



# SHRI DHARMASTHALA MANJUNATHESHWARA COLLEGE OF BUSINESS MANAGEMENT

MANGALURU – 575 003 (DAKSHINA KANNADA)

Office : 0824-2494186  
Principal : 0824-2496980

NAAC Reaccredited (2017)  
with 'A' Grade

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

## STAFF APPARISAL MAY 2025

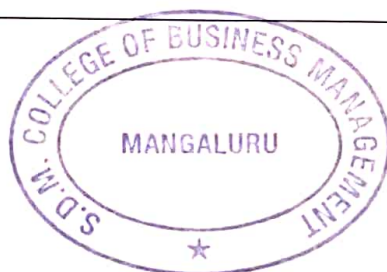
### ACTION TAKEN REPORT

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

Sl. No.	Question
<b>TEACHING, LEARNING AND EVALUATION</b>	
1	<b><i>Effectively communicates complex concepts in a clear and understandable manner.</i></b> Faculty members have adopted simplified teaching methods, using step-by-step explanations and relatable analogies to break down complex topics for better understanding.
2	<b><i>Encourages active participation by allowing the students to ask questions during the class.</i></b> Faculty members have adopted interactive teaching techniques such as group discussions to create a conducive environment for students to ask questions and actively participate and Q&A sessions, allowing students to clarify their doubts and engage in meaningful discussions about the topic.
3	<b><i>Helps students to develop their critical thinking and problem-solving skills.</i></b> Faculties are instructed to include problem-based learning activities where students analyze real-world problems and develop solutions, fostering critical thinking and practical application, case studies related to subject topics to help students evaluate scenarios, identify challenges, and propose evidence-based solutions, interactive classroom sessions, such as group discussions and brainstorming activities, are encouraged to promote analytical thinking and collaborative problem-solving.
4	<b><i>Makes the subject matter interesting and engaging.</i></b> Faculty are encouraged to use multimedia tools, real-life examples, and hands-on activities to make lessons more engaging and enjoyable.
5	<b><i>Provides helpful feedback on assignments, seminars, and exams.</i></b> Faculty have been instructed to provide constructive feedback, focusing on strengths and areas for improvement, to help students enhance their performance.
6	<b><i>Uses a variety of teaching methods effectively.</i></b> Faculty are encouraged to diversify their teaching approaches, such as including group activities, discussions, and technology-enhanced methods, to address different learning styles.



7	<p><b>Well organized in their lesson planning and clearly communicate the lessons' learning objectives.</b></p> <p>Faculties are advised to go according to the lesson plans prepared at the beginning of the semester and to ensure clear objectives aligned with student learning outcomes.</p>
<b>MOTIVATION AND GUIDANCE</b>	
8	<p><b>Encouraging students to inculcate self-discipline and civic sense.</b></p> <p>Faculty are being advised to integrate examples and discussions that highlight the importance of discipline and civic responsibility in daily life.</p>
9	<p><b>Offers mentorship or provides insights into prospective career pathways.</b></p> <p>Career counselling sessions and mentorship programs are being introduced to guide students effectively in their academic and career pursuits.</p>
10	<p><b>Promotes curiosity and inquisitiveness by sharing information on latest developments.</b></p> <p>Faculty are encouraged to share relevant research updates and advancements during lectures to inspire curiosity and engagement among students.</p>
11	<p><b>Provides constructive feedback and praise to acknowledge students' efforts and accomplishments.</b></p> <p>Faculty have been directed to maintain a balance between constructive feedback and recognition of student achievements to boost morale.</p>
12	<p><b>Inspires enthusiasm about the subject matter among students.</b></p> <p>Faculty are advised to incorporate innovative teaching strategies and share real-world applications of subjects to inspire interest and enthusiasm.</p>
13	<p><b>Provides resources or recommendations to aid students in their learning journey.</b></p> <p>Faculty are encouraged to provide students with updated learning materials, including books, online courses, and reference journals, to support independent learning.</p>
<b>TIME MANAGEMENT</b>	
14	<p><b>Consistent class engagement and on-time syllabus completion.</b></p> <p>Faculty are continuously informed in all meetings for syllabus progression to ensure on-time completion without compromising student engagement.</p>
15	<p><b>Effectively manages time allocation for various topics.</b></p> <p>Faculty are instructed to maintain a structured timeline for covering topics to ensure lessons are well-paced and comprehensive</p>
16	<p><b>Uses entire duration of the class for subject matter/academics.</b></p> <p>Faculty are reminded to utilize the full class duration effectively, focusing solely on academic content and discussions.</p>



**GENERAL**

17	<b>Approachable and available for additional help outside of class.</b> Faculty are encouraged to schedule college hours and remain accessible to students for additional guidance and clarification.
18	<b>Has effective communication and interpersonal skills.</b> Faculties are informed to further enhance their interpersonal and communication skills for improved student interaction.
19	<b>Maintains a respectful and orderly atmosphere in the classroom.</b> Faculty are advised to continue fostering a respectful and conducive classroom environment to enhance learning.
20	<b>Overall opinion.</b> Faculty have been appreciated for their overall performance, with measures in place to support their continuous improvement through feedback sessions.



  
**Principal**  
Shri Dharmasthala Manjunatheswarar  
College of Business Management  
MANGALURU





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## STAFF APPARISAL NOVEMBER 2024

### ACTION TAKEN REPORT

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

TEACHING, LEARNING AND EVALUATION	
1	<p><b><i>Effectively communicates complex concepts in a clear and understandable manner.</i></b></p> <p>Faculty have been encouraged to incorporate visual aids, PPT and multimedia presentations, to simplify difficult topics focusing on breaking down complex concepts into simpler, relatable components and ensure better comprehension.</p> <p>Additional learning resources, such as handouts, concept summaries, are provided to students for better understanding of complex topics.</p>
2	<p><b><i>Encourages active participation by allowing the students to ask questions during the class.</i></b></p> <p>Faculty members have been encouraged to foster a classroom environment where students feel comfortable and confident in asking questions. Positive reinforcement and acknowledgment of student queries are emphasized.</p>
3	<p><b><i>Helps students to develop their critical thinking and problem-solving skills. (e.g., project-based learning, analysis and reporting, case studies, research projects, creative problem solving).</i></b></p> <p>Courses across disciplines now include case study analyses and real-world problem-solving exercises. Students are guided to identify issues, analyze data, and present actionable solutions. University has introduced projects into the curriculum, requiring students to apply theoretical concepts to practical problems. This approach encourages independent thinking and creative solutions.</p>
4	<p><b><i>Makes the subject matter interesting and engaging (e.g., with helpful examples and illustrations, use of multimedia, real-life examples, case studies, hands-on projects).</i></b></p> <p>Faculty members have incorporated relevant real-life examples into their lessons to make the content relatable and engaging for students. Faculty are encouraged to incorporate multimedia tools, real-life examples, and hands-on activities to make lessons more engaging and relatable.</p>






