RISHI BANKIM CHANDRA COLLEGE
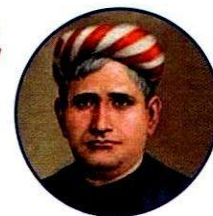
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Accredited by NAAC with Grade B++ in 2016 (Cycle II)

East Kanthalpara, Naihati, North 24 Parganas, W.B.-743165

website: www.rbccollege.ac.in   email: rbc_wbsu@yahoo.com

Tel. No. : (033) 2581-2099 / 8965

Online 'Student Profile Mapping'

(2) Title of the Practice – Online ' Student Profile Mapping' Portal

Objectives:

To determine the abilities of students in an objective and quantifiable manner and identify

the slow and advanced learners so that appropriate support can be provided by the institution.

The Context:

Students often face diverse challenges with respect to their skill attributes: while some

may belong to economically backward families and have access to limited resources; some may be

intellectually bright or slow irrespective of their economic status; others may have different skills,

emotions and behaviour. A systematic assessment of these attributes of the students may help in

providing an insight into their strengths and weaknesses. The profile mapping exercise enables the

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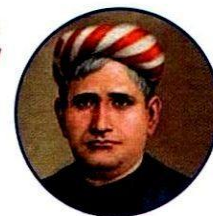
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institution to hone the students' strengths and overcome their weaknesses.

The Practice:

- Students need to login with their login ID and password and answer an online questionnaire.
- Scores on 'General Quotient (GQ)' and 'Empowerment Quotient (EQ)' are calculated on the basis of the answers provided. The General Quotient comprises of Academic score, Intelligence score and Knowledge score. The Empowerment Quotient assesses different types of abilities. It also makes a comparison of the particular student in comparison with his/her peer group. Finally, a weighted average of GQ and EQ gives the final score, which represents the capability of the student.

Evidence of success:

- The manual method of psychometry test or profile mapping is too engaging and time consuming, whereas the online mapping is fast, accurate and error-free.
- Marks obtained in class/internal tests are not always reflective of the students' ability; external factors may affect their time spent on studies, understanding of the subject and answer writing skills. However, online mapping appraises their innate capabilities.
- Often, teachers depend on students' class performance or behaviour to gauge their level of knowledge or aptitude. However, this method is suitable only for articulate students. Online mapping is equally effective for shy and introvert students.
- The teachers assert that their assessment about the students matches with the profile mapping results, which confirms to the authenticity of the mapping mechanism.

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Problems Encountered and Resources Required:

- The major problem pertains to availability of internet facilities in college. The existing computer infrastructure is inadequate so that online profile mapping takes longer than usual time.
- The students, mostly from poor families have limited access to high-speed data connection.
- Often the students are unable to understand the questions, and so need the guidance of teachers for filling the questionnaire.
- The resources required are competent software developer to implement the entire idea of online profile mapping alongwith adequate computer infrastructure.

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Screenshot of Student Profile Mapping System

RISHI BANKIM CHANDRA COLLEGE

Student Profile Mapping System

Students Portal

Registration No: *

* *Indicates a required field.*

Enter ▶

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Naihati, 24 Parganas (North)

RISHI BANKIM CHANDRA COLLEGE
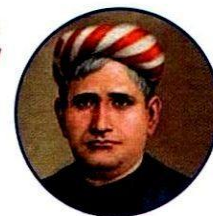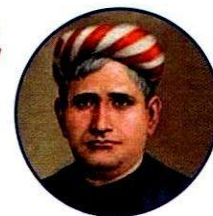
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Rishi Bankim Chandra College

Student Profile Mapping System

Log Out

Welcome! Help us know you better by filling up the following details:

*Name:	MOHIT SHAW
*Gender:	----Select----
*College:	Rishi Bankim Chandra Cc
*Stream:	----Select----
*State:	
* What was the % of marks you scored in School Final?	

*Date of Birth: (dd / mm / yyyy)	
*Caste:	----Select----
*Year:	----Select----
*Student ID:	1342211600329
District:	
*What was the % of marks you scored in 10+2	

*Tell me about your living :

Do you live in a house of your own?   ----Select----

Do your family own a two wheeler or /four wheeler?   ----Select----

*Give the details about your parents:

Do your father earn steady income?   ----Select----

Is your father pass Madhyamik / H.S ?   ----Select----

Principal
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Naihati, 24 Parganas (North)

RISHI BANKIM CHANDRA COLLEGE
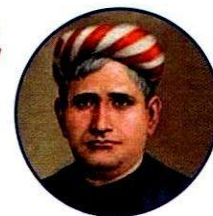
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Rishi Bankim Chandra College

Student Profile Mapping System

Home   Students   Connect With Us   Log Out

Question Index:

- Q-01   - Q-16
- Q-02   - Q-17
- Q-03   - Q-18
- Q-04   - Q-19
- Q-05   - Q-20
- Q-06   - Q-21
- Q-07   - Q-22
- Q-08   - Q-23
- Q-09   - Q-24
- Q-10   - Q-25
- Q-11   - Q-26
- Q-12   - Q-27
- Q-13   - Q-28
- Q-14   - Q-29
- Q-15   - Q-30

In our life we often fail to do a given task. In situations of such failure, generally how do you feel?

○ I have failed because of my inability.

○ I have failed because nobody helped me or guided me to do the work.

○ I have failed because not enough time was given that was necessary to do the work.

○ I have failed because, I have not put the right effort that is necessary for the task.

PREVIOUS   NEXT

Principal
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Some Report of Student Profile Mapping System

Profile Mapping Report

Personal Details :

College Name	: Rishi Bankim Chandra College		**Session: 2022-23**
Name	: MOHIT SHAW		
Sex	: Male	**Caste**	: General
Year / Sem	: 1st Sem	**Reg. No**	: 1342211600329
Stream	: Arts	**State**	: WEST BENGA
Family Empowerment	: 38 (<40 => Poor , >=40 to <70 => Average , >70 => Good)		
Performance Level	: Average Learner		

Profile Map :

Academic Score [68]
Knowledge Score [60]
Propensity to Use Tools [20]
Intelligence Score[60]
Propensity to Communicate[20]
Propensity to Think [20]
Propensity to Accept Task [60]

gQ and mQ comparison :

gQ [64]   mQ [36]

Your gQ and mQ in comparison to your Peer Group:

Academic Score: 68
Group Academic Score: 56
Knowledge Score: 60
Group Knowledge Score: 50
Intelligence Score: 60
Group Intelligence Score: 50
Propensity to Accept Task: 60
Group Propensity to Accept Task: 50
Propensity to Think: 20
Group Propensity to Think: 30
Propensity to Communicate: 20
Group Propensity to Communicate: 10
Propensity to Use Tools: 20
Group Propensity to Use Tools: 30

0   20   40   60   80   100

■ You   ■ Your Peer Group

How to Appreciate the Profile Map

First look into your

- **Academic Score** – reflects how good you are in your studies
- **Knowledge Score** – reflects how much you know
- **Intelligence Score** – reflects how good you are in solving problems

If these three scores are high your "general quotient" will be satisfactory

Then try to identify your propensities
- Propensity to Accept Tasks – tendency to believe on your own abilities which allows you to accept any task given to you
- Propensity to Think – tendency of applying your mind to any given task and seek solutions to such tasks
- Propensity to Communicate – tendency to receive other people's thought and also sending your thoughts to other people, in different situations and through diverse media
- Propensity to Use Tools – tendency to make use of tools towards fulfilling your functional requirements and be a task enabler

If these four propensities are high your "empowerment quotient" will be satisfactory.

Profile Mapping Report

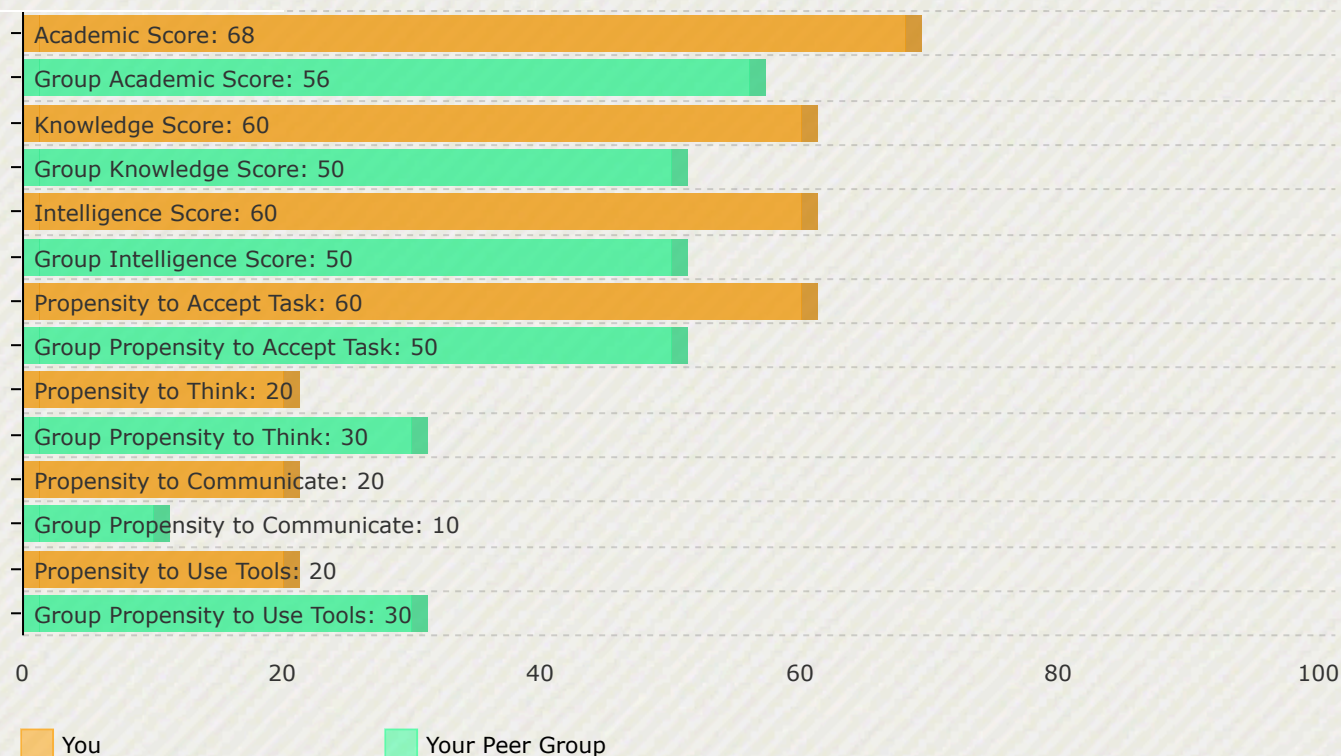## Personal Details :

College Name	: Rishi Bankim Chandra College	**Session: 2022-23**	
Name	: MAUMITA BISWAS		
Sex	: Female	**Caste**	: General
Year / Sem	: 1st Sem	**Reg. No**	: 1342221100339
Stream	: Arts	**State**	: WEST BENGA
Family Empowerment	: 48 (<40 => Poor , >=40 to <70 => Average , >70 => Good)		
Performance Level	: Advance Learner		

Profile Map :

Academic Score [68]
Knowledge Score [60]
Propensity to Use Tools [20]
Intelligence Score[60]
Propensity to Communicate[20]
Propensity to Accept Task [60]
Propensity to Think [42]

gQ and mQ comparison :

gQ [64]   mQ [36]

Your gQ and mQ in comparison to your Peer Group:

Score	Value
Academic Score	68
Group Academic Score	60
Knowledge Score	60
Group Knowledge Score	53
Intelligence Score	60
Group Intelligence Score	53
Propensity to Accept Task	60
Group Propensity to Accept Task	53
Propensity to Think	42
Group Propensity to Think	34
Propensity to Communicate	20
Group Propensity to Communicate	13
Propensity to Use Tools	20
Group Propensity to Use Tools	27

