



SIR C R REDDY COLLEGE OF ENGINEERING, ELURU
West Godavari District., A.P.,INDIA
APPROVED BY ALL INDIA COUNCIL FOR TECHNICAL EDUCATION, NEW DELHI,
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6.3.5 - Institutions Performance Appraisal System for teaching and non- teaching staff

Performance Based Appraisal System (PBAS)

A well-defined system for faculty appraisal for all the assessment years:

Head of the department will initiate the process of self-appraisal of faculty members. It is a well-established formative assessment of faculty performance in academic, research and administrative activities. The self-appraisal form will be issued to all the faculty members. PBAS form consists of three parts namely academic, research and administrative. The various components covered in the three parts highlight the various activities which can be listed out as follows.

- Teaching, Learning, and Evaluation
 - Co-Curricular Activities
 - Research and Development
 - Administration Responsibilities and Extracurricular Activities
1. API score is the Appraisal Performance Indicator score obtained from the self-appraisal formats of the PBAS.
 2. This is the minimum score required to enable the HOD to recommend for annual increment.
 3. Final score is given by the HOD based on the three member Departmental Faculty Assessment Committee (DFAC) constituted by the Principal. HOD report should be signed by all the three members and forwarded to the Principal.
 4. Principal generally concurs with the HOD committee's API score unless there is an obvious, abnormal and deliberate hike or lowering of API score or they receive a representation from the faculty member seeking justice.
 5. Faculty members are required to produce evidence for the scores claimed at the time of scrutiny by the Departmental Faculty Assessment Committee (DFAC).




Principal
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