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Recent Trends of Performance Appraisal for Engineering College Faculty Members – A Conceptual Study

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Abstract

Performance appraisal plays a prominent role for the development of any type of the organization .My topic sticks towards the Educational Institution that too particularly in the Engineering College side. Now the performance methods followed by the Private Engineering colleges has been changed .In this paper the reason for the changes and its impact and the future aspects has been analyzed. For the better life of the staff members and also to enrich the quality in the private engineering colleges side these points were given in order to trace back towards the positive side. The characteristics, problem in performance appraisal were given and concluded with the aspect that real performance appraisal of the faculty members has many dimensions not only their university results and admissions for job satisfaction and also for the quality enrichment



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Keywords; characteristics, problems of Performance Appraisal, cons on management and student side.

I- Meaning of performance appraisal

“Performance Appraisal” has been identified as one of the most complex of management activities. It is often a difficult and emotion laden process. Performance appraisal has become part of organizational life. Every organization has some kind of evaluating the performance of its personnel. In recent days in the Engineering colleges the methods of Performance appraisal regarding the Faculty members has been changed and it creates the serious effect on the management side, Faculty side, Students community in this paper we will see the traditional way of appraisal and also the deviation ways and its effect in the current scenario

Characteristics of performance appraisal

- ❖ The system must be bias-free
- ❖ It must be relevant
- ❖ It should be acceptable to all
- ❖ It should be reliable, dependable, stable and consistent

II- Objectives of appraisal

Main Objectives

- ❖ To measure and improve the performance of employees.



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- ❖ To increase their future potential.
- ❖ To increase the value of the Institution

Methods of performance appraisal

- ❖ Most likely to achieve a particular objective and
- ❖ Least vulnerable to the obstacles already discussed.
- ❖ Essay appraisal
- ❖ Graphic rating scale
- ❖ Field review
- ❖ Forced- choice rating
- ❖ Ranking methods
- ❖ Assessment centers
- ❖ 360 degree feedback

III- Advantages of performance appraisal

It is said that performance appraisal is an investment for the company which can be justified by following advantage:

- Performance
- Compensation
- Employees Development
- Selection validation
- Communication
- Motivation



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IV- Stages of performance appraisal

Some of the steps are involved in performance appraisal process are:

- ❖ Setting the performance appraisal
- ❖ Communicating the performance standard to employees
- ❖ Measuring the actual performance
- ❖ Comparing the actual with the standard performance
- ❖ Providing feedback to employees on their performance •Initiating corrective actions

Performance Appraisal techniques in private engineering colleges has taken a new dimension in this competitive. In the human resource management performance appraisal plays a vital role in this organization as this method make the organization to perform in effective manner. In the usual techniques of performance appraisal it takes the form of absolute standards, relative standards, objectives measures to evaluation. Regarding the faculty members performance appraisal techniques it will be analyzed in the form of educational qualification as per the UGC norms they possess ,experience, number of papers they have published, conference they have participated and number of workshops they have attended to update their knowledge each year and the result percentage they have shown in their every academic year.

Institutions and faculty member's shows interest for Institutions development and Individual career development. This trend has gradually decreasing and another two dimensions of performance appraisal are implemented in the private engineering colleges nowadays.It takes



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the form of number of Admissions enrolled by the individual staff members and the result percentage for the papers they have handled .These aspects only determines the performance of faculty for continuing service and also for the incentives, like in salary.

V- Reason for another dimension of performance appraisal method by the institutions:

Due to the total increase of private Engineering colleges competition grows so they are finding difficult to fill the admission vacancies every year. In the beginning of the academic year for their incentives and increment in salary, all will find ways to project them well has now took the form of doing the marketing nature of job irrespective of their relevant department teaching by achieving the admission target and concentrating for the academic result producing aspects.

If the trend is to be followed for another some years it's very difficult to answer for the question which factors will determine the standard of faculty, Institution if they appraisal techniques submerge totally in two major factors of getting admission and producing results. Unless otherwise the Institutions go for NBA, NAAC Institutions are not following the traditional performance appraisal methods.

VI- Impact of recent scenario of performance Appraisal Methods:

- ✓ Than carrying the career development faculty is in position to project them to be a good marketing oriented person and shows interest to have handful of positive data regarding this.
- ✓ It mounts tension which leads to stress



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- ✓ Faculty members are not able to concentrate for the real aspects organizational development and individual career development.

VII- Effect of recent trend in the management side:

- ✓ During the time of NBA, NAAC the institution who follow these two major performance appraisal techniques will face serious problems for following the norms. Those times it will be the crucial for them while they have to bridge the gap.
- ✓ Academic oriented talented faculty members who can't strive their best in these two aspects will slowly walk out.
- ✓ Students caliber will not improves that much as faculties are focused to make the students to get minimum of pass marks for obtaining university ranking positions overall.
- ✓ It will put an end for the students in the aspect of broader information collecting.
- ✓ Less talented faculty members who know only to get admission and produce results can only shine more by getting good rating efforts and emerge into the institutions which is not a healthy one for management.
- ✓ New performance appraisal techniques are met with substantial resistance.

VIII- Effect on students:

- Faculties will focus the students for their good performance rating and they will be used as a tool which will give pressure to the students and it diverts their



studies in the beginning of every academic year till their completion of their studies.

- Potential student's expectation will not be satisfied as staff members concentrate for number of pass students alone.
- This performance appraisal method of faculty members will have the impact among the students and it will shrink their talents too.

IX - Effect on faculty members:

- Every year faculty will seriously goes beyond getting admission and result alone apart from these two aspects there are plenty ways to enrich them and to enrich the students community which will be absent in this recent appraisal methods by the management of most of the Institutions
- Individual faculty member career development will be seriously affected.
- Guidance from the senior faculty will not be obtained as per the expectation of the faculty members.
- More stress will be faced by the faculty members.

X- Conclusions:

When the performance appraisal turns towards the positive aspect, it will do favor in all dimensions right from Management side, Students community betterment, Faculty career development .It all resides in the hands of the Management to tune and bridge the gap of present deviated performance appraisal method with social responsibility to serve the society.