INDEX

6.3.1

1) Welfare policies and measures for Teaching & Non-Teaching Staff (PF/ EPS/ ESIC/ BLDE Health Card provision of Festival Advance, Admission of Non-Teaching Staffs ward)

2) Performance appraisal of Teaching & Non-Teaching Staff.

3) >=75% start the covered (AICTE or University model)

6.3.4 The institution has effective welfare measures for teaching and non-teaching staff

Since the teaching and non-teaching Staff formulates the most important part of academic and administrative structure, the institution reposes higher preference for their well-being. The institution has the following welfare measures for teaching and non-teaching staff.

- The college provides group insurance with minimum monthly premium to staff appointed by the Management.
- All the part-time and full-time teachers appointed by the management are paid salary on time by the management through RTGS. The institution has systemic salary disbursement and reimbursements of allowances processed in a timely manner.
- Extension of EPF facilities to the staff appointed by the management.
- Family Benefit Fund & Leave Encashment facility to staff.
- Loan facility at affordable rate of interest for employees through Employees Cooperative Credit Societies.
- The institution cooperates with the staff when they apply for loan from other banks
- Staff members are given separate reading room in library with computer facility.
- Staff members are deputed to Orientation Course and Refresher Courses for improving their academic caliber.
- Teaching faculty is encouraged to participate in National and International level Workshop, seminars and conferences for faculty enrichment purposes and for Nurturing a competitive and thriving academic environment.
- Salaries and promotions are as per the Government Rules.
- Management provides ample opportunities to develop leadership qualities of staff members by nominating them as Secretaries, Organizers, Conveners and Coordinators of different events.
- Registration fees to attend Conferences, Seminars and Workshops are provided by the institution.
- Management allows its employees to become office bearers, members and attend the meetings of university academic bodies.
- Management felicitates its employees for their Commendable achievements every year on the occasion of Founders' Day of BLDE Association.
- Pure drinking water facility
- Separate Wash room
- College Canteen.

Institutions Performance Appraisal System for teaching and non-teaching staff :

Response:

There is a systematic procedure of performance appraisal of the teaching and non-teaching staff in the institution. The performance of the teaching staff is appraised through a structured format and for non-teaching staff, the informal observation system is followed. The performance evaluation of teaching staff helps in ensuring academic accountability of teachers. The evaluation of non-teaching staff helps in boosting the performance of the staff.

The procedure and outcome of the performance appraisal system of our institution is given below.

- The Institute evaluates the performance of the staff through Self Appraisal Report (SAR) submitted by individual teacher every year
- Apart from this, the Principal confidentially collects feedback on the teachers from the students through structured feedback forms
- The Principal analyses the Self Appraisal Reports and the feedback collected from students
- The performance of the administrative staff is evaluated by the Principal through informal observation.
- The Principal makes use of the feedback and interacts with the faculty to bring desirable changes among the staff members.
- During the staff meeting, the Principal appreciates good performance of the faculty members, and motivates them to follow the best practices in the interest of the college, students and self-improvement.
- Based on the feedback, the Principal insists the staff members to undergo training programmes. The Institute also encourages the undertake research and publication activities to develop research culture among the faculty members.
- In addition, the Principal also sends the performance report of the staff to the management for further necessary actions.
- As per the directions of the Management, the Principal gives instructions to the staff members for the improvement.

Outcome:

As a result of the performance appraisal system adopted by the institution, there is a good improvement found in the teaching and other academic performance of the teaching staff. Similarly, the work culture of non-teaching staff is also improved.