5	<p><i>Provides helpful feedback on assignments, seminars, and exams to help students understand their strengths and areas for improvement.</i></p> <p>Faculty members have been instructed to provide specific, actionable feedback on assignments. This feedback highlights strengths, identifies areas for improvement, and offers suggestions for better performance in future tasks.</p>
6	<p><i>Uses a variety of teaching methods (e.g., lectures, discussions, group activities) effectively.</i></p> <p>Faculty are combining traditional lectures with interactive teaching methods such as group discussions, problem-solving activities, and collaborative projects to cater to different learning styles.</p>
7	<p><i>Well organized in their lesson planning and clearly communicate the lessons learning objectives and help in achieving it.</i></p> <p>Faculty members are encouraged to prepare comprehensive lesson plans that include detailed learning objectives, teaching strategies, and expected outcomes. These plans ensure a systematic approach to teaching..</p>
<b>MOTIVATION AND GUIDANCE</b>	
8	<p><i>Encouraging students to inculcate self-discipline and civic sense.</i></p> <p>Faculty members regularly inform students on the importance of self-discipline in academics and daily life, helping them build habits that contribute to personal and professional success. Topics related to civic sense, ethical behavior, and self-discipline have been integrated into courses like Environmental Studies etc. to create awareness and instill good practices.</p>
9	<p><i>Offers mentorship or provides insights into prospective career pathways and future possibilities.</i></p> <p>The college organizes career counseling workshops and interactive sessions with industry experts, alumni to provide students with insights into various career options and future opportunities. Guest lectures and webinars by professionals from diverse fields are arranged to help students understand current industry trends, required skills, and future career prospects.</p>
10	<p><i>Promotes curiosity and inquisitiveness by sharing information on latest developments in the field.</i></p> <p>Faculty are encouraged to incorporate recent advancements in their fields into their lectures and share relevant resources with students. Also to organize guest lectures on the relevant topics by inviting eminent persons.</p>
11	<p><i>Provides constructive feedback and praise to acknowledge students' efforts and Accomplishments.</i></p> <p>Faculty members have been instructed to maintain a balanced approach by recognizing students' achievements while guiding them on improvement areas.</p>
12	<p><i>Provides examples of strategies the teacher uses to inspire enthusiasm about the subject matter among students.</i></p> <p>Faculties are informed to focuses on motivational techniques to foster enthusiasm, such as connecting concepts to current trends with examples.</p>



13	<p><i>Provides resources, reference materials, or recommendations to aid students in their learning journey. (e.g., online courses, book/e-book or journal references, library references, scholarly lectures).</i></p> <p>Faculty are being encouraged to share updated learning materials in Google Classrooms, including online resources and reference books, to support independent learning.</p>
<b>TIME MANAGEMENT</b>	
14	<p><i>Consistent class engagement and on-time syllabus completion.</i></p> <p>Faculty members are instructed to engage classes consistently to ensure the timely completion of the syllabus without compromising student engagement.</p>
15	<p><i>Effectively manages time allocation for various topics, maintaining an appropriate and well-paced lesson progression.</i></p> <p>Faculty members are advised to prepare detailed time plans for each topic to maintain a balanced pace throughout the course.</p>
16	<p><i>Uses entire duration of the class for the subject matter/ academics.</i></p> <p>Faculty are instructed to optimize class time for productive academic discussions and minimize non-academic interruptions.</p>
<b>GENERAL</b>	
17	<p><i>Approachable and available for additional help or clarification outside of class.</i></p> <p>Faculty have been reminded to allocate college hours for students and help them for additional guidance or clarification of their doubts..</p>
18	<p><i>Has effective communication and interpersonal skills.</i></p> <p>Most students found faculty communication clear and effective in delivering course content. Faculties are encouraged to adapt interactive teaching methods and the use of technology for enhanced communication (e.g., PowerPoint presentations, online resources) to further improve faculty-student interactions.</p>
19	<p><i>Maintains a respectful and orderly atmosphere in the classroom.</i></p> <p>Faculty are guided to establish clear behavioral expectations and model respectful interactions in the classroom.</p>
20	<p><i>Over all opinion.</i></p> <p>Students expressed overall satisfaction with faculty performance and acknowledged their commitment to teaching.</p>



  
**Principal**  
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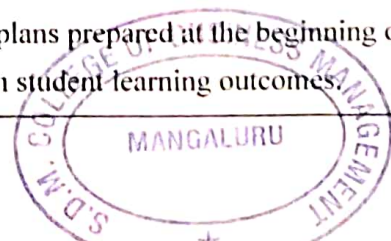
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## STAFF APPARISAL MAY 2024

### 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
<b>TEACHING, LEARNING AND EVALUATION</b>	
1	<b>Effectively communicates complex concepts in a clear and understandable manner. (84.9)</b> Faculty have been commended for their clarity in communication and encouraged to continue simplifying complex topics for better student understanding.
2	<b>Encourages active participation by allowing the students to ask questions during the class. (84.7)</b> Faculty are advised to foster an interactive classroom environment by dedicating time for student questions and discussions to improve engagement.
3	<b>Helps students to develop their critical thinking and problem-solving skills. (84.2)</b> Faculty are informed to incorporate case studies, project-based learning, and analytical exercises into their teaching practices.
4	<b>Makes the subject matter interesting and engaging. (83.9)</b> Faculty are encouraged to use multimedia tools, real-life examples, and hands-on activities to make lessons more engaging and enjoyable.
5	<b>Provides helpful feedback on assignments, seminars, and exams. (84.6)</b> Faculty have been instructed to provide constructive feedback, focusing on strengths and areas for improvement, to help students enhance their performance.
6	<b>Uses a variety of teaching methods effectively. (83.7)</b> Faculty are encouraged to diversify their teaching approaches, such as including group activities, discussions, and technology-enhanced methods, to address different learning styles.
7	<b>Well organized in their lesson planning and clearly communicate the lessons' learning objectives. (85.0)</b> Faculties are advised to go according to the lesson plans prepared at the beginning of the semester and to ensure clear objectives aligned with student learning outcomes.



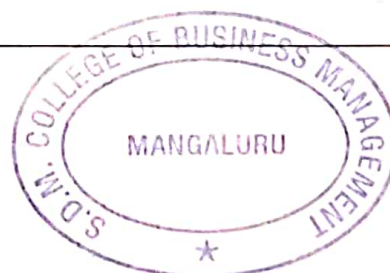


**MOTIVATION AND GUIDANCE**

8	<b>Encouraging students to inculcate self-discipline and civic sense. (85.4)</b> Faculty are being advised to integrate examples and discussions that highlight the importance of discipline and civic responsibility in daily life.
9	<b>Offers mentorship or provides insights into prospective career pathways. (84.7)</b> Career counselling sessions and mentorship programs are being introduced to guide students effectively in their academic and career pursuits.
10	<b>Promotes curiosity and inquisitiveness by sharing information on latest developments. (84.4)</b> Faculty are encouraged to share relevant research updates and advancements during lectures to inspire curiosity and engagement among students.
11	<b>Provides constructive feedback and praise to acknowledge students' efforts and accomplishments. (84.8)</b> Faculty have been directed to maintain a balance between constructive feedback and recognition of student achievements to boost morale.
12	<b>Inspires enthusiasm about the subject matter among students. (84.6)</b> Faculty are advised to incorporate innovative teaching strategies and share real-world applications of subjects to inspire interest and enthusiasm.
13	<b>Provides resources or recommendations to aid students in their learning journey. (84.7)</b> Faculty are encouraged to provide students with updated learning materials, including books, online courses, and reference journals, to support independent learning.

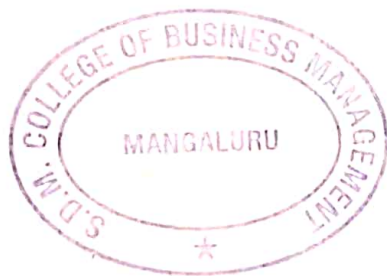
**TIME MANAGEMENT**

14	<b>Consistent class engagement and on-time syllabus completion. (86.2)</b> Faculty are continuously informed in all meetings for syllabus progression to ensure on-time completion without compromising student engagement.
15	<b>Effectively manages time allocation for various topics. (85.4)</b> Faculty are instructed to maintain a structured timeline for covering topics to ensure lessons are well-paced and comprehensive
16	<b>Uses entire duration of the class for subject matter/academics. (86.2)</b> Faculty are reminded to utilize the full class duration effectively, focusing solely on academic content and discussions.



**GENERAL**

17	<b>Approachable and available for additional help outside of class. (85.8)</b> Faculty are encouraged to schedule college hours and remain accessible to students for additional guidance and clarification.
18	<b>Has effective communication and interpersonal skills. (85.8)</b> Faculties are informed to further enhance their interpersonal and communication skills for improved student interaction.
19	<b>Maintains a respectful and orderly atmosphere in the classroom. (85.7)</b> Faculty are advised to continue fostering a respectful and conducive classroom environment to enhance learning.
20	<b>Overall opinion. (85.6)</b> Faculty have been appreciated for their overall performance, with measures in place to support their continuous improvement through feedback sessions.



