ಭಾರತೀಯ ಆದಿಮಜಾತಿ ಸೇವಕ ಸಂಘ (ರಿ)
ಬಿ.ಎ.ಜೆ. ಎಸ್. ಎಸ್. ಕಲಾ ಮತ್ತು ವಾಣಿಜ್ಯ ಮಹಿಳಾ ಮಹಾವಿದ್ಯಾಲಯ
ಹಲಗೇರಿ ರಸ್ತೆ.
Permanently Affiliated to Karnataka State Women's University Bijapur.
Bhartiya Adimjati Sevak Sangh(R)
BA JSS ARTS AND COMMERCE COLLEGE FOR WOMEN
Sri Gayatri Campus, Halageri Road Ranebennur581115 Dist.: Haveri State Karnataka
STD:08373- Office: 267968, 297468, Mobile: 9481736128
Email: bajsswck09@gmail.com



6.3.1 The institution has Performance-Appraisal System for teaching Staff

The institute Has performance appraisal of teaching staff. The process is as follows

1. Self-Appraisal
2. Feed back from the students
3. Feed Back From the parent when they are invited for parents meeting
4. Feedback from the Alumni

The following are some Sample Appraisal System presented to you.

Proforma for the Assessment of Teachers for the Academic Excellence:
Academic Audit
2020-21

Part-I

1.	Faculty Name and Designation	Santosh Bajantri		
2.	Subject and Edu.Qualification	Commerce, M.com B.Ed, (Ph.D)		
3.	College name and Address	BAJSS Arts And Commerce College For Women, Gayatri Campus, Halageri Road, Ranebennur-581115		
4.	Date of joining the Regular Service	18.11.2019		
5.	Faculty Address, email id and mobile number	BAJSS Arts And Commerce College For Women, Gayatri Campus, Halageri Road, Ranebennur-581115 santoshbajantri@gmail.com Mob.8867822713		
6.	Assessment year	2020-21		
7.	Student's strength per class	BCom1Year	Bcom2 Year	Bcom3year
		35	52	71

A. Teaching - Learning Process:

1. Paper taught at UG courses:

Sl.No	Course	Section	Paper	Title
01	UG	B.COM-I & II Sem	Theory and Problematic	Principals of Marketing, Law and Practice of Banking
02		B.COM-III & IV Sem		Corporate Accounting-I and II, Indian Financial System
03		B.COM-V & VI Sem		Cost Accounting I and II, Goods and Service Tax-I and II

2. Workload as on today per week: 40 Hours

a	Teaching hours	19 Hours
b	Research hours	-
c	Preparation hours	08 Hours
d	Assistance in administration	02 Hour
e	Remedial coaching hours / Tutorial	01 Hours
f	Extension hours /ECA	00 Hour
g	Test	10 Hours

Whether student's strength is viable or excess (per class/year): **Viable**

3. Unitization of Syllabus: **Yes**√ / No Documented: **Yes** √ / No

4. Teaching plan in the beginning of the year. Yes / **No** **Yes** √

5. Preparation of teaching material:

Synoptic note	Yes
Detailed notes of lecture	-
Charts / Tables / Diagrams	Yes
Any other	PPT

6. Use of teaching aids

OHP	NA
LCD	**Yes**
Charts	**Yes**
Others	-
Computer simulation	-
Any other	-

7. Assignments given to students & Topics: **Yes**

8. Seminars given to students and Topics: **Yes**

9. Field work given to the students and Topics: NO

10. Project work given to the students and Topics: **No**

11. Field study and Industrial Visits: **NO**

12. Number of Quiz and debates conducted (on the subject)

a) Quiz: nil

b) Debates: **nil**

13. Any other innovative teaching methods: (Provide Details)

14. Remedial coaching to slow learners: **Yes**

15. Incentives for fast learners: **Yes**/No Cash prize & Issued Extra Books in Library

16. Number of Special lectures delivered beyond curriculum:

a) To students of the college: **01**

b) At other Institutions: **01**

17. Continuous Evaluation:

a) Number of Unit Tests conducted Odd and Even sem.: NO

b) Number of Internal assessment tests conducted: 04=02+02

18. Evaluation of the performance of students:

a	University Results in the subject	Very Good Above 90%
b	In the papers taught	Very Good Above 90%
c	In the entire course	Very Good Above 90%

19. Analysis of the results of the course, subject and papers taught by the teacher

20. a) Question Banks prepared

b) Exposure of question papers of competitive examinations.

