

Nagzira Road, Sakoli, District: Bhandara (Maharashtra) 441802.

Tel./Fax: 07186-237199

E-mail: bkcpsakoli2003@gmail.com,

Web Site: www.bkcp.in



Date:

Action taken report on the feedback analysis

Academic Year 2023-2024

Most of the stakeholder are the extent satisfied with the academic syllabus and confirms that it meets the industrial requirements, sufficient availability of reference material and books for the topics mentioned in the syllabus, the possibility to cover the syllabus timely. Suggestions forum teachers about the curriculum were taken into consideration. As per student's feedback, need to maintain required accessories and components in Laboratory. As per parents feedback need to curriculum promote Entrepreneurship, As per alumni feedback Maintain proper sanitation in the washroom. The same has been communicated to IQAC. The chairman of IQAC, Principal gives suggestion to increase number of program like seminar and workshop to improve knowledge and skill of student.



Wainganga Bahu-Uddeshiya Vikas Sanstha, Nagpur's

BAJIRAOJI KARANJEKAR COLLEGE OF PHARMACY

Nagzira Road, Sakoli, District: Bhandara (Maharashtra) 441802.

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Date:



ACTION TAKEN REPORT

Academic Year 2023-2024

Feedback was taken from all stakeholders. After analysis of all stakeholders duly filled feedback format, the concise report generated.

S No.	Stakeholders	Feedback	Action Taken	Outcome
1	Students	Need to maintain required accessories and components in Laboratory	These concerns have been share with relevant authority for appropriate action.	All the Laboratories were well equipped with required accessories and components.
2	Teachers	Satisfactory report submitted by teaching staff	NA	NA
3	Alumni	Maintain proper sanitation in the washroom	These concerns have been share with relevant authority for appropriate action.	All the washrooms were sanitized properly on regular basis.
4	Parent	Need to curriculum promote Entrepreneurship	The Entrepreneurship development cell of institute instructed to organize the training program/workshop for the students.	Organized the training and workshop program for the students to promote Entrepreneurship skill.
5	Employer	Satisfactory report submitted by teaching staff	NA	NA



1

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Nagzira Road, Sakoli, District: Bhandara (Maharashtra) 441802.

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Students Feedback Analysis Report Academic Year: 2023-24

	E-mail: bkcpsakoli2003@gmail.com,		Web Site : www.bkcp.in			
Bajiragji Hay	Students Feedback Academic Year: 20		Date:			
S.No	Sakoli * Questioner	Total Response	Positive Response	Percentage Response		
1	flow do you rate the syllabus of the courses that you have studied in relation to the competencies expected out of the course?	237	226	95.35		
2	How do you rate the relevance of the units in Syllabus relevant to the course?	237	232	97.89		
3	How do you rate the allocation of the credits to the courses?	237	228	96.20		
4	How do you rate the offering of the electives in terms of their relevance to the specialization streams?	237	217	91.56		
5	Rate the Size of syllabus in terms of the load on the student	237	225	94.93		
6	Rate the courses in terms of extra learning or self-learning considering the design of the courses	237	223	94.09		
7	How do you rate the evaluation scheme designed for each of the course?	237	228	96.20		
8	How do you rate the objectives stated for each of the course?	237	229	96.62		
9	How do you rate the percentage of courses having LAB components?	237	219	92.40		

Students Feedback

Name of Student: Chartali. V. Thaware

Class/Session: 2023 - 24

S.No.	Questioner	Excellent	Very Good	Good	Average	Poor
3.110.	Questioner	4	3	2	1	0
1	How do you rate the syllabus of the courses that you have studied in relation to the competencies expected out of the course?	/		7		6) Si
2	How do you rate the relevance of the units in Syllabus relevant to the course?	/				
3	How do you rate the allocation of the credits to the courses?	~				
4	How do you rate the offering of the electives in terms of their relevance to the specialization streams?	~				
6	Rate the Size of syllabus in terms of the load on the student	/				
7	Rate the courses in terms of extra learning or self-learning considering the design of the courses		- 1	- 15	1100 1000000000000000000000000000000000	
8	How do you rate the evaluation scheme designed for each of the course?	a .	~			
9	How do you rate the objectives stated for each of the course?				1	
10	How do you rate the percentage of courses having LAB components?	1	/			

Bajiraoji Karanjekar College of Pharmacy, Sakoli

Students Feedback

Name of Student: Abhilasha Moreshwar Khune.

