



PHONE NO.: (033) 2554 4520 / 2554 5148 / 2554 2632 /  
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# HIRALAL MAZUMDAR MEMORIAL COLLEGE FOR WOMEN DAKSHINESHWAR KOLKATA-700 035

Email ID – [hmmcw35@gmail.com](mailto:hmmcw35@gmail.com)

Website: [www.hmmcollege.ac.in](http://www.hmmcollege.ac.in)

## **Title (1)- 360-degree Appraisal of Teachers (JOY OF SERVING)**

**Objectives of the Practice** - A 360-degree feedback also known as multi rater feedback is a process through which employer evaluates employee's performance from as many sources as possible. The College has developed this anonymous employee 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 rater with greater insight and understanding to formulate their own expectation and achieve the ultimate success.

## **The Practice - 360-degree appraisal has four integral components**

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

**Evidence of Success-** The appraisal ultimately led to an overall 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



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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 institutional Head following through with an action plan created from the feedback was initially difficult and critical for HOI.

### **Title of the Practice ( 2)- Joy of Giving**

**Objective of the Practice-** Outreach programs sensitize students towards

- **Their Duties And Responsibilities Within The Society And Community.**
- **Serves The Citizenship Training Goal Of Education**
- **Development Of Various Skills Like Soft Skills,**
- **Leadership Skills,**
- **Team-Building Skills.**

Most importantly, the aspiring teachers become aware, compassionate, and benevolent citizens who believe in the larger good of society.

Our college has the **Social Outreach Cell** which organizes outreach/extension activities. This Outreach Cell guides three more sub committees, the **SC/ST Cell, the OBC Cell and the Minority Cell.**

At HMMCW, The key idea behind this practice is to provide opportunities to student-teachers to engage with our adopted slum and other institutions/organizations to make a real difference. For this, the Social Outreach Cell has collaborated with medical colleges and govt/ private/NGOs/ WBSU like Cleanliness Campaign, Blood Donation camp in collaboration with Fortis, Bharat Sevasram Sangha and others. . Some of the activities of the last few years include:

- **Donation of food and other essential items to the inmates of Nibedita Colony in 6 phases.**
- **Field visits to many places to collect data on the living conditions of needy people**



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- **Distribution of menstrual pads to the women of adopted slum**
- **Donating sarees and dresses to the inmates of adopted slum**
- **Sit and draw competitions**
- **Eye check up and health check up camps at Metro colony and Nibedita Colony**
- **Safe Home**

**The Context-** The adjacent areas of Dakshineswar have a number of slum areas like Nibedita Colony and Metro Colony- the women here often suffer from malnutrition, uncontrolled child birth, lack of knowledge of low-cost nutritious diet. The drains and sewerages are breeding ground for dengue and malaria viruses. Use of plastic bags and articles have contaminated the ganga river which is just adjacent to the slum.

**The Practice-** Outreach activities take place in the college **throughout the year**. The students are expected to do them within the stipulated college hours. Under the aegis of the Social Outreach Cell, various programmes are undertaken to enhance social consciousness.

**Evidence of Success-** Over the years, the inmates of the adopted slum Nibedita Colony have earned greater social resiliency. A Data collection by the volunteers of NSS assisted by some of the Teachers of Sociology Department and the NSS PO have inferred that the way of livelihood, personal hygiene, condition of women and children, awareness of different chronic diseases and greater decision-making power has been on the increase at Nibedita Colony after the slum was adopted by NSS.

### **Best Practices (3) Profiling of Students (Learner Centric Practices)**

#### **Objectives-**

1. **Better design instruction and materials**
2. **Focus on knowing your students and helping students know themselves**
3. **Analyse how the students' profiles are progressing.**
4. **Learners learn how to create their own profiles**
5. **Allowing Students to grow and learn**

**The Context-** Students profile help in understanding the demographical and educationally challenged conditions of the candidates who apply to the college as well as their aptitudes in specific fields ranging from their ability to process information, to communicating patterns to



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their intelligence score. The students mapping gives a holistic view of the profiles of the students applying to the college and their gradual improvement after the completion of the course.

**The Practice-** The students profile mapping starts with individual student personal details including name, class, subject and family empowerment.

