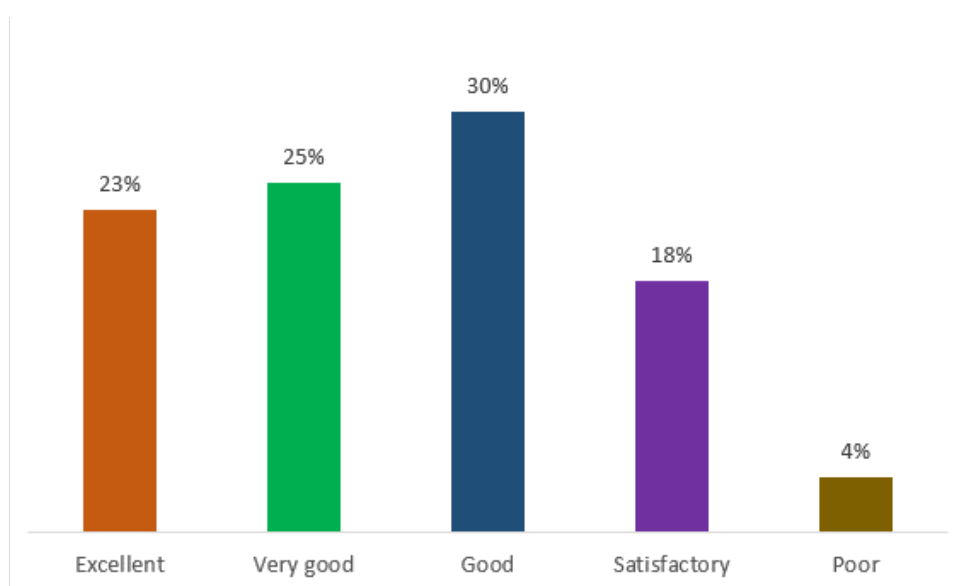




EMPLOYER FEEDBACK FOR KALINGA UNIVERSITY STUDENTS

*** No of Employers contributed in the feedbacks –64**

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



Analysis:

The data collected from the employers indicated that 77% of overall employed students were able to contribute towards the goals of the organization they were employed with. As per the employers, the students have done a significant job to achieve their targets.

Employers on improvement in curriculum:

They mentioned that the students should be given more opportunities in internships to face the crowds for better learnings.

Action Taken:

The students who have rated Satisfactory & Poor (23%) were analysed. The reasons were collected from the students and analysed.

The respective departments were shared the reasons and concerns in departmental meetings.

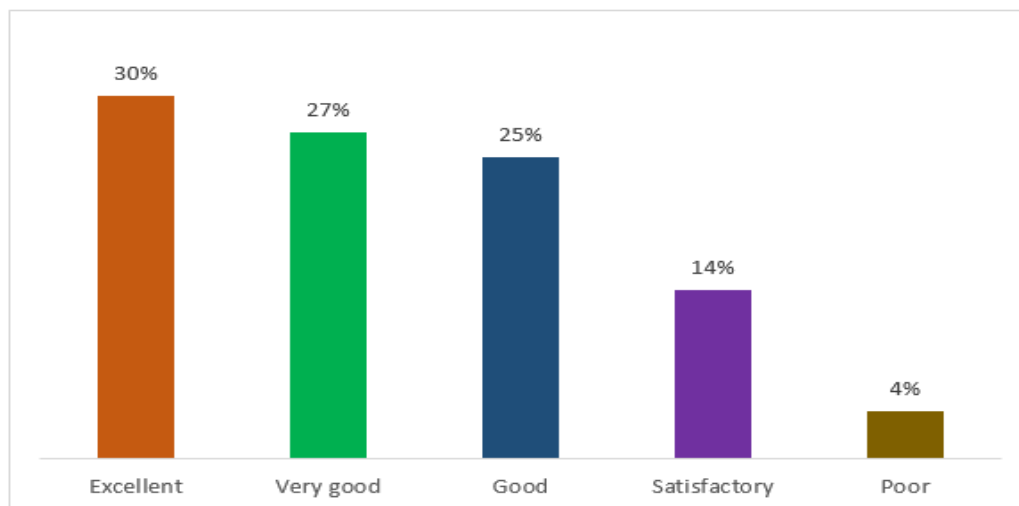


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FEEDBACK 2: Technical knowledge/skill Ability to manage/leadership Innovativeness:



Analysis:

A total of 58% of total students were categorized as Excellent & Very Good in technical knowledge in their respective fields of jobs. 26% students were marked well (good) by the employers & 16% were marked for more improvement in technical skills.

