Amala Institute of Medical Sciences

Department of Human Resources
Doctors' Annual Performance Appraisal Comparison Report – 2024
Department: Pathology

Evaluation Period:

January 1, 2024 – December 31, 2024

Purpose of the Report:

This performance appraisal comparison report has been compiled by the Human Resources Department to assess, benchmark, and document the professional performance of all faculty members in the Department of Pathology during the calendar year 2024. The purpose is to facilitate transparent evaluation, aid in career progression decisions, and promote excellence in academic, clinical, and administrative responsibilities.

🗂 Key Result Areas (KRAs):

✅ Department-Specific KRAs:

- Ability to deal with routine and complex diagnoses
- Updating knowledge on recent medical trends
- Crisis management skills
- Awareness and adherence to accreditation protocols
- Academic contributions (teaching, training, publications)

✅ General/Institutional KRAs:

- Flexibility in duty timings
- System and process understanding
- Teamwork and interpersonal relationships
- Leadership and decision-making capabilities
- Mentorship and peer support
- Patient and bystander communication
- Punctuality and policy compliance

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Faculty Members Evaluated:

Total of **12 faculty members** were evaluated as part of this annual appraisal exercise. The evaluation included three components:

- **Self Evaluation** – scored by the faculty themselves (Max: 60)
- **Peer Evaluation** – average of scores from departmental colleagues (Max: 60)
- **Supervisory Evaluation** – scored by HOD and administration (Max: 60)

Each faculty member was scored out of a total of 180, and percentage scores were calculated accordingly.

Summary Report:

Sl	Name	Designation	Self	Peer	Supervisory	Total	Percentage
1	DR BIBY SUSAN ABE	SENIOR RESIDENT/TUTOR	57	60	59	176	98
2	DR SAVITHRI M C	PROFESSOR & HEAD	56	60	60	176	98
3	DR USHA MARY ABRAHAM	PROFESSOR	53	60	55	168	93
4	DR DEEPTI RAMAKRISHNAN	PROFESSOR (VICE PRINCIPAL)	40	60	58	158	88
5	DR DIVYA S	PROFESSOR	51	51	57	159	88
6	DR LEKHA K NAIR	PROFESSOR	59	60	59	178	99
7	DR C G GEETHA	ASSISTANT PROFESSOR	56	59	57	172	96
8	DR ANIYA ANTONY	ASSISTANT PROFESSOR	56	59	57	172	96
9	DR SREYA P B	ASSISTANT PROFESSOR	60	60	53	173	96
10	DR NITHIN PAUL E	ASSISTANT PROFESSOR	60	60	59	179	99
11	DR JENICE JOY	ASSISTANT PROFESSOR	56	60	58	174	97
12	DR TANIA GEORGE	ASSISTANT PROFESSOR	57	60	60	177	98

Performance Comparison Summary:

Performance Range	Number of Faculty	% of Total
98–100%	4	33%
95–97%	4	33%
90–94%	1	8%
85–89%	3	25%

- Highest Scorer: Dr. Nithin Paul E (179/180, 99%)
- Average Score Across Department: 93.5%