*S. D. M.*  
Principal  
Shri Dharmasthala Manjunatheswara  
College of Business Management  
MANGALORE



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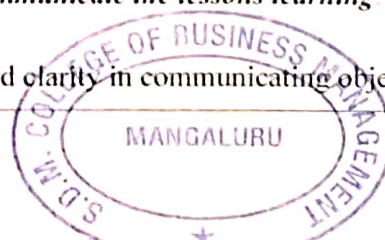
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## STAFF APPARISAL NOVEMBER 2023

### ACTION TAKEN REPORT

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

TEACHING, LEARNING AND EVALUATION	
1	<p><i>Effectively communicates complex concepts in a clear and understandable manner. (83.3)</i></p> <p>Faculty members have been encouraged to continue using simplified explanations and clear examples to enhance student understanding of complex topics.</p>
2	<p><i>Encourages active participation by allowing the students to ask questions during the class. (83.3)</i></p> <p>Faculty are advised to allocate specific time during lectures to address student queries and promote an open, interactive classroom environment.</p>
3	<p><i>Helps students to develop their critical thinking and problem-solving skills. (e.g., project-based learning, analysis and reporting, case studies, research projects, creative problem solving). (82.7)</i></p> <p>Faculties are informed to equip with innovative teaching methods, such as case studies and project-based learning.</p>
4	<p><i>Makes the subject matter interesting and engaging (e.g., with helpful examples and illustrations, use of multimedia, real-life examples, case studies, hands-on projects). (81.6)</i></p> <p>Faculty are encouraged to incorporate multimedia tools, real-life examples, and hands-on activities to make lessons more engaging and relatable.</p>
5	<p><i>Provides helpful feedback on assignments, seminars, and exams to help students understand their strengths and areas for improvement. (83.0)</i></p> <p>Faculty have been directed to provide detailed and constructive feedback to students, highlighting their strengths and areas for improvement.</p>
6	<p><i>Uses a variety of teaching methods (e.g., lectures, discussions, group activities) effectively. (81.7)</i></p> <p>Faculties are informed to use diversify teaching techniques, including group discussions and collaborative activities.</p>
7	<p><i>Well organized in their lesson planning and clearly communicate the lessons learning objectives and help in achieving it. (83.4)</i></p> <p>Faculties are told to ensure consistency in planning and clarity in communicating objectives.</p>



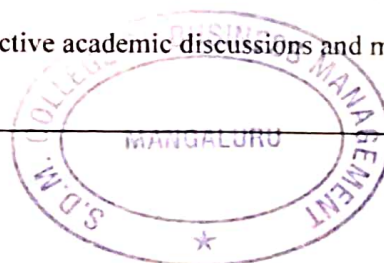


## MOTIVATION AND GUIDANCE

8	<p><i>Encouraging students to inculcate self-discipline and civic sense. (84.2)</i></p> <p>Faculty are encouraged to integrate value-based education and real-world examples to promote self-discipline and civic responsibility.</p>
9	<p><i>Offers mentorship or provides insights into prospective career pathways and future possibilities. (82.8)</i></p> <p>Career guidance sessions are being organized, and faculty are advised to provide personalized mentorship to students.</p>
10	<p><i>Promotes curiosity and inquisitiveness by sharing information on latest developments in the field. (82.4)</i></p> <p>Faculty are encouraged to incorporate recent advancements in their fields into their lectures and share relevant resources with students. Also to organize guest lectures on the relevant topics by inviting eminent persons.</p>
11	<p><i>Provides constructive feedback and praise to acknowledge students' efforts and Accomplishments. (82.9)</i></p> <p>Faculty members have been instructed to maintain a balanced approach by recognizing students' achievements while guiding them on improvement areas.</p>
12	<p><i>Provides examples of strategies the teacher uses to inspire enthusiasm about the subject matter among students. (83.1)</i></p> <p>Faculties are informed to focus on motivational techniques to foster enthusiasm, such as connecting concepts to current trends with examples.</p>
13	<p><i>Provides resources, reference materials, or recommendations to aid students in their learning journey. (e.g., online courses, book/e-book or journal references, library references, scholarly lectures). (82.9)</i></p> <p>Faculty are being encouraged to share updated learning materials in Google Classrooms, including online resources and reference books, to support independent learning.</p>

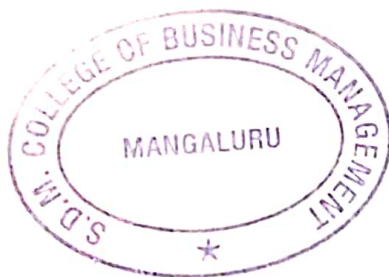
## TIME MANAGEMENT


14	<p><i>Consistent class engagement and on-time syllabus completion. (85.3)</i></p> <p>Faculty members are instructed to engage classes consistently to ensure the timely completion of the syllabus without compromising student engagement.</p>
15	<p><i>Effectively manages time allocation for various topics, maintaining an appropriate and well-paced lesson progression. (84.1)</i></p> <p>Faculty members are advised to prepare detailed time plans for each topic to maintain a balanced pace throughout the course.</p>
16	<p><i>Uses entire duration of the class for the subject matter/ academics. (85.2)</i></p> <p>Faculty are instructed to optimize class time for productive academic discussions and minimize non-academic interruptions.</p>



## GENERAL

17	<p><i>Approachable and available for additional help or clarification outside of class. (83.9)</i></p> <p>Faculty have been reminded to allocate college hours for students and help them for additional guidance or clarification of their doubts.</p>
18	<p><i>Has effective communication and interpersonal skills. (84.3)</i></p> <p>Most students found faculty communication clear and effective in delivering course content. Faculties are encouraged to adapt interactive teaching methods and the use of technology for enhanced communication (e.g., PowerPoint presentations, online resources) to further improve faculty-student interactions.</p>
19	<p><i>Maintains a respectful and orderly atmosphere in the classroom. (84.6)</i></p> <p>Faculty are guided to establish clear behavioural expectations and model respectful interactions in the classroom.</p>
20	<p><i>Over all opinion. (84.2)</i></p> <p>Students expressed overall satisfaction with faculty performance and acknowledged their commitment to teaching.</p>



  
Principal  
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College of Business Management  
MANGALORE

**JAN 2023**

SHRI DHARMASTHALA MANJUNATHESHWARA 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**

