

# EMPLOYER'S FEEDBACK REPORT

## 2014-15

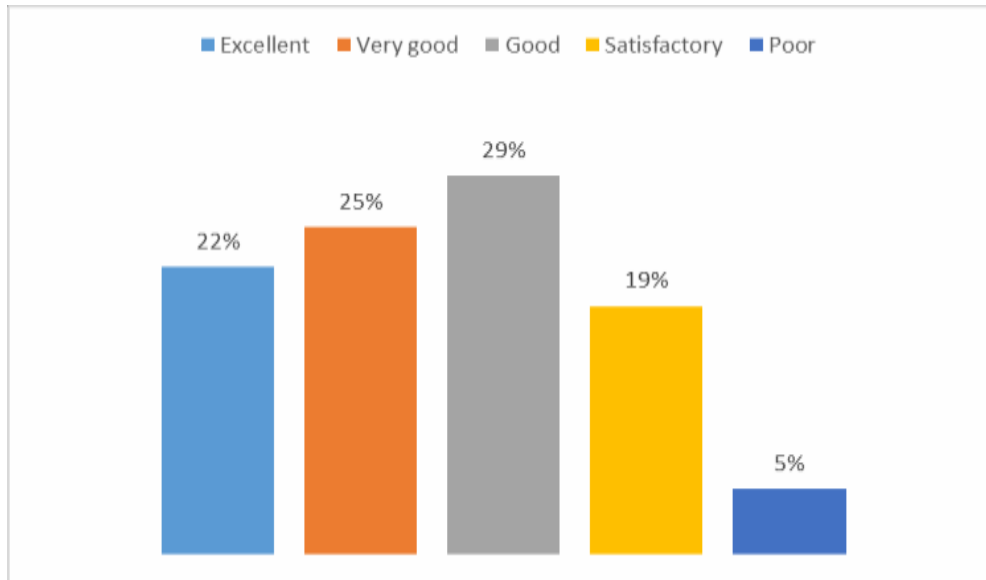
1. Presentation skills of the students are good but practice sessions for GD should be conducted as the students are technically sound but introvert.
2. Employers suggested that evaluation through Continuous Assessments can be replaced with Projects
3. A new curriculum was introduced focusing on Students Development.
4. New Partnerships and Business Memberships were formed with industries training & placements of students.
5. Focus was enhanced on Career Development Sessions for the students to give them maximum benefits
6. New Audio and visual aids teaching model was imparted for students.
7. No of interactions with the industries and frequent meetings were focused to provide better possibilities of placements and industry visits.
8. Weaker Section of the students to be identified during the class room studies and emphasis on their personal developments by HoDs and faculty members.



# EMPLOYER FEEDBACK FOR KALINGA UNIVERSITY STUDENTS

\* No of Employers contributed in the feedbacks – 25

## Feedback 1: Ability to contribute to the goal of the organization:



### Analysis:

The feedback from the employers indicated that 47% of overall employed students contributed towards the goals of the organizations.

As per the employers, 29% of the students have met the expectations to achieve their targets.

### Employers on improvement in curriculum:

They mentioned that the students should be given more opportunities of interactions with industries to improve the knowledge and understandings.

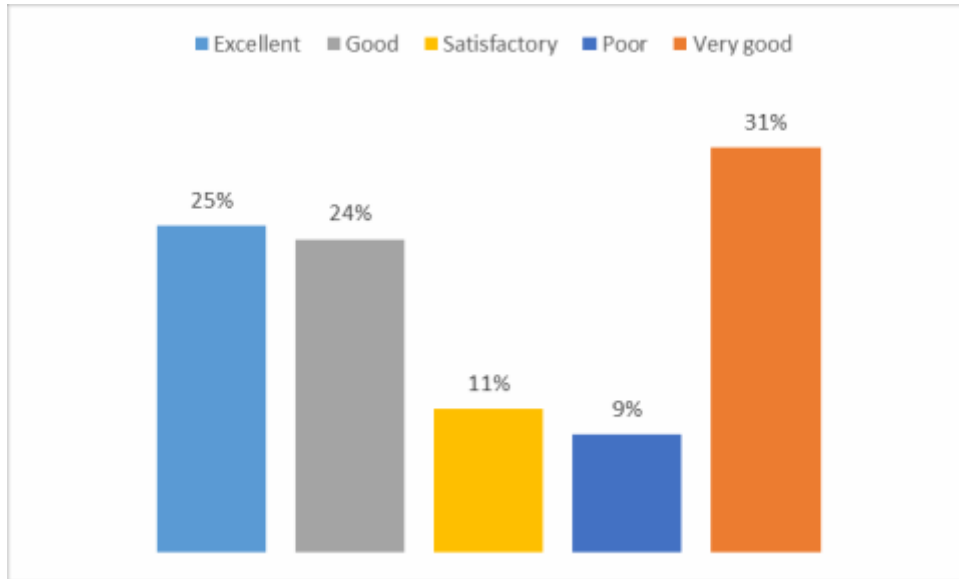
### Action Taken:

The students who have rated Satisfactory & Poor (24%) were analysed.

