

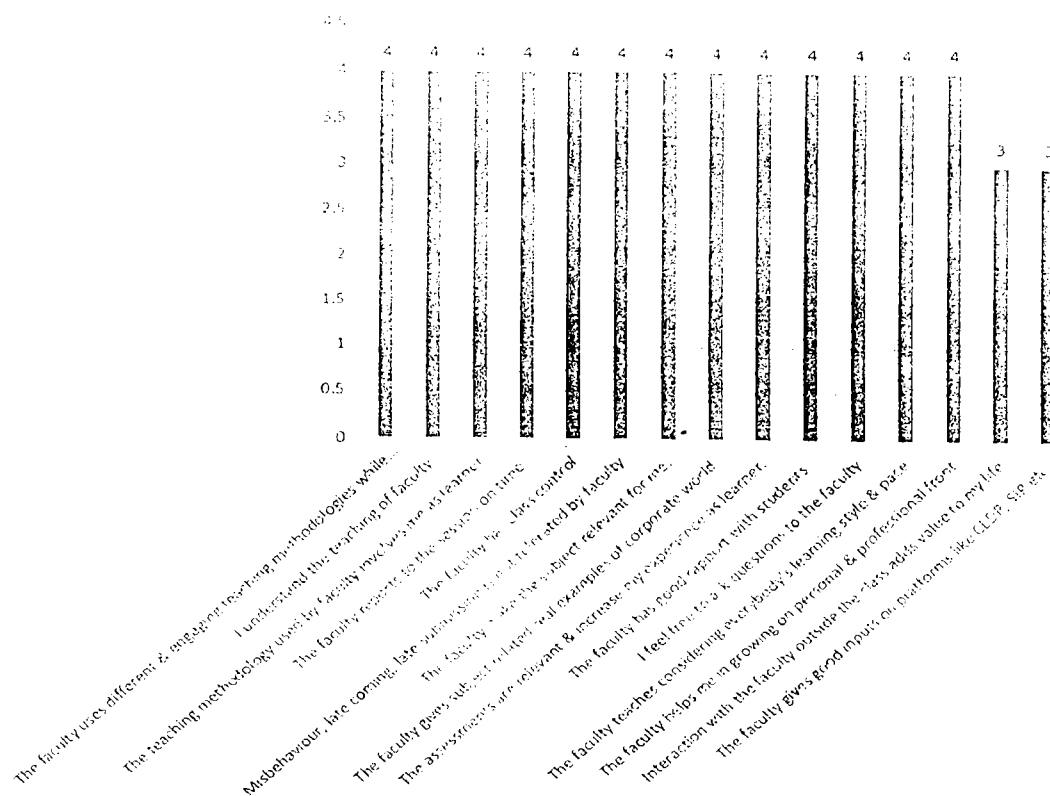
ACADEMIC YEAR 2020-21

DR. ANAGHA BHOPE

## Student feedback

### Consolidated Feedback

#### Student Appraisal



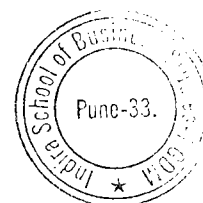
#### Student Comments:

- Sessions are interactive.
- Gives great examples.
- Is very patient when answering questions.

#### Remarks:

The students have rated Dr. Anagha Bhope highly (4 or 5) on the following parameters:

- The faculty uses different & engaging teaching methodologies while teaching
- I understand the teaching of faculty
- The teaching methodology used by faculty involves me as learner



- The faculty reports to the session on time
- The faculty has class control
- Misbehaviour, late coming, late submission is not tolerated by faculty
- The faculty make the subject relevant for me.
- The assessments are relevant & increase my experience as learner.
- The faculty has good rapport with students
- I feel free to ask questions to the faculty
- The faculty teaches considering everybody's learning style & pace
- The faculty helps me in growing on personal & professional front.
- The faculty gives subject related real examples of corporate world

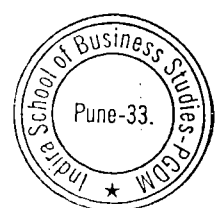
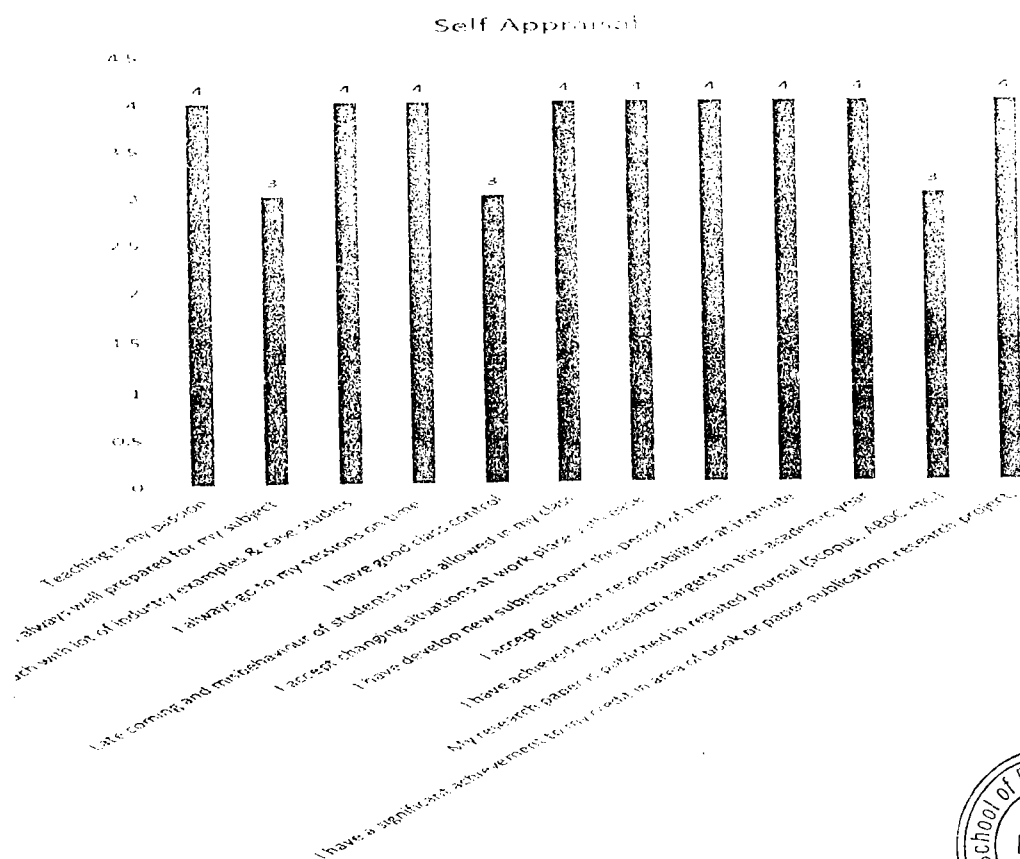
Some areas of improvements that emerge from the feedback are:

- Interaction with the faculty outside the class adds value to my life
- The faculty gives good inputs on platforms like CLDP, SIP etc.

