

**JAN 2023**

SHRI DHARMASTHALA MANJUNATHESHIWARA COLLEGE OF BUSINESS MANAGEMENT

KODIALBAIL

MANGALORE

Ent:SDMES

Cons:SDMCBM

Date:23.01.2023

Time:12.11.14PM

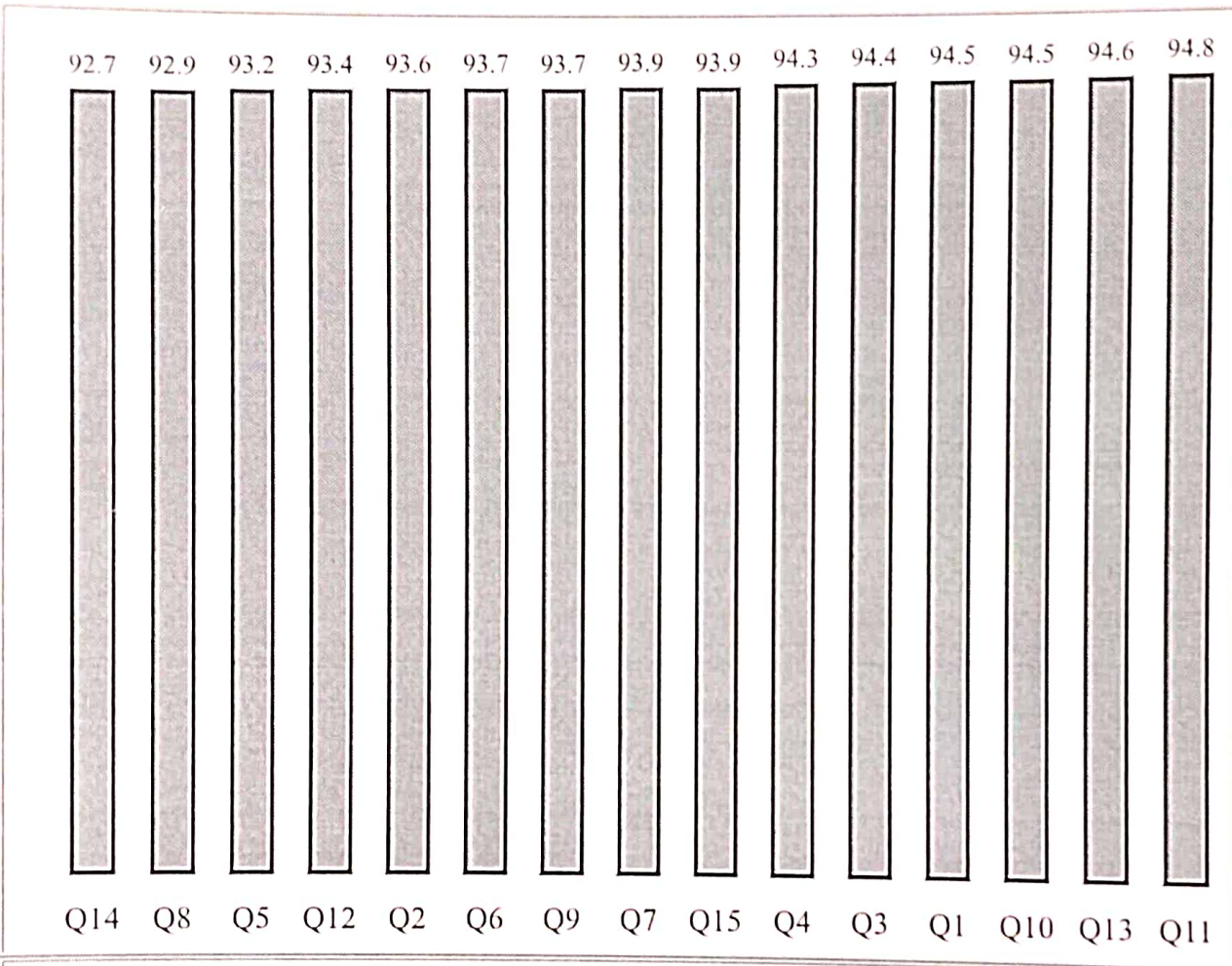
**Assessment Question List**  
**Topic : STAFF APPRAISAL 2022**

Sl. No.	Question
1	Able to communicate the subject in a step by step manner
2	Available outside the class hours and willing to help and guide
3	Encouraging students to inculcate self discipline and civic sense
4	Gives assignments, Seminars etc and encourages usage of library
5	Identifies the learning level and encouraging you by providing opportunities
6	Informs about course outcomes and programme outcomes and helps you to achieve it
7	Over all opinion about the teacher
8	Promotes curiosity and inquisitiveness by sharing information on latest developments in the field
9	Provides opportunity to develop skills such as communication, critical thinking, creativity, leadership etc
10	Punctual in engaging the classes and completing the syllabus
11	The teacher follows the teaching schedule as informed in the beginning of the semester?
12	Uses discussion and other student centric teaching methods (Involving the students in learning process)
13	Uses entire duration of the class
14	Uses various ICT tools to a considerable extent in teaching
15	Well prepared and makes the class interesting and understandable with real life examples

### Questionwise Average

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15
94.5	93.6	94.4	94.3	93.2	93.7	93.9	92.9	93.7	94.5	94.8	93.4	94.6	92.7	93.9

Total Average : 93.9%



Topic	Avg. Performance X	Weight W	WX
STAFF APPRAISAL 2022	93.9	1500	140850.0
Total		1500	140850.0
WEIGHTED AVERAGE = 93.9 %			

93.9

STA2



# SHRI DHARMASTHALA MANJUNATHESHWARA COLLEGE OF BUSINESS MANAGEMENT

MANGALURU – 575 003 (DAKSHINA KANNADA)

Office : 0824-2494186  
Principal : 0824-2496980

NAAC Reaccredited (2023)  
with 'A' Grade

Fax : 0824-2494186  
Email : [sdmcmb@sdmcmb.ac.in](mailto:sdmcmb@sdmcmb.ac.in)  
Website : [www.sdm.ac.in](http://www.sdm.ac.in)

## STAFF APPARISAL JANUARY 2023

### ACTION TAKEN REPORT

Individual faculty appraisal analysis result is communicated to each faculty member and the action taken report is as follows.

Sl. No.	Question
1	<p><i>Able to communicate the subject in a step by step manner.</i></p> <p>The faculty has demonstrated exceptional performance in relation to this parameter. Faculty members are given instructions to make the methodology understandable to all students.</p>
2	<p><i>Available outside the class hours and willing to help and guide.</i></p> <p>Regarding this parameter, the performance of the faculty is excellent. When necessary, faculties are instructed to contact students even online.</p>
3	<p><i>Encouraging students to inculcate self-discipline and civic sense.</i></p> <p>Regarding this parameter, the performance of the faculty is excellent. Faculty are instructed to recognise any instances of student indiscipline and correct it in addition to giving broad guidance to the students on how to enhance self-discipline.</p>
4	<p><i>Gives assignments, Seminars etc. and encourages usage of library.</i></p> <p>The faculty has demonstrated excellent performance in relation to this parameter. Staff members are also told to encourage students to explore online resources and to produce creative assignments.</p>
5	<p><i>Identifies the learning level and encouraging you by providing opportunities.</i></p> <p>The faculty's performance in relation to this parameter is good. Faculty are told to evaluate the students' abilities and present chances to them accordingly.</p>
6	<p><i>Informs about course outcomes and programme outcomes and helps you to achieve it.</i></p> <p>The performance of the faculty is determined to be good in relation to this parameter. The requirement for students to achieve the programme outcomes is explained to faculty members.</p>



7	<i>Over all opinion about the teacher.</i> In terms of this parameter, the faculty's performance is excellent. Faculty members are told to keep a positive relationship with the students.
8	<i>Promotes curiosity and inquisitiveness by sharing information on latest developments in the field.</i> With regard to this parameter, the performance of the faculty is found to be good. Faculties are instructed to create interest among students about the emerging issues in the field of given assignments.
9	<i>Provides opportunity to develop skills such as communication, critical thinking, creativity, leadership etc.</i> The faculty is performing good in terms of this parameter. It is required of faculty members to give presentations in order to foster their communication, critical thinking and creativity.
10	<i>Punctual in engaging the classes and completing the syllabus.</i> The faculty has demonstrated excellent performance in relation to this parameter. Faculty members are expected to arrive on time for classes and double-check the class points that students have taken to make sure the entire curriculum has been covered.
11	<i>The teacher follows the teaching schedule as informed in the beginning of the semester?</i> In terms of this parameter, the faculty's performance is excellent. In the interest of the student community, faculties are directed to properly follow teaching schedule and to inform students at the beginning of the semester.
12	<i>Uses discussion and other student centric teaching methods (Involving the students in learning process).</i> The faculty's performance is deemed to be good with relation to this parameter. In order to encourage students to participate actively in class, staff members are advised to use wide range of student-centric teaching methods.
13	<i>Uses entire duration of the class.</i> In terms of this metric, the faculty's performance is excellent. It is expected of teachers to thoroughly engross their students in the learning process by planning a variety of engaging activities.
14	<i>Uses various ICT tools to a considerable extent in teaching.</i> The performance of the faculty is determined to be good in relation to this parameter. Faculty members are instructed to use various ICT tools effectively.
15	<i>Well prepared and makes the class interesting and understandable with real life examples.</i> Regarding this parameter, the performance of the faculty is excellent. Faculties are instructed to take up case studies, role plays etc.



*swameel*  
Principal  
Shri Dharmasthala Manjunatheswarar  
College of Business Management  
MANGALORE.

SHRI DHARMASTHALA MANJUNATHESHWARA COLLEGE OF BUSINESS  
MANAGEMENT  
KODIALBAIL  
MANGALORE

Ent:SDMES

Cons:SDMCBM

Date:23.08.2022  
Time:10.36.49AM

Assessment Question List  
Topic : STAFF APPRAISAL 2022

Sl. No.	Question
1	Able to communicate the subject in a step by step manner
2	Available outside the class hours and willing to help and guide
3	Encouraging students to inculcate self discipline and civic sense
4	Gives assignments,Seminars etc and encourages usage of library
5	Identifies the learning level and encouraging you by providing opportunities
6	Informs about course outcomes and programme outcomes and helps you to achieve it
7	Over all opinion about the teacher
8	Promotes curiosity and inquisitiveness by sharing information on latest developments in the field
9	Provides opportunity to develop skills such as communication, critical thinking, creativity,leadership etc
10	Punctual in engaging the classes and completing the syllabus
11	The teacher follows the teaching schedule as informed in the beginning of the semester?
12	Uses discussion and other student centric teaching methods (Involving the students in learning process)
13	Uses entire duration of the class
14	Uses various ICT tools to a considerable extent in teaching
15	Well prepared and makes the class interesting and understandable with real life examples

*Principal*  
Principal

Shri Dharmasthala Manjunatheshwara  
College of Business Management  
MANGALORE.

