



# University of Hyderabad

(A Central University established by an Act of Parliament)  
Prof. C. R. Rao Road, Gachibowli, Hyderabad-500 046

## ANNUAL PERFORMANCE APPRAISAL REPORT (For Asst. Engineer (Civil/Electrical/Electronics))

PART I A – PERSONAL DATA  
(To be filled in by the Personnel Section)

APAR FOR THE YEAR  
(Assessing Period: 1<sup>st</sup> April, 2019 to 31<sup>st</sup> March, 2020)

Id. No.

ACR File No.

Name of the Employee	:	
Present Dept. / Centre / Section	:	
Designation	:	
.....		
Date of Birth	:	
Date of Appointment in the University	:	
Post in which Initially Appointed	:	
Date of Appointment in the Present Post	:	
Pay Band + GP	:	
Period of Absence from Duty:-		
1) On Leave	:	
2) Training Etc. during the Year	:	

(For any discrepancy in the personal data, please contact the Personnel Section concerned)

Please read the instructions overleaf

## Part – I ‘B’: INSTRUCTIONS & CAUTIONS

- Writing and Submission of Annual Performance Appraisal Reports (APAR) is a CRUCIALLY IMPORTANT duty and responsibility. Do treat it as such
- Submit APAR forms without fail and punctually to the Registrar’s Office. Fill them in clearly and legibly.
- Every employee’s Ability in and Fitness for his or her PRESENT Position and Occupation are to be evaluated and appraised annually.
- One part of this APAR (Annual Performance Appraisal Report) may require the employee himself or herself to conduct self-assessment. The activity should be counted Seriously, Objectively, Even-Handedly, Fairly, Accurately and Impartially in light of Actual Performance during the year in question.
- One part of this APAR will ask immediately ‘superior’ officers to appraise the performance of employees. This task also must be performed Seriously, Objectively, Even-Handedly, Fairly, Accurately and Impartially.
- Keep the following guidelines in mind while in APAR forms;
  - ❖ Initially, disregard your general impression of the employee; consider each specific factor or aspect in the form and fill in your assessment;
  - ❖ Consider the implications of your comment or grading before finally committing it to paper;
  - ❖ Generally assess an employee on the basis of **typical** behavior and action, **not** occasional or odd instances of behavior and action;
  - ❖ Make and commit your assessment to paper with utmost care and thought – each assessment may have consequences;
  - ❖ Disregard ‘feelings’ in making the assessment.
- Only after each specific factor or aspect has been graded, and consistently with that assessment, make your overall assessment. The overall assessment should be used to put into perspective the specific assessments, but it may include additional, especially positive, remarks where deserved.

If faults, weaknesses or lacunae are to be mentioned, also indicate whether the employee has been made aware of them, in what manner and do what effect.
- Since integrity of an employee cannot be assigned a grade or qualified, if there is no doubt about the integrity of the employee reported upon, the integrity may be recorded in the column assigned as "BEYOND DOUBT". If there is any doubt about the integrity, the relevant column may be left blank and a separate note may be attached to the APAR on this aspect.
- Indeed, in case of doubt arising regarding any aspect of the APAR form, do not hesitate to consult the Deputy Registrar concerned with Personnel.

P.S. As per the G.O.I. instructions after the APAR has been reported / reviewed and accepted a copy of it shall be given to the concerned staff. The concerned staff shall be given the opportunity to make any representation against the entries and the final grading given in the Report within a period of fifteen days from the date of receipt of the entries in the APAR. The representation shall be restricted to the specific factual observations contained in the report leading to assessment of the officer in terms of attributes, work output etc. While communicating the entries, it shall be made clear that in case no representation is received within the fifteen days, it shall be deemed that he / she has no representation to make. If the concerned APAR Section does not receive any information from the concerned officer on or before fifteen days from the date of disclosure, the APAR will be treated as final.

## PART-II: SELF-APPRAISAL

Name & Designation of Assessee : \_\_\_\_\_  
\_\_\_\_\_ Id. No. \_\_\_\_\_

Period of Assessment : 1st April, 2019 to 31st March, 2020

### 1. Brief description of duties

**2 Please specify targets/objectives/goals (in quantitative or other terms) of work you set for yourself or that were set for you, eight to ten items of work in the order of priority and achievement against each target.(Example: Annual Action Plan for your Division)**

Targets/Objectives/Goals	Achievements

**3 (A) Please state briefly, the shortfalls with reference to the targets/objectives/goals referred to in Item 2. Please specify constraints, if any, in achieving the targets.**

**3(B) Please also indicate items in which there have been significantly higher achievements and your contribution thereto.**