Some of the feedback can be discussed with the faculty to further enhance effectiveness and work on the identified areas.

## Self-appraisal

### Consolidated Feedback



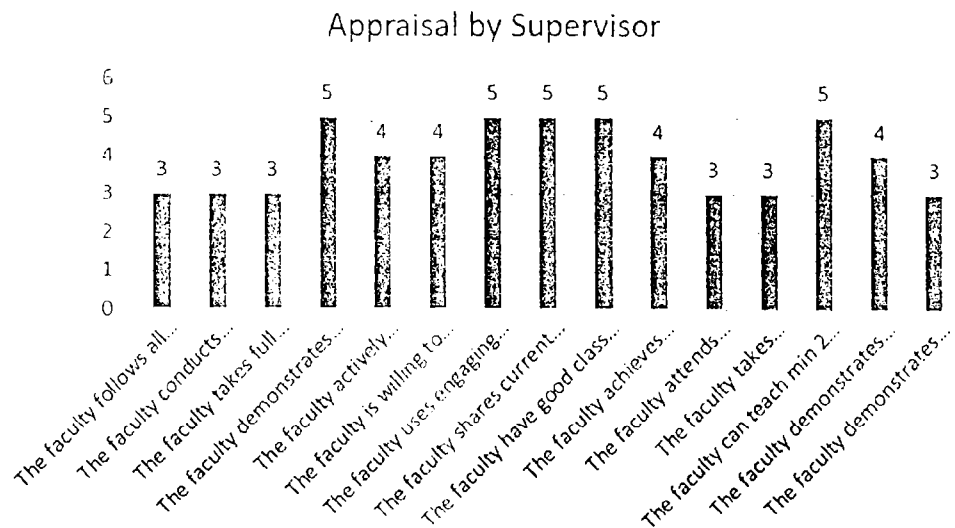
#### Remarks:

In all areas, self-appraisal is marked as either good (4) or excellent (5). On the points of Teaching is my passion, I teach with lot of industry examples & case studies, I always go to my sessions on time, Late coming and misbehaviour of students is not allowed in my class, I accept changing situations at work place with ease, I have develop new subjects over the period of time, I accept different responsibilities at institute, I have achieved my research targets in this academic year, I have a significant achievement to my credit in area of book or paper publication, research project, awards etc.. The faculty has highlighted areas like I am always well prepared for my subject, I have good class control, My research paper is published in reputed journal (Scopus, ABDC etc.) . The Reporting Authority can discuss how faculty development programs can be used in these areas to help Dr. Anagha achieve her professional goals and it can be discussed if anymore institutional support is required.

An interesting point to notice that Dr. Anagha has not rated herself or 5 on any of the parameters Some behavioural coaching may help identify the reason for such self-critical evaluation.

### Appraisal by Supervisor

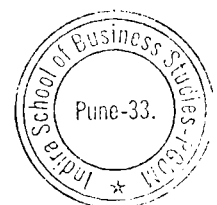
#### Consolidated Feedback



#### Remarks:

Dr. Anagha has mostly received positive feedback (rating of 4 or 5) from her reporting authority. Positive feedback is on the following parameters:

- The faculty follows all norms of institute like dress code, timing etc.
- The faculty conducts session as per plan
- The faculty takes full ownership of process he is handling



- The faculty demonstrates team work (by adjusting sessions, contributing in syllabus development etc.)
- The faculty actively conducts & participate in departmental activities (eg. Club, guest session etc.)
- The faculty is willing to share his expertise with others (by way of sharing cases, video, FDP etc.)
- The faculty uses engaging & different teaching methodologies
- The faculty shares current industry example while teaching
- The faculty have good class control
- The faculty achieves his/her research target each year
- The faculty can teach min 2 subjects & demonstrate good knowledge about the functional area
- The faculty demonstrates his knowledge through undertaking research projects or consultancy
- The faculty demonstrates his knowledge through writing quality research papers, publishing books etc.

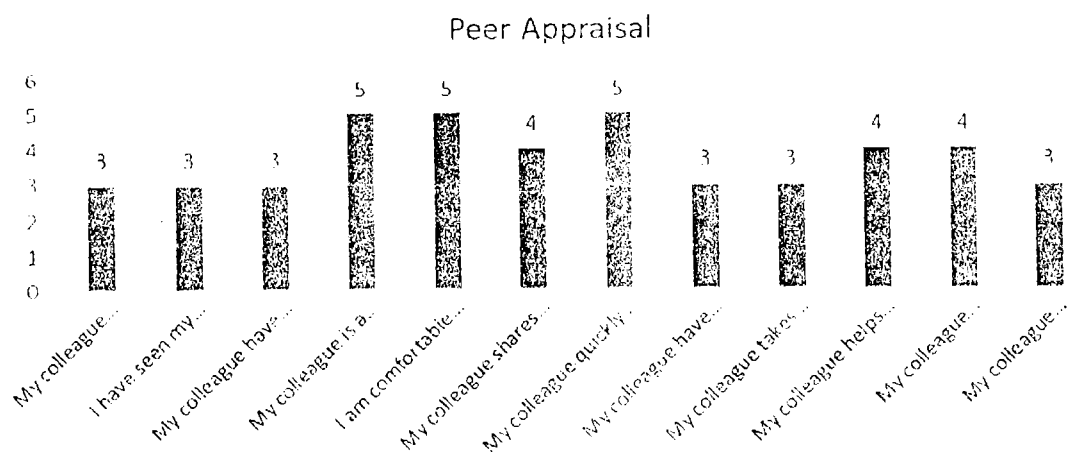
Some areas on which Dr. Anagha can further improve (rating of 3) are as under:

- The faculty attends External FDP & shares his knowledge with students & faculty members
- The faculty takes ownership of institutional activities (for eg. IBEP, CSR, MDP etc.)

Dr. Anagha 's strength lies within her subject knowledge and her ability to engage to successfully. This is quite aligned with the feedback received from the students. Research is an area of improvement identified by the faculty as well as the supervisor, though research targets are achieved. The reporting authority may discuss how she can work better with her team.