(Provide Details)

21. Involvement in curriculum Design and Development:

Sl.No	Member/Chairman	UG/PG	University	Duration From To
01	BOS Member	-	-	-
02	BOS Chairman	-	-	-
03	BOE Member	-	-	-
04	BOE Chairman	-	-	-
05	BOAE Member	-	-	-

22. Computer literacy and awareness

a. MS Word: **Yes**
b. MS Excel: **Yes**
c. Any others: -
d. Internet Explorer **Yes**
e. Power point: **Yes**
f. E-mail ID: **Yes** **santoshbajantri**@gmail.com

23. Attending the Androgogy programme i.e., continuous learning:

A)

Sl.No	Course	Academic Staff College	Duration	
			From	To
01	Orientation course	-	-	-
02	Refresher course	-	-	-
03	Summer course	-	-	-
04	Winter course	-	-	-
05	Any other	-	-	-

B)

Sl.No	Short Term course/ PDP	Academic Staff College	Duration	
			From	To
01	E-Learning	-	-	-
02	E-Content Development	-	-	-
03	Curriculum Development	-	-	-
04	Soft skill	-	-	-
05	Communication skill	-	-	-
06	Quality Assurance	-	-	-
07	Disaster Management	-	-	-
08	Interaction with Research school	-	-	-
	Any other	-	-	-

C)

Sl.No	Trinning	Institution	Duration	
			From	To
01	TQM & HRD	-	-	-
02	NSS			
03	NCC	-	-	-
04	Training Placement officer	-	-	-
05	Scouts and Guides	-	-	-
06	NIMHANS	-	-	-
	Any other	-	-	-

24. Research and Professional Development
a) Additional Qualifications possessed during service

Sl.No	Qualification	University	Regular	Part Time	Distance	FIP UGC	Year
01	M.Phil						
02	PhD	KUD	-	Yes	-	-	Perusing
03	Post-Doctoral	-	-	-	-	-	-
04	-	-	-	-	-	-	-

(Not applicable to who posses these degrees before appointment)

25. Research Articles/Books published

	Level	Total	Before joining service	After joining service	During the last five years
Research Articles	International (ISSN)	-	-	-	-
	National (ISBN)	-	-	-	-
Conference proceedings					
Subject Books	National	-	-	-	-
	State level	-	-	-	-
	Local publishers	-	-	-	-
Chapter in Knowledge based volumes	National	-	-	-	-
	State level	-	-	-	-
	Local publishers	-	-	-	-
	University/Regional	-	-	-	-
Academic	Creative books (Poems/Drama)	-	-	-	-
	Criticism	-	-	-	-
	Reviews	-	-	-	-
	Translation	-	-	-	-
Non Academic	Popular Articles	-	-	-	-
	Local news papers	-	-	-	-
	Magazine	-	-	-	-
	Any other	-	-	-	-
	Grand Total	02	01	01	-

26. Conferences/Symposium/Workshops-Attended, presented and Lecture delivered

	During last 5 Years		
	A	P	R
International	-	-	
National	-	-	
Uni/regional	-	-	
Local	-	-	01

A=Attended or participated
P=Presentation of paper
R=Invited as resource person to deliver lecture

27. a) RESEARCH PROJECTS

Sl. No.	Project	Competed	Ongoing	Amount	UGC/ DST	Other sponsor ship	Total
01	Minor	-	-	-	-	-	-
02	Major	-	-	-	-	-	-

b) Research Guide:

No. of students registered: (Enclose Annexure)

28. Seminars/workshops/conferences Organized by the Department with Teacher's involvement as an organizer/coordinator.

	Total	During entire service	During the last 5 Years
International	-	-	-
National	-	-	-
Regional	-	-	-
Local	02	02	-

Sponsored by UGC_____

NAAC_____

NDRD_____

Others_____

29. Support services:

30. Additional responsibility undertaken

i. IQAC -

ii. RUSA Coordinator -

iii. Examination and Time table committee In charge **Yes**

iv. UGC planning and Utilization Coordinator -

v. Training and Placement officer **Yes**

vi. Scouts and Guides Coordinator -

vii. Red Cross Coordinator -

viii. NSS Coordinator -

ix. NCC Officer -

x. Student welfare officer -

xi. Cultural convener **Yes**

xii. Internal Audit/ Finance Committee Coordinator **Co-ordinator**

xiii Visaka Coordinator -

xiv. AISHE Coordinator -

xv. Rajiv Gandhi loan Coordinator -

xvi. Other NAAC **Yes**

31. Awards Received if any -

32. Membership:

A) Member of service organizations:

International -

National -

Regional/Uni. -

B) Member of service organization:

Name of Organization-

From when

33. Details of colleges served as lecture since joining:

Sl.No	Name of the College	From	To	Year/M
01	G.F.G.C Basavanabagewadi	2014	2014	06months
02	G.F.G.C Zalaki	2014	2016	02
03	New Arts & Commerce College, Tikota. Vijayapur-Dist	2016	2019	03
04	BAJSS Womens College,Ranebennur	2019	Till today	

Note: Sl.No.01 to 03 Worked as a Part-time lecturer

34 Annual Result Analysis on Subject Thought (Current Academic Year)

Sl. No.	Class (sem.)	Semester	Subject/Paper	No.Of Students Who appeared?	No.Of Students with I Class	No.Of Students with II Class	No.Of Students with Pass Class	No.Of Students Failed	Pass %
01	B.COM-I	B.Com I							
		B.com II							
02	B.COM-II	B.com III							
		B.com IV							
03	B.COM-III	B.com V							
		B.Com IV							

G-Leave availed in the year - 25 days

CL-Days - 15 days

EL-Days - 10 days

OOd-Availed Days - 00

35. Any other information.



Signature of the Teacher



Signature of the Principal

Office use

Sample Questionnaires for Feedback from Students
Affiliated colleges

Questionnaire No. 2

B.A.J.S.S. Arts & Commerce college for women Ranebennur.

Student Feedback on Teachers

Department : Commerce Semester / Term / Year : V Semester

Please rate the teacher on the following attributes using the 4- point scale shown

4.00 3.00 2.00 1.50 0.0

A	B	C	D
↓	↓	↓	↓
Very Good	Good	satisfactory	Unsatisfactory

Name of the Teacher : Sri. Santosh Bajantri

Parameters	A Very Good	B Good	C Satisfactory	D Unsatisfactory
1. Knowledge base of the teacher (as perceived by you)		✓		
2. Communication skills (in terms of articulation and comprehensibility)		✓		
3. Sincerity / Commitment of the teacher	✓	✓		
4. Interest generated by the teacher		✓		
5. Ability to integrate course material with environment / other issues, to provide a broader perspective		✓		
6. Ability to integrate content with other courses.		✓		
7. Accessibility of the teacher in and out of the class (includes availability of the teacher to motivate further study and discussion outside class)	✓			
8. Ability to design quizzes /Tests/assignments /examinations and projects to evaluate students understanding of the course			✓	
9. Provision of sufficient time for feedback		✓		
10. Overall rating		✓		

Proforma for the Assessment of Teachers for the Academic Excellence:
Academic Audit
2020-21

Part-I

1.	Faculty Name and Designation	CHANDRASHEKHARA M K		
2.	Subject and Edu.Qualification	History . MA . M.Ed. K-SET (PhD)		
3.	College name and Address	BAJSS Arts and commerce college for women Ranebemmuru		
4.	Date of joining the Regular Service	18-11-2019		
5.	Faculty Address, email id and mobile number	Basava nilaya #1057/15. 7th cross siddaveerappa layout Davangere Mkchandru5@gmail.com 7026255783		
6.	Assessment year	2020-21		
7.	Student's strength per class	1Year	2 Year	3year

A. Teaching - Learning Process:

1. Paper taught at UG courses:

Sl.No	Course	Section	Paper	Title
01	UG	BA -I & II Sem	Theory	I. Ancient Indian History(From beginning upto kushans) II. Ancient Indian History(From Guptas to 1206 A.D)
02		BA -III & IV Sem		III. Medieval Indian History(From 1206A.D to 1526 A.D) IV.Medieval Indian History(From 1526 A.D to 1707 A.D)
03		BA -V & VI Sem		V. Modern Indian History(Compulsory paper 5.1) V. History of Modern Europe(From 1789A.D to 1871A.D) VI. Modern Indian History(Compulsory paper 6.1) VI. History of Modern Europe(From 1871A.D to 1990A.D)

