



Government of Haryana

R F D

(Results-Framework Document)
for

Technical Education

(2014-2015)

Section 1: Vision, Mission, Objectives and Functions

Vision

To provide quality Technical Education relevant to industry and market Needs.

Mission

Building a high quality skilled manpower suitable for employment in 21st Century

Objectives

- 1 Student Development
- 2 Curriculum Development
- 3 Faculty Development
- 4 Institute Development
- 5 Skill Development
- 6 ICT and HR based reforms

Functions

- 1 Identification of skill requirements of various sectors, benchmarking of skill sets as per the needs of user industry and imparting of skills so identified by providing adequate resources and qualified faculty.
- 2 Improving teaching learning processes to enhance knowledge & skills for better employability.
- 3 Regulating and formulating policy for establishment of Degree/Diploma level institutions for establishment of institutions and introduction of new courses in existing institutions
- 4 Interaction with industry for curriculum updation, training of faculty & students for enhancing placement.
- 5 Quality improvement of institutions to become demand-driven, quality conscious, efficient and forward looking to keep pace with rapid economic & technological developments both at National & International level.
- 6 Capacity building and accreditation of technical institutions.
- 7 Undertaking community development and social welfare schemes.
- 8 Coordination with Ministries / Agencies of State / Central Govt. such as MHRD, AICTE etc.

Section 2: Inter se Priorities among Key Objectives, Success indicators and Targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
[1] Student Development	40.00	[1.1] Evaluation of Learning outcome	[1.1.1] Pass percentage in Govt./Govt. aided Diploma Institutions out of total students who appear in Final Year exam	%	5.00	60	50	40	35	30
			[1.1.2] Pass percentage in Private Diploma Institutions out of total students who appear in Final Year exam	%	4.00	40	35	30	25	20
			[1.1.3] Pass percentage in Govt. UG Institutions out of total students who appear in Final Year exam	%	3.00	50	45	40	35	30
			[1.1.4] Pass Percentage in Private UG Institutions out of total students who appear in Final Year exam	%	2.00	40	35	30	25	20
			[1.1.5] Pass percentage in Govt. Technical Universities out of total students who appear in Final Year exam	%	2.00	50	45	40	35	30
			[1.1.6] Pass percentage in Private Technical Universities out of total students	%	2.00	40	35	30	25	20

Section 2: Inter se Priorities among Key Objectives, Success indicators and Targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
			who appear in Final Year exam							
		[1.2] Job Placements	[1.2.1] Placements from Govt. / Govt. aided Diploma institutions out of total students passed (excluding students opting for higher studies)	%	2.00	45	40	35	30	25
			[1.2.2] Placements from Private Diploma Institutions out of total students passed (excluding students opting for higher studies)	%	2.00	65	60	55	50	45
			[1.2.3] Placements from Govt. UG Institutions out of total students passed (excluding students opting for higher studies)	%	2.00	40	35	30	25	20
			[1.2.4] Placements from Private UG Institutions out of total students passed (excluding students opting for higher studies)	%	2.00	25	22	19	16	13
			[1.2.5] Placements from Govt. Technical Universities out of total students	%	1.00	40	35	30	25	20

Section 2: Inter se Priorities among Key Objectives, Success indicators and Targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value						
						Excellent	Very Good	Good	Fair	Poor		
						100%	90%	80%	70%	60%		
			passed (excluding students opting for higher studies)									
			[1.2.6] Placements from Private Technical Universities out of total students passed (excluding students opting for higher studies)	%	1.00	25	22	19	16	13		
		[1.3] To promote Industry - academia partnership for placement and training	[1.3.1] Seminars / Workshops in Govt. / Govt. aided Institutions offering Diploma / UG Courses	Number	2.00	60	50	40	30	20		
			[1.3.2] Seminars / Workshops in Private Institutions offering Diploma / UG Courses	Number	2.00	720	680	640	600	560		
			[1.3.3] MOU for Training	Number	2.00	390	350	310	270	230		
			[1.3.4] Expert / extension lectures delivered by resource persons from industry	Number	2.00	780	740	700	660	620		
		[1.4] Use of ICT for enhanced learning	[1.4.1] No. of lectures delivered through EDUSAT / NITTTR	Number	2.00	200	180	160	140	120		
			[1.4.2] No. of lectures made available on portal from	Number	2.00	200	180	160	140	120		

Section 2: Inter se Priorities among Key Objectives, Success indicators and Targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
			various sources for Diploma Courses							
[2] Curriculum Development	12.00	[2.1] Updation of Curriculum for Diploma Courses	[2.1.1] Updation of Curriculum for Diploma Courses	%	6.00	20	18	16	14	12
			[2.1.2] Development of learning material for Subjects of Diploma Courses	%	6.00	20	18	16	14	12
[3] Faculty Development	10.00	[3.1] Training of faculty in Govt./Govt. aided Institutions offering Diploma/UG Courses	[3.1.1] Percentage of faculty trained	%	5.00	20	18	16	14	12
		[3.2] Training of faculty in Private Institutions offering Diploma/UG Courses	[3.2.1] Percentage of faculty Trained	%	5.00	20	18	16	14	12
[4] Institute Development	10.00	[4.1] Inspection of Govt./ Govt. aided Institutions offering Diploma/UG Courses	[4.1.1] Percentage of institutes inspected	%	3.00	100	90	80	70	60
		[4.2] Inspection of Private Institutions offering Diploma/UG Courses	[4.2.1] Percentage of institutes inspected	%	2.00	20	17	14	11	8
		[4.3] NAAC / NBA Accreditation of Govt./Govt. aided Institutions offering Diploma/UG Courses	[4.3.1] Percentage of institutes either NAAC accredited or minimum 2 courses NBA accredited out of eligible institutes	%	3.00	25	22	19	16	13