The reasons were collected during the meeting with students. The respective departments were shared the reasons and concerns in departmental meetings and were advised to prepare action plan to improve the students



## FEEDBACK 2: Technical knowledge/skill Ability to manage/leadership Innovativeness:



### Analysis:

A total of 56% of total students were categorized as Excellent & Very Good in technical knowledge in their respective fields of jobs.

24% students were marked well (good) by the employers & 20% were marked for more improvement in technical skills.

### Employers on improvement in curriculum:

They advised to bring in professional training curriculums to be introduced for the students.

The employers mentioned that more technical learning & hands on experience on various software should be involved in curriculum and practical knowledge to utilize the skills.

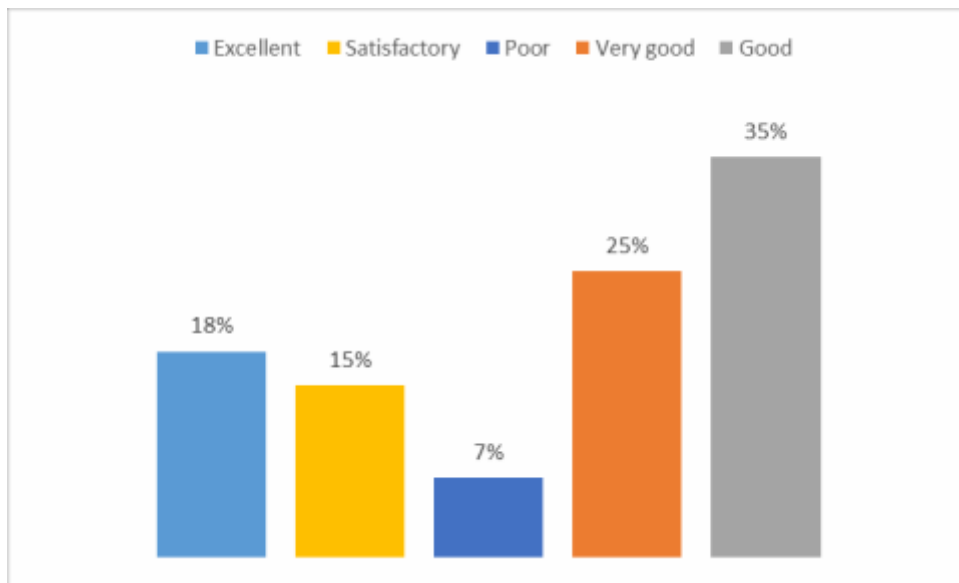
### Action Taken:

The HOD's were asked to improve technical trainings and motivate Kalinga Students to learn with ease.

The HoDs also agreed to utilize more timing in learning new skills and imparting the same to students.



### FEEDBACK 3: Creativity is intelligence having fun:



#### Analysis:

A total of 78% students were observed to be creative by their employers and were able to involve themselves in activities conducted by their employers.

#### Employers on improvement in curriculum:

Suggestions were made by employers to involve learning based teaching with Concepts for the students in the University.

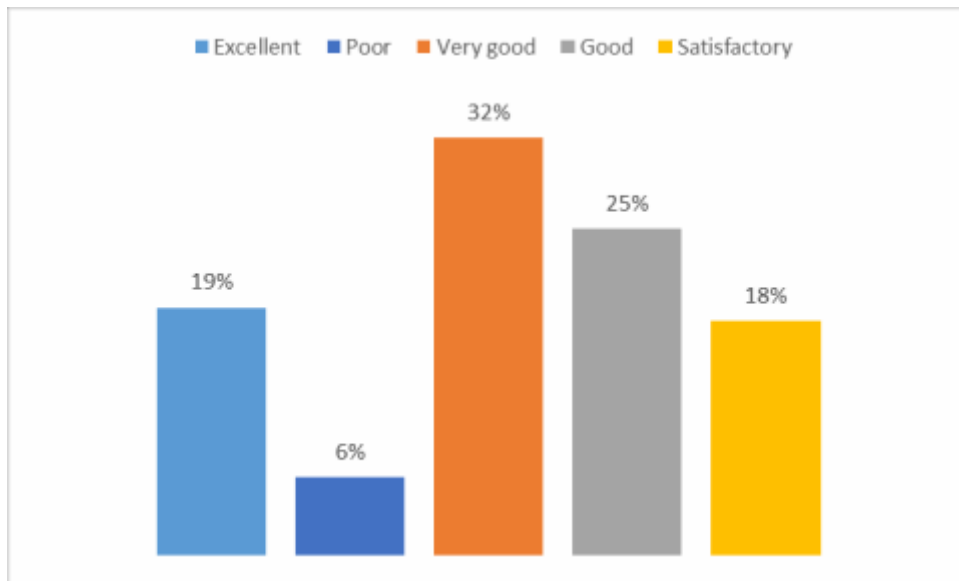
#### Action Taken:

The students who have rated satisfactory (15%) and poor (7%) were analyzed and were directed to participate compulsorily with enthusiasm in activities conducted by their respected organizations.

The HoDs were also directed to improve creativity in students by imparting new skills on it.



#### FEEDBACK 4: Relationship with seniors/peers /subordinates:



#### Analysis:

A total of 51% of Kalinga Students were observed to be at excellent in terms of interpersonal skills and maintaining peer relations at their organizations.

25% students were found to be good with their Management Skills as rated by their employers.

#### Employers on improvement in curriculum:

Suggestions were made by employers to involve personality development sessions and people management sessions along the class curriculums.

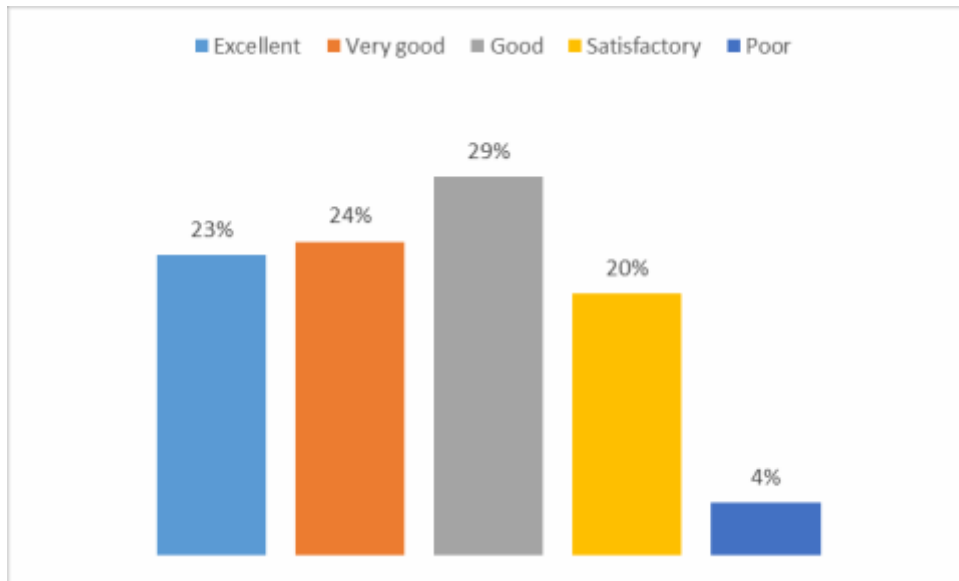
#### Action Taken:

Notice was issued to Academic In-Charge to look in this matter and submit a detailed report on this.

The 24% students were spoken to by University and asked for the issues faced and resolved at the earliest.



### FEEDBACK 5: Ability and motivation for social activity:



#### Analysis:

76% students employed were observed to be highly enthusiastic and motivated towards social activities conducted by their employers.

#### Employers on improvement in curriculum:

A common feedback received from the employers was that students were very co-operative and enthusiastic in social activities. However, they focused in increasing number of social activities conducted by University.

