for the institutional development.

Weight of performance	Grade	
100-81	Out standing	A+
080-071	Excellent/Very Good	A
070-061	Positively Good	B+
060-051	Good	B

050-035	Average	B-
034-000	Below Average	C

Table No. 5.6.1

From the year 2016-17 General Guidelines for writing Performance Appraisal Reports of State Government Grade A Officers are issued vide State Government Resolution, General Administration Department, No.: CFR-1211/C.R. 257/XIII, dated 02.02.2017. The UGC and AICTE have also devised guidelines on the Performance Appraisal. However, to make it more quantitative, more conducive to the local factors some minor modifications were proposed by the Directorates and further deliberations of Government, Grant –in-aid, Un-aided degree and diploma level institutions from all over the state. The participant institute has made valuable suggestions.

The same format has been prescribed for the post of Lecturer in E &T, senior grade Lecturer in E &T, and Select grade Lecturer in E &T, Reader, and designated Reader, Assistant Professor, Professor and other similar administrative post. A separate format has been prescribed for Head of the department and similar posts similarly a separate format has been prescribed for the post of Principal/ Head of the institution, however, these formats shall not be applicable to fully administrative posts.

In which assessment of performance of the Grade A officer is carried out on the basis of three performance attributes i.e.

- Work completion (weight age 40%),
- Personal attributes (weight age 30%) and
- Efficiency (weight age 30%).

Following points are accessed by reporting officers and review officer.

Work Completion (40%)	Personal Attributes (30%)	Efficiency (30%)
Accomplishment of planned work	Attitude to Work	Knowledge of relevant acts
Quality of Output	Overall Bearing and Personality	Decision making Ability
Average Gradation on Work Completion	Emotional Stability	Initiative
	Communication skills	Ability to coordinate
	Capacity to work in Time Limit	Average Gradation on Work Efficiency
	Average gradation on Personal attribute	

Table No. 5.6.2

Performance appraisal Gradation

Weights have been assigned to work output, personal attributes and efficiency. The overall grade will be based on the addition of the mean value of each group of indicators in proportion to weight age assigned. The formulae for the calculation of “Overall Gradation” will be as follows –

*(Average Grade on Work Completion * 4) + (Average Grade on Personal Attributes * 3) + (Average Grade on Efficiency * 3) divided by 10*

Overall grade in the numerical scale of 1-10 is to be given by reporting authority. Where 1 refers to the lowest grade and 10 to the highest grade.

Numerical Gradation for Performance	Grade
Overall Gradation of 1 and 2	C
Overall Gradation of 3 to 5	B
Overall Gradation of 6 to 8	A
Overall Gradation of 9 and 10	A+

Table No. 5.6.3

Disclosure - There is more openness in the system of appraisal. The annual PAR, including the overall grade and integrity, are communicated to the officer reported upon after it has been finalized.

The officer reported upon may have the option to give his representation against the below benchmark gradation recorded in the PAR. Such representation may be restricted to the specific factual observations contained in the Performance Appraisal

Report leading to the assessment of the officer in terms of attributes, competency, output and overall gradation. From the year 2017-18 Government of Maharashtra has adopted new policy for maintaining the performance appraisal (PAR) of Grade A and B officers in their state government services, vide State Government Resolution, General Administration Department, No.: CFR-1211/C.R. 257/XIII, dated 07.02.2018. Also separate formats for technical officers are finalized and decided to implement vide State Government Resolution, General Administration Department, No.: CFR-1211/C.R.8/XIII, dated 05.03.2018.

In which on line details of Confidential/Assessment Reports are to be filled on MAHAPAR Computerized System of the Department. General Guidelines for writing Performance Appraisal Reports of State Government Grade A and B Officers are issued vide above Resolutions.

The overall gradation system of assessment is kept same as mentioned in the previous year.i.e. 2016-17.