Section 2: Inter se Priorities among Key Objectives, Success indicators and Targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
		[4.4] NAAC / NBA Accreditation of Private Institutions offering Diploma/UG Courses	[4.4.1] Percentage of institutes either NAAC accredited or minimum 2 courses NBA accredited out of eligible institutes	%	2.00	20	17	14	11	8
[5] Skill Development	10.00	[5.1] Providing skills (over & above the regular courses of study) to regular students of Govt./Govt.aided Institutions offering Diploma/UG Courses	[5.1.1] Percentage of enrolled students provided with additional job related skills	%	5.00	25	22	19	16	13
		[5.2] Providing skills to Community Students under CDTP Project (Community Development through Polytechnics)	[5.2.1] No. of students from community trained by institutions having CDTP Project	Number	5.00	9600	9000	8400	7800	7200
[6] ICT and HR based reforms	8.00	[6.1] Online Procurement for Govt. Technical institutions	[6.1.1] Percentage of tenders put into e-procurement	%	1.00	100	90	80	70	60
		[6.2] Departmental services made online	[6.2.1] No. of e-Services to be made online	Number	1.00	5	4	3	2	1
		[6.3] Making employee records online	[6.3.1] Percentage of Employee Payroll & Leave record made online	%	1.00	50	40	30	20	10
		[6.4] Online Student Record of Govt. Technical institutions	[6.4.1] Percentage of student record made online	%	1.00	50	40	30	20	10

Section 2: Inter se Priorities among Key Objectives, Success indicators and Targets

Objective	Weight	Action	Success Indicator	Unit	Weight	Target / Criteria Value				
						Excellent	Very Good	Good	Fair	Poor
						100%	90%	80%	70%	60%
		[6.5] Finalization of Seniority list of Ministerial and Academic staff	[6.5.1] Percentage of Ministerial Staff and Faculty with finalized Seniority	%	1.00	85	75	65	55	45
		[6.6] Conduct meetings of DPC	[6.6.1] No. of DPC meetings conducted for group A & B	Number	1.00	4	3	2	1	0
		[6.7] Finalization of ACRs	[6.7.1] Percentage of ACRs Finalized	%	2.00	90	80	70	60	50
* Efficient functioning of RFD.	4.00	Finalize a strategic plan.	Finalize the strategic plan for the next year.	Date	2.0	24/02/2015	25/02/2015	26/02/2015	27/02/2015	28/02/2015
		Timely submission of draft for approval.	On-time submission.	Date	2.0	25/04/2014	30/04/2014	07/05/2014	15/05/2014	20/05/2014
* Improving internal efficiency/responsiveness/services delivery of department	6.00	Develop RFDs for all responsibility centres.	percentage of RCc covered	%	2.0	100	90	80	70	60
		Implementation of Harsamadhan	Percentage of complaints resolved within prescribed timeline.	%	2.0	100	90	80	70	60
		Delivery of services as per Citizen Charter.	Percentage of targeted services	%	2.0	100	90	80	70	60

* Mandatory Objective(s)

Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 12/13	Actual Value for FY 13/14	Target Value for FY 14/15	Projected Value for FY 15/16	Projected Value for FY 16/17
[1] Student Development	[1.1] Evaluation of Learning outcome	[1.1.1] Pass percentage in Govt./Govt. aided Diploma Institutions out of total students who appear in Final Year exam	%	48	56	60	62.5	65
		[1.1.2] Pass percentage in Private Diploma Institutions out of total students who appear in Final Year exam	%	20	21	40	42	44
		[1.1.3] Pass percentage in Govt. UG Institutions out of total students who appear in Final Year exam	%	41	45	50	52	54
		[1.1.4] Pass Percentage in Private UG Institutions out of total students who appear in Final Year exam	%	21	25	40	42	44
		[1.1.5] Pass percentage in Govt. Technical Universities out of total students who appear in Final Year exam	%	0	0	50	52	54
		[1.1.6] Pass percentage in Private Technical Universities out of total students who	%	0	0	40	42	44

Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 12/13	Actual Value for FY 13/14	Target Value for FY 14/15	Projected Value for FY 15/16	Projected Value for FY 16/17
		appear in Final Year exam						
	[1.2] Job Placements	[1.2.1] Placements from Govt. / Govt. aided Diploma institutions out of total students passed (excluding students opting for higher studies)	%	0	42	45	47	49
		[1.2.2] Placements from Private Diploma Institutions out of total students passed (excluding students opting for higher studies)	%	16	20	65	67	69
		[1.2.3] Placements from Govt. UG Institutions out of total students passed (excluding students opting for higher studies)	%	38	39	40	42	44
		[1.2.4] Placements from Private UG Institutions out of total students passed (excluding students opting for higher studies)	%	0	18	25	27	29
		[1.2.5] Placements from Govt. Technical Universities out of total students	%	0	0	40	42	44

Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 12/13	Actual Value for FY 13/14	Target Value for FY 14/15	Projected Value for FY 15/16	Projected Value for FY 16/17
		passed (excluding students opting for higher studies)						
		[1.2.6] Placements from Private Technical Universities out of total students passed (excluding students opting for higher studies)	%	0	0	25	27	29
	[1.3] To promote Industry - academia partnership for placement and training	[1.3.1] Seminars / Workshops in Govt. / Govt. aided Institutions offering Diploma / UG Courses	Number	0	0	60	70	80
		[1.3.2] Seminars / Workshops in Private Institutions offering Diploma / UG Courses	Number	0	0	720	760	800
		[1.3.3] MOU for Training	Number	0	0	390	400	410
		[1.3.4] Expert / extension lectures delivered by resource persons from industry	Number	0	0	780	800	820
	[1.4] Use of ICT for enhanced learning	[1.4.1] No. of lectures delivered through EDUSAT / NITTTR	Number	0	0	200	250	300
		[1.4.2] No. of lectures made available on portal from various	Number	0	0	200	250	300

Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 12/13	Actual Value for FY 13/14	Target Value for FY 14/15	Projected Value for FY 15/16	Projected Value for FY 16/17
		sources for Diploma Courses						
[2] Curriculum Development	[2.1] Updation of Curriculum for Diploma Courses	[2.1.1] Updation of Curriculum for Diploma Courses	%	0	0	20	22	25
		[2.1.2] Development of learning material for Subjects of Diploma Courses	%	0	0	20	22	25
[3] Faculty Development	[3.1] Training of faculty in Govt./Govt. aided Institutions offering Diploma/UG Courses	[3.1.1] Percentage of faculty trained	%	0	0	20	22	25
	[3.2] Training of faculty in Private Institutions offering Diploma/UG Courses	[3.2.1] Percentage of faculty Trained	%	0	0	20	22	25
[4] Institute Development	[4.1] Inspection of Govt./ Govt. aided Institutions offering Diploma/UG Courses	[4.1.1] Percentage of institutes inspected	%	0	0	100	100	100
	[4.2] Inspection of Private Institutions offering Diploma/UG Courses	[4.2.1] Percentage of institutes inspected	%	0	0	20	22	25
	[4.3] NAAC / NBA Accreditation of Govt./Govt. aided Institutions offering Diploma/UG Courses	[4.3.1] Percentage of institutes either NAAC accredited or minimum 2 courses NBA accredited out of eligible institutes	%	0	0	25	26	27

Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 12/13	Actual Value for FY 13/14	Target Value for FY 14/15	Projected Value for FY 15/16	Projected Value for FY 16/17
	[4.4] NAAC / NBA Accreditation of Private Institutions offering Diploma/UG Courses	[4.4.1] Percentage of institutes either NAAC accredited or minimum 2 courses NBA accredited out of eligible institutes	%	0	0	20	22	25
[5] Skill Development	[5.1] Providing skills (over & above the regular courses of study) to regular students of Govt./Govt.aided Institutions offering Diploma/UG Courses	[5.1.1] Percentage of enrolled students provided with additional job related skills	%	0	0	25	25	25
	[5.2] Providing skills to Community Students under CDTP Project (Community Development through Polytechnics)	[5.2.1] No. of students from community trained by institutions having CDTP Project	Number	0	0	9600	9600	9600
[6] ICT and HR based reforms	[6.1] Online Procurement for Govt. Technical institutions	[6.1.1] Percentage of tenders put into e-procurement	%	0	0	100	100	100
	[6.2] Departmental services made online	[6.2.1] No. of e-Services to be made online	Number	0	0	5	6	7
	[6.3] Making employee records online	[6.3.1] Percentage of Employee Payroll & Leave record made online	%	0	0	50	55	60
	[6.4] Online Student Record of Govt. Technical institutions	[6.4.1] Percentage of student record made online	%	0	0	50	55	60

Section 3: Trend Values of the Success Indicators

Objective	Action	Success Indicator	Unit	Actual Value for FY 12/13	Actual Value for FY 13/14	Target Value for FY 14/15	Projected Value for FY 15/16	Projected Value for FY 16/17
	[6.5] Finalization of Seniority list of Ministerial and Academic staff	[6.5.1] Percentage of Ministerial Staff and Faculty with finalized Seniority	%	0	0	85	87.5	90
	[6.6] Conduct meetings of DPC	[6.6.1] No. of DPC meetings conducted for group A & B	Number	0	0	4	4	4
	[6.7] Finalization of ACRs	[6.7.1] Percentage of ACRs Finalized	%	0	0	90	91	92
* Efficient functioning of RFD.	Finalize a strategic plan.	Finalize the strategic plan for the next year.	Date	25/02/2013	21/02/2014	25/02/2015	25/02/2016	24/02/2017
	Timely submission of draft for approval.	On-time submission.	Date	--	--	30/04/2014	30/04/2015	29/04/2016
* Improving internal efficiency/responsiveness/services delivery of department	Develop RFDs for all responsibility centres.	percentage of RCc covered	%	0	100	90	100	100
	Implementation of Harsamadhan	Percentage of complaints resolved within prescribed timeline.	%	0	60	90	100	100
	Delivery of services as per Citizen Charter.	Percentage of targeted services	%	0	70	90	100	100

* Mandatory Objective(s)

Section 4: Acronym

Sl.No	Acronym	Description
1	AICTE	All India Council of Technical Education
2	AIEEE	All India Engineering Entrance Examination
3	ASSOCHAM	Associated Chambers of Commerce and Industry in India
4	B. Arch	Bachelor of Architecture
5	B.E	Bachelor of Engineering
6	B. Pharma	Bachelor of Pharmacy

Section 4: Acronym

Sl.No	Acronym	Description
7	BSNL	Bharat Sanchar Nigam Limited
8	B.Tech	Bachelor of Technology
9	CDTP	Community Development Through Polytechnics
10	CII	Confederation of Indian Industries
11	DET	Diploma Entrance Test
12	FICCI	Federation of Indian Chambers of Commerce and Industries

Section 4: Acronym

Sl.No	Acronym	Description
13	GOI	Government of India
14	HPSC	Haryana Public Service Commission
15	HSIDC	Haryana State Industrial Development Corporation
16	HSSC	Haryana Staff Selection Commission
17	HVPNL	Haryana Vidyut Par Saran Nigam Limited
18	LEET	Lateral Entry Entrance Test

Section 4: Acronym

Sl.No	Acronym	Description
19	M. Arch	Master of Architecture
20	MAT	Management Aptitude Test
21	M.E	Master of Engineering
22	MHRD	Ministry of Human Resources and Development
23	M. Pharma	Master of Pharmacy
24	M.Tech	Master of Technology

Section 4: Acronym

Sl.No	Acronym	Description
25	NAAC	National Assessment and Accreditation Council
26	NASSCOM	National Association of Software and Service Companies (India)
27	NATA	National Aptitude Test in Architecture
28	NBA	National Board of Accreditation
29	NGO	Non Government Organization
30	NITTTR	National Institute of Technical Teachers Training and Research

Section 4: Acronym

Sl.No	Acronym	Description
31	Ph.d	Doctor of philosophy
32	PWD	Public works Department
33	RITES	Railway Infrastructure Technical and Economic Services
34	UG/PG	Under Graduate / Post Graduate
35	WB	World Bank