Then their aptitude profiling is done under the following heads-

1. **Academic Score (100)**
2. **Knowledge Score (20)**
3. **Propensity to use tools (60)**
4. **Propensity to communicate (20)**
5. **Propensity to think (40)**
6. **Propensity to accept tasks (60)**
7. **Intelligence Score (80)**

This data provides the basis for Gq and Mq mapping which is represented in a bar graph.

Then the Gq and Mq is compared to those of their Peer Groups. First, they are judged on the basis of their Academic, Knowledge and Intelligence scores. After that, it is compared to their propensities to communicate, use educational tools and communicate.

**Evidence of Success-** The clusters were characterized by a predominance of young female students without previous employment experience, living mostly in the suburban areas and their parents have very low economic level. These families tend to make substantial investments in their children's education, yet are often not able to pay the full course fees. The student's concession cell of the college and other scholarships are availed by most students. Students of this segment had significant success in the university entrance examination immediately after college.



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**Problems encountered and resource Required-** Problems in matching data and analysing them was a huge task.



## **360° Teachers' Appraisal**

The objective of the 360-degree appraisal of teachers is to acquire a better understanding of their relative strengths and weaknesses for the purpose of their qualitative development.

- ❖ Appraisal is sought from all stakeholders through:
- ❖ Self-appraisal of teachers and Online feedback of students
- ❖ Principal's appraisal
- ❖ External expert's assessment

The same questionnaire is forwarded to teachers and students. The questionnaires are available on college website. It is structured to get responses for parameters like communication skills, subject knowledge, discipline, workethics, effective curriculum delivery and the teacher's ability in creating an interactive, discussion- oriented and democratic classroom.

- ❖ The Principal appraises teachers on their administrative and other performances in the college
- ❖ The external expert appraises the teachers on the basis of the academic development like research and publication performances.

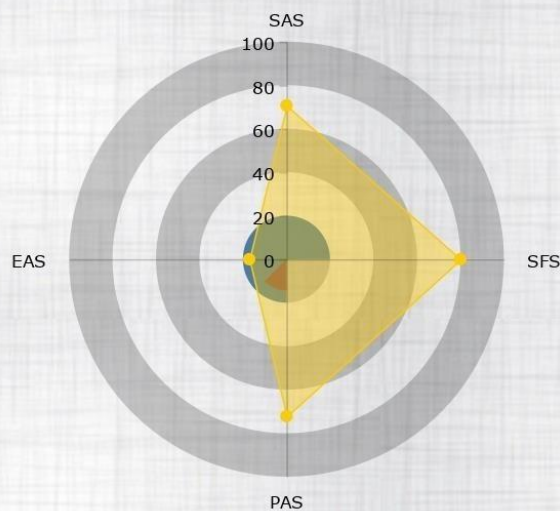
## 360° Teachers' Appraisal Report Screenshots:

### 360° Teachers' Appraisal Report

#### Personal Details :

College Name	: Hiralal Mazumdar Memorial College for Women	Session : 2021-22
Name	: Dr. Chandrabali Dutta	
Department	: Sociology	
Date Of Joining	: 24-12-2016	
Designation	: Assistant Professor	
Qualification	: M.A., Ph.D.	
Papers Presented in Conference / Seminars	: 17	
Refresher and Orientation Course Training program completed	: 2	
International Paper Presentation	: 9	
Research Paper Publications	: 8	
Chapters in Books Published	: 4	
Research Publication Books	: 3	
Major Research Project	: 0	
Minor Research Project	: 1	