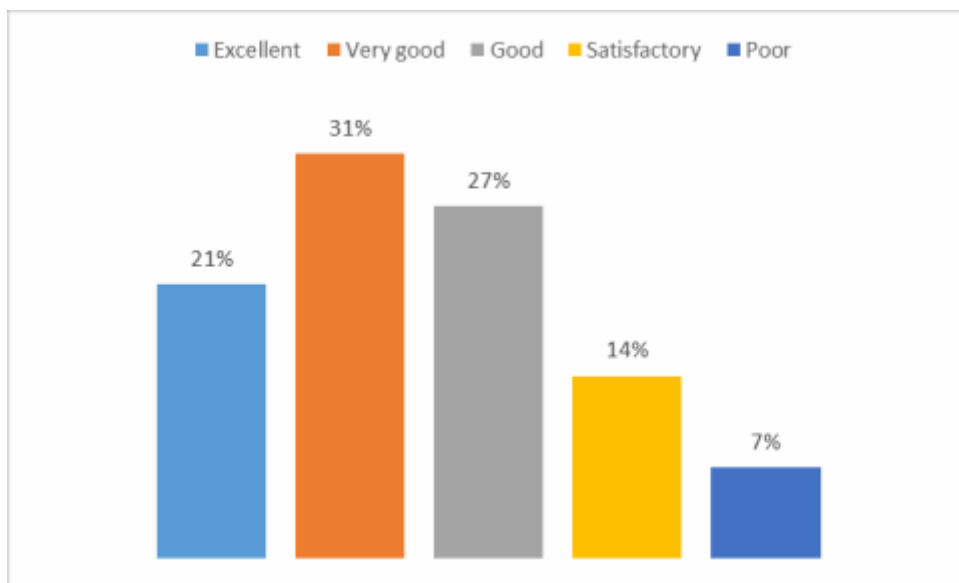
#### Action Taken:

Students development wing of Kalinga University was issued notice to gauge the impact and develop plans for social activities with NCC and NSS Wing for the students.

The 24% satisfactory & poorly marked students were spoken to by University and advised to participate more with their employers.



## FEEDBACK 6: Obligation to work beyond schedule if required:



### Analysis:

A total of 79% of students working met the requirement of working beyond schedule and delivering the results to the employers.

### Employers on improvement in curriculum:

Employers suggested to emphasize on management skills and computer skills in their curriculums.

### Action Taken:

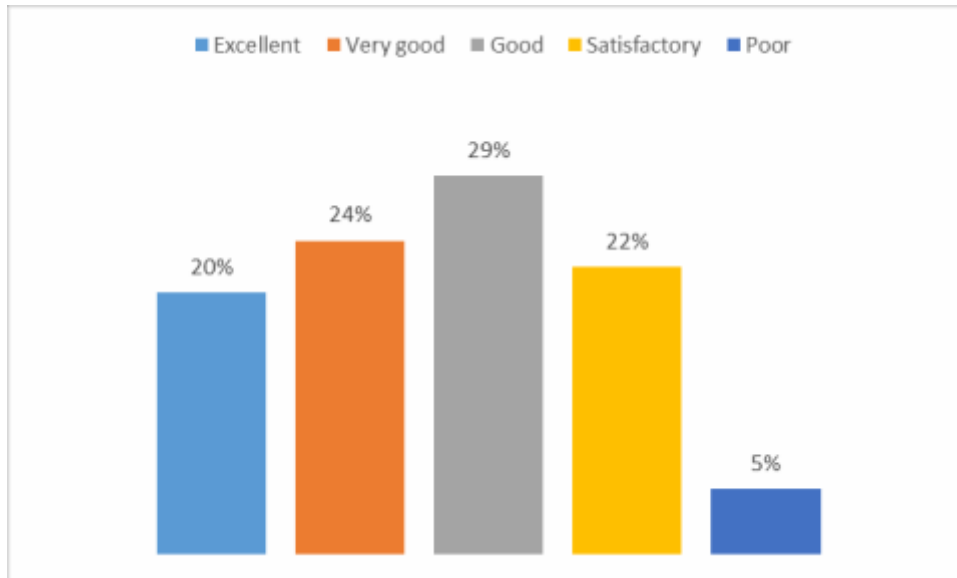
The training department was instructed to look in this matter and prepare training programmes based on the observations and include in existing schedule.

The 21% students were spoken to by the university to assess the reason which was found to be of the long distances travel between their homes & Offices which was communicated to the employers.

Advised them to relocate to nearest locations if possible, which some to students agreed to as well.



## FEEDBACK 7: Overall impression about their performance:



### Analysis:

A total of 73% of students were rated meeting the requirements of their employers for productivity and performances.

The employers were found to be highly satisfied by the performances of the students and appreciated the good work.

### Employers on scope of improvement:

Feedback was received as positive with a need of continuing the same performance. The employers also suggested to conduct motivational sessions & guest lectures on industries to align the students towards their career objectives and to inculcate the 'go getter' attitude in students.

### Action Taken:

With a positive feedback, the Excellent 20% students were instructed to continue the good show in performance and were well appreciated by Management.