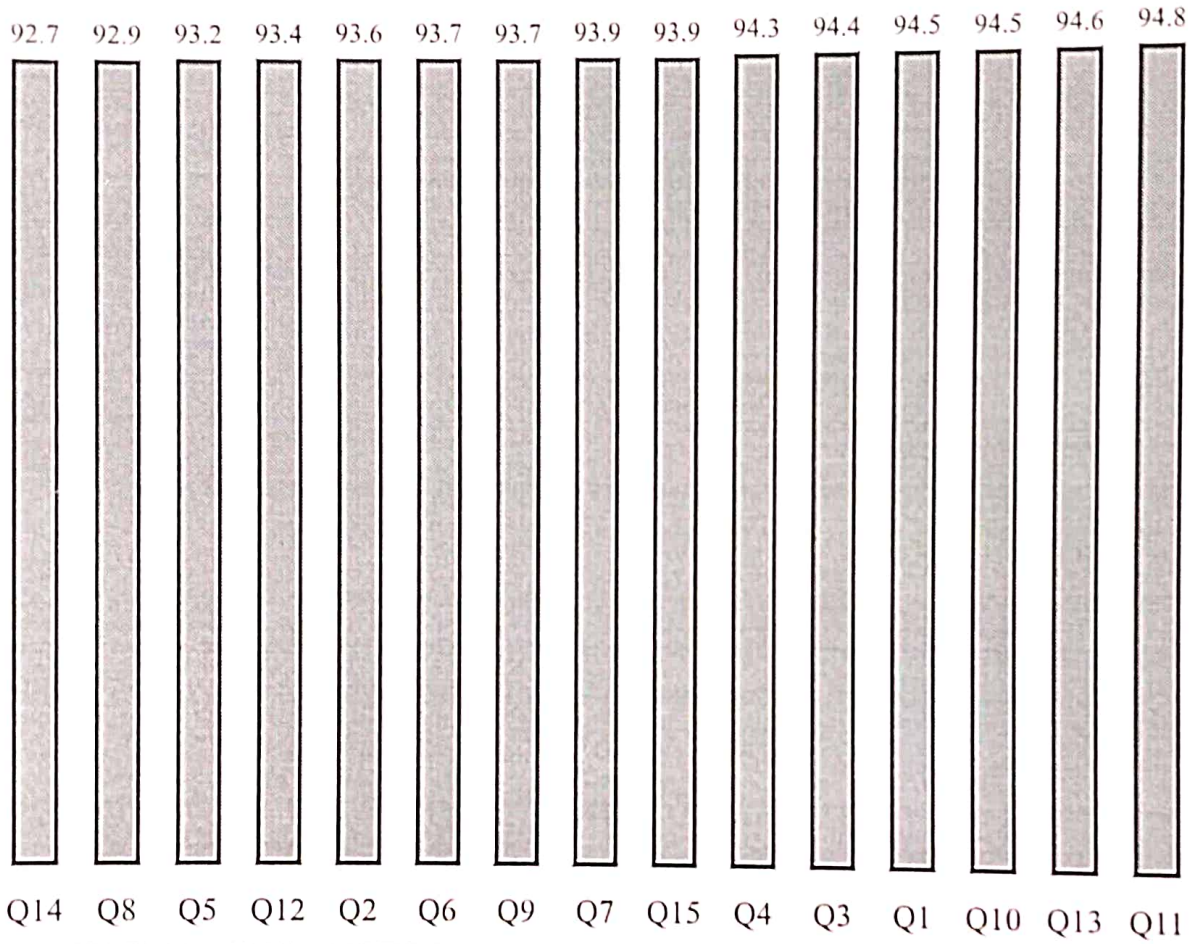
Sl. No.	Question
1	Able to communicate the subject in a step by step manner
2	Available outside the class hours and willing to help and guide
3	Encouraging students to inculcate self discipline and civic sense
4	Gives assignments, Seminars etc and encourages usage of library
5	Identifies the learning level and encouraging you by providing opportunities
6	Inform 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



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## STAFF APPARISAL JANUARY 2023

### ACTION TAKEN REPORT

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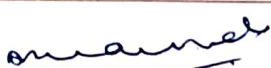
Sl. No.	Question
1	<i>Able to communicate the subject in a step by step manner.</i> The faculty has demonstrated exceptional performance in relation to this parameter. Faculty members are given instructions to make the methodology understandable to all students.
2	<i>Available outside the class hours and willing to help and guide.</i> Regarding this parameter, the performance of the faculty is excellent. When necessary, faculties are instructed to contact students even online.
3	<i>Encouraging students to inculcate self-discipline and civic sense.</i> 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.
4	<i>Gives assignments, Seminars etc. and encourages usage of library.</i> 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.
5	<i>Identifies the learning level and encouraging you by providing opportunities.</i> 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.
6	<i>Inform about course outcomes and programme outcomes and helps you to achieve it.</i> 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.





7	<p><i>Over all opinion about the teacher.</i></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>
8	<p><i>Promotes curiosity and inquisitiveness by sharing information on latest developments in the field.</i></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>
9	<p><i>Provides opportunity to develop skills such as communication, critical thinking, creativity, leadership etc.</i></p> <p>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.</p>
10	<p><i>Punctual in engaging the classes and completing the syllabus.</i></p> <p>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.</p>
11	<p><i>The teacher follows the teaching schedule as informed in the beginning of the semester?</i></p> <p>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.</p>
12	<p><i>Uses discussion and other student centric teaching methods (Involving the students in learning process).</i></p> <p>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.</p>
13	<p><i>Uses 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>
14	<p><i>Uses various ICT tools to a considerable extent in teaching.</i></p> <p>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.</p>
15	<p><i>Well prepared and makes the class interesting and understandable with real life examples.</i></p> <p>Regarding this parameter, the performance of the faculty is excellent. Faculties are instructed to take up case studies, role plays etc.</p>



  
**Principal**  
 Shri Dharmasthala Manjunatheswara  
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 MANGALORE.

SHRI DHARMASTHALA MANJUNATHESHWARA COLLEGE OF BUSINESS  
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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	Punctualin engaging the classesand completing the syllabus
11	The teacher follows theteaching scheduleas 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