Section 4: Description and Definition of Success Indicators and Proposed Measurement Methodology

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
1	[1.1.1] Pass percentage in Govt./Govt. aided Diploma Institutions out of total students who appear in Final Year exam	Relates to Diploma courses of Govt./ Govt. aided Institutions only. (Govt. institutions also includes Govt. Polytechnics under Society mode)	Result of final semester of Previous academic session declared in Aug-Sep	%	Illustration: For RFD 2014-15, result of final semesters students appearing in June of previous academic session (i.e. 2013-14) is to be considered.
2	[1.1.2] Pass percentage in Private Diploma Institutions out of total students who appear in Final Year exam	Relates to Diploma courses of Private Institutions only.	Result of final semester of Previous academic session declared in Aug-Sep	%	Illustration: For RFD 2014-15, result of final semesters students appearing in June of previous academic session (i.e. 2013-14) is to be considered.
3	[1.1.3] Pass percentage in Govt. UG Institutions out of total students who appear in Final Year exam	Relates to UG courses of Govt. Institutions only.	Result of final semester of Previous academic session declared in Aug-Sep	%	Illustration: For RFD 2014-15, result of final semesters students appearing in June of previous academic session (i.e. 2013-14) is to be considered.
4	[1.1.4] Pass Percentage in Private UG Institutions out of total students who appear in Final Year exam	Relates to UG courses of Private Institutions only.	Result of final semester of Previous academic session declared in Aug-Sep	%	Illustration: For RFD 2014-15, result of final semesters students appearing in June of previous academic session (i.e. 2013-14) is to be considered.
5	[1.1.5] Pass percentage in Govt. Technical Universities out of total students who appear in Final Year exam	Relates to Govt. Technical Universities only.	Result of final semester of Previous academic session declared in Aug-Sep	%	Illustration: For RFD 2014-15, result of final semesters students appearing in June of previous academic session (i.e. 2013-14) is to be

Section 4: Description and Definition of Success Indicators and Proposed Measurement Methodology

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
5	[1.1.5] Pass percentage in Govt. Technical Universities out of total students who appear in Final Year exam	Relates to Govt. Technical Universities only.	Result of final semester of Previous academic session declared in Aug-Sep	%	considered.
6	[1.1.6] Pass percentage in Private Technical Universities out of total students who appear in Final Year exam	Relates to Private Technical Universities only.	Result of final semester of Previous academic session declared in Aug-Sep	%	Illustration: For RFD 2014-15, result of final semesters students appearing in June of previous academic session (i.e. 2013-14) is to be considered.
7	[1.2.1] Placements from Govt. / Govt. aided Diploma institutions out of total students passed (excluding students opting for higher studies)	Relates to Job placement of students from Diploma courses of Govt./ Aided Institutions only. (Govt. institutions also includes Govt. Polytechnics under Society mode)	Placement data of students completing the course in Previous academic session through campus placement / job fairs etc. The placement data should not include the students opting for Higher Studies.	%	Illustration: For RFD 2014-15, placement of students completing the course in previous academic session (i.e. 2013-14) is to be considered.
8	[1.2.2] Placements from Private Diploma Institutions out of total students passed (excluding students opting for higher studies)	Relates to Job placement of students from Diploma courses of Private Institutions only.	Placement data of students completing the course in Previous academic session through campus placement / job fairs etc. The placement data should not include the students opting for Higher Studies.	%	Illustration: For RFD 2014-15, placement of students completing the course in previous academic session (i.e. 2013-14) is to be considered.

Section 4: Description and Definition of Success Indicators and Proposed Measurement Methodology

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
9	[1.2.3] Placements from Govt. UG Institutions out of total students passed (excluding students opting for higher studies)	Relates to Job placement of students from UG courses of Govt. Institutions only.	Placement data of students completing the course in Previous academic session through campus placement / job fairs etc. The placement data should not include the students opting for Higher Studies.	%	Illustration: For RFD 2014-15, placement of students completing the course in previous academic session (i.e. 2013-14) is to be considered.
10	[1.2.4] Placements from Private UG Institutions out of total students passed (excluding students opting for higher studies)	Relates to Job placement of students from UG courses of Private Institutions only.	Placement data of students completing the course in Previous academic session through campus placement / job fairs etc. The placement data should not include the students opting for Higher Studies.	%	Illustration: For RFD 2014-15, placement of students completing the course in previous academic session (i.e. 2013-14) is to be considered.
11	[1.2.5] Placements from Govt. Technical Universities out of total students passed (excluding students opting for higher studies)	Relates to Job placement of students from Govt. Technical Universities only.	Placement data of students completing the course in Previous academic session through campus placement / job fairs etc. The placement data should not include the students opting for Higher Studies.	%	Illustration: For RFD 2014-15, placement of students completing the course in previous academic session (i.e. 2013-14) is to be considered.

Section 4: Description and Definition of Success Indicators and Proposed Measurement Methodology

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
12	[1.2.6] Placements from Private Technical Universities out of total students passed (excluding students opting for higher studies)	Relates to Job placement of students from Private Technical Universities only.	Placement data of students completing the course in Previous academic session through campus placement / job fairs etc. The placement data should not include the students opting for Higher Studies.	%	Illustration: For RFD 2014-15, placement of students completing the course in previous academic session (i.e. 2013-14) is to be considered.
13	[1.3.1] Seminars / Workshops in Govt. / Govt. aided Institutions offering Diploma / UG Courses	Relates to Diploma / UG courses of Govt. / Govt. aided Institutions only. (Govt. institutions also includes Govt. Polytechnics under Society mode)	Seminars / Workshops conducted in collaboration with industry to promote industry academia partnership for the purpose of placement & training of students.	Number	At least 2 Seminars / Workshops per institute per annum must be held
14	[1.3.2] Seminars / Workshops in Private Institutions offering Diploma / UG Courses	Relates to Diploma / UG courses of Private Institutions only.	Seminars / Workshops conducted in collaboration with industry to promote industry academia partnership for the purpose of placement & training of students.	Number	At least 2 Seminars / Workshops per institute must be held in a year
15	[1.3.3] MOU for Training	Relates to Diploma / UG courses of Govt. / Govt. aided / Private Institutions. (Govt. institutions also includes Govt. Polytechnics under Society mode)	Memorandum of Understanding signed with the industry / industry association for the purpose of placement & training of students or	Number	At least 1 MoU per institute must be signed with the industry in a year

