

Annual (April 1, 2014 to March 31, 2015) Performance Evaluation Report in respect of RFD 2014-2015 of RSCs i.e. Institutes

Name of the Division: Natural Resource Management Division

Name of the Institution: ICAR-Indian Institute of Soil & Water Conservation (IISWC), Dehradun (Uttarakhand)

RFD Nodal Officer of the RSC: Dr. B.L. Dhyani, Pr. Scientist

S. No.	Objectives	Weight	Actions	Success Indicators	Unit	Weight	Target/Criteria Values					Achievements	Performance		Percent achievements against Target values of 90% Col.	Reasons for shortfalls or excessive achievements, if applicable
							Excellent 100%	Very good 90%	Good 80%	Fair 70%	Poor 60%		Raw Score	Weighted Score		
1.	Generation of suitable resource conservation technologies for land degradation and sustainable production from rehabilitated degraded lands	27	Assessment of natural resources status	GIS based thematic maps prepared/ database created	No.	9	8	7	6	5	4	8	100	9	114.3	Within range of excellent
			Developing resource conserving technologies	Resource conserving technologies/ products / farm plans for arable lands developed	No.	9	5	4	3	2	1	4	90	8.1	100.0	--
				Resource conserving technologies/ plans/ products for non-arable lands developed	No.	9	4	3	2	1	0	4	100	9	133.3	Within range of excellent
2.	Evaluation of hydrological behaviour and management of watersheds for improving water regime and reducing sediment yield	26	Development of soil & water conservation (SWC) and water harvesting (surface and ground water) technologies / products	Technologies / products for SWC and surface and ground water harvesting and recycling developed	No.	7	4	3	2	1	0	3	90	6.3	100.0	--
			Creation of live models on Integrated Watershed Development (IWD)	Watershed area planned / treated	ha	10	640	533	426	309	212	673.5	100*	10	126.4	It is demand driven
				Organize awareness camps	No.	9	22	18	14	10	6	20	95	8.6	111.1	Within range of excellent
3	Human resource development and capacity building	27	Creation of awareness & skill sharpening	Trainings organized	No.	9	116	97	78	29	40	91	86.8	7.81	93.8	--
				Seminar / symposium / workshop / in-plant training for graduate & post-graduate students / summer & winter school, etc. organized	No.	3	28	23	18	13	8	23	90	2.7	100.0	--
				Extension material developed/ published	No.	6	20	17	14	11	8	18	93.33	5.6	105.8	Within range of excellent

S. No.	Objectives	Weight	Actions	Success Indicators	Unit	Weight	Target/Criteria Values					Achievements	Performance		Percent achievements against Target values of 90% Col.	Reasons for shortfalls or excessive achievements, if applicable
							Excellent 100%	Very good 90%	Good 80%	Fair 70%	Poor 60%		Raw Score	Weighted Score		
			Transfer of resource conserving technologies in farmers fields	Demonstrations conducted on resource conservation technologies	No.	9	486	405	324	243	162	437	94.0	8.46	107.9	Within range of excellent
*	Publication/Documentation	5	Publication of the research articles in the journals having the NAAS rating of 6.0 and above	Research articles published	No.	3	36	30	24	18	12	30	90	2.7	100.0	--
			Timely publication of the Institute Annual Report (2013-14)	Annual Report published	Date	2	June 30, 2014	July 2, 2014	July 4, 2014	July 7, 2014	July 9, 2014	31 May 2014	100	2	-	--
*	Fiscal resource management	2	Utilization of released plan fund	Plan fund utilized	%	2	98	96	94	92	90	97.3	96.5	1.93	-	--
*	Efficient Functioning of the RFD System	3	Timely submission of Draft RFD for 2014-2015 for Approval	On-time submission	Date	2	May 15, 2014	May 16, 2014	May 19, 2014	May 20, 2014	May 21, 2014	May 3, 2015	0	0	-	--
			Timely submission of Results for 2013-2014	On-time submission	Date	1	May 1 2014	May 2 2014	May 5 2014	May 6, 2014	May 7, 2014	31 March, 2014	100	1	-	--
*	Enhanced Transparency / Improved Service delivery of Ministry /Department	3	Rating from Independent Audit of implementation of Citizens'/Clients' Charter (CCC)	Degree of implementation of commitments in CCC	%	2	100	95	90	85	80	100	100	2	-	--
			Independent Audit of implementation of Grievance Redress Management (GRM) system	Degree of success in implementing GRM	%	1	100	95	90	85	80	100	100	1	-	--
*	Administrative Reforms	7	Update organizational strategy to align with revised priorities	Date	Date	2	Nov.1 2014	Nov.2 2014	Nov. 3 2014	Nov.4 , 2014	Nov.5 , 2014	22 Oct., 2014	100	2	-	--

S. No.	Objectives	Weight	Actions	Success Indicators	Unit	Weight	Target/Criteria Values					Achievements	Performance		Percent achievements against Target values of 90% Col.	Reasons for shortfalls or excessive achievements, if applicable
							Excellent 100%	Very good 90%	Good 80%	Fair 70%	Poor 60%		Raw Score	Weighted Score		
			Implementation of agreed milestones of approved Mitigating Strategies for Reduction of potential risk of corruption (MSC).	% of Implementation	%	1	100	90	80	70	60	90	90	0.9	-	--
			Implementation of agreed milestones for ISO 9001	% of implementation	%	2	100	95	90	85	80	100	100	2	-	--
			Implementation of milestones of approved Innovation Action Plans (IAPs).	% of implementation	%	2	100	90	80	70	60	90	90	1.8	-	--

Total Composite Score: 92.90
Rating: Very Good

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

Name of the Division: Natural Resource Management Division

Name of the Institute: ICAR-Indian Institute of Soil & Water Conservation (IISWC)

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	35	04	0.11
2.	Senior Scientist	21	07	0.33
3.	Scientist	40	06	0.15
Total		96	17	0.18