#### 360° Appraisal Map :

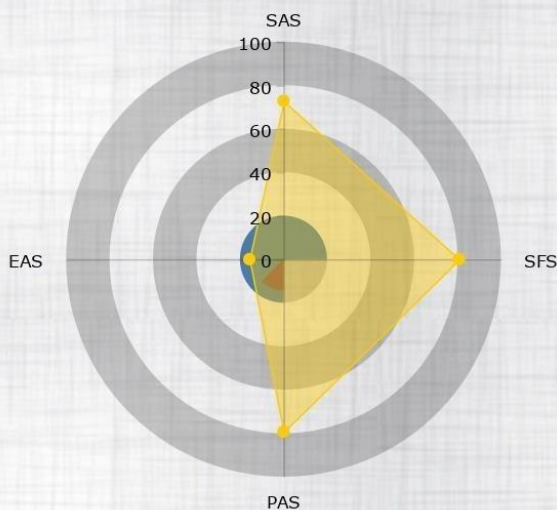


### 360° Teachers' Appraisal Report

#### Personal Details :

College Name	: Hiralal Mazumdar Memorial College for Women	Session : 2021-22
Name	: Dr. S Rehan Ahmad	
Department	: Zoology	
Date Of Joining	: 07-11-2019	
Designation	: Assistant Professor	
Qualification	: M.Sc., B.Ed. (C.U), Ph.D.	
Papers Presented in Conference / Seminars	: 5	
Refresher and Orientation Course Training program completed	: 7	
International Paper Presentation	: 2	
Research Paper Publications	: 60	
Chapters in Books Published	: 2	
Research Publication Books	: 1	
Major Research Project	: 0	
Minor Research Project	: 1	

#### 360° Appraisal Map :



Prepared by: Chairperson, IQAC , Hiralal Mazumdar Memorial College for Women

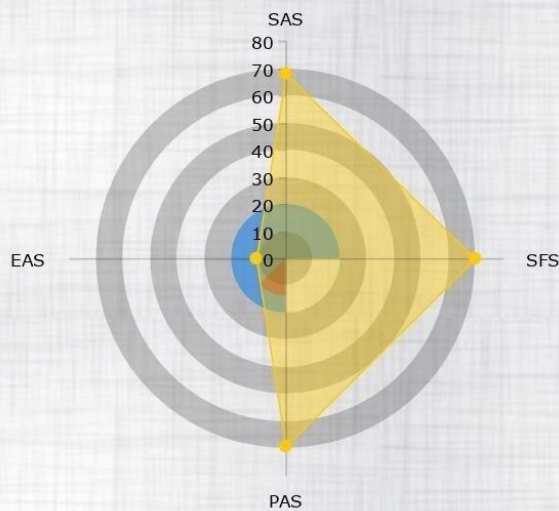


**360° Teachers' Appraisal Report**

**Personal Details :**

College Name	: Hiralal Mazumdar Memorial College for Women	<b>Session : 2021-22</b>
Name	: Sri. Sayantan Ghosh	
Department	: Sociology	
Date Of Joining	: 29-08-2019	
Designation	: Assistant Professor	
Qualification	: M.A., M. Phil.	
Papers Presented in Conference / Seminars	: 7	
Refresher and Orientation Course Training program completed	: 2	
International Paper Presentation	: 4	
Research Paper Publications	: 4	
Chapters in Books Published	: 3	
Research Publication Books	: 0	
Major Research Project	: 0	
Minor Research Project	: 1	

