



# Sree Chaitanya Mahavidyalaya

Habra-Prafullanagar, North24 Parganas, PIN -743468

Website: [www.sreechaitanyamahavidyalaya.ac.in](http://www.sreechaitanyamahavidyalaya.ac.in) Email ID: [srchma@gmail.com](mailto:srchma@gmail.com)

## Best Practice : 2

### **Title of the Practice – 360 Degree Appraisal of Teachers (Quadrilateral Assessment of Teachers)**

A 360-degree feedback also known as multi rater feedback is an **online** process through which employer evaluates employee's performance from as many sources as possible. The College has developed this anonymous teachers' performance review process known as "360-degree appraisal system" to monitor the scope, strength and weakness of the teachers for qualitative development.

#### **The Context**

The process of completing 360-degree feedback provides assessor with greater insight and understanding to formulate their own expectation and achieve the ultimate success.

#### **The Practice**

360-degree appraisal has four integral components

- Students' appraisal on teachers
- Self-appraisal
- Principal's appraisal
- Peer appraisal

#### **Evidence of Success**

The appraisal ultimately led to an overall assessment of performance of the teachers. When successfully implemented 360-degree feedback initiates and facilitates a vast positive change among the teachers. Work relations improve which leads to increase in productivity among the faculty. It opens an environment rich in teaching, research work and efficiency enhancement. It opens the channels of communication with the learners which ultimately widens the scope of work and allows problems to be addressed and resolved.

#### **Problems Encountered and Resources Required**

Initially setting up of the system was a challenge for the college authority following through with an action plan created by the IQAC; this was finally implemented by the institution.



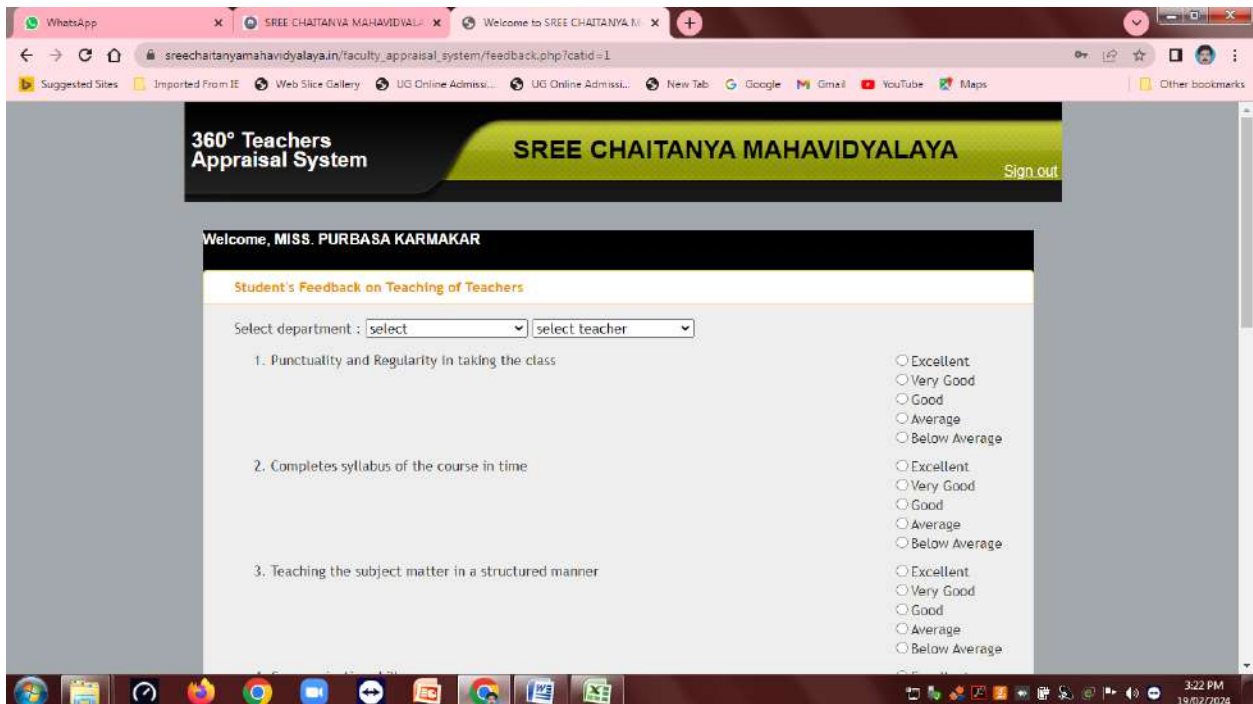
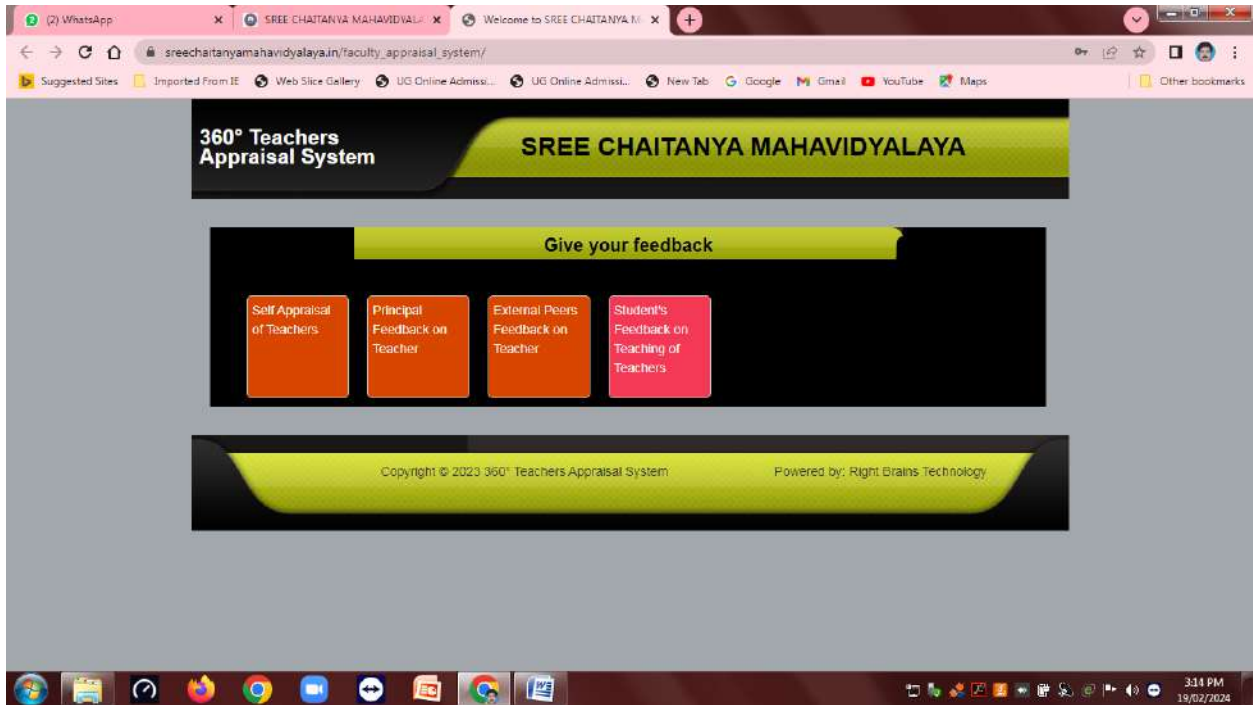
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## DOCUMENTS & IMAGES

