

Annual Performance Evaluation Report (April 1, 2014 to March 31, 2015) in respect of RFD of CSSRI

Name of the Division: NRM

Name of the Institution: ICAR-CSSRI

RFD Nodal Officer of the RSC: Dr. Parveen Kumar

S.No.	Objectives	Weight	Action	Success indicators	Unit	Weight	Target/Criteria value					Achievements	Performance		Percent achievements against target values of 90% col.	Reasons for shortfalls or excessive achievements, if applicable
							Excel lent	Very good	Good	Fair	Poor		Raw score	Weight ed score		
							100%	90%	80%	70%	60%					
1.	Characterization and management of salt affected soils	45	(1.1) Technology development	(1.1.1) Technology for reclamation and management of saline and sodic soils	No.	25	8	7	6	5	4	8	100	25.0	114.3	No shortfalls in the achievements. The excess achievement is based on the target value of 'excellent 100%' column.
				(1.1.2) Identification/ screening of salt tolerant lines	No.	10	2040	1700	1360	1020	680	2100	100	10.0	123.5	- do-
				(1.1.3) Breeder seed produced	Qtls.	5	78	65	52	39	26	72	95.4	4.77	110.8	- do-
			(1.2) Assessment and delineation of salt affected soils and waters	(1.2.1) Resource maps / report / database on salt affected soils and waters developed	No.	5	5	4	3	2	1	4	90	4.5	100.0	NA
2.	Productive utilization of marginal and poor quality waters	24	(2.1) Technology development	(2.1.1) Water management technologies	No.	18	6	5	4	3	2	6	100	18.0	120.0	- do-
				(2.1.2) Mitigation technologies developed	No.	6	5	4	3	2	1	5	100	6.0	125.0	- do-
3.	HRD and capacity building	11	(3.1) Transfer of technology	(3.1.1) Front Line Demonstrations/ Farmers Fair/ Farmers Day/Exhibitions	No.	6	47	38	29	20	11	44	96.7	5.80	115.8	- do-
			(3.2) Creation of awareness and knowledge	(3.2.1) Training of SMS/Officers/Field functionaries	No.	5	10	8	6	4	2	9	95	4.75	112.5	- do-
4	Publication /Documentation	5	(4.1) Publication of the research articles in the journals having the NAAS rating of 6.0 and above	(4.1.1) Research articles published	No.	3	29	24	19	14	9	27	96	2.88	112.5	- do-
			(4.2) Timely publication of the Institute Annual Report (2013-2014)	(4.2.1) Annual Report published	Date	2	30.06. 2014	02.07. 2014	04.07. 2014	07.07. 2014	09.07. 2014	25.06.2 014	100	2.0	-	-
5	Fiscal resource management	2	(5.1) Utilization of released plan fund	(5.2.1) Plan fund utilized	%	2	98	96	94	92	90	99.97	100	2.0	-	-

6	Efficient Functioning of the RFD System	3	(6.1) Timely submission of Draft RFD for 2014-2015 for Approval	(6.1.1) On-time submission	Date	2	May 15, 2014	May 16, 2014	May 19, 2014	May 20, 2014	May 21, 2014	05.03.2014	0	0	-	-
			(6.2) Timely submission of Results for 2013-2014	(6.2.1) On-time submission	Date	1	May 1, 2014	May 2, 2014	May 5, 2014	May 6, 2014	May 7, 2014	28.04.2014	100	1.0	-	-
7	Enhanced Transparency / Improved Service delivery of Ministry/Department	3	(7.1) Rating from Independent Audit of implementation of Citizens' / Clients' Charter (CCC)	(7.1.1) Degree of implementation of commitments in CCC	%	2	100	95	90	85	80	100	100	2.0	-	-
			(7.2) Independent Audit of implementation of Grievance Redress Management (GRM) system	(7.2.1) Degree of success in implementing GRM	%	1	100	95	90	85	80	100	100	1.0	-	-
8	Administrative Reforms	7	(8.1) Update organizational strategy to align with revised priorities	(8.1.1) Date of Updating organizational strategy to align with revised priorities	Date	2	1.11. 2014	2.11. 2014	3.11. 2014	4.11. 2014	5.11. 2014	31.10.2014	100	2.0	-	-
			(8.2) Implementation of agreed milestones of approved Mitigating Strategies for Reduction of potential risk of corruption (MSC)	% of Implementation	%	1	100	90	80	70	60	100	100	1.0	-	-
			(8.3) Implementation of agreed milestones for ISO 9001	% of implementation	%	2	100	95	90	85	80	100	100	2.0	-	-
			(8.4) Implementation of milestones of approved Innovation Action Plans (IAPs)	% of implementation	%	2	100	90	80	70	60	100	100	2.0	-	-

Total Composite Score: 96.70

Rating: Excellent

ANNEXURE-I

Actual Scientific Staff in position in the Institute and their research articles publications published in International and National Journals having NAAS rating 6.00 or more during April 1, 2014-March 31, 2015

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S.No.	Category of Scientific Staff	Actual Scientific Staff in position (Nos.)	Research articles publications as first /corresponding author (Nos.)	Publication productivity (Number of research articles publications divided by number of Scientists)
1.	Principal Scientist	18	7	0.39
2.	Senior Scientist	17	11	0.65
3.	Scientist	18	10	0.56
Total		53	28	0.53