SDM BBM UNAIDED

Ent:SDMES

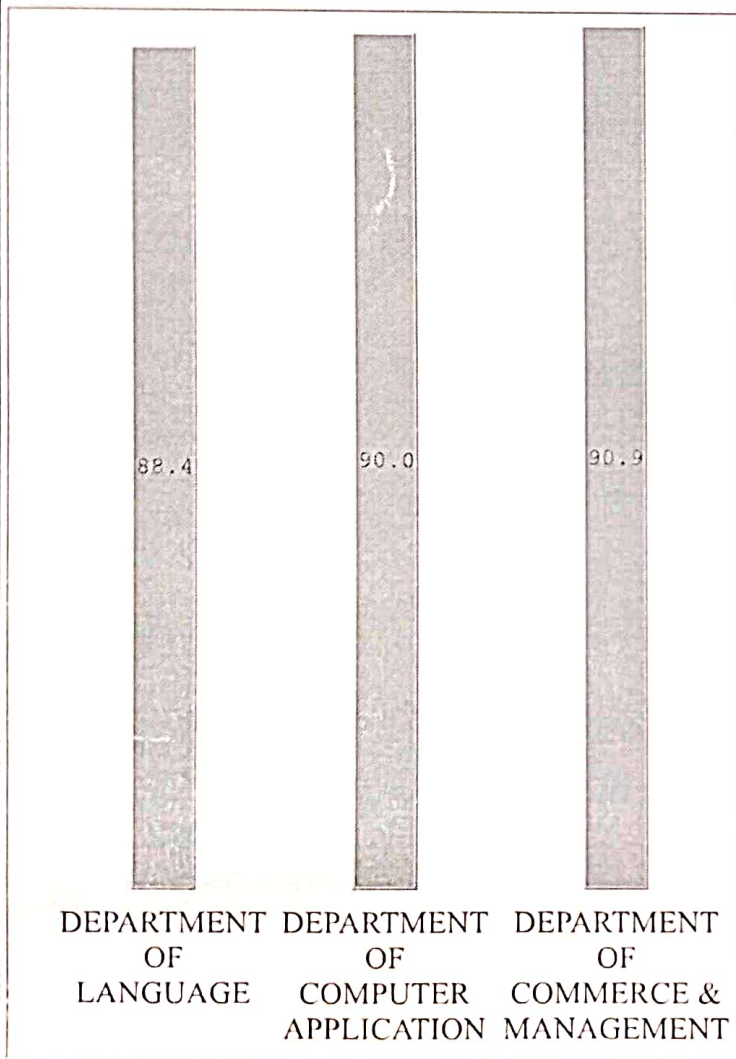
Cons:SDMCBM

Date:23.08.2022  
Time:10.38.25AM

Assessment Department-wise Result

Test Name : Appraisal August 2022 (BBM)

Department : ALL



Color Code :

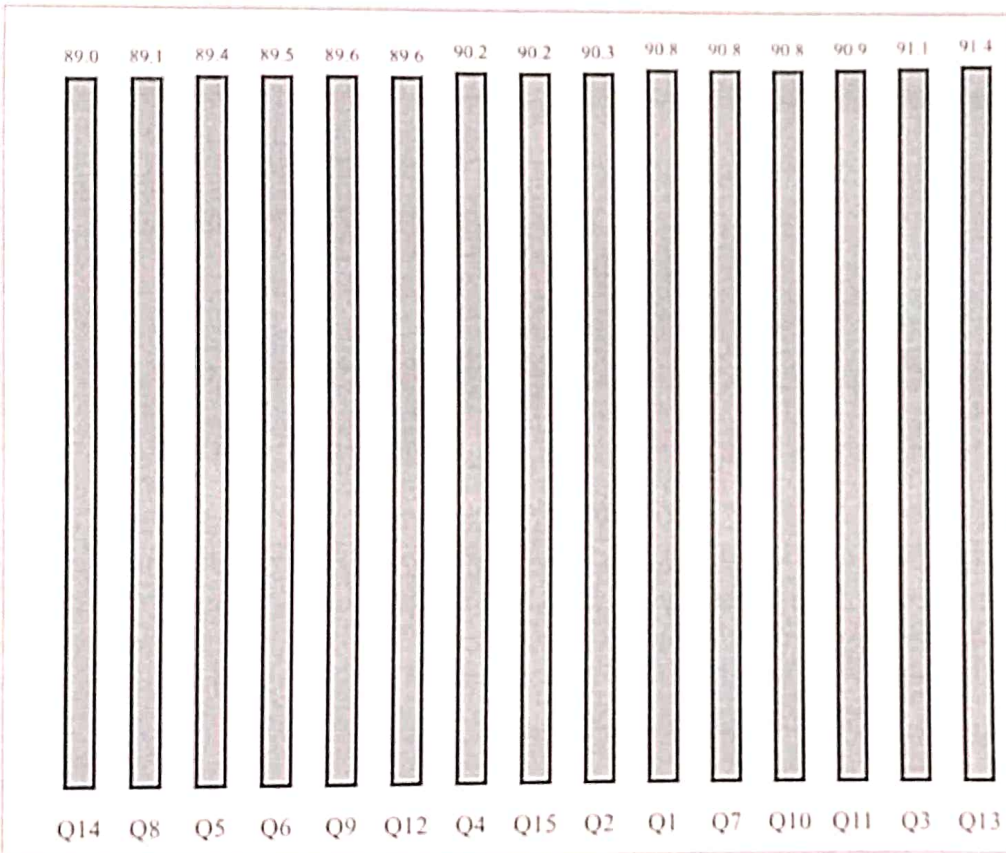
- 1 - 59 : Red
- 60 - 79 : Yellow
- 80 - 100 : Green

*[Signature]*  
Principal  
Shri Dharmasthala Manjunatheshwara  
College of Business Management  
MANGALORE.

Questionwise Average

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15
90.8	90.3	91.1	90.2	89.4	89.5	90.8	89.1	89.6	90.8	90.9	89.6	91.4	89.0	90.2

Total Average : 90.2%



Principal  
Shri Dharmasthala Manjunatheshwara  
College of Business Management  
MANGALORE.





# SHRI DHARMASTHALA MANJUNATHESHWARA COLLEGE OF BUSINESS MANAGEMENT

MANGALURU – 575 003 (DAKSHINA KANNADA)

Office : 0824-2494186  
Principal : 0824-2496980

NAAC Reaccredited (2017)  
with 'A' Grade

Fax : 0824-2494186  
Email : [sdmcbm@sdmcbm.ac.in](mailto:sdmcbm@sdmcbm.ac.in)  
Website : [www.sdm.ac.in](http://www.sdm.ac.in)

## STAFF APPARISAL AUGUST 2022

### ACTION TAKEN REPORT

Individual faculty appraisal analysis result is communicated to each faculty member and the action taken report is as follows.

Sl. No.	Question
1	<p><i>Able to communicate the subject in a step by step manner.</i></p> <p>The faculty has demonstrated exceptional performance in relation to this parameter. Faculty members are given instructions to make the methodology understandable to all students.</p>
2	<p><i>Available outside the class hours and willing to help and guide.</i></p> <p>Regarding this parameter, the performance of the faculty is excellent. When necessary, faculties are instructed to contact students even online.</p>
3	<p><i>Encouraging students to inculcate self-discipline and civic sense.</i></p> <p>Regarding this parameter, the performance of the faculty is excellent. Faculty are instructed to recognise any instances of student indiscipline and correct it in addition to giving broad guidance to the students on how to enhance self-discipline.</p>
4	<p><i>Gives assignments, Seminars etc. and encourages usage of library.</i></p> <p>The faculty has demonstrated excellent performance in relation to this parameter. Staff members are also told to encourage students to explore online resources and to produce creative assignments.</p>
5	<p><i>Identifies the learning level and encouraging you by providing opportunities.</i></p> <p>The faculty's performance in relation to this parameter is good. Faculty are told to evaluate the students' abilities and present chances to them accordingly.</p>
6	<p><i>Informs about course outcomes and programme outcomes and helps you to achieve it.</i></p> <p>The performance of the faculty is determined to be good in relation to this parameter. The requirement for students to achieve the programme outcomes is explained to faculty members.</p>

7	<b><i>Over all opinion about the teacher.</i></b> In terms of this parameter, the faculty's performance is excellent. Faculty members are told to keep a positive relationship with the students.
8	<b><i>Promotes curiosity and inquisitiveness by sharing information on latest developments in the field.</i></b> With regard to this parameter, the performance of the faculty is found to be good. Faculties are instructed to create interest among students about the emerging issues in the field of given assignments.
9	<b><i>Provides opportunity to develop skills such as communication, critical thinking, creativity, leadership etc.</i></b> The faculty is performing good in terms of this parameter. It is required of faculty members to give presentations in order to foster their communication, critical thinking and creativity.
10	<b><i>Punctual in engaging the classes and completing the syllabus.</i></b> The faculty has demonstrated excellent performance in relation to this parameter. Faculty members are expected to arrive on time for classes and double-check the class points that students have taken to make sure the entire curriculum has been covered.
11	<b><i>The teacher follows the teaching schedule as informed in the beginning of the semester?</i></b> In terms of this parameter, the faculty's performance is excellent. In the interest of the student community, faculties are directed to properly follow teaching schedule and to inform students at the beginning of the semester.
12	<b><i>Uses discussion and other student centric teaching methods (Involving the students in learning process).</i></b> The faculty's performance is deemed to be good with relation to this parameter. In order to encourage students to participate actively in class, staff members are advised to use wide range of student-centric teaching methods.
13	<b><i>Uses entire duration of the class.</i></b> In terms of this metric, the faculty's performance is excellent. It is expected of teachers to thoroughly engross their students in the learning process by planning a variety of engaging activities.
14	<b><i>Uses various ICT tools to a considerable extent in teaching.</i></b> The performance of the faculty is determined to be good in relation to this parameter. Faculty members are instructed to use various ICT tools effectively.
15	<b><i>Well prepared and makes the class interesting and understandable with real life examples.</i></b> Regarding this parameter, the performance of the faculty is excellent. Faculties are instructed to take up case studies, role plays etc.

