

6.3.1 The institution has performance appraisal system, effective welfare measures for teaching and nonteaching staff and avenues for career development/progression

RERF provides excellent working environment for its staff members. Some of the facilities provided by the college are

1. Leave- Casual, Medical, Maternity, Semester break leave(faculty) and Earned Leave, Paid Leave for higher studies
2. Employees Provident Fund
3. Appointment of Wellness Officer to ensure smooth and timely implementation of welfare measures.
4. Group Accidental Insurance for faculties.
5. Subsidized Transport facility.
6. Psychological counselling support for staffs and faculty members.
7. Special Health checkup camps and vaccination programmes.
8. Institute organizes annual get-together, tour programme, etc. for all the employees.

An effective multilevel appraisal system exists in the college. The staff appraisal include faculty, technical and office staffs. The faculty is also evaluated by the students.

- i. Faculty Evaluation by Students. For all theory papers, Students are given a chance to evaluate the teachers on various aspects. According to the classroom teaching, knowledge level, willingness to help, punctuality, presentation techniques etc. The performance of a faculty member is assessed based on the mark allocation to the above criteria. This facility is integrated to the e-governance system to avoid manual work.
- ii. Self-Appraisal System: As part of the performance management system, an elaborate Staff Appraisal System consisting of Self-Appraisal by faculty in which the faculty assesses himself/herself on academic¹ which is on teaching learning activities, academic² which is on research, development and extension activities and academic³ consisting of administrative activities and other responsibilities It helps them to identify individual areas of growth and to work towards it.

The final section is at the total disposal of the HODs and the Principal. Here the faculty is rated from one to four based on their performance. Student feedback for all the faculty members is considered and the results are analysed. These duly filled forms are then further analysed and the feedback thus obtained is judiciously addressed for the betterment of the teaching learning process. Continued poor assessment for more than 2 years will invite actions like increment stoppage and even dismissal. The teachers adjusted “excellent” are considered for Best Teacher Award.

The following factors are effectively scrutinized in the appraisal system for teaching staff. The student’s feedback, University Examination results, Attitude, involvement, commitment and achievement of a faculty with respect to his/her non-academic secretarial activities, Feedback and review of performance from other faculty members in peer groups.