



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

Self appraisal form is supplied to all the faculty members and staff members every year by the institute. The Performance of the faculty is analyzed through the details provided by them in the self appraisal form. The performance is assessed basing on various parameters such as Examination results, pass percentage, relative position with respect to other neighboring affiliated colleges, scores of students in other competitive exams, Student feedback, Involvement in co-curricular and extracurricular activities, Responsibilities taken in the department, Publications and research work and the development of new and innovative experiments etc.,

There are two types of Performance based evaluation. The first is called “PBAS [performance based appraisal system]” and the second is called “annual secret-report”. The PBAS provides a feedback of the faculty member. It helps them in understanding the changing needs of students. All teaching faculty member fill the prescribed format of PBAS for self-appraisal. This system encourages them to make excellent performance in teaching and learning.

The institution has PBAS for assessment of teaching staff. The appraisal report is based on the annual performance of the employee on the basis of their academic, research and other extracurricular activities. This format [PBAS] is filled by the employee in a given prescribed proforma, which includes all the above set related to points and sub-points.

Another type of evaluation is called the secret-report of the employee. It is filled by all the teaching and non-teaching employees

The names of the faculty members who show good performance are recommended to Best Faculty Awards.

If any Faculty receives an award/ paper published /attended to international conferences, it will be circulated and displayed in the notice board.

To attend for the workshops academic leaves are provided. Each faculty is provided with twelve academic leaves per year.

Identifying teachers with special talents and competence and encouraging them by honoring them with awards, monetary benefits etc.

Providing the various leave benefits such as: Academic Leaves, Maternity Leave

Annual increments and promotions are given to all the faculties. The faculty is consistently appreciated for its academic achievements

AVANTHI INSTITUTE OF PHARMACEUTICAL SCIENCES			
GUNTHAPALLY VILLAGE, ABDULLAPURMETTU MANDAL, RANGAREDDY DISTRICT, TS-501512			
INCOME AND EXPENDITURE FOR THE YEAR ENDED 31-03-2021			
PARTICULARS	AMOUNT	PARTICULARS	AMOUNT
Admission Expences	68,400.00	Income From Students	3,76,40,950.00
Advertisement	16,53,093.50	Alumni Contribution	60,500.00
Bank Charges	24,620.00	Funds from bodies	95,600.00
Bus Maintenance	8,63,199.95		
Canteen Expenditures	2,18,540.00		
College Maintence A/C	11,50,274.00		
Conveyance	2,72,212.50		
Soft skills Payment	3,54,600.00		
Functions & Festivalls	2,99,452.50		
Grampanchayat tax	3,14,771.50		
Ground Maintenance	11,18,333.00		
Internet Charges	6,12,091.00		
Lab Maintenance	5,58,336.00		
Medical Expenses	95,000.00		
Misc Expenses	8,29,295.00		
Office Maintenance	4,91,596.50		
Other Expenses	2,85,170.00		
Placement Expenses	2,14,500.00		
Printing & Stationery	2,04,493.00		
Project Expenditure	3,12,500.00		
Remuneration	4,87,096.50		
Repairs & Maintenance	3,58,284.50		
Salaries	1,63,54,132.00		
Sanitary Exp	2,86,803.75		
Security Charges	6,26,391.50		
Students Welfare	1,04,553.75		
Telephone Charges	18,330.00		
Travelling Charges	27,440.50		
Vehicle maintenance	5,27,909.20		
Web Site Maintenance Expenses	36,000.00		
Rewards & Awards for Faculty	56,000.00		
Scholarship and Merit Awards	3,50,000.00		
Membership/Workshops/Conferen	14,000.00		
Other Expences	11,25,000.00		
Capital Expenditure:			
Computers	8,49,600.00		
Electrical Equipements	5,34,927.00		
Furniture	5,86,000.00		
Lab Equipment	8,42,500.00		
Sport equipment	47,072.00		
library Books	2,11,853.00		
Office Equipment	7,84,000.00		
Building maintenance	9,42,500.00		
Electrical Maintenance	6,05,000.00		
Other assets	28,55,000.00		
Income Over Expenditure	-7,73,822.15		
	3,77,97,050.00		3,77,97,050.00

For A PRAVEEN & ASSOCIATES
 CHARTERED ACCOUNTANTS
 Firm Reg. No: 017230 S


 PRAVEEN KUMAR A
 Proprietor, M. No: 228118

For AVANTHI EDUCATIONAL SOCIETY


 M. S. Praveen
 Authorised Signatory