SHRI DHARMASTHALA MANJUNATHESHWARA COLLEGE OF BUSINESS  
MANAGEMENT  
KODIALBAIL  
MANGALORE

Ent:SDMES

Cons:SDMCBM

Date:05.03.2022  
Time:10.29.17AM

Assessment Question List  
Topic : STAFF APPRAISAL 2022

Sl. No.	Question
1	Able to communicate the subject in a step by step manner
2	Available outside the class hours and willing to help and guide
3	Encouraging students to inculcate self discipline and civic sense
4	Gives assignments,Seminars etc and encourages usage of library
5	Identifies the learning level and encouraging you by providing opportunities
6	Informs about course outcomes and programme outcomes and helps you to achieve it
7	Over all opinion about the teacher
8	Promotes curiosity and inquisitiveness by sharing information on latest developments in the field
9	Provides opportunity to develop skills such as communication, critical thinking, creativity,leadership etc
10	Punctual in engaging the classes and completing the syllabus
11	The teacher follows the teaching schedule as informed in the beginning of the semester?
12	Uses discussion and other student centric teaching methods (Involving the students in learning process)
13	Uses entire duration of the class
14	Uses various ICT tools to a considerable extent in teaching
15	Well prepared and makes the class interesting and understandable with real life examples

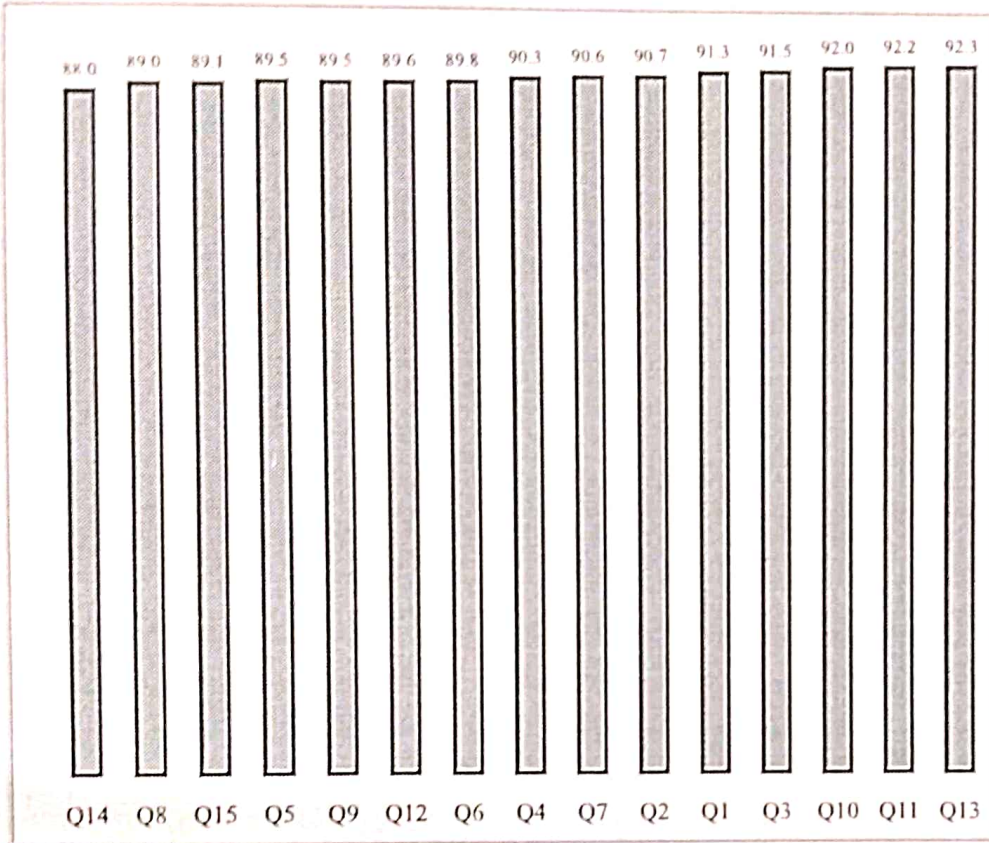
*Anand*

Principal  
Shri Dharmasthala Manjunatheshwara  
College of Business Management  
MANGALORE.

**Questionwise Average**

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15
91.3	90.7	91.5	90.3	89.5	89.8	90.6	89.0	89.5	92.0	92.2	89.6	92.3	88.0	89.1

**Total Average : 90.4%**




Topic	Avg. Performance X	Weight W	WX
STAFF APPRAISAL 2022	90.4	1500	135600.0
<b>Total</b>		<b>1500</b>	<b>135600.0</b>

**WEIGHTED AVERAGE = 90.4 %**

90.4

STA2

  
**Principal**  
 Shri Dharmasthala Manjunatheshwara  
 College of Business Management  
 MANGALORE.



# SHRI DHARMASTHALA MANJUNATHESHWARA COLLEGE OF BUSINESS MANAGEMENT

MANGALURU – 575 003 (DAKSHINA KANNADA)

Office : 0824-2494186  
Principal : 0824-2496980

NAAC Reaccredited (2017)  
with 'A' Grade

Fax : 0824-2494186  
Email : [sdmcbm@sdmcbm.ac.in](mailto:sdmcbm@sdmcbm.ac.in)  
Website : [www.sdm.ac.in](http://www.sdm.ac.in)

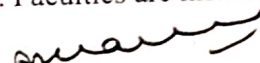
## STAFF APPARISAL MARCH 2022

### ACTION TAKEN REPORT

Individual faculty appraisal analysis result is communicated to each faculty member and the action taken report is as follows.

Sl. No.	Question
1	<p><i>Able to communicate the subject in a step by step manner.</i></p> <p>With regard to this parameter, the performance of the faculty is found to be excellent. Faculties are instructed to simplify the methodology so that every student can grasp.</p>
2	<p><i>Available outside the class hours and willing to help and guide.</i></p> <p>Regarding this parameter, the performance of the faculty is excellent. Faculties are instructed to use even online mode to reach out students whenever required.</p>
3	<p><i>Encouraging students to inculcate self-discipline and civic sense.</i></p> <p>Regarding this parameter, the performance of the faculty is excellent. Faculties are instructed to not only give general instructions to the students to improve self-discipline but also to identify any case of student's indiscipline and instruct them accordingly.</p>
4	<p><i>Gives assignments, Seminars etc. and encourages usage of library.</i></p> <p>With regard to this parameter, the performance of the faculty is found to be excellent. Faculties are further instructed to motivate the students to write innovative assignments and to use online resources.</p>
5	<p><i>Identifies the learning level and encouraging you by providing opportunities.</i></p> <p>Regarding this parameter, the performance of the faculty is good. Faculties are instructed to assess the students and provide them opportunities based on their competencies.</p>
6	<p><i>Informs about course outcomes and programme outcomes and helps you to achieve it.</i></p> <p>With regard to this parameter, the performance of the faculty is found to be good. Faculty members are instructed to explain the need of achieving the program outcomes to the students.</p>

7	<i>Over all opinion about the teacher.</i> Regarding this parameter, the performance of the faculty is excellent. Faculties are instructed to maintain good rapport with the students.
8	<i>Promotes curiosity and inquisitiveness by sharing information on latest developments in the field.</i> With regard to this parameter, the performance of the faculty is found to be good. Faculties are instructed to create interest among students about the emerging issues in the field of given assignments.
9	<i>Provides opportunity to develop skills such as communication, critical thinking, creativity, leadership etc.</i> Regarding this parameter, the performance of the faculty is good. Faculty members are instructed to give presentations so that their communication and creativity encouraged.
10	<i>Punctual in engaging the classes and completing the syllabus.</i> With regard to this parameter, the performance of the faculty is found to be excellent. Faculties are instructed to be on time to classes and cross check the class points written by the students to ensure that entire syllabus is completed.
11	<i>The teacher follows the teaching schedule as informed in the beginning of the semester?</i> Regarding this parameter, the performance of the faculty is excellent. Faculties are instructed to inform the students in the beginning of the semester and strictly adhere to the same in the interest of the student community.
12	<i>Uses discussion and other student centric teaching methods (Involving the students in learning process).</i> With regard to this parameter, the performance of the faculty is found to be good. Faculty members are instructed to use variety of student centric methods so that students can be proactive in the class.
13	<i>Uses entire duration of the class.</i> Regarding this parameter, the performance of the faculty is excellent. Faculties are instructed to engage the students fully in the class by organizing various interesting activities so that learning becomes fruitful.
14	<i>Uses various ICT tools to a considerable extent in teaching.</i> With regard to this parameter, the performance of the faculty is found to be good. Faculty members are instructed to use various ICT tools effectively.
15	<i>Well prepared and makes the class interesting and understandable with real life examples.</i> Regarding this parameter, the performance of the faculty is good. Faculties are instructed to take up case studies, role plays etc.

  
Principal

## SDM BBM UNAIDED

Ent:SDMES

Cons:SDMBBM

Date:12.03.2020

Time:12.22.05PM

## Assessment Question List

Assessment Definition Name : Appraisal March 2020

Question No.	Question	Weightage (%)
<b>GENERAL</b>		
1	Availability for discussion outside the class hours.	100
2	Overall opinion.	100
3	Willingness to help and guide outside the class.	100
<b>MOTIVATION AND GUIDANCE</b>		
4	Enabling improvement of soft skills.	100
5	Encouraging library usage as a part of academic activity.	100
6	Encouraging discussion on moral and ethical values.	100
7	Encouraging students to inculcate self-discipline and civic sense.	100
8	Maintaining harmonious relationship with students.	100
9	Promoting curiosity and inquisitiveness.	100
10	Providing information on future opportunities.	100
<b>TEACHING, LEARNING AND EVALUATION</b>		
11	Discussion on merits of the answer immediately after exam.	100
12	Making the classes interactive.	100
13	Making the classes interesting.	100
14	Providing Proper Information about learning resources.	100
15	Providing opportunity to listen to scholarly lectures.	100
16	Sharing information on latest developments in the field.	100
17	Usage of technology(Video lectures, PPT	100
<b>TIME MANAGEMENT</b>		
18	Completion of syllabus on time.	100
19	Regularity in engaging classes.	100
20	Usage of entire duration of the class.	100

*Principal*  
Principal  
Shri Dharmasthala Manjunatheshwara  
College of Business Management  
MANGALORE.

Questionwise Average

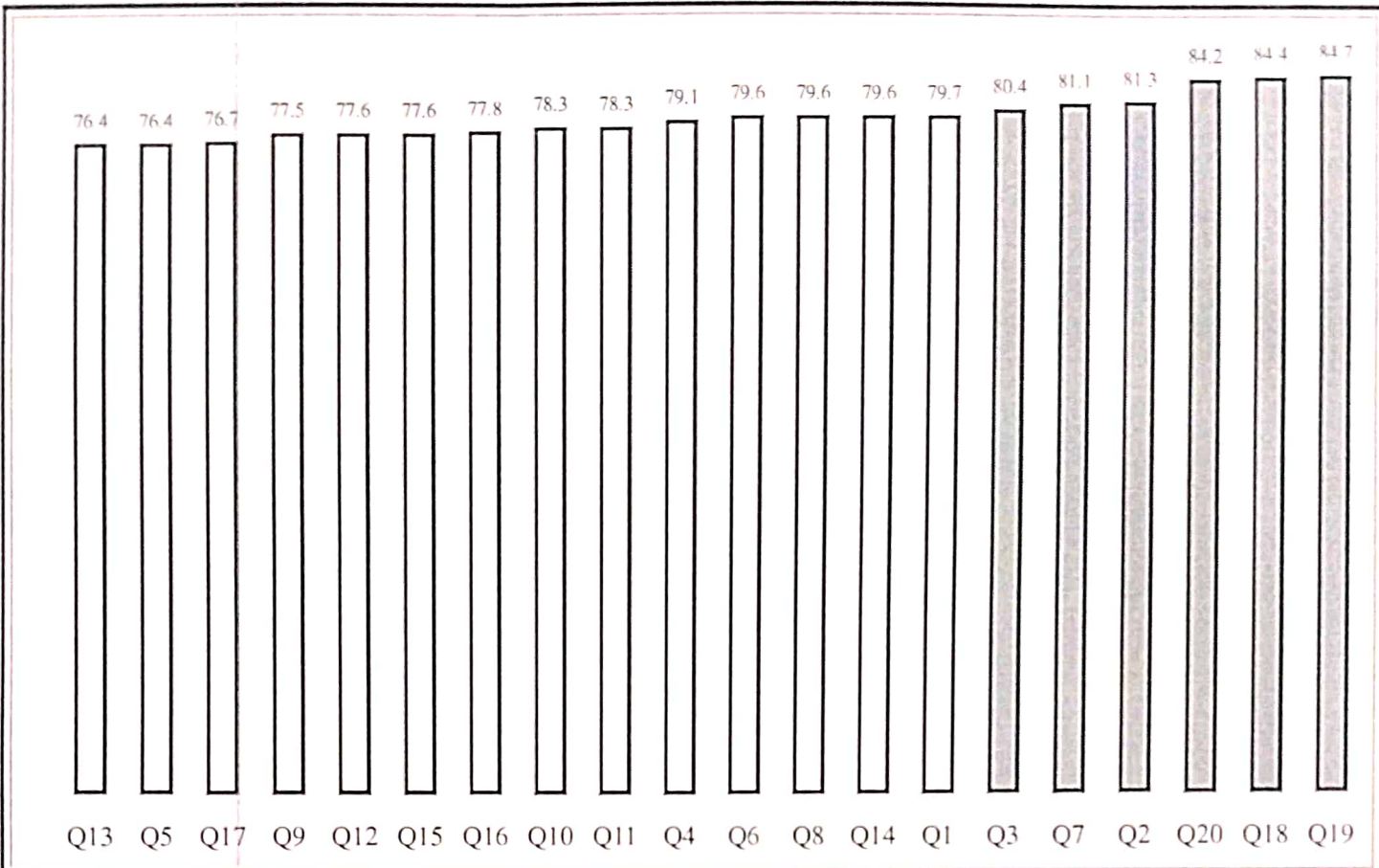
Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	Q20
79.7	81.3	80.4	79.1	76.4	79.6	81.1	79.6	77.5	78.3	78.3	77.6	76.4	79.6	77.6	77.8	76.7	84.4	84.7	84.2