### (Online Reports on 360-Degree Teachers' Appraisal)





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Dr Manabendra Sekhar Bhadra\_2022-23

## 360° Teachers' Appraisal System

### Personal Details :

College Name	SREE CHAITANYA MAHAVIDYALAYA	Session : 2022-23
Name	: Dr Manabendra Sekhar Bhadra	
Department	: Commerce	
Date Of Joining	: 2014-09-04	
Designation	: Assistant Professor	
Qualification	: M.Com, PGDFM, Ph.D.	
Papers Presented in Conference / Seminars	: 01	
Refresher and Orientation Course Training program completed	: 01	
International Paper Presentation	: 01	
Research Paper Publications	: 05	
Chapters in Books Published	: 01	
Research Publication Books	: 02	
Major Research Project	: 00	
Minor Research Project	: 00	

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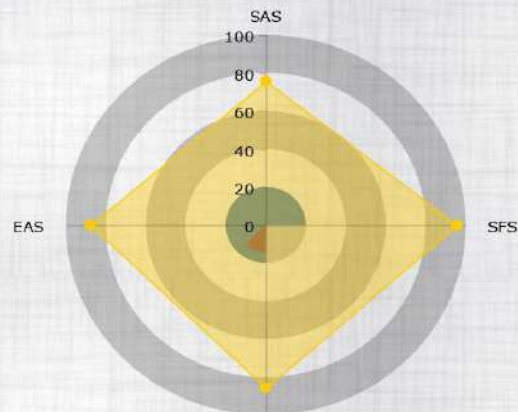
Dr Pulakesh Sen\_2022-23