■ You   ■ Your Peer Group

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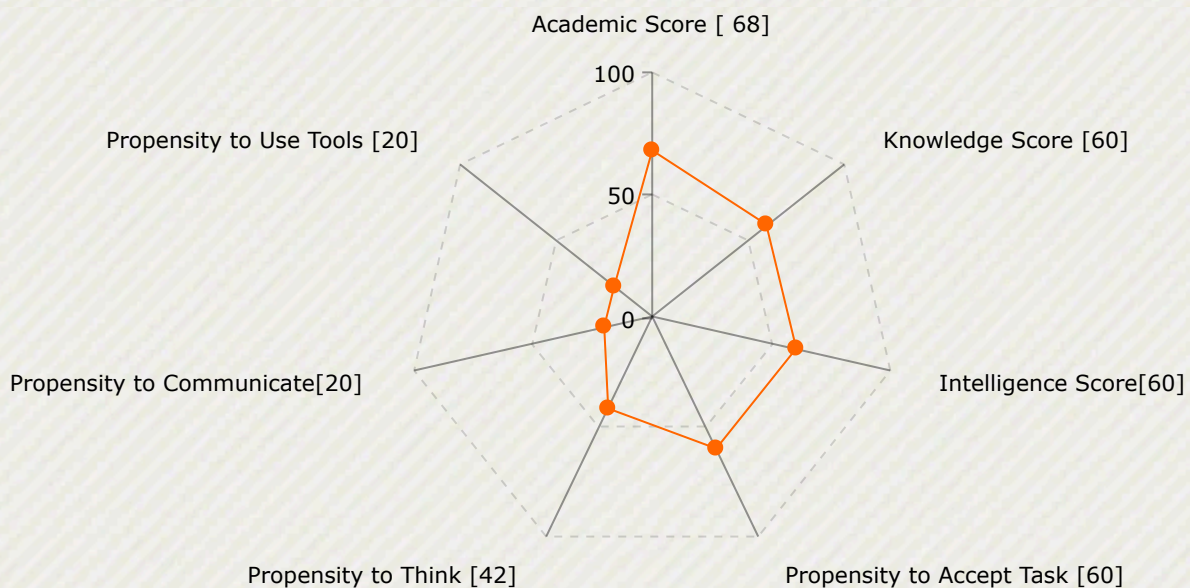
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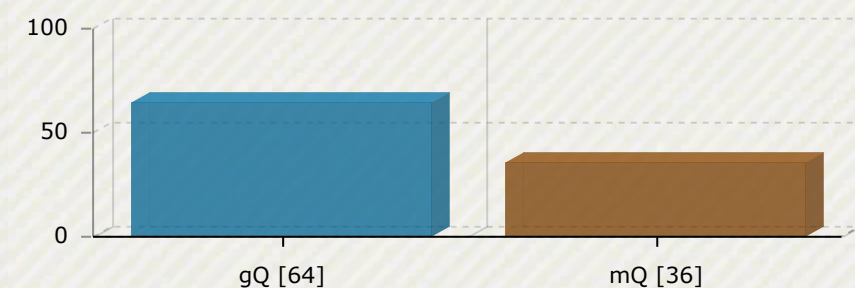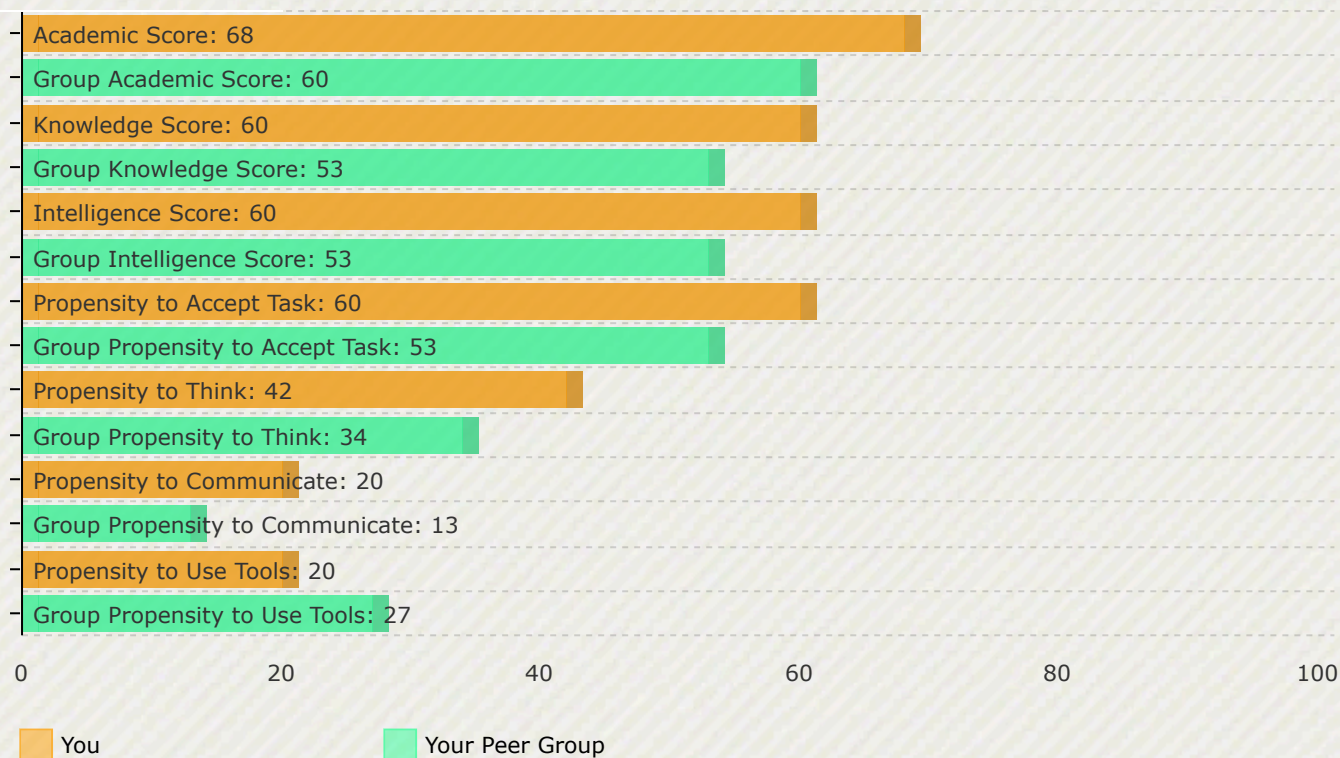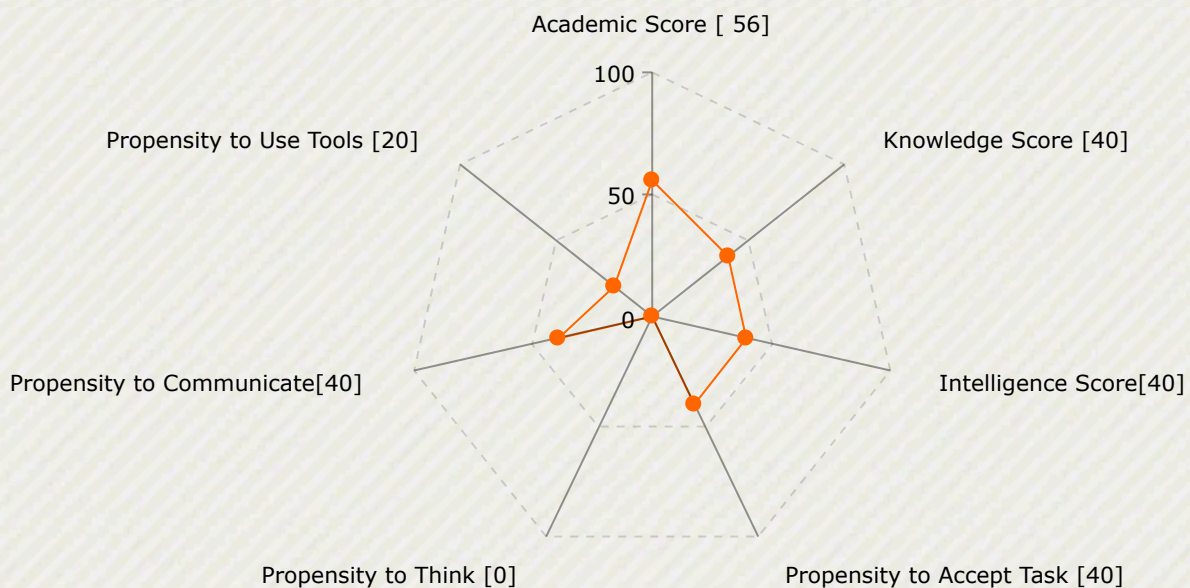
Profile Mapping Report

Personal Details :

College Name	: Rishi Bankim Chandra College		**Session: 2022-23**
Name	: SOMNATH NATH		
Sex	: Male	**Caste**	: General
Year / Sem	: 1st Sem	**Reg. No**	: 1342211400543
Stream	: Arts	**State**	: WEST BENGA
Family Empowerment	: 51 (<40 => Poor , >=40 to <70 => Average , >70 => Good)		
Performance Level	: Slow Learner		

Profile Map :

Academic Score [56]

100

Propensity to Use Tools [20]

Knowledge Score [40]

50

0

Propensity to Communicate[40]

Intelligence Score[40]

Propensity to Think [0]

Propensity to Accept Task [40]

gQ and mQ comparison :

60

40

20

0

gQ [48]

mQ [28]

Your gQ and mQ in comparison to your Peer Group:

Metric	Value
Academic Score	56
Group Academic Score	59
Knowledge Score	40
Group Knowledge Score	50
Intelligence Score	40
Group Intelligence Score	50
Propensity to Accept Task	40
Group Propensity to Accept Task	50
Propensity to Think	0
Group Propensity to Think	26
Propensity to Communicate	40
Group Propensity to Communicate	20
Propensity to Use Tools	20
Group Propensity to Use Tools	25

You   **Your Peer Group**

How to Appreciate the Profile Map

First look into your

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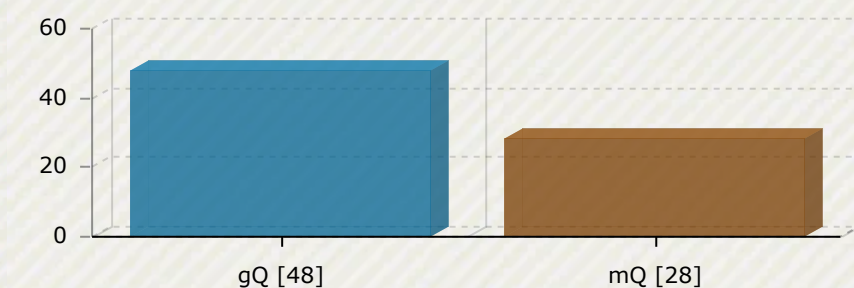
Profile Mapping Report

Personal Details :

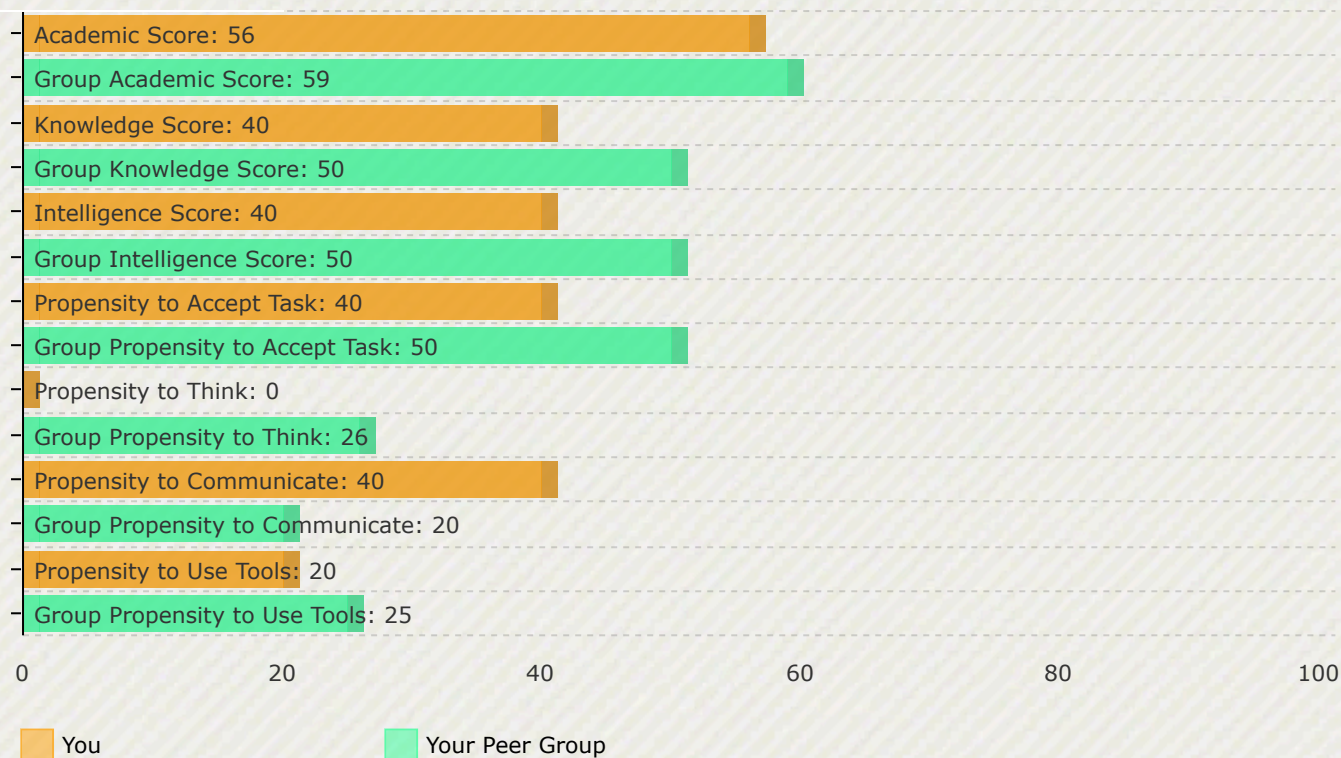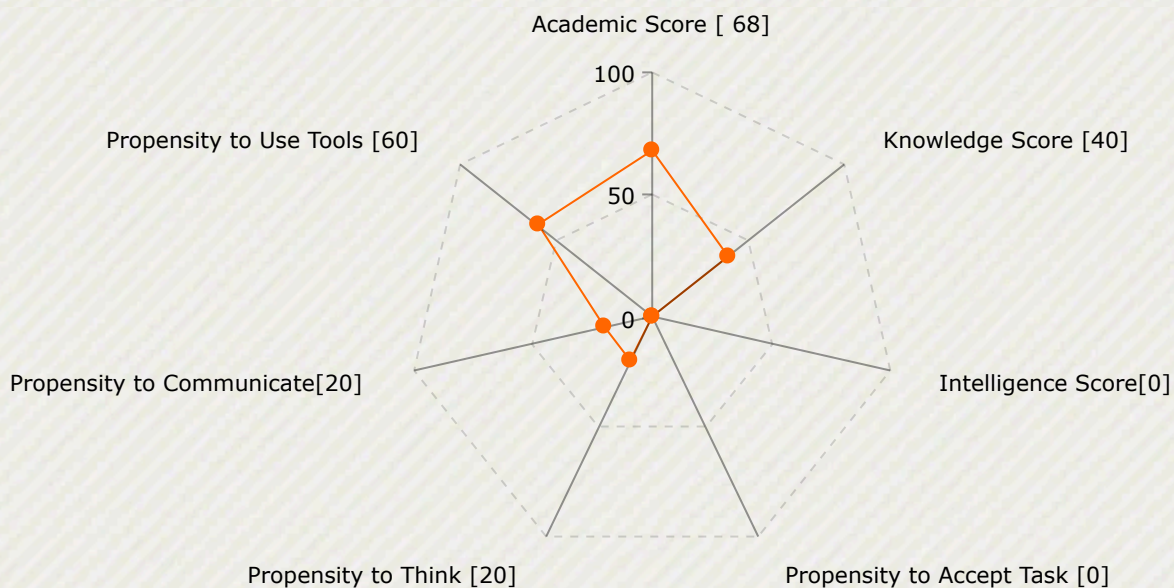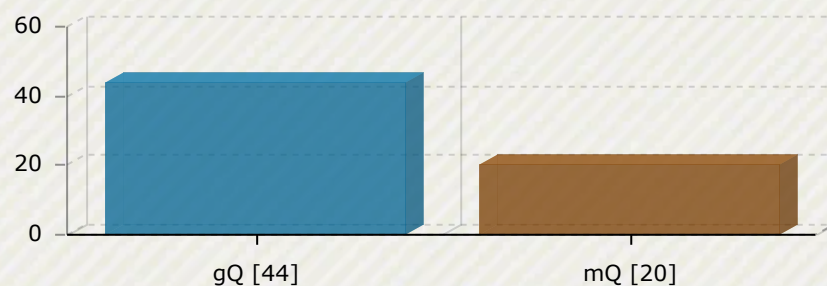|			
College Name	: Rishi Bankim Chandra College		**Session: 2022-23**
Name	: KUSUM CHOWDHARY		
Sex	: Female	**Caste**	: OBC-A
Year / Sem	: 1st Sem	**Reg. No**	: 1342221100316
Stream	: Arts	**State**	: WEST BENGA
Family Empowerment	: 38 (<40 => Poor , >=40 to <70 => Average , >70 => Good)		
Performance Level	: Slow Learner		

Profile Map :

Academic Score [68]

100

Propensity to Use Tools [60]

Knowledge Score [40]

50

0

Propensity to Communicate[20]

Intelligence Score[0]

Propensity to Think [20]

Propensity to Accept Task [0]

gQ and mQ comparison :

60

40

20

0

gQ [44]   mQ [20]

Your gQ and mQ in comparison to your Peer Group:

Academic Score: 68
Group Academic Score: 61
Knowledge Score: 40
Group Knowledge Score: 48
Intelligence Score: 0
Group Intelligence Score: 40
Propensity to Accept Task: 0
Group Propensity to Accept Task: 40
Propensity to Think: 20
Group Propensity to Think: 24
Propensity to Communicate: 20
Group Propensity to Communicate: 20
Propensity to Use Tools: 60
Group Propensity to Use Tools: 32

0   20   40   60   80   100

☐ You   ☐ Your Peer Group

How to Appreciate the Profile Map

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If these four propensities are high your "empowerment quotient" will be satisfactory.