PRINCIPAL,
New Arts College.
Tikota. Dist:Vijayapur

Created on : 30 Jun 2026, 10:15 +

NEW ARTS COLLEGE TIKOTA

Tikota

Salary Register For The Month Jun 2026

o	Employee No	Name	Paid Days	Payscale	BASIC	DA	HRA	PERFORMANCE INCENTIVE	PERFORMANCE INCENTIVE 2	GROSS	PF	TOTAL DED	NET P
	101557	BHEEMRAO DESAI	30.00	20000-36000	27,400.00	1,370.00	2,740.00	1,576.00	2,740.00	35,826.00	0.00	-10,300.00	25,52
	101731	SURESH UPPAR	26.00		17,333.00	0.00	0.00	0.00	0.00	17,333.00	0.00	0.00	17,33
	101739	DAYANAND RESHMI	30.00	21400-42000	21,900.00	0.00	0.00	0.00	0.00	21,900.00	1,800.00	-1,800.00	20,10
	101741	PRAKASH AIHOLLI	30.00	21400-42000	21,900.00	0.00	0.00	0.00	0.00	21,900.00	1,800.00	-1,800.00	20,10
	101744	V.S.MALAKANAVAR	30.00	18600-32600	19,500.00	0.00	0.00	0.00	0.00	19,500.00	1,800.00	-1,800.00	17,700
	102387	GANAPATI KAMBALE	19.50		12,675.00	0.00	0.00	0.00	0.00	12,675.00	0.00	0.00	12,675
	102879	ANIL BULLAPPA PUJARI	30.00	21400-42000	21,400.00	0.00	0.00	0.00	0.00	21,400.00	0.00	0.00	21,400
	102887	RAVI GOKHALE	29.00	17650-32000	17,062.00	854.00	1,706.00	0.00	0.00	19,622.00	0.00	0.00	19,622
	103145	SUBHASH A ASANGI	30.00	18600-32600	18,600.00	0.00	0.00	0.00	0.00	18,600.00	0.00	0.00	18,600
0	103163	PUNDALEEK SINDHE	26.00	21400-42000	18,547.00	0.00	0.00	0.00	0.00	18,547.00	0.00	0.00	18,547
11	103363	LAXMI DESAI	26.00		17,767.00	0.00	0.00	0.00	0.00	17,767.00	0.00	0.00	17,767
12	103421	MANJUNATH KASHE	30.00		18,500.00	0.00	0.00	0.00	0.00	18,500.00	0.00	0.00	18,500
13	103835	SUSHANT JAVANAR	29.50		19,667.00	0.00	0.00	0.00	0.00	19,667.00	0.00	0.00	19,667
14	103985	SWAPNA K HALALLI	30.00		18,000.00	0.00	0.00	0.00	0.00	18,000.00	0.00	0.00	18,000
15	103986	SANTOSH HEGADE	29.00		17,400.00	0.00	0.00	0.00	0.00	17,400.00	0.00	0.00	17,400
16	104264	SANTOSH	17.50		12,833.00	0.00	0.00	0.00	0.00	12,833.00	0.00	0.00	12,833
17	104489	LAXMI SHRISHAIL KATRAL	29.50		13,078.00	0.00	0.00	0.00	0.00	13,078.00	0.00	0.00	13,078
18	104519	RAMANNA SOMANING HUNASHIKATTI	30.00		8,500.00	0.00	0.00	0.00	0.00	8,500.00	0.00	0.00	8,500
	Grand Total		**502.00**		**3,22,062.00**	**2,224.00**	**4,446.00**	**1,576.00**	**2,740.00**	**3,33,048.00**	**5,400.00**	**-15,700.00**	**3,17,348.0**

PRINCIPAL,
NEW ARTS COLLEGE
TIKOTA, Dist Vijayapur

BLDE ASSOCIATION, VIJAYAPUR

BLDEA's New Arts College, Tikota

Performamance Appraisal form for Teachers of Mangement and Degree Colleges having less than eight years of experience

Affective From 01-JAN-2023 To 31-DEC-2023

STAFF NAME : **MANJUNATH KASHE**

ACADEMIC YEAR : **25-26**

Q No	Description	Max Points	Remarks	Action
Description : PART I: Principal Evaluation				
1	Performance evaluation of faculty based on special assigned duties pertaining to college/university/board in addition to teaching and research.	20		Preview Upload
				Total Question 1
Description : PART II: HOD's Evaluation				
1	Punctuality: Availability in college, engaging classes regularly and for stipulated period.	5		Preview Upload
2	Ability of teaching: Capable of making the subject more clear for students Syllabus coverage within stipulated time Dedication for students Availability for students to clear doubts	5		Preview Upload
3	Work culture in the department: Cordial relationship with colleagues, sharing responsibility, volunteer involvement in departmental activities	5		Preview Upload
4	Compliance with exam related activities: Accepts and delivers exam related responsibilities assigned at department, college and university level sincerely	5		Preview Upload
				Total Question 4
Description : PART III: Evaluation of academic excellence				
1	Teaching innovations Ability to use of ICT enabled teaching, If any other	10		Preview Upload
2	Knowledge up-gradation Participation in seminars/workshops (At least one in an year) OR Participation in apex bodies/professional bodies	10		Preview Upload

PRINCIPAL
NEW ARTS COLLEGE
TIKOTA, Dist:Vijayapur

Q No	Description	Max Points	Remarks	Action
3	Organization of seminars/conferences/workshops As organizing secretary/ convener, Getting sponsorship from professional funding agencies for seminars/conferences	5		Preview Upload
4	Contributions in students' placements/ Counseling/NSS/NCC. OR Contributions in policy making bodies as Coordinators	5		Preview Upload
				Total Question 4
Description : PART IV: Students feed-back for faculty evaluation				
1	A standard feed-back from students has to be collected at the end of academic year. Minimum of 80% of students should be present for evaluation procedure. Those students should have at least 80% attendance in their academic year. (above 80% 15 points, 70-79% 12 points, 60-69% 10 points, 50-59% 8 points and below 50% 5 points)	15		Preview Upload
				Total Question 1
Description : PART V: Examination results				
1	Students passing rate of 76 to100%:30; Students passing rate of 51 to75%:25; Students passing rate of below 50%:10	30		Preview Upload
				Total Question 1
Description : PART VI: Publications				
1	Original research papers/ Review articles published in indexed journals of repute with impact factor per paper;	20		Preview Upload
2	Original research papers in UGC approved journal of repute with ISSN	5		Preview Upload
3	For presenting paper in conferences/seminars.	5		Preview Upload
4	Attending FDP/STTP/works hop not less than one week	5		Preview Upload
				Total Question : 4
Grand Total of Max Marks :		0		

Reference :The scale of 1-5 will be used for the performance measurement as follows 1: Poor (Below 80), 2: Average (81-100) , 3: Above Average (101-120) , 4: Good (121-130) , 5: Excellent (Above 130).