

**6.3.1 The institution has a performance appraisal system, promotional avenues and effective welfare measures for teaching and non-teaching staff .**

**Response:**

## **Performance Appraisal System, Promotion, and Welfare Measures**

### **1. Performance Appraisal System**

- Performance appraisal evaluates employees' recent successes, strengths, challenges, and potential for promotion or improvement.
- It includes training and mentoring as needed, ensuring continuous development.
- The system is open, collaborative, and data-driven, with employee performance assessed through API scores and job-related interactions with technical experts.

### **2. Teaching Staff Evaluation**

- Faculty performance is aligned with NEP-2020 guidelines.
- Evaluation focuses on contributions to curriculum design, innovative teaching methods, laboratory experiments, evaluation techniques, resource material preparation (including books and manuals), and student support through remedial teaching and counselling.

### **3. Non-Teaching Staff Evaluation**

- Non-teaching staff performance is assessed based on academic qualifications, work experience, assigned roles, and specific deliverables.
- Leadership qualities, participation in co-curricular activities, contributions to campus life, student welfare, and involvement in educational and national development committees are also considered.

### **4. Promotion and Welfare Measures**

- Faculty and staff are regularly evaluated, with promotions and salary increases linked to performance.
- Salary increments have a fixed component and a performance-based incentive component, ensuring recognition for exceptional contributions.

This structured system ensures fair and transparent evaluation, fostering growth and job satisfaction for both teaching and non-teaching staff.