**360° Appraisal Map :**

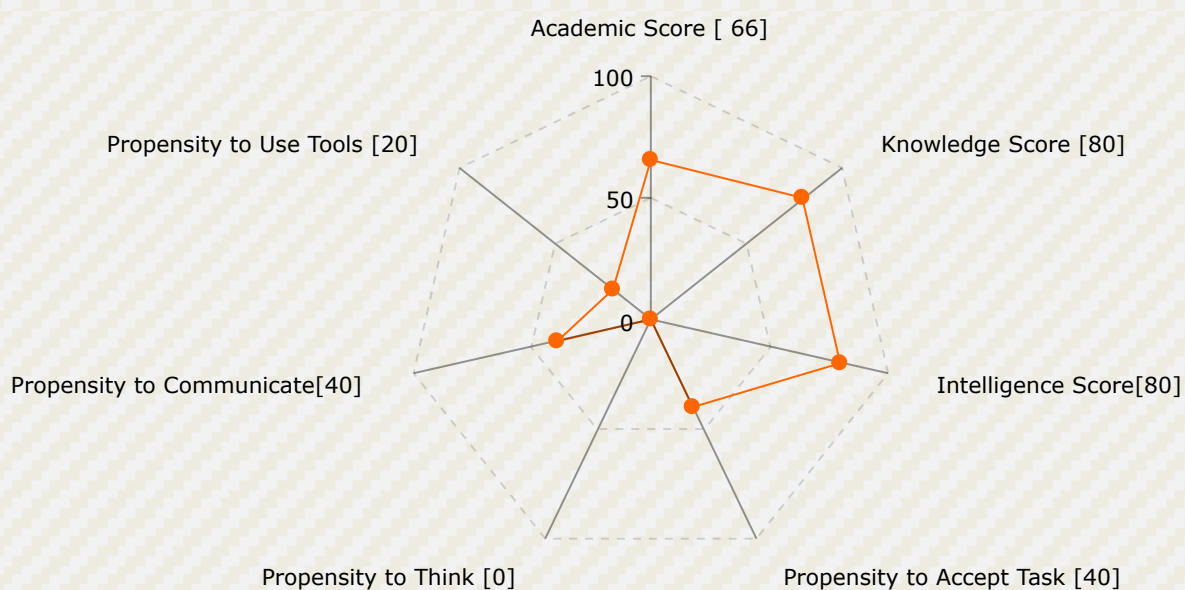


# Profile Mapping Report

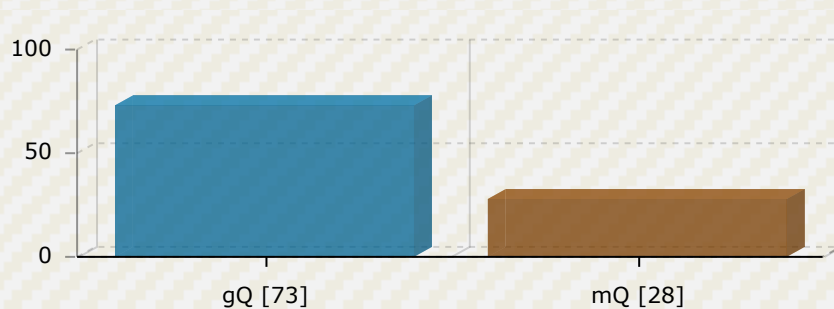
## Personal Details :

College Name	: HIRALAL MAZUMDAR MEMORIAL COLLEGE FOR WOMEN	Session: 2021-22
Name	: SANCHITA CHATTERJEE	DOB : 09-02-2004
Sex	: Female	Caste : General
Year / Sem	: 1st Sem	Student ID : 2021-0631
Stream	: Science	State : WEST BENGAL
Family Empowerment	: 38	