The performance appraisal format is given below:

शासन निर्णय क्रमांक: सीएफआर-१२१८/प्र.क्र.८/तेरा				
शासन निर्णय, सामान्य प्रशासन विभाग, क्रमांक:सीएफआर-१२१८/प्र.क्र.८/तेरा, दि.५/३/२०१८ सोबतचे "परिशिष्ट-अ"				
प्रपत्र-६				
For Professor /Associate Professor/Assistant Professor /Lecturer those working with colleges and universities other than medical and veterinary colleges and universities				
वैद्यकीय व पशुवैद्यकीय महाविद्यालये व विद्यापीठे वगळून अन्य महाविद्यालये व विद्यापीठात कार्यरत प्राध्यापक / सहयोगी प्राध्यापक / सहायक प्राध्यापक/अधिव्याख्याता यांच्याकरिता				
मूल्यमापन अहवालाचा कालावधि -		पासून	पर्यंत	
(Appraisal report for the period from		to)	
भाग १ (Section -१)				
आस्थापना शाखेने भरावयाची माहिती (To be filled in by Establishment section)				
१. प्रतिवेदन करावयाच्या शासकीय अधिकार्याचे नाव (Name of the officer reported upon)				
२. संदर्ग (Cadre)				
३. जन्म दिनांक (Date of Birth)				
४. सध्याचे पद (Present Post)				
५. सध्याच्या पदावर नियुक्तीचा दिनांक (Date of appointment to present post)				
६. प्रशासकीय विभाग/ कार्यालय (Administrative Department / office)				
७. प्रतिवेदन अधिकारी व पुनर्विलोकन अधिकारी यांचा तपशील (Details of Reporting and Reviewing officers)				
	नाव (Name)	पदनाम (Designation)	कालावधि (Period)	
अ)प्रतिवेदन अधिकारी (Reporting officer)				
ब) पुनर्विलोकन अधिकारी (Reviewing officer)				

पृष्ठ ४७ पैकी ३८

८. प्रतिवेदन काळातील रजा आणि इतर अनुपस्थितीचा तपशील (Details of leave and absence due to other reasons during period under report) -

	कालावधि (Period)	प्रकार (Type)	Remarks (शेरा)
अ) रजा (Leave)			
ब) इतर कारणे (विशद करा) जसे की, विनापरवानगी गैरहजेरी / फरार. (Other reasons (specify) such as absconding, unauthorized absence, etc.)			

९. प्रतिवेदन काळात घेतलेल्या प्रशिक्षणाचा तपशील (Details of training undergone during period under report)

अ. क्र.	कालावधि (Period) पासून (from) पर्यंत (to)	संस्था (Institute)	विषय (Subject)
१.			
२.			
३.			

१०. संबंधित अधिकाऱ्याने मूल्यमापनाच्या मागील वर्षापर्यंत प्रतिवेदन / पुनर्विलोकन अधिकारी म्हणून न लिहिलेल्या गोपनीय/मूल्यमापन अहवालाचा तपशील (Details of Confidential/Assessment Reports not Written/Reviewed, as Reporting/ Reviewing officer, by officer under report upto previous assessment year)

अ.क्र.	कालावधि (Period) पासून (from) पर्यंत (to)	प्रतिवेदन/पुनर्विलोकन (Reporting/Review)	अधिकारी/कर्मचारी यांचे नाव व पदनाम (Name and Designation of officer/employee)
१.			
२.			

११. मागील वर्षाच्या दि. ३१ मार्च अखेरचे वार्षिक मालमत्ता विवरणपत्र संबंधित प्राधिकार्याकडे सादर केल्याचा दिनांक (Date of filing Assets and Liability statement of previous year to concerned authority.)

दिनांक (Date) :-

ठिकाण (Place):-

आस्थापना अधिकारी यांचे नाव, पदनाम व स्वाक्षरी
Name, Designation and signature of Establishment officer

