

**Criterion VI**  
**Governance,**  
**Leadership and**  
**Management**



**RCMAS**  
RAJAGIRI COLLEGE OF MANAGEMENT &  
APPLIED SCIENCES

**RAJAGIRI COLLEGE OF MANAGEMENT AND APPLIED SCIENCES**

RAJAGIRI VALLEY P.O, KAKKANAD, KERALA 682039

An ISO 9001 : 2015 Certified Institution

Affiliated to Mahatma Gandhi University, Kottayam and Approved by AICTE

**6.3**

**Faculty Empowerment Strategies**

**6.3.1**

**Management Review Report**

**Teaching Staff**

**2019-2024**

Submitted to





# RCMAS

RAJAGIRI COLLEGE OF MANAGEMENT &  
APPLIED SCIENCES

(Affiliated to Mahatma Gandhi University, Kottayam)

Rajagiri Valley P.O., Kakkanad  
Cochin - 682 039, Kerala  
E office@rajagiricollege.edu.in  
www.rajagiricollege.edu.in

## Performance Based Appraisal System

### Management Review Report

Academic Year: 2023-2024

Date: 24.04.2024

**Name of the Faculty:** Dr. Neenu Kuriakose

**Designation** : Assistant Professor

**Department** : Department of Computer Science

Dear Dr. Neenu Kuriakose,

Based on your self-appraisal and the review of the Head of the department and the Principal, I would like to make the following observations:

*Observations:*

I congratulate you on your achieving PhD during the academic year. Your input to the curriculum development of the FYUGP has been appreciable, too. The Management is pleased with the student evaluation report on your academic performance. The student evaluation shows that the innovative teaching methods that you employed in your classes have been well received by the students.

I appreciate your participation in giving an uplift to the academic life as a member of the Research Committee. Your contributions to improving the research acumen of the institution are commendable.

*Suggestions:*

To groom the students in a holistic manner, you are advised to be involved in the mentoring of the students in a more effective manner and to improve your participation in the campus social life. You could apply for a patent based on your research findings. Starting a consultancy service in your area of expertise is also recommended.

Wishing you a fruitful academic year ahead!

Director

Rev. Dr. Mathew Vattathara CMI

DIRECTOR

Rajagiri College of Management & Applied Sciences  
Rajagiri Valley P.O., Kakkanad Kochi-682 039





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## Performance Based Appraisal System

### Management Review Report

Academic Year: 2022-2023

Date: 21.04.2023

**Name of the Faculty:** Mr. Jotty Jacob

**Designation** : Assistant Professor

**Department** : Department of Animation and Graphic Design

Dear Mr. Jotty Jacob,

Based on your self-appraisal and the review of the Principal, I would like to make the following observations:

*Observations:*

The Management appreciates the commendable results of your department during the past academic year. As the Head of the department, you have shown good leadership skills in leading the faculty in grooming the students in the Rajagiri educational culture. Your teaching skills are well appreciated by the students, as evidenced by the student evaluation reports. Your attention to detail in fulfilling the responsibilities of the department is exemplary.

I appreciate your initiatives and participation in maintaining the discipline of the campus as part of the Discipline Committee and in mentoring the students who show slackness in academics.

*Suggestions:*

I recommend that you delegate the responsibilities of the department in a more decentralized manner. Your research output and publications also need improvement and attention.

Wishing you a fruitful academic year ahead!

Director

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### Management Review Report

Academic Year: 2021-2022

Date: 25.04.2022

**Name of the Faculty:** Ms. Annu James

**Designation** : Assistant Professor

**Department** : Computer Science

Dear Ms. Annu James,

Based on your self-appraisal and the review of the Head of the department and the Principal, I would like to make the following observations:

*Observations:*

I appreciate your effective student engagement and your ability to build interpersonal skills; your contribution to the local community and your social commitment as Coordinator of Rajagiri Sparsh have instilled the human values of service and humaneness in our students and have made them aware of giving back to society. I appreciate your participation in the vibrant campus corporate life as part of the coordinator of various humanitarian activities.

I am happy to acknowledge your promptness and punctuality in the classroom. The student evaluation of you has shown your experiential teaching as remarkable.

*Suggestions:*

Your research output may be improved with more publications. Your expertise in your research area could be utilized by way of consultancy services.

Wishing you a fruitful academic year ahead!

Director

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## Performance Based Appraisal System

### Management Review Report

Academic Year: 2020-2021

Date: 26.04.2021

**Name of the Faculty:** Ms. Amala Linus

**Designation** : Assistant Professor

**Department** : Department of Commerce

Dear Ms. Amala Linus,

Based on your self-appraisal and the review of the Head of the department and the Principal, I would like to make the following observations:

*Observations:*

The Management is pleased with the student evaluation report on your academic performance. Your promptness in finishing the portions as per the course plan and the evaluation methods you employ to assess and improve student performance are exemplary. The results of the students in the Quantitative Technique have significantly improved because of your remedial coaching and mentoring.

I appreciate your participation in the campus corporate life as coordinator of the Shreshtam-Leadership Training Hub and the successful conduct of the management fest you coordinated. I also appreciate your leadership role in successfully tackling the irregularity of certain students in the batch.

*Suggestions:*

I find that you are sometimes late for your classes and would like you to be more punctual henceforth. Your research output also needs improvement. I suggest that you publish two research articles with impact factor in the academic year.

Wishing you a fruitful academic year ahead!

Director

Rev. Dr. Mathew Vattathara CMI

**DIRECTOR**

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## Performance Based Appraisal System

### Management Review Report

Academic Year: 2019-2020

Date: 24.04.2020

**Name of the Faculty:** Anila Varghese

**Designation** : Assistant Professor

**Department** : Department of Management

Dear Ms. Anila Varghese,

Based on your self-appraisal and the review of the Head of the department and the Principal, I would like to make the following observations:

*Observations:*

I am happy to observe that your academic performance during the year has markedly improved after the last review. You have been more prompt in finishing the portions as per the course plan, and your ability to maintain discipline in the classroom has also improved. As a result of this, your engagement with the students too has been noted to become consistently better.

I appreciate your excellent participation in the extracurricular activities of the College. The Management Fest that you organised has been evidence of your leadership acumen and organisational skills. You have been able to bring greater vibrancy and enthusiasm to the social life of the campus. I commend your ability to tap the potential of the students and to channelize it for the holistic development of the students.

*Suggestions:*

I suggest that you enhance your research output by registering for PhD and by bringing out publications such as articles, book chapters or books.

Wishing you a fruitful academic year ahead!

Director

Rev. Dr. Mathew Vattathara CMI

DIRECTOR

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