



**Thiruvalluvar College**

**திருவள்ளூர் கல்லூரி**


(Affiliated to Manonmaniam Sundaranar University)

Papanasam-627425, Vickramasingapuram


Tirunelveli-Dt, Tamil Nadu

### 6.3.5 Institutions Performance Appraisal System for teaching and non-teaching staff

There are two types of performance-based evaluation. The first is called “PBAS [performance-based appraisal system]” and the second is called “annual secret-report”. The PBAS provides feedback of the faculty member. It helps them in understanding the changing needs of students. All teaching faculty member fill the prescribed format of PBAS for self-appraisal. This system encourages them to make excellent performance in teaching and learning. The institution has PBAS for assessment of teaching staff. The appraisal report is based on the annual performance of the employee on the basis of their academic, research and other extra-curricular activities. This format [PBAS] is filled by the employee in a given prescribed proforma, which includes all the above set related to points and sub-points. The format contains 4 main parts. Part-A: general instruction, Part-B: Academic performance, Part-C: other related information [duly signed by the principal], and Part-D: Comment on the self-assessment by the Regional Directorate of Collegiate Education, Tirunelveli, Government of Tamil Nadu. The main part, i.e., Part-B consists of 4 categories. Category-I includes “Teaching-learning and evaluation related activities of total 125 marks. Category-II includes “Co-curricular, extra-curricular and professional development related activities of total 50 marks. Category-III includes “Research and academic contribution” having no boundation of marks. Category-IV includes “Summary of the API” to be filled by the teaching faculty. Another type of evaluation is called the secret-report of the employee. It Is filled by all the teaching and non-teaching employees. It generally has two parts. The first part is filled by the employee. The last part is the evaluation by the Principal. It is then sent to higher authority of the Higher Education Department of Tamil Nadu.

  
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