ब) देखरेख केलेल्या प्रशिक्षणाधीची संख्या आणि मार्गदर्शन केलेल्या पदव्युत्तर विद्यार्थ्यांची संख्या (Number of interns supervised and post graduate students guided)					
क) राष्ट्रीय आणि आंतरराष्ट्रीय पातळीवर प्रसिद्ध केलेल्या संशोधन लेखांची /लेखांची संख्या (Number of Research Papers /papers published in national and international journals)					
ख) कौशल्य उंचावणे (Skill Up-gradation) <ul style="list-style-type: none"> प्राप्त केलेली अतिरिक्त शैक्षणिक अर्हता (Acquired additional educational qualification) प्राप्त झालेले मान / सन्मान (Any recognition/reward earned for work) 					
५. जी उद्दीष्टे पूर्ण होऊ शकली नाहीत, त्याकरीता आलेल्या अडथळ्या (Difficulties faced in not achieving certain targets)					
<p>६. कार्यक्षमता वाढविण्याकरीता स्वतःस आवश्यक वाटले असे प्रशिक्षणाचे क्षेत्र (Mention areas of required training which you feel necessary for higher efficiency)</p> <table border="1"> <tr> <td>लगतच्या सेवाकालावधिसाठी (for near future in service period)</td> <td></td> </tr> <tr> <td>दीर्घकालीन सेवाकालावधिसाठी (for long term service period)</td> <td></td> </tr> </table>		लगतच्या सेवाकालावधिसाठी (for near future in service period)		दीर्घकालीन सेवाकालावधिसाठी (for long term service period)	
लगतच्या सेवाकालावधिसाठी (for near future in service period)					
दीर्घकालीन सेवाकालावधिसाठी (for long term service period)					
७. आपण प्रतिवेदन अधिकारी असलेल्या अधिकाऱ्याकरीता/कर्मचाऱ्याकरीता वार्षिक कार्यनियोजन तयार केले आहे काय? :- होय / नाही (Have you prepared Annual Work Plan for officers /employees for whom you are reporting officer ? :- Yes / No)					
८. मागील वर्षाच्या दि. ३१ मार्च अखेरचे वार्षिक मालमत्ता विवरणपत्र संबंधित प्राधिकार्याकडे सादर केले आहे काय ? होय / नाही, सादर केले असल्यास दिनांक (Whether Assets and Liability statement of previous year, submitted to concerned authority? - Yes / No, Date of submission, if submitted)					

ठिकाण (Place)

दिनांक (Date)

अधिकाऱ्याची सही, नाव व पदनाम
Signature, Name and Designation of officer

भाग ३ (Section 3)

प्रतिवेदन अधिकाऱ्याने लिहावयाचा मूल्यमापन अहवाल
Performance Appraisal Report prepared by reporting officer

१. भाग २ मध्ये नमूद करण्यात आलेल्या स्वयंमूल्यनिर्धारण अहवालाशी आपण सहमत आहात काय? नसल्यास, वस्तुस्थितीदर्शक अभिप्राय द्यावेत. (Whether you agree with self-assessment recorded in part two? If not, then state factual position)

२. प्रतिवेदन कालावधित पार पाडलेल्या महत्त्वपूर्ण व उल्लेखनीय कामांसंदर्भात आपले स्पष्ट अभिप्राय द्यावेत. (Offer your remarks on important and noteworthy works mentioned in self-assessment report)

३. प्रतिवेदित अधिकारी/कर्मचारी यांचे त्यांच्या कामाच्या संदर्भात लक्षणीय अपयश निदर्शनास आले असल्यास वस्तुस्थितीदर्शक अभिप्राय द्यावेत. (Has the officer/employee reported upon met with significant failures in respect of his work? If yes, please furnish factual details)

४. संबंधित अधिकाऱ्यांनी कार्यक्षमता वाढविण्याकरीता आवश्यक असलेल्या प्रशिक्षणाचे क्षेत्रास सहमत आहात काय ? (Do you agree with the skill up-gradation needs as identified by the officer ?)

५. अधिकारी/कर्मचारी यांची कार्यपूरता, कार्यक्षमता व वैयक्तिक गुणवैशिष्ट्ये याबाबतचे गुणांकन. (Grada-tion on works completed, efficiency and personal attributes by officers/ employees) {१-१० या मर्यादित गुणांकन देण्यात यावे.}

अ) कार्यपूर्वता (Work completion) (weightage ४० %)

