

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: NRM

Name of the Institution: ICAR-IISS

RFD Nodal Officer of the RSC: Brij Lal Lakaria

S.N o.	Objective(s)	Weight	Action(s)	Success Indicator(s)	Unit	Weight	Target / Criteria Value					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	Appraisal and management of soil health	40	Assessment of soil health	Soil health assessment under different crops and cropping systems	No.	10	8	6	4	2	0	7	95	9.5	116.7	The achievement is within excellent and very good category
			Management of soil health	INM packages developed for different agro-eco regions of the country	No.	15	10	8	6	4	2	9	95	14.3	112.5	The achievement is within excellent and very good category
			Developed conservation agricultural practices for crops / cropping systems	No.	10	3	2	1	0	0	3	100	10.0	150.0	The achievement is within excellent and very good category	
			Developed management practices for remediation of polluted soils	No.	5	3	2	1	0	0	3	100	5.0	150.0	The achievement is within excellent and very good category	
2	Improving nutrient use efficiency	25	Balanced and judicious use of fertilizers	Soil test based balanced fertilizer prescription equations developed	No.	15	4	3	2	1	0	4	100	15.0	133.3	The achievement is within excellent and very good category
			Technologies developed for improving nutrient use efficiencies	No.	5	3	2	1	0	0	3	100	5.0	150.0	The achievement is within excellent and very good category	
			Efficient bio-fertilizers strains/ formulations developed	No.	5	6	5	4	3	2	6	100	5.0	120.0	The achievement is within excellent and	

																very good category
3	HRD & capacity building	15	Transfer of technology and creation of awareness/ knowledge	Frontline demonstrations conducted	No.	8	30	25	20	15	10	28	96	7.7	112.0	The achievement is within excellent and very good category
				Farmers' trainings organized	No.	4	7	5	3	1	0	7	100	4.0	140.0	The achievement is within excellent and very good category
				Workshop/ seminar/ summer/ winter school organized	No.	3	10	8	6	4	2	10	100	3.0	125.0	The achievement is within excellent and very good category
4	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	43	36	29	22	15	47	100	3.0	130.6	Some more papers got published than expected
			Timely publication of the Institute Annual Report (2013-2014)	Annual Report published	Date	2	30 June 2014	02 July 2014	04 July 2014	07 July 2014	09 July 2014	28 June 2015	100	2.0	-	-
5	Fiscal resource management	2	Utilization of released plan fund	Plan fund utilized	%	2	98	96	94	92	90	100	100	2.0	-	-
6	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	7 May 2014	100	2.0	-	-
			Timely submission of Results for 2013-2014		Date	1	May 1 2014	May 2 2014	May 5 2014	May 6 2014	May 7 2014	21 April 2014	100	1.0	-	-
7	Enhanced Transparency / Improved Service	3	Rating from Independent Audit of implementation	Degree of implementation of commitments in CCC	%	2	100	95	90	85	80	100	100	2.0	-	-

	delivery of Ministry/Department		n of Citizens' / Clients' Charter (CCC)														
			Independent Audit of implementation of Grievance Redress Management (GRM) system	Degree of success in implementing GRM	%	1	100	95	90	85	80	100	100	1.0	-	-	
8	Administrative Reforms	7	Update organizational strategy to align with revised priorities	Date	Date	2	1 Nov. 2014	2 Nov. 2014	3 Nov. 2014	4 Nov. 2014	5 Nov. 2014	1 Nov. 2014	100	2.0	-	-	
			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	-	-	
			Implementation of agreed milestones for ISO 9001	% of implementation	%	2	100	95	90	85	80	100	100	2.0	-	-	
			Implementation of milestones of approved Innovation Action Plans (IAPs)	% of implementation	%	2	100	90	80	70	60	100	100	2.0	-	-	

Total Composite Score: 98.50
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

Name of the Division: NRM

Name of the Institute: ICAR-IISS

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	19	19	1.00
2.	Senior Scientist	09	16	1.78
3.	Scientist	15	12	0.80
Total		43	47	1.09