



KANARA WELFARE TRUST'S
DIVEKAR COLLEGE OF COMMERCE
KARWAR - 581301 (UTTARA KANNADA)
NAAC Re-accredited- B Grade
☎-08382-225221 email:-kwtcdckarwar@gmail.com
Website:- www.divekarcollege.ac.in



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

Response

The college Management Board facilitates the professional growth, curricular development and continue to enrichment of the staff knowledge and assessment technique by implementing an effective Performance Appraisal System. This system ensure the quality of educational performance and it maintained its objective of improving academic, curricular activities and administrative standards. It functions in the following ways.

Teacher Performance Record (TPR)

Teacher performance record is maintained by teachers in Teacher's Diary given to each teacher at the beginning of every academic year to record their everyday engagements. All details pertaining to **lesson plans, tests, assignments, projects, mentoring, tutoring, remedial classes, leave taken etc.** are recorded. Teachers are also instructed to submit **Teaching Plans** every semester to ensure a timebound implementation of the **Academic Plan** in semesters proposed at the beginning of the academic year. Faculty members are also evaluated on the basis of various

responsibilities entrusted to them as extracurricular and extension activities.

Faculty evaluation by the students

Principal and IQAC monitors the feedback mechanism in the college. In each semester, every before the completion of last working day, the students are given proforma to evaluate their teachers on the basis of their performance. The students can assess the teachers on the following criteria: regularity in conducting the classes, punctuality , subject presentation for the class, presentation skills , methodology used , interest generated in the subject , interactions , accessibility to teacher, classroom communication skills, role as mentor effective completion of syllabus in time, subject knowledge and the use of ICT in teaching learning process. The IQAC does feedback evaluation in consolidated form about a particular teacher, if necessary, suggests corrective measures to teachers.

Non-teaching Evaluation by Management and Teaching Staff: The Management evaluates the non-teaching staff every year through a performance appraisal system designed by IQAC. The principal monitors the performance of non-teaching staff and gives them continuous feedback. In a given format , the teachers and the students evaluate the non-teaching staff regularly.

Teaching Faculty Evaluation by HOD

With the help of IQAC and Heads of the departments prepare a **teacher evaluation report** in a prescribed format evaluating their academic performance highlighting their regularity ,methodology of teaching and completion of syllabus

Alumni Evaluation

IQAC designs Peer Evaluation to provide feedback to peers about their academic performance. Peer Evaluation helps faculty members to improve their teaching. It is a collaborative process in which the faculty works closely with a colleague or group of colleagues to discuss his or her teaching. It provides the teacher with insights into his/her academic contribution

Monitored by Management

The Managing Board constitutes an **Academic Review Committee** every year to evaluate the performance of teachers. All teachers have to submit the duly filled proforma of the Performance Based Appraisal System and number of classes taken at the end for every semester for the academic year. The committee headed by the manager visits each department and evaluates the performance of the teachers.

They suggest corrective measures and mark the areas for improvement. The Principal submits a Confidential Report about teachers to the Management Board on an annual basis. The Management Board makes detailed evaluation of those reports and provides encouragement, suggestions for improvement and corrective measures to be taken in particular department .




PRINCIPAL
Kannara Welfare Trust
Diverse College of Commerce
KARWAR - 581 424



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PERFORMANCE APPRAISAL REPORT

FOR SELF APPRAISAL OF TEACHERS

Priyanka .P. Tarikar
W/o Sunil.R.Rane,
Bethnaikwada,
Post Sadashivgad,
Karwar - 581352

Cell: 08050807537

Educational Qualifications:

	Board/University	Percentage	Year of Passing
M.com	Karnatak University, Dharwad	68.45	2009
B.com	Karnatak University, Dharwad	75.80	2007
P.U.C	Department of Pre-University Education	73.00	2004
S.S.L.C	Karnataka Secondary Education Examination Board	64.96	2002

- Qualified NET conducted by UGC, New Delhi in the year December 2013
- Presently pursuing Ph.D in Commerce on the topic, “An appraisal of Green Marketing Practices: Selected Corporate entities in India” from Karnatak University, Dharwad Under the guidance of Dr.A.N.Tamragundi.