Employers on improvement in curriculum:

The employers mentioned that more technical learning & hands on experience on various software should be involved in curriculum.

Action Taken:

The HOD's were asked to develop a new curriculum wherein more technical trainings and new pedagogy to train Kalinga Students.

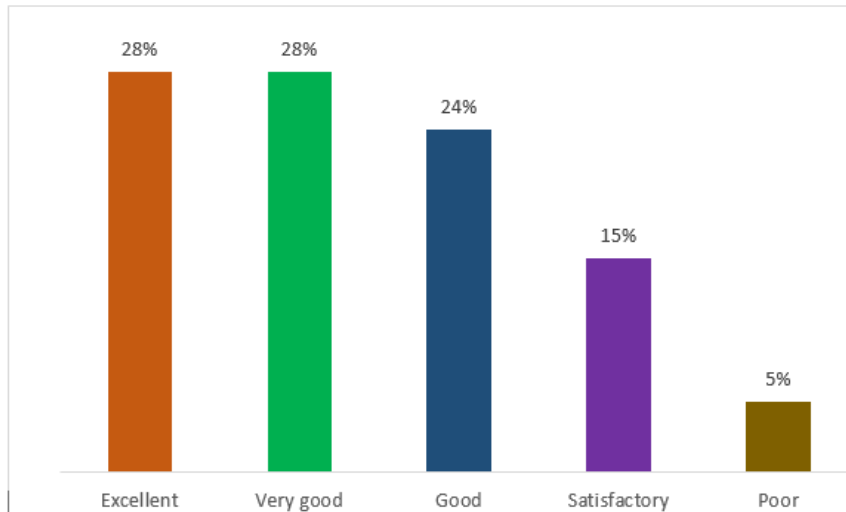


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FEEDBACK 3: Creativity is intelligence having fun:



Analysis:

A total of 82% students were observed to be creative by their employers which replicates the students were able to involve themselves in activities conducted by their employers.

Employers on improvement in curriculum:

Suggestions were made by employers to involve fun with learning concept for the students in the University.

Action Taken:

The students who have rated satisfactory (15%) and poor (3%) were analyzed and were directed to participate

Compulsorily with enthusiasm in activities conducted by their respected organizations.

The HoDs were also directed to focus more on creativity and new ideas and maintain a log register for it.

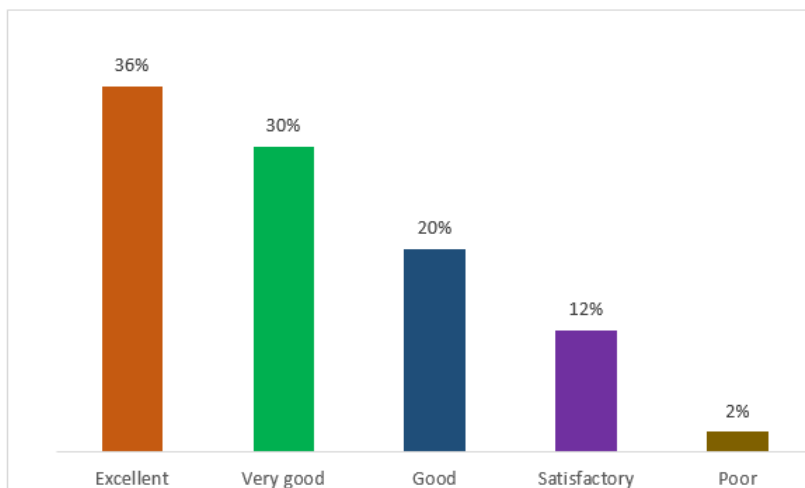


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FEEDBACK 4: Relationship with seniors/peers /subordinates:



Analysis:

86% of Kalinga Students were observed to be at par in terms of interpersonal skills and maintaining peer relations at their organizations.

Employers on improvement in curriculum:

Suggestions were made by employers to involve more soft skills & personality development session along the class curriculums.

Action Taken:

Notice was issued to Academic In-Charge & trainers to look in this matter and suggest the necessary actions for improvements

The 14% students were spoken to by University and asked for the issues faced and resolved at the earliest.

