



KMCT

COLLEGE OF ALLIED HEALTH SCIENCES

Affiliated to Kerala University of Health Sciences and approved by Govt. of Kerala

6.3.5 Any other relevant information



Principal

KMCT College of Allied Health Sciences

P.O. Manassery, Mukkam

Kozhikode, Pin - 673602

Muthalam, Mukkam, Kozhikode - 673602

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INNOVATION AND
ENTREPRENEURSHIP
DEVELOPMENT CENTRE





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Performance Appraisal System

The Performance Appraisal System at KMCT College of Allied Health Sciences is intended for performance assessment, evaluation, and review of teaching and non-teaching faculty in order to recognize each employee's contribution as well as their strengths, weaknesses, potential, and skills and to assist them in improving their performance in their areas of weakness.

The performance appraisal system identifies specific strengths and development needs in a systematic manner, their areas of talent, and the areas in which they need to improve. The performance evaluation method used in the KMCT College of Allied Health Sciences takes into account multidimensional evaluation and analysis.

Every academic year is evaluated using both qualitative and quantitative data, and goals are set at the start of the year. At the midpoint of the academic year, an evaluation is conducted, and at the conclusion of the year, the goals are assessed. The College will implement an online evaluation through the academic software "campus medicine" in the years 2021–2022, in an effort to simplify the faculty members' annual evaluation process. Employees will be categorized in accordance with the rating scale, and those who do poorly will receive training.

Evaluation parameters:

Teaching: 50%

Mentoring: 15%

Additional work and academic and extracurricular activities: 15%

Research project, publication & innovations: 10%

Disciplinary measures: 5%

Self-appraisal: 5%

The performance appraisal of the non-teaching staff is equally important for the improvement of the overall organizational performance. The Institution has Para medical staff, technical staff, housekeeping and administrative staff. Appraisal of each staff will be prepared annually and reviewed by the Principal. The work of the non-teaching staff is assessed periodically through a structured mechanism that assesses job knowledge and skills, quality of work, productivity, teamwork, attendance, and punctuality.

Evaluation Parameters:

Working efficiency-20%

Productivity –20%

Disciplinary measures-20%

Feedback – 20%

Collaboration- 20%




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