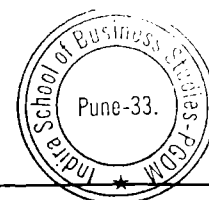
### Appraisal by Peers

#### Consolidated feedback



#### Remarks:

Dr. Anagha has been rated highly (rating of 5 or 4) on all parameters by her peers. The areas where she has been rated as excellent are:



- My colleague is a team player (helps me in sharing cases, videos etc)
- I am comfortable working with my colleague
- My colleague shares responsibility as a team member
- My colleague quickly adapts any new change in system
- My colleague helps me solve my subject/research related difficulties
- My colleague contributes through writing research papers, books & helps me in my weak area

Possible areas of improvement (rating of 3), where faculty has been rated as "good" are:

- My colleague communicates clearly & timely
- I have seen my colleague communicating with students in professional manner
- My colleague have good command over language
- My colleague have positive attitude towards changes in organizational systems (like ERP, dress code, timing etc.)
- My colleague takes initiatives in learning new things
- My colleague conducts internal & external training programs

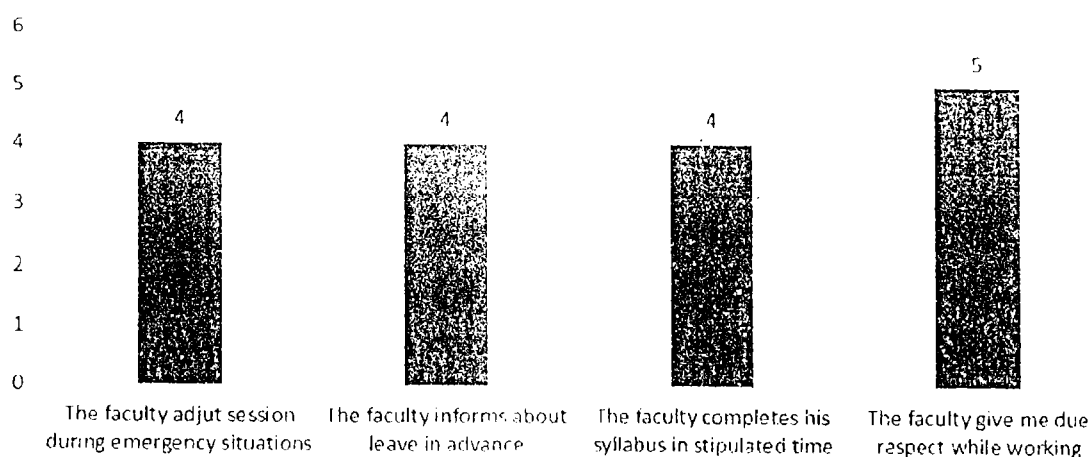
One area of improvement that has been identified by Dr. Anagha 's peers and her reporting manager is pertaining to knowledge sharing after FDPs and knowledge sharing. In most areas she has been rated positively.

### Appraisal by Support Staff

#### 1. Academic Co-ordinator

#### Consolidated feedback

#### Appraisal by Academic Co-ordinator



Dr. Anagha has been rated positively (5 or 4 rating) on all parameters by the Academic coordinator.

#### 2. Admin Staff

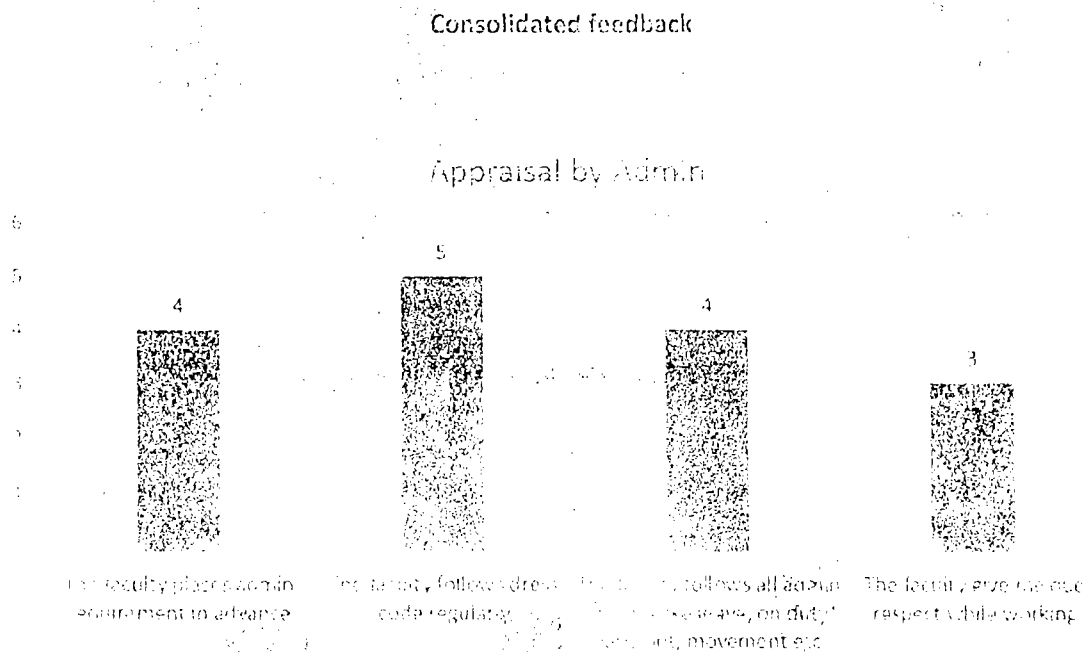


The admin staff has rated the faculty positively (rating of 4 or 5) on the parameters of:

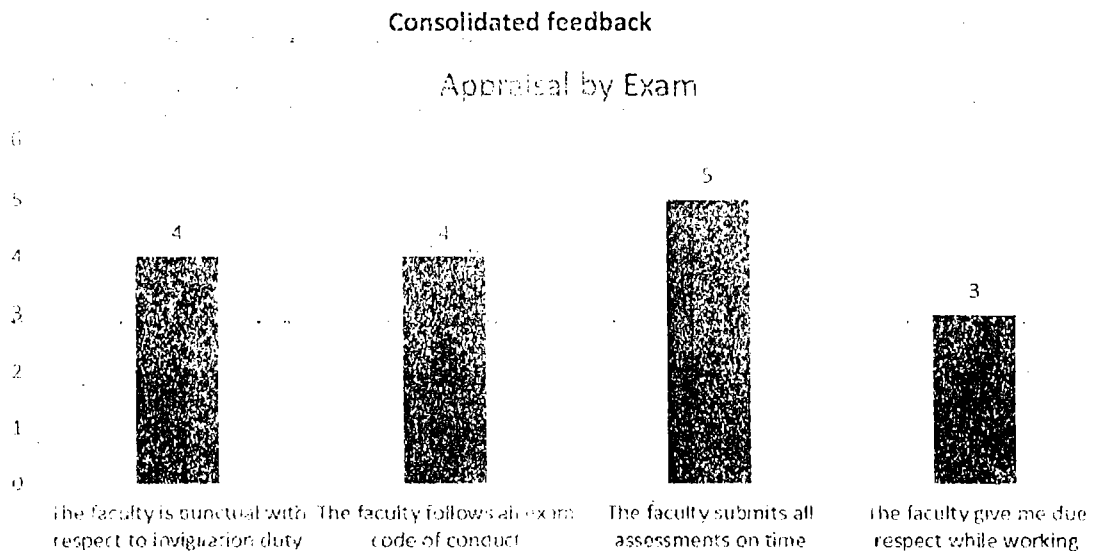
- The faculty follows dress code regularly.
- The faculty places admin requirement in advance
- The faculty follows all admin process like leave, on duty, early out, movement etc.

Some areas of improvement (rating of 3) that have been identified are:

- The faculty give me due respect while working.



### 3. Exam Department



The exam staff has rated the faculty positively (rating of 4 or 5) on the parameters of:

- The faculty submits all assessments on time.
- The faculty is punctual with respect to invigilation duty.
- The faculty follows all exam code of conduct.

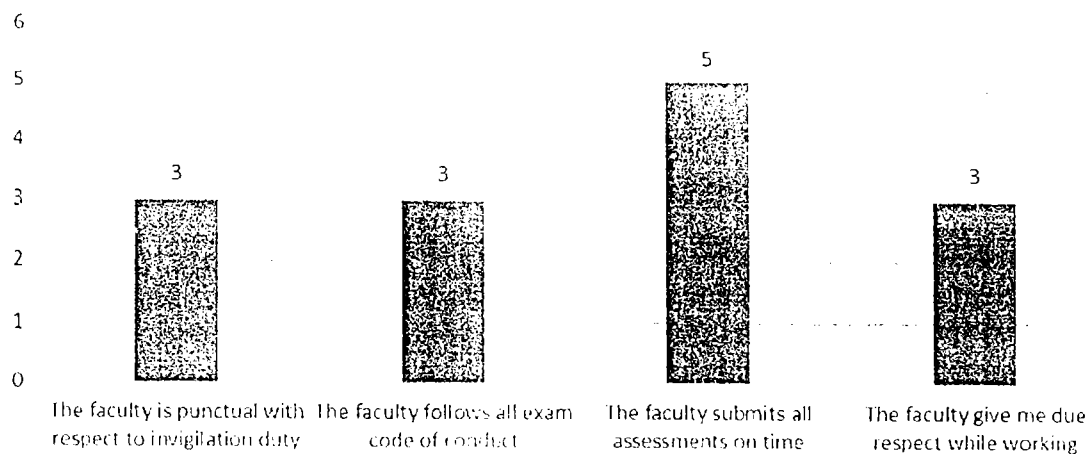
Some areas of improvement (rating of 3) that have been identified are:

- The faculty give me due respect while working.

#### 4. Library Staff

##### Consolidated feedback

##### Appraisal by Library

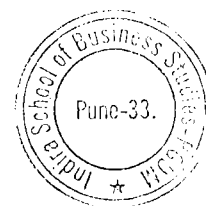


The library staff has positively (rating of 4 or 5) scored the faculty on the parameter of:

- The faculty follows library procedure for acquiring new books & journals.
- The faculty regularly visits library & library website to make effective use of resource available.
- The faculty give me due respect while working.

Some areas of improvement (rating of 3) as pointed out by the library staff are under:

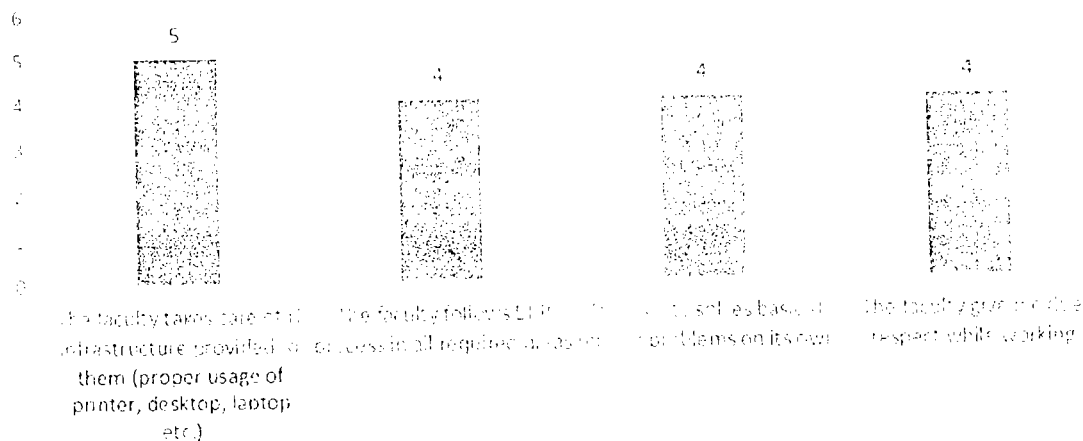
- The faculty is punctual regarding returning library books.



## 5. IT Staff

### Consolidated feedback

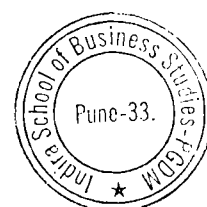
#### Appraisal by IT



The IT staff has rated the faculty positively (rating of 4 or 5) on all parameters including:

- The faculty takes care of IT infrastructure provided to them (proper usage of printer, desktop, laptop etc.).
- The faculty follows ERP process in all required areas.
- The faculty solves basic IT related problems on its own.
- The faculty give me due respect while working.