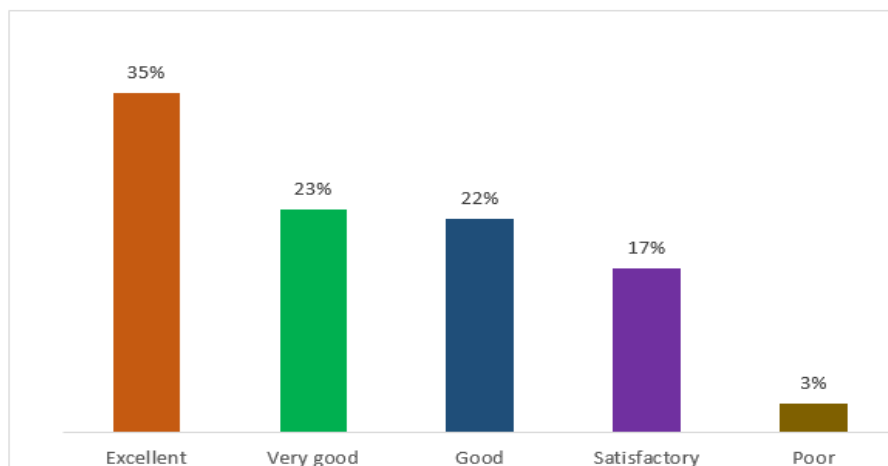


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FEEDBACK 5: Ability and motivation for social activity:



Analysis:

78% students employed were observed to be highly charged up and motivated in 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:

NSS and NCC wing of Kalinga University was issued notice to prepare a new plan for social activities and nearby villages were also empanelled for field works.

The 22% satisfactory & poorly marked students were spoken to by University and advised to participate more with their employers.

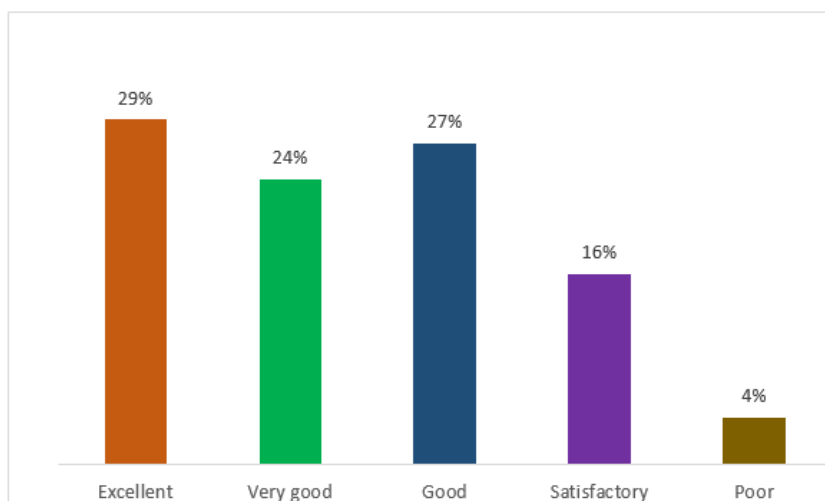


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FEEDBACK 6: Obligation to work beyond schedule if required:



Analysis:

A total of 80% of students working were found to be at par when it came to meeting the requirement of working beyond schedule and delivering the results to the employers.

Employers on improvement in curriculum:

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

Also, many suggested for more practice on software to make the student familiar to save their time lines.

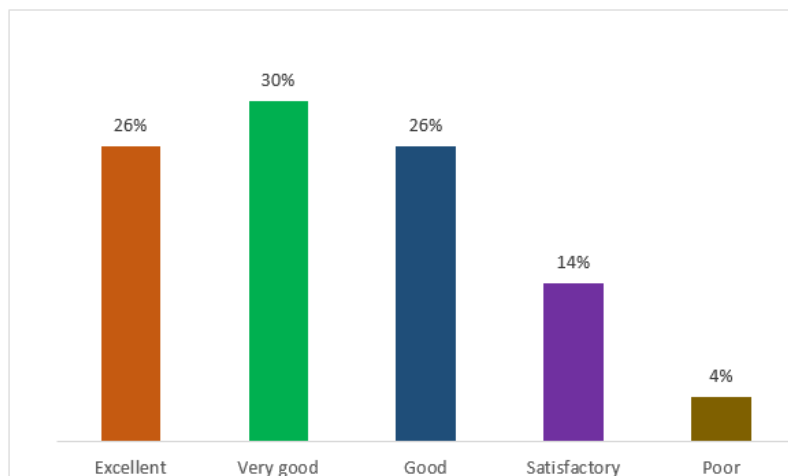
Action Taken:

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

The 20% 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.