  
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SDM BBM UNAIDED

Ent:SDMES

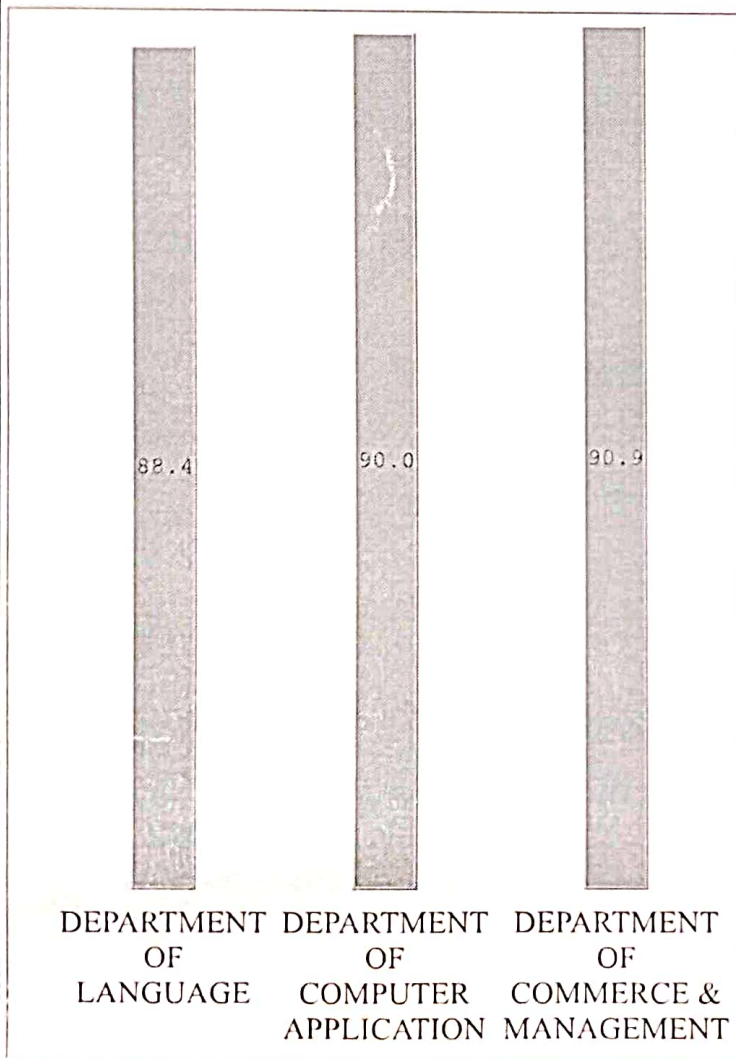
Cons:SDMCBM

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

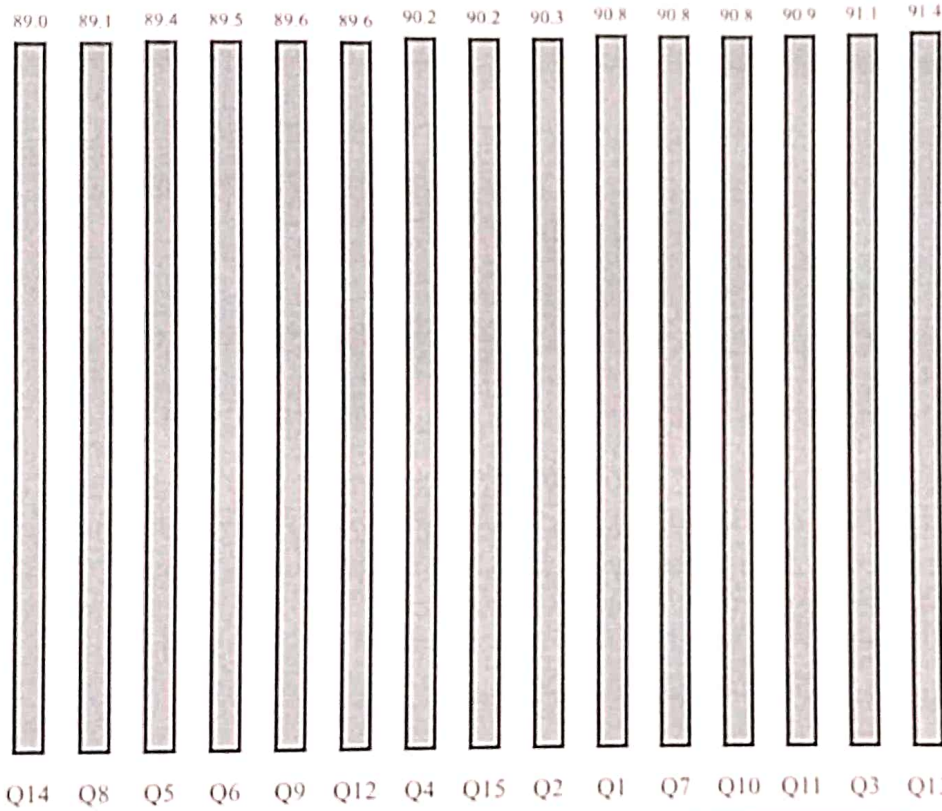
  
Principal  
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College of Business Management  
MANGALORE.



### 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%



*[Signature]*

Principal  
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# SHRI DHARMASTHALA MANJUNATHESHWARA COLLEGE OF BUSINESS MANAGEMENT

MANGALURU – 575 003 (DAKSHINA KANNADA)

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## 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	<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.



SHRI DHARMASTHALA MANJUNATHESHWARA COLLEGE OF BUSINESS  
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MANGALORE


Ent:SDMES

Cons:SDMCBM

Date:05.03.2022  
Time:10.29.17AM

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

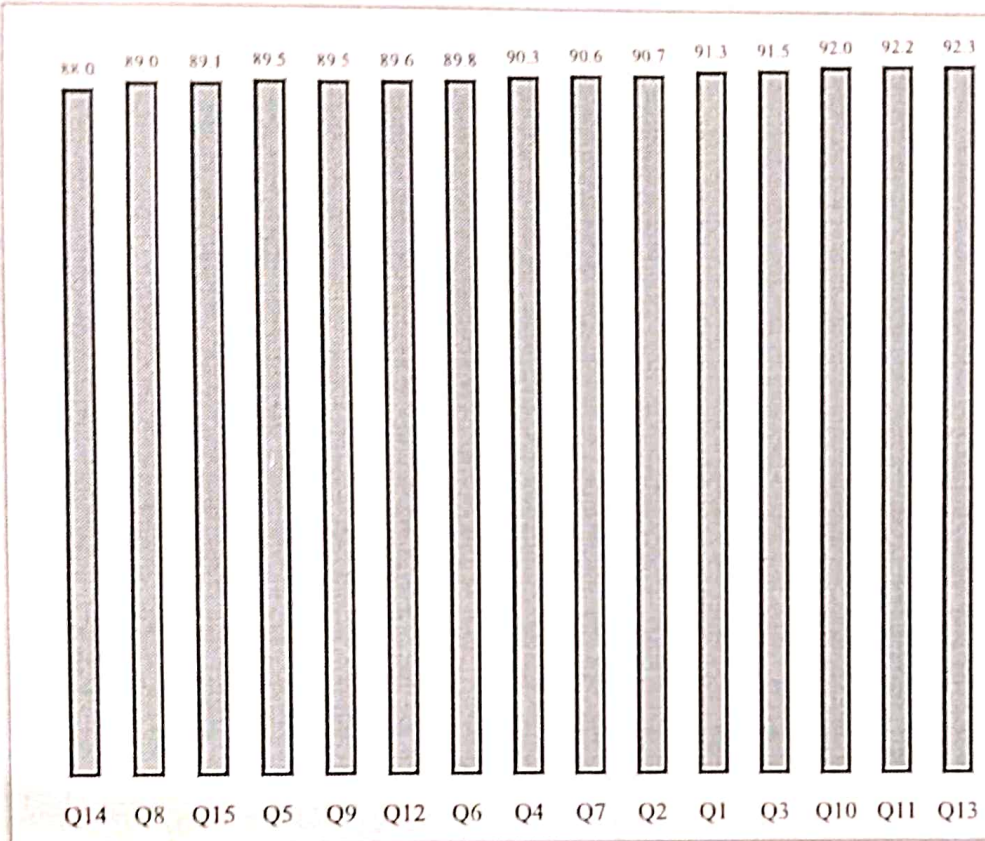
Sl. No.	Question
1	Able to communicate the subject in a step by step manner
2	Available outside the class hours and willing to help and guide
3	Encouraging students to inculcate self discipline and civic sense
4	Gives assignments,Seminars etc and encourages usage of library
5	Identifies the learning level and encouraging you by providing opportunities
6	Inform 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**  
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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>
<b>WEIGHTED AVERAGE = 90.4 %</b>			

90.4

STA2

  
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## STAFF APPARISAL MARCH 2022

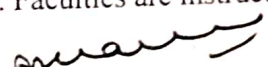
### ACTION TAKEN REPORT

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

  
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College of Business Management  
MANGALORE.