Total Average : 79.5%

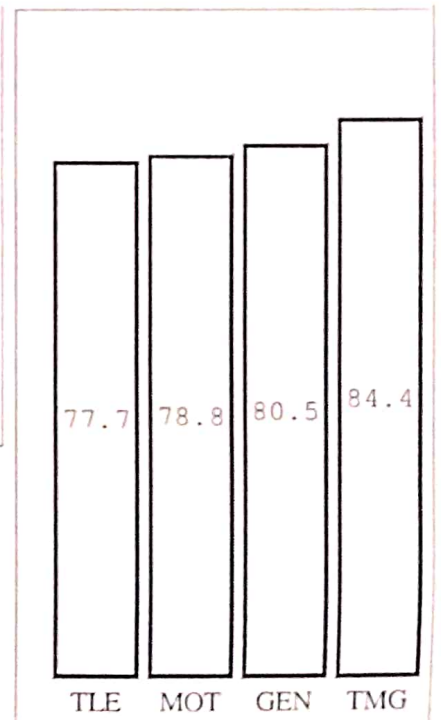
  
Principal


Shri Dharmasthala Manjunatheshwara  
College of Business Management  
MANGALORE.





Topic	Avg. Performance X	Weight W	WX
GENERAL	80.5	300	24150.0
TEACHING, LEARNING AND EVALUATION	77.7	700	54390.0
MOTIVATION AND GUIDANCE	78.8	700	55160.0
TIME MANAGEMENT	84.4	300	25320.0
	<b>Total</b>	<b>2000</b>	<b>159020.0</b>
<b>WEIGHTED AVERAGE = 79.5 %</b>			



  
**Principal**  
 Shri Dharmasthala Manjunatheshwara  
 College of Business Management  
 MANGALORE.



# SHRI DHARMASTHALA MANJUNATHESHWARA COLLEGE OF BUSINESS MANAGEMENT

MANGALURU – 575 003 (DAKSHINA KANNADA)

Office : 0824-2494186  
Principal : 0824-2496980

NAAC Reaccredited (2017)  
with 'A' Grade

Fax : 0824-2494186  
Email : [sdmcbm@sdmcbm.ac.in](mailto:sdmcbm@sdmcbm.ac.in)  
Website : [www.sdm.ac.in](http://www.sdm.ac.in)

## STAFF APPARISAL MARCH 2020

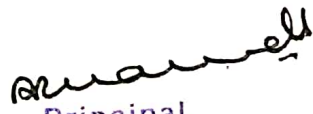
### ACTION TAKEN REPORT

Individual faculty appraisal analysis result is communicated to each faculty member and the action taken report is as follows.

Sl. No.	Question
1	<p><i>Availability for discussion outside the class hours.</i></p> <p>The faculty has demonstrated good performance with regard to this parameter. Faculty members are given instructions to be available to students during lunch break and beyond class hours when requested by the students.</p>
2	<p><i>Overall opinion.</i></p> <p>Regarding this parameter, the performance of the faculty is good. Faculties are instructed to maintain good rapport with the students.</p>
3	<p><i>Willingness to help and guide outside the class.</i></p> <p>The faculty has demonstrated good performance with regard to this parameter. Staff members are instructed help the students and guide them in all respect whenever required to create enthusiasm for learning, provide a real-world context.</p>
4	<p><i>Enabling improvement of soft skills.</i></p> <p>The faculty has demonstrated good performance with regard to this parameter. Faculty members are informed to engage the students in various skill enhancement activities beyond the class hours.</p>
5	<p><i>Encouraging library usage as a part of academic activity.</i></p> <p>The faculty has demonstrated good performance with regard to this parameter. Staff members are also told to encourage students to explore library and online resources and to produce creative assignments.</p>
6	<p><i>Encouraging discussion on moral and ethical values.</i></p> <p>The faculty has demonstrated good performance with regard to this parameter. Faculties are instructed to have discussion on moral and ethical values in order to build a positive character with traits such as compassion, respect, kindness, and humility to make students distinguish between right and wrong.</p>

7	<p><b><i>Encouraging students to inculcate self-discipline and civic sense.</i></b></p> <p>Regarding this parameter, the performance of the faculty is excellent. Faculty are instructed to recognise any instances of student indiscipline and correct it in addition to giving broad guidance to the students on how to enhance self-discipline.</p>
8	<p><b><i>Maintaining harmonious relationship with students.</i></b></p> <p>In terms of this parameter, the faculty's performance is excellent. Faculty members are told to keep a positive relationship with the students.</p>
9	<p><b><i>Promoting curiosity and inquisitiveness.</i></b></p> <p>The faculty has demonstrated excellent performance with regard to this parameter. Staff members are informed to stimulate students' curiosity by encouraging valuable questions and tinkering on current events and critical thinking.</p>
10	<p><b><i>Providing information on future opportunities.</i></b></p> <p>The faculty's performance in relation to this parameter is good. Career guidance cell members are instructed to conduct sessions to all classes to provide information on future opportunities.</p>
11	<p><b><i>Discussion on merits of the answer immediately after exam.</i></b></p> <p>With regard to this parameter, the performance of the faculty is found to be good. Faculties are informed to discuss on merits of the answer immediately after internal tests.</p>
12	<p><b><i>Making the classes interactive.</i></b></p> <p>The faculty's performance with regard to this parameter is good. Faculties are advised to involve the students actively in the learning process by participating in activities, games, discussions, solving problems, and so on.</p>
13	<p><b><i>Making the classes interesting.</i></b></p> <p>With regard to this parameter, the performance of the faculty is found to be good. Further, faculty members are informed to make the classes interesting by involving students in various activities such as role play, group discussions, peer Interactions etc.</p>
14	<p><b><i>Providing Proper Information about learning resources.</i></b></p> <p>The faculty's performance with regard to this parameter is good. However, faculties are informed to provide information about different learning available within the institution and also other online resources.</p>
15	<p><b><i>Providing opportunity to listen to scholarly lectures.</i></b></p> <p>In terms of this parameter, the faculty's performance is found to be good. Faculty members are told to organize guest lectures by inviting eminent personalities.</p>
16	<p><b><i>Sharing information on latest developments in the field.</i></b></p> <p>With regard to this parameter, the performance of the faculty is found to be good. Faculties are instructed to create interest among students about the emerging issues in the field of given assignments.</p>

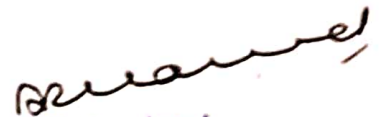
17	<p><i>Usage of technology (Video lectures, PPT)</i></p> <p>The performance of the faculty is determined to be good with regard to this parameter. Faculty members are instructed to use various ICT tools effectively in order to involve students in teaching learning process.</p>
18	<p><i>Completion of syllabus on time.</i></p> <p>The faculty has demonstrated good performance in relation to this parameter. Faculty members are expected to double-check the class points that students have taken to make sure the entire curriculum has been covered in time.</p>
19	<p><i>Regularity in engaging classes.</i></p> <p>The faculty has demonstrated excellent performance with regard to this parameter. Faculty members are expected to arrive on time for classes and engage the entire duration of the class.</p>
20	<p><i>Usage of entire duration of the class.</i></p> <p>In terms of this metric, the faculty's performance is excellent. It is expected of teachers to thoroughly engross their students in the learning process by planning a variety of engaging activities.</p>

  
 Principal  
 Shri Dharmasthala Manjunatheshwara  
 College of Business Management  
 MANGALORE.

## Assessment Question List

Assessment Definition Name : Appraisal September 2019

Question No.	Question	Weightage (%)
<b>GENERAL</b>		
1	Availability for discussion outside the class hours.	100
2	Overall opinion.	100
3	Willingness to help and guide outside the class.	100
<b>MOTIVATION AND GUIDANCE</b>		
4	Enabling improvement of soft skills.	100
5	Encouraging library usage as a part of academic activity.	100
6	Encouraging discussion on moral and ethical values.	100
7	Encouraging students to inculcate self-discipline and civic sense.	100
8	Maintaining harmonious relationship with students.	100
9	Promoting curiosity and inquisitiveness.	100
10	Providing information on future opportunities.	100
<b>TEACHING, LEARNING AND EVALUATION</b>		
11	Discussion on merits of the answer immediately after exam.	100
12	Making the classes interactive.	100
13	Making the classes interesting.	100
14	Providing Proper Information about learning resources.	100
15	Providing opportunity to listen to scholarly lectures.	100
16	Sharing information on latest developments in the field.	100
17	Usage of technology(Video lectures, PPT	100
<b>TIME MANAGEMENT</b>		
18	Completion of syllabus on time.	100
19	Regularity in engaging classes.	100
20	Usage of entire duration of the class.	100