Teaching Experience:

- Three years teaching experience as a Guest Lecturer in Government First Grade College, Ankola
- Five years teaching experience as a Guest lecturer in Government First Grade College, Karwar
- Teaching experience in Karnatak University, Dharwad for M.com 1st semester in subject “Entrepreneurship” for the year 2016.

Participation, Presentation and Publication of Research Papers in conferences and workshops for the following period:-

Research papers:-

2014:-

- Published and presented research paper in two day International seminar sponsored by UGC at Bhatkal on “ Green marketing : Its strategies and challenges in India” with publication in International journal of business, management and social sciences, Vol. 3, issue 8.

2015:-

- Published and presented paper in two day National seminar sponsored by UGC at Cancona, Goa on“ Green advertising and its impact on consumers in the city of Dharwad ” with ISBN 978-93-313-2641-6
- Published and presented paper in two day National seminar sponsored by UGC at Haveri, Karnataka on “ Impact of women empowerment through self help groups in Dharwad district of Karnataka ” with ISBN 978-93-5212-048-2

2016:-

- Published an article on “Overview of ISO Environmental labelling and Eco Mark scheme of India” in Research Revolution’s International journal of Social Science & Management, Vol. IV, Issue II (impact factor 5.007)

- Presented Paper on “ The study of Green banking initiatives in Public and Private sector banks in India” in two day National Conference sponsored by UGC at Cancona, Goa.

2017:-

- Presented a paper on “Current scenario of waste generation from electrical and electronic components in Indian context” in one day UGC sponsored National seminar at Anjuman Arts, Science, Commerce College, Dharwad.

2018:-

- Participated in one day National seminar on “Digital transactions: An inevitable future of economy” at Government First Grade college, Pujageri, Ankola

2019:-

- Presented research paper in two day International conference held at Govt. Arts and Science College (Autonomous), Karwar on the topic “Perception towards the initiative of Make in India movement among the college students”
- Published and presented paper on” A comparative study of Public & Private players in Indian Insurance sector ” in one day National level seminar organized by Divekar College of Commerce and P.G (M.Com) Centre, Karwar, Karnataka, published in International journal of Exclusive Management Research with ISSN 2249-8672 (impact factor – 5.76 (IC Value))

2021:-

- Published a research paper on “ A study on Green marketing practices of selected home appliances companies in India”, International open access “International journal journal of Emerging technologies and innovative research”, Vol. 8 issue 3. ISSN 2349 – 5162 and 5.87 impact factor.
- Published a research paper on “ An appraisal of Green marketing practices in selected consumer electronics companies in India”, UGC approved care listed journal “Shodh Sarita”, Vol. 8, issue 29.

Workshops:-

2015:-

- Attended three day workshop on “SPSS”, organised by Karnatak University, Dharwad.

2017:-

- Attended one day state level workshop on "Research Writing Skills and plagiarism", organised by Karnatak University Research scholars Association, Dharwad
- Participated in one day State level workshop on "Goods and services tax" at Government first grade college for women, Mysuru
- Attended District level workshop on "Anger and Stress Management", organised by Government Arts and Science College, Karwar.

2018:-

- Attended one day state level workshop on "Society, Research and development", organised by Karnatak University Research scholars Association, Dharwad.

Technical Skills:

- English Typewriting (100 W.P.M)
- English Shorthand (45 W.P.M)

Personal Details:

Name : Priyanka .P. Tarikar
Father's Name : Prabhakar Tarikar
Date of Birth : 25-10-1986
Nationality : Indian
Languages Known : English, Kannada, Hindi, Konkani, Marathi
E-mail id : Priyanka_tarikar@yahoo.co.in
Permanent Address : Priyanka .P. Tarikar
W/o Sunil.R.Rane,
Bethnaikwada,
Post Sadashivgad
Karwar - 581352




PRINCIPAL
Kanara Welfare Trust
Oivekar College of Com...
KARWAR - 581 361

FEED BACK

To,

The Chairman

Governing Body/Kanara Welfare Trust

KARWAR/ANKOLA

Name of the College : Kanara Welfare Trust's, Divekar College of Commerce, P.G. (M.Com.) Centre, B.C.A., Karwar