**4. Please state whether the annual return on immoveable property for the preceding calendar year was filed within the prescribed date i.e. 31<sup>st</sup> January of the year following the calendar year. If not, the date of filing the return should be given.**

**Date:**

**SIGNATURE OF THE OFFICER REPORTED UPON**

## **Guidelines Regarding Filling in of APAR with Numerical Grading**

- i) The columns in the APAR should be filled with due care and attention and after devoting adequate time.
- ii) It is expected that any grading of 1 or 2 (against work output or attributes or overall grade) would be adequately justified in the pen-picture by way of specific failures and similarly, any grade of 9 or 10 would be justified with respect to specific accomplishments. Grade of 1-2 or 9-10 are expected to be rare occurrence and hence the need to justify them. In awarding a numerical grade the reporting and reviewing authorities should rate the officer against a larger population of his/her peers that may be currently working under them.
- iii) APARs graded between 8 and 10 will be rated as 'outstanding' and will be given a score of 9 for the purpose of calculating average scores for empanelment / promotion.
- iv) APARs graded between 6 and short of 8 will be rated 'very good' and will be given a score of 7.
- v) APARs graded between 4 and 6 short of 6 will be rated as 'good' and given a score of 5.
- vi) APARs graded below 4 will be given a score of zero.

### PART-III

#### (A) Assessment of Work Output (Weightage to this section would be 40%)

	Reporting Authority	Initial of Reporting Authority	Reviewing Authority	Initial of Reviewing Authority
i) Accomplishment of planned work/ Work allotted in the respective area.				
ii) Quality of work				
iii) Accomplishment of exceptional work/Unforeseen tasks performed				
iv) Inclination to share existing workload				
Overall Grading on 'Work Output' (Total [i to iv] / 4)				

#### (B) Assessment of Personal Attributes (Weightage to this section would be 30%)

	Reporting Authority	Initial of Reporting Authority	Reviewing Authority	Initial of Reviewing Authority
i) Attitude to work				
ii) Initiative, Drive and Resourcefulness				
iii) Regularity and Punctuality in attendance.				
iv) Maintenance of Discipline				
v) Communication skills				
vi) Ability to work in team				
vii) Capacity to adhere to time schedule				
viii) Inter-personal relations including client and customer relations				
ix) Dependability & Willingness to take responsibility				
Overall Grading on Personal Attributes( Total [i to ix] / 9)				

**(C) Assessment of Functional Competency (Weightage to this section would be 30%)**

	<b>Reporting Authority</b>	<b>Initial of Reporting Authority</b>	<b>Reviewing Authority</b>	<b>Initial of Reviewing Authority</b>
i) Knowledge of rules/ regulations / procedures in the area of function and ability to apply them effectively.				
ii) Coordination ability & Decision Making				
iii) Initiative & Willingness to shoulder additional responsibility.				
iv) Analytical & Strategic Planning ability.				
v) Ability to motivate and develop subordinates				
Overall Grading on 'Functional Competency' (Total [ i to v] / 5)				

**PART-IV      GENERAL**

**(i) State of General Health:**

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**(ii) Training:**

(Please give recommendations for Training with a view to further improving the effectiveness & capabilities of the Employee)

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**(iii) Integrity:**

(Please comment on the integrity of the Officer)

**(vi) Pen Picture by the Reporting Officer (in about 100 words) on the overall qualities of the Employee including areas of strength and less strength, extraordinary achievement, significant failures and attitude towards weaker sections.**

**(iv) Overall numerical grading on the basis of weightage given in section A, B & C in Part III of the report**

**Signature of the Reporting Officer**

Name in Block Letters: .....

Place: .....

Designation: .....

Date: .....

During the period of Report: .....



## PART V

### REMARKS OF THE REVIEWING OFFICER:-

1. Length of service under the Reviewing Officer

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2. Do you agree with the assessment made by the reporting officer with respect to the work output and the various attributes in Part-III & Part-IV? Do you agree with the assessment of reporting officer in respect of extraordinary achievements/significant failures of the officer reported upon? (Ref: Part-III and Part-IV). (In case you do not agree with any of the numerical assessments of attributes please record your assessment on the column provided for you in that section and initial your entries).

YES	NO
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3. In case of disagreement, please specify the reasons. Is there anything you wish to modify or add?

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4. Pen Picture by Reviewing Officer, Please comment (in about 100 words) on the overall qualities of the officer including area of strengths and lesser strength and his attitude towards weaker sections.

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5. Overall numerical grading on the basis of weightage given in Section-A, Section-B and Section-C in Part-III of the Report.

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**Signature of the Reviewing Officer**

Name in Block Letters: .....

Place: .....

Designation: .....

Date: .....

During the period of Report.....