अ.क्र. Sr.No.	मुद्दे Points	प्रतिवेदन अधिकारी Reporting Officer	पुनर्विलोकन अधिकारी (Review Officer)	पुनर्विलोकन अधिकार्याची स्वाक्षरी (Signature of Review Officer)
१	उद्दिष्टानुसार नेमून दिलेल्या कार्याची पूर्तता (Accomplishment of planned work)			
२	केलेल्या कामाचा दर्जा (Quality of Output)			
३	केलेली उल्लेखनीय/ वैशिष्ट्यपूर्ण कामे (Accomplishment of exceptional work /unforeseen tasks performed)			
प्राध्यापक / सहयोगी प्राध्यापक / सहायक प्राध्यापक/अधिव्याख्याता यांच्याकरिता अतिरिक्त मुद्दे (Additional points for Professor /Associate Professor/Assistant Professor/Lecturer)				
४	विद्यार्थ्यांकरिता व्याख्यान, प्रात्यक्षिके घेऊन विहीत कालावधीत पूर्ण केलेल्या अभ्यासक्रमाचे मूल्यमापन (Evaluation of completed syllabus in stipulated period with lectures and practical)			
	कार्यपूर्वता या घटकाचे सरासरी गुणांकन (Average gradation on Work completion)			

ब) वैयक्तिक गुणवैशिष्ट्ये (Personal attributes) (weightage ३० %)

अ.क्र. Sr.No.	मुद्दे Items	प्रतिवेदन अधिकारी Reporting Officer	पुनर्विलोकन अधिकारी (Review Officer)	पुनर्विलोकन अधिकार्याची स्वाक्षरी (Signature of Review Officer)
१	कामाबाबतचा दृष्टीकोन (Attitude to work)			
२	जबाबदारीची जाणीव (Sense of responsibility)			
३	सर्वसाधारण वर्तणूक व व्यक्तिमत्त्व (Overall bearing and Personality)			
४	भावनात्मक संतुलन (Emotional stability)			
५	संवाद कौशल्य (Communication Skills)			

६	नैतिक धैर्य आणि व्यावहारिक भूमिका घेण्याचा कल (Moral Courage and willingness to take professional stand)			
७	नेतृत्वगुण (Leadership qualities)			
८	विहीत कालमर्यादित काम करण्याची क्षमता (Capacity to work in time limit)			
प्राध्यापक / सहयोगी प्राध्यापक / सहायक प्राध्यापक/अधिब्याख्याता यांच्याकरिता अतिरीक्त मुद्दे (Additional points for Professor /Associate Professor/Assistant Professor/Lecturer)				
९	विद्यार्थ्यांचे समुपदेशन, करिअरविषयक मार्गदर्शन, संशोधन कार्य/ विशेष कौशल्य यासंदर्भात मार्गदर्शन (Students counselling, career guidance, guidance in respect of research work/special skills)			
१०	अभ्यासक्रमाशी निगडित आणि पूरक उपक्रमातील सहभाग जसे की, पर्यावरण, साक्षरता, वृक्षारोपण, नैतिक व सामाजिक मूल्ये याविषयांचे कार्यक्रम, शैक्षणिक सहल इ. (Participation in co-curricular and extra-curricular activities viz programmes related to environment, literacy, tree plantation, moral and social values study tours etc)			
	वैयक्तिक गुणवैशिष्ट्ये या घटकाचे सरासरी गुणांकन (Average gradation on Personal Attributes)			

क) कार्यक्षमता (Efficiency) (weightage ३० %)

अ.क्र. Sr.No.	मुद्दे (Items)	प्रतिवेदन अधिकारी Reporting Officer	पुनर्विलोकन अधिकारी (Review Officer)	पुनर्विलोकन अधिकार्याची स्वाक्षरी (Signature of Review Officer)
१	संबंधित कायदे, नियम व प्रचलित कार्यपद्धती, माहिती तंत्रज्ञान आणि संबंधित क्षेत्रातील स्थानिक पद्धती याबाबतचे ज्ञान (Knowledge of relevant Acts/ Rules/procedures/IT Skill and awareness of local norms in the relevant area)			