Profile Mapping Report

Personal Details :

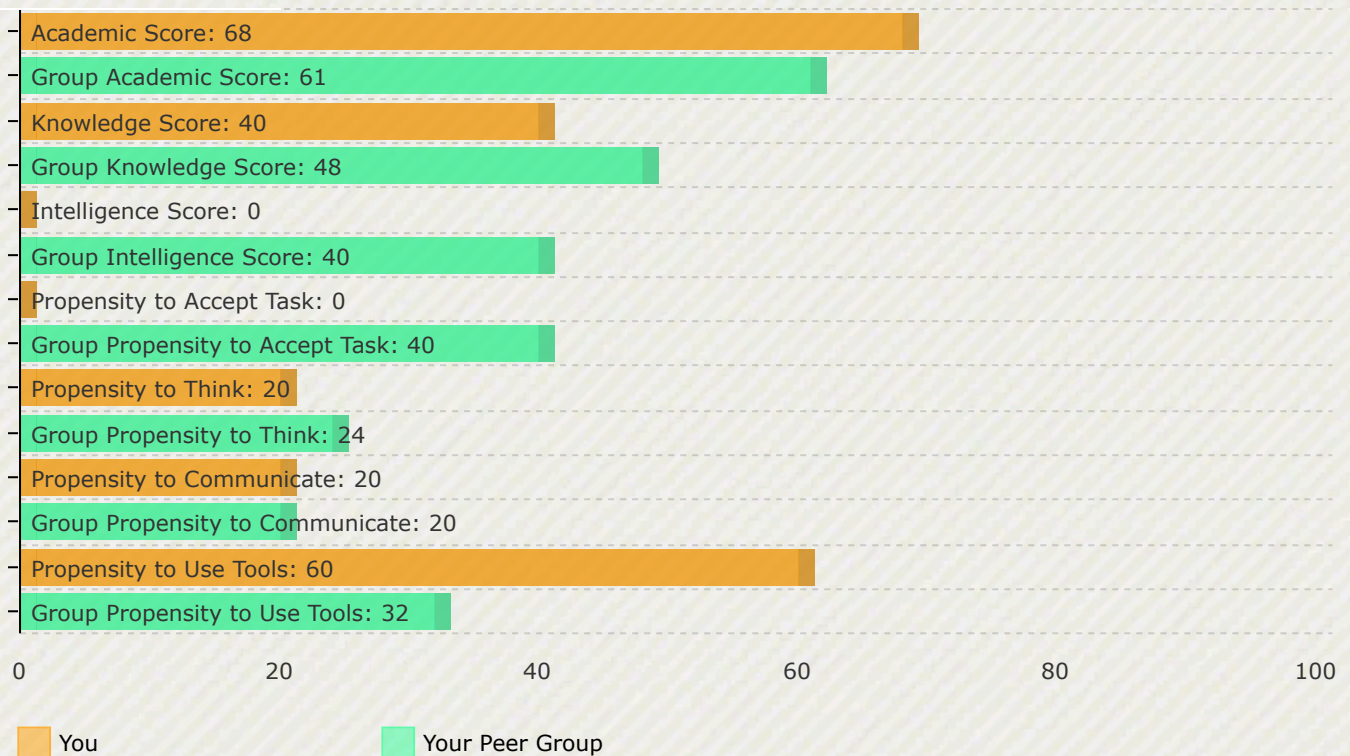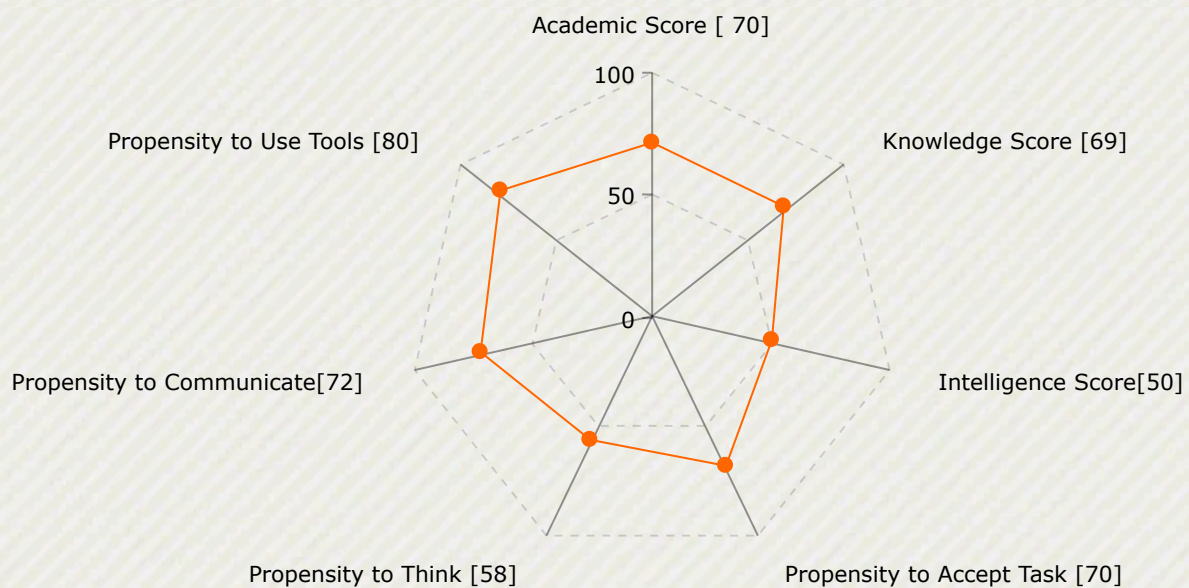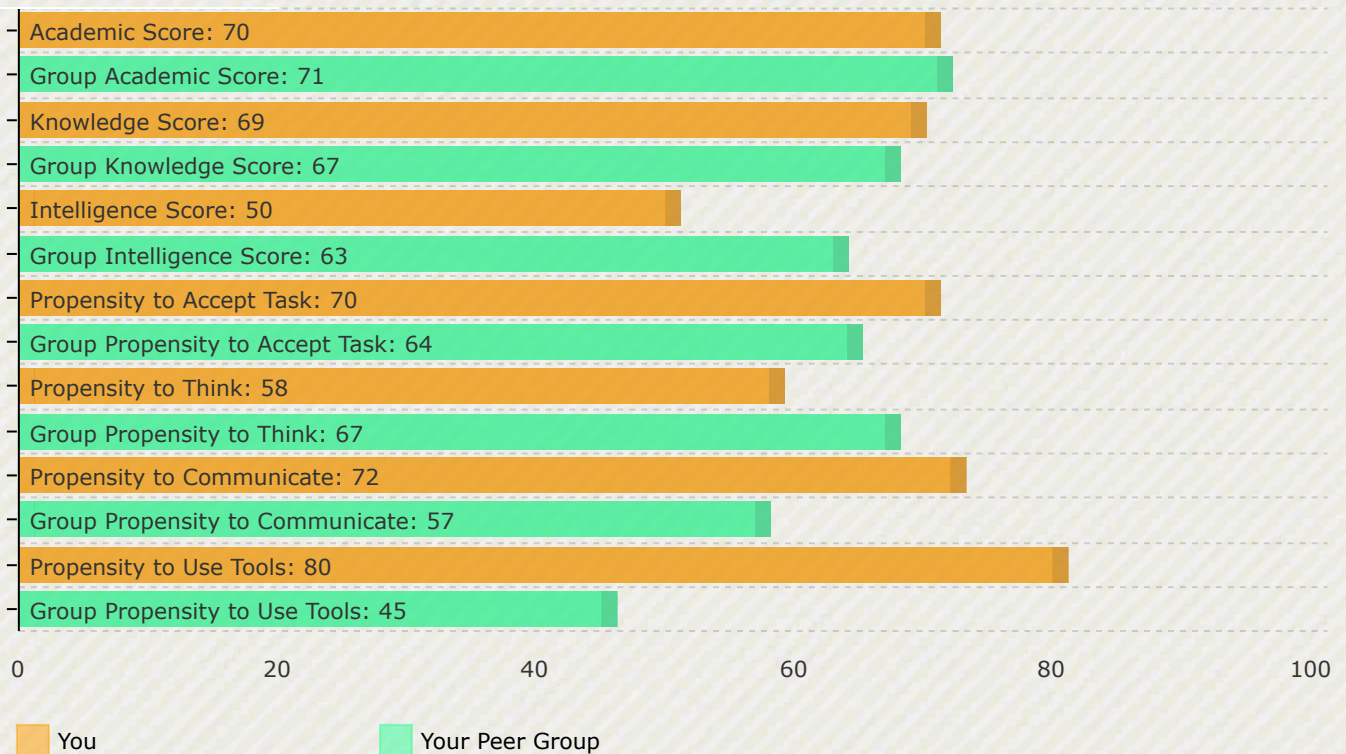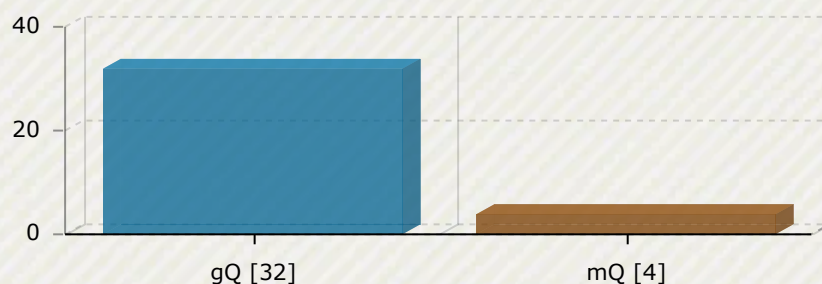|			
College Name	: Rishi Bankim Chandra College		**Session: 2022-23**
Name	: ANNWESHA DUTTA		
Sex	: Female	**Caste**	: General
Year / Sem	: 1st Sem	**Reg. No**	: 1342221600226
Stream	: Arts	**State**	: west bengal
Family Empowerment	: 64 (<40 => Poor, >=40 to <70 => Average, >70 => Good)		
Performance Level	: Slow Learner		

Profile Map :

Academic Score [70]
100
50
0
Knowledge Score [69]
Propensity to Use Tools [80]
Intelligence Score[50]
Propensity to Communicate[72]
Propensity to Accept Task [70]
Propensity to Think [58]

gQ and mQ comparison :

40
20
0
gQ [32]   mQ [4]

Your gQ and mQ in comparison to your Peer Group:

Academic Score: 70
Group Academic Score: 71
Knowledge Score: 69
Group Knowledge Score: 67
Intelligence Score: 50
Group Intelligence Score: 63
Propensity to Accept Task: 70
Group Propensity to Accept Task: 64
Propensity to Think: 58
Group Propensity to Think: 67
Propensity to Communicate: 72
Group Propensity to Communicate: 57
Propensity to Use Tools: 80
Group Propensity to Use Tools: 45

| 0 | 20 | 40 | 60 | 80 | 100 |

■ You   ■ Your Peer Group

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First look into your

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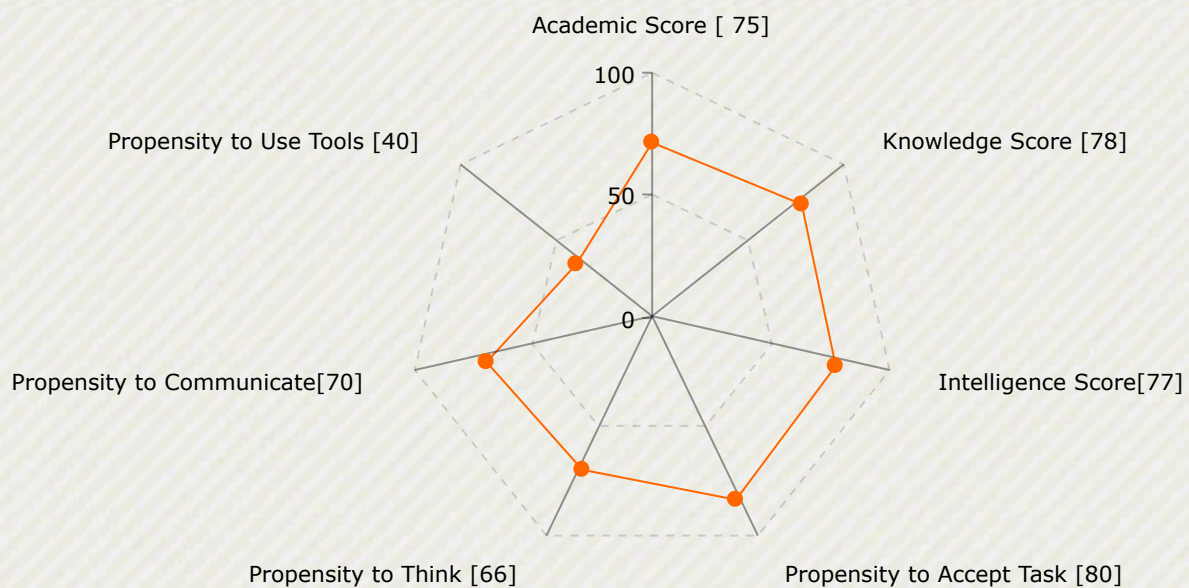
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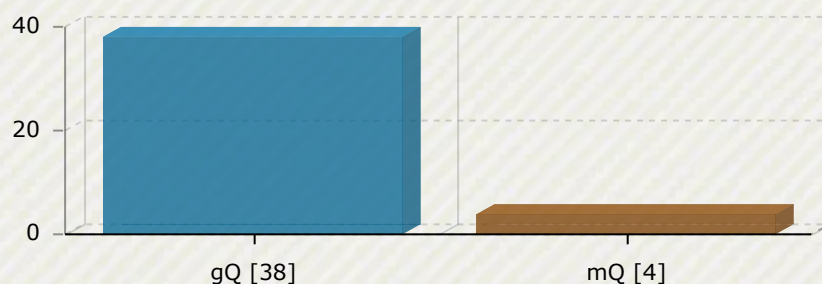
Profile Mapping Report

Personal Details :

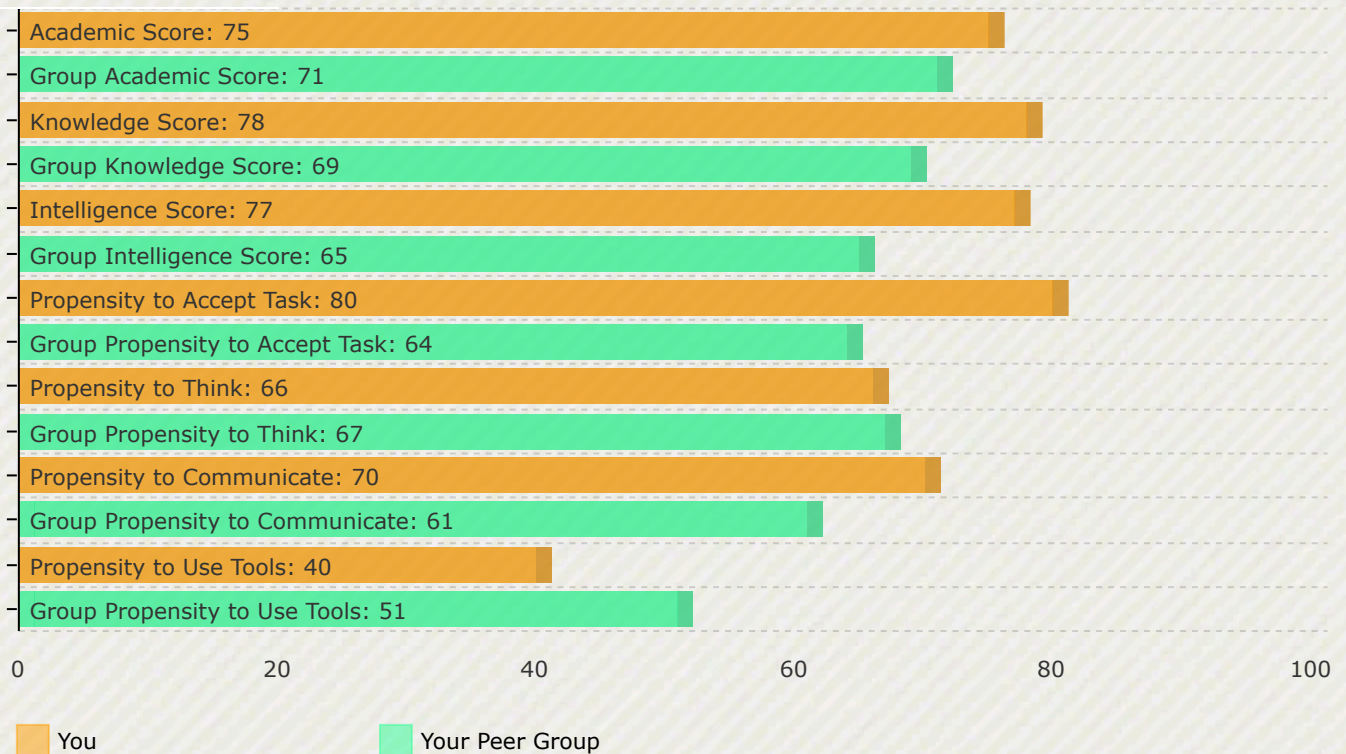|		
College Name	: Rishi Bankim Chandra College	**Session: 2022-23**
Name	: ANINDITA ROY	
Sex	: Female	**Caste** : General
Year / Sem	: 1st Sem	**Reg. No** : 1342221400185
Stream	: Science	**State** : west bengal
Family Empowerment	: 73 (<40 => Poor, >=40 to <70 => Average, >70 => Good)	
Performance Level	: Slow Learner	