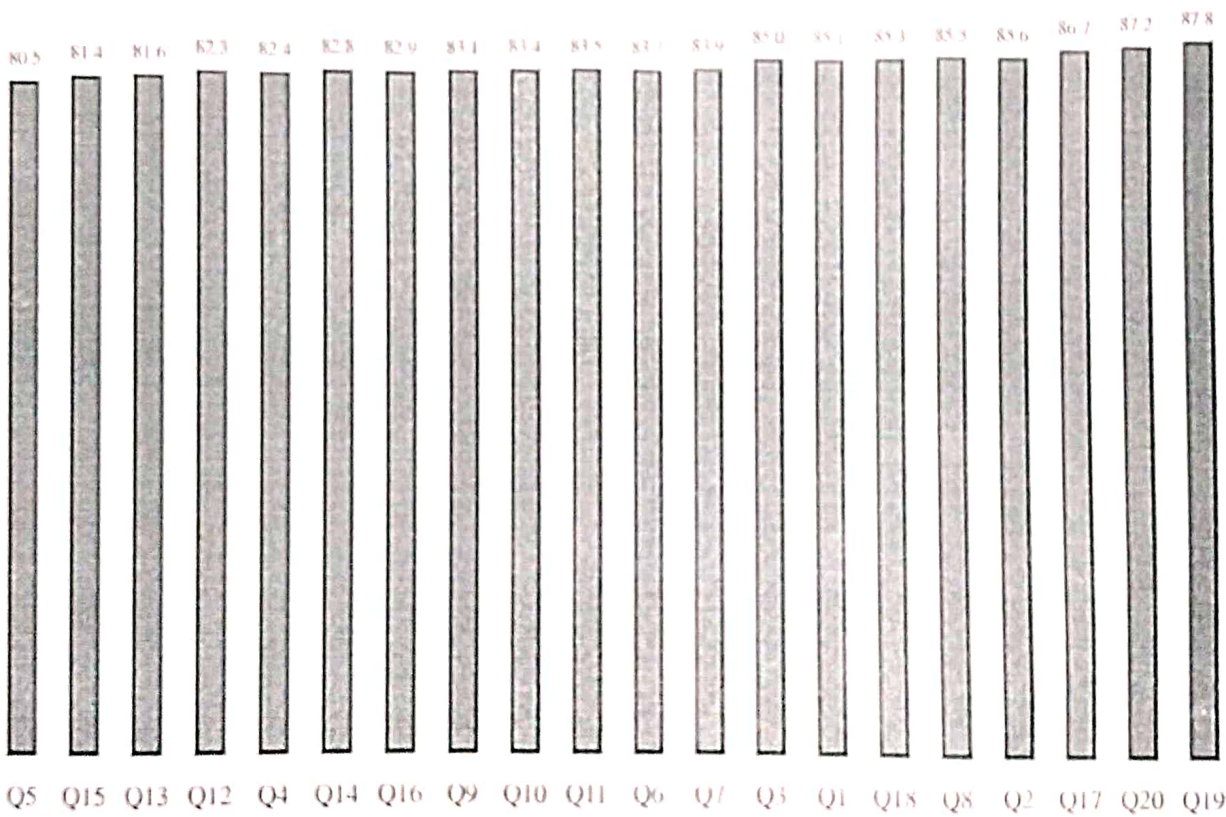
Principal

 Shri Dharmasthala Manjunatheshwara  
 College of Business Management  
 MANGALORE.

### Questionwise Average

Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	Q20
85.1	85.6	85.0	82.4	80.5	83.7	83.9	85.5	83.1	83.4	83.5	82.3	81.6	82.8	81.4	82.9	86.7	85.3	87.8	87.2

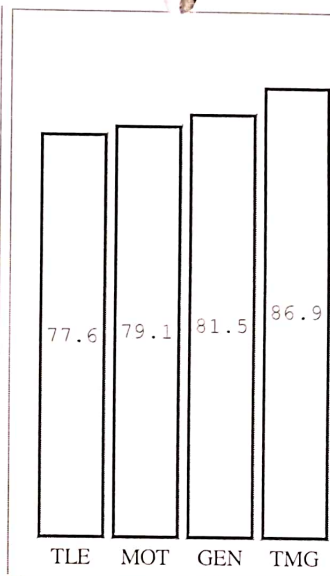
Total Average : 84.0%



*Signature*

Principal  
Shri Dharmasthala Manjunatheshwara  
College of Business Management  
MANGALORE.

Topic	Avg. Performance X	Weight W	WX
GENERAL	81.5	300	24450.0
TEACHING, LEARNING AND EVALUATION	77.6	700	54320.0
MOTIVATION AND GUIDANCE	79.1	700	55370.0
TIME MANAGEMENT	86.9	300	26070.0
	<b>Total</b>	<b>2000</b>	<b>160210.0</b>
<b>WEIGHTED AVERAGE = 80.1 %</b>			



*Principal*  
Principal  
Shri Dharmasthala Manjunatheshwara  
College of Business Management  
MANGALORE.



# SHRI DHARMASTHALA MANJUNATHESHWARA COLLEGE OF BUSINESS MANAGEMENT

MANGALURU – 575 003 (DAKSHINA KANNADA)

Office : 0824-2494186  
Principal : 0824-2496980

NAAC Reaccredited (2017)  
with 'A' Grade

Fax : 0824-2494186  
Email : [sdmcbm@sdmcbm.ac.in](mailto:sdmcbm@sdmcbm.ac.in)  
Website : [www.sdm.ac.in](http://www.sdm.ac.in)

## STAFF APPARISAL SEPTEMBER 2019

### ACTION TAKEN REPORT

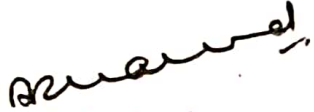
Individual faculty appraisal analysis result is communicated to each faculty member and the action taken report is as follows.

Sl. No.	Question
1	<p><b><i>Availability for discussion outside the class hours.</i></b></p> <p>The faculty has demonstrated good performance with regard to this parameter. Faculty members are given instructions to be available to students during lunch break and beyond class hours when requested by the students.</p>
2	<p><b><i>Overall opinion.</i></b></p> <p>Regarding this parameter, the performance of the faculty is good. Faculties are instructed to maintain good rapport with the students.</p>
3	<p><b><i>Willingness to help and guide outside the class.</i></b></p> <p>The faculty has demonstrated good performance with regard to this parameter. Staff members are instructed help the students and guide them in all respect whenever required to create enthusiasm for learning, provide a real-world context.</p>
4	<p><b><i>Enabling improvement of soft skills.</i></b></p> <p>The faculty has demonstrated good performance with regard to this parameter. Faculty members are informed to engage the students in various skill enhancement activities beyond the class hours.</p>
5	<p><b><i>Encouraging library usage as a part of academic activity.</i></b></p> <p>The faculty has demonstrated good performance with regard to this parameter. Staff members are also told to encourage students to explore library and online resources and to produce creative assignments.</p>
6	<p><b><i>Encouraging discussion on moral and ethical values.</i></b></p> <p>The faculty has demonstrated good performance with regard to this parameter. Faculties are instructed to have discussion on moral and ethical values in order to build a positive character with traits such as compassion, respect, kindness, and humility to make students distinguish between right and wrong.</p>



7	<p><b><i>Encouraging students to inculcate self-discipline and civic sense.</i></b></p> <p>Regarding this parameter, the performance of the faculty is excellent. Faculty are instructed to recognise any instances of student indiscipline and correct it in addition to giving broad guidance to the students on how to enhance self-discipline.</p>
8	<p><b><i>Maintaining harmonious relationship with students.</i></b></p> <p>In terms of this parameter, the faculty's performance is excellent. Faculty members are told to keep a positive relationship with the students.</p>
9	<p><b><i>Promoting curiosity and inquisitiveness.</i></b></p> <p>The faculty has demonstrated excellent performance with regard to this parameter. Staff members are informed to stimulate students' curiosity by encouraging valuable questions and tinkering on current events and critical thinking.</p>
10	<p><b><i>Providing information on future opportunities.</i></b></p> <p>The faculty's performance in relation to this parameter is good. Career guidance cell members are instructed to conduct sessions to all classes to provide information on future opportunities.</p>
11	<p><b><i>Discussion on merits of the answer immediately after exam.</i></b></p> <p>With regard to this parameter, the performance of the faculty is found to be good. Faculties are informed to discuss on merits of the answer immediately after internal tests.</p>
12	<p><b><i>Making the classes interactive.</i></b></p> <p>The faculty's performance with regard to this parameter is good. Faculties are advised to involve the students actively in the learning process by participating in activities, games, discussions, solving problems, and so on.</p>
13	<p><b><i>Making the classes interesting.</i></b></p> <p>With regard to this parameter, the performance of the faculty is found to be good. Further, faculty members are informed to make the classes interesting by involving students in various activities such as role play, group discussions, peer Interactions etc.</p>
14	<p><b><i>Providing Proper Information about learning resources.</i></b></p> <p>The faculty's performance with regard to this parameter is good. However, faculties are informed to provide information about different learning available within the institution and also other online resources.</p>
15	<p><b><i>Providing opportunity to listen to scholarly lectures.</i></b></p> <p>In terms of this parameter, the faculty's performance is found to be good. Faculty members are told to organize guest lectures by inviting eminent personalities.</p>
16	<p><b><i>Sharing information on latest developments in the field.</i></b></p> <p>With regard to this parameter, the performance of the faculty is found to be good. Faculties are instructed to create interest among students about the emerging issues in the field of given assignments.</p>

17	<p><i>Usage of technology (Video lectures, PPT)</i></p> <p>The performance of the faculty is determined to be good with regard to this parameter. Faculty members are instructed to use various ICT tools effectively in order to involve students in teaching learning process.</p>
18	<p><i>Completion of syllabus on time.</i></p> <p>The faculty has demonstrated good performance in relation to this parameter. Faculty members are expected to double-check the class points that students have taken to make sure the entire curriculum has been covered in time.</p>
19	<p><i>Regularity in engaging classes.</i></p> <p>The faculty has demonstrated excellent performance with regard to this parameter. Faculty members are expected to arrive on time for classes and engage the entire duration of the class.</p>
20	<p><i>Usage of entire duration of the class.</i></p> <p>In terms of this metric, the faculty's performance is excellent. It is expected of teachers to thoroughly engross their students in the learning process by planning a variety of engaging activities.</p>

  
**Principal**  
 Shri Dharmasthala Manjunatheshwara  
 College of Business Management  
 MANGALORE.

## SDM BBM UNAIDED

Ent:SDMES

Cons:SDMBBM

Date:02.04.2019

Time:11.06.23AM

## Assessment Question List

Assessment Definition Name : Appraisal March 2019 (BBM)

Question No.	Question	Weightage (%)
<b>GENERAL</b>		
1	Availability for discussion outside the class hours.	100
2	Overall opinion.	100
3	Willingness to help and guide outside the class.	100
<b>MOTIVATION AND GUIDANCE</b>		
4	Enabling improvement of soft skills.	100
5	Encouraging library usage as a part of academic activity.	100
6	Encouraging discussion on moral and ethical values.	100
7	Encouraging students to inculcate self-discipline and civic sense.	100
8	Maintaining harmonious relationship with students.	100
9	Promoting curiosity and inquisitiveness.	100
10	Providing information on future opportunities.	100
<b>TEACHING, LEARNING AND EVALUATION</b>		
11	Discussion on merits of the answer immediately after exam.	100
12	Making the classes interactive.	100
13	Making the classes interesting.	100
14	Providing Proper Information about learning resources.	100
15	Providing opportunity to listen to scholarly lectures.	100
16	Sharing information on latest developments in the field.	100
17	Usage of technology(Video lectures, PPT	100
<b>TIME MANAGEMENT</b>		
18	Completion of syllabus on time.	100
19	Regularity in engaging classes.	100
20	Usage of entire duration of the class.	100