२	कौशलपूर्ण नियोजनाची क्षमता (Strategic planning ability)			
३	स्वतः निर्णय घेऊन काम करण्याची क्षमता (Decision making ability)			
४	उपक्रमशीलता (Initiative)			
५	आपल्या कामाशी संबंध येणाऱ्या इतर शासकीय यंत्रणेशी समन्वय साधण्याची क्षमता (Ability to co-ordinate with other government agencies in relation to work.)			
६	हाताखालील कर्मचाऱ्यांना प्रेरणा देणे आणि त्यांच्या विकासाची क्षमता (Ability to motivate and develop subordinates/work in a team)			
प्राध्यापक / सहयोगी प्राध्यापक / सहायक प्राध्यापक/अधिव्याख्याता यांच्याकरिता अतिरीक्त मुद्दे (Additional points for Professor /Associate Professor/Assistant Professor/Lecturers)				
७	उपलब्ध साधन सामुग्रीचा इष्टतम विनियोग करण्याची क्षमता (Capacity to make use of available resources in an optimum manner)			
	कार्यक्षमता या घटकाचे सरासरी गुणांकन (Average gradation on Work efficiency)			
<p>६. संबंधित कर्मचाऱ्याच्या सधोटी व चारित्र्याबाबत आपले स्वयंस्पष्ट अभिप्राय द्यावेत (प्रतिकूल अभिप्राय असल्यास सोबत त्याबाबतची उदाहरणे नमूद करावीत) (Offer your remarks on character and integrity (if remarks are negative, then mention instances)</p>				
<p>७. अधिकारी/कर्मचारी यांचे एकंदरीत मूल्यमापन (जास्तीत जास्त १०० शब्द) (Overall Assessment of officer/employee (Maximum १०० words)</p> <p>यामध्ये संबंधित अधिकाऱ्याची बलस्थाने, उणीवा आणि दिव्यांग व्यक्ती, महिला व मागासवर्गीयांबाबतचा दृष्टीकोन यांचा समावेश असावा. (Include Strengths and lesser strengths and his attitude towards disabled persons, women and Backward classes)</p>				
<p>८. प्रकृतीमान (State of Health) (उत्कृष्ट/चांगले/चांगले नाही) (Very good/Good/Not Good)</p>				

१. पुढील नियुक्तीसाठी कार्यक्षेत्राबाबत शिफारशी (कमीत कमी ४)(Recommendations relating to domain assignment(At least 4))

१.	२.
३.	४.
१०. एकंदरीत गुणांकन (Overall Gradation)	

ठिकाण (Place)

दिनांक (Date)

प्रतिवेदन अधिकार्याची सही, नाव व पदनाम
Signature, Name & Designation of Reporting Officer

भाग -४ (Section ४)

पुनर्विलोकन (Review)

पुनर्विलोकन अधिकाऱ्याचे अभिप्राय (Remarks of Reviewing Officer)

१. आपण प्रतिवेदन अधिकाऱ्याने, संबंधित अधिकाऱ्याच्या कार्यपुर्तता, कार्यक्षमता, वैयक्तिक गुणवैशिष्ट्ये यासंबंधाने भाग ३ मधील मुद्द्या सहाय्याने केलेल्या मूल्यनिर्धारणाशी सहमत आहात काय? (Do you agree with assessment of Reporting Officer on work done, efficiency, personal attributes in part 3 of concerned officer?)

होय (Yes)	नाही (No)
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२. सहमत नसल्यास, तपशिल व कारणे द्यावीत (In case of difference of opinion details and reasons for the same may be given)

३. अधिकाऱ्याचे एकंदरीत मूल्यमापन (जास्तीत जास्त १०० शब्द) (Overall Assessment of officer (Maximum १०० words) यामध्ये संबंधित अधिकाऱ्याची बलस्थाने, उणीवा आणि दिव्यांग व्यक्ती, महिला व मागासवर्गीयांबाबतचा दृष्टीकोन यांचा समावेश असावा. (Include Strengths and lesser strengths and his attitude towards disabled persons, women and Backward classes)

४. पुढील नियुक्तीसाठी कार्यक्षेत्राबाबत शिफारशी (कमीत कमी ४)(Recommendations relating to domain assignment(At least ४))

१.	२.
३.	४.

