

# ARTS & COMMERCE COLLEGE, WARWAT BAKAL



2<sup>nd</sup> Cycle of Assessment & Accreditation by NAAC

## CRITERION VI GOVERNANCE, LEADERSHIP & MANAGEMENT

6.3	Faculty Empowerment Strategies
6.3.1	The institution has performance appraisal system, effective welfare measures for teaching and non-teaching staff and avenues for career development/progression

## INDEX

Sr. No.	Content	Page No.
1	Self-declaration	3
2	PERFORMANCE APPRAISAL SYSTEM	4

SATPUDA EDUCATION SOCIETY, JALGAON (JAMOD)'S  
**ARTS & COMMERCE COLLEGE**  
Warwat-Bakal Dist- Buldana

Dr. Subhash Pawar  
In Charge Principal

Shri Krushnarao Ingle (Ex MLA)  
President

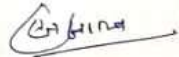
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### SELF-DECLARATION

This is to certify that the information, reports, true copies of the supporting documents, numerical data and weblinks furnished herein are verified by IQAC and the head of institution and are found correct.



**IQAC Co-ordinator**  
Arts and Commerce College,  
Warvat Bakal



**Principal**  
Arts & Commerce College,  
Warvat Bakal Dist. Buldana

## **A: PERFORMANCE APPRAISAL SYSTEM**

The institution has an effective Performance Appraisal System for teaching and non-teaching staff. Every year feedback of students about teacher is carry out and analysis is done by feedback committee and report submitted to the principal.

### **Teaching Staff:**

Performance appraisal system is mandatory and useful at the time of promotion and also in improving the standard of working of the college. Complete transparency in the system generates confidence in the employees. The college has an effective Performance Appraisal System for teaching and non-teaching staff as per the UGC, JDHE, and SGBAU guidelines issued from time to time. The objective is not only to accurately assess the performance as per established norms set by UGC for CAS, but also to recognize possible facets for enhancement that can finally lead to further progress and growth of the employee.

### **Non-teaching Staff**

The performance of an individual's work performance of the non-teaching staff is systematically and periodically evaluated by the principal and superintendent on the constraints of competence, character, habits, co-operation with superiors, subordinates, colleagues, students and public. On finding satisfactory performance, all employees are informed so that they can recognize possible facets for enhancement that can finally lead to further progress and growth of the employee.