Profile Map :

Academic Score [75]

Knowledge Score [78]

Propensity to Use Tools [40]

Intelligence Score[77]

Propensity to Communicate[70]

Propensity to Accept Task [80]

Propensity to Think [66]

gQ and mQ comparison :

gQ [38]   mQ [4]

Your gQ and mQ in comparison to your Peer Group:

Academic Score: 75
Group Academic Score: 71
Knowledge Score: 78
Group Knowledge Score: 69
Intelligence Score: 77
Group Intelligence Score: 65
Propensity to Accept Task: 80
Group Propensity to Accept Task: 64
Propensity to Think: 66
Group Propensity to Think: 67
Propensity to Communicate: 70
Group Propensity to Communicate: 61
Propensity to Use Tools: 40
Group Propensity to Use Tools: 51

0   20   40   60   80   100

■ You   ■ Your Peer Group

How to Appreciate the Profile Map

First look into your

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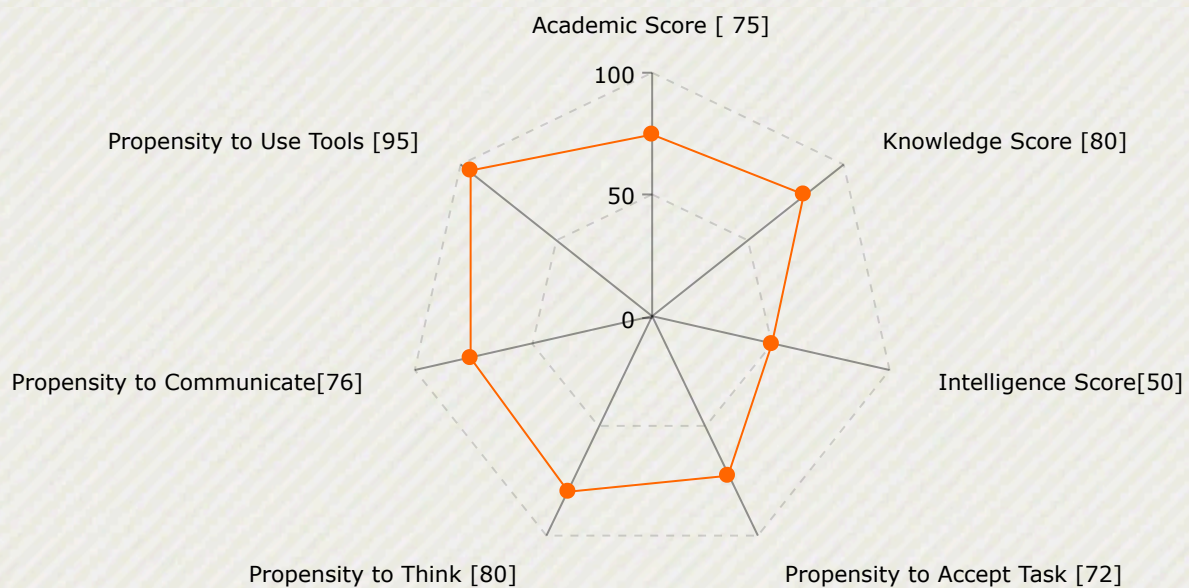
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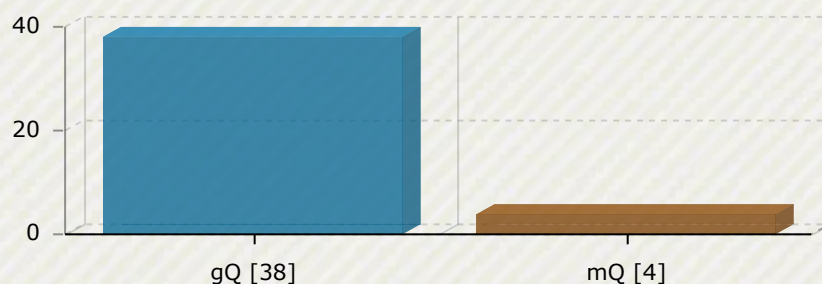
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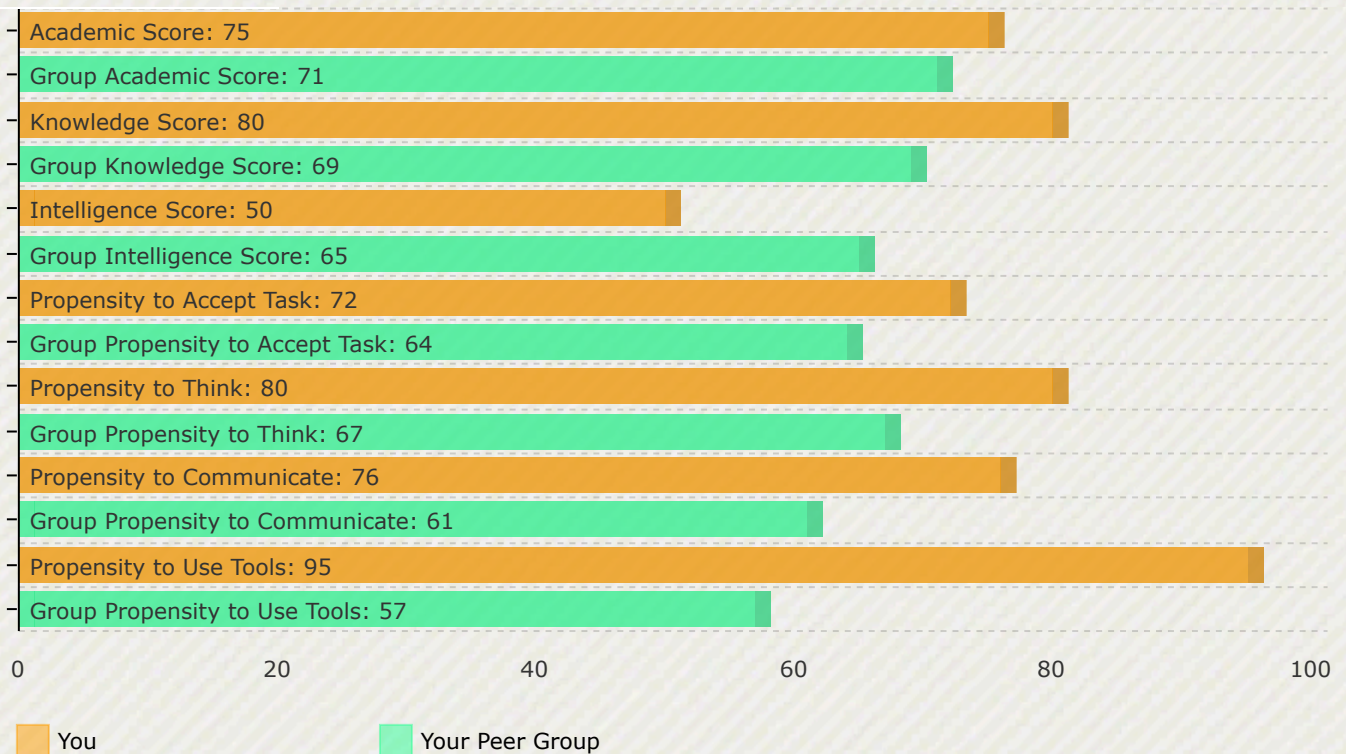|		
College Name	: Rishi Bankim Chandra College	**Session: 2022-23**
Name	: RAKTIMA SEN	
Sex	: Male	**Caste** : General
Year / Sem	: 1st Sem	**Reg. No** : 1342221400167
Stream	: Science	**State** : west bengal
Family Empowerment	: 63 (<40 => Poor, >=40 to <70 => Average, >70 => Good)	
Performance Level	: Slow Learner	

Profile Map :

Academic Score [75]

Knowledge Score [80]

Intelligence Score[50]

Propensity to Accept Task [72]

Propensity to Think [80]

Propensity to Communicate[76]

Propensity to Use Tools [95]

100
50
0

gQ and mQ comparison :

40
20
0

gQ [38]   mQ [4]

Your gQ and mQ in comparison to your Peer Group:

Academic Score: 75
Group Academic Score: 71
Knowledge Score: 80
Group Knowledge Score: 69
Intelligence Score: 50
Group Intelligence Score: 65
Propensity to Accept Task: 72
Group Propensity to Accept Task: 64
Propensity to Think: 80
Group Propensity to Think: 67
Propensity to Communicate: 76
Group Propensity to Communicate: 61
Propensity to Use Tools: 95
Group Propensity to Use Tools: 57

■ You   ■ Your Peer Group

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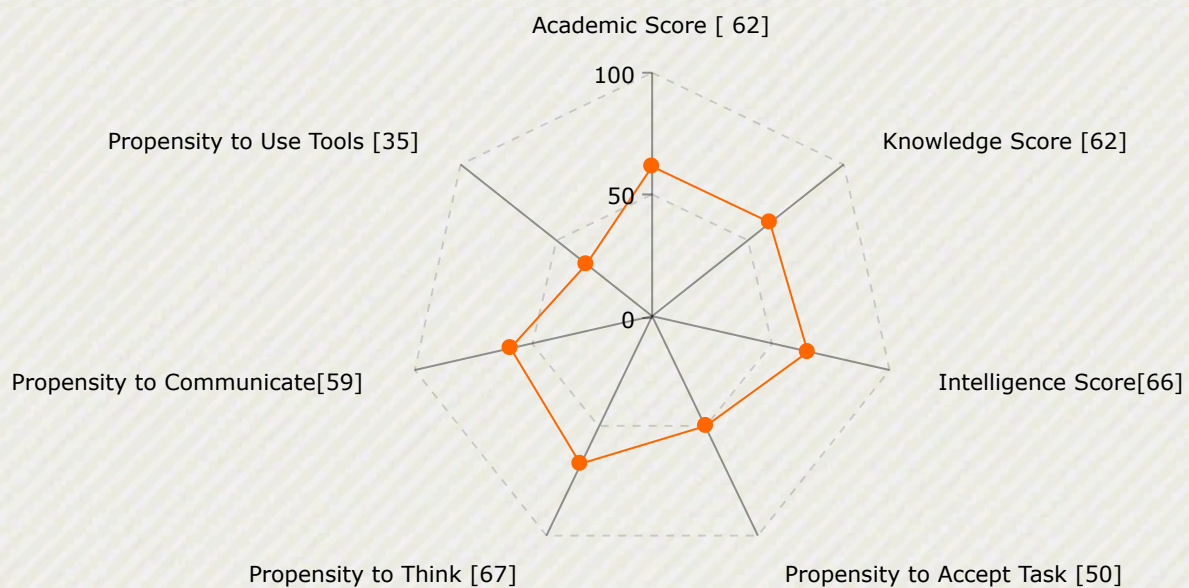
If these four propensities are high your "empowerment quotient" will be satisfactory.
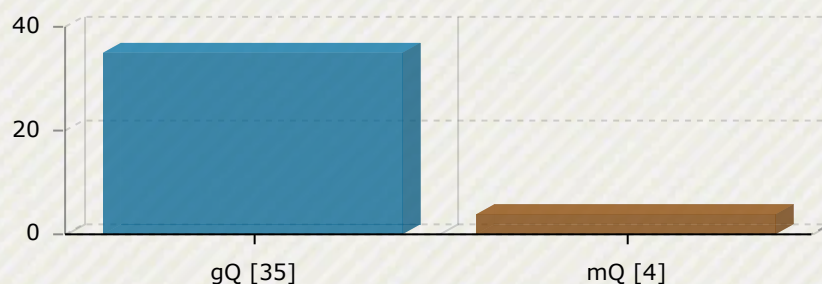
Profile Mapping Report

Personal Details :

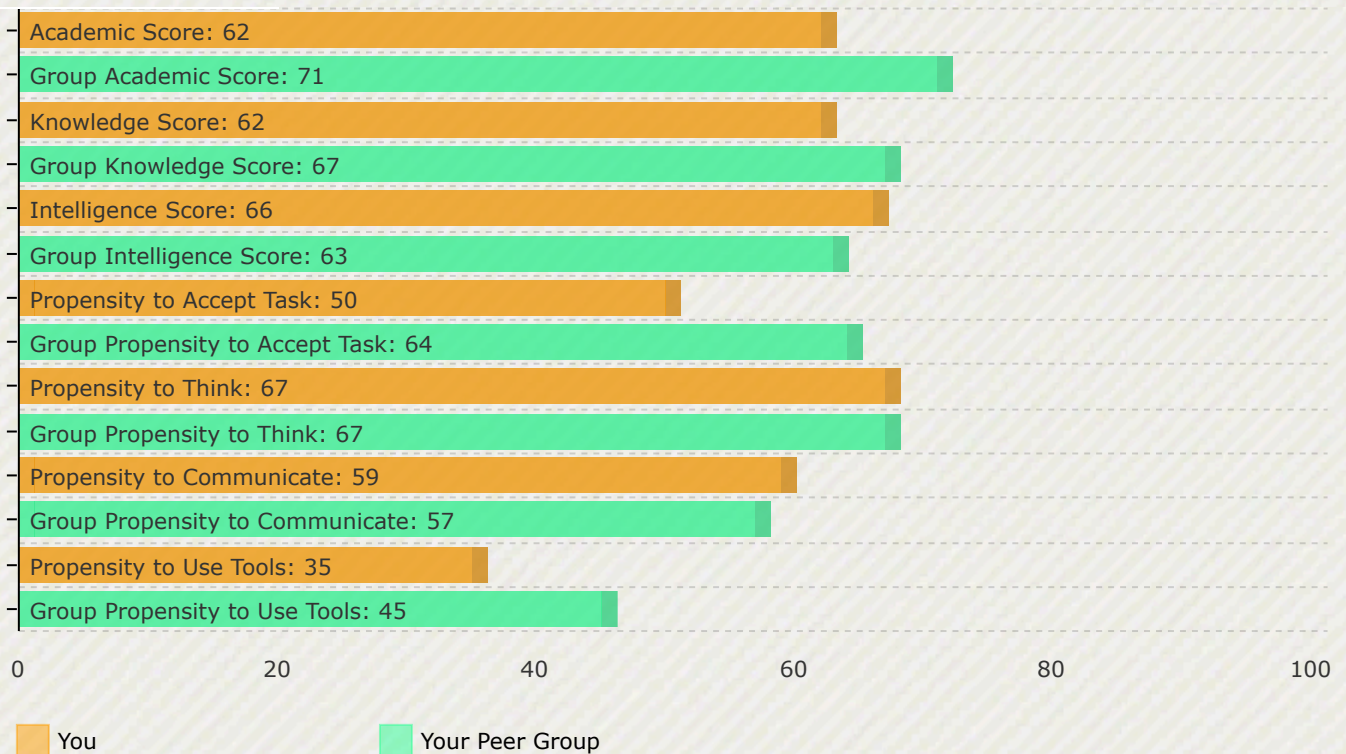|		
College Name	: Rishi Bankim Chandra College	**Session: 2022-23**
Name	: PURNIMA DAS	
Sex	: Female	**Caste** : General
Year / Sem	: 1st Sem	**Reg. No** : 1342221400034
Stream	: Arts	**State** : West Bengal
Family Empowerment	: 61 (<40 => Poor, >=40 to <70 => Average, >70 => Good)	
Performance Level	: Slow Learner	