Section 4: Description and Definition of Success Indicators and Proposed Measurement Methodology

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
15	[1.3.3] MOU for Training	Relates to Diploma / UG courses of Govt. / Govt. aided / Private Institutions. (Govt. institutions also includes Govt. Polytechnics under Society mode)	training of faculty.	Number	At least 1 MoU per institute must be signed with the industry in a year
16	[1.3.4] Expert / extension lectures delivered by resource persons from industry	Relates to Diploma / UG courses of Govt. / Govt. aided / Private Institutions. (Govt. institutions also includes Govt. Polytechnics under Society mode)	Expert / extension lectures delivered by resource persons from industry for enhancement of knowledge of students / faculty	Number	At least 2 Expert / extension lectures per institute must be delivered by resource persons from industry in a year
17	[1.4.1] No. of lectures delivered through EDUSAT / NITTTR	Relates to Diploma courses	Recorded lectures by subject experts are broadcasted through EDUSAT as per pre-defined schedule	Number	Students are exposed to lectures by experts through Audio-Visual means.
18	[1.4.2] No. of lectures made available on portal from various sources for Diploma Courses	Relates to Diploma courses	Lectures from various sources are made available on the Departmental Website through links for providing single window source of knowledge.	Number	It shall facilitate anywhere – anytime access for acquisition of knowledge at learners pace.
19	[2.1.1] Updation of Curriculum for Diploma Courses	Relates to Diploma courses	Experienced faculty from various reputed Technical Institutions and Industries are involved in the revision and Updation of Curriculum, which is carried out at a regular	%	20% of total courses must be updated every year

Section 4: Description and Definition of Success Indicators and Proposed Measurement Methodology

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
19	[2.1.1] Updation of Curriculum for Diploma Courses	Relates to Diploma courses	interval to keep pace with latest technological trends.	%	20% of total courses must be updated every year
20	[2.1.2] Development of learning material for Subjects of Diploma Courses	Relates to Diploma courses	Learning material is developed by experts to facilitate comprehension of the subject matter by the students.	%	Learning material for at least 20% of total subjects of diploma courses must be developed every year
21	[3.1.1] Percentage of faculty trained	Relates to Diploma / UG courses in Govt. Institutions only	Faculty is required to be trained at regular intervals for updation of knowledge as well as upgradation of skills as per market needs so that students could be better trained for employability.	%	20% of total faculty must be trained every year
22	[3.2.1] Percentage of faculty Trained	Relates to Diploma / UG courses in Private Institutions only	Faculty is required to be trained at regular intervals for updation of knowledge as well as upgradation of skills as per market needs so that students could be better trained for employability.	%	20% of total faculty must be trained every year

Section 4: Description and Definition of Success Indicators and Proposed Measurement Methodology

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
23	[4.1.1] Percentage of institutes inspected	Relates to Diploma courses/ UG courses in Govt. Institutions only	Institutions are inspected to ascertain their confirmation to norms and standards prescribed by regulatory bodies and take corrective / punitive measures to remove discrepancies, if any.	%	Punitive actions are required to be taken as per law of land if instructions for corrective measures are not complied with
24	[4.2.1] Percentage of institutes inspected	Relates to Diploma / UG courses in Private Institutions only	Institutions are inspected to ascertain their confirmation to norms and standards prescribed by regulatory bodies and take corrective / punitive measures to remove discrepancies, if any.	%	Punitive actions are required to be taken as per law of land if instructions for corrective measures are not complied with
25	[4.3.1] Percentage of institutes either NAAC accredited or minimum 2 courses NBA accredited out of eligible institutes	Relates to Diploma / UG courses in Govt. Institutions only	Third party assessment by way of accreditation is must to ensure quality of education and infrastructure in the institutes	%	NAAC accredits the institution whereas NBA accredits courses of an institution
26	[4.4.1] Percentage of institutes either NAAC accredited or minimum 2 courses NBA accredited out of eligible institutes	Relates to Diploma / UG courses in Private Institutions only	Third party assessment by way of accreditation is must to ensure quality of education and infrastructure in the institutes	%	NAAC accredits the institution whereas NBA accredits courses of an institution

Section 4: Description and Definition of Success Indicators and Proposed Measurement Methodology

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
27	[5.1.1] Percentage of enrolled students provided with additional job related skills	Relates to Diploma courses	Regular students enrolled in the institutions offering Diploma courses must be provided additional skills over & above the regular course of study (such as communication skills, personality development & other technical / soft skills) to enhance their skills as per needs of the job market for better employability.	%	25% of enrolled students must be provided with additional job related skills
28	[5.2.1] No. of students from community trained by institutions having CDTP Project	Relates to candidates from the community	Candidates from community are provided skills for promoting self employment and entrepreneurship.	Number	600 students from community must be trained in the institutes having CDTP Project
29	[6.1.1] Percentage of tenders put into e-procurement	Relates to Diploma / UG Govt. institutions. (Govt. institutions also includes Govt. Polytechnics under Society mode)	To expedite procurement and promote transparency through ICT	%	Leveraging ICT for better procurement management
30	[6.2.1] No. of e-Services to be made online	Relates to Diploma / UG Govt. institutions. (Govt. institutions also includes Govt. Polytechnics under Society mode)	To provide Citizen Centric Services through ICT - such as results, mark sheets, counseling, admission data, details of sanctioned posts & filled up posts, gradation list,	Number	Leveraging ICT for creating enabling environment conducive to growth of the Department as well as institutions under its control

Section 4: Description and Definition of Success Indicators and Proposed Measurement Methodology