2. Workload as on today per week: 40 Hours

a	Teaching hours	20 Hours
b	Research hours	-
c	Preparation hours	08 Hours
d	Assistance in administration	02Hour
e	Remedial coaching hours / Tutorial classes	02 Hours
f	Extension hours /ECA	00 Hour
g	Test	08 Hours

Whether student's strength is viable or excess (per class/year): **Viable**

3. Unitization of Syllabus: **Yes**√ / No Documented: **Yes** √ / No

4. Teaching plan in the beginning of the year. Yes / **No** **Yes** √

5. Preparation of teaching material: Yes

Synoptic note	Yes
Detailed notes of lecture	-
Charts / Tables / Diagrams	Yes
Any other	PPT

6. Use of teaching aids

OHP	NA
LCD	**Yes**
Charts	**Yes**
Map	Yes
Others	**NO**
Computer simulation	**-**
Any other	-

7. Assignments given to students & Topics: **Yes**

8. Seminars given to students and Topics: **Yes**

9. Field work given to the students and Topics: YES

10. Project work given to the students and Topics: **No**

11. Field study and Industrial Visits: **NO**

12. Number of Quiz and debates conducted (on the subject)

a) Quiz: **Yes** (Quiz conducted to all the students of college)
b) Debates: **Yes**

13. Any other innovative teaching methods: (Provide Details)

14. Remedial coaching to slow learners: **Yes**

15. Incentives for fast learners: **Yes**/No Cash prize & Issued Extra Books in Library

16. Number of Special lectures delivered beyond curriculum:

a) To students of the college: **02**

b) At other Institutions: **01**

17. Continuous Evaluation:

a) Number of Unit Tests conducted Odd and Even sem.:04=02+02

b) Number of Internal assessment tests conducted: 04=02+02

18. Evaluation of the performance of students:

a	University Results in the subject	Very Good Above 90%
b	In the papers taught	Very Good Above 90%
c	In the entire course	Very Good Above 90%

19. Analysis of the results of the course, subject and papers taught by the teacher

20. a) Question Banks prepared

b) Exposure of question papers of competitive examinations.

(Provide Details)

21. Involvement in curriculum Design and Development:

Sl.No	Member/Chairman	UG/PG	University	Duration From To
01	BOS Member	-	-	-
02	BOS Chairman	-	-	-
03	BOE Member	-	-	-
04	BOE Chairman	-	-	-
05	BOAE Member	-	-	-

22. Computer literacy and awareness

a. MS Word: **Yes**
b. MS Excel: **Yes**
c. Any others: -
d. Internet Explorer **Yes**
e. Power point: **Yes**
f. E-mail ID: **Yes** **mkchandru5**@gmail.com

23. Attending the Androgogy programme i.e., continuous learning:

A)

Sl.No	Course	Academic Staff College	Duration	
			From	To
01	Orientation course	University of Bangalore	7th Feb 2022	12th Mar 2022
02	Refresher course	University of Hyderabad	4th Aug 2020	18th Aug 2021
03	Summer course	-	-	-
04	Winter course	-	-	-
05	Any other	-	-	-

B)

Sl.No	Short Term course/ PDP	Academic Staff College	Duration	
			From	To
01	E-Learning	-	-	-
02	E-Content Development	-	-	-
03	Curriculum Development	-	-	-
04	Soft skill	-	-	-
05	Communication skill	-	-	-
06	Quality Assurance	-	-	-
07	Disaster Management	-	-	-
08	Interaction with Research school	-	-	-
	Any other	-	-	-

C)

Sl.No	Trinning	Institution	Duration	
			From	To
01	TQM & HRD	-	-	-
02	NSS			
03	NCC	-	-	-
04	Training Placement officer	-	-	-
05	Scouts and Guides	-	-	-
06	NIMHANS	-	-	-
	Any other	-	-	-

24. Research and Professional Development

a) Additional Qualifications possessed during service

Sl.No	Qualification	University	Regular	Part Time	Distance	FIP UGC	Year
01	PhD	Davangere	-	Yes	-	-	2019
03		-	-	-	-	-	-
04	-	-	-	-	-	-	-

(Not applicable to who posses these degrees before appointment)

b) NET / SLET Passed

Sl.No.	Exam passed	Date of Exam	Date of declaration of result	Mandatory requirement	Not Mandatory
01	NET	-	-	-	-
02	K-SET	06-12-2015	16-03-2016	yes	
Departmental					
		Date of Exam	Date of declaration result		
01	Accounts Higher	Not appli	-		
02	General Law	Not appli	-		
03	Computer		March 2020		