Profile Map :

Academic Score [62]
Knowledge Score [62]
Intelligence Score[66]
Propensity to Accept Task [50]
Propensity to Think [67]
Propensity to Communicate[59]
Propensity to Use Tools [35]

gQ and mQ comparison :

gQ [35]   mQ [4]

Your gQ and mQ in comparison to your Peer Group:

Academic Score: 62
Group Academic Score: 71
Knowledge Score: 62
Group Knowledge Score: 67
Intelligence Score: 66
Group Intelligence Score: 63
Propensity to Accept Task: 50
Group Propensity to Accept Task: 64
Propensity to Think: 67
Group Propensity to Think: 67
Propensity to Communicate: 59
Group Propensity to Communicate: 57
Propensity to Use Tools: 35
Group Propensity to Use Tools: 45

0   20   40   60   80   100

■ You   ■ Your Peer Group

How to Appreciate the Profile Map

First look into your

- **Academic Score** – reflects how good you are in your studies
- **Knowledge Score** – reflects how much you know
- **Intelligence Score** – reflects how good you are in solving problems

If these three scores are high your "general quotient" will be satisfactory

Then try to identify your propensities
- Propensity to Accept Tasks – tendency to believe on your own abilities which allows you to accept any task given to you
- Propensity to Think – tendency of applying your mind to any given task and seek solutions to such tasks
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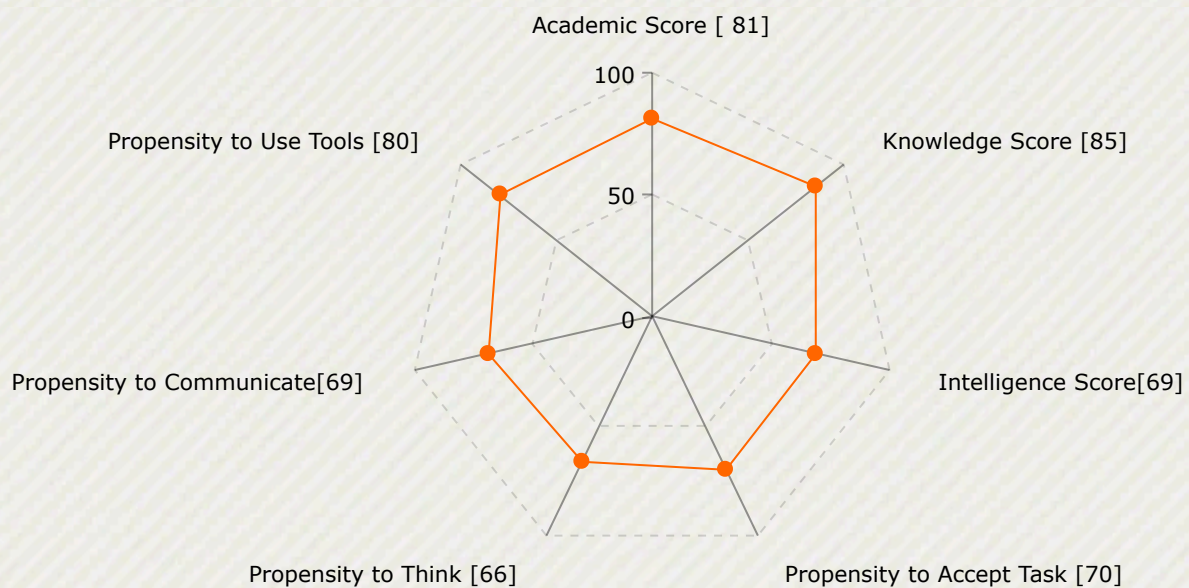
If these four propensities are high your "empowerment quotient" will be satisfactory.
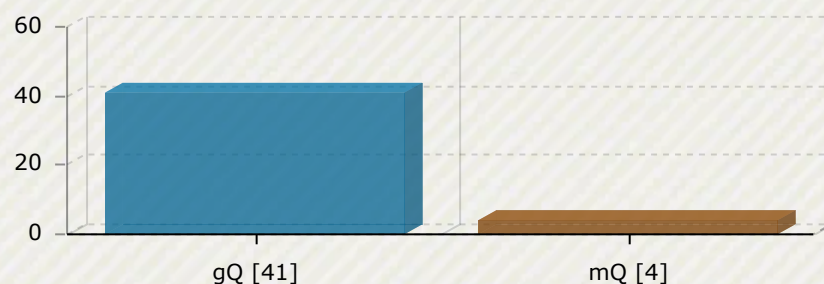
Profile Mapping Report

Personal Details :

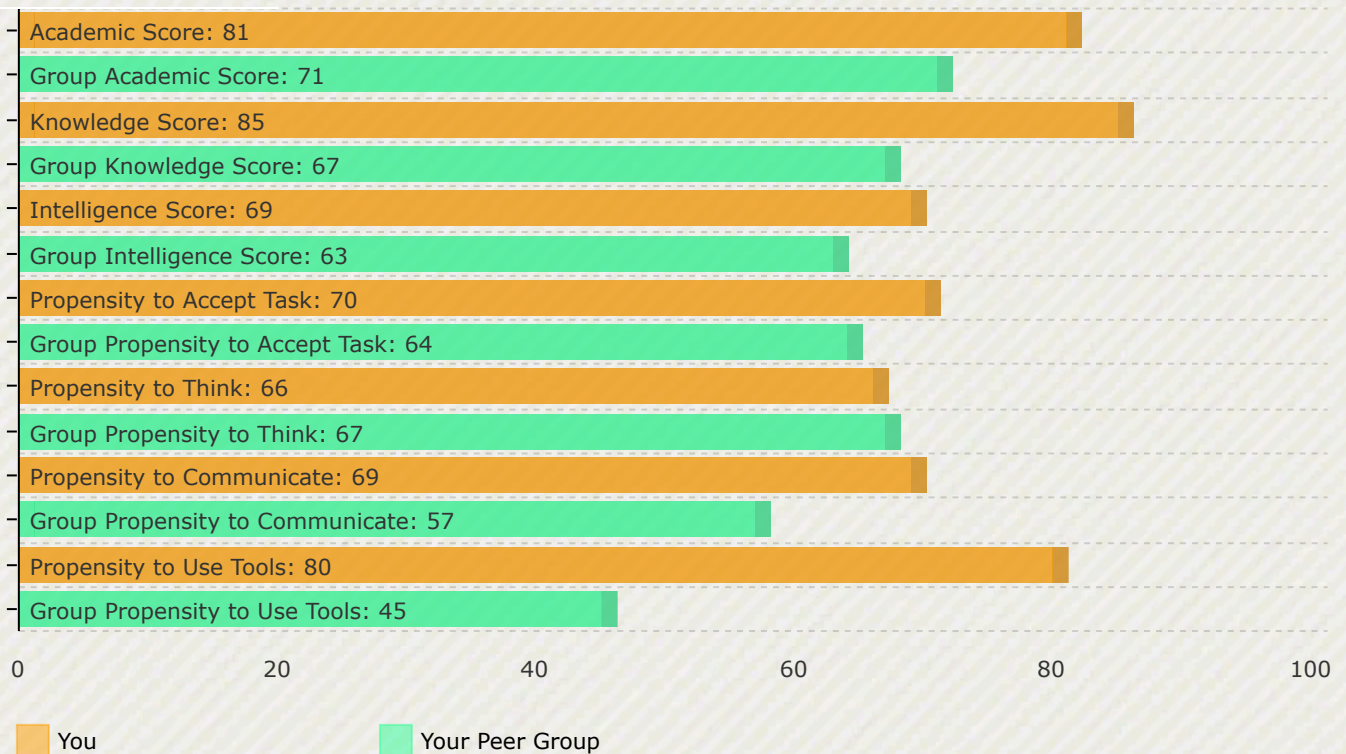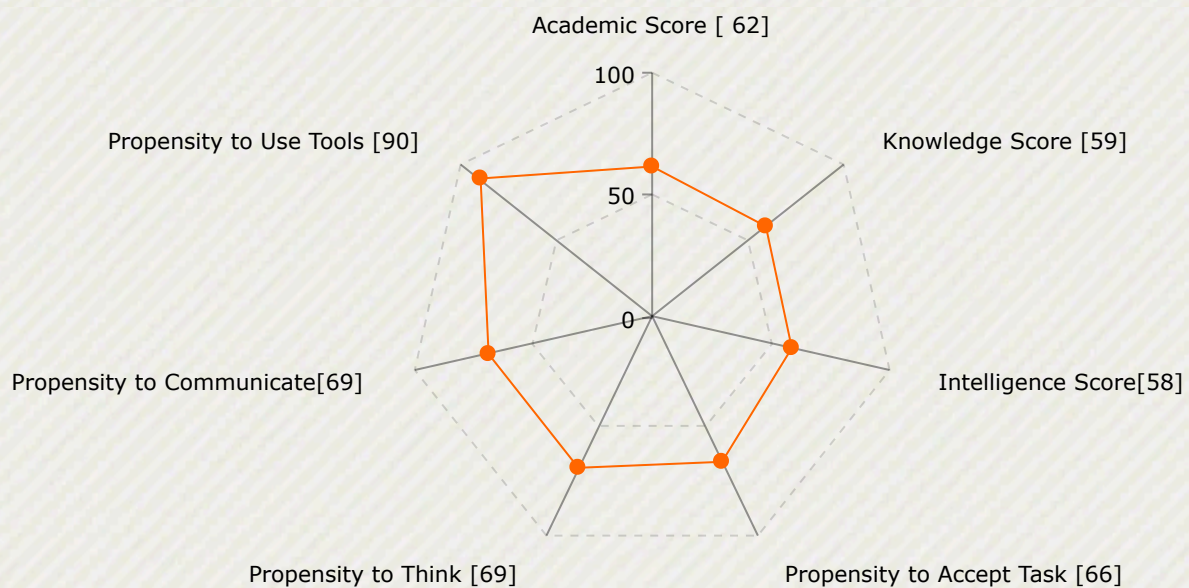|		
College Name	: Rishi Bankim Chandra College	**Session: 2022-23**
Name	: RAKHI SADHUKHAN	
Sex	: Female	**Caste** : SC
Year / Sem	: 1st Sem	**Reg. No** : 1342221400024
Stream	: Arts	**State** : west bengal
Family Empowerment	: 73 (<40 => Poor, >=40 to <70 => Average, >70 => Good)	
Performance Level	: Slow Learner	

Profile Map :

Academic Score [81]

Knowledge Score [85]

Intelligence Score[69]

Propensity to Accept Task [70]

Propensity to Think [66]

Propensity to Communicate[69]

Propensity to Use Tools [80]

gQ and mQ comparison :

gQ [41]

mQ [4]

Your gQ and mQ in comparison to your Peer Group:

	Score
Academic Score: 81	
Group Academic Score: 71	
Knowledge Score: 85	
Group Knowledge Score: 67	
Intelligence Score: 69	
Group Intelligence Score: 63	
Propensity to Accept Task: 70	
Group Propensity to Accept Task: 64	
Propensity to Think: 66	
Group Propensity to Think: 67	
Propensity to Communicate: 69	
Group Propensity to Communicate: 57	
Propensity to Use Tools: 80	
Group Propensity to Use Tools: 45	

■ You   ■ Your Peer Group

How to Appreciate the Profile Map

First look into your

- **Academic Score** – reflects how good you are in your studies
- **Knowledge Score** – reflects how much you know
- **Intelligence Score** – reflects how good you are in solving problems

If these three scores are high your "general quotient" will be satisfactory

Then try to identify your propensities

- Propensity to Accept Tasks – tendency to believe on your own abilities which allows you to accept any task given to you
- Propensity to Think – tendency of applying your mind to any given task and seek solutions to such tasks
- Propensity to Communicate – tendency to receive other people's thought and also sending your thoughts to other people, in different situations and through diverse media
- Propensity to Use Tools – tendency to make use of tools towards fulfilling your functional requirements and be a task enabler