५. एकंदरीत गुणांकन (Overall Gradation) -
{ १-१० या मर्यादित गुणांकन देण्यात यावे. }

ठिकाण (Place) -

दिनांक (Date) -

पुनर्विलोकन अधिकाऱ्याची सही, नाव व पदनाम

Signature, Name & Designation of Reviewing Officer

गोपनीय अहवालाची छायांकित प्रत समक्ष मिळाली, संबंधित अधिकारी/कर्मचारी यांचे नाव व दिनांकित स्वाक्षरी	गोपनीय अहवालाची छायांकित प्रत संबंधित अधिकारी/कर्मचारी यांना डावेने पाठविल्यास पत्र क्र. - दिनांक - संस्करण अधिकारी यांचे नाव, पदनाम व स्वाक्षरी
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पृष्ठ ४७ पैकी ४७

B. Its implementation and effectiveness (15) [Open Separately \(eSARDiplomaQuestion.aspx?Appid=4513&Progid=25&QuestID=472\)](https://eSARDiplomaQuestion.aspx?Appid=4513&Progid=25&QuestID=472)

Institute Marks

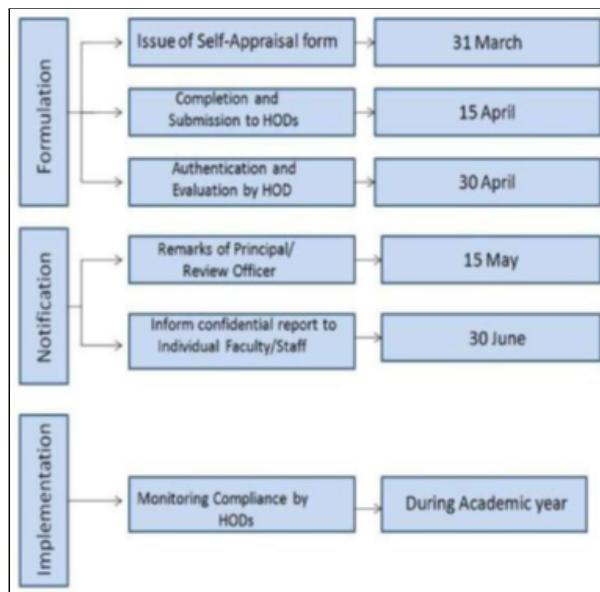
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Edit Answer

5.6. b Implementation and Effectiveness(15):

- A well defined faculty performance appraisals system is established by Government of Maharashtra.
- The faculty Performance Appraisal and Development System(FPADS) is implemented for faculty members at all levels i.e. Principal, Head of Department and Lecturer.
- These separate performance parameters/criteria are being developed for Principal, Head of Department and Lecturer.
- The performance appraisal of lecturer is assessed by Head of Department and reviewed by Principal.
- The performance appraisal of Head of Department is assessed by principal and reviewed by Joint Director.
- The performance appraisal of Principal is assessed by Joint Director and reviewed by Director.

Activity Flow Chart (FPADS)



Following table shows Implementation of Faculty Performance Appraisal and Confidential report from 2016-17 to 2018-19 as follows.

Sr. No.	Faculty Code	2018-19		2017-18		2016-17	
		Numerical Gradation	Grade	Numerical Gradation	Grade	Numerical Gradation	
1	19D0107	7	A	7	A	7.38	A
2	12G1510	7.14	A	7.2	A	6.8	A
3	14V1507	5.3	B	7.32	A		A
4	16S0508	7.07	A	7.14	A	7	A
5	11D0111		A		A		A

Table 5.6.1: Performance Appraisal and Confidential report

Remark: Data is collected from faculty confidential report of last three years. The evidence of confidential reports and waitages and grade will be produced at the time of committee visit. Since it is being confidential faculty names are mentioned as faculty code.

C. Details of qualification up-gradation of faculty (10)

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Institute Marks

10.00

[Edit Answer](#)

C. Details of qualification up-gradation of faculty

Normally all regular faculties in department are selected through Maharashtra Public Service Commission & had been gone through screening based on Experience & Higher qualification. Minimum qualification for a Lecturer in Government Polytechnics is Bachelor of Engineering (B.E.). But in MPSC interview they mostly prefer the candidates who have higher qualification & experience.

In our department visiting faculties are also gone through such type of screening & selection procedure at institute level. So all faculties are well experienced & highly educated.

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