



Tyagbir Hem Baruah College

Feedback Analysis Report: 2021-2022

Employers' Feedback



Introduction:

The Internal Quality Assurance Cell (IQAC) of the College has put continuous effort for betterment of the learning experiences of the students. The college has also taken various initiatives to imbibe values and skills for building up knowledge and competencies in the students. Feedback on the performance of the alumni of the college gives ample opportunity for taking the process to the next level of improvement. The best person to judge how far the college has succeeded in the efforts is the employer of the alumni from the college. Considering its feedback from various organizations where the learners of the college are employed has been collected for analysis and further initiative. This report is focused on the feedback of employers on attainment of various skills and qualities by the learners of the college.

Data Collection and Analysis:

Effort was made to receive feedback from various employers who have employed learners from this college. For this purpose, a form was specially designed and circulated among various organizations for collection of employers' feedback. As many as 14 responses were received from the employers. In order to arrive at comprehensive results, useful statistical tools have been used for analysis of the obtained data and for effective presentation of the data, tables of various types have been prepared.

Employers' feedback analysis result:

Table 1: General communication skill of the employee

<i>Satisfactory level of the employers'</i>	<i>Frequency</i>	<i>Percent</i>
Strongly agree	10	71.4
Agree	4	28.6
Total	14	100.0

From the above table it is found that more than 71.4% of the employers strongly agree with the communication skill of the alumni of the college and about 28.6% of the employers agree with the communication skill of the alumni of the college.

Table 2: The employees are able to work as a part of team

<i>Satisfactory level of the employers</i>	<i>Frequency</i>	<i>Percent</i>
Strongly agree	9	64.3
Agree	5	35.7
Total	14	100

Table 2 is about whether the employees are able to work as a team or not. And it is found that more than 64.3% of the employers strongly agreed that the employees are able to work as part of a team, while 35.7% of the employers agreed to it. No employer was disagreed to the team effort given by the learner of the college.

Table 3: Demonstration of innovativeness and creativity in response to workplace challenges

<i>Satisfactory levels of the employers</i>	<i>Frequency</i>	<i>Percent</i>
Strongly agree	11	78.6
Agree	3	21.4
Total	14	100.0

Table 3 is the demonstration of innovativeness and creativity practices by the learners of the college. It is found that more than 78.6% and 21.4% of the employers strongly agreed and agreed respectively to the demonstration of innovation and creativity in response to work place challenges face by the employees.

Table 4: Ability of planning, organization; managerial and leadership qualities

<i>Satisfactory levels of the employers</i>	<i>Frequency</i>	<i>Percent</i>
Strongly agree	9	64.3
Agree	5	35.7
Total	14	100

Table 4 is on the learners ability of planning, organization, managerial and leadership qualities, where more than 64.3% of their employers were strongly agreed to those qualities they demonstrate. And the rest (35.7%) of the employees agreed. None of the employers disagreed in this regard.

Table5: Open to new ideas and desirous of learning new technique

<i>Satisfactory levels of the employers'</i>	<i>Frequency</i>	<i>Percent</i>
Strongly agree	11	78.6
Agree	3	21.4
Total	14	100.0

Table 5 shows the satisfactory levels of the employers about openness of their employees to the new ideas and their desire for new learning. It is seen that more than 78% of the employers strongly agreed while 21.4% agreed.

Table6: Efficiency of using technology and workplace equipment

<i>Satisfactory levels of the employers'</i>	<i>Frequency</i>	<i>Percent</i>
Strongly agree	7	50.0
Agree	7	50.0
Total	14	100.0

Table 6 is on the efficiency of using technology and workplace equipment by the learners of the college and it is seen that 50% of the employers strongly agreed to the efficiency of the learners where another 50% just agreed.

Table7: Ability to contribute to the goal of the organization

<i>Satisfactory levels of the employers'</i>	<i>Frequency</i>	<i>Percent</i>
Strongly agree	11	78.6
Agree	3	21.4
Total	14	100.0

Table 7 is on feedback of the employers on the ability of the learners to contribute to the goal of the organization they are working in and it is found that more than 78% of their employers strongly agreed to the ability of the learners from the college and the rest 22% of the employers just agreed.

Table8: Relationship with seniors/peers/subordinates

<i>Satisfactory levels of the employers'</i>	<i>Frequency</i>	<i>Percent</i>
Strongly agree	11	78.6
Agree	3	21.4
Total	14	100.0

Table 8 is about whether the employee from the college maintains a good relationship with the seniors/peers/subordinator at the workplace. It is found that more than 79% of the employers strongly agreed to it while the remaining 21% of the employers agreed.

Table9: Involvement in social/collective activities

<i>Satisfactory levels of the employers'</i>	<i>Frequency</i>	<i>Percent</i>
Strongly agree	12	85.7
Agree	2	14.3
Total	14	100.0

Table 9 is about the involvement of the employees in social/ collective activities .It is seen that 85.7% of the employers strongly agree in this regard, while the remaining 14.3% of the employers just agreed.

Table10. Ability to take up additional responsibility

<i>Satisfactory levels of the employers'</i>	<i>Frequency</i>	<i>Percent</i>
Strongly agree	9	64.3
Agree	5	35.7
Total	14	100.0

Table 10 is on the satisfactory levels of the employer on the additional responsibility taken by the learners of the college employed in their organizations. It is seen that 64.3% of the employers are strongly agreed and fully satisfied with the performance of the learners of the college while 35.7% of the employers agreed on it.

Suggestions from the employers:

1. Motivational lectures may be organized for the students of the college with the alumni achieving success in various competitive examinations.
2. Students' feedback should be collected frequently.
3. Each student should be equipped with one certificate course mandatorily.
4. Curriculum should be revised at regular intervals.

Following actions may be initiated by the college

1. The feedback is mostly from the respondents of the educational institutes. It should include the employees working in other government or private sector organizations.
2. For enhancing employability of the students, coaching/training programmes on various competitive examinations such as UPSC, APSC, Banking, SSC etc. may be organized.
3. Skill based certificate courses may be introduced.
4. Programmes for improvement of the communication skills of the students should be arranged.



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