### Questionwise Average

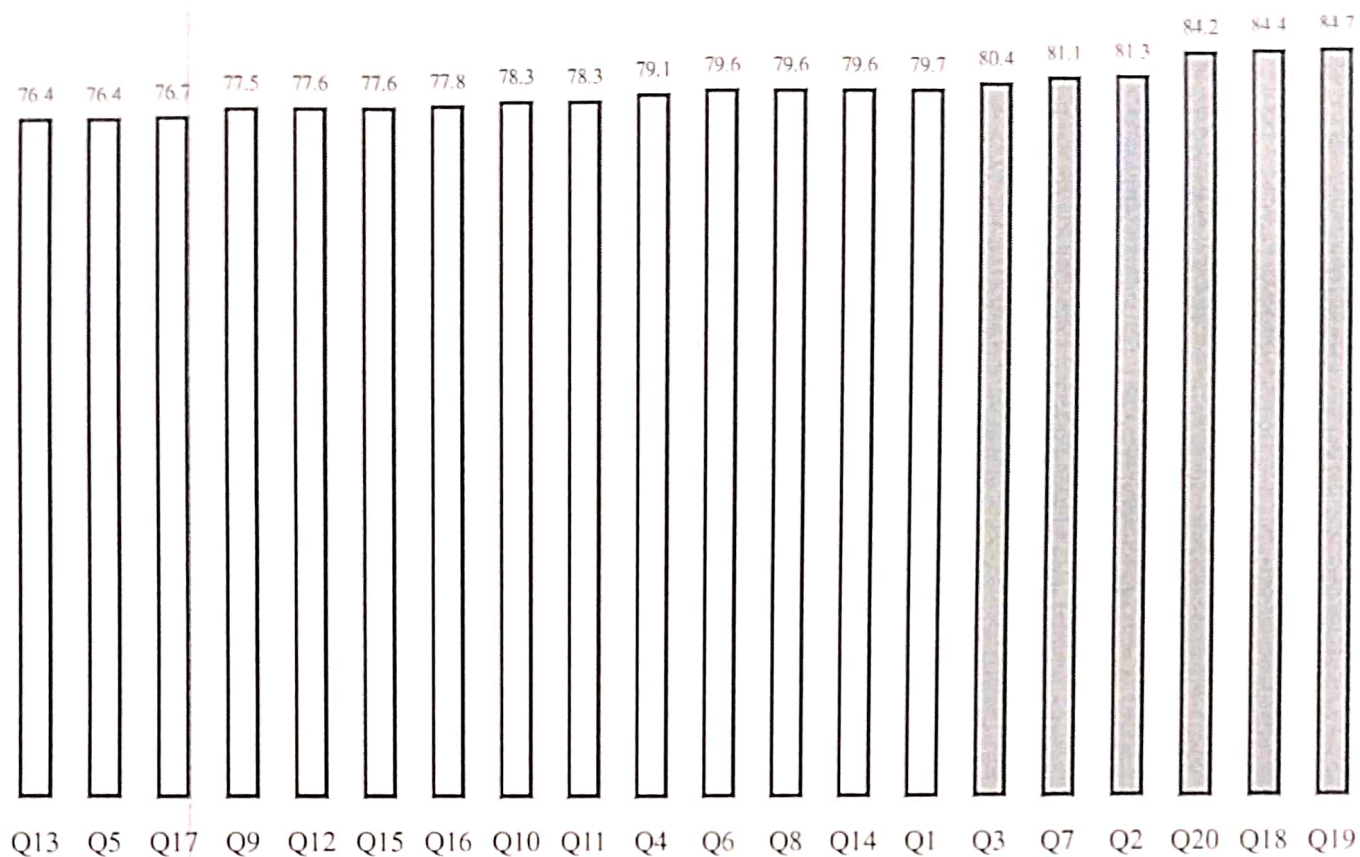
Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	Q20
79.7	81.3	80.4	79.1	76.4	79.6	81.1	79.6	77.5	78.3	78.3	77.6	76.4	79.6	77.6	77.8	76.7	84.4	84.7	84.2

Total Average : 79.5%

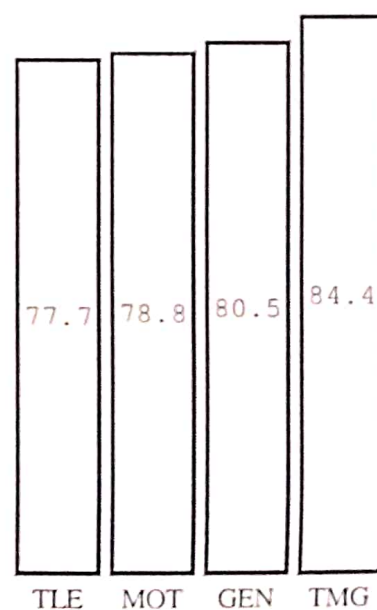
  
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Topic	Avg. Performance X	Weight W	WX
GENERAL	80.5	300	24150.0
TEACHING, LEARNING AND EVALUATION	77.7	700	54390.0
MOTIVATION AND GUIDANCE	78.8	700	55160.0
TIME MANAGEMENT	84.4	300	25320.0
Total		2000	159020.0
WEIGHTED AVERAGE = 79.5 %			



  
**Principal**  
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## 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.

## SDM BBM UNAIDED

Ent:SDMES

Cons:SDMBBM

Date:16.09.2019  
Time:11.06.23AM

## Assessment Question List

Assessment Definition Name : Apparisal 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

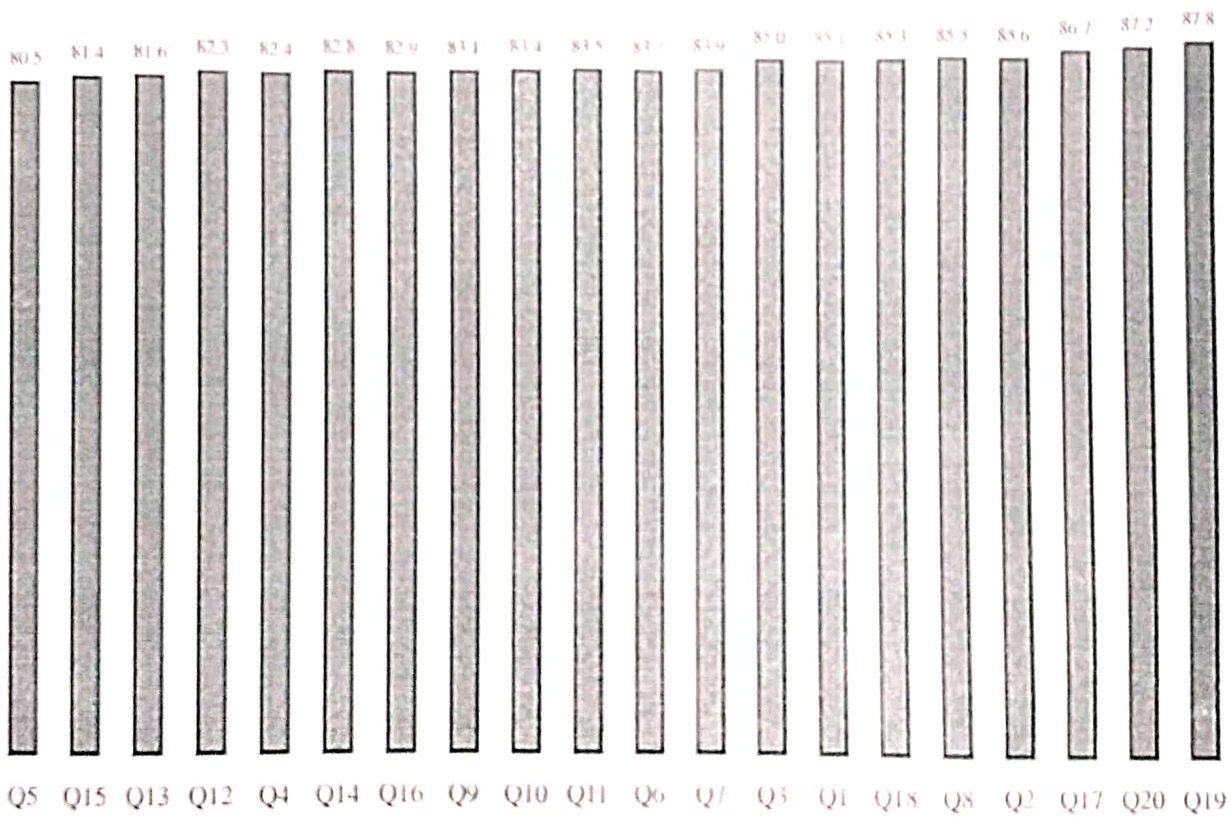
  
Principal

 Shri Dharmasthala Manjunatheshwara  
College of Business Management  
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### 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%

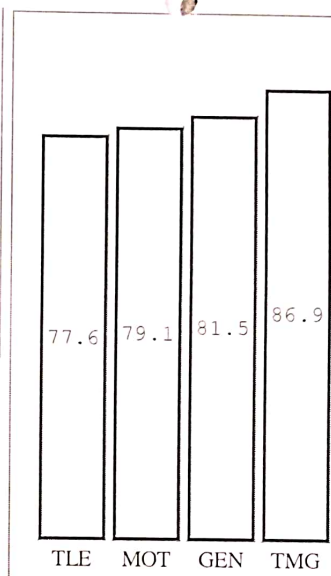


*[Signature]*

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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
	Total	2000	160210.0
WEIGHTED AVERAGE = 80.1 %			



*Principal*  
Principal  
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## STAFF APPARISAL SEPTEMBER 2019

### ACTION TAKEN REPORT

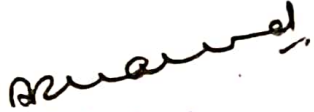
Individual faculty appraisal analysis result is communicated to each faculty member and the action taken report is as follows.

