

6.3.5 Appraisal System

Performance Appraisal Report (For teaching & Non-Teaching staff)

Anantrao Kanase Homoeopathic Medical College and Hospital has performance appraisal system in place for evaluation of the work done. It is done by the Principal and Management during Principal Management Meeting. Such meeting is conducted twice in year. The teaching staff and non-teaching staff are evaluated separately.

Teachers are evaluated first by, the teaching work details such as number of classes conducted/ assigned- lectures / Practical classes and the student support activities, information regarding improvement of professional competence by attending workshops, orientation programs and seminars. It also consists of contribution in research work and the research projects undertaken. Work done in community services, participation in co-curricular and extracurricular activities.

Teachers are also evaluated by performance in his/her own field with observations stating achievements, difficulties faced, voluntary activities undertaken related to institution, self-development and society related tasks. In this part he or she assesses his or her performance in quantitative terms by evaluation of self under prescribed parameters.

They are also evaluated by Head of the Department/Peer evaluator. The Head of the department gives his/her remarks as a Peer Observer. This appraisal system helps the authorities in understanding the profile of the faculty, their capabilities and weaknesses or shortfalls.

Information /feedback is also collected from student in institute appraisal system. Student may keep their own name confidential if they so desire.

Following point is considered for non-teaching appraisal.1. Their Punctuality, 2.loyalty, 3.multitasking capability, followed by the peer assessment regarding individual work capabilities and sincerity.


The appraisal system works as a basis for awarding promotion and granting increment in their salary. Best Teacher Award is given to one teacher at every Year after following above appraisal criteria. Special appraisal system is followed institute's 7 MUHS PhD Scholar teachers and their fees are paid by institution. This appraisal system also helps individual staff to understand his/her strengths and weaknesses and provides opportunity to overcome the weaknesses to gain more opportunities and meet the challenges.




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Sr no.	year	Name of teachers	Department	Appraisal work	Award given
1	2019	Dr. Sandhya Thorat	Community medicine	Awarded as best teacher	Cheque of Rs. 10,000
2	2020	Dr. Aparna Kulkarni	Medicine	Awarded as best teacher	Cheque of Rs. 10,000
3	2017	Dr. Gholap K.V	Physiology	Reader to professor	Promotion
4	2017	Dr. Gholao R.K	Pathology	Assistant professor to associate professor	Promotion
5	2017	Dr. Awari sunita.	Repertory	Assistant professor to associate professor	Promotion
6	2018	Dr.Thorat N.V	F.M.T	Assistant professor to associate professor	Promotion
7	2018	Dr.kulkarni Aparna	practice medicine of	Assistant professor to associate professor	Promotion
8	2019	Dr.Gaikwad S.A	surgery	Assistant professor to associate professor	Promotion
9	2022-23	Dr. Shaikh S.K.	Anatomy	HOD & Professor Best teacher award (18/04/23)	Cheque of Rs. 20,000/-
10	2022-23	Dr. Unde D.D.	Anatomy	Asso. Professor	Cheque of Rs. 20,000/-




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Fund Provided to Phd Scholar to motivate them for their PhD ongoing work.

Sr.No	Name of the teacher	Duration of Project	Designation	Department of Recipients	Fund given by Institute	Year
1	Dr. Shaikh S.K.	3 years	Professor	Department of Anatomy	59,400/-	2021-22
2	Dr. Soman S.S.	3 years	Professor	Department of Repertory & Case taking	59,400/-	2021-22
3	Dr. Thorat S.L.	3 years	Asso. Professor	Department of Community Medicine	59,400/-	2021-22
4	Dr. Jarad S.S.	3 years	Assi. Professor	Department of Obstetrics /Gynecology	59,400/-	2021-22
5	Dr. Shinde M.B.	3 years	Assi. Professor	Department of Organon	59,400/-	2021-22
6	Dr. Patil S.	3 years	Assi. Professor	Department of Practice of Medicine	38,500/-	2021-22
7	Dr. Khupate V.	3 years	Assi. Professor	Department of Forensic Medicine	38500/-	2021-22




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*Received
Unde
18/12/2022*

Best Teacher Award (2022-23) Dr. Shaikh S.K. & Dr.Unde D.D.



Gupkv.
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Performance Appraisal Report (For Non teaching staff)

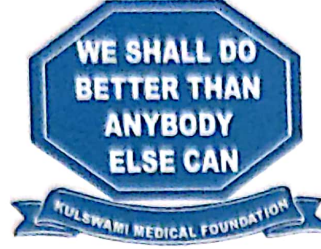
Sr no.	year	Name of staff	Department	Appraisal work	Award given
1	2021	Mr Khokhrale M.M	Office superintendent	Office work	Increment in salary
2	2021	Mr Pachpute S.	Office clerk	Office work	Increment in salary
3	2021	Mr Chavan V.	Office clerk	Office work	Increment in salary
4	2021	Mr Shinde G	Office clerk	Office work	Increment in salary
5	2022	Mr Bhandalkar S	peon	Departmental work	Increment in salary
6	2022	Mrs Khandagale P.	Hospital	Hospital and social work	Increment in salary
7	2022	Mr. Pund K.	Hospital	Hospital work and social work	Increment in salary



Gupk.v.
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19/10/2020

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आळेफाटा, ता. जुन्नर, जि. पुणे.

* आदर्श शिक्षक पुरस्कार २०२० *

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डॉ. कुलकर्णी अपर्णा अतुल (मेडिसिन विभाग)

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आपल्या भावी कार्यास महाविद्यालयाकडून खूप खूप शुभेच्छा !

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