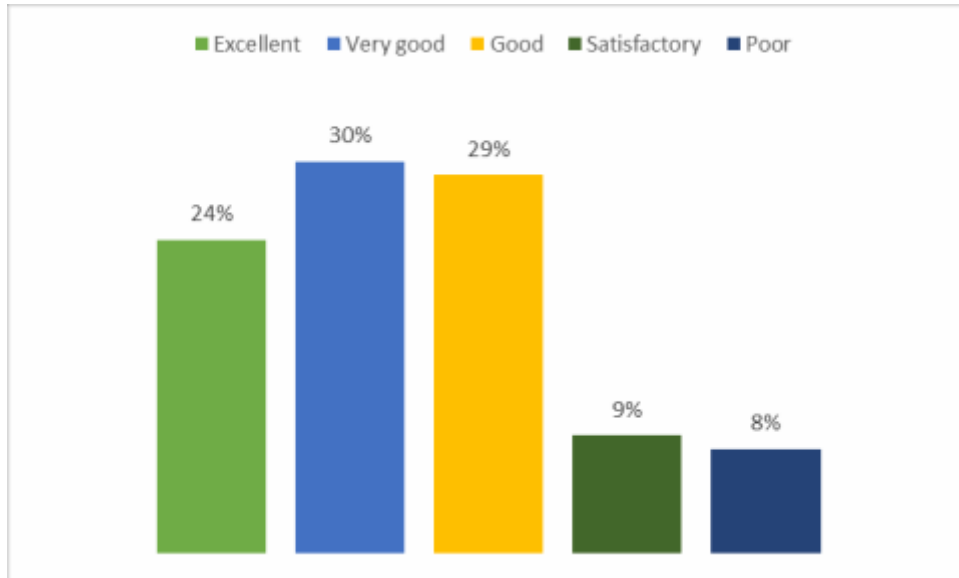
53% students were also advised to focus more for the targets and goals of the organization.

Also, the 27% below par students were analysed to enhance their performances.





**FEEDBACK 8: How do you rate your overall satisfaction with Kalinga University students and the curriculum?**



**Analysis:**

A total of 83% students were rated at par with the standards required by the employers in their feedbacks stating that the students were capable in doing their tasks in time and could give required performances on the jobs which were allotted by the employers.

**Employers on scope of improvement:**

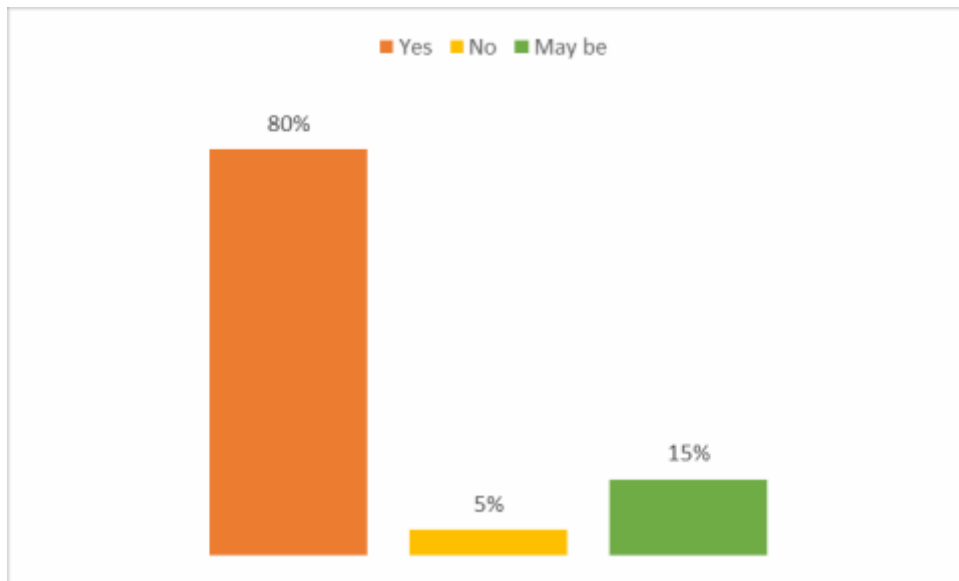
The Employers emphasized on creating a sustainable performance training model for students which can help students to keep focusing on their jobs and career ahead and also their personal development.

**Action Taken:**

The 17% students were addressed to by the University to enhance their performances and the challenges they are facing to complete the tasks given by their employers.



## FEEDBACK 9: Would you like to recruit more Kalinga University Students?



### Analysis:

On asked upon the question of hiring more students for recruiting to new profiles and jobs, 80% of employers happily replied with a 'YES'.

### Employers on scope of improvement:

Feedbacks received on improvement were only on to motivate the students and continue the good work.

### Action Taken:

The 20% employers were met and were addressed to by the respective dept. representatives in order to resolve if there was any performance related issue faced by the employers.