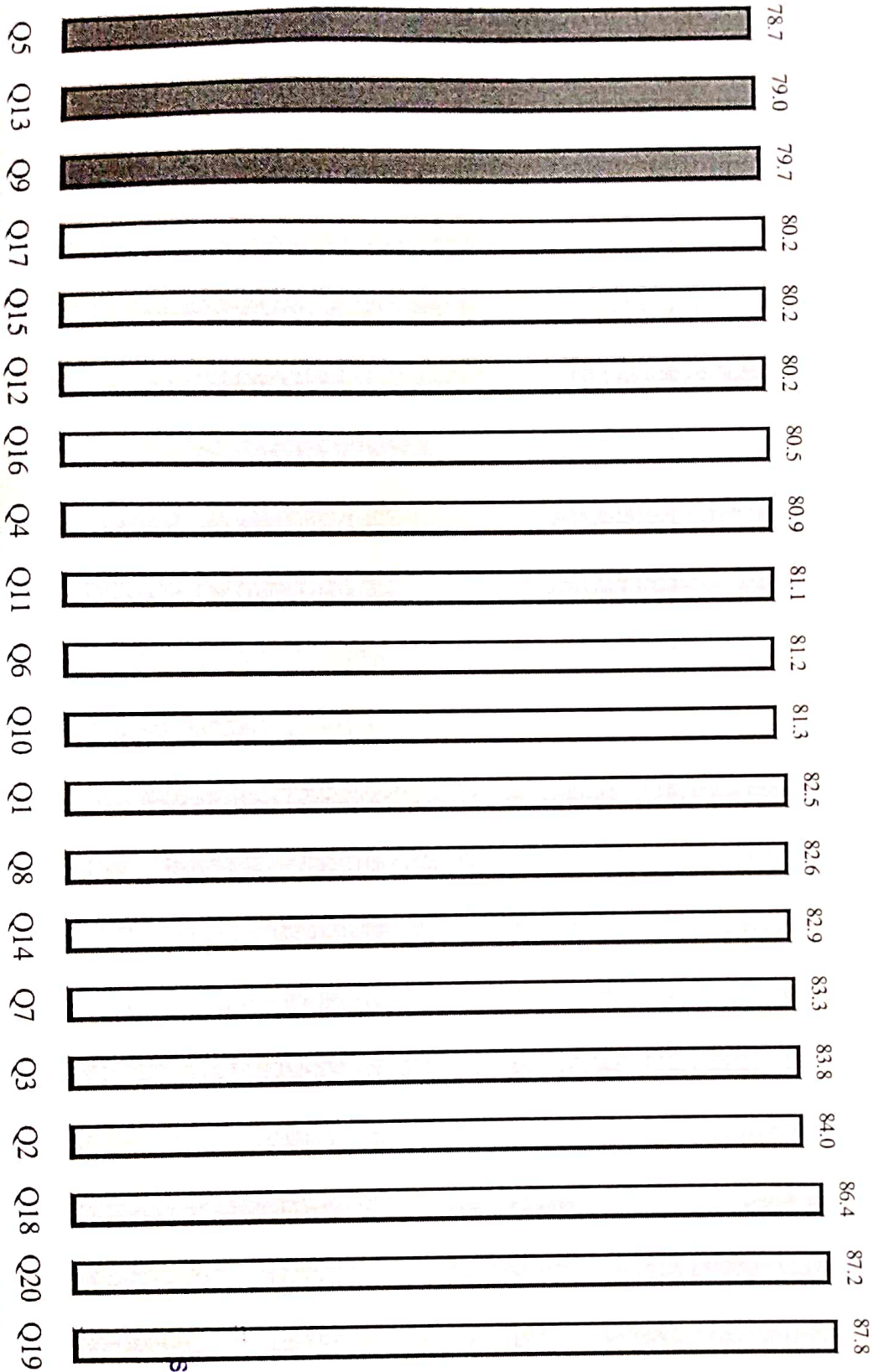
Principal


 Shri Dharmasthala Manjunatheshwara  
 College of Business Management  
 MANGALORE.

### Questionwise Average

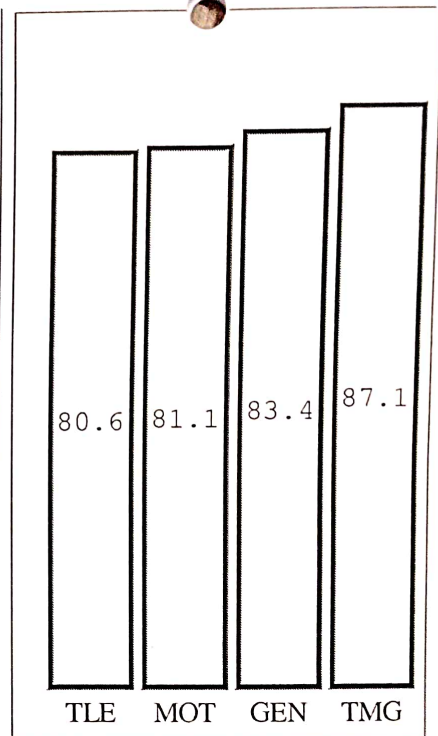
Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	Q20
82.5	84.0	83.8	80.9	78.7	81.2	83.3	82.6	79.7	81.3	81.1	80.2	79.0	82.9	80.2	80.5	80.2	86.4	87.8	87.2

**Total Average : 82.2%**



  
**Principal**  
 Shri Dharmasthala Manjunatheshwara  
 College of Business Management  
 MANGALORE.

Topic	Avg. Performance X	Weight W	WX
GENERAL	83.4	300	25020.0
TEACHING, LEARNING AND EVALUATION	80.6	700	56420.0
MOTIVATION AND GUIDANCE	81.1	700	56770.0
TIME MANAGEMENT	87.1	300	26130.0
	<b>Total</b>	<b>2000</b>	<b>164340.0</b>
<b>WEIGHTED AVERAGE = 82.2 %</b>			



*Pranav*  
Principal  
Shri Dharmasthala Manjunatheshwara  
College of Business Management  
MANGALORE.



# SHRI DHARMASTHALA MANJUNATHESHWARA COLLEGE OF BUSINESS MANAGEMENT

MANGALURU – 575 003 (DAKSHINA KANNADA)

Office : 0824-2494186  
Principal : 0824-2496980

NAAC Reaccredited (2017)  
with 'A' Grade

Fax : 0824-2494186  
Email : [sdmcbm@sdmcbm.ac.in](mailto:sdmcbm@sdmcbm.ac.in)  
Website : [www.sdm.ac.in](http://www.sdm.ac.in)

## STAFF APPARISAL MARCH 2019

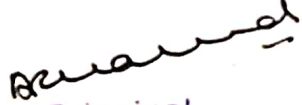
### ACTION TAKEN REPORT

Individual faculty appraisal analysis result is communicated to each faculty member and the action taken report is as follows.

Sl. No.	Question
1	<p><i>Availability for discussion outside the class hours.</i></p> <p>The faculty has demonstrated good performance with regard to this parameter. Faculty members are given instructions to be available to students during lunch break and beyond class hours when requested by the students.</p>
2	<p><i>Overall opinion.</i></p> <p>Regarding this parameter, the performance of the faculty is good. Faculties are instructed to maintain good rapport with the students.</p>
3	<p><i>Willingness to help and guide outside the class.</i></p> <p>The faculty has demonstrated good performance with regard to this parameter. Staff members are instructed help the students and guide them in all respect whenever required to create enthusiasm for learning, provide a real-world context.</p>
4	<p><i>Enabling improvement of soft skills.</i></p> <p>The faculty has demonstrated good performance with regard to this parameter. Faculty members are informed to engage the students in various skill enhancement activities beyond the class hours.</p>
5	<p><i>Encouraging library usage as a part of academic activity.</i></p> <p>The faculty has demonstrated good performance with regard to this parameter. Staff members are also told to encourage students to explore library and online resources and to produce creative assignments.</p>
6	<p><i>Encouraging discussion on moral and ethical values.</i></p> <p>The faculty has demonstrated good performance with regard to this parameter. Faculties are instructed to have discussion on moral and ethical values in order to build a positive character with traits such as compassion, respect, kindness, and humility to make students distinguish between right and wrong.</p>

7	<p><b><i>Encouraging students to inculcate self-discipline and civic sense.</i></b></p> <p>Regarding this parameter, the performance of the faculty is excellent. Faculty are instructed to recognise any instances of student indiscipline and correct it in addition to giving broad guidance to the students on how to enhance self-discipline.</p>
8	<p><b><i>Maintaining harmonious relationship with students.</i></b></p> <p>In terms of this parameter, the faculty's performance is excellent. Faculty members are told to keep a positive relationship with the students.</p>
9	<p><b><i>Promoting curiosity and inquisitiveness.</i></b></p> <p>The faculty has demonstrated excellent performance with regard to this parameter. Staff members are informed to stimulate students' curiosity by encouraging valuable questions and tinkering on current events and critical thinking.</p>
10	<p><b><i>Providing information on future opportunities.</i></b></p> <p>The faculty's performance in relation to this parameter is good. Career guidance cell members are instructed to conduct sessions to all classes to provide information on future opportunities.</p>
11	<p><b><i>Discussion on merits of the answer immediately after exam.</i></b></p> <p>With regard to this parameter, the performance of the faculty is found to be good. Faculties are informed to discuss on merits of the answer immediately after internal tests.</p>
12	<p><b><i>Making the classes interactive.</i></b></p> <p>The faculty's performance with regard to this parameter is good. Faculties are advised to involve the students actively in the learning process by participating in activities, games, discussions, solving problems, and so on.</p>
13	<p><b><i>Making the classes interesting.</i></b></p> <p>With regard to this parameter, the performance of the faculty is found to be good. Further, faculty members are informed to make the classes interesting by involving students in various activities such as role play, group discussions, peer Interactions etc.</p>
14	<p><b><i>Providing Proper Information about learning resources.</i></b></p> <p>The faculty's performance with regard to this parameter is good. However, faculties are informed to provide information about different learning available within the institution and also other online resources.</p>
15	<p><b><i>Providing opportunity to listen to scholarly lectures.</i></b></p> <p>In terms of this parameter, the faculty's performance is found to be good. Faculty members are told to organize guest lectures by inviting eminent personalities.</p>
16	<p><b><i>Sharing information on latest developments in the field.</i></b></p> <p>With regard to this parameter, the performance of the faculty is found to be good. Faculties are instructed to create interest among students about the emerging issues in the field of given assignments.</p>

17	<p><i>Usage of technology (Video lectures, PPT)</i></p> <p>The performance of the faculty is determined to be good with regard to this parameter. Faculty members are instructed to use various ICT tools effectively in order to involve students in teaching learning process.</p>
18	<p><i>Completion of syllabus on time.</i></p> <p>The faculty has demonstrated excellent performance in relation to this parameter. Faculty members are expected to double-check the class points that students have taken to make sure the entire curriculum has been covered in time.</p>
19	<p><i>Regularity in engaging classes.</i></p> <p>The faculty has demonstrated excellent performance with regard to this parameter. Faculty members are expected to arrive on time for classes and engage the entire duration of the class.</p>
20	<p><i>Usage of entire duration of the class.</i></p> <p>In terms of this metric, the faculty's performance is excellent. It is expected of teachers to thoroughly engross their students in the learning process by planning a variety of engaging activities.</p>


  
 Principal  
 Shri Dharmasthala Manjunatheshwara  
 College of Business Management  
 MANGALORE.