Sl.No	Success indicator	Description	Definition	Measurement	General Comments
30	[6.2.1] No. of e-Services to be made online	Relates to Diploma / UG Govt. institutions. (Govt. institutions also includes Govt. Polytechnics under Society mode)	cord etc.	Number	Leveraging ICT for creating enabling environment conducive to growth of the Department as well as institutions under its control
31	[6.3.1] Percentage of Employee Payroll & Leave record made online	Relates to employees of Directorate & Govt. Diploma institutions. (Govt. institutions also includes Govt. Polytechnics under Society mode)	To provide basic information of Govt. employees through ICT	%	Leveraging ICT for dissemination of employees information
32	[6.4.1] Percentage of student record made online	Relates to record of students of Govt. Diploma institutions. (Govt. institutions also includes Govt. Polytechnics under Society mode)	Providing basic information of students through ICT	%	Leveraging ICT for dissemination of student information
33	[6.5.1] Percentage of Ministerial Staff and Faculty with finalized Seniority	Relates to Ministerial Staff/ Officers of Directorate and Ministerial Staff/Faculty of Govt. Diploma Institutions. (Govt. institutions also includes Govt. Polytechnics under Society mode)	Finalized seniority list ensures transparency and avoid complaints / claims during promotions	%	The finalized seniority list causes lesser litigation which leads to use of administrative machinery for other constructive purposes.
34	[6.6.1] No. of DPC meetings conducted for group A & B	Relates to Officers of Directorate and Faculty of Govt. Diploma Institutions. (Govt. institutions also includes Govt. Polytechnics under Society mode)	Frequent conduct of meetings of Departmental Promotion Committee (DPC) to ensure timely promotions of eligible employee	Number	Timely promotions entuses the employees to work in positive direction.

Section 4: Description and Definition of Success Indicators and Proposed Measurement Methodology

SI.No	Success indicator	Description	Definition	Measurement	General Comments
35	[6.7.1] Percentage of ACRs Finalized	Relates to faculty of Govt. Diploma Institutions. (Govt. institutions also includes Govt. Polytechnics under Society mode)	It covers performance appraisal of the Govt. employees by the competent authority	%	ACR is a tool for improving the performance of employees for the betterment of the organization.

Section 5 : Specific Performance Requirements from other Departments

Location Type	State	Organisation Type	Organisation Name	Relevant Success Indicator	What is your requirement from this organisation	Justification for this requirement	Please quantify your requirement from this Organisation	What happens if your requirement is not met.
State Government	Haryana	Departments	Industries and Commerce	[1.2.1] Placements from Govt. / Govt. aided Diploma institutions out of total students passed (excluding students opting for higher studies)	Training and Job placement	To Generate employment opportunities.	100% Employabilityfor pass out students.	If training is not imparted to the students then the Technical exposure of the students will be weaker and they will face problems in their employment.
				[1.2.2] Placements from Private Diploma Institutions out of total students passed (excluding students opting for higher studies)	Training and Job placement	To Generate employment opportunities.	100% Employabilityfor pass out students.	If training is not imparted to the students then the Technical exposure of the students will be weaker and they will face problems in their employment.
				[1.2.3] Placements from Govt. UG Institutions out of total students passed (excluding students opting for higher studies)	Training and Job placement	To Generate employment opportunities.	100% Employabilityfor pass out students.	If training is not imparted to the students then the Technical exposure of the students will be weaker and they will face problems in their employment.
				[1.2.4] Placements from Private UG Institutions out of total students passed (excluding students opting for higher studies)	Training and Job placement	To Generate employment opportunities.	100% Employabilityfor pass out students.	If training is not imparted to the students then the Technical exposure of the students will be weaker

Section 5 : Specific Performance Requirements from other Departments

Location Type	State	Organisation Type	Organisation Name	Relevant Success Indicator	What is your requirement from this organisation	Justification for this requirement	Please quantify your requirement from this Organisation	What happens if your requirement is not met.
				studies)	Training and Job placement	To Generate employment opportunities.	100% Employabilityfor pass out students.	and they will face problems in their employment.
				[1.2.5] Placements from Govt. Technical Universities out of total students passed (excluding students opting for higher studies)	Training and Job placement	To Generate employment opportunities.	100% Employabilityfor pass out students.	If training is not imparted to the students then the Technical exposure of the students will be weaker and they will face problems in their employment.
				[1.2.6] Placements from Private Technical Universities out of total students passed (excluding students opting for higher studies)	Training and Job placement	To Generate employment opportunities.	100% Employabilityfor pass out students.	If training is not imparted to the students then the Technical exposure of the students will be weaker and they will face problems in their employment.
				[1.3.1] Seminars / Workshops in Govt. / Govt. aided Institutions offering Diploma / UG Courses	Training and Job placement	To Generate employment opportunities.	100% Employabilityfor pass out students.	If training is not imparted to the students then the Technical exposure of the students will be weaker and they will face problems in their employment.
				[1.3.2] Seminars / Workshops in Private Institutions offering	Training and Job placement	To Generate employment opportunities.	100% Employabilityfor pass out students.	If training is not imparted to the students then the

Section 5 : Specific Performance Requirements from other Departments

Location Type	State	Organisation Type	Organisation Name	Relevant Success Indicator	What is your requirement from this organisation	Justification for this requirement	Please quantify your requirement from this Organisation	What happens if your requirement is not met.
				Diploma / UG Courses	Training and Job placement	To Generate employment opportunities.	100% Employability for pass out students.	Technical exposure of the students will be weaker and they will face problems in their employment.
				[1.3.3] MOU for Training	Training and Job placement	To Generate employment opportunities.	100% Employability for pass out students.	If training is not imparted to the students then the Technical exposure of the students will be weaker and they will face problems in their employment.
				[1.3.4] Expert / extension lectures delivered by resource persons from industry	Training and Job placement	To Generate employment opportunities.	100% Employability for pass out students.	If training is not imparted to the students then the Technical exposure of the students will be weaker and they will face problems in their employment.
			School Education	[1.1.1] Pass percentage in Govt./Govt. aided Diploma Institutions out of total students who appear in Final Year exam	At school education the students must be pass with good marks in science streams having good knowledge in science, Math and English to go for Engg. discipline as	For Engg. streams students the knowledge of science math and English is compulsory.	To enroll students through entrance test	The students of poor stuff will not be able to get diploma/degree successfully.