Class/Session: B. Pharm 1st Year / 2023-24.

	1	Excellent	Very Good	Good	Average	Poor
S.No.	Questioner	4	3	2	1	0
1	How do you rate the syllabus of the courses that you have studied in relation to the competencies expected out of the course?	~		* (i i
2	How do you rate the relevance of the units in Syllabus relevant to the course?		/			
3	How do you rate the allocation of the credits to the courses?	~				
4	How do you rate the offering of the electives in terms of their relevance to the specialization streams?	~				
6	Rate the Size of syllabus in terms of the load on the student		~			
7	Rate the courses in terms of extra learning or self-learning considering the design of the courses					
8	How do you rate the evaluation scheme designed for each of the course?	~	2			
9	How do you rate the objectives stated for each of the course?	~			rie.	1
10	How do you rate the percentage of courses having LAB components?	~				•

Bajiraoji Karanjekar College of Pharmacy, Sakoli

Abhilasha Moreshwar Khune.

Students Feedback

Prokash Janbandhu Name of Student: Divyo

Class/Session: B. Pharm Final year 2013-24

S.No.	Questioner	Excellent	Very Good	Good	Average	Poor
	Questioner	4	3	2	1	0
1	How do you rate the syllabus of the courses that you have studied in relation to the competencies expected out of the course?			7		00 7. %
2	How do you rate the relevance of the units in Syllabus relevant to the course?	·			l y	
3	How do you rate the allocation of the credits to the courses?	8 à l				caller out
4	How do you rate the offering of the electives in terms of their relevance to the specialization streams?					1
6	Rate the Size of syllabus in terms of the load on the student			<u></u>		
7	Rate the courses in terms of extra learning or self-learning considering the design of the courses	*		<u></u>		
8	How do you rate the evaluation scheme designed for each of the course?			/		
9	How do you rate the objectives stated for each of the course?	it				
10	How do you rate the percentage of courses having LAB components?					*

Darbandhy.

Students Feedback

Name of Student: Onyanda Ramesh Bopche

Class/Session: B. Phanm final year (2023-24)

S.No.	0	Excellent	Very Good	Good	Average	Poor
D.140.	Questioner	4	- 3	2	1	0
1	How do you rate the syllabus of the courses that you have studied in relation to the competencies expected out of the course?		.00	/		a a
2	How do you rate the relevance of the units in Syllabus relevant to the course?		1.5 (14.4) Smith M	/		AMPLIANCE STORY
3	How do you rate the allocation of the credits to the courses?				/	
4	How do you rate the offering of the electives in terms of their relevance to the specialization streams?	-			/	1
6	Rate the Size of syllabus in terms of the load on the student				/	
7	Rate the courses in terms of extra learning or self-learning considering the design of the courses	*	ý	/		NY 40
8	How do you rate the evaluation scheme designed for each of the course?			/		
)) 9	How do you rate the objectives stated for each of the course?			/		
10	How do you rate the percentage of courses having LAB components?	2*			/	,

Students Feedback

Name of Student: Kunjon Tulshidas Lanjewar

Class/Session: 8. Pham IVth year

Specim ! 2023-24

S.No.	Overtioner	Excellent	Very Good	Good	Average	Poor
5.110.	Questioner	4	3	2	1	0
1	How do you rate the syllabus of the courses that you have studied in relation to the competencies expected out of the course?	\				
2	How do you rate the relevance of the units in Syllabus relevant to the course?	Marin SIMPERS N. 1		150	2	
3	How do you rate the allocation of the credits to the courses?	2	an are the second	/		
4	How do you rate the offering of the electives in terms of their relevance to the specialization streams?					8
6	Rate the Size of syllabus in terms of the load on the student					
7	Rate the courses in terms of extra learning or self-learning considering the design of the courses	R1	ti e		/	it)
8	How do you rate the evaluation scheme designed for each of the course?			/		
9	How do you rate the objectives stated for each of the course?	×		/	11 18	
10	How do you rate the percentage of courses having LAB components?					