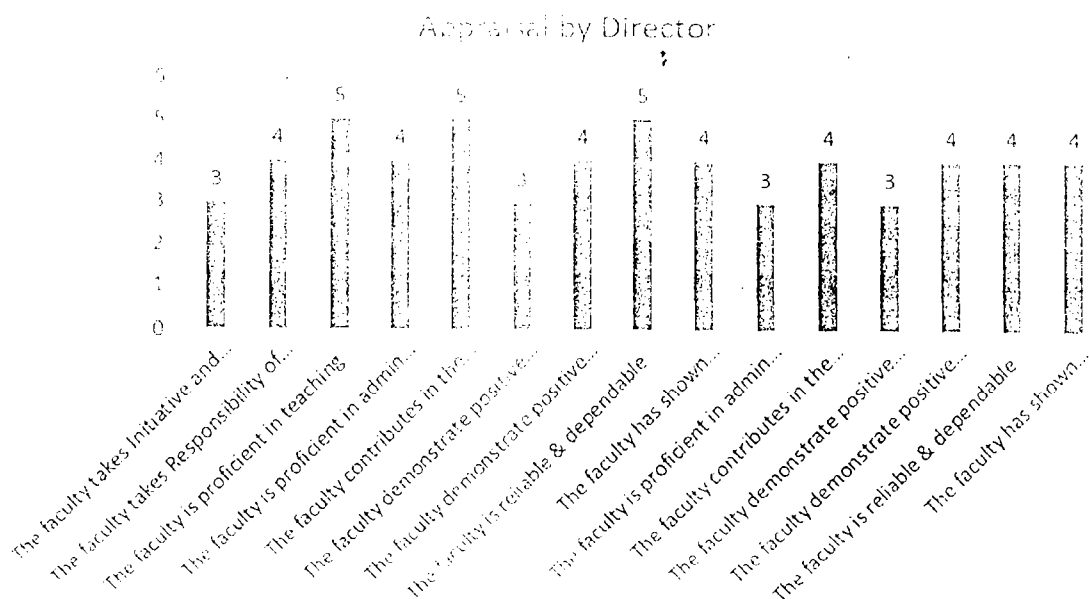
Overall there are some areas that the faculty need to work on with reference to working with the non-academic staff. The faculty needs to be counselled to be more mindful of the staff members.





## Appraisal by Director

### Consolidated feedback



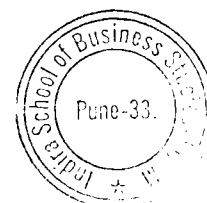
The faculty has been rated positively (rating of 4 or 5) on:

- The faculty takes Responsibility of the task assigned
- The faculty is proficient in teaching
- The faculty is proficient in admin work
- The faculty contributes in the holistic growth of institute
- The faculty demonstrate positive attitude towards students
- The faculty is reliable & dependable
- The faculty has shown improvement in the areas indicated to him/her.
- The faculty contributes in the holistic growth of institute
- The faculty demonstrate positive attitude towards students
- The faculty is reliable & dependable
- The faculty has shown improvement in the areas indicated to him/her.

Some areas of improvement (rating of 3) that have been identified are:

- The faculty takes Initiative and Drive activities
- The faculty demonstrate positive behaviour towards staff & other faculty members
- The faculty is proficient in admin work
- The faculty demonstrate positive behaviour towards staff & other faculty members

The Reporting Authority shall bring out these aspects to faculty and encourage to have an open dialogue with the team members.



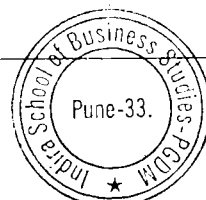
### Strengths & Developmental Areas Summary:

#### Definite Strengths (rated excellent i.e. 5 and 4):

- The faculty uses different & engaging teaching methodologies while teaching
- I understand the teaching of faculty
- The teaching methodology used by faculty involves me as learner
- The faculty reports to the session on time
- The faculty has class control
- Misbehaviour, late coming, late submission is not tolerated by faculty
- The faculty make the subject relevant for me.
- The assessments are relevant & increase my experience as learner.
- The faculty has good rapport with students
- I feel free to ask questions to the faculty
- The faculty teaches considering everybody's learning style & pace
- The faculty helps me in growing on personal & professional front.
- The faculty gives subject related real examples of corporate world
- My colleague is a team player (helps me in sharing cases, videos etc)
- I am comfortable working with my colleague
- My colleague shares responsibility as a team member
- My colleague quickly adapts any new change in system
- My colleague helps me solve my subject/research related difficulties
- My colleague contributes through writing research papers, books & helps me in my weak area
- The faculty takes care of IT infrastructure provided to them (proper usage of printer, desktop, laptop etc.).
- The faculty follows ERP process in all required areas.
- The faculty solves basic IT related problems on its own.
- The faculty give me due respect while working.
- 
- The faculty contributes in the holistic growth of institute
- The faculty demonstrate positive attitude towards students
- The faculty is reliable & dependable
- The faculty has shown improvement in the areas indicated to him/her.

#### Possible Developmental Areas (rated 3):

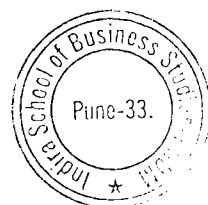
- The faculty takes Initiative and Drive activities
- The faculty demonstrate positive behaviour towards staff & other faculty members
- The faculty is proficient in admin work
- The faculty demonstrate positive behaviour towards staff & other faculty members
- The faculty give me due respect while working.
- My colleague communicates clearly & timely
- I have seen my colleague communicating with students in professional manner
- My colleague have good command over language
- My colleague have positive attitude towards changes in organizational systems (like ERP, dress code, timing etc.)
- My colleague takes initiatives in learning new things
- My colleague conducts internal & external training programs



- The faculty attends External FDP & shares his knowledge with students & faculty members
- The faculty takes ownership of institutional activities (for eg. IBEP, CSR, MDP etc.)

