



JSPM's  
**JAYAWANT INSTITUTE OF MANAGEMENT STUDIES**  
**(NAAC Accredited – 'A' Grade)**

(Approved by AICTE, New Delhi, Recognised by Govt. of Maharashtra & Affiliated to Savitribai Phule Pune University)

**S. No. 80, Pune-Mumbai Bypass Highway, Tathawade, Pune – 411033.**

**Phone: 8237076937/38.**

**E-mail: [director\\_jims@jspm.edu.in](mailto:director_jims@jspm.edu.in) Website: [www.jspmjims.edu.in](http://www.jspmjims.edu.in)**

**Prof. Dr. T. J. Sawant**  
**B.E. (Elec.) PGDM, Ph. D**  
**Founder- Secretary**

**AISHE ID: C-60096**



**Dr. H. D. Patil**  
**B.E., MBA, Ph. D.**  
**Director**

**6.3.1: The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression.**

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B.E., MBA, Ph. D.  
Director

## Performance Appraisal Policy

A well-defined FPADS is available in the institute. It is implemented every year for all the faculties. The goals of performance appraisal system can be achieved through different key parameter indicators in the performance appraisal form.

The goals of performance appraisal system are as follows:

1. Implementation of innovative teaching learning mechanism for each course by faculty.
2. Assessing the contribution of faculty:
  - Co-curricular/ Extra-curricular / Extension activities.
  - Participation / organization of workshop / lectures.
  - Ability to inspire and motivate students.
  - Supervisory ability of faculty mainly focused.
3. Faculty involvement in organizing:
4. Content enrichment program for development of curricula.
5. Faculty development programs.
6. As a guide for academic, industry sponsored & research-based projects.
7. Individual academic achievement along with students' achievements.

Based on goals of FPADS key parameter indicators of Performance Appraisal in FPADS are as follows:



  
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JSPM's Jayawant Institute of Management Studies  
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1. Academic performance & evaluation for two semester's indicators:

- Effective conduct of schedule teaching hours with results.
- Innovative teaching learning skills with Course file quality & Use of Modern teaching tools.
- Performance in examination and evaluation work.
- Students' Feedback.
- Role as Guardian Faculty Member (GFM)

2. Professional development / co-curricular / extra-curricular / extension activities:

- Faculty Development Program / Short Term Training Program / On-line courses attended / conducted / organized.
- Contribution in Co-curricular, Extra-curricular and Extension activities.



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Dr. Bipin Banka  
B.com, MBA, Ph. D  
Director

# SELF PERFORMANCE APPRAISAL

FOR

## FACULTY

### PERIOD OF APPRAISAL

2022 – 23

### PART – I

(to be filled by Faculty)

Name of Faculty : Rasika P. Patil  
Name of Institute : Jayawant Institute of Management Studies, Pune  
Designation : Associate Professor  
Department : MBA  
Email : rppatil\_mba@jims@jspm.edu.in  
Contact no. : 9890906575

1. DATE OF APPOINTMENT IN INSTITUTION: 1<sup>st</sup> Aug. 2006
2. DATE OF APPOINTMENT TO PRESENT POST: Lect. to Asso. Prof.
3. ACADEMIC QUALIFICATION: Ph.D, M.Phil, MBA, MCA, B.Sc.  
(Mention if any additional qualification is acquired during the year under review)

**4. ACADEMIC PERFORMANCE FOR TWO SEMESTERS IN ACADEMIC YEAR 2022-23**

Sr. No.	Duration of Semester	Course Taught	Semester/ Branch	% UoP result for the Course
1	Jul-Dec	MF	I	90%
2	Jan-Jun	ERLL	II	100%
3	Jul-Dec	HR operation	III	100%
4	Jan-Jun	HRM L.W	II	100%
5	Jan-Jun	Current Trends & cases in HR	IV	100%
6	Jan-Jun	Global Strategic Management	IV	96%

**5. CONTRIBUTION TO LEARNING MATERIAL DEVELOPMENT:**

Notes, PPT, Mind map, CCE  
for every subject

**6. REASON FOR SHORTFALL ,IF ANY IN Achieving % RESULT (less than 75%)**

Nil

**7. PUBLICATIONS:**

(mention Title of Paper, Co-authors & Details of Journal/Conference on a separate sheet. Also attach first page of the Publication.)

