



EMPLOYER FEEDBACK 2022-2023

No of Employers contributed in the feedbacks – 47

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



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

Analysis: The feedback from the employers indicated that 51% of overall employed students contributed towards the goals of the organizations. As per the employers, 34% of the students have met the expected to achieve their targets.

Employers on improvement in curriculum: They mentioned that the students should be given more opportunities in engineering field in form of projects to improve their confidence.

Action Taken: The students who have rated Satisfactory (6%) were analyzed. The reasons were collected during the meeting with students. The respective departments were shared the reasons and concerns in departmental meetings.



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



Figure 2: Feedback on Technical knowledge/skill Ability to manage/leadership Innovativeness

Analysis: 47% of total students were categorized as Excellent & 28% were very good in technical knowledge in their respective fields of jobs. 15% students were marked well (good) by the employers & 10% 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 related courses should be involved in curriculum and practical knowledge to utilize the skills. They also advised to bring in professional training curriculums to be introduced for the students.

Action Taken: The HOD's were asked to develop a new curriculum wherein more technical trainings and train Kalinga Students. The HoDs also agreed to utilize more timings in learning new skills and imparting the same to students.



Feedback 3: Creativity is intelligence having fun:

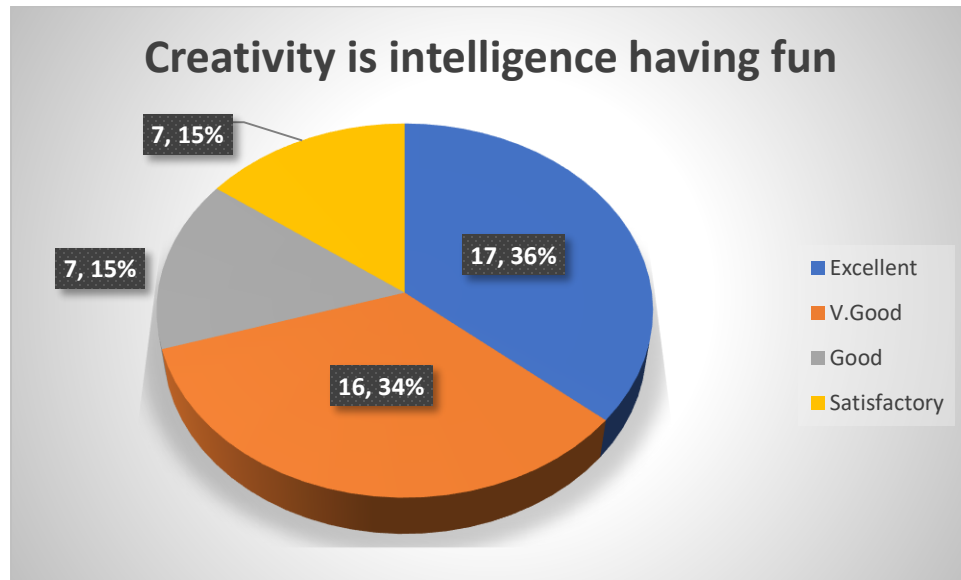


Figure 3: Feedback on Creativity is intelligence having fun

Analysis: A total of 36% students were observed to be creative by their employers and were able to involve themselves in activities conducted by their employers. These activities included marketing and social activities conducted by employers also. Employers on improvement in curriculum: Suggestions were made by employers to involve fun filled teaching with learning concepts for the students in the University.

Action Taken: The students who have rated satisfactory (15%) 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:

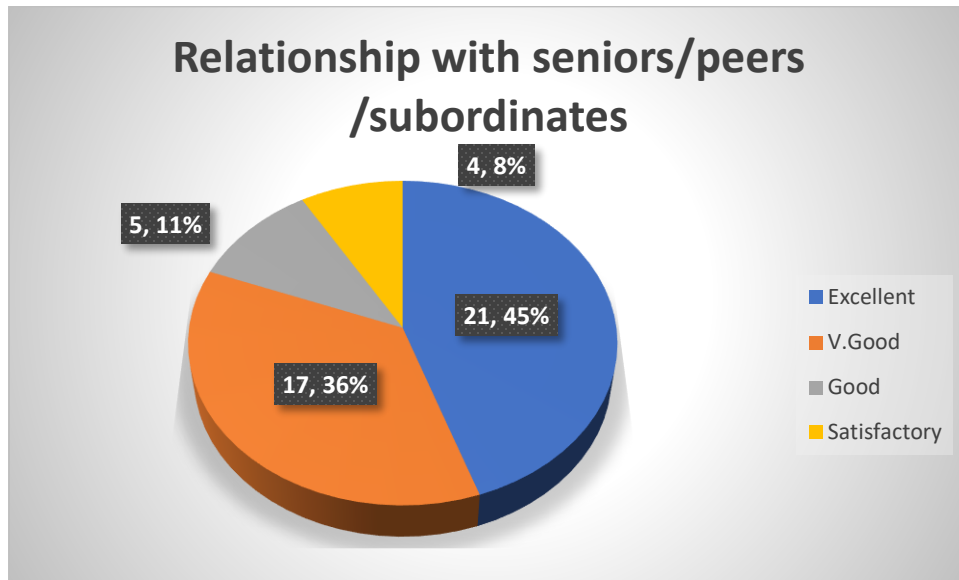


Figure 4: Feedback on Relationship with seniors/peers /subordinates

Analysis: A total of 45% of Kalinga Students were observed to be at par in terms of interpersonal skills and maintaining peer relations at their organizations and have shown exemplarity in managements. 36% students were found to be very good and 11% were good with the Management Skills. Employers on improvement in curriculum: Suggestions were made by employers to involve more personality development and people management sessions along the class curriculums.

Action Taken: Notice was issued to Academic In-Charge & trainers to look in this matter. The 8% 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:

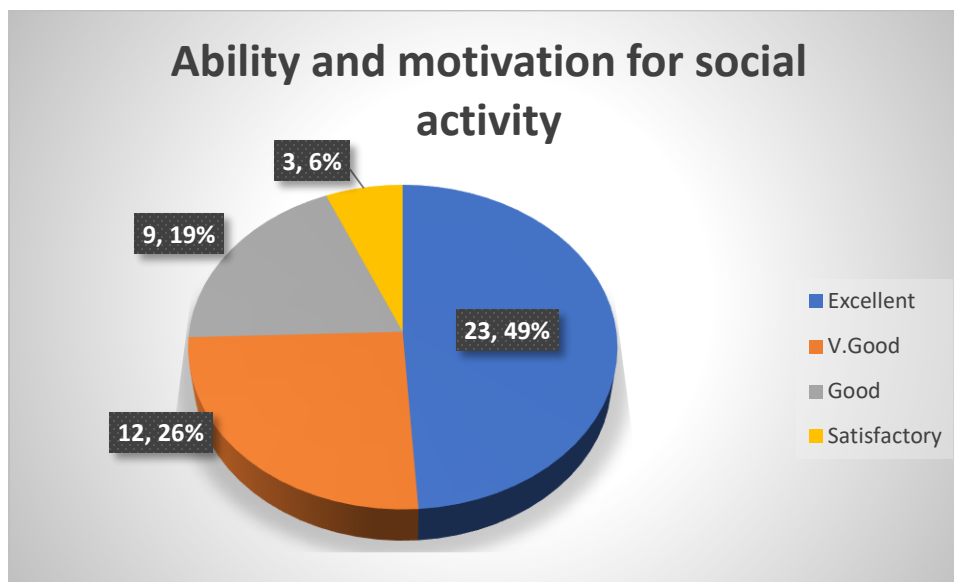


Figure 5: Feedback on Ability and motivation for social activity

Analysis: 49% 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: Students development wing of Kalinga University was issued notice to gauge the impact and develop new plans for social activities with NCC and NSS Wing. The 6% satisfactory marked students were spoken to by University and advised to participate more with their employers.



Feedback 6: Obligation to work beyond schedule if required:

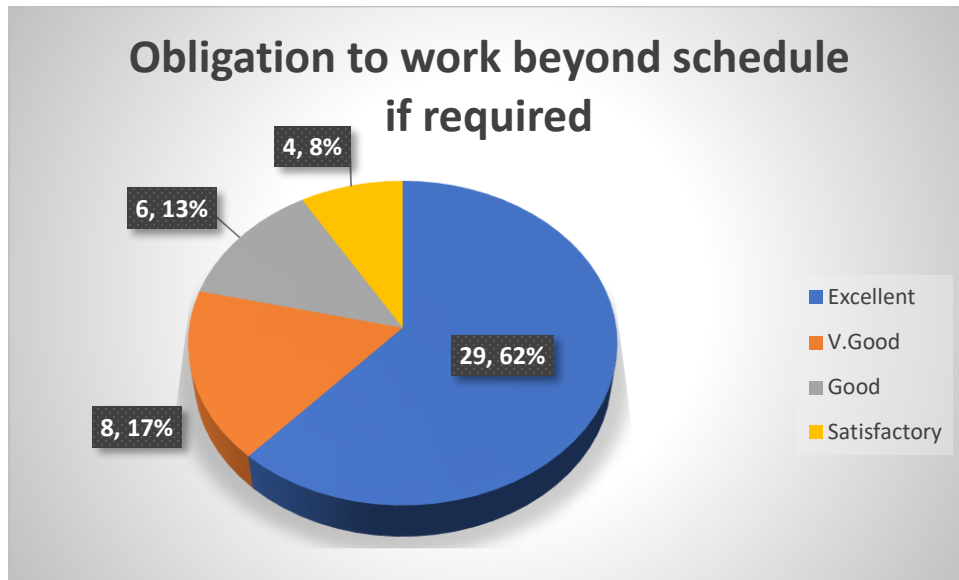


Figure 6: Feedback on Obligation to work beyond schedule if required

Analysis: A total of 62% 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 8% 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:

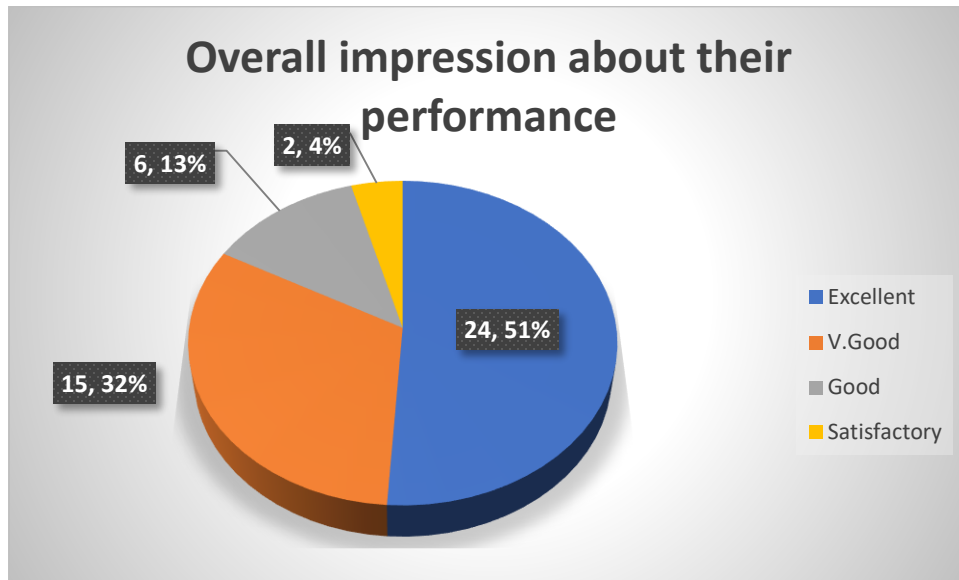


Figure 7: Feedback on Overall impression about their performance

Analysis: 83% 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 51% students were instructed to continue the good show in performance and were well appreciated by Management. 13% students were also advised to focus more for the targets and goals of the organization. Also, the 4% below par students were analyzed to enhance their performances.



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

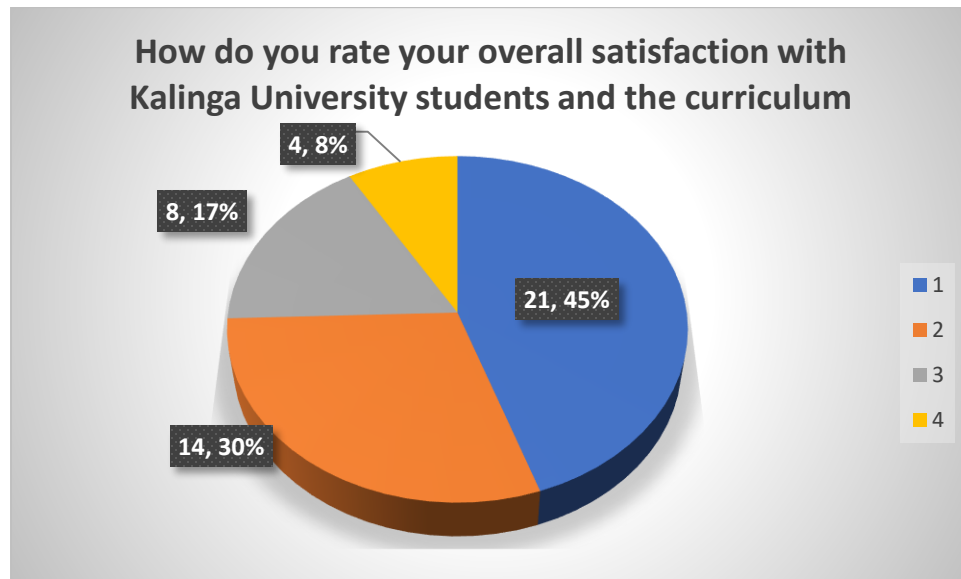


Figure 8: Feedback on rating of overall satisfaction with Kalinga University students and the curriculum

Analysis: A total of 75% 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 posting a sustainable performance curriculum which can help students to keep focusing on their jobs and career ahead and also their personal lives.

Action Taken: The 8% 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, 81% 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. It was also observed that employers wanted students to be more open towards learning modern tools so that it becomes easy for them to hire students with more ease.

Action Taken: The 19% 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. HoDs were directed to introduce training sessions for different modern tools for the students.