Name of the Teacher : *Rajesh marathi*

Subject: *Kannada kal*

Class: *B.Com Indyer*

Year: *2017-18*

Note : Your feedback should be fair and frank

Tick (✓) one column that is correct according to you

ಸೂಚನೆ : ನಿಮ್ಮ ಫೀಡ್ ಬ್ಯಾಕ್ ನ್ಯಾಯ ಸಮತ ಹಾಗೂ ಮುಕ್ತವಾಗಿರಲಿ

5 ಕಾಲಮ್ಗಳಲ್ಲಿ ಯಾವುದಾದರೂ ಒಂದಕ್ಕೆ ಸರಿ ಚಿಹ್ನೆ (✓) ಯನ್ನು ಹಾಕಿರಿ

	Excellent ಉತ್ಕೃಷ್ಟ	Very Good ಅತ್ಯುತ್ತಮ	Good ಉತ್ತಮ	Satisfactory ಸಮಾಧಾನಕರ	Poor ಕನಿಷ್ಠ
1. Regularity in conducting the classes ತರಗತಿ ನಿರ್ವಹಣೆಯಲ್ಲಿ ನಿಯಮಿತತೆ	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Punctuality ಸಮಯಬದ್ಧತೆ	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Subject presentation for the class ತರಗತಿಗಳಿಗೆ ವಿಷಯದ ತಯಾರಿ	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Presentation skills like voice, clarity and language ಪಾಠ ಕೌಶಲ್ಯ-ಧ್ವನಿ, ಸ್ಪಷ್ಟತೆ, ಭಾಷೆ ಇತ್ಯಾದಿ	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Methodology used in teaching to impart the knowledge ಪಾಠ ಪ್ರವಚನಗಳಲ್ಲಿ ಕಲಿಕಾ ವಿಧಾನಗಳ ಬಳಕೆ	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Interest generated in the subject ವಿಷಯದಲ್ಲಿ ಆಸಕ್ತಿಯನ್ನು ವರ್ಧಿಸುವ ಮಟ್ಟ	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Interactions with the students in the classroom ತರಗತಿಗಳಲ್ಲಿ ವಿದ್ಯಾರ್ಥಿಗಳ ಜೊತೆ ಸಂವಾದ	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Accessibility to the students outside the classroom ಭಟ್ಟಾರಿ ವಿದ್ಯಾರ್ಥಿಗಳಿಗೆ ಪ್ರಾಧ್ಯಾಪಕರ ಲಭ್ಯತೆಯ ಮಟ್ಟ	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Completing of the syllabus on time ನಿಗದಿತ ಸಮಯದಲ್ಲಿ ಅಭ್ಯಾಸ ಪ್ರಕ್ರಿಯೆ ಪೂರ್ಣಗೊಳಿಸುವಿಕೆ	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. His role as mentor (Guru) ವಿದ್ಯಾರ್ಥಿಗಳ ಮಾರ್ಗದರ್ಶಕವಾಗಿ ಪಾಠಾಪಕರ ಪಾತ್ರ	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

FEED BACK

To,

The Chairman

Governing Body/Kanara Welfare Trust

KARWAR/ANKOLA

Name of the College : Kanara Welfare Trust's, Divekar College of Commerce, P.G. (M.Com.) Centre, B.C.A., Karwar

Name of the Teacher : *Reeman Rebello.*

Subject: *Principles of Mgt*

Class: *B-Com I year*

Year: *2018-19*

Note : Your feedback should be fair and frank

Tick (✓) one column that is correct according to you

ಸೂಚನೆ : ನಿಮ್ಮ ಫೀಡ್ ಬ್ಯಾಕ್ ನ್ಯಾಯ ಸಮ್ಮತ ಹಾಗೂ ಮುಕ್ತವಾಗಿರಲಿ

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	Excellent ಉತ್ಕೃಷ್ಟ	Very Good ಅತ್ಯುತ್ತಮ	Good ಉತ್ತಮ	Satisfactory ಸಮಾಧಾನಕರ	Poor ಕನಿಷ್ಠ
1. Regularity in conducting the classes ತರಗತಿ ನಿರ್ವಹಣೆಯಲ್ಲಿ ನಿಯಮಿತತೆ	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Punctuality ಸಮಯಬದ್ಧತೆ	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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7. Interactions with the students in the classroom ತರಗತಿಗಳಲ್ಲಿ ವಿದ್ಯಾರ್ಥಿಗಳ ಜೊತೆ ಸಂವಾದ	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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FEED BACK

