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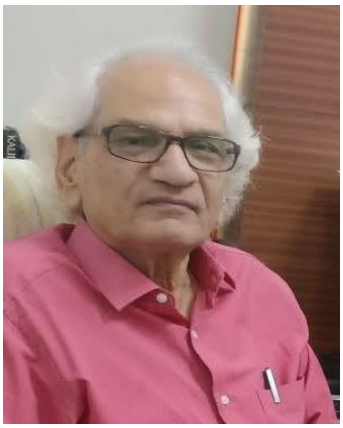
Message from Editor-in-Chief



It gives me profuse ecstasy to note that COUNCIL FOR INDUSTRIAL INNOVATION AND RESEARCH (CIIR) is organizing a National Conference on "Recent Trends in Academic Research" on August 30 & 31, 2021 in collaboration with JAGRAN LAKECITY UNIVERSITY BHOPAL and SANSKRITI UNIVERSITY, MATHURA.

The subject chosen for this conference is extremely important and timely which relates with the global challenges in multidisciplinary fields. The conference will let the young generation realize, that what, they, as research community, should do in 2021 and onwards to meet the societal requirement globally.

It is a matter of great privilege that the organizers of the conference have succeeded in collating a myriad of researchers, technologists and industries. Exchange and cooperation are crucial to research and development. They are important tools that bring global scientific strengths together to achieve a common goal. One of the means of ensuring sustainable cooperation is to involve young researchers in on-going activities. I am happy to note that the young researchers have also been provided opportunity to present their work on this international platform and receiving valuable inputs from the experts.

I believe it's high time for every one of us to join hands and contribute towards the endeavors of this conference. The Conference proceedings, I am sure, will bring forth the diversity of different stages and areas of multidisciplinary research.

My heartiest congratulation to the organizing committee for planning this activity and I am sure that it will be a grand success and contribute to creation of new knowledge!

Prof. (Dr.) R. M. Mehra
Chief Patron and Editor-in-Chief,
RTAR-2021, India.
www.ciir.in

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Academic Performance Appraisal of Private College Professors in Marthandam Town

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Abstract: In almost every organization, the employees are subjected to periodic appraisal of his/her performance. This is highly important for any type of organization especially in higher education institutions, for the objectives of the human resource development programme to be realized. An effective performance appraisal system brings rationality in the management. If an institution wants to maximize its effectiveness, then it must have tools by which it can discriminate between an effective employee and not so effective employee. Today, appraisal is not something a choice left to the wishes of higher educational institutions, nor it is a privilege to be enjoyed by few business conglomerates. It is a must for every institution for its survival and growth. The appraisal practices are structured and formally sanctioned in other instances. They are informal and integral part of daily activities. In social situation, performance appraisal is conducted in a systematic and planned manner to achieve various organizational goals in social system. A structured questionnaire was the main instrument used in this study. This study examined the need of performance appraisal, level of satisfaction and the problems faced by the professors working in private colleges by the system of performance appraisal. The result of the study showed that the academic performance appraisal had satisfied the professors in their promotion thus increase their confidence. The results reflected that the academic performance appraisal is effective and brought high level of satisfaction in the academic performance.

Keywords—Performance Appraisal, Evaluation, Promotion, Satisfaction, Problems.

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