# Rayat Shikshan Sanstha Rajarshi Chhatrapati Shahu College, Kolhapur

**Feedback Committee** 

Feedback Analysis of Employers Academic Year: 2021-22

Submitted to

**Internal Quality Assurance Cell** 

#### Introduction and Objectives:

Rayat Shikshan Sanstha's, Rajarshi Chhatrapati Shahu College, Kolhapur was establishedin the year 1961. The college aims at the overall development of the students to become entrepreneurs and professionals in the respective disciplines. Every year survey was conducted assess the satisfaction of all the stakeholders regarding curriculum, teaching, learning, evaluation and infrastructure of the college. Receiving positive or negative feedback isimportant as both these are crucial in helping monitor and evaluate the provision. Feedback from all stakeholders is a contributing factor to running a successful college or institution.

#### Methodology

In academic year 2021-22, we asked all stakeholders to fill a feedback form (provided by college). The feedback forms are also available on the college website. Filling of feedback is voluntary.

#### Design of Feedback

The responses from the employers are collected on the six-point scale (Likert scale)

- 1) Very Happy
- 2) Happy
- 3) Satisfied
- 4) Not Satisfied
- 5) Far from satisfied
- 6) Other

#### **Data Coding**

Least is best method is used to code data. It means lowest rank is given to the strongly agree response and next rank is given to agree response and so on.

1) Very Happy: 1

2) Happy: 2

3) Satisfied: 3

4) Not Satisfied: 4

5) Far from satisfied: 5

**6)** Other: 6

#### **Analysis of Feedback**

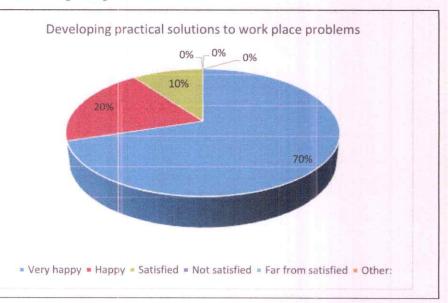
Feedback was collected and analyzed by Feedback Analysis Committee of the college. Opinion of all the stakeholders is obtained about each parameter in terms of percentage. Analyze the data using tabular and graphical representation.

#### 1. General communication skills

| Response           | No of<br>Employers | Genera   | al communi                                   | ication skills           |
|--------------------|--------------------|--|--|--------------------------|
| Very happy         | 17                 |  | 0% 0% 0%                                     | 6                        |
| Нарру              | 1                  | 5%   | 10%  |                          |
| Satisfied          | 2                  |  |  |                          |
| Not satisfied      | 0                  |  |  | 85%                      |
| Far from satisfied | 0                  |  |  |                          |
| Other:             | 0                  |  |  |                          |
| Total              | 20                 | <ul><li>Very happy</li><li>Not satisfied</li></ul> | <ul><li>Happy</li><li>Far from sat</li></ul> | Satisfied sisfied other: |

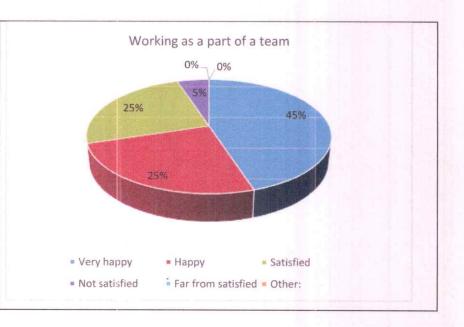
## 2. Developing practical solutions to work place problems

| Response           | No of<br>Employers |  |  |
|--------------------|--------------------|--|--|
| Very<br>happy      | 14                 |  |  |
| Нарру              | 4                  |  |  |
| Satisfied          | 2                  |  |  |
| Not<br>satisfied   | 0                  |  |  |
| Far from satisfied | 0                  |  |  |
| Other:             | 0                  |  |  |
| Total              | 20                 |  |  |



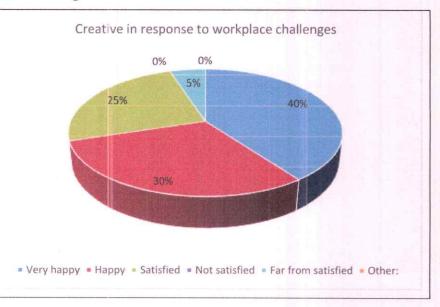
#### 3. Working as a part of a team

| Response           | No of<br>Employers |
|--------------------|--------------------|
| Very happy         | 9                  |
| Нарру              | 5                  |
| Satisfied          | 5                  |
| Not satisfied      | 1                  |
| Far from satisfied | 0                  |
| Other:             | 0                  |
| Total              | 20                 |



#### 4. Creative in response to workplace challenges

| Response           | No of<br>Employer |  |
|--------------------|-------------------|--|
| Very<br>happy      | 8                 |  |
| Нарру              | 6                 |  |
| Satisfied          | 5                 |  |
| Not<br>satisfied   | 0                 |  |
| Far from satisfied | 1                 |  |
| Other:             | 0                 |  |
| Total              | 20                |  |