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Parent Feedback Analysis Report Academic Year: 2023-24

S.NO	Statement	Total Response	Positive Response	Percentage Response
1	Holistic development of students is ensured by the college.	212	207	97.64
2	The academic flexibility is there.	212	205	97.69
3	Courses in the curriculum promote Entrepreneurship.	212	203	95.75
4	The curriculum has been designed to make students industry ready	212	209	98.58
5	The curriculum is outcome based.	212	207	97.64
6	Rate the learning experience gained by the ward through curriculum of the course	212	207	97.64
7	Rate the competency of the curriculum with respect to other Universities	212	207	97.64
8	Rate the relevance of curriculum to the program	212	210	99.05
9	Do you think this one of the best institution in your area	212	205	96.69
10	Do you find the campus environment friendly	212	206	97.16
11	Do you think the teachers are supportive	212	209	98.58



Parents Feedback

Vinayak.M. Selokar.

clas/Session:

S.NO	Statement	Excellent	Very Good	Good	Average	Poor
Saro	Giatement	4	3	2	1	0
1	Holistic development of students is ensured by the college.					
2	The academic flexibility is there.	V		-80		
3	Courses in the curriculum promote Entrepreneurship.			~		
4	The curriculum has been designed to make students industry ready	n w				
5	The curriculum is outcome based.		7-41-5		- y	
.16	Rate the learning experience gained by the ward through curriculum of the course	V		-		
	Rate the competency of the curriculum with respect to other Universities	~	-			
0	Rate the relevance of curriculum to the program					
= 7	Do you think this one of the best institution in your area	1.1				
10	Do you find the campus environment friendly	4 7	1	*		
11 I	Do you think the teachers are supportive	1				

Parents Feedback

Name: Praful D. Churhan

Va/Session: 23-24



			1 to 5	jë.		
7	5 5 6	Excellent	Very Good	Good	Average	Poor
S.NO	Statement	4	3	2	1	0
1	Holistic development of students is ensured by the college.					
2	The academic flexibility is there.			120.00	2 21145	
3 .	Courses in the curriculum promote Entrepreneurship.		10			
4	The curriculum has been designed to make students industry ready		2 100	V		
5	The curriculum is outcome based.		/			
6	Pate the learning experience gained by the ward through curriculum of the course	/				
7	Rate the competency of the curriculum with respect to other Universities		~1		\$ Z	
8	Rate the relevance of curriculum to the program	~				
9	Do you think this one of the best institution in your area				15 1/30	
10	Do you find the campus environment friendly			1		
11	Do you think the teachers are supportive		1			

Praful charhan

Parents Feedback

Name:

Mullidhar Sitaram Ninvan

va/Session:

2023 - 2024

		Excellent	Very Good	Good	Average	Poor
S.NO	Statement	4	3	2	1	0
1	Holistic development of students is ensured by the college.			1000	/	
2	The academic flexibility is there.					
3 .	Courses in the curriculum promote Entrepreneurship.	/		1000		
4	The curriculum has been designed to make students industry ready		\$			
5	The curriculum is outcome based.		-			
. 6	Rate the learning experience gained by the ward through curriculum of the course	/			15	
7	Rate the competency of the curriculum with respect to other Universities		Laure 9			
8	Rate the relevance of curriculum to the program	1	10.			
9	Do you think this one of the best institution in your area			V		-
10	Do you find the campus environment friendly		, ,	1		
11	Do you think the teachers are supportive		1			

Officiating Principal Bajiraoji Karanjekar College of Pharmacy, Sakoli

Murlidnas, S. Hirwar

Parents Feedback

Name: Manik J. Maske

v/Session: 2023-24

S.NO	Statement	Excellent	Very Good	Good	Average	Poor
	Statement	4	3	2	1	0
1	Holistic development of students is ensured by the college.		~			
2	The academic flexibility is there.			-	to the state of	
3	Courses in the curriculum promote Entrepreneurship.	# 10 mm	Comments of the comments of th			#F 3 (A.S.)
4	The curriculum has been designed to make students industry ready			/		
5	The curriculum is outcome based.	1 .			~	
. 6	Rate the learning experience gained by the ward through curriculum of the course				.V.	
7 .	Rate the competency of the curriculum with respect to other Universities			-		
. 8	Rate the relevance of curriculum to the program			/	1.0	
3	Do you think this one of the best institution in your area		ra .	,	/	
10	Do you find the campus environment friendly			3. 5	v.	
11	Do you think the teachers are supportive		-			o .