**Suggested trainings/ Developmental Interventions:**

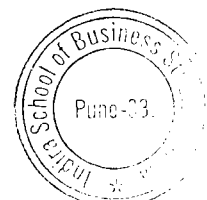
- Research Training
- Training on Domain



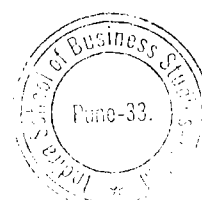
<b>INDIRA SCHOOL OF BUSINESS STUDIES PGDM</b>	
<b>FEEDBACK from Students</b>	
<b>To be filled by - Students</b>	
Name of Faculty: Dr. Anagha Bhope	
Name of Department: Finance	

*Please read the following statements and select the category that best reflects your assessment of the faculty*

Sr. No.	Character	Scale >>>	Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
1	<b>TEACHING METHODOLOGY</b>	1) The faculty uses different & engaging teaching methodologies while teaching				✓	
		2) I understand the teaching of faculty				✓	
		3) The teaching methodology used by faculty involves me as learner				✓	
2	<b>DISCIPLINE</b>	1) The faculty reports to the session on time				✓	
		2) The faculty has class control				✓	
		3) Misbehaviour, late coming, late submission is not tolerated by faculty				✓	
3	<b>RELEVANCE</b>	1) The faculty make the subject relevant for me.				✓	
		2) The faculty gives subject related real examples of corporate world				✓	
		3) The assessments are relevant & increase my experience as learner.				✓	
4	<b>RAPPORT</b>	1) The faculty has good rapport with students				✓	
		2) I feel free to ask questions to the faculty				✓	
		3) The faculty teaches considering everybody's learning style & pace				✓	
5	<b>GROWTH</b>	1) The faculty helps me in growing on personal & professional front				✓	
		2) Interaction with the faculty outside the class adds value to my life			✓		
		3) The faculty gives good inputs on platforms like CLDP, SIP etc.			✓		



INDIRA SCHOOL OF BUSINESS STUDIES PGDM							
FEEDBACK - Self (Teaching & Contri to Society)							
To be filled by - Self							
Name of Faculty: Dr. Anagha Bhope							
Name of Department: Finance							
Please read the following statements and select the category that best reflects you							
Sr. No.	Character	Scale >>>	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
			1	2	3	4	5
1	TEACHING	1) Teaching is my passion				✓	
		2) I am always well prepared for my subject			✓		
		3) I teach with lot of industry examples & case studies				✓	
2	DISCIPLINE	1) I always go to my sessions on time				✓	
		2) I have good class control			✓		
		3) Late coming and misbehaviour of students is not allowed in my class				✓	
3	MANAGING CHANGE	1) I accept changing situations at work place with ease				✓	
		2) I have develop new subjects over the period of time				✓	
		3) I accept different responsibilities at institute				✓	
4	RESEARCH	1) I have achieved my research targets in this academic year				✓	
		2) My research paper is published in reputed journal (Scopus, ABDC etc.)			✓		
		3) I have a significant achievement to my credit in area of book or paper publication, research project, awards etc.				✓	
5	CONTRIBUTION TO THE SOCIETY (please write about your contribution to society)						



INDIRA SCHOOL OF BUSINESS STUDIES PGDM							
FEEDBACK from - Peers							
To be filled by - Peers							
Name of Faculty: Dr. Anagha Bhope							
Name of Department: Finance							
Please read the following statements and select the category that best reflects your assessment of your colleague.							
Sr. No.	Character	Scale >>>	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
			1	2	3	4	5
1	COMMUNICATION	1) My colleague communicates clearly & timely			✓		
		2) I have seen my colleague communicating with students in professional manner			✓		
		3) My colleague have good command over language			✓		
2	TEAM PLAYER	1) My colleague is a team player (helps me in sharing cases, videos etc)					✓
		2) I am comfortable working with my colleague					✓
		3) My colleague shares responsibility as a team member				✓	
3	ADAPTABLE TO CHANGE	1) My colleague quickly adapts any new change in system					✓
		3) My colleague have positive attitude towards changes in organizational systems (like ERP, dress code, timing etc.)			✓		
		2) My colleague takes initiatives in learning new things			✓		
4	KNOWLEDGE SHARING	1) My colleague helps me solve my subject/research related difficulties				✓	
		2) My colleague contributes through writing research papers, books & helps me in my weak area				✓	
		3) My colleague conducts internal & external training programs			✓		



INDIRA SCHOOL OF BUSINESS STUDIES PGDM							
FEEDBACK from - HoD (Departmental Activities)							
To be filled by - Manager/HoD							
Name of Faculty: Dr. Anagha Bhope							
Name of Department: Finance							
Please read the following statements and select the category that best reflects your assessment of the faculty							
Sr. No.	Character	Scale >>>	Strongly Disagree 1	Disagree 2	Neutral 3	Agree 4	Strongly Agree 5
1	RESPONSIBILITY	1) The faculty follows all norms of institute like dress code, timing etc. 2) The faculty conducts session as per plan 3) The faculty takes full ownership of process he is handling				✓	
2	TEAM PLAYER	1) The faculty demonstrates team work (by adjusting sessions, contributing in syllabus development etc.) 2) The faculty actively conducts & participate in departmental activities (eg. Club, guest session etc.) 3) The faculty is willing to share his expertise with others (by way of sharing cases, video, FDP etc.)				✓	
3	TEACHING	1) The faculty uses engaging & different teaching methodologies 2) The faculty shares current industry example while teaching 3) The faculty have good class control					✓
4	GOAL ALIGNMENT	1) The faculty achieves his/her research target each year 2) The faculty attends External FDP & shares his knowledge with students & faculty members 3) The faculty takes ownership of institutional activities (for eg. IBEP, CSR, MDP etc.)			✓		
5	KNOWLEDGE	1) The faculty can teach min 2 subjects & demonstrate good knowledge about the functional area 2) The faculty demonstrates his knowledge through undertaking research projects or consultancy 3) The faculty demonstrates his knowledge through writing quality research papers, publishing books etc.				✓	

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<b>INDIRA SCHOOL OF BUSINESS STUDIES PGDM</b>
<b>FEEDBACK from - Director/ Registrar</b>
To be filled by - Registrar/Director's office

*Note: This document is only for record purpose & no marks to be allocated to it. (to be filled by Registrar)*

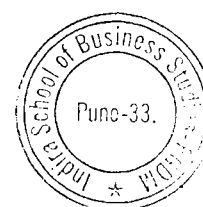
1	Name of faculty	Dr. Anagha Bhope
2	Department	Finance
3	Present Designation	Associate Professor

Name & Signature of Registrar

<b>INDIRA SCHOOL OF BUSINESS STUDIES PGDM</b>
<b>FEEDBACK from - Director</b>

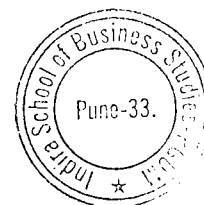
*Please read the following statements and select the category that best reflects your assessment of the Faculty*

Sr. No.	Scale >>>	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
		1	2	3	4	5
1	The faculty takes Initiative and Drive activities			✓		
2	The faculty takes Responsibility of the task assigned				✓	
3	The faculty is proficient in teaching					✓
4	The faculty is proficient in admin work				✓	
5	The faculty contributes in the holistic growth of institute					✓
6	The faculty demonstrate positive behaviour towards staff & other faculty members			✓		
7	The faculty demonstrate positive attitude towards students				✓	
8	The faculty is reliable & dependable					✓
9	The faculty has shown improvement in the areas indicated to him/her.				✓	
10	General remarks, if any					





