

Key Result Areas

These performance metrics and Key Result Areas (KRAs) for academic faculty, focusing on teaching, research output, mentoring, revenue generation, and institutional initiatives. Each category is allocated specific points, emphasizing holistic faculty development and measurable contributions to academic goals.

PERFORMANCE METRICS - 2025 (Till Jan 25)				
Dr. - LEVEL 9B				
S.No.	PARAMETERS	Metrics	Total points	Assessd Points
1	Teaching & Mentoring (55 points)			
1.1	Teaching			
	Should complete minimum required number of teaching hours for each course taught		20	
	Teaching Hours	60 hours for core paper / 40 hours for electives/extra-disciplinary / 30 hours for softskills		
		55-59 hours for core paper / 40-44 hours for electives/extra-disciplinary / 27-28 hours for softskills		
		50-54 hours for core paper / 38-43 hours for electives/extra-disciplinary / 24-26 hours for softskills		
		<50 hours for core paper / <38 hours for electives/extra-disciplinary / <24 hours for softskills		
1.2	Mentoring			
	Real-time Mini Projects		5	
	Guide & complete 2 real-time mini projects			
	Guide & complete 1 real-time mini projects			
	Publish articles in UGC CARE		5	
	> 3 publications			
	1 to 3 publications			
1.3	Innovative Instructional Methods (IIMs)			
	1 case study per 1 unit of syllabus taught		5	
	5 case studies used for the teaching the course			
	3 case studies used for the teaching the course			
	2 case studies used for the teaching the course			
	1 case studies used for the teaching the course			
1.4	University Results			
	100% of the students passed in each of the subjects handled		5	
	100% pass	100% pass in all subjects handled		
		90-99% pass in all subjects handled		
		80-89% pass in all subjects handled		
		70-79% pass in all subjects handled		
		<70 % pass in all subjects handled		
1.5	Student Feedback		5	
	80% and above score in Students Feedback in every semester			
	70%-79% score in Students Feedback in every semester			
	60%-69% score in Students Feedback in every semester			
	<60% score in Students Feedback in every semester			
1.7	Placements		10	
	> 7 students to be placed by the mentor			
	5-7 students to be placed by mentor			
	< 5 students placed			
2	Research & Publication (15 points)			
2.1	Research Articles			
	International level chapters (Elsevier, Sage, Springer) – The article/s should be published in journals with zero		10	
	1 or more article/s published or accepted			
	1 or more article/s manuscripts submitted and under review process			
	1 or more article/s manuscripts submitted			
2.2	Case writing		5	
	Minimum of 1 case writing to be done and presented per subject			
3	Revenue Generation (10 points)			
3.1	Sponsored Projects		5	
	Generate revenue >Rs. 50,000			
	Generate revenue >Rs. 25,000 - Rs. 49,000			
	Generate <Rs. 25,000			
3.2	ROPs/ Workshops/ Conferences/STIPs		5	
	Generate revenue >Rs. 30,000			
	Generate revenue >Rs. 25,000 - Rs. 40,000			
	Generate <Rs. 25,000			
4	Self development Initiatives (20 points)			
4.1	Certifications		10	
	2 certifications in the relevant specialization			
	1 certifications in the relevant specialization			
4.2	Paper Presentation		10	
	Present atleast 1 research paper in Tier II institutions			
	TOTAL		100	

PERFORMANCE METRICS - 2023 (Jun-Nov'23)		
Dr. XXXXXXXXXX LEVEL 13-A		
S.No.	Parameters	Points
Teaching		
1	Undertake minimum required number of teaching hours for each course taught. 60 hours for core paper / 45 hours for electives/disciplinary / 30 hours for softskills – (105 Teaching hours)	40
Research Articles & Publication		
2	Publishing article in a Scopus / ARIIC journals as co-first author, and, 3rd co-author/book chapters (Elsevier, Sage, Routledge) – The articles should be published in journals with zero publishing / processing fee. 3 articles manuscript to be submitted and under review process	10
Revenue Generation		
3.1	Sponsored Projects/Consultancy	Organize 1 Sponsored Project / Consultancy Project
3.2	ROPs/MDPs/Workshops/Conferences/STTPs	Organize 1 in relevant Domain
Self development initiatives		
4	Certifications	2 certification in the chosen specialization
Institutional development initiatives		
5	Industry Visits	Organizing Industry Visits for Students.
	CoD Talks	Extending support to the Training & Development Head for CoD Talks.
TOTAL		100
Reviewer	Assessor/Director	NW