chanik J. Maske

Parents Feedback

Name: Ramesh S. Bopche

las/Session: 2023-24

S.NO	Statement	Excellent	Very Good	Good	Average	Poor
	Statement	4	3	2	1	0
1	Holistic development of students is ensured by the college.		,		/	
2	The academic flexibility is there.	_		14.5	/	
3	Courses in the curriculum promote Entrepreneurship.				/	
4	The curriculum has been designed to make students industry ready		/		-	e ⁹⁷
5	The curriculum is outcome based.			/		
6	Rate the learning experience gained by the ward through curriculum of the course		/			10
7	Rate the competency of the curriculum with respect to other Universities			1		
8	Rate the relevance of curriculum to the program			/		
)9	Do you think this one of the best institution in your area					
10	Do you find the campus environment friendly				/	
11	Do you think the teachers are supportive					

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Web Site: www.bkcp.in

	Ref		Date:	
	Ref: Alumni Feedback Academic Year: 20	Analysis Repo	ort	
S	Questioner	Total Response	Positive Response	Percentage Response
	1 How do you rate the present syllabus?	61	61	100
	Do you find the syllabus is industry oriented?	61	60	98.36
	Does the syllabus address the present day problem of the society?	61	59	96.72
	Does the syllabus the environmental issues.	61	57	93.45
	Do you find the library of the college updated?	61	59	96.72
6	Do you find campus of the college compatible to discipline thought in the college.	61	57	93.44
7	Does the drinking water facilities is available.	61	60	98.36
8	Do you find proper sanitation in the washroom?	61	57	93.44
9	Do you think the college campus is ragging free?	61	61	100
10	Do you think the grievance mechanism work properly?	61	58	95.08
11	Do you think the college has adequate arrangement for placement activities?	61	45	73.77
12	Does the college organize placement activities regularly?	61 .	40	65.57

BAJIRAOJI KARANJEKAR COLLEGE OF PHARMACY, SAKOLI sanjekar College

Feedback from Alumni

Name: Alcansha Vingyak Chaudharl

Session: 2 0 23 - 24

S.No	Questioner	Excellent	Very Good	Good	Average	Poor
	Questioner	4	3	2	1	0
1	How do you rate the present syllabus?		/			
	Do you find the syllabus is industry oriented?		/			
3	Does the syllabus address the present day problem of the society?	, 2 2	/	n es=		-
4	Does the syllabus the environmental issues.		/			
5	Do you find the library of the college updated?	/				5
6	Do you find campus of the college compatible to discipline thought in the college.			/		7
7	Does the drinking water facilities is available.					
8	Do you find proper sanitation in the washroom?			1		
9	Do you think the college campus is ragging free?	/	*			
)10	Do you think the grievance mechanism work properly?		/			
11	Do you think the college has adequate arrangement for placement activities?					
	Does the college organize placement activities regularly?				V	

Officiating Principal Bajiraoji Karanjekar College of Pharmacy, Sakoli

(Amaudharl

Sakoli

Feedback from Alumni

Name: Neho H. Roghuwanshi

Session: 2023-24

S.No	0	Excellent	Very Good	Good	Average	Poor
	- Questioner	4	3	2	1	0
1	How do you rate the present syllabus?	W				
2	Do you find the syllabus is industry oriented?					
3	Does the syllabus address the present day problem of the society?	~	es =	1.3	n 11 - 3	
4	Does the syllabus the environmental issues.		W			
5	Do you find the library of the college updated?	~	6.1			_
6	Do you find campus of the college compatible to discipline thought in the college.	\	W			
7	Does the drinking water facilities is available.					
8	Do you find proper sanitation in the washroom?		~	1		
9	Do you think the college campus is ragging free?	~	, E			
10	Do you think the grievance mechanism work properly?		V	W	20	
11	Do you think the college has adequate arrangement for placement activities?				i	17 29
12	Does the college organize placement activities regularly?					

Officiating Principal Bajiraoji Karanjekar College of Pharmacy, Sakoli

Neho h. Roghuwonshi

Feedback from Alumni

Name: Anushka L. Deshmukh

Session: 2023-24

S.No.	Overflower	Excellent	Very Good	Good	Average	Poor
	Questioner	4	3	2	1	0
1	How do you rate the present syllabus?					
2	Do you find the syllabus is industry oriented?		/			
3	Does the syllabus address the present day problem of the society?	/		1 30		
4	Does the syllabus the environmental issues.		/	_		VI.
5	Do you find the library of the college updated?	V			gle .	
6	Do you find campus of the college compatible to discipline thought in the college.	/				in the second
7	Does the drinking water facilities is available.	/				
8	Do you find proper sanitation in the washroom?	/		3		
9	Do you think the college campus is ragging free?	/				
10	Do you think the grievance mechanism work properly?		/			
11	Do you think the college has adequate arrangement for placement activities?		V.	112	. 2	
12	Does the college organize placement activities regularly?				į.	