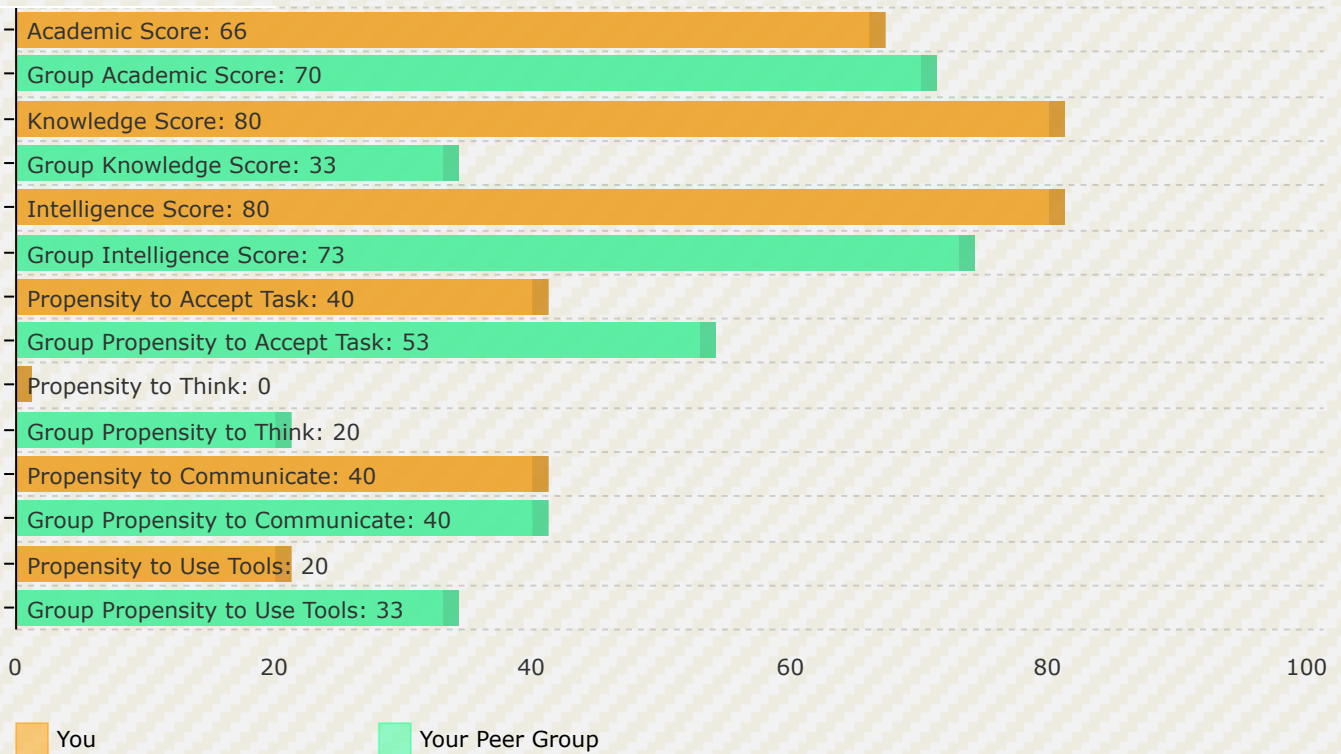
## Profile Map :



## gQ and mQ comparison :



## Your gQ and mQ in comparison to your Peer Group:



## How to Appreciate the Profile Map

### First look into your

- **Academic Score** – reflects how good you are in your studies
- **Knowledge Score** – reflects how much you know
- **Intelligence Score** – reflects how good you are in solving problems

If these three scores are high your "general quotient" will be satisfactory

### Then try to identify your propensities

- Propensity to Accept Tasks – tendency to believe on your own abilities which allows you to accept any task given to you
- Propensity to Think – tendency of applying your mind to any given task and seek solutions to such tasks
- Propensity to Communicate – tendency to receive other people's thought and also sending your thoughts to other people, in different situations and through diverse media
- Propensity to Use Tools – tendency to make use of tools towards fulfilling your functional requirements and be a task enabler

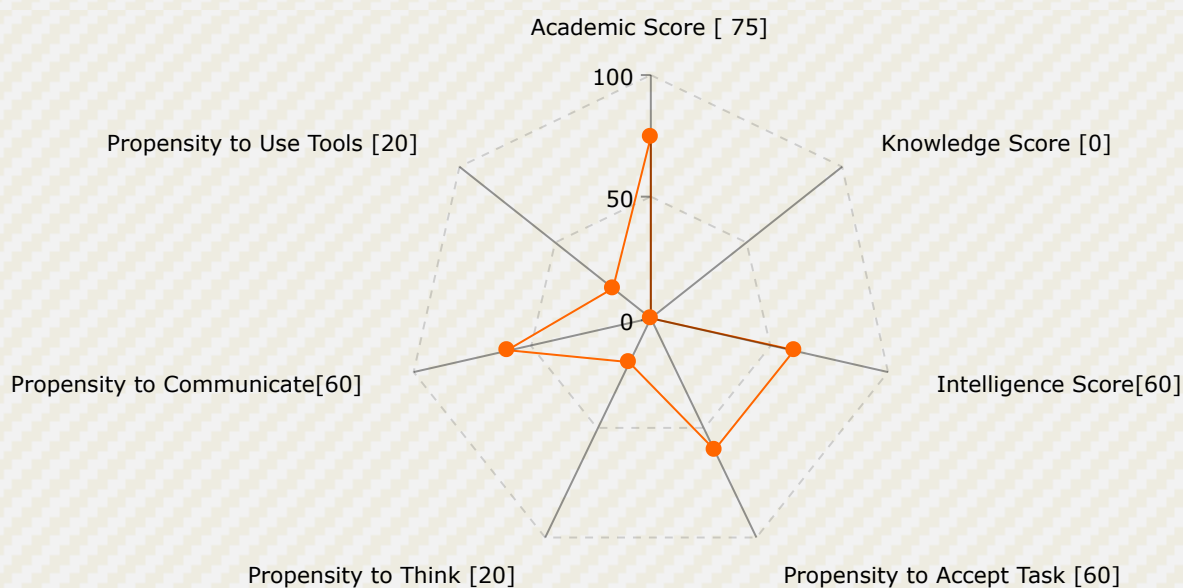
If these four propensities are high your "empowerment quotient" will be satisfactory.