If these four propensities are high your "empowerment quotient" will be satisfactory.
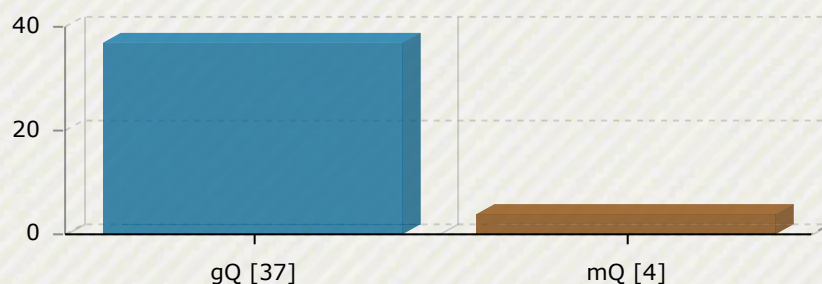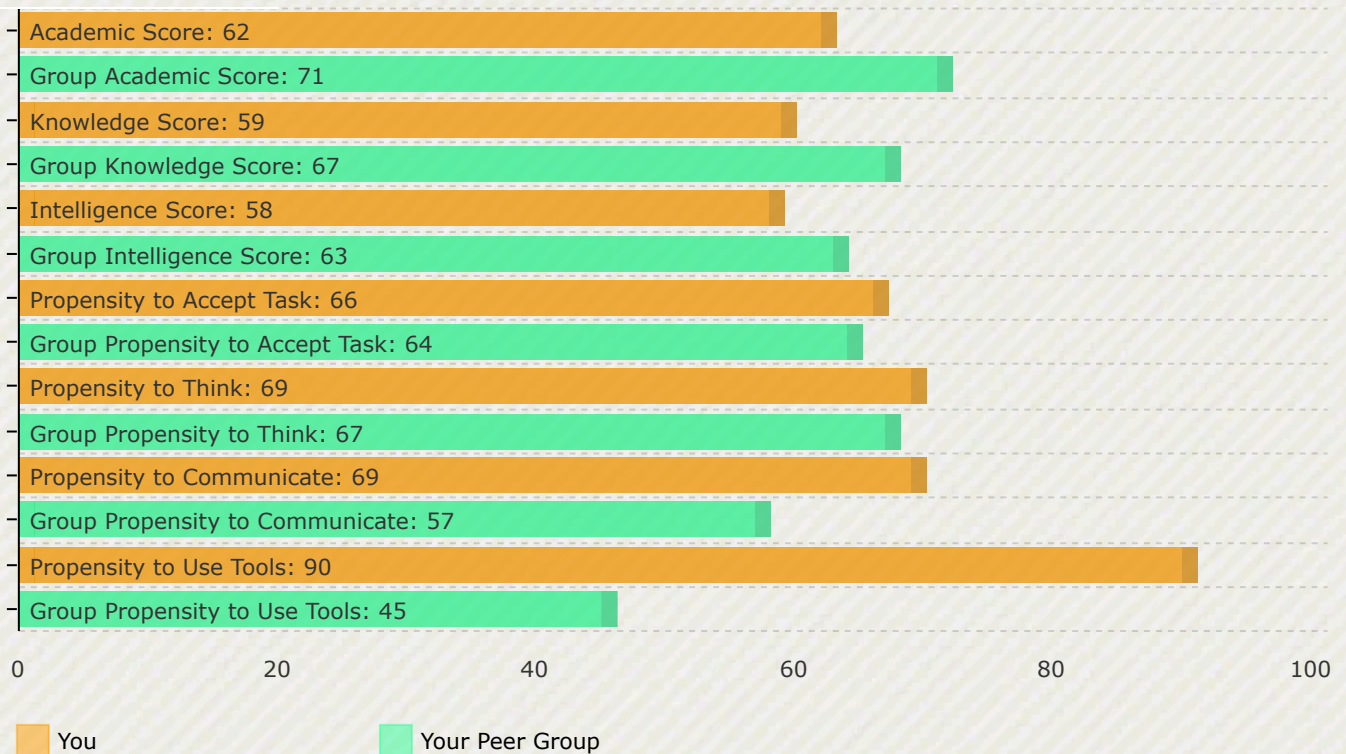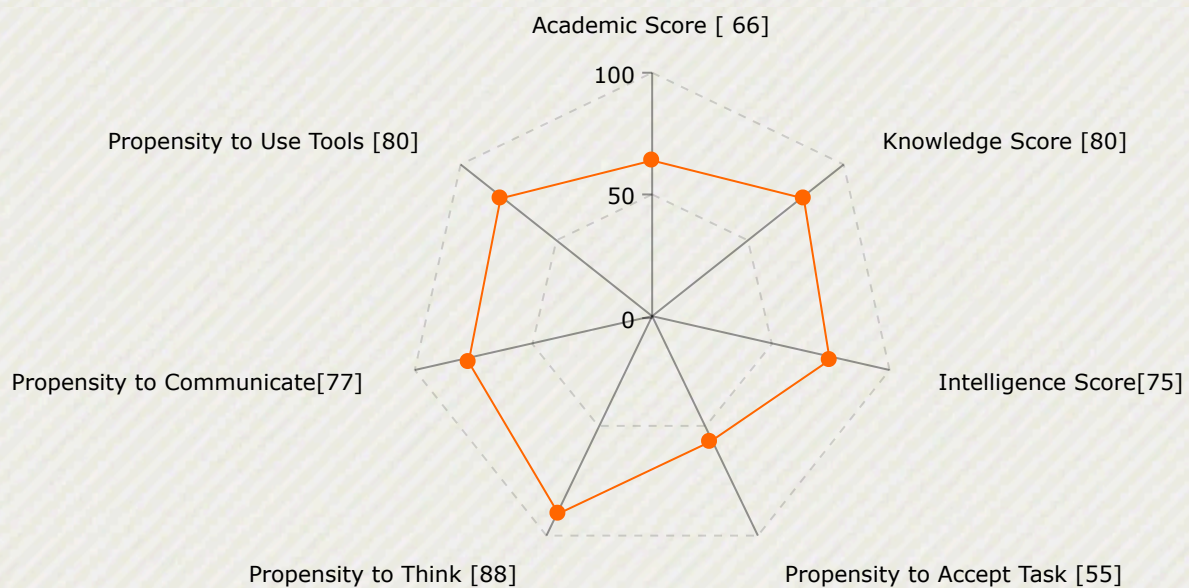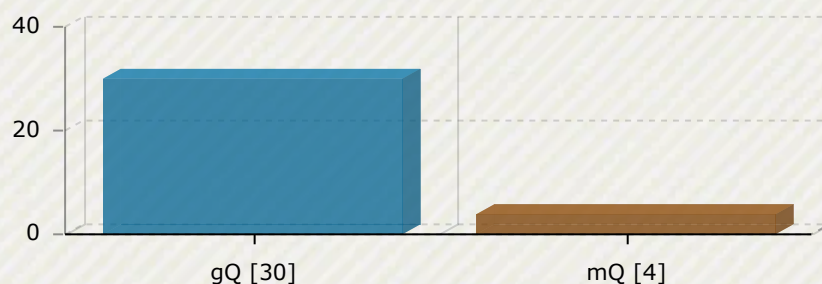
Profile Mapping Report

Personal Details :

College Name	: Rishi Bankim Chandra College	**Session: 2022-23**
Name	: DIYA HAZARI	
Sex	: Female	**Caste** : General
Year / Sem	: 1st Sem	**Reg. No** : 1342221100033
Stream	: Arts	**State** : west bengal
Family Empowerment	: 64 (<40 => Poor, >=40 to <70 => Average, >70 => Good)	
Performance Level	: Slow Learner	

Profile Map :

Academic Score [62]
100
50
0
Knowledge Score [59]
Propensity to Use Tools [90]
Intelligence Score[58]
Propensity to Communicate[69]
Propensity to Accept Task [66]
Propensity to Think [69]

gQ and mQ comparison :

40

20

0

gQ [37]   mQ [4]

Your gQ and mQ in comparison to your Peer Group:

Academic Score: 62
Group Academic Score: 71
Knowledge Score: 59
Group Knowledge Score: 67
Intelligence Score: 58
Group Intelligence Score: 63
Propensity to Accept Task: 66
Group Propensity to Accept Task: 64
Propensity to Think: 69
Group Propensity to Think: 67
Propensity to Communicate: 69
Group Propensity to Communicate: 57
Propensity to Use Tools: 90
Group Propensity to Use Tools: 45

0   20   40   60   80   100

■ You   ■ Your Peer Group

How to Appreciate the Profile Map

First look into your

- **Academic Score** – reflects how good you are in your studies
- **Knowledge Score** – reflects how much you know
- **Intelligence Score** – reflects how good you are in solving problems

If these three scores are high your "general quotient" will be satisfactory

Then try to identify your propensities
- Propensity to Accept Tasks – tendency to believe on your own abilities which allows you to accept any task given to you
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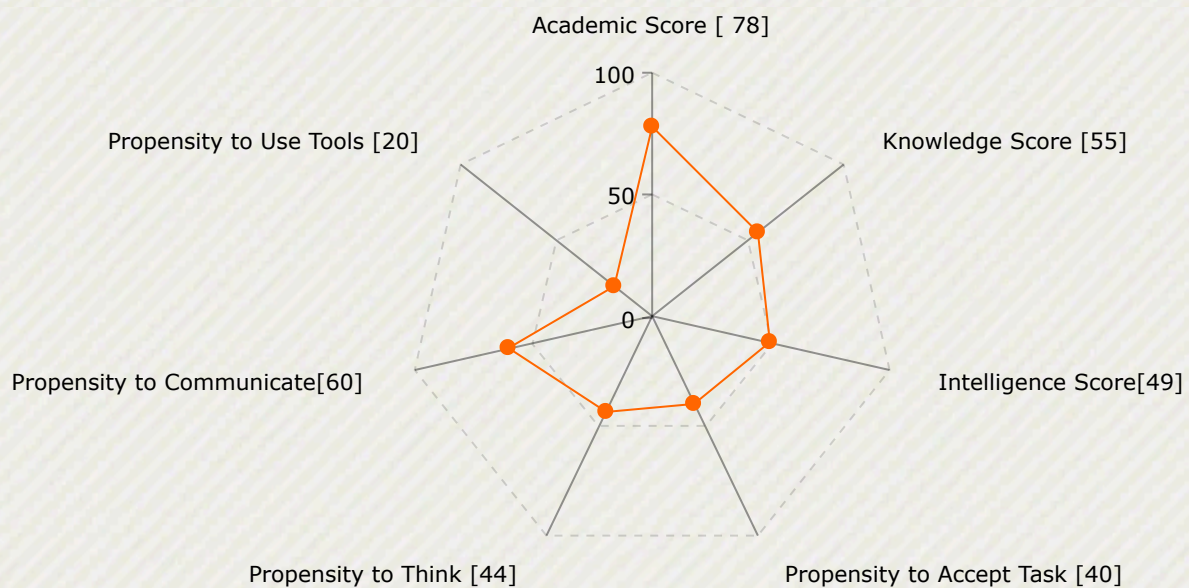
If these four propensities are high your "empowerment quotient" will be satisfactory.
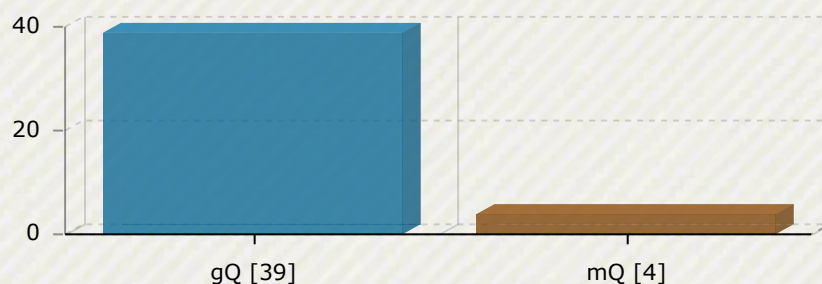
Profile Mapping Report

Personal Details :

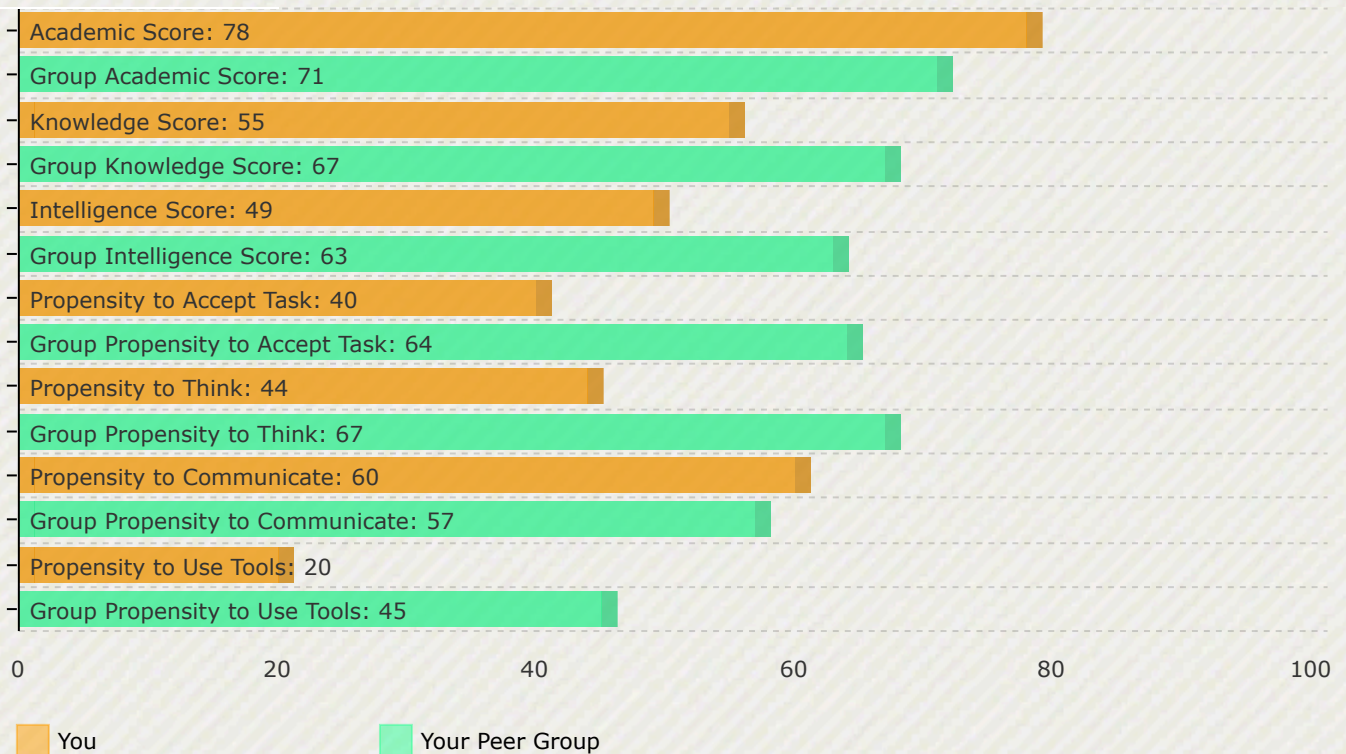|			
College Name	: Rishi Bankim Chandra College		**Session: 2022-23**
Name	: FAZAIL REHAN		
Sex	: Male	**Caste**	: General
Year / Sem	: 1st Sem	**Reg. No**	: 1342212500007
Stream	: Science	**State**	: west bengal
Family Empowerment	: 54 (<40 => Poor, >=40 to <70 => Average, >70 => Good)		
Performance Level	: Slow Learner		

Profile Map :

Academic Score [66]
Knowledge Score [80]
Intelligence Score[75]
Propensity to Accept Task [55]
Propensity to Think [88]
Propensity to Communicate[77]
Propensity to Use Tools [80]

gQ and mQ comparison :

gQ [30]   mQ [4]

Your gQ and mQ in comparison to your Peer Group:

Academic Score: 66
Group Academic Score: 71
Knowledge Score: 80
Group Knowledge Score: 69
Intelligence Score: 75
Group Intelligence Score: 65
Propensity to Accept Task: 55
Group Propensity to Accept Task: 64
Propensity to Think: 88
Group Propensity to Think: 67
Propensity to Communicate: 77
Group Propensity to Communicate: 61
Propensity to Use Tools: 80
Group Propensity to Use Tools: 51

| 0 | 20 | 40 | 60 | 80 | 100 |

You   Your Peer Group

How to Appreciate the Profile Map

First look into your

- **Academic Score** – reflects how good you are in your studies
- **Knowledge Score** – reflects how much you know
- **Intelligence Score** – reflects how good you are in solving problems

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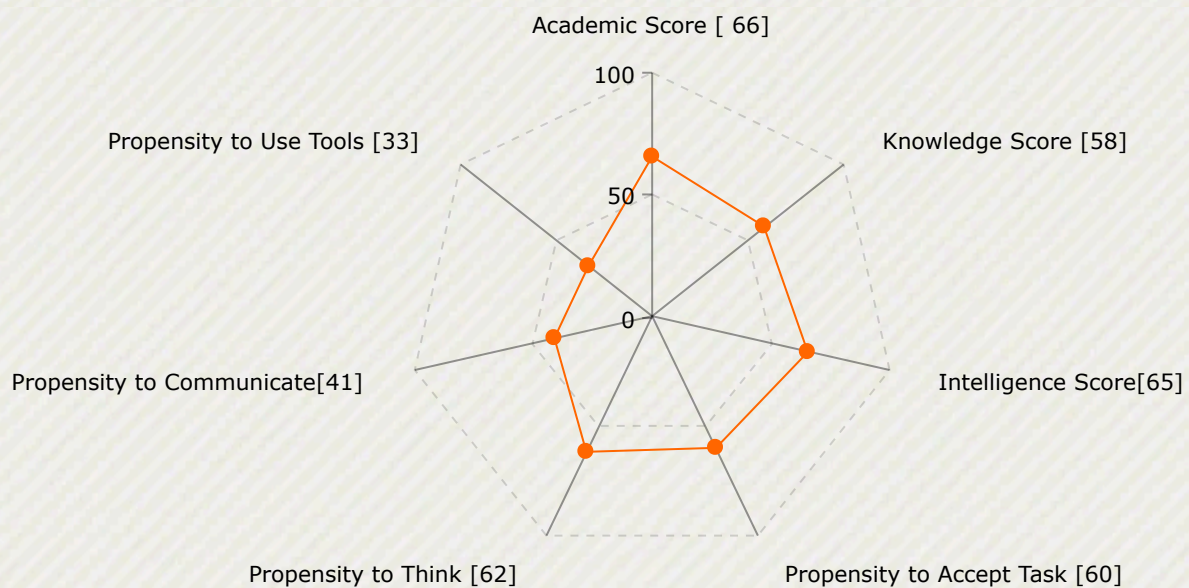
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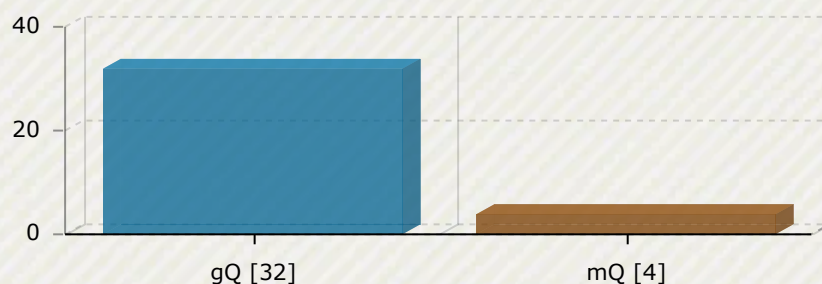
Profile Mapping Report