Officiating Principal Bajiraoji Karanjekar College of Pharmacy, Sakoli

Sakoli

SAKU Adaniekar College of Phar BAJIRAOJI KARANJEKAR COLLEGE OF PHARMACY, SAKOLI

Feedback from Alumni

Name: Mohit rg. Rahangdoll.

Session: 2023 - 24

		Excellent	Very Good	Good	Average	Poor
S.No	. Questioner	4	3	2	1	0
1	How do you rate the present syllabus?	V				
2	Do you find the syllabus is industry oriented?					
3	Does the syllabus address the present day problem of the society?			~		Service of the servic
4	Does the syllabus the environmental issues.	8				
5	Do you find the library of the college updated?	÷				<u> </u>
6	Do you find campus of the college compatible to discipline thought in the college.				1	8
7	Does the drinking water facilities is available.			1		P
8	Do you find proper sanitation in the washroom?			1		8.3
9	Do you think the college campus is ragging free?		2			
	Do you think the grievance mechanism work properly?					
11	Do you think the college has adequate arrangement for placement activities?					
12	Does the college organize placement activities regularly?				<u>///_</u>	

- Appliantiles

Feedback from Alumni

Name: Sarshi Nuzesh Neukade

Session:

2023-24

S.No.	Questioner	Excellent	Very Good	Good	Average	Poor
	a contract of the contract of	4	3	2	1	0
1	How do you rate the present syllabus?	T A	1			
2	Do you find the syllabus is industry oriented?	35		1/	7	
3	Does the syllabus address the present day problem of the society?		./	V		
4	Does the syllabus the environmental issues.			- 1	-	
5	Do you find the library of the college updated?	1/				
6	Do you find campus of the college compatible to discipline thought in the college.			/		
7	Does the drinking water facilities is available.	/				
8	Do you find proper sanitation in the washroom?			/		
9	Do you think the college campus is ragging free?			9		
10	Do you think the grievance mechanism work properly?	W///	1			
11	Do you think the college has adequate arrangement for placement activities?	7	V	1		F
12	Does the college organize placement activities regularly?		ly.			

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Teacher Feedback Analysis Report Academic Year: 2023-24

S.No	6:11	Total Response	Positive Response	Percentage Response
1	How do you rate the present syllabus?	18	18	100
2	Do you find the syllabus is industry oriented?	18	18	100
3	Does the syllabus address the present day problem of the society?	18	18	100
4	Does the syllabus address the nmental Issues?	18	18	100
5	Do you have the adequate facilities for teaching research?	18	18	100
6	Do you find the library of the college updated?	18	18	100
7	Do you find campus of the college compatible to discipline taught in the college?	18	18	100
8	Do you have the timing of the college proper?	18	18	100
9	Does the management support the teachers in research and other innovating teaching and learning activities?	18	18	100
10	Do you find the present faculty welfare measures in the college adequate?	18	18	100

BAJIRAOJI KARANJEKAR COLLEGE OF PHARMACY, SAKOLI anjekar College of pluarmac

Feedback from Teacher

Name of Teacher:

Subject Specialisation:

MY. B. T. Satpute n: picentical chemistro

Session:

S.No.	Questioner	Excellent	Very Good	Good	Average	Poor
	Questioner	4	3	2	1	0
1	How do you rate the present syllabus?	~				- 1
2	Do you find the syllabus is industry oriented?	~				
3	Does the syllabus address the present day problem of the society?		~			
4	Does the syllabus address the environmental Issues?					
5	Do you have the adequate facilities for teaching research?	/		09		
6	Do you find the library of the college updated?	/			n =	
7	Do you find campus of the college compatible to discipline taught in the college?		~	i.	2	
8	Do you have the timing of the college proper?	/				
.9	Does the management support the teachers in research and other innovating teaching and learning activities?					
10	Do you find the present faculty welfare measures in the college adequate?	/				

Railraoji,

Feedback from Teacher

Name of Teacher:

Mrs. D.M. Vithhale P'centical chemistry

Subject Specialisation:

Session:



S.No	Questioner	Excellent	Very Good	Good	Average	Poor
		4	3	2	1	0
1	How do you rate the present syllabus?	~				¥.,
2	Do you find the syllabus is industry oriented?	1				
3	Does the syllabus address the present day problem of the society?	~			=	
4	Does the syllabus address the environmental Issues?	/ 5	~			
5	Do you have the adequate facilities for teaching research?	V		-1		
6	Do you find the library of the college updated?					
7	Do you find campus of the college compatible to discipline taught in the college?	/				
8	Do you have the timing of the college proper?	/				
9	Does the management support the teachers in research and other innovating teaching and learning activities?					
10	Do you find the present faculty welfare measures in the college adequate?	1				



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of Pharmar

Date:

Industry/Employers on students Feedback Analysis Report

Academic Year: 2023-24

5.00.	Statement	Total Response	Positive Response	Percentage Response
1	Ability to contribute to the goal of the organization	5	5	100
2	Technical knowledge/skill Ability to manage/leadership Innovativeness	5	5	100
3	Creativity	5	5	100
4	Relationship with seniors/peers/subordinates	5	5	100
5	Involvement in social activities	5	5	100
6	Ability and motivation for social activity	5	5	100
7	Obligation to work beyond schedule if required	5	5	100
8	Overall impression about their performance	5	5	100

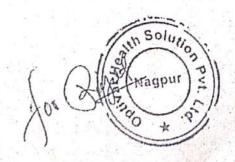
Feedback Form for Industry/Employers on students

Name: Dhanshri Omprakash Tikekaz

Session: 2023-24

S.No.	Statement	Excellent	Very good	Good	Satisfactory	Poor
0.110.	Statement	4	3	2	. 1	0
1	Ability to contribute to the goal of the organization					1
2	Technical knowledge/skill Ability to manage/leadership Innovativeness		<u> </u>			
3	Creativity					
4	Relationship with seniors/peers/subordinates		/			
5	Involvement in social activities					
8	Ability and motivation for social activity		/			
2000	Obligation to work beyond schedule if required					
	Overall impression about their erformance					

Officiating Principal Bajiraoji Karanjekar College of Pharmacy, Sakoli



War College

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Feedback Form for Industry/Employers on students '

Name: Mo. Kaman Masnuf Ansani

Session: 2023-24

S.No.	Statement	Excellent 4	Very good	Good 2	Satisfactory 1	Poor 0
2	Technical knowledge/skill Ability to manage/leadership Innovativeness		. ✓	:		
3	Creativity	/				
4	Relationship with seniors/peers/subordinates		~) P		
5	Involvement in social activities	V				
6	Ability and motivation for social activity		V			
i	Obligation to work beyond schedule if required	V				
1	Overall impression about their performance	√				

Feedback Form for Industry/Employers on students

Name Avinash Yashwant Kumare

Session: 2024-24

S.Nu.	Statement	Excellent 4	Very good	Good 2	Satisfactory 1	Poor 0
2	Technical knowledge/skill Ability to manage/leadership Innovativeness		~	**************************************		
3	Creativity	~	**************************************			
4	Relationship with seniors/peers/subordinates	~		make a make in construction for the law		
5	Involvement in social activities		~	****		Address American
6	Ability and motivation for social activity	~				
7	Obligation to work beyond schedule if required	~				
8	Overall impression about their performance	-		Tel Propins that Emmercia any 41. It has	Account to the second of the s	

Officiating Principal Bajiraoji Karanjekar College of Pharmacy, Sakoli

HARSHWARDHAN SWAST AUSHAUNT SEVA GENERIC MEDICAL STORE Liu No 20 by 2012 STARTY 21 April P.Z. Addisono 200-401-P23-034051

HARSHWARDHAM SWART AUGUADMY SEVA GENTLE STORE

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Feedback Form for Industry/Employers on students

Name: Chefan Ravindra Karanjekar

Session: 2023-24

	LE ESTABLISHED	Excellent	Very good	Good	Satisfactory	Poor
S.No.	Statement	4	3	2	1 9 1	0
1	Ability to contribute to the goal of the organization					
2	Technical knowledge/skill Ability to manage/leadership Innovativeness					
3	Creativity	V				
4	Relationship with seniors/peers/subordinates			they also)	-1-4-
5	Involvement in social activities	V	-4A			
6	Ability and motivation for social activity	V			1	
7	Obligation to work beyond schedule if required	V				
8	Overall impression about their performance					

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