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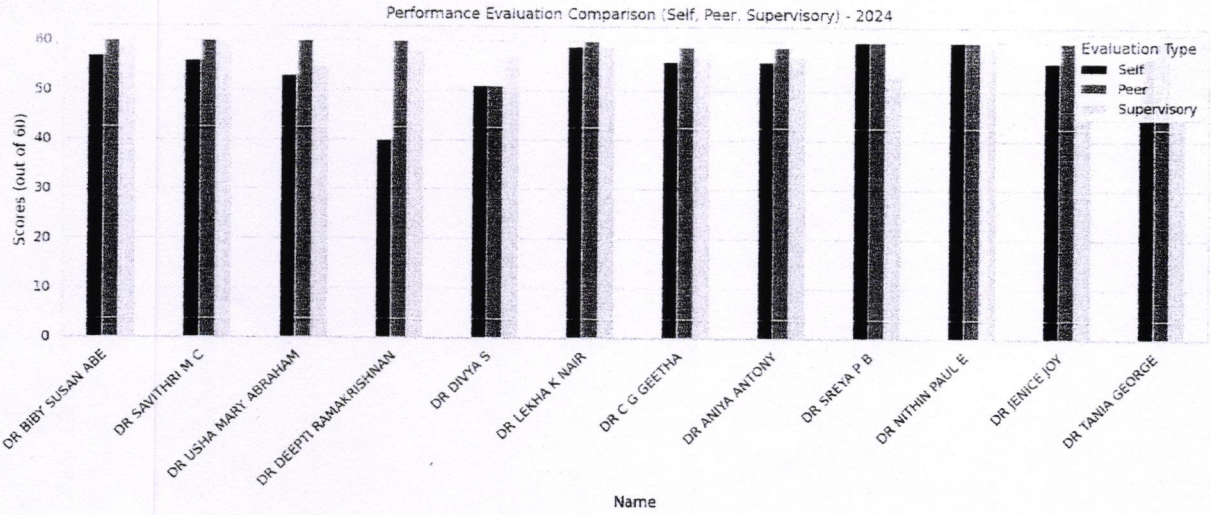
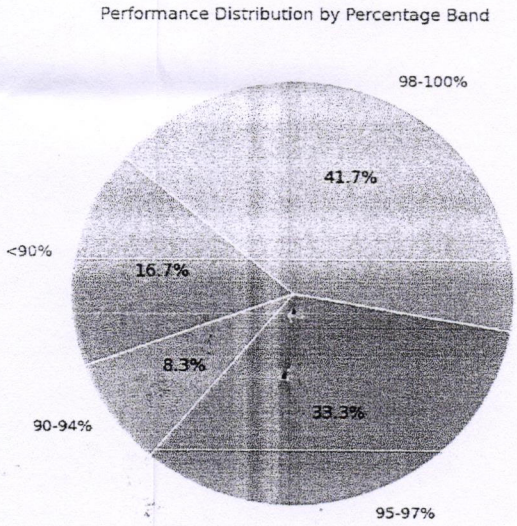
Graphical Overview:

1. Bar Chart: Individual Performance Breakdown

(Shows Self, Peer, Supervisor scores side-by-side for each faculty member)



2. Pie Chart: Score Percentage Distribution



- 33% of faculty scored 98% or above
- 33% between 95–97%
- 8% scored in the 90–94% range
- 25% scored below 90%

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Detailed Comments and Observations (Select):

Dr. Biby Susan Abe: Consistently high in peer and supervisory scoring. Known for teamwork and mentorship.
Dr. Savithri M C: Demonstrated exemplary leadership as HOD; perfect supervisory score.
Dr. Deepti Ramakrishnan: Marked difference between self-evaluation and peer/supervisory assessments – may benefit from increased self-confidence or better self-perception calibration.
Dr. Nithin Paul E: Newest member with exceptional performance across all metrics; strong asset to the team.
Dr. Divya S: Peer score lower than others – peer feedback training may be advised for more constructive evaluations.

Recommendations by HRD:

Appreciation and Acknowledgment:
Top scorers (>98%) to be formally appreciated in staff meeting and considered for additional leadership or mentorship roles.
Mentorship Initiatives:
Junior and new faculty to be paired with senior professors scoring >95% to enhance collaboration and learning.
Focused Improvement Areas:
Faculty scoring <90% to receive feedback in one-on-one HRD reviews.
Special attention to be paid to peer relationship dynamics and interdepartmental communication.
Future Appraisals:
Suggest implementing 360° feedback (including student/resident inputs).
Include publication record and CME attendance for greater depth in academic evaluation.
Workshops Proposed:
"Enhancing Self-Awareness in Appraisals" – Internal training session.
"Effective Peer Feedback Culture" – HRD-led awareness module.

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