

I.P. (P.G.) College Campus -2, Bulandshahr

Report of Employer's Feedback Survey

Academic Session 2024-25

The feedback from Employers is an important measure for the college to understand the requirements of the industry/institutions where students get their first employment, so as to assess the outcome of the entire teaching learning process. This enables the college to evaluate the outcome and develop strategies towards better learning-based outcomes and all-round holistic development such that students are gainfully employed after leaving the Institution.

The employer was asked as to measure how much satisfied the Company/Institution was with the employee's performance. In order to capture the experiences of employer, a questionnaire of 13 parameters was circulated. The questionnaire measures the responses scaled as **Excellent, Very Good, Good, Average, Below Average**. The responses obtained on these dimensions are compiled into a spreadsheet, analysed and logical conclusions are drawn there from.

Specific questions pertaining to learning outcomes/curriculum of the specific employee included: subject/ domain knowledge, technical skills, reasoning/ problem solving abilities, aptitude, communication skills, creativity.

The IQAC team of the college has collected feedback from the employers as part of quality monitoring and quality assurance practices implemented in the institution. The feedback is usually collected during the regular interaction with the employers.

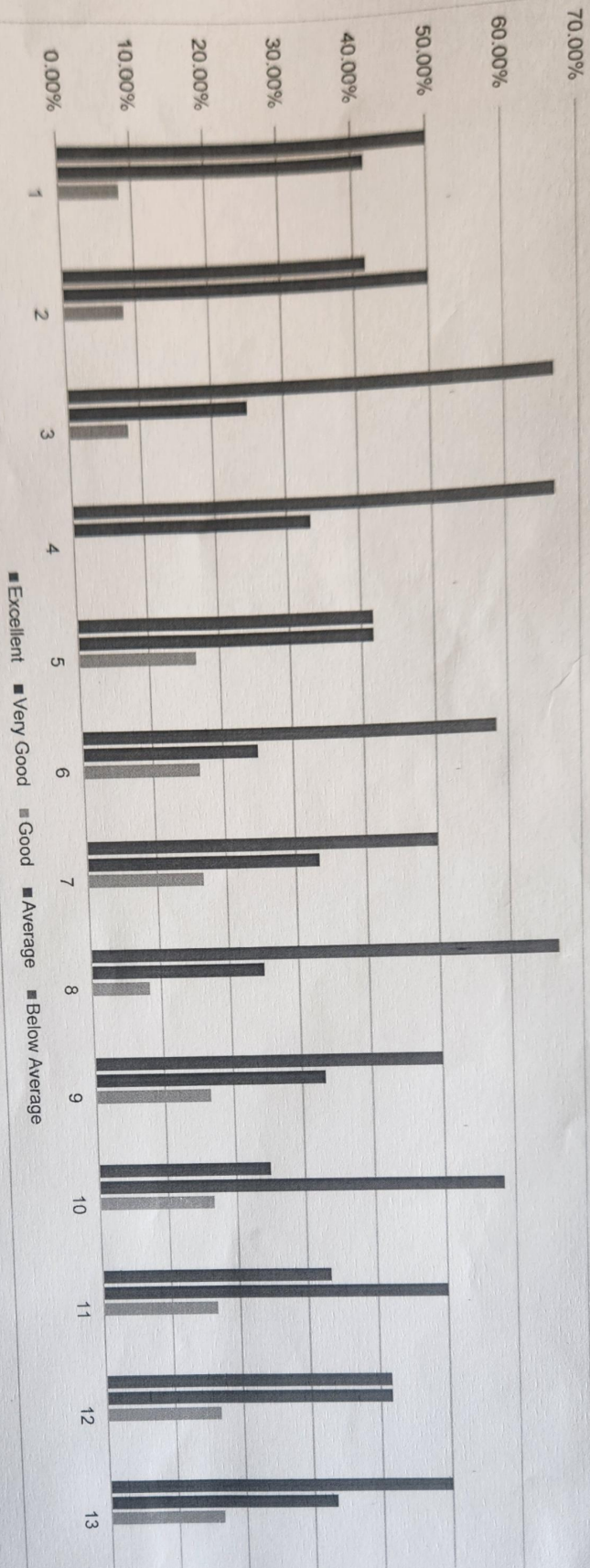
The IQAC team of college send online feedback form link to their students who are working as an employee in their field on their WhatsApp or email. They send link to their employer to fill the questionnaire then we receive their response on our email.