## 360° Teachers' Appraisal System

### Personal Details :

College Name	SREE CHAITANYA MAHAVIDYALAYA	<b>Session : 2022-23</b>
Name	: Dr Pulakesh Sen	
Department	: Mathematics	
Date Of Joining	: 2015-03-19	
Designation	: Associate Professor	
Qualification	: M.Sc., M.Phil., Ph.D.	
Papers Presented in Conference / Seminars	: 12	
Refresher and Orientation Course Training program completed	: 5	
International Paper Presentation	: 0	
Research Paper Publications	: 15	
Chapters in Books Published	: 0	
Research Publication Books	: 0	
Major Research Project	: 0	
Minor Research Project	: 0	

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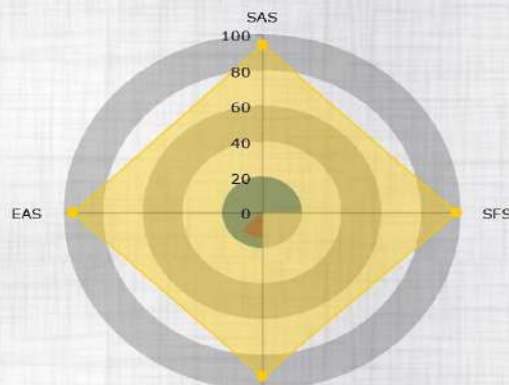
Dr Sanjib Talukdar\_2022-23

## 360° Teachers' Appraisal System

### Personal Details :

College Name	: SREE CHAITANYA MAHAVIDYALAYA	Session : 2022-23
Name	: Dr Sanjib Talukdar	
Department	: Economics	
Date Of Joining	: 2014-07-01	
Designation	: Associate Professor	
Qualification	: M.Sc, M.Phil, Ph.D	
Papers Presented in Conference / Seminars	: 20	
Refresher and Orientation Course Training program completed	: 06	
International Paper Presentation	: 04	
Research Paper Publications	: 10	
Chapters in Books Published	: 02	
Research Publication Books	: NIL	
Major Research Project	: NIL	
Minor Research Project	: 02	

### 360° Teachers' Appraisal :





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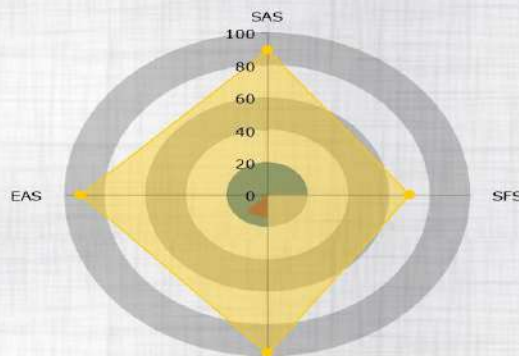
Dr Sukumar Pal\_2022-23

## 360° Teachers' Appraisal System

### Personal Details :

College Name	SREE CHAITANYA MAHAVIDYALAYA	Session : 2022-23
Name	: Dr Sukumar Pal	
Department	: Commerce	
Date Of Joining	: 2014-10-31	
Designation	: Associate professor	
Qualification	: M.Com Ph.D	
Papers Presented in Conference / Seminars	: 05	
Refresher and Orientation Course Training program completed	: 00	
International Paper Presentation	: 00	
Research Paper Publications	: 05	
Chapters in Books Published	: 02	
Research Publication Books	: NIL	
Major Research Project	: NIL	
Minor Research Project	: 00	

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Dr Suwendu Saha\_2022-23

## 360° Teachers' Appraisal System

### Personal Details :

College Name	SREE CHAITANYA MAHAVIDYALAYA	Session : 2022-23
Name	: Dr Suwendu Saha	
Department	: Commerce	
Date Of Joining	: 2001-12-01	
Designation	: Associate Professor	
Qualification	: M.Com, ACMA, Ph.D.	
Papers Presented in Conference / Seminars	: 2	
Refresher and Orientation Course Training program completed	: 0	
International Paper Presentation	: 1	
Research Paper Publications	: 3	
Chapters in Books Published	: 0	
Research Publication Books	: 0	
Major Research Project	: 0	
Minor Research Project	: 1	

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Dr. Ankita Bhattacharjee\_2022-23

## 360° Teachers' Appraisal System

### Personal Details :

College Name	SREE CHAITANYA MAHAVIDYALAYA	Session : 2022-23
Name	: Dr. Ankita Bhattacharjee	
Department	: Environmental Studies	
Date Of Joining	: 2019-06-04	
Designation	: State Aided College Teacher	
Qualification	: PhD	
Papers Presented in Conference / Seminars	: NIL	
Refresher and Orientation Course Training program completed	: NIL	
International Paper Presentation	: NIL	
Research Paper Publications	: 04	
Chapters in Books Published	: NIL	
Research Publication Books	: NIL	
Major Research Project	: NIL	
Minor Research Project	: NIL	

### 360° Teachers' Appraisal :