FEEDBACK 7: Overall impression about their performance:



Analysis:

74% 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.

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.

Action Taken:

With a positive feedback, the Excellent 20% students were instructed to continue the good show in performance.

52% students were also advised to focus more for the common goals of the organization.

Also, the 26% below par students were analysed to enhance their performances.

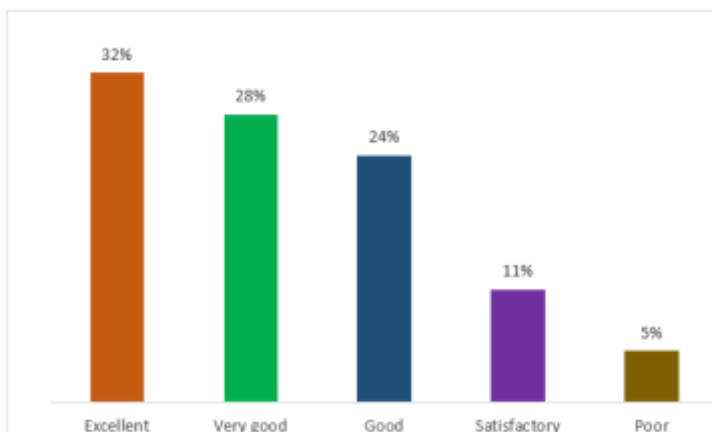


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FEEDBACK 8: How do you rate your overall satisfaction with Kalinga University students and the curriculum?



Analysis:

A total of 87% students were rated at par with the standards required by the employers in their feedbacks which replicates 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 developing a sustainable performance curriculum which can help students to keep focusing on their jobs and career ahead.

Action Taken:

The 13% 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.

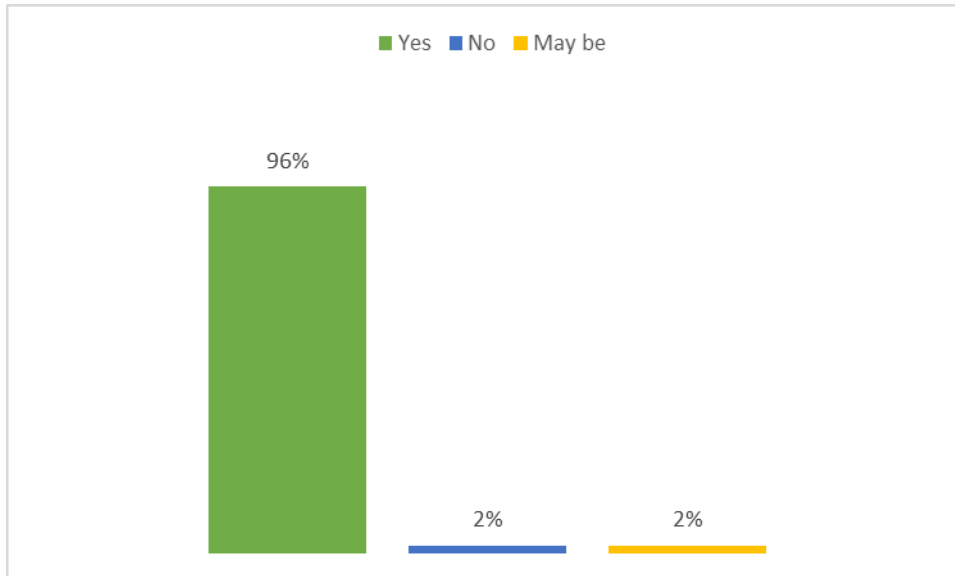


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FEEDBACK 9: Would you like to recruit more Kalinga University Students?



Analysis:

On asked upon the question of hiring more students for recruiting to new profiles and jobs, 96% of employers happily replied with a 'YES'.

Employers on scope of improvement:

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

Action Taken:

The 4% 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.

A report was shared with the management to inform the overall status of students.



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ACTION TAKEN POST EMPLOYER'S FEEDBACKS: -

- 1. Increased the band width of Soft Skills Classes for all the students.**
- 2. Personality Development Class were focused to improve the key Skills of the students.**
- 3. Visual – Audio aids for teaching the students were closely monitored by the Students Development Wing and intervened where ever necessary for improvement and created a new schedule for it**
- 4. Employers were spoken to by the Teachers to avoid any hassles with students and report was shared with management**
- 5. The HoDs were instructed to focus more on weak students for their progress and share the report.**