To,

The Chairman

Governing Body/Kanara Welfare Trust

KARWAR/ANKOLA

Name of the College : Kanara Welfare Trust's, Divekar College of Commerce, P.G. (M.Com.) Centre, B.C.A., Karwar

Name of the Teacher : *Nitin S.N*

Subject: *Multinational business finance*

Class: *M.com 1st year*

Year: *2017-18*

Note : Your feedback should be fair and frank

Tick (✓) one column that is correct according to you

ಸೂಚನೆ : ನಿಮ್ಮ ಫೀಡ್ ಬ್ಯಾಕ್ ನ್ಯಾಯ ಸಮ್ಮತ ಹಾಗೂ ಮುಕ್ತವಾಗಿರಲಿ

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Kanara Welfare Trust's



DIVEKAR COLLEGE, KARWAR (U.K)

B.Com./B.C.A./M.Com.



TEACHER'S DIARY

Name of the Teacher : Revon Frederick Rebello

CLASS	SUBJECT
1. B Com I A & B	Principles of Management
2. B Com II	Principles of Marketing
3. B Com III	Cost Accounting I

YEAR : 2019-20

KANARA WELFARE TRUST'S DIVEKAR COLLEGE, KARWAR

B.Com./B.C.A./M.Com.

Plan of Concepts

Year : 2019-20

Month	Topics to be covered	Remarks	Sign
	<u>Cost Accounting I</u>		
	<p><u>Unit 1: Introduction: Meaning, nature, objectives, functions and significance of cost accounting; financial accounting vs cost accounting; cost objects, cost units and cost centres; systems, methods and techniques of cost accounting; Installation of cost accounting system.</u></p>		
	<p><u>Unit 2: Cost classification: Meaning and purpose; methods of classification - nature, elements, functions, behaviour, controllability period, identifiability; managerial classification of cost; preparation of cost sheet.</u></p>		
	<p><u>Unit 3: Elements of Cost: Material - Meaning and significance of material cost control; purchase control - procedure involved in purchase - evaluation of quotations; economic order quantity; stores control - location and functions of stores department; levels of inventory; Issue control - importance of issue control; methods of pricing issues - FIFO, LIFO, Weighted Average Base Stock and Standard Price methods; criteria of effective pricing method; inventory control techniques</u></p>		

Lecturer

Principal

KARWAR

KANARA WELFARE TRUST'S DIVEKAR COLLEGE, KARWAR

B.Com./B.C.A./M.Com.

f r	Remark	Day & Date	Time	Class	Subject & Topics taught	Signature of the Teacher	Remarks
		Saturday 29/6/19	8:30 9:30	Blom I	Principles of Management Management as science	<i>[Signature]</i>	
			9:30 10:30	Blom II	Principles of Marketing Selling, marketing and holistic marketing concept	<i>[Signature]</i> <i>[Signature]</i> PRINCIPAL	
		Monday 17/7/19	9:30 10:30	Blom III	Cost Accounting I Financial Accounting vs cost accounting	<i>[Signature]</i>	
			10:45 11:45	Blom II	Principles of Marketing Evolution of concept of marketing.	<i>[Signature]</i>	
		Tuesday 27/7/19	8:30 9:30	Blom I	Principles of Management Management as an art and profession.	<i>[Signature]</i>	
			9:30 10:30	Blom III	Cost Accounting I Concepts: cost units, cost objects and cost centres.	<i>[Signature]</i>	
		Wednesday 27/7/19	8:30 9:30	Blom II	Principles of Marketing Recent developments in marketing	<i>[Signature]</i>	

KANARA WELFARE TRUST'S
DIVEKAR COLLEGE OF COMMERCE
KARWAR - 581301

Kanara Welfare Trust's



DIVEKAR COLLEGE, KARWAR (U.K)

B.Com./B.C.A./M.Com.