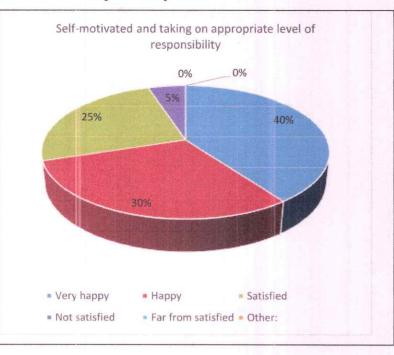
## 5. Their planning and organization skills

| Response           | No of     |
|--------------------|-----------|
| Response           | Employers |
| Very<br>happy      | 9         |
| Нарру              | 7         |
| Satisfied          | 3         |
| Not<br>satisfied   | 1         |
| Far from satisfied | 0         |
| Other:             | 0         |
| Total              | 20        |



## 6. Self-motivated and taking on appropriate level of responsibility

| Response           | No of<br>Employers |  |
|--------------------|--------------------|--|
| Very happy         | 8                  |  |
| Нарру              | 6                  |  |
| Satisfied          | 5                  |  |
| Not satisfied      | 1                  |  |
| Far from satisfied | 0                  |  |
| Other:             | 0                  |  |
| Total              | 20                 |  |

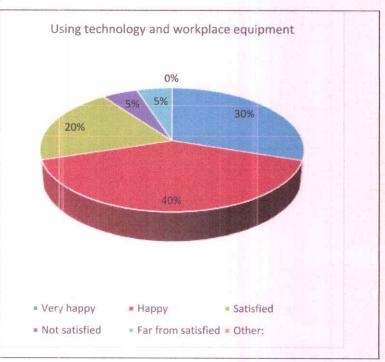


#### 7. Open to new idea and learning new techniques

| Response           | No of<br>Employers | Open to new idea and learning new techniques                     |
|--------------------|--------------------|--|
| Very happy         | 9                  | 0%   |
| Нарру              | 6                  | 15%  |
| Satisfied          | 3                  | 45%  |
| Not satisfied      | 1                  | 30%  |
| Far from satisfied | 1                  |  |
| Other:             | 0                  |  |
| Total              | 20                 | <ul> <li>Very happy</li> <li>Happy</li> <li>Satisfied</li> </ul> |
|                    |                    | Not satisfied Far from satisfied Other:                          |

## 8. Using technology and workplace equipment

|                    | No of     |  |
|--------------------|-----------|--|
| Response           | Employers |  |
| Very happy         | 6         |  |
| Нарру              | 8         |  |
| Satisfied          | 4         |  |
| Not satisfied      | 1         |  |
| Far from satisfied | 1         |  |
| Other:             | 0         |  |
| Total              | 20        |  |

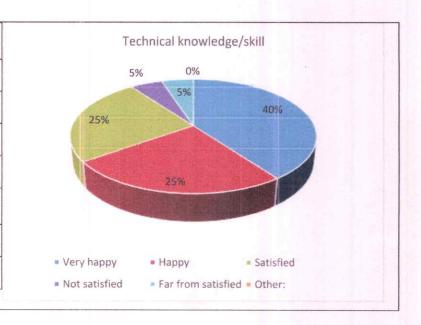


## 9. Ability to contribute to the goal of the organization

| Response           | No of<br>Employers | Ability to contribute to the goal of the organization                         |
|--------------------|--------------------|---|
| Very happy         | 8                  | 0% 5%   |
| Нарру              | 8                  | 10% 40%   |
| Satisfied          | 2                  |   |
| Not<br>satisfied   | 0                  | 40%   |
| Far from satisfied | 1                  |   |
| Other:             | 1                  | <ul> <li>Very happy</li> <li>Happy</li> <li>Satisfied</li> </ul>              |
| Total              | 20                 | <ul> <li>Not satisfied</li> <li>Far from satisfied</li> <li>Other:</li> </ul> |

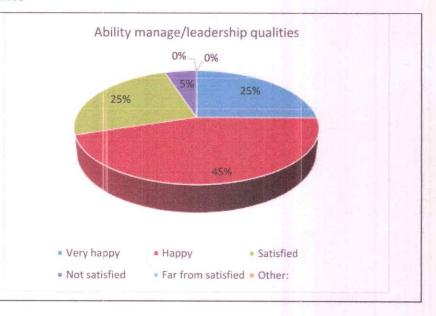
## 10. Technical knowledge/skill

| Response           | No of<br>Employers |  |
|--------------------|--------------------|--|
| Very happy         | 8                  |  |
| Нарру              | 5                  |  |
| Satisfied          | 5                  |  |
| Not satisfied      | 1                  |  |
| Far from satisfied | 1                  |  |
| Other:             | 0                  |  |
| Total              | 20                 |  |