Sl. No.	Question
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2	<b><i>Overall opinion.</i></b> Regarding this parameter, the performance of the faculty is good. Faculties are instructed to maintain good rapport with the students.
3	<b><i>Willingness to help and guide outside the class.</i></b> 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.
4	<b><i>Enabling improvement of soft skills.</i></b> 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.
5	<b><i>Encouraging library usage as a part of academic activity.</i></b> 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.
6	<b><i>Encouraging discussion on moral and ethical values.</i></b> 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.

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>
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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

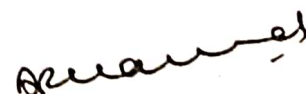
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## Assessment Question List

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



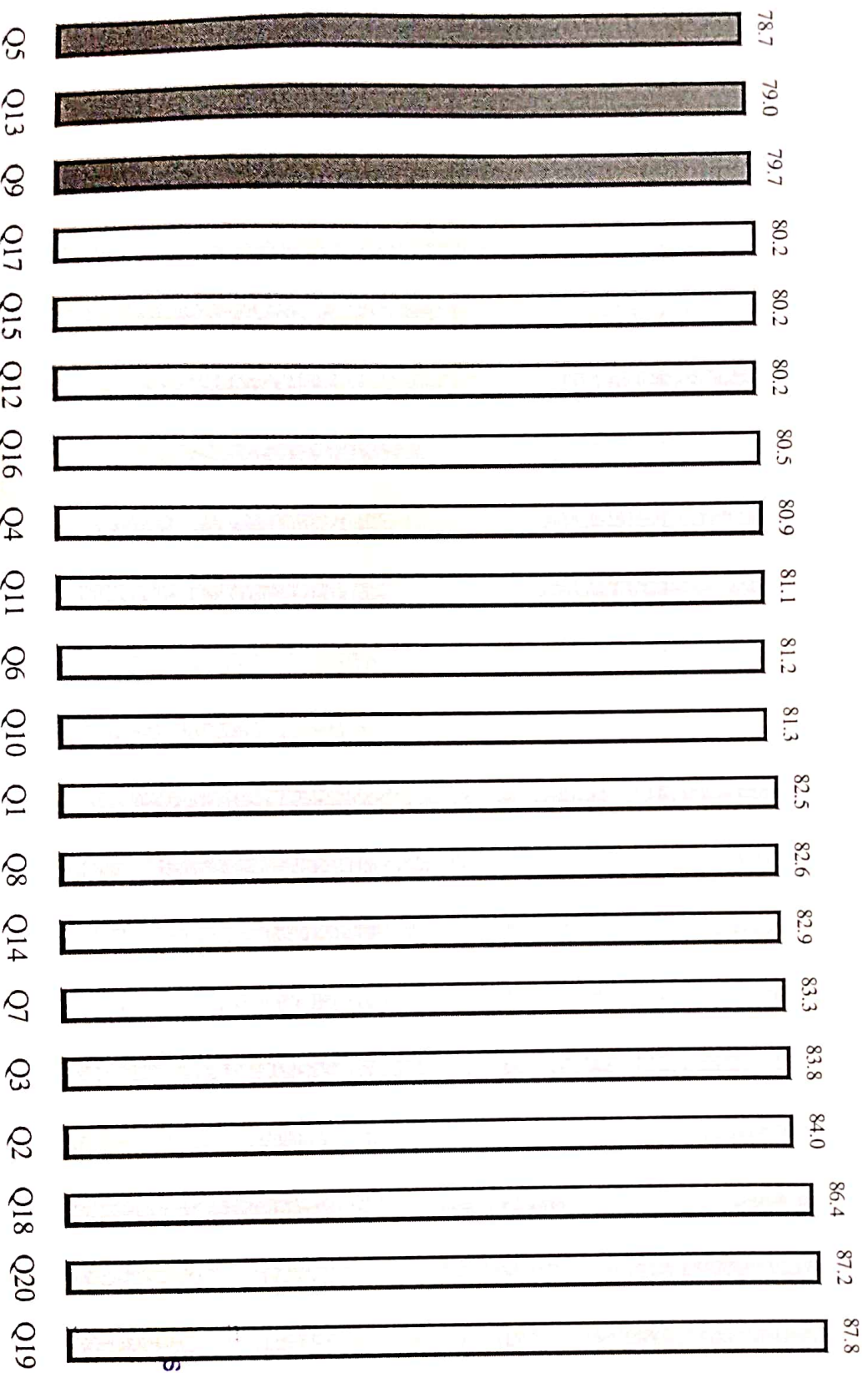
Principal

 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%**

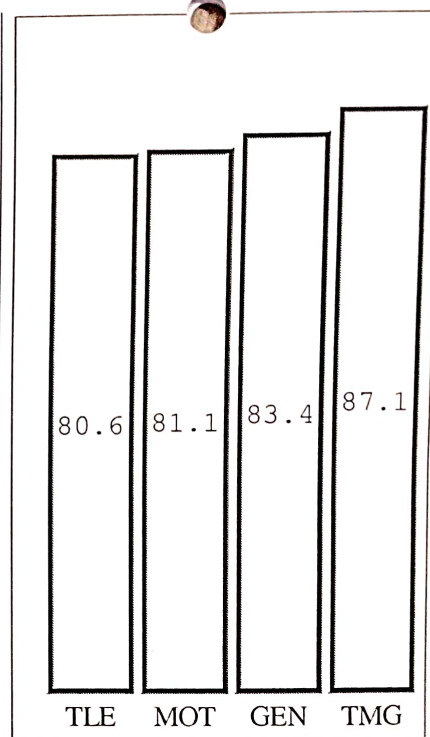


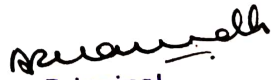
*Principal*

**Principal**  
**Shri Dharmasthira Manjunatheswarara**  
**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>			



  
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 MANGALORE.



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Office : 0824-2494186  
Principal : 0824-2496980

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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

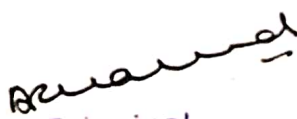
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 Principal  
 Shri Dharmasthala Manjunatheshwara  
 College of Business Management  
 MANGALORE.

## Assessment Question List

Assessment Definition Name : Appraisal August 2018

Question No.	Question	Weightage (%)
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**GENERAL**

1	Availability for discussion outside the class hours.	100
2	Overall opinion.	100
3	Willingness to help and guide outside the class.	100

**MOTIVATION AND GUIDANCE**


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

**TEACHING, LEARNING AND EVALUATION**

11	Discussion on merits of the answer immediately after exam.	100
12	Making the classes interactive.	100
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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

**TIME MANAGEMENT**

18	Completion of syllabus on time.	100
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Principal  
Shri Dharmasthala Manjunatheshwara  
College of Business Management  
MANGALORE.