Section 5 : Specific Performance Requirements from other Departments

Location Type	State	Organisation Type	Organisation Name	Relevant Success Indicator	What is your requirement from this organisation	Justification for this requirement	Please quantify your requirement from this Organisation	What happens if your requirement is not met.
			School Education	[1.1.1] Pass percentage in Govt./Govt. aided Diploma Institutions out of total students who appear in Final Year exam	their career.	For Engg. streams students the knowledge of science math and English is compulsory.	To enroll students through entrance test	The students of poor stuff will not be able to get diploma/degree successfully.
				[1.1.2] Pass percentage in Private Diploma Institutions out of total students who appear in Final Year exam	At school education the students must be pass with good marks in science streams having good knowledge in science, Math and English to go for Engg. discipline as their career.	For Engg. streams students the knowledge of science math and English is compulsory.	To enroll students through entrance test	The students of poor stuff will not be able to get diploma/degree successfully.
				[1.1.3] Pass percentage in Govt. UG Institutions out of total students who appear in Final Year exam	At school education the students must be pass with good marks in science streams having good knowledge in science, Math and English to go for Engg. discipline as their career.	For Engg. streams students the knowledge of science math and English is compulsory.	To enroll students through entrance test	The students of poor stuff will not be able to get diploma/degree successfully.
				[1.1.4] Pass Percentage in Private UG Institutions out of total students who appear in Final Year exam	At school education the students must be pass with good marks in science streams having good knowledge in	For Engg. streams students the knowledge of science math and English is compulsory.	To enroll students through entrance test	The students of poor stuff will not be able to get diploma/degree successfully.

Section 5 : Specific Performance Requirements from other Departments

Location Type	State	Organisation Type	Organisation Name	Relevant Success Indicator	What is your requirement from this organisation	Justification for this requirement	Please quantify your requirement from this Organisation	What happens if your requirement is not met.
				[1.1.4] Pass Percentage in Private UG Institutions out of total students who appear in Final Year exam	science, Math and English to go for Engg. discipline as their career.	For Engg. streams students the knowledge of science math and English is compulsory.	To enroll students through entrance test	The students of poor stuff will not be able to get diploma/degree successfully.
				[1.1.5] Pass percentage in Govt. Technical Universities out of total students who appear in Final Year exam	At school education the students must be pass with good marks in science streams having good knowledge in science, Math and English to go for Engg. discipline as their career.	For Engg. streams students the knowledge of science math and English is compulsory.	To enroll students through entrance test	The students of poor stuff will not be able to get diploma/degree successfully.
				[1.1.6] Pass percentage in Private Technical Universities out of total students who appear in Final Year exam	At school education the students must be pass with good marks in science streams having good knowledge in science, Math and English to go for Engg. discipline as their career.	For Engg. streams students the knowledge of science math and English is compulsory.	To enroll students through entrance test	The students of poor stuff will not be able to get diploma/degree successfully.
			Finance	[1.1.1] Pass percentage in Govt./Govt. aided Diploma Institutions out of total students who appear in Final Year exam	Funds under Plan & Non-Plan Schemes	Sufficient funding for infrastructure needs, development activities, growth of institutions, faculty training and welfare schemes for socio-economically backward	As per Annual Budget Estimates of the financial year submitted to the Finance Department.	Without sufficient funding, training of students, engaging good faculty, procurement, maintenance of machinery &

Section 5 : Specific Performance Requirements from other Departments

Location Type	State	Organisation Type	Organisation Name	Relevant Success Indicator	What is your requirement from this organisation	Justification for this requirement	Please quantify your requirement from this Organisation	What happens if your requirement is not met.
			Finance	[1.1.1] Pass percentage in Govt./Govt. aided Diploma Institutions out of total students who appear in Final Year exam	Funds under Plan & Non-Plan Schemes	sections of the society for all inclusive growth.	As per Annual Budget Estimates of the financial year submitted to the Finance Department.	equipments and other development activities in the department shall be adversely affected.
				[1.1.2] Pass percentage in Private Diploma Institutions out of total students who appear in Final Year exam	Funds under Plan & Non-Plan Schemes	Sufficient funding for infrastructure needs, development activities, growth of institutions, faculty training and welfare schemes for socio-economically backward sections of the society for all inclusive growth.	As per Annual Budget Estimates of the financial year submitted to the Finance Department.	Without sufficient funding, training of students, engaging good faculty, procurement, maintenance of machinery & equipments and other development activities in the department shall be adversely affected.
				[1.1.3] Pass percentage in Govt. UG Institutions out of total students who appear in Final Year exam	Funds under Plan & Non-Plan Schemes	Sufficient funding for infrastructure needs, development activities, growth of institutions, faculty training and welfare schemes for socio-economically backward sections of the society for all inclusive growth.	As per Annual Budget Estimates of the financial year submitted to the Finance Department.	Without sufficient funding, training of students, engaging good faculty, procurement, maintenance of machinery & equipments and other development activities in the department shall be adversely affected.
				[1.1.4] Pass Percentage in Private	Funds under Plan & Non-Plan	Sufficient funding for infrastructure needs,	As per Annual Budget Estimates of the financial year	Without sufficient funding, training of