1) Impact of HRIS Strategy on HRIS effectiveness  
Scholarly Research Journal for Interdisciplinary  
Studies. ISSN - 2278-8808, SJIF 2021 = 7.380 Vol - 11/17 Page [405]

2) A study on HRIS Budget and its Impact on HRIS  
effectiveness, The Ciencia & Engenharia - Science  
& Engineering Journal ISSN 0103-944X. Volume -  
H Page No [2650] Page 2 of 5

8. ADDITIONAL PORTFOLIOS HANDLED:

- a) Institute Level: Admission-co-ordinator, Internal Exam  
HR Club head, Extra § Co-curricular head.
- b) University Level: ph.D Guide, chairman of 2 Subject,  
Member in Paper checking, Paper setting.

9. CONTRIBUTION IN COCURRICULAR/EXTRACURRICULAR/EXTENSION ACTIVITIES:

co-curricular head in SPARDH §  
Synergy Activity.

10. SHORT TERM COURSES ATTENDED/ORGANIZED/CONDUCTED:

(Attach certificates for the courses attended outside JSPM)

International webinar on 'Research methodology'  
held on 30th April 2023.

11. INNOVATION OF ANY TYPE INTRODUCED IN INSTITUTE:

nil

12. ANY OTHER RELEVANT CONTRIBUTION NOT COVERED ABOVE:

- M.Phil § ph.D project Referee.
- Pri. ph.D viva as Subject Expert.
- Final ph.D viva as Expert.

13. MEMBERSHIP OF PROFESSIONAL SOCIETIES:

nil



Signature of Faculty

(Note to Faculty : Submit the appraisal form duly filled to the Head of Department )

## PART – II

(to be filled by Head of Department)

Name of Faculty

Name of Head of Department

Length of Service of Assessee under head of Department

(kindly, assess performance of Faculty on five point scale shown here with the help of information provided in Part I.

5 - Excellant, 4 - Very Good, 3 - Good, 2 - Fair , 1 - Poor. In case of Unsatisfactory rating ,it is necessary to mention the reason thersof seperat sheet of paper)

Sr. No	Parameter	Assessment on 5 point scale	Multiplying Factor	Total Point
1	Result.in Univerasity Exam Course Taught	4	10	40
2	Contribution in learning material development	4	08	32
3	Publication and Research	2	10	20
4	Preparation of course file and record keeping	5	05	25
5	Willingness to take repositibilities in area of work	4	05	20
6	Contribution in Co-curricular/Extracurricular/extension activity	5	06	30
7	Student Feédback	4	10	40
8	Participation /Organization of workshop/Guest lecture	4	05	20
9	Ability to inspire and motivate the students	4	08	32
10	Performance in Examinationj Related work	5	05	25
11	Supervisory Ability	4	03	12
12	Integrity And Trustworthiness	4	08	32
<b>TOTAL POINTS OBTAINED(out of 415)</b>				<b>328</b>

Signature of Seal of Head of Department

Date : 23/7/2023

Note to Academic Coordinator : Minimum score of 323 out of 430 make the faculty eligible for recommendadion of his/her annual increament /promotion to higher position

### PART - III

(to be filled by Reviewing Officers)

- I Agree with the assessment of Head of Department
- I differ with the assessment of the faculty member by Head of Department for the following Reasons

Reasons :

Nil

*Mamkar*

DIRECTOR :

**Final Remarks** JSPM's Jayawant Institute of Management Studies

S. No.82/2, Pune - Mumbai Bypass Highway

Tathawade, Pune - 411 003

Recommended/Not Recommended for Continuation/annual increment / Promotion for the next grade.



*Mamkar*

DIRECTOR

JSPM's Jayawant Institute of Management Studies

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Submitted to: Founder Secretary, JSPM for the final of approval.





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Director

## SELF PERFORMANCE APPRAISAL

FOR

## FACULTY

### PERIOD OF APPRAISAL

2022-23

**PART - I**

(to be filled by Faculty)

Name of Faculty : Leena Rahul Deshmukh  
Name of Institute : Jayawant Institute of Management Studies, Pune  
Designation : Asst. Prof.  
Department : MCA  
Email : lrdeshmukh-mcajims@jspm.edu.in  
Contact no. : 8956530377

1. DATE OF APPOINTMENT IN INSTITUTION: 1st July 2009

2. DATE OF APPOINTMENT TO PRESENT POST: 10th Nov 2010

3. ACADEMIC QUALIFICATION: B.Sc., MCA, PhD (Pursuing)

(Mention if any additional qualification is acquired during the year under review)

#### 4. ACADEMIC PERFORMANCE FOR TWO SEMESTERS IN ACADEMIC YEAR 2022-23

Sr. No.	Duration of Semester	Course Taught	Semester/ Branch	% UoP result for the Course
1	Jul-Dec	DSA	1	84%
2	Jul-Dec	KRAI, ML, DL	3	85%
3	Jan-Jun	Python	2	86%
4	Jan-Jun	Project	4	100%

#### 5. CONTRIBUTION TO LEARNING MATERIAL DEVELOPMENT:

- Developed educational material such as tutorials, videos, notes
- Curriculum Development such as structuring content, setting learning outcomes & creating assessments.
- Provided Insights & expertise by sharing knowledge & experience thr' case studies & real-life examples

#### 6. REASON FOR SHORTFALL, IF ANY IN Achieving % RESULT (less than 75%)

Nil

#### 7. PUBLICATIONS:

(mention Title of Paper, Co-authors & Details of Journal/Conference on a separate sheet. Also attach first page of the Publication.)