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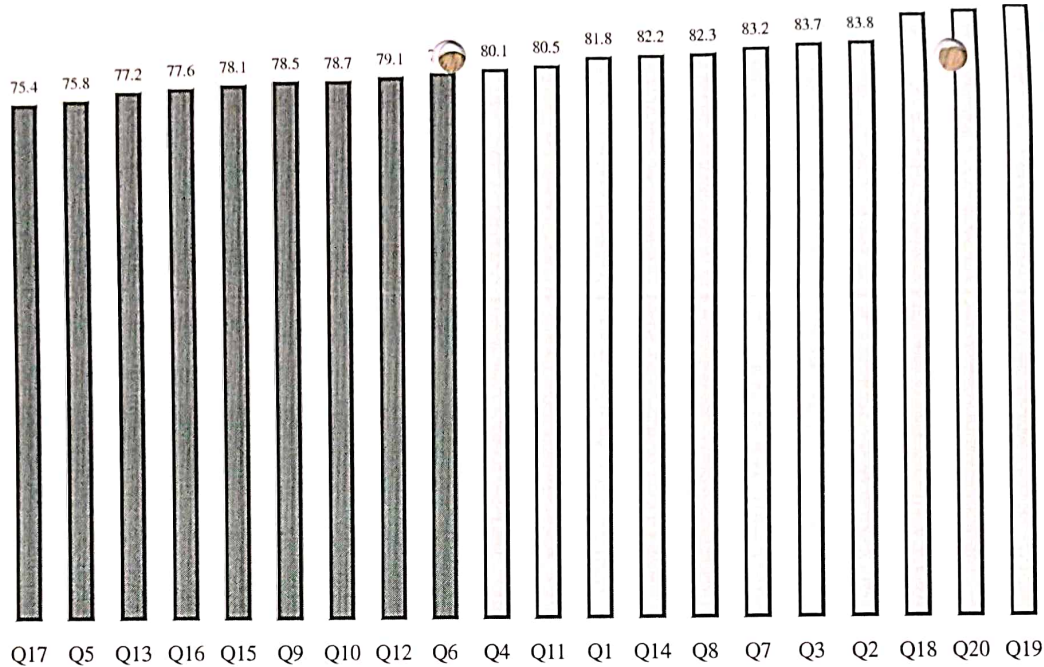
Total Average : 81.2%

*Shri Dharmasthala*

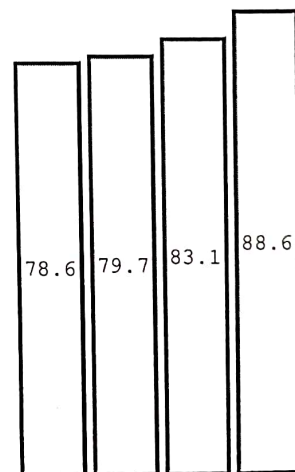
Principal

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
Total		2000	162320.0
WEIGHTED AVERAGE = 81.2 %			



Principal  
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Website : [www.sdm.ac.in](http://www.sdm.ac.in)

## STAFF APPARISAL AUGUST 2018

### ACTION TAKEN REPORT

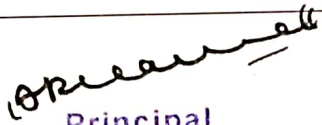
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**Principal**  
 Shri Dharmasthala Manjunatheshwara  
 College of Business Management  
 MANGALORE.

SDM BBM UNAIDED

Ent:SDMES

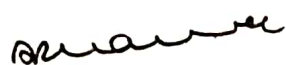
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Time:11.56.52AM

## Assessment Question List

Assessment Definition Name : Appraisal March 2018

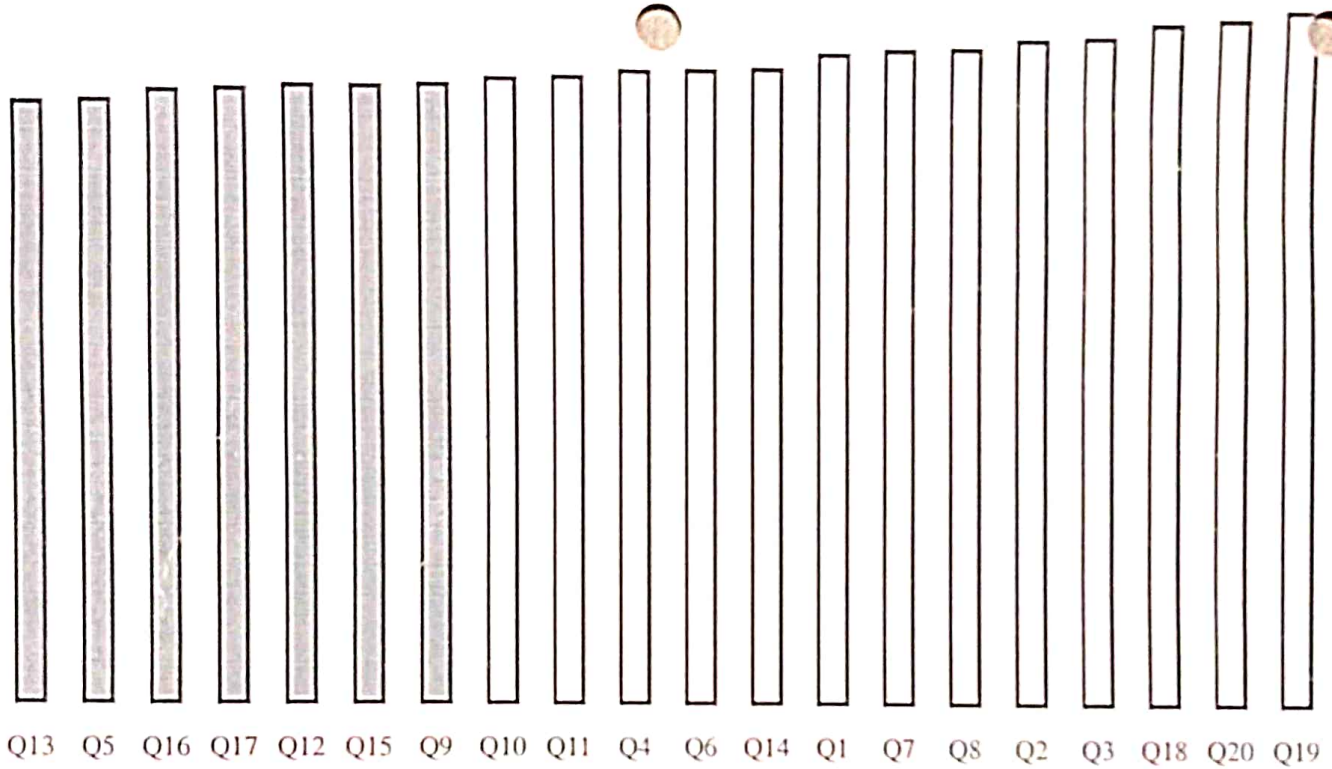
Question No.	Question	Weightage (%)
<b>GENERAL</b>		
1	Availability for discussion outside the class hours	100
2	Overall opinion	100
3	Willingness to help and guide outside the class	100
<b>MOTIVATION AND GUIDANCE</b>		
4	Enabling improvement of soft skills	100
5	Encouraging library usage as a part of 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
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Principal  
Shri Dharmasthala Manjunatheshwara  
College of Business Management  
MANGALORE.

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Q1	Q2	Q3	Q4	Q5	Q6	Q7	Q8	Q9	Q10	Q11	Q12	Q13	Q14	Q15	Q16	Q17	Q18	Q19	Q20
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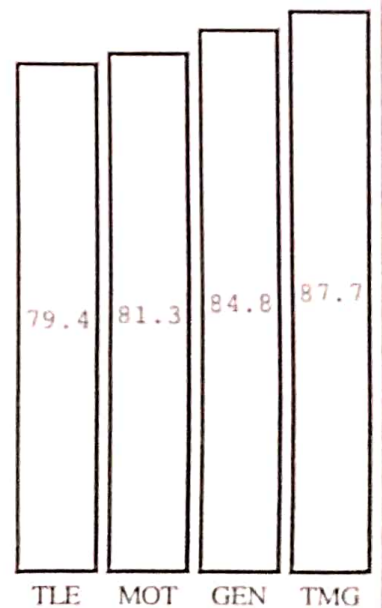
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Topic	Avg. Performance X	Weight W	WX
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TIME MANAGEMENT	87.7	300	26310.0
GENERAL	84.8	300	25440.0
Total		2000	164240.0

WEIGHTED AVERAGE = 82.1 %

  
 Principal  
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## STAFF APPARISAL MARCH 2018


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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>

  
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