

11



**INDIRA GANDHI INSTITUTE OF MEDICAL SCIENCES,**

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**Annual Performance Assessment Report Form**

**For**

**Principal/Professor/ Additional Professor/Associate Professor/ Assistant Professor**

Name of the faculty.....

Report for the year/ period ending from.....to.....

Name of the Officer.....

Period.....

**Annual Performance Assessment Report for the Post of  
Principal/Professor/Additional Professor/ Associate Professor/ Assistant  
Professor.**

Name of Department.....

**Part I- PERSONAL DATA**

(To be filled by the Administrative Section concerned of the Department/ Office)

1. Name of the Faculty \_\_\_\_\_
2. Designation \_\_\_\_\_
3. Date of Birth \_\_\_\_\_
4. Academic Qualifications \_\_\_\_\_
5. Whether the officer belongs to Schedule Caste/ Schedule Tribe \_\_\_\_\_
6. Date of continuous Appointment to the present grade
 

Date	Grade
_____	
7. Period of absence from duty (on training/leave etc.) during the year. If he has under gone training specify \_\_\_\_\_

**Part II- SELF APPRAISAL**

(To be filled in by the officer reported upon)

1. Brief description of duties \_\_\_\_\_



Name of the Officer.....

Period.....

2. Teaching at UG & PG Levels

i) Courses taught at various levels: (Name of the courses)

	Total lectures Scheduled	Total lectures actually engaged	Reasons for not engaging the Remaining classes, if any
a) Under Graduate:			
b) Post Graduate:			

ii) Total of hours/ periods provided in the time table for lect., Tut., Practical, Seminars/ Discussions in the academic year and the number actually taken during the year.

iii) Work load per week :

- a) Lectures
- b) Tutorials
- c) Practical's
- d) Seminars/ Group Discussions

3. Details of teaching methods employed by you: (Lectures, Tutorials, Seminars, Practicals etc.)

4. a) Details of Tutorials/ tests held during the academic year

Under-graduate Courses

Post-graduate Courses

Number of tests held please give the details semester wise & courses wise

Assignment checked indicated time taken



for submission

Name of the Officer.....

Period.....

- b) details of academic planning/ presentation of lectures during the session:  
Please give specific details

**Part III- RESEARCH & DEVELOPMENT, CONTINUING EDUCATION  
AND INTERACTION WITH THE INDUSTRIES & PROFESSIONAL  
SOCIETIES**

- 1. a) Details of published/ research papers in reputed journals, books, monographs, reviews chapter in books, translations & creative writing etc. if any during period under review.

- b) Details of editing learned journals and proceedings:

- 2. Participation in Conferences, Seminars, Workshops:  
Give details of the papers presented and/ or official's position held.



Name of the Officer.....

Period.....

3. Details of:

i) U.G. and P.G. Project Guidance

ii) Ph.D Guidance

Sponsored Research Guidance

Details of Clinical /OPD/IPD/Surgical Operations/Laboratory work/ Field work Assignment, etc.

4. Membership or fellowship of professional/ academic Bodies, Societies etc. give details.

5. Any other information regarding academic activities not covered

**Part IV- CONTRIBUTION TO INSTITUTE LIFE**

(Details of your contribution to the institution should be specified with initiatives taken and achievements made)

1. a) Curriculum development:

b) Give the details of courses development/ revised

Name of the Officer.....

Period.....

- 2. Laboratory Development and experimental set up :  
Give the details of Preparation of Laboratory manual design of new experimental set up and new facility added during the year.
  
- 3. a) Cultural/ extracurricular activity
- b) Sports/ Community and Extension services/ N.S.S
- c) Administrative Assignment
- d) Any Other

*I certify that the information's given above are correct and factual to the best of my knowledge.*

Signature \_\_\_\_\_

Name \_\_\_\_\_

Department \_\_\_\_\_

Dated: \_\_\_\_\_



Name of the Officer.....

Period.....