# Profile Mapping Report

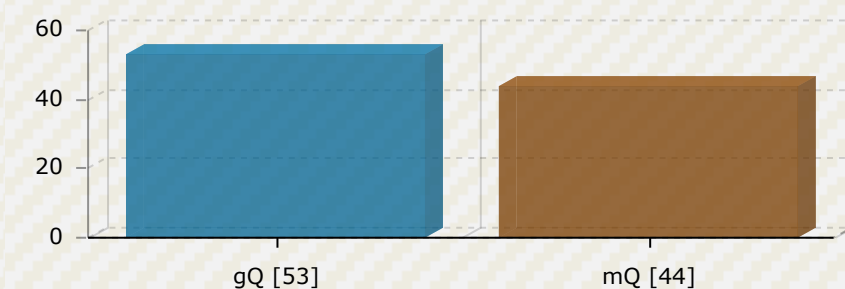
## Personal Details :

<b>College Name</b>	: HIRALAL MAZUMDAR MEMORIAL COLLEGE FOR WOMEN	<b>Session: 2021-22</b>
<b>Name</b>	: PRAGNA PARAMITA CHATTERJEE	<b>DOB</b> : 28-07-2000
<b>Sex</b>	: Female	<b>Caste</b> : General
<b>Year / Sem</b>	: 1st Sem	<b>Student ID</b> : 2021-0434
<b>Stream</b>	: Science	<b>State</b> : WEST BENGAL
<b>Family Empowerment</b>	: 57	

