

Awareness about Self-Appraisal as a tool for career advancement among College Teachers of Hubballi–Dharwad City - An Empirical Study

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Abstract:

This paper aims to study the level of awareness about the Self-appraisal method of performance appraisal among college teachers of **Hubballi–Dharwad** District.

Self-appraisal is one of the strongest methods of assessing an employee's performance. It is also true in the case of employees in the teaching profession. A self-appraisal system requires an employee to complete the appraisal form prior to the performance interview. This system of assessment allows the employees to think about their strengths and weaknesses which may consequently lead to a discussion on barriers to effective performance. Sometimes it would be beneficial if employees are asked to evaluate themselves on a self-appraisal form. Critics of self-appraisal, however, argue that self-raters are more lenient than managers in their assessment and tend to present themselves in a highly favourable light.

Besides that, in the Indian context, UGC, AICTE, and NAAC-like bodies governing Higher education have a very clear say on the self-appraisal of college teachers. The Management of Institutions offering higher education shall have to devise or adopt proper *self-appraisal*-based performance appraisal criteria and shall execute them periodically. The reports or documentation of the same shall be uploaded to Web portals of respective institutions as a matter of proof of conducting the appraisal towards the requirement of accreditation, affiliation etc. Therefore, whether or not the appraisal is done regularly or periodically the Institutions may have to exhibit the reports for statutory reasons.

On the other hand, Teachers serving in colleges must have known the importance and uses of self-appraisal towards the evaluation of their individual performance and its allied benefits. This study doubts the awareness about self-appraisal and its benefits among college teachers. Hence the study aims to unleash the awareness about self-appraisal among college teachers and thereby tries to suggest the Management of educational institutions resettle the performance assessment criteria which will lead to the overall career development of teachers working in their Institutions so as to trim and appoint best employees to serve the cause of education. A sample survey of selected teachers is conducted to unleash the details regarding awareness about self-appraisal among college teachers in Hubballi-Dharwad District with a suitable research design.

Keywords:

Career Advancement, NAAC, Self-appraisal, Appraisal proforma, Accreditation.