

PERFORMANCE APPRAISAL OF FACULTY IN VARIOUS ENGINEERING COLLEGES USING A CONCEPTUAL MODEL OF PERFORMANCE APPRAISAL SYSTEM

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ABSTRACT

Performance appraisal is a most critical activity of human resource management in present day organizations. The organization may be of any kind, either a service or product line where measuring the output of an employee, standardizing his learning's and communicating the same is of vital importance as human capital itself creates a competitive edge to the organization. However, a service oriented organization is totally sufficed on its human resources, which will enable the organization (in particular educational institution) to create a market of its sustainable growth. In India, educational institutions are dominant service organizations, which aim at producing a pool of talent which caters the needs of industry and help in generating the solutions of the problems arising in the industries. This paper highlights the various factors associated with educational institutions and industries which help in bridging the gap between them i.e., meeting the industry requirements. The performance indicators and their implications on learning in educational institutions, key performance areas and key result areas have been illustrated for understanding the performance management in institutions.

KEYWORDS: KPA'S (Key Performance Areas), Improvement, Constraints, Development, Interface.