The Table 1 demonstrates the responses observed on the given scale as against the respective parameters. As a higher (or lower) proportion of employers respond as **Excellent to Below Average**, indicates an outcome in favour of (or against) College attaining (or deviating from) its goal.

Table- 1, Employer's Feedback Index Table

S. No.	Parameter	Total Responses	Percentages % of total Responses					Total % of (Excellent +Very	Level of Satisfaction
			Excellent	Very Good	Good	Average	Below Average		
1	General communication skills	12	50%	42%	8%	0%	0%	100%	Satisfactory
2	Developing practical solutions to work place problems	12	42%	50%	8%	0%	0%	100%	Satisfactory
3	Working as part of team	12	67%	25%	8%	0%	0%	100%	Satisfactory
4	Creative in response to workplace challenges	12	67%	33%	0%	0%	0%	100%	Satisfactory
5	Self motivated and taking on appropriate level of responsibility	12	41%	41%	16%	1%	1%	98%	Satisfactory
6	Open to new ideas and learning new technique	12	58%	25%	16%	1%	0%	99%	Satisfactory
7	Technical knowledge/ skill	12	50%	33%	16%	1%	0%	99%	Satisfactory
8	Ability to manage / leadership qualities	12	66%	25%	8%	1%	0%	99%	Satisfactory
9	Involvement in social activities	12	50%	33%	16%	1%	0%	99%	Satisfactory
10	Your overall satisfaction with I.P college students	12	25%	58%	16%	0%	1%	99%	Satisfactory
11	The curriculum has enough contents for a student to acquire sufficient knowledge to secure a subject related job	12	33%	50%	16%	1%	0%	99%	Satisfactory
12	The curriculum has good balance between theory and applications	12	41%	41%	16%	1%	1%	98%	Satisfactory
13	The syllabus has contents for developing skills to handle work place problems	12	50%	33%	16%	1%	0%	99%	Satisfactory

Chart Title



Criteria for Level of Satisfaction

The level of satisfaction has been calculated as per the following criteria:

- If the Level of Satisfaction in % of (Excellent + Very Good + Good) is or above 80%, then it is considered as Satisfactory.
- If the Level of Satisfaction in % of (Excellent + Very Good + Good) is between 60% and below 80%, then it is considered as Moderate Satisfactory.
- If the Level of Satisfaction % of (Excellent + Very Good + Good) is below 60%, then it is considered as Less Satisfactory.

Summary of the Feedback Received from Employer's (2024-25)

Total Respondents- 12

Summary of Findings

Feedback Analysis

The analysis of the Employer Feedback collected by the Feedback Committee under IQAC to assess the performance of the institutions under various parameters for the session 2024-25 observed:

1. Employers are satisfied with the process of curriculum design and development.
2. Maximum Employers opined that curriculum is effective in developing ICT and communication skills.
3. Curriculum has relevance to real life situation, reflects current trends and practices in the respective disciplines.

Recommendations

◆ 1. **Technical Skills Improvement**

Enhance the curriculum to include more hands-on training and industry-relevant tools and technologies (e.g., coding languages, software platforms, technical equipment).

Collaborate with employers to identify skill gaps.

◆ 2. Communication and Soft Skills

Introduce or strengthen modules on communication, teamwork, and professional etiquette. Incorporate group projects, mock interviews, and presentations to build confidence and clarity in communication.

◆ 3. Workplace Readiness

Integrate internship preparation workshops and job-readiness training that cover punctuality, accountability, problem-solving, and adaptability in real-world settings.

◆ 4. Time Management & Efficiency

Encourage time-bound assignments and real-world simulations that promote efficiency. Provide students with tools and strategies to prioritize and manage workload effectively.

◆ 5. Industry Collaboration

Strengthen partnerships with industry through regular advisory board meetings, employer panels, and curriculum reviews. This will ensure the program remains aligned with evolving industry needs.

◆ 6. Professional Conduct and Attitude

Include mandatory ethics and professional development sessions that emphasize reliability, workplace behaviour, and a proactive attitude. Role-playing scenarios can reinforce expected conduct.

◆ 7. Alumni Involvement

Leverage alumni working in relevant industries to mentor current students, share employer expectations, and bridge the gap between academic preparation and workplace realities.


Principal
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