## Assessment Question List

Assessment Definition Name : Appraisal August 2018

Question No.	Question	Weightage (%)
<b>GENERAL</b>		
1	Availability for discussion outside the class hours.	100
2	Overall opinion.	100
3	Willingness to help and guide outside the class.	100
<b>MOTIVATION AND GUIDANCE</b>		
4	Enabling improvement of soft skills.	100
5	Encouraging library usage as a part of academic activity.	100
6	Encouraging discussion on moral and ethical values.	100
7	Encouraging students to inculcate self-discipline and civic sense.	100
8	Maintaining harmonious relationship with students.	100
9	Promoting curiosity and inquisitiveness.	100
10	Providing information on future opportunities.	100
<b>TEACHING, LEARNING AND EVALUATION</b>		
11	Discussion on merits of the answer immediately after exam.	100
12	Making the classes interactive.	100
13	Making the classes interesting.	100
14	Providing Proper Information about learning resources.	100
15	Providing opportunity to listen to scholarly lectures.	100
16	Sharing information on latest developments in the field.	100
17	Usage of technology(Video lectures, PPT	100
<b>TIME MANAGEMENT</b>		
18	Completion of syllabus on time.	100
19	Regularity in engaging classes.	100
20	Usage of entire duration of the class.	100

  
 Principal  
 Shri Dharmasthala Manjunatheshwara  
 College of Business Management  
 MANGALORE.

Questionwise Average

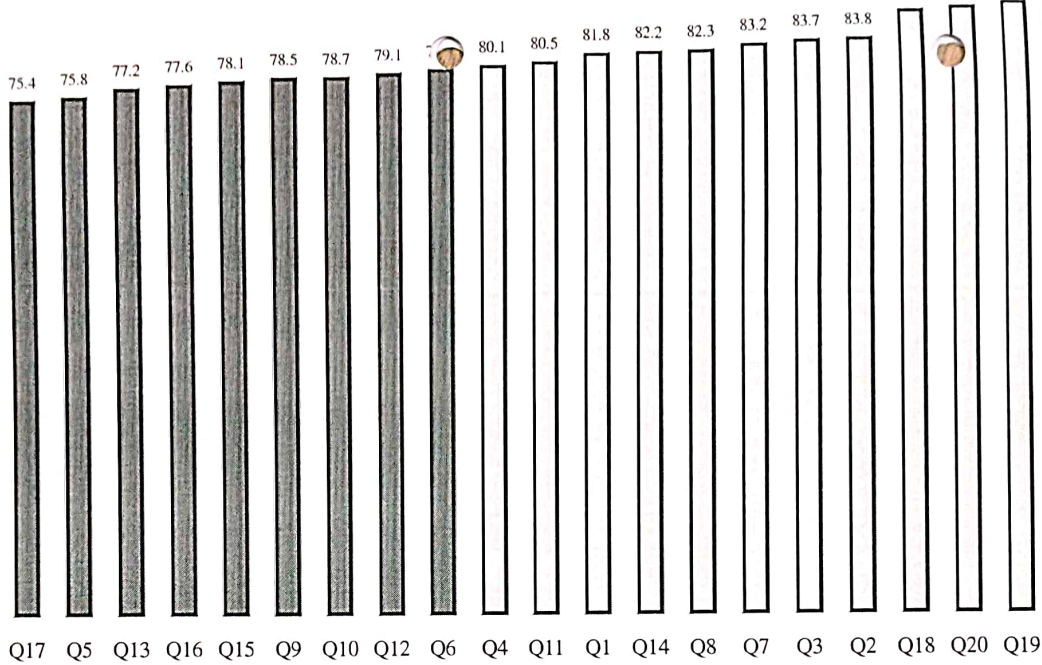
Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	Q20
81.8	83.8	83.7	80.1	75.8	79.5	83.2	82.3	78.5	78.7	80.5	79.1	77.2	82.2	78.1	77.6	75.4	88.0	89.4	88.6

Total Average : 81.2%

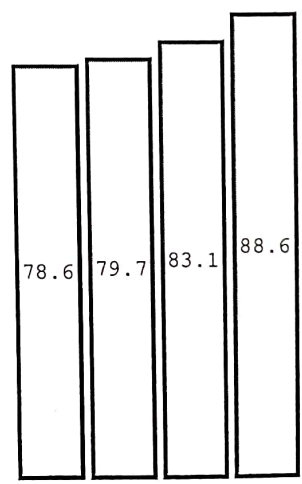
*Aravind*

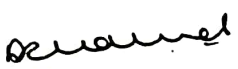
Principal

Shri Dharmasthala Manjunatheshwara  
College of Business Management  
MANGALORE



Topic	Avg. Performance X	Weight W	WX
GENERAL	83.1	300	24930.0
TEACHING, LEARNING AND EVALUATION	78.6	700	55020.0
MOTIVATION AND GUIDANCE	79.7	700	55790.0
TIME MANAGEMENT	88.6	300	26580.0
<b>Total</b>		<b>2000</b>	<b>162320.0</b>
<b>WEIGHTED AVERAGE = 81.2 %</b>			



  
**Principal**  
 Shri Dharmasthala Manjunatheshwara  
 College of Business Management  
 MANGALORE.



# SHRI DHARMASTHALA MANJUNATHESHWARA COLLEGE OF BUSINESS MANAGEMENT

MANGALURU – 575 003 (DAKSHINA KANNADA)

Office : 0824-2494186  
Principal : 0824-2496980

NAAC Reaccredited (2017)  
with 'A' Grade

Fax : 0824-2494186  
Email : [sdmcbm@sdmcbm.ac.in](mailto:sdmcbm@sdmcbm.ac.in)  
Website : [www.sdm.ac.in](http://www.sdm.ac.in)

## STAFF APPARISAL AUGUST 2018

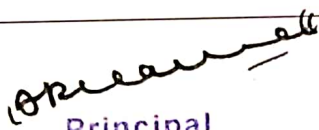
### ACTION TAKEN REPORT

Individual faculty appraisal analysis result is communicated to each faculty member and the action taken report is as follows.

Sl. No.	Question
1	<p><b><i>Availability for discussion outside the class hours.</i></b></p> <p>The faculty has demonstrated good performance with regard to this parameter. Faculty members are given instructions to be available to students during lunch break and beyond class hours when requested by the students.</p>
2	<p><b><i>Overall opinion.</i></b></p> <p>Regarding this parameter, the performance of the faculty is excellent. Faculties are instructed to maintain good rapport with the students.</p>
3	<p><b><i>Willingness to help and guide outside the class.</i></b></p> <p>The faculty has demonstrated excellent performance with regard to this parameter. Staff members are instructed help the students and guide them in all respect whenever required to create enthusiasm for learning, provide a real-world context.</p>
4	<p><b><i>Enabling improvement of soft skills.</i></b></p> <p>The faculty has demonstrated good performance with regard to this parameter. Faculty members are informed to engage the students in various skill enhancement activities beyond the class hours.</p>
5	<p><b><i>Encouraging library usage as a part of academic activity.</i></b></p> <p>The faculty has demonstrated good performance with regard to this parameter. Staff members are also told to encourage students to explore library and online resources and to produce creative assignments.</p>
6	<p><b><i>Encouraging discussion on moral and ethical values.</i></b></p> <p>The faculty has demonstrated good performance with regard to this parameter. Faculties are instructed to have discussion on moral and ethical values in order to build a positive character with traits such as compassion, respect, kindness, and humility to make students distinguish between right and wrong.</p>

7	<p><b><i>Encouraging students to inculcate self-discipline and civic sense.</i></b></p> <p>Regarding this parameter, the performance of the faculty is excellent. Faculty are instructed to recognise any instances of student indiscipline and correct it in addition to giving broad guidance to the students on how to enhance self-discipline.</p>
8	<p><b><i>Maintaining harmonious relationship with students.</i></b></p> <p>In terms of this parameter, the faculty's performance is excellent. Faculty members are told to keep a positive relationship with the students.</p>
9	<p><b><i>Promoting curiosity and inquisitiveness.</i></b></p> <p>The faculty has demonstrated excellent performance with regard to this parameter. Staff members are informed to stimulate students' curiosity by encouraging valuable questions and tinkering on current events and critical thinking.</p>
10	<p><b><i>Providing information on future opportunities.</i></b></p> <p>The faculty's performance in relation to this parameter is good. Career guidance cell members are instructed to conduct sessions to all classes to provide information on future opportunities.</p>
11	<p><b><i>Discussion on merits of the answer immediately after exam.</i></b></p> <p>With regard to this parameter, the performance of the faculty is found to be good. Faculties are informed to discuss on merits of the answer immediately after internal tests.</p>
12	<p><b><i>Making the classes interactive.</i></b></p> <p>The faculty's performance with regard to this parameter is good. Faculties are advised to involve the students actively in the learning process by participating in activities, games, discussions, solving problems, and so on.</p>
13	<p><b><i>Making the classes interesting.</i></b></p> <p>With regard to this parameter, the performance of the faculty is found to be good. Further, faculty members are informed to make the classes interesting by involving students in various activities such as role play, group discussions, peer Interactions etc.</p>
14	<p><b><i>Providing Proper Information about learning resources.</i></b></p> <p>The faculty's performance with regard to this parameter is good. However, faculties are informed to provide information about different learning available within the institution and also other online resources.</p>
15	<p><b><i>Providing opportunity to listen to scholarly lectures.</i></b></p> <p>In terms of this parameter, the faculty's performance is found to be good. Faculty members are told to organize guest lectures by inviting eminent personalities.</p>
16	<p><b><i>Sharing information on latest developments in the field.</i></b></p> <p>With regard to this parameter, the performance of the faculty is found to be good. Faculties are instructed to create interest among students about the emerging issues in the field of given assignments.</p>

17	<p><i>Usage of technology (Video lectures, PPT)</i></p> <p>The performance of the faculty is determined to be good with regard to this parameter. Faculty members are instructed to use various ICT tools effectively in order to involve students in teaching learning process.</p>
18	<p><i>Completion of syllabus on time.</i></p> <p>The faculty has demonstrated excellent performance in relation to this parameter. Faculty members are expected to double-check the class points that students have taken to make sure the entire curriculum has been covered in time.</p>
19	<p><i>Regularity in engaging classes.</i></p> <p>The faculty has demonstrated excellent performance with regard to this parameter. Faculty members are expected to arrive on time for classes and engage the entire duration of the class.</p>
20	<p><i>Usage of entire duration of the class.</i></p> <p>In terms of this metric, the faculty's performance is excellent. It is expected of teachers to thoroughly engross their students in the learning process by planning a variety of engaging activities.</p>