INDIRA SCHOOL OF BUSINESS STUDIES PGDM						
FEEDBACK from Support Staff						
To be filled by - Support Staff						
Name of Faculty: Dr. Anagha Bhope						
Name of Department: Finance						
Please read the following statements and select the category that best reflects your assessment of the HoD						
Sr. No.	Character	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
	Scale >>>	1	2	3	4	5
<b>By Academic Co ordinator</b>						
1	The faculty adjust session during emergency situations				✓	
2	The faculty informs about leave in advance				✓	
3	The faculty completes his syllabus in stipulated time				✓	
4	The faculty give me due respect while working					✓
<b>By Admin Department</b>						
1	The faculty places admin requirement in advance				✓	
2	The faculty follows dress code regularly					✓
3	The faculty follows all admin process like leave, on duty, early out, movement etc.				✓	
4	The faculty give me due respect while working			✓		
<b>By Examination Department</b>						
1	The faculty is punctual with respect to invigilation duty				✓	
2	The faculty follows all exam code of conduct				✓	
3	The faculty submits all assessments on time					✓
4	The faculty give me due respect while working			✓		
<b>By Library Department</b>						
1	The faculty follows library procedure for acquiring new books & journals				✓	
2	The faculty regularly visits library & library website to make effective use of resource available					✓
3	The faculty is punctual regarding returning library books			✓		
4	The faculty give me due respect while working				✓	
<b>By IT Department</b>						
1	The faculty takes care of IT infrastructure provided to them (proper usage of printer, desktop, laptop etc.)					✓
2	The faculty follows ERP process in all required areas				✓	
3	The faculty solves basic IT related problems on its own				✓	
4	The faculty give me due respect while working				✓	



ACADEMIC YEAR 2019-20

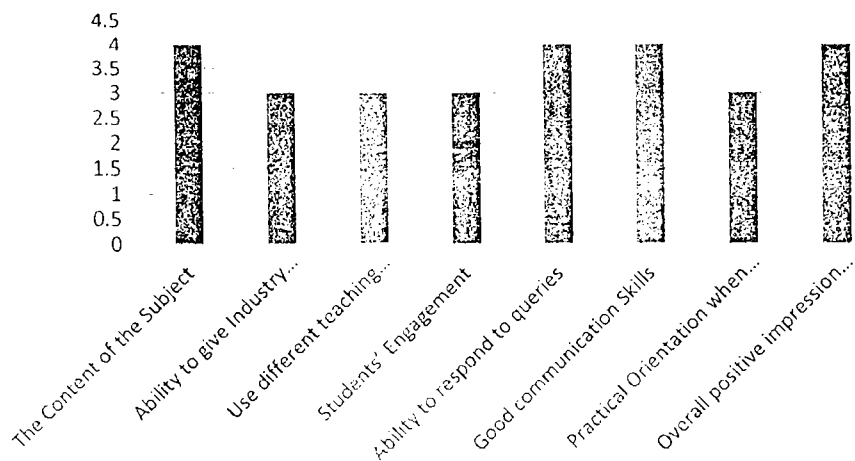
DR. ANAGHA BHOPE

## Student feedback

Positive Feedback (rating 3 or 4) is 100%

## Consolidated Feedback

## Students' Feedback

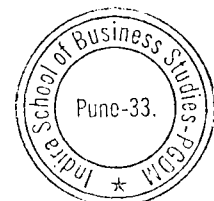


## Student Comments:

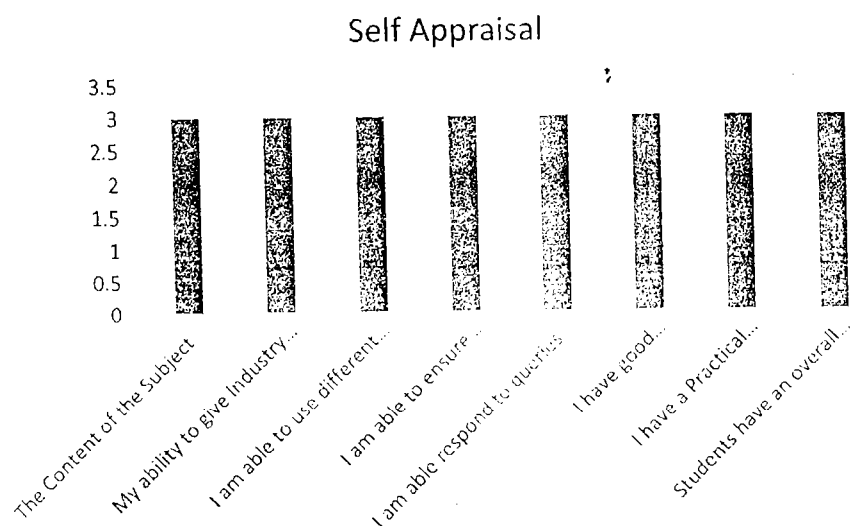
- Sessions are good.
- Need some more practice examples

## Remarks:

The students have an overall positive impression about Dr. Anagha Bhope. They are most satisfied with Content of Subject, ability to respond to queries and communication skills. However there is scope of improvement in ability to give industry examples, using different teaching methodologies, students' engagement and practical orientation.



## Self appraisal



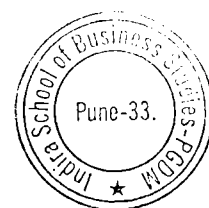
### Remarks:

In all areas, self-appraisal is marked as good (3). The HoD may explore the reason for average rating (faculty has not marked herself "excellent" in any aspect). There are some areas where students' feedback is higher than self-feedback, such as:

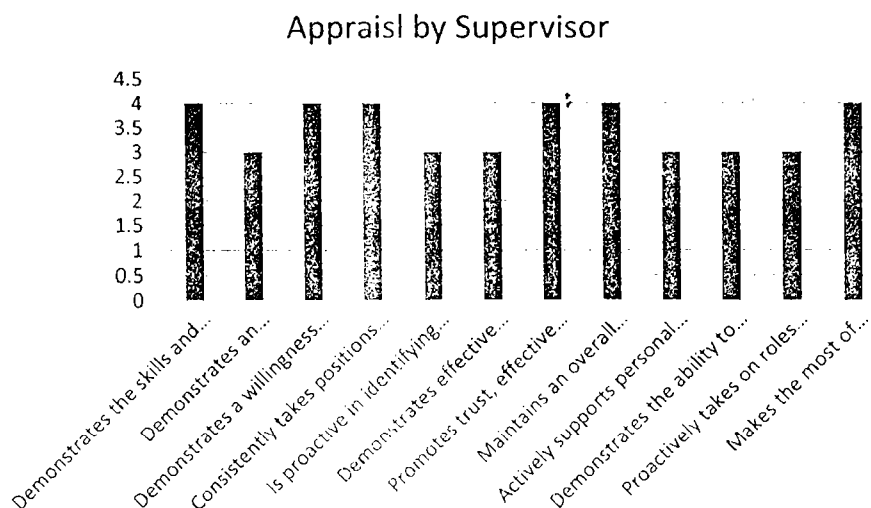
- Content of subject
- Ability to respond to queries
- Communication skills
- Overall positive impression about teaching effectiveness

In rest of the areas, self-feedback is consistent with students' feedback.