Section 5 : Specific Performance Requirements from other Departments

Location Type	State	Organisation Type	Organisation Name	Relevant Success Indicator	What is your requirement from this organisation	Justification for this requirement	Please quantify your requirement from this Organisation	What happens if your requirement is not met.
				UG Institutions out of total students who appear in Final Year exam	Schemes	development activities, growth of institutions, faculty training and welfare schemes for socio-economically backward sections of the society for all inclusive growth.	submitted to the Finance Department.	students, engaging good faculty, procurement, maintenance of machinery & equipments and other development activities in the department shall be adversely affected.
				[1.1.5] Pass percentage in Govt. Technical Universities out of total students who appear in Final Year exam	Funds under Plan & Non-Plan Schemes	Sufficient funding for infrastructure needs, development activities, growth of institutions, faculty training and welfare schemes for socio-economically backward sections of the society for all inclusive growth.	As per Annual Budget Estimates of the financial year submitted to the Finance Department.	Without sufficient funding, training of students, engaging good faculty, procurement, maintenance of machinery & equipments and other development activities in the department shall be adversely affected.
				[1.1.6] Pass percentage in Private Technical Universities out of total students who appear in Final Year exam	Funds under Plan & Non-Plan Schemes	Sufficient funding for infrastructure needs, development activities, growth of institutions, faculty training and welfare schemes for socio-economically backward sections of the society for all inclusive growth.	As per Annual Budget Estimates of the financial year submitted to the Finance Department.	Without sufficient funding, training of students, engaging good faculty, procurement, maintenance of machinery & equipments and other development activities in the department shall be adversely affected.

Section 5 : Specific Performance Requirements from other Departments

Location Type	State	Organisation Type	Organisation Name	Relevant Success Indicator	What is your requirement from this organisation	Justification for this requirement	Please quantify your requirement from this Organisation	What happens if your requirement is not met.
				[1.3.1] Seminars / Workshops in Govt. / Govt. aided Institutions offering Diploma / UG Courses	Funds under Plan & Non-Plan Schemes	Sufficient funding for infrastructure needs, development activities, growth of institutions, faculty training and welfare schemes for socio-economically backward sections of the society for all inclusive growth.	As per Annual Budget Estimates of the financial year submitted to the Finance Department.	Without sufficient funding, training of students, engaging good faculty, procurement, maintenance of machinery & equipments and other development activities in the department shall be adversely affected.
				[1.3.2] Seminars / Workshops in Private Institutions offering Diploma / UG Courses	Funds under Plan & Non-Plan Schemes	Sufficient funding for infrastructure needs, development activities, growth of institutions, faculty training and welfare schemes for socio-economically backward sections of the society for all inclusive growth.	As per Annual Budget Estimates of the financial year submitted to the Finance Department.	Without sufficient funding, training of students, engaging good faculty, procurement, maintenance of machinery & equipments and other development activities in the department shall be adversely affected.
				[1.3.3] MOU for Training	Funds under Plan & Non-Plan Schemes	Sufficient funding for infrastructure needs, development activities, growth of institutions, faculty training and welfare schemes for socio-economically backward sections of the society for all inclusive growth.	As per Annual Budget Estimates of the financial year submitted to the Finance Department.	Without sufficient funding, training of students, engaging good faculty, procurement, maintenance of machinery & equipments and other development activities in the

Section 5 : Specific Performance Requirements from other Departments

Location Type	State	Organisation Type	Organisation Name	Relevant Success Indicator	What is your requirement from this organisation	Justification for this requirement	Please quantify your requirement from this Organisation	What happens if your requirement is not met.
				[1.3.3] MOU for Training	Funds under Plan & Non-Plan Schemes	Sufficient funding for infrastructure needs, development activities, growth of institutions, faculty training and welfare schemes for socio-economically backward sections of the society for all inclusive growth.	As per Annual Budget Estimates of the financial year submitted to the Finance Department.	department shall be adversely affected.
				[1.3.4] Expert / extension lectures delivered by resource persons from industry	Funds under Plan & Non-Plan Schemes	Sufficient funding for infrastructure needs, development activities, growth of institutions, faculty training and welfare schemes for socio-economically backward sections of the society for all inclusive growth.	As per Annual Budget Estimates of the financial year submitted to the Finance Department.	Without sufficient funding, training of students, engaging good faculty, procurement, maintenance of machinery & equipments and other development activities in the department shall be adversely affected.
				[2.1.1] Updation of Curriculum for Diploma Courses	Funds under Plan & Non-Plan Schemes	Sufficient funding for infrastructure needs, development activities, growth of institutions, faculty training and welfare schemes for socio-economically backward sections of the society for all inclusive growth.	As per Annual Budget Estimates of the financial year submitted to the Finance Department.	Without sufficient funding, training of students, engaging good faculty, procurement, maintenance of machinery & equipments and other development activities in the department shall be adversely affected.

Section 5 : Specific Performance Requirements from other Departments

Location Type	State	Organisation Type	Organisation Name	Relevant Success Indicator	What is your requirement from this organisation	Justification for this requirement	Please quantify your requirement from this Organisation	What happens if your requirement is not met.
				[2.1.2] Development of learning material for Subjects of Diploma Courses	Funds under Plan & Non-Plan Schemes	Sufficient funding for infrastructure needs, development activities, growth of institutions, faculty training and welfare schemes for socio-economically backward sections of the society for all inclusive growth.	As per Annual Budget Estimates of the financial year submitted to the Finance Department.	Without sufficient funding, training of students, engaging good faculty, procurement, maintenance of machinery & equipments and other development activities in the department shall be adversely affected.

Section 6: Outcome/Impact of Department/Ministry

Outcome/Impact of Department/Ministry	Jointly responsible for influencing this outcome / impact with the following department (s) / ministry(ies)	Success Indicator	Unit	FY 12/13	FY 13/14	FY 14/15	FY 15/16	FY 16/17
1 Improvement in result of diploma/ degree institutions	Haryana State Technical Education Society, Haryana State Board of Technical Education, Affiliating Universities, Training Institutions, Partner Industries/ Industries Associations.	Pass percentage in Govt./Govt. aided / Private Institutions / Technical Universities offering Diploma / UG courses out of total students who appear in Final Year exam	%	34	34.5	40	45	50
2 Increase in percentage of placement	Haryana State Technical Education Society, Haryana State Board of Technical Education, Affiliating Universities, Training Institutions, Partner Industries/ Industries Associations	Placement from Govt. / Govt. aided / Private Institutions / Technical Universities offering Diploma / UG courses out of total students passed (excluding students opting for higher studies)	%	0	37.6	40	42.5	45