

Performance Evaluation Report

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value					Achievement	Performance		
						Excellent	Very Good	Good	Fair	Poor		Raw Score	Weighted Score	As Approved by HPC
						100%	90%	80%	70%	60%				
1 Objectives: To design and organize foundational and mid-career training for CSS Cadre.	40.00	Conducting training Courses	Number of training weeks conducted	numbers	40.00	217	195	174	152	130	217	100.0	40.0	217
2 To design and organize foundational, mid-career training for CSSS Cadre.	15.00		Number of training weeks conducted	numbers	15.00	57	51	46	39	34	59	100.0	15.0	59
3 To design and organize specialized training programmes for different grades of officers from various organizations.	8.00		Number of training weeks conducted	Numbers	8.00	51	46	41	36	31	54	100.0	8.0	56
4 To assess training quality.	8.00	Obtain participant's response	Rating on the scale of 1 to 5	Numbers	8.00	3.75	3.7	3.5	3.25	3.0	43.95	100.0	8.0	4.00
5 Providing updated training material.	8.00	Update training materials	Printing of materials	Date	8.00	30/09/2013	15/10/2013	31/10/2013	15/11/2013	30/11/2013	30/09/2013	100.0	8.0	30/09/2013
6 Introduction of new training programmes to meet the challenges of good governance.	3.00	Designing new training programme	Conducting new training programme	Date	3.00	31/12/2013	15/01/2014	31/01/2014	15/02/2014	25/02/2014	09/09/2013	100.0	3.0	09/09/2013
7 Capacity building of Trainers.	5.00	Organize workshops / seminars and ToT Programme	Number of seminars/ Workshop & ToT Programmes organized	Numbers	5.00	5	4	3	2	1	7	100.0	5.0	7
8 Automation of training coordination processes.	2.00	Online Processing of activities	Utilization of training management system	Date	2.00	31/12/2013	31/01/2014	15/02/2014	15/03/2014	31/03/2014	16/07/2013	100.0	2.0	15/11/2013
* Efficient Functioning of the RFD System	3.00	Timely submission of Draft RFD (2013-14) for approval	On-time submission	Date	2.0	15/05/2013	16/05/2013	17/05/2013	20/05/2013	21/05/2013	14/05/2014	0.0	0.0	01/08/2013
		Timely submission of Results for RFD (2012-13)	On-time submission	Date	1.0	01/05/2013	02/05/2013	05/05/2013	06/05/2013	07/05/2013	30/04/2013	100.0	1.0	

* Mandatory Objective(s)

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* Administrative Reforms	4.00	Implement ISO 9001 as per the approved action plan.	% Implementation	%	2.0	100	95	90	85	80		N/A	N/A	80
		Prepare an action plan for Innovation	On time submission	Date	2.0	30/07/2013	10/08/2013	20/08/2013	30/08/2013	10/09/2013	30/07/2013	100.0	2.0	30/07/2013
* Improving Internal Efficiency /responsiveness / service delivery of Ministry / Department	4.00	Implementation of Sevottam	Independent Audit of Implementation of Citizen's Charter	%	2.0	100	95	90	85	80		N/A	N/A	60
			Independent Audit of implementation of public grievance redressal system	%	2.0	100	95	90	85	80		N/A	N/A	100

* Mandatory Objective(s)

Total Composite Score : 92.0
PMD Composite 94.2