25. Research Articles/Books published

	Level	Total	Before joining service	After joining service	During the last five years
Research Articles	International (ISSN)	-	-	02	-
	National (ISBN)	-	-	-	-
Conference proceedings					
Subject Books	National	-	-	-	-
	State level	-	-	-	-
	Local publishers	-	-	-	-
Chapter in Knowledge based volumes	National	-	-	-	-
	State level	-	-	-	-
	Local publishers	-	-	-	-
	University/Regional	-	-	-	-
Academic	Creative books (Poems/Drama)	-	-	-	-
	Criticism	-	-	-	-
	Reviews	-	-	-	-
	Translation	-	-	-	-
Non Academic	Popular Articles	-	-	-	-
	Local news papers	-	-	-	-
	Magazine	-	-	-	-
	Any other	-	-	-	-
	Grand Total	02	-	02	-

26. Conferences/Symposium/Workshops-Attended, presented and Lecture delivered

	Total			During entire Service			During last 5 Years		
	A	P	R	A	P	R	A	P	R
International	05 online						05 online		
National	20online 05 offline						20online 05 offline		
Uni/regional	02						02		
Local									

National -

Regional/Uni. -

B) Member of service organization:

Name of Organization-

From when

33. Details of colleges served as lecture since joining:

Sl.No	Name of the College	From	To	Year/M
01	BAJSS Womens College,Ranebennur	2015	2021	6 Years

34 Annual Result Analysis on Subject Thought (Current Academic Year)

Sl. No.	Class (sem.)	Subject/ Paper	No.Of Students Who appeared	No.Of Students with DIS Class	No.Of Students with I Class	No.Of Students with II Pass Class	No.Of Students Failed	Pass %
01	BA I	I. Ancient Indian History(From beginning upto kushans) II. Ancient Indian History(From	58	26	27	05	–	100 %
02	BAII	III. Medieval Indian History(From 1206A.D to 1526 A.D) IV.Medieval Indian History(From 1526 A.D to 1707 A.D)	32	29	03	–	–	100 %
03	BA III	V. Modern Indian History(Compulsory paper 5.1and 6.1) V. History of Modern Europe(From 1789A.D to 1871A.D) VI. Modern Indian History(Compulsory paper 6.1)	30	28	01	01	–	100 %

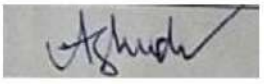
G-Leave availed in the year - 25 days

CL-Days - 15

EL-Days - 10

OOd-Availed Days - 01

35. Any other information.



Signature of the Teacher



Signature of the Principal

Office use

Sample Questionnaires for Feedback from Students
Affiliated colleges

Questionnaire No. 2

B.A.J.S.S. Arts & Commerce college for women Ranebennur.

Student Feedback on Teachers

Department : Semester / Term / Year :

Please rate the teacher on the following attributes using the 4- point scale shown

4.00 3.00 2.00 1.50 0.0

A	B	C	D
↓	↓	↓	↓
Very Good	Good	satisfactory	Unsatisfactory

Name of the Teacher : Smt Chandra Shekara M.K

Parameters	A Very Good	B Good	C Satisfactory	D Unsatisfactory
1. Knowledge base of the teacher (as perceived by you)	✓			
2. Communication skills (in terms of articulation and comprehensibility)	✓			
3. Sincerity / Commitment of the teacher	✓			
4. Interest generated by the teacher		✓		
5. Ability to integrate course material with environment / other issues, to provide a broader perspective	✓			
6. Ability to integrate content with other courses.	✓			
7. Accessibility of the teacher in and out of the class (includes availability of the teacher to motivate further study and discussion outside class)		✓		
8. Ability to design quizzes /Tests/assignments /examinations and projects to evaluate students understanding of the course	✓			
9. Provision of sufficient time for feedback		✓		
10. Overall rating	✓			

IQAC Co-ordinator
B.A.J.S.S
Arts & Commerce College for Wom
Halageri Road,
RANEBENNUR-581115

B.A.J.S.S. Arts & Commerce College for Women RANEBENNUR 581115.

PRINCIPAL
BAJSS. Arts & Commerce College For Womens
Halageri Road, RANEBENNUR-581115