



BISHOP BENZIGER COLLEGE

OF NURSING

Accredited by NAAC,

Member of United Nations Academic Impact Program

Approved Research Centre of Kerala University of Health Sciences



6.3.5 - Performance Appraisal System



Performance Appraisal System

Every year institution conducts performance appraisal for both teaching and non-teaching staff. For the teaching staffs, has adopted 360 degree evaluation system criteria such as student's evaluation, self-appraisal, peer evaluation, HOD and principal evaluation. At the end of every academic year, in the month of September the performance appraisal process starts with self-appraisal and completed in October with the feedback session by the head of the institution. Appraisal forms are distributed to all teaching faculty and it will be evaluated by themselves and handover to the concerned HODs. Then HOD will evaluate and forward it to the Principal office. At the end of the process, Principal analyses and conducts individual feedback meeting. It has helped the faculty members to upgrade their personal and professional development. Students also had a major role in the performance appraisal system.

Based on the appraisal, one faculty member is selected as the Best Performer of the year award and conferred during major functions of the college like Graduation/Lamp lighting ceremony.

Annual academic and curriculum Feedback are collected from students and other stake holders help to brief the faculty about their strength and weakness and improve their performance.

Performance appraisal:-

- help them to value their achievement and improve further if necessary
- It motivate the faculty for better performance
- Forms a basis for promotion and recognition



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