Personal Details :

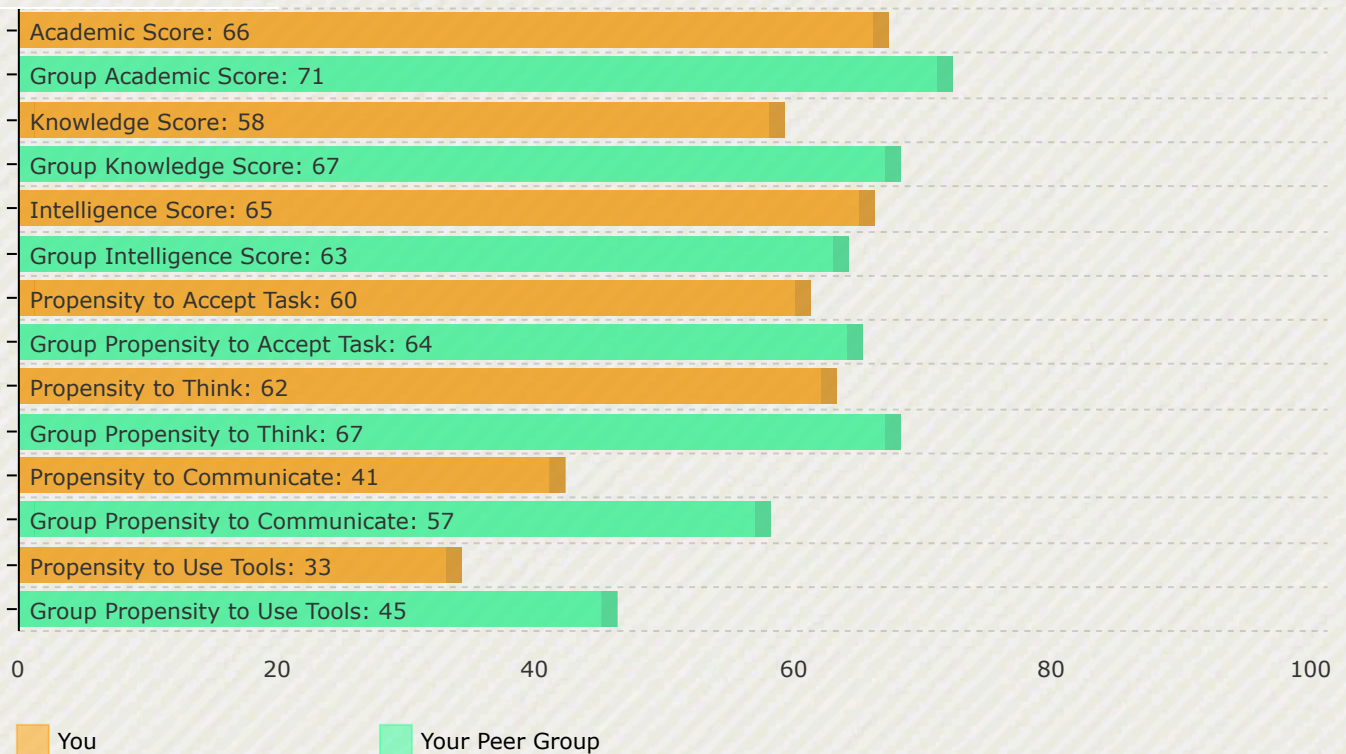|		
College Name	: Rishi Bankim Chandra College	**Session: 2022-23**
Name	: BIJOY DAS	
Sex	: Male	**Caste** : General
Year / Sem	: 1st Sem	**Reg. No** : 1342211400028
Stream	: Arts	**State** : west bengal
Family Empowerment	: 44 (<40 => Poor, >=40 to <70 => Average, >70 => Good)	
Performance Level	: Slow Learner	

Profile Map :

Academic Score [78]
Knowledge Score [55]
Intelligence Score[49]
Propensity to Accept Task [40]
Propensity to Think [44]
Propensity to Communicate[60]
Propensity to Use Tools [20]

gQ and mQ comparison :

gQ [39]   mQ [4]

Your gQ and mQ in comparison to your Peer Group:

Academic Score: 78
Group Academic Score: 71
Knowledge Score: 55
Group Knowledge Score: 67
Intelligence Score: 49
Group Intelligence Score: 63
Propensity to Accept Task: 40
Group Propensity to Accept Task: 64
Propensity to Think: 44
Group Propensity to Think: 67
Propensity to Communicate: 60
Group Propensity to Communicate: 57
Propensity to Use Tools: 20
Group Propensity to Use Tools: 45

0   20   40   60   80   100

■ You   ■ Your Peer Group

How to Appreciate the Profile Map

First look into your

- **Academic Score** – reflects how good you are in your studies
- **Knowledge Score** – reflects how much you know
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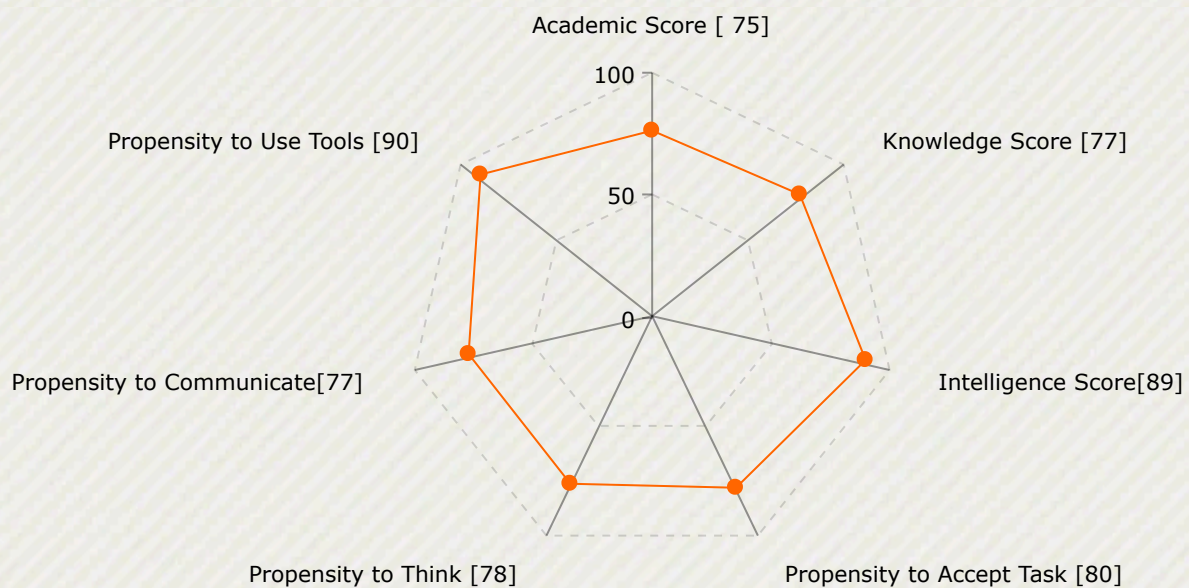
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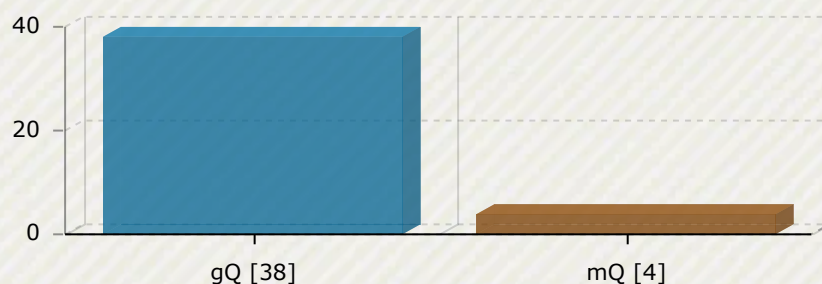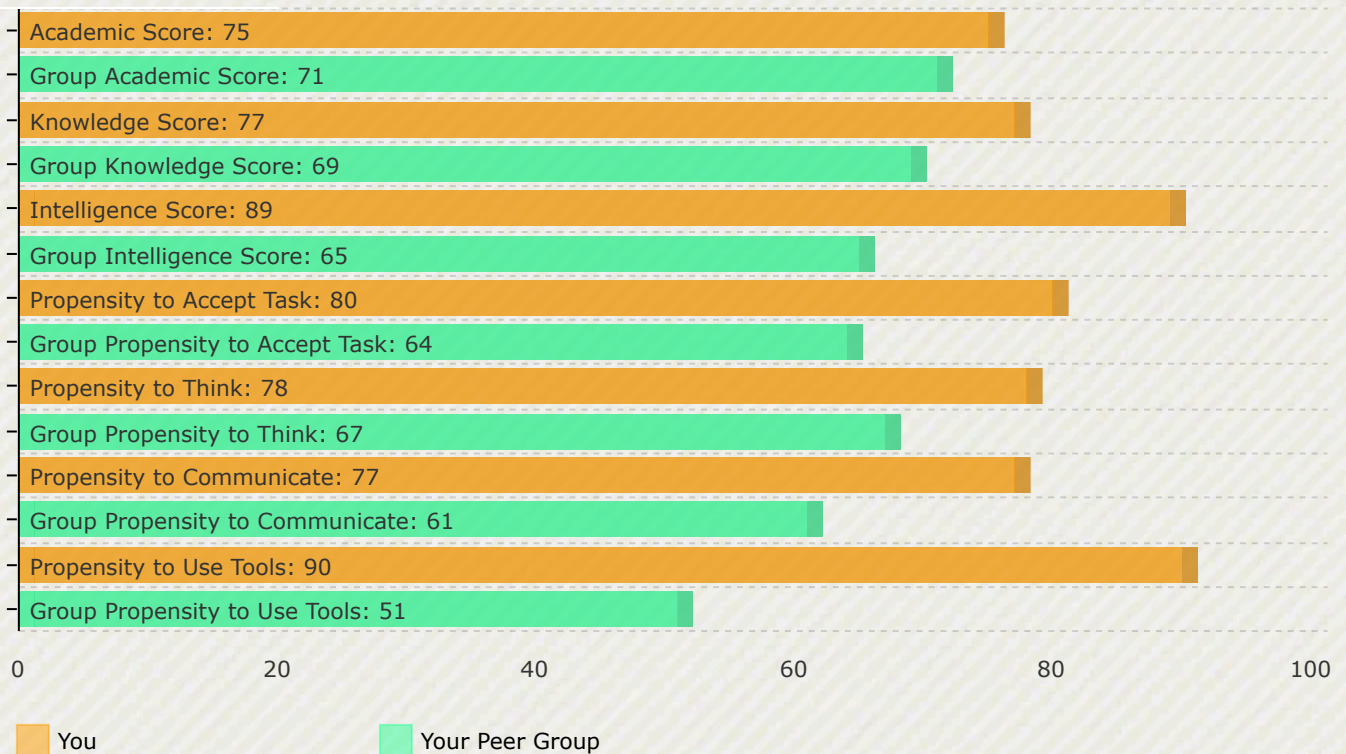
Profile Mapping Report

Personal Details :

Profile Map :

Academic Score [66]

Knowledge Score [58]

Propensity to Use Tools [33]

Intelligence Score[65]

Propensity to Communicate[41]

Propensity to Think [62]

Propensity to Accept Task [60]

100
50
0

gQ and mQ comparison :

40

20

0

gQ [32]

mQ [4]

Your gQ and mQ in comparison to your Peer Group:

Score	Value
Academic Score	66
Group Academic Score	71
Knowledge Score	58
Group Knowledge Score	67
Intelligence Score	65
Group Intelligence Score	63
Propensity to Accept Task	60
Group Propensity to Accept Task	64
Propensity to Think	62
Group Propensity to Think	67
Propensity to Communicate	41
Group Propensity to Communicate	57
Propensity to Use Tools	33
Group Propensity to Use Tools	45

Legend: ☐ You ☐ Your Peer Group

How to Appreciate the Profile Map

First look into your

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- Propensity to Use Tools – tendency to make use of tools towards fulfilling your functional requirements and be a task enabler

If these four propensities are high your "empowerment quotient" will be satisfactory.

Profile Mapping Report

Personal Details :

College Name	: Rishi Bankim Chandra College	**Session: 2022-23**
Name	: SURAJ SHAW	
Sex	: Male	**Caste** : General
Year / Sem	: 1st Sem	**Reg. No** : 1342211400014
Stream	: Science	**State** : west bengal

Family Empowerment : 69 (<40 => Poor, >=40 to <70 => Average, >70 => Good)

Performance Level : Slow Learner

Profile Map :

Academic Score [75]
Knowledge Score [77]
Intelligence Score[89]
Propensity to Accept Task [80]
Propensity to Think [78]
Propensity to Communicate[77]
Propensity to Use Tools [90]

gQ and mQ comparison :

gQ [38]
mQ [4]

Your gQ and mQ in comparison to your Peer Group:

Academic Score: 75
Group Academic Score: 71
Knowledge Score: 77
Group Knowledge Score: 69
Intelligence Score: 89
Group Intelligence Score: 65
Propensity to Accept Task: 80
Group Propensity to Accept Task: 64
Propensity to Think: 78
Group Propensity to Think: 67
Propensity to Communicate: 77
Group Propensity to Communicate: 61
Propensity to Use Tools: 90
Group Propensity to Use Tools: 51

0   20   40   60   80   100

■ You   ■ Your Peer Group

How to Appreciate the Profile Map

First look into your

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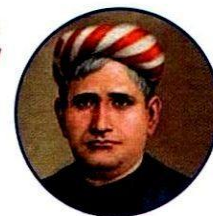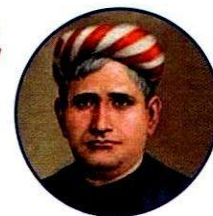
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East Kanthalpara, Naihati, North 24 Parganas, W.B.-743165

website: www.rbccollege.ac.in   email: rbc_wbsu@yahoo.com

Tel. No. : (033) 2581-2099 / 8965

BEST PRACTICE OF THE INSTITUTE

360- Degree Teachers' Performance Appraisal

(1) Title of the Practice – 360 Degree Appraisal of Teachers

Objectives of the Practice - A 360-degree feedback also known as multi rater feedback is a process through which employer evaluates employees performance from as many sources as possible. The College has developed this anonymous employee performance review process known as "360 degree appraisal system" to monitor the scope, strength and weakness of the teachers for qualitative development.

The Context – The process of completing 360 degree feedback provides rater with greater insight and understanding to formulate their own expectation and achieve the ultimate success.

The Practice - 360 degree appraisal has four integral components

- Self-appraisal
- Principal's appraisal
- Students appraisal on teachers
- External Expert's appraisal

Principal
Rishi Bankim Chandra College
Naihati, 24 Parganas (North)

Evidence of Success- The appraisal ultimately led to an overall performance of the teachers. When successfully implemented 360-degree feedback initiates and facilitates a vast positive change among the teachers.