**Part V – NUMERICAL ASSESSMENT OF THE REPORTING OFFICER**

Numerical grading is to be awarded by reporting and reviewing authority which should be on a scale of 1-10, where 1 refers to the lowest grade and 10 to the highest.  
(Please read carefully the guidelines before filling the entries)

	Reporting Officer	Reviewing Officer (Revised Grades, if does not agree with column No.2)	Initials of Reviewing Officer
<b>[A] Assessment of work output (weightage to this section would be 40%)</b>			
1] Accomplishment of planned work/work allotted as per subjects allotted.			
2] Quality of output			
3] Analytical ability			
4] Accomplishment of exceptional work/ Unforeseen tasks performed.			
<b>Overall Grading on "Work output"</b>			
<b>[B] Assessment of Personal attributes (weightage to this section would be 30%)</b>			
1] Has the officer show himself able to do the work of his appointment.			
2] conduct			
3] Regularity and Punctuality			
4] Trustworthiness			
5] Zeal			
6] Performance of duties			
7] a) Knowledge of the branch on which engaged and quality of work b) Ability to manage the class and maintain discipline among the students			
8] Has the officer published any original papers or conducted any research during the year under report or otherwise in any manner done distinguished work.			
9] Fitness for promotion to the higher grade and for further advancement.			
10] General assessment taking all the above points into consideration (of personality, integrity and temperament including relations with fellow members			



of staff.			
11] Grading (Outstanding/ Very Good/ Good/ Average/ Below Average)			
<b>Overall Grading on "Personal Attribute"</b>			
<b>[C] Assessment of Functional Competency (weightage to this section would be 30%)</b>			
1] Professional knowledge in the area of function.			
2] Strategic Planning ability.			
3] Decision making ability.			
4] Coordination ability			
5] Ability to motivate and develop subordinates.			
6] Initiative			
<b>Overall Grading on "Functional Competency"</b>			

Note:- the overall grading will be based on addition of the mean value of each group of indicators in proportion to weightage assigned.

**GENERAL**

1. Relations with the public (wherever applicable)  
(Please comment on the Officer's accessibility to the public and responsiveness to their needs)

2. Training  
(Please give recommendations for training with a view to further improving the effectiveness and capabilities of the officer.)



Name of the Officer.....

Period.....

3. State of Health

[Empty box for State of Health]

4. Integrity

(Please comment on the integrity of the officer)

[Empty box for Integrity comment]

5. Pen Picture by Reporting Officer (I about 100 words) on the overall qualities of the officer including area of strengths and lesser strength, extraordinary achievements, significant failures (ref: 3(A) & 3(B) of Part-2) and attitude towards weaker sections.

[Empty box for Pen Picture]

6. Overall numerical grading on the basis of weightage given in section A, B and C in Part – 3 of the Report.

[Small empty box for numerical grading]

Signature of the Reporting Officer

Name in Block Letters: .....

Designation: .....

During the period of Report: .....

Place: .....

Date: .....



Name of the Officer.....

Period.....

### Part VI- REMARKS OF THE REVIEWING OFFICER

1. Length of service under the Reviewing Officer
  
2. Is the Reviewing Officer satisfied that the Reporting Officer has made his/ her report with due care and attention and after taking into account all the relevant material?
  
3. Do you agree with the assessment of the officer given by the Reporting Officer? (In case of disagreement, please specify the reasons). Is anything you wish to modify or add?
  
4. General Remarks with specific comments about the general remarks given by the Reporting Officer and remarks about the meritorious work of the officer including the grading.
  
5. Has the officer any specific characteristics, and/ or any abilities which would justify his/ her selection for special assignment or/ out-of-turn promotion?

Place:.....

Date:.....

Signature of the Reviewing Officer:

Name in block letters:.....

Designation:.....



1

**Guidelines regarding filling up of APAR with numerical grading**

- (i) The columns in the APAR should be filled with due care and attention and after devoting adequate time.
- (ii) It is expected that any grading of 1 or 2 (against work output or attributes or overall grade) would be adequately justified in the pen-picture by way of specific failures and similarly, any grade of 9 or 10 would be justified with respect to specific accomplishments. Grades of 1-2 or 9-10 are expected to be rare occurrences and hence the need to justify them. In awarding a numerical grade the reporting and reviewing authorities should rate the officer against a larger population of his/her peers that may be currently working under them.
- (iii) APARs graded between 8 and 10 will be rated as "Outstanding" and will be given a score of 9 for the purpose of calculating average scores for empanelment/promotion.
- (iv) APARs graded between 6 and short of 8 will be rated as "Very Good" and will be given a score of 7.
- (v) APARs graded between 4 and short of 6 will be rated as "Good" and given a score of 5.
- (vi) APARs graded below 4 will be given a score of "Zero".