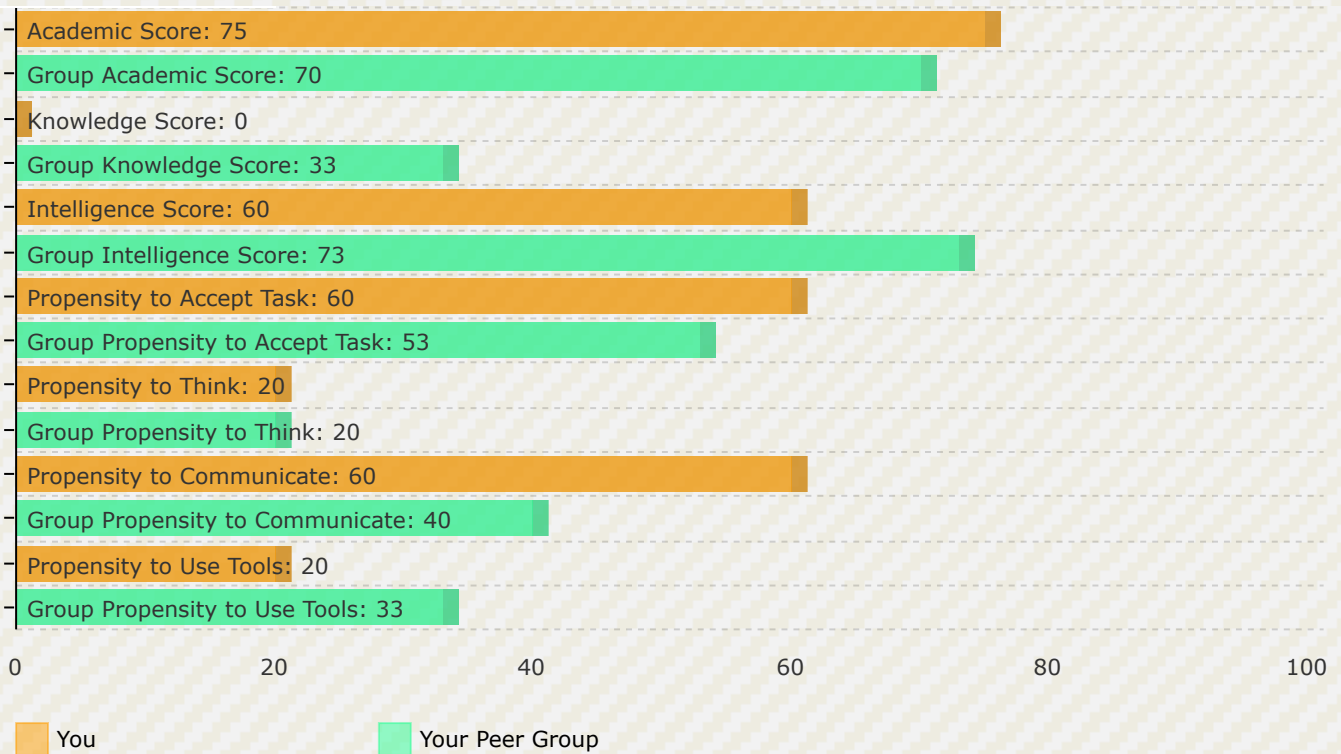
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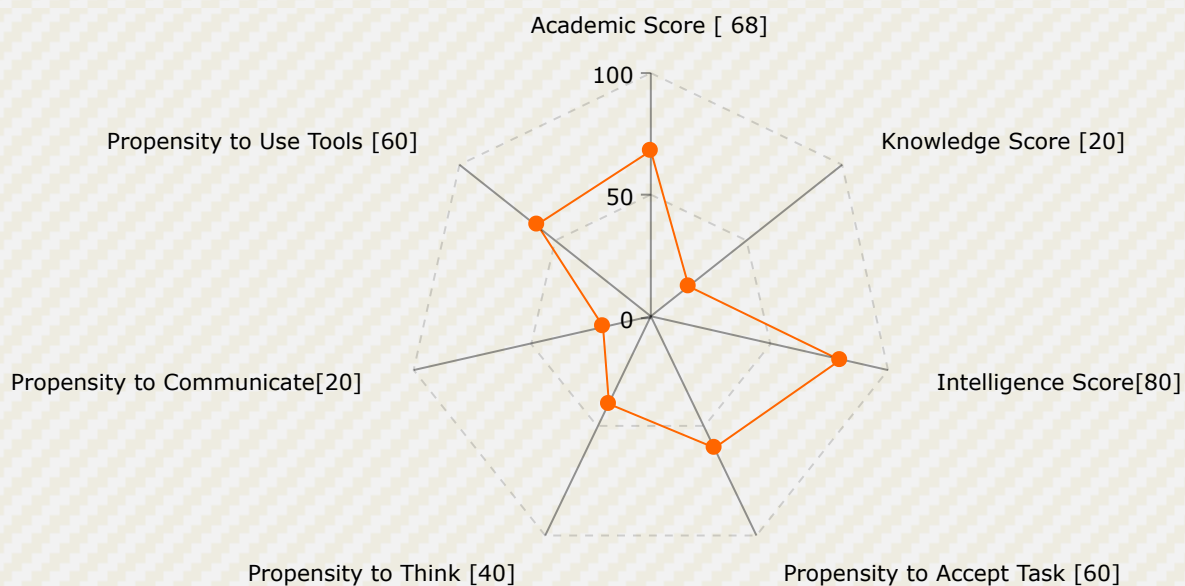
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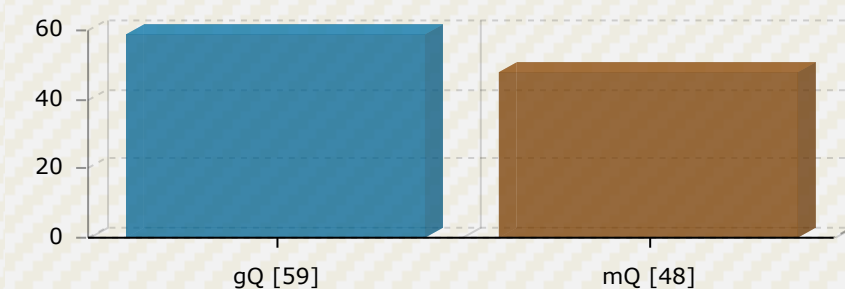
## Personal Details :