## 11. Ability manage/leadership qualities

| Response           | No of<br>Employers |
|--------------------|--------------------|
| Very happy         | 5                  |
| Нарру              | 9                  |
| Satisfied          | 5                  |
| Not satisfied      | 1                  |
| Far from satisfied | 0                  |
| Other:             | 0                  |
| Total              | 20                 |



## 12. Innovativeness, creativity

| Response           | No of<br>Employers | In            | novativeness, c | reativity                   |  |
|--------------------|--------------------|---------------|-----------------|-----------------------------|--|
| Very happy         | 6                  | 5             | % 0%            |                             |  |
| Нарру              | 7                  | 25%           |                 | 30%                         |  |
| Satisfied          | 5                  |               |                 |                             |  |
| Not satisfied      | 1                  |               | 359             | 6                           |  |
| Far from satisfied | 1                  |               |                 |                             |  |
| Other:             | 0                  | Very happy    | • Нарру         | <ul><li>Satisfied</li></ul> |  |
| Total              | 20                 | Not satisfied | Far from sat    | isfied • Other:             |  |

## 13. Relationship with seniors/peers/subordinates

| Response           | No of<br>Employers | Relationship with seniors/peers/subordinates  |
|--------------------|--------------------|---|
| Very happy         | 7                  | 0% _ 0%<br>10% 5%<br>35%  |
| Нарру              | 10                 |   |
| Satisfied          | 2                  |   |
| Not satisfied      | 1                  |   |
| Far from satisfied | 0                  |   |
| Other:             | 0                  | - Venchamm  |
| Total              | 20                 | <ul> <li>Very happy</li> <li>Happy</li> <li>Satisfied</li> <li>Not satisfied</li> <li>Far from satisfied</li> <li>Other:</li> </ul> |

## 14. Involvement in social activity

| Response           | No of<br>Employers | Involvement in social activity  |
|--------------------|--------------------|---|
| Very happy         | 5                  | 0%0%  |
| Нарру              | 12                 | 10% 5% 25%  |
| Satisfied          | 2                  |   |
| Not satisfied      | 1                  | 60%   |
| Far from satisfied | 0                  |   |
| Other:             | 0                  |   |
| Total              | 20                 | <ul> <li>Very happy</li> <li>Happy</li> <li>Satisfied</li> <li>Not satisfied</li> <li>Far from satisfied</li> <li>Other:</li> </ul> |

## 15. Ability to take up extra responsibility

| Response           | No of<br>Employers | Ability to take up extra responsibility                          |
|--------------------|--------------------|--|
| Very happy         | 7                  | 0% 0%  |
| Нарру              | 8                  | 20% 35%  |
| Satisfied          | 4                  | 40%  |
| Not satisfied      | 1                  |  |
| Far from satisfied | 0                  | 三年 经基础   |
| Other:             | 0                  | <ul> <li>Very happy</li> <li>Happy</li> <li>Satisfied</li> </ul> |
| Total              | 20                 | Not satisfied Far from satisfied Other:                          |

#### 16. Obligation to work beyond schedule if required

| Response           | No of<br>Employers | Obligation to work beyond schedule if required  0%  10%  40%  Very happy  Happy  Satisfied  Not satisfied  Far from satisfied  Other: |
|--------------------|--------------------|---|
| Very happy         | 8                  |   |
| Нарру              | 7                  |   |
| Satisfied          | 3                  |   |
| Not satisfied      | 2                  |   |
| Far from satisfied | 0                  |   |
| Other:             | 0                  |   |
| Total              | 20                 |   |

#### Conclusion:

Feedback for teachers was analyzed and the opinion of the stakeholders is obtained about each parameter in terms of percentage. From feedback the conclusions are: The all respondents are satisfied with their general communication skills developing practical solutions to work place problems. About 70% of respondents are happy with Working as a part of a team and creative in response to workplace challenges. Mora than 75 % of respondents are happy with Their planning and organization skills, Self-motivated and taking on appropriate level of responsibility, Open to new idea and learning new techniques, Using technology and workplace equipment.

About 90% and 80% of respondents are satisfied with Ability to contribute to the goal of the organization and technical knowledge/skill. More than 95% of respondents are satisfied with Ability manage/leadership qualities, Innovativeness, creativity, Relationship with seniors/peers/subordinates. The respondents are happy for their Involvement in social activity with 85%, for Ability to take up extra responsibility with 75%, for Obligation to work beyond schedule if required with 75%.

#### Recommendation and Suggestions:

The Employee's suggested and recommended that:

- 1. Provide clean washroom for students and teachers
- 2. Start Skill development course
- 3. Conduct health camp in the college every six months
- 4. Start MSc Statistics program
- 5. Improve software facilities for students
- 6. Interested to do social work in Rayat Shikshan Sanstha

Dr. T. S. Kurane Chairman

Feedback Analysis Committee

R. C. Shahu College, Kolhapur.

Principal, Rajarshi Chh. Shahu College Kolhapur.