- Work relations improve which leads to increase in productivity among the faculty.
- It enhances efficiency and leads to a highly conducive environment for teaching and research.
- It opens the channels of communication with the learners which ultimately widens the scope of work and allows problems to be addressed and resolved.

Problems Encountered and Resources Required- Initially setting up of the system was a challenge for the institutional Head following through with an action plan created from the feedback was initially difficult and critical for HOI.

Principal
Rishi Bankim Chandra College
Naihati, 24 Parganas (North)

RISHI BANKIM CHANDRA COLLEGE
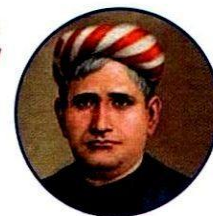
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website: www.rbccollege.ac.in   email: rbc_wbsu@yahoo.com

Tel. No. : (033) 2581-2099 / 8965

Screenshot of 360 Degree Appraisal Login Page

360° Teachers Appraisal System

Rishi Bankim Chandra College

Give your feedback

| Self Appraisal of Teachers | Principal Feedback on Teacher | External Peers Feedback on Teacher | Student's Feedback on Teaching of Teachers |

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Principal
Rishi Bankim Chandra College
Naihati, 24 Parganas (North)

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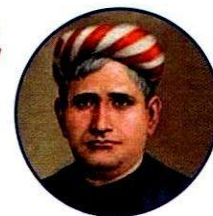
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Tel. No. : (033) 2581-2099 / 8965

Screenshot of Self Appraisal of Teachers Dashboard Page

360° Teachers Appraisal System

Rishi Bankim Chandra College

Sign out

Welcome, KASINATH SANTRA

Publication Details for Last 5 Years

Self Appraisal of Teachers

1. Have clear understanding of my role and responsibilities in the College
   - ○ Strongly Agree
   - ○ Agree
   - ○ Neutral
   - ○ Disagree
   - ○ Strongly Disagree

2. Develop a working environment which is cooperative
   - ○ Strongly Agree
   - ○ Agree
   - ○ Neutral
   - ○ Disagree
   - ○ Strongly Disagree

3. Maintain punctuality and regularity in taking the class
   - ○ Strongly Agree
   - ○ Agree
   - ○ Neutral
   - ○ Disagree
   - ○ Strongly Disagree

4. Complete syllabus of the course in time
   - ○ Strongly Agree
   - ○ Agree
   - ○ Neutral
   - ○ Disagree
   - ○ Strongly Disagree

5. Is approachable to students outside the class
   - ○ Strongly Agree
   - ○ Agree
   - ○ Neutral
   - ○ Disagree
   - ○ Strongly Disagree

6. Teach the subject matter in a structured manner
   - ○ Strongly Agree
   - ○ Agree
   - ○ Neutral
   - ○ Disagree
   - ○ Strongly Disagree

7. Is an effective communicator
   - ○ Strongly Agree
   - ○ Agree
   - ○ Neutral
   - ○ Disagree
   - ○ Strongly Disagree

8. Use teaching aids effectively
   - ○ Strongly Agree
   - ○ Agree
   - ○ Neutral
   - ○ Disagree
   - ○ Strongly Disagree

9. Keen to learn ICT enabled new technology
   - ○ Strongly Agree
   - ○ Agree
   - ○ Neutral
   - ○ Disagree
   - ○ Strongly Disagree

10. Help students in realizing their strengths and developmental needs as a mentor
    - ○ Strongly Agree
    - ○ Agree
    - ○ Neutral
    - ○ Disagree
    - ○ Strongly Disagree

[submit]

Principal
Rishi Bankim Chandra College
Naihati, 24 Parganas (North)

RISHI BANKIM CHANDRA COLLEGE
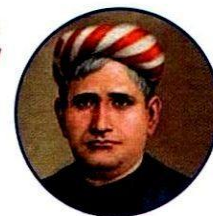
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Tel. No. : (033) 2581-2099 / 8965

Screenshot of Self Appraisal of Teachers Dashboard Page

360° Teachers Appraisal System

Rishi Bankim Chandra College

Sign out

Welcome, KASINATH SANTRA

Publication Details for Last 5 Years

1. Qualification :
2. Date of Joining : dd-mm-yyyy
3. Papers presented in conference/seminars :
4. Refresher and Orientation Course Training program completed :
5. International Paper Presentation :
6. Research Paper Publications :
7. Chapters in Books Published :
8. Research Publication Books :
9. Major Research Project :
10. Minor Research Project :

submit

Self Appraisal of Teachers

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Principal
Rishi Bankim Chandra College
Naihati, 24 Parganas (North)

Screenshot of Principal Feedback on Teacher Dashboard

Principal
Rishi Bankim Chandra College
Naihati, 24 Parganas (North)

RISHI BANKIM CHANDRA COLLEGE
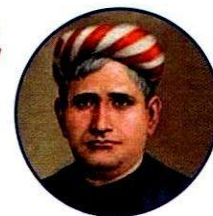
Aided by Govt. of West Bengal

Affiliated to West Bengal State University, Barasat

Accredited by NAAC with Grade B++ in 2016 (Cycle II)

East Kanthalpara, Naihati, North 24 Parganas, W.B.-743165

website: www.rbccollege.ac.in   email: rbc_wbsu@yahoo.com

Tel. No. : (033) 2581-2099 / 8965

Screenshot of External Peers Feedback on Teacher Dashboard

360° Teachers Appraisal System

Rishi Bankim Chandra College

Sign out

Welcome, External Peers

External Peers Feedback on Teacher

Select department : [select ▾]

1. Has clear understanding of her/his role and responsibilities in academics
   - ○ Strongly Agree
   - ○ Agree
   - ○ Neutral
   - ○ Disagree
   - ○ Strongly Disagree

2. Has a strong orientation towards research
   - ○ Strongly Agree
   - ○ Agree
   - ○ Neutral
   - ○ Disagree
   - ○ Strongly Disagree

3. Presented and published papers on a regular basis
   - ○ Strongly Agree
   - ○ Agree
   - ○ Neutral
   - ○ Disagree
   - ○ Strongly Disagree

4. Has a strong academic zeal
   - ○ Strongly Agree
   - ○ Agree
   - ○ Neutral
   - ○ Disagree
   - ○ Strongly Disagree

5. Is an effective communicator.
   - ○ Strongly Agree
   - ○ Agree
   - ○ Neutral
   - ○ Disagree
   - ○ Strongly Disagree

[submit]

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Principal
Rishi Bankim Chandra College
Naihati, 24 Parganas (North)

Screenshot of Student's Feedback on Teaching of Teachers Dashboard

360° Teachers Appraisal System	Rishi Bankim Chandra College	Sign out

Welcome, ANAMIKA KARMAKAR

Student's Feedback on Teaching of Teachers

Select department : select ▼

1. Punctuality and Regularity in taking the class
   - ○ Excellent
   - ○ Very Good
   - ○ Good
   - ○ Average
   - ○ Below Average

2. Completes syllabus of the course in time
   - ○ Excellent
   - ○ Very Good
   - ○ Good
   - ○ Average
   - ○ Below Average

3. Teaching the subject matter in a structured manner
   - ○ Excellent
   - ○ Very Good
   - ○ Good
   - ○ Average
   - ○ Below Average

4. Communication skills
   - ○ Excellent
   - ○ Very Good
   - ○ Good
   - ○ Average
   - ○ Below Average

5. Uses teaching aids (Blackboard / OHP/ Projector etc)
   - ○ Excellent
   - ○ Very Good
   - ○ Good
   - ○ Average
   - ○ Below Average

6. Shows the evaluated answer books of examinations to the students
   - ○ Excellent
   - ○ Very Good
   - ○ Good
   - ○ Average
   - ○ Below Average

7. Controls class effectively
   - ○ Excellent
   - ○ Very Good
   - ○ Good
   - ○ Average
   - ○ Below Average

8. Ensures students participation in the class
   - ○ Excellent
   - ○ Very Good
   - ○ Good
   - ○ Average
   - ○ Below Average

9. Helping approach outside the class
   - ○ Excellent
   - ○ Very Good
   - ○ Good
   - ○ Average
   - ○ Below Average

10. Helps students in realizing their strengths and developmental needs
    - ○ Excellent
    - ○ Very Good
    - ○ Good
    - ○ Average
    - ○ Below Average

submit

Principal
Rishi Bankim Chandra College
Naihati, 24 Parganas (North)
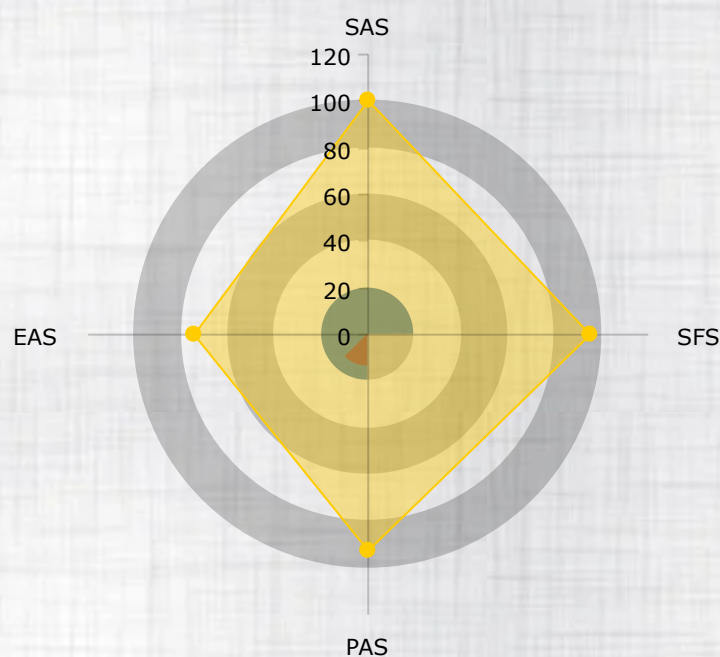
<u>Some Report of 360 Degree Appraisal System</u>

Principal
Rishi Bankim Chandra College
Naihati, 24 Parganas (North)

360° Teachers' Appraisal System

Personal Details :

|		
College Name	:	Rishi Bankim Chandra College
Name	:	DURJOY ROY
Department	:	ELECTRONICS
Date Of Joining	:	01-04-2010
Designation	:	ASSISTANT PROFESSOR
Qualification	:	M.Sc.
Papers Presented in Conference / Seminars	:	5
Refresher and Orientation Course Training program completed	:	5
International Paper Presentation	:	4
Research Paper Publications	:	4
Chapters in Books Published	:	4
Research Publication Books	:	0
Major Research Project	:	0
Minor Research Project	:	0

360° Teachers' Appraisal Map :

360° Teachers' Appraisal System

Personal Details :

|	
College Name	: Rishi Bankim Chandra College
	Session : 2022-23
Name	: MOITRAYEE MUKHERJEE
Department	: PHYSICS
Date Of Joining	: 30-03-2015
Designation	: ASSISTANT PROFESSOR
Qualification	: M.Sc., Ph.D.
Papers Presented in Conference / Seminars	: 2
Refresher and Orientation Course Training program completed	: 3
International Paper Presentation	: 0
Research Paper Publications	: 0
Chapters in Books Published	: 0
Research Publication Books	: 0
Major Research Project	: 0
Minor Research Project	: 0

360° Teachers' Appraisal Map :
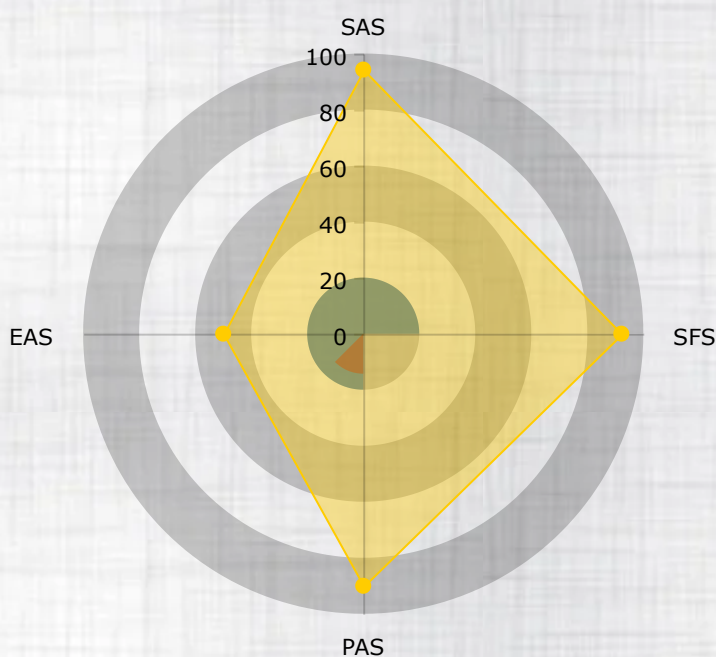
360° Teachers' Appraisal System

Personal Details :

College Name	: Rishi Bankim Chandra College
	Session : 2022-23
Name	: SUDIPTA MAJUMDAR NEE PAUL
Department	: Zoology
Date Of Joining	: 17-02-2015
Designation	: Assistant Professor
Qualification	: M.Sc., Ph.D.
Papers Presented in Conference / Seminars	: 4
Refresher and Orientation Course Training program completed	: 3
International Paper Presentation	: 1
Research Paper Publications	: 04
Chapters in Books Published	: 03
Research Publication Books	: 0
Major Research Project	: 0
Minor Research Project	: 0
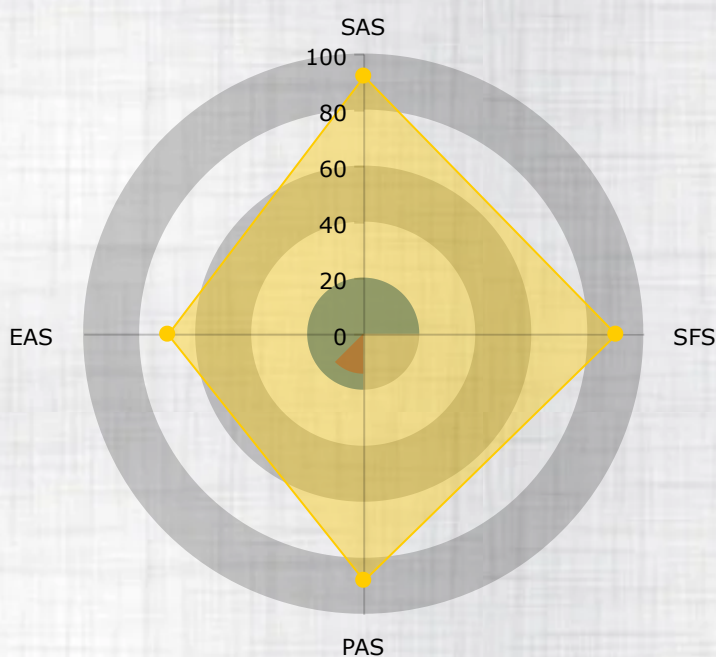
360° Teachers' Appraisal Map :

360° Teachers' Appraisal System

Personal Details :

College Name	: Rishi Bankim Chandra College
Name	: TANIA SARKAR
Department	: ZOOLOGY
Date Of Joining	: 01-11-2019
Designation	: ASSISTANT PROFESSOR
Qualification	: Ph.D.
Papers Presented in Conference / Seminars	: 0
Refresher and Orientation Course Training program completed	: 2
International Paper Presentation	: 0
Research Paper Publications	: 5
Chapters in Books Published	: 0
Research Publication Books	: 0
Major Research Project	: 0
Minor Research Project	: 0

360° Teachers' Appraisal Map :