STUDENT'S ATTENDANCE REGISTER

Name of the Teacher : Reevon Frederick Rebello

CLASS :	<u>B. Com II</u>
DIVISION :	
SUBJECT :	<u>Principles of Marketing</u>
YEAR :	<u>2018-19</u>

Roll No.	Name of Student	Month & Date												Total Periods Attended					
		5	6	9	11	12	13	16	18	19	20	22	25		26	28	29	31	3
1.	Aakuti Singh	1	2	3	4	0	5	.	.	.	.	1	2	3	4	.	5	
2.	Aaseer Ahmed M.	1	0	2	3	0	4	.	1	.	.	.	2	3	4	5	6		
3.	Abhijeet A Madkaikar	0	1	0	0	2	3	.	.	.	.	1	2	.	3	4	5	
4.	Aishwarya M Shetti	1	0	2	3	4	0	.	1	.	.	1	2	2	3	4	5	6	8
5.	Akhata A Bhangle	1	2	3	4	5	6	.	.	1	2	3	4	5	6	7	8	9	
6.	Alistar L Bassetto	0	0	0	1	2	0	.	1	.	2	.	.	.	.	3	0	4
7.	Alpita A Kadam	1	2	3	4	5	6	.	1	2	3	4	5	6	7	8	9	10	
8.	Ameenali J Lohani	1	2	3	4	5	6	.	1	.	2	3	4	.	5	6	.	.	
9.	Amulya M Ulvekar	1	0	2	3	4	0	.	0	1	2	2	3	4	5	6	7	9	
10.	Ankita Katharkar	0	1	2	3	0	0	.	1	2	3	4	5	.	6	.	.	.	
11.	Asadhana Ajgaonkar	1	2	3	4	5	6	.	.	1	2	3	4	5	6	7	8	9	
12.	Archana S Bandekar	1	2	3	4	5	6	.	1	2	3	4	5	.	6	7	.	8	
13.	Asmita Waingankar	1	2	3	4	5	6	.	1	.	2	3	4	5	.	6	7	8	9
14.	Ayesha M. Ali Shaikh	0	1	2	3	4	5	.	1	.	2	3	4	5	6	.	.	7	
15.	Baby Rathod	1	2	3	4	5	6	.	.	1	2	3	4	5	.	.	6	7	
		1	2	3	4	5	6	.	.	1	2	3	4	5	6	7	8	9	

Class B. Com II

Roll No.	Name of Student	Month & Date July										Total Periods Attended							
		5	6	9	11	12	13	18	19	20	22		25	26	28	29	30		
		1	2	3	4	5	6	1	2	3	4		5	6	7	8	9		
35	Krupa G Revalkar	1	2	3	4	5	6	1	2	3	4	5	6	7	8	9			
36	Kulsumbi Shaikh	0	1	2	3	0	0	1	.	.	2	3	.	4	5	.			
37	M. Sandhya Madvan	1	2	0	0	3	4	1	2	3	4	.	5	6	.	7	8		
38	Mallika S Naik	1	2	3	4	5	6	1	2	3	4	5	6	7	8	9	10		
39	Manasi D Naik	1	2	3	4	5	6	2	1	.	2	3	4	5	6	7	8	9	
40	Manisha A Nagarkar	1	2	3	4	5	0	1	2	3	4	5	6	.	7	8	9		
41	Muskan R Shaikh	0	0	1	2	0	3	.	.	.	1	2	3	4	5	.			
42	Nagbhushan S Shirdiker	1	2	0	0	3	4	.	1	2	.	.	3	4	5	.	6		
43	Namrata J Girap	1	2	3	4	5	6	1	2	3	4	5	6	7	8	9	10		
44	Nasib M Mettra	1	2	3	4	5	6	1	2	3	4	5	6	7	8	9	10		
45	Pavan N Gunagi	1	2	3	4	5	6	1	2	3	4	5	6	.	7	8	9		
46	Paritra Naik	1	0	2	0	0	0	.	.	1	2	3	.	4	5	6	7		
47	Poojal P Gowkar	0	0	1	2	3	4	1	2	3	4	.	5	6	.	7	8		
48	Poonam K Pednekar	0	0	1	2	3	4	1	2	3	4	.	5	6	.	7	8		
49	Poozva P Achari	1	2	3	4	5	6	1	2	.	3	4	5	6	7	8	9		
		1	2	0	0	7	1	5	.	1	2	3	4	5	6	7	8	9	