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AN ANALYTICAL STUDY ON THE PERFORMANCE APPRAISAL SYSTEM AND ITS IMPACT ON TEACHER EFFECTIVENESS AT ANNAI COLLEGE OF ARTS AND SCIENCE, KUMBAKONAM

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Abstract

Performance appraisal may be defined as a systematic, periodic and an impartial rating of an employee's excellence in the matters pertaining to his present job and his potential for a better job. It is done with the objective of identifying weaknesses and strengths as well as opportunities for improvement and skills development of the employee. To become more effective in teaching, a special area of service and a specialized job, a teacher needs to keep himself up- to- date with the changing society in order to face new challenges and fulfill the demands of the times. The teacher needs to learn and refine the teaching methods, skills art strategies and approaches of teaching. The teacher should become a learner forever; he should be ready to incorporate all the new methods and ideas developed each time into his teaching style. The objectives of the study were to enquire the level of effectiveness of the Performance Appraisal System in the college based on the basis of gender, degree and type of college and to enquire teacher effectiveness of the college teachers based on the basis of gender, degree and medium of schools. The population consists of college teachers teaching in Patna, Bihar and the sample consisted of 257 college teachers. The investigator adopted Survey Method by using self-constructed and validated Performance Appraisal Scale, and Teacher effectiveness Scale. The investigator applied Mean, Standard Deviation and t-test to analyze the data.

Keywords: *Performance Appraisal System*[1] *,Teacher Effectiveness*[2]*, Faculty Evaluation*[3] *, Teaching Quality*[4] *,*
Job Satisfaction[5]*,Professional Development*[6]*,Organizational Effectiveness*[7]