1. Machine Learning & Top Performer Segmentation in HRM: Challenges & Opportunities - Journal of Asiatic Society of Mumbai, Vol-97, No-01(i) ISSN: 0972-0766 [UGC-CARE], Jan-23
2. A Review Paper: Talent Prediction & Top Performer Segmentation presented in Conference 'Futuristic Trends in IT' by BLOEASPC, Vijayapur, Karnataka, 29<sup>th</sup> Apr 2023 (International Conf.)

**8. ADDITIONAL PORTFOLIOS HANDLED:**

- a) **Institute Level:** GFM, Project Coordinator  
- Extra-Co-Curricular Activity Coordinator  
- Anti-Ragging and Women's Cell Coordinator  
- Seminar, Workshop, Guest Lecture Coordinator  
- NAAC Criteria-4 Coordinator
- b) **University Level:** Curriculum Development

**9. CONTRIBUTION IN COCURRICULAR/EXTRACURRICULAR/EXTENSION ACTIVITIES:**

- Coordinated various seminars, activities and cultural-sports events, industrial visits, induction programs etc.

**10. SHORT TERM COURSES ATTENDED/ORGANIZED/CONDUCTED:**

(Attach certificates for the courses attended outside JSPM)

1. Research Methodology - 10<sup>th</sup> Oct to 20<sup>th</sup> Oct - 2022, SVIMS, Pune
2. Workshop on SPSS - 25-29 Mar 2023, SVIMS, Pune
- 3.

**11. INNOVATION OF ANY TYPE INTRODUCED IN INSTITUTE:**

- Developed ERP-Examway Software for JSPM Institutes

**12. ANY OTHER RELEVANT CONTRIBUTION NOT COVERED ABOVE:**

- worked as SPPU external examiner (Theory exam & project & practical viva voce)
- worked as a SPPU paper setter

**13. MEMBERSHIP OF PROFESSIONAL SOCIETIES:**

- ACM

  
Signature of Faculty

(Note to Faculty : Submit the appraisal form duly filled to the Head of Department )

## PART - II

(to be filled by Head of Department)

Name of Faculty

Name of Head of Department

Length of Service of Assessee under head of Department

(kindly, assess performance of Faculty on five point scale shown here with the help of informantion provided in Part I.

5 - Excellant, 4 - Very Good, 3 - Good, 2 - Fair , 1 - Poor. In case of Unsatisfactory rating ,it is necessary to mention the reason thersof seperat sheet of paper)

Sr. No	Parameter	Assessment on 5 point scale	Multiplying Factor	Total Point
1	Result in Univerasity Exam Course Taught	4	10	40
2	Contribution in learning material development	4	08	32
3	Publication and Research	3	10	30
4	Preparation of course file and record keeping	5	05	25
5	Willingness to take repositibilities in area of work	4	05	20
6	Contribution in Co-curricular/Extracurricular/extension activity	4	06	35
7	Student Feedback	5	10	50
8	Participation /Organization of workshop/Guest lecture	5	05	25
9	Ability to inspire and motivate the students	4	08	40
10	Performance in Examinationj Related work	5	05	25
11	Supervisory Ability	3	03	09
12	Integrity And Trustworthiness	5	08	40
<b>TOTAL POINTS OBTAINED(out of 415)</b>				<b>371</b>

Signature of Seal of Head of Department

Date : 23/7/2023

Note to Academic Coordinator : Minimum score of 323 out of 430 make the faculty eligible for recommendadtion of his/her annual increment /promotion to higher position

## **PART - III**

**(to be filled by Reviewing Officers)**

- I Agree with the assessment of Head of Department
- I differ with the assessment of the faculty member by Head of Department for the following Reasons

**Reasons :**

*Nil*

### **Final Remarks**

Recommended/Not Recommended for Continuation/annual increment / Promotion for the next grade.



*[Signature]*  
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JSPM's Jayawant Institute of Management Studies  
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*[Signature]*  
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**Submitted to:** Founder Secretary, JSPM for the final of approval.