<b>College Name</b>	: HIRALAL MAZUMDAR MEMORIAL COLLEGE FOR WOMEN	<b>Session: 2020-21</b>
<b>Name</b>	: PRANAMIKA CHAKRABORTY	<b>DOB</b> : 30-08-2001
<b>Sex</b>	: Female	<b>Caste</b> : General
<b>Year / Sem</b>	: 1st Sem	<b>Student ID</b> : 2020-382
<b>Stream</b>	: Science	<b>State</b> : West Bengal
<b>Family Empowerment</b>	: 63	

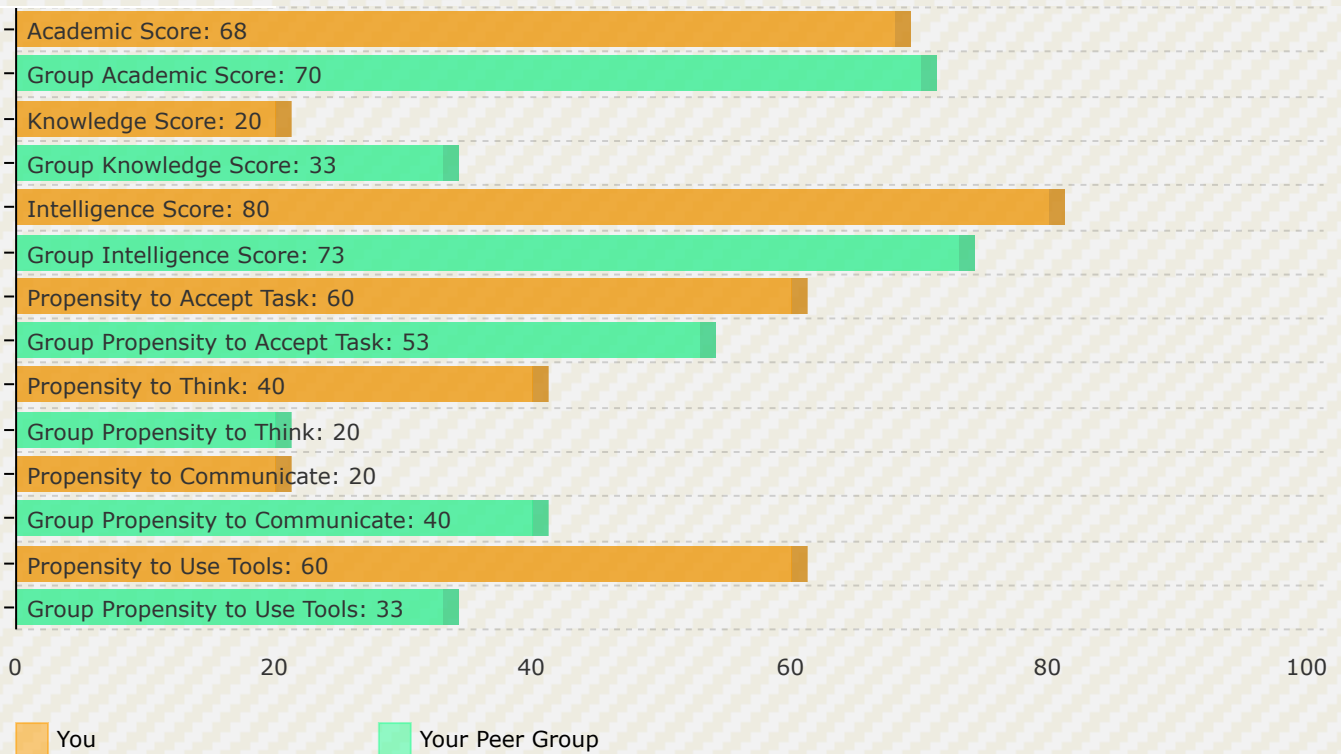
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