In one on one discussion, HOD shall discuss the reasons for this apparent gap.



## Appraisal by HoD



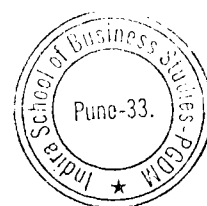
### Remarks:

Dr, Anagha Bhope has been rated as either excellent or good by her HOD in all the areas. The areas where she excels are:

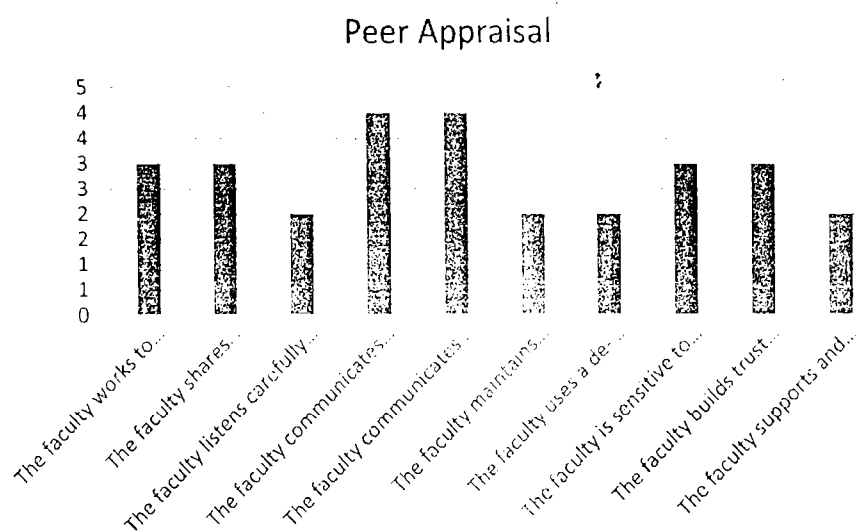
- Demonstrating skills and competencies required by job responsibilities.
- Demonstrating a willingness to work within prescribed structures as required.
- Consistently taking positions and actions that support the goals of the institute.
- Promoting trust, effective working in relationships.
- Maintaining an overall professional attitude (courtesy, consideration, diplomacy).
- Making the most of professional development opportunities that are provided.

However, there are some areas where there is scope of improvement. Such areas are:

- Demonstrating an awareness of the administrative requirements.
- Proactively identifying and responding to issues that arise.
- Demonstrating effective communication skills in networks inside and outside the college.
- Actively supporting personal and faculty/staff professional continuous learning.
- Demonstrating the ability to work in a team.
- Proactively taking roles and responsibilities as required.



## Appraisal by Peers



### Remarks:

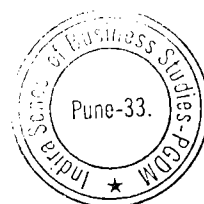
The appraisal by peers has mixed responses. Dr. Anagha has been rated as excellent on "communicating with clarity in written communication" and "communicating with clarity in oral communication".

- She has been rated as good on "maintaining collaboration with others", "sharing knowledge by assisting others", "being sensitive to different communication styles", "Supporting and contributing to high standards of performance" and "building trust among colleagues". These are possible areas of improvement.

There are some definite areas of improvement (as per peer appraisal), wherein the faculty has been rated as "poor", such areas are:

- Listening carefully and accepting feedback.
- Maintaining confidentiality and trust.
- Using a de-escalation oriented conflict resolution approach.

The HoD should bring out these aspects to faculty and encourage to have an open dialogue with the team members.



Name:	Dr. Ameha Bhope
Department:	PGDM-G

## Self Appraisal

Statement	Rating
The Content of the Subject	3
My ability to give Industry Examples	3
I am able to use different teaching methodologies	3
I am able to ensure students' Engagement	3
I am able respond to queries	3
I have good communication Skills	3
I have a Practical Orientation when teaching subjects	3
Students have an overall positive impression about my teaching effectiveness	3

## Student Appraisal (Sem II and IV)

Statement	Aggregate
The Content of the Subject	4
Ability to give Industry Examples	3
Use different teaching methodologies	3
Students' Engagement	3
Ability to respond to queries	3
Good communication Skills	4
Practical Orientation when teaching subjects	3
Overall positive impression about teaching effectiveness	4

## Peer Appraisal

Statement	Aggregate
The faculty works to maintain collaboration with others.	3
The faculty shares knowledge by assisting others with work-related problems or issues.	3
The faculty listens carefully and accepts feedback.	2
The faculty communicates with clarity in written communications.	4
The faculty communicates with clarity in oral communications.	4
The faculty maintains confidentiality and can be trusted.	2
The faculty uses a de-escalation oriented conflict resolution approach.	2
The faculty is sensitive to different communication styles.	3
The faculty builds trust among colleagues.	3
The faculty supports and contributes to maintaining high standards of performance	2

## Supervisor appraisal

Statement	Rating
Demonstrates the skills and competencies required by the job responsibilities.	4
Demonstrates an awareness of the administrative requirements	3
Demonstrates a willingness to work within prescribed structures as required.	4
Consistently takes positions and actions that support the goals of the institute	4
Is proactive in identifying and responding to issues that arise	3
Demonstrates effective communication skills in networks inside and outside the college.	3
Promotes trust, effective working in relationships	4
Maintains an overall professional attitude (courtesy, consideration, diplomacy)	4
Actively supports personal and faculty/staff professional continuous learning	3
Demonstrates the ability to work in a team	3
Proactively takes on roles and responsibilities as required	3
Makes the most of professional development opportunities that are provided	4

