

Performance Based Appraisal System For Teachers of University/colleges

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Abstract - In many universities, reward decisions depend on subjective performance evaluations. However, evaluating an teacher's performance is often difficult. In this paper, we develop a model in which the teacher is uncertain about his own performance and about the administrator's ability to assess him. The administrator gives an teachers a performance appraisal with a view of affecting the teacher's self perception, and the teacher's perception of the administrator's ability to assess performance. We examine how performance appraisals affect the teacher's future performance. The predictions of our model are consistent with various practical things. These comprise (i) the observation that administrator tend to give positive appraisals, (ii) the finding that on average positive assessment value motivate more than negative assessment value, and (iii) the observation that the effects of appraisals depend on the teacher's perception of the administrator's ability to assess performance accurately.

Key Words: Subjective Performance Appraisal, Credibility, Blowfish algorithm

1.INTRODUCTION

Performance appraisal is a formal system that evaluates the quality of an teacher's performance. An appraisal should not be viewed as an end in itself, but rather as and important process within a performance management system that links:

- Universities objectives
- Day to day performance
- Professional development
- promotions and incentives

In simple terms, appraisal may be understood as the assessment of an individual's performance in a systematic way, the performance being measured against such factors as job knowledge, quality and quantity of output, initiative, leadership abilities, supervision, practical details, cooperation, lecture details, versatility, paper publish details. Assessment should not be confirmed to past

performance alone. Potentials of the teacher for future performance must also be assessed.

1.1 LITERATURE REVIEW

Identify overall performance Development of key performance criteria should be based on a comprehensive job description and undertaken in consultation with teachers.

Develop assessment measure In order to obtain accurate and valid performance appraisals, assessments measures should be tailored to the specific job or "job family". An evolution of factors in the work environment which help or hinder performance is also predicted. This ensures that realistic expectations are set for teacher's performance. And is also likely to increase the perceived fairness and acceptability of performance assessments.

Collect performance information from different colleges Traditionally, it has been the sole responsibility of administrator/supervisors to assess performance. However, other universities/colleges members can be valuable source of information as they are likely to have exposure to different aspects of an teacher's performance. Collecting information from multiple colleges can increase the accuracy of performance evaluation, and increase teacher's confidence.

Conduct an assessment interview The two central purposes of the appraisal interview are to: 1. Depend on past performances to identify major rewards, areas for further improvement, and facilitators to effective are performance. 2. Identify aim and strategies for future work practice. The appraisal interview should be a creative, two-way exchange between the supervisor and teacher, with preparation for the interview done by both parties beforehand.

Evaluate the performance The performance appraisal process should undergo regular review and improvement. For example, focus groups or surveys could be conducted to gauge teacher's perceptions of the appraisal process. A success performance appraisal process should

demonstrate a change in both the rating of teacher's performance and aspects of the work environment that impact upon work future performance.

1.2 OBJECTIVES OF PERFORMANCE APPRAISAL

Salary increase Performance appraisal plays a role in making decision about intensive. Normally salary increase of an teacher depends upon on how he is performing his job. There is continuous Evolution of his performance either professionally or unprofessionally. This may disclose how well an teacher is performing and how much he should be compensated by way of salary increase.

Promotion Performance appraisal create significant role where promotion is based on assessment and seniority. Performance appraisal discloses how an teacher is working in his present job and what his leading and lagging points are. In the light of these, it can be decided whether he can be promoted to the next higher position.

Training and Development Performance appraisal tries to identify the strengths and weakness of an teacher on his present job. This information can be used for devising training and development program appropriate for overcoming weakness of teachers.

Feedback Performance appraisal provides feedback to teachers about their performance. A person works better when he knows how he is working. This works in two ways, firstly, the person gets feedback about his performance. Secondly, when the teacher gets feedback about his performance, he can relate his work to the universities objectives.

Motivation Performance appraisal puts a sort of pressure on teachers for better performance. If the teachers are conscious that they are being appraised in respect of certain factors and their future largely depends on such assessment.

2 PROPOSED IMPLEMENTATION METHODOLOGY

Background of databases: It includes the registration of teacher, lectures conducted by teacher. Uploading information about project seminars or papers by account holder.

Various Relations and keys: User must have their login and password is stored on database. Four relationship included in database.

1. One-to-one relationship
2. One-to-many relationship
3. Many-to-one relationship

4. Many-to-many relationship

A **primary key** is a special relational database table column (or combination of columns) designated to uniquely identify all table records. Teacher's name used as a primary key.

Structure of data entry modules: A performance appraisal is a systematic and periodic process that assesses an individual Teachers job performance and productivity in relation to certain pre-established criteria and universities objectives.



Fig -1: System Skeleton

Structure of reports: At the end it gets a pie chart as a result. It will show the performance of the teacher's. According to the pie chart he/she will come to know where he/she is lagging or leading.

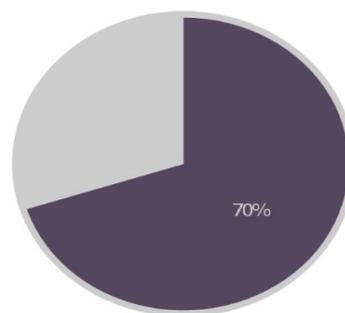


Fig -2: Structure of report

3 CHALLENGES

Regular performance appraisals provide a useful opportunity to conduct a checking on various work force development issues that may impact on teacher's effectiveness and well being. Performance appraisals can be used to:

- Recognize, intensive and support effective performance
- Develop and reward effective teamwork
- Identify and manage issues likely to impact on retention
- Monitor and support teacher's well being.

4 BLOWFISH ALGORITHM

Blowfish algorithm is used for security purpose .blowfish Algorithm is a Feistel Network, iterating a simple encryption function 16 times. The block size is 64 bits, and the key can be any length up to 448 bits. Although there is a complex initialization phase required before any encryption can take place, the actual encryption of data is very efficient on large microprocessors.

Feistel Networks

A Feistel network is a general method of transforming any function into a permutation. The working of a Feistel Network is given below:

1. Split each block into half
2. Right halve becomes new left halve
3. New right half is the final result when the left half is XOR'd with the result of
4. Applying f to the right halve and the key.
5. Note that previous rounds can be derived even if the function f is not invertible.

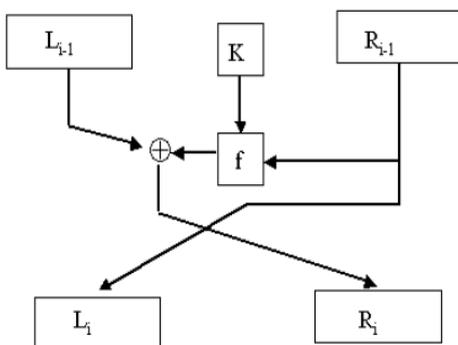


Fig -3: Feistel Network

Blowfish algorithm is used for encrypt and decrypt the data for security purpose

5 CONCLUSIONS

Performance appraisal should not be perceived just as a regular activity but it's important should be recognized and communicated down the line to all the teachers. There should be a review of job analysis, job design and work environment based on the performance appraisal. It should bring more clarity to the goal and vision of the colleges. It should provide more empowerment to the teachers. New methods of appraisal should be adopted so that both appraiser and the appraisee take interest in the appraisal process.

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