  
**Principal**  
 Shri Dharmasthala Manjunatheshwara  
 College of Business Management  
 MANGALORE.

SDM BBM UNAIDED

Ent:SDMES

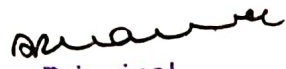
Cons:SDMBBM

Date:12.04.2018  
Time:11.56.52AM

Assessment Question List

Assessment Definition Name : Appraisal March 2018

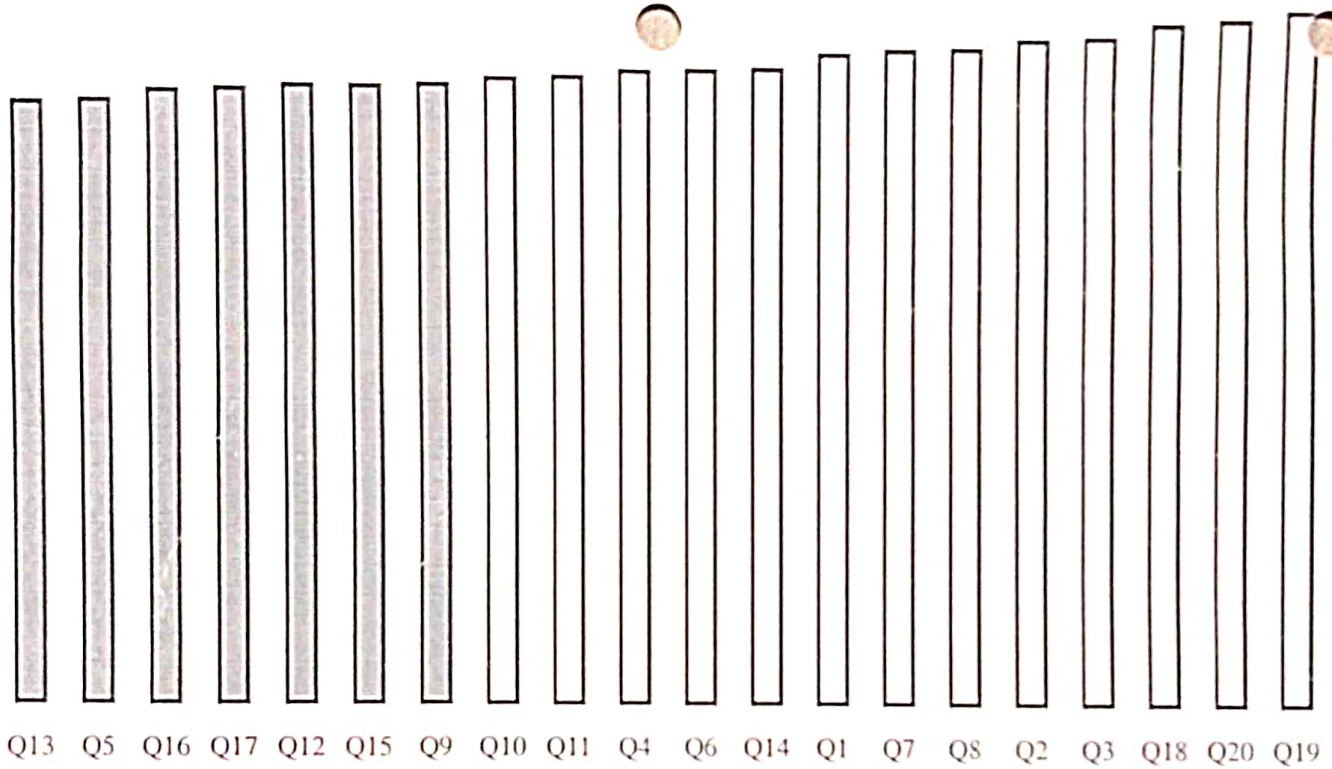
Question No.	Question	Weightage (%)
<b>GENERAL</b>		
1	Availability for discussion outside the class hours	100
2	Overall opinion	100
3	Willingness to help and guide outside the class	100
<b>MOTIVATION AND GUIDANCE</b>		
4	Enabling improvement of soft skills	100
5	Encouraging library usage as a part of academic activity	100
6	Encouraging discussion on moral and ethical values	100
7	Encouraging students to inculcate self-discipline and civic sense	100
8	Maintaining harmonious relationship with students	100
9	Promoting curiosity and inquisitiveness	100
10	Providing information on future opportunities	100
<b>TEACHING, LEARNING AND EVALUATION</b>		
11	Discussion on merits of the answer immediately after exam	100
12	Making the classes interactive	100
13	Making the classes interesting	100
14	Providing Proper Information about learning resources	100
15	Providing opportunity to listen to scholarly lectures	100
16	Sharing information on latest developments in the field	100
17	Usage of technology	100
<b>TIME MANAGEMENT</b>		
18	Completion of syllabus on time	100
19	Regularity in engaging classes	100
20	Usage of entire duration of the class	100

  
Principal  
Shri Dharmasthala Manjunatheshwara  
College of Business Management  
MANGALORE.

### Questionwise Average

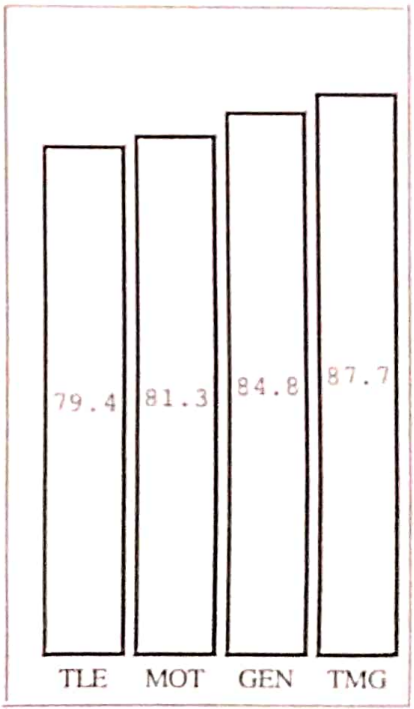
Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	Q20
83.6	85.4	85.5	81.3	77.3	81.7	84.1	84.3	79.6	80.4	80.6	79.3	77.2	81.9	79.3	78.6	78.9	87.1	88.5	87.7

**Total Average : 82.1%**



Topic	Avg. Performance X	Weight W	WX
TEACHING, LEARNING AND EVALUATION	79.4	700	55580.0
MOTIVATION AND GUIDANCE	81.3	700	56910.0
TIME MANAGEMENT	87.7	300	26310.0
GENERAL	84.8	300	25440.0
<b>Total</b>		<b>2000</b>	<b>164240.0</b>

**WEIGHTED AVERAGE = 82.1 %**



  
**Principal**  
 Shri Dharmasthala Manjunatheshwara  
 College of Business Management  
 MANGALORE.





# SHRI DHARMASTHALA MANJUNATHESHWARA COLLEGE OF BUSINESS MANAGEMENT

MANGALURU – 575 003 (DAKSHINA KANNADA)

Office : 0824-2494186  
Principal : 0824-2496980

NAAC Reaccredited (2017)  
with 'A' Grade

Fax : 0824-2494186  
Email : [sdmcbm@sdmcbm.ac.in](mailto:sdmcbm@sdmcbm.ac.in)  
Website : [www.sdm.ac.in](http://www.sdm.ac.in)

## STAFF APPARISAL MARCH 2018


### ACTION TAKEN REPORT

Individual faculty appraisal analysis result is communicated to each faculty member and the action taken report is as follows.

Sl. No.	Question
1	<p><b><i>Availability for discussion outside the class hours.</i></b></p> <p>The faculty has demonstrated good performance with regard to this parameter. Faculty members are given instructions to be available to students during lunch break and beyond class hours when requested by the students.</p>
2	<p><b><i>Overall opinion.</i></b></p> <p>Regarding this parameter, the performance of the faculty is excellent. Faculties are instructed to maintain good rapport with the students.</p>
3	<p><b><i>Willingness to help and guide outside the class.</i></b></p> <p>The faculty has demonstrated excellent performance with regard to this parameter. Staff members are instructed help the students and guide them in all respect whenever required to create enthusiasm for learning, provide a real-world context.</p>
4	<p><b><i>Enabling improvement of soft skills.</i></b></p> <p>The faculty has demonstrated good performance with regard to this parameter. Faculty members are informed to engage the students in various skill enhancement activities beyond the class hours.</p>
5	<p><b><i>Encouraging library usage as a part of academic activity.</i></b></p> <p>The faculty has demonstrated good performance with regard to this parameter. Staff members are also told to encourage students to explore library and online resources and to produce creative assignments.</p>
6	<p><b><i>Encouraging discussion on moral and ethical values.</i></b></p> <p>The faculty has demonstrated good performance with regard to this parameter. Faculties are instructed to have discussion on moral and ethical values in order to build a positive character with traits such as compassion, respect, kindness, and humility to make students distinguish between right and wrong.</p>

7	<p><b><i>Encouraging students to inculcate self-discipline and civic sense.</i></b></p> <p>Regarding this parameter, the performance of the faculty is excellent. Faculty are instructed to recognise any instances of student indiscipline and correct it in addition to giving broad guidance to the students on how to enhance self-discipline.</p>
8	<p><b><i>Maintaining harmonious relationship with students.</i></b></p> <p>In terms of this parameter, the faculty's performance is excellent. Faculty members are told to keep a positive relationship with the students.</p>
9	<p><b><i>Promoting curiosity and inquisitiveness.</i></b></p> <p>The faculty has demonstrated excellent performance with regard to this parameter. Staff members are informed to stimulate students' curiosity by encouraging valuable questions and tinkering on current events and critical thinking.</p>
10	<p><b><i>Providing information on future opportunities.</i></b></p> <p>The faculty's performance in relation to this parameter is good. Career guidance cell members are instructed to conduct sessions to all classes to provide information on future opportunities.</p>
11	<p><b><i>Discussion on merits of the answer immediately after exam.</i></b></p> <p>With regard to this parameter, the performance of the faculty is found to be good. Faculties are informed to discuss on merits of the answer immediately after internal tests.</p>
12	<p><b><i>Making the classes interactive.</i></b></p> <p>The faculty's performance with regard to this parameter is good. Faculties are advised to involve the students actively in the learning process by participating in activities, games, discussions, solving problems, and so on.</p>
13	<p><b><i>Making the classes interesting.</i></b></p> <p>With regard to this parameter, the performance of the faculty is found to be good. Further, faculty members are informed to make the classes interesting by involving students in various activities such as role play, group discussions, peer Interactions etc.</p>
14	<p><b><i>Providing Proper Information about learning resources.</i></b></p> <p>The faculty's performance with regard to this parameter is good. However, faculties are informed to provide information about different learning available within the institution and also other online resources.</p>
15	<p><b><i>Providing opportunity to listen to scholarly lectures.</i></b></p> <p>In terms of this parameter, the faculty's performance is found to be good. Faculty members are told to organize guest lectures by inviting eminent personalities.</p>
16	<p><b><i>Sharing information on latest developments in the field.</i></b></p> <p>With regard to this parameter, the performance of the faculty is found to be good. Faculties are instructed to create interest among students about the emerging issues in the field of given assignments.</p>

17	<p><b><i>Usage of technology (Video lectures, PPT)</i></b></p> <p>The performance of the faculty is determined to be good with regard to this parameter. Faculty members are instructed to use various ICT tools effectively in order to involve students in teaching learning process.</p>
18	<p><b><i>Completion of syllabus on time.</i></b></p> <p>The faculty has demonstrated excellent performance in relation to this parameter. Faculty members are expected to double-check the class points that students have taken to make sure the entire curriculum has been covered in time.</p>
19	<p><b><i>Regularity in engaging classes.</i></b></p> <p>The faculty has demonstrated excellent performance with regard to this parameter. Faculty members are expected to arrive on time for classes and engage the entire duration of the class.</p>
20	<p><b><i>Usage of entire duration of the class.</i></b></p> <p>In terms of this metric, the faculty's performance is excellent. It is expected of teachers to thoroughly engross their students in the learning process by planning a variety of engaging activities.</p>

  
**Principal**  
 Shri Dharmasthala Manjunatheshwara  
 College of Business Management  
 MANGALORE.