Comprehensive Feedback System

The objective of the comprehensive feedback mechanism is to achieve quality enhancement.
The comprehensive feedback involves collection of feedback from all the stakeholders. which helps in monitoring the academic content and processes thereby achieving quality sustenance and progressively quality enhancement.

The comprehensive feedback mechanism comprises of 3 phases:
Feedback collection: It mainly involves a structured method of collection of feedback. It is conducted through a well-designed questionnaire employing rating scales which facilitate objective Analysis. Open ended questions are also used in some of the methods for qualitative feedback.

Feedback Analysis and Reporting: The Feedback collected is analysed by a team of IT programmers of the college under complete confidentiality. The analysis is submitted to the Principal and Management.

Action taken: The Principal and Management decide the plan of action to improve the gaps.
The action ranges from. counselling and mentoring to teaching staff to corrective actions and improvements.

| Sr. No	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Teacher Feedback Academic Year 2021 -2022						
1	The Vision, philosophy & objectives of the college are known	12	14	1	0	0
2	Enough opportunities for continuous development of staff	13	12	2	0	0
3	Equal opportunities for all staff is provided	14	11	0	2	0
4	There is a mechanism for feedback, review and performance enhancement for the staff	12	15	0	0	0
5	There is a recognition/ Incentive/ Appreciation of the individual work is given	9	14	4	0	0
6	Computer facilities are made available for ICT based teaching to students	11	10	2	0	0
7	Good facility and encouragement to the teachers for their research	15	10	2	0	2
8	Authorities are approachable and accessible	13	13	1	0	0
9	Restrooms, toilets, laboratory, playground, classrooms are clean and well maintained	11	16	0	0	0
10	Clean drinking water is available	13	14	0	0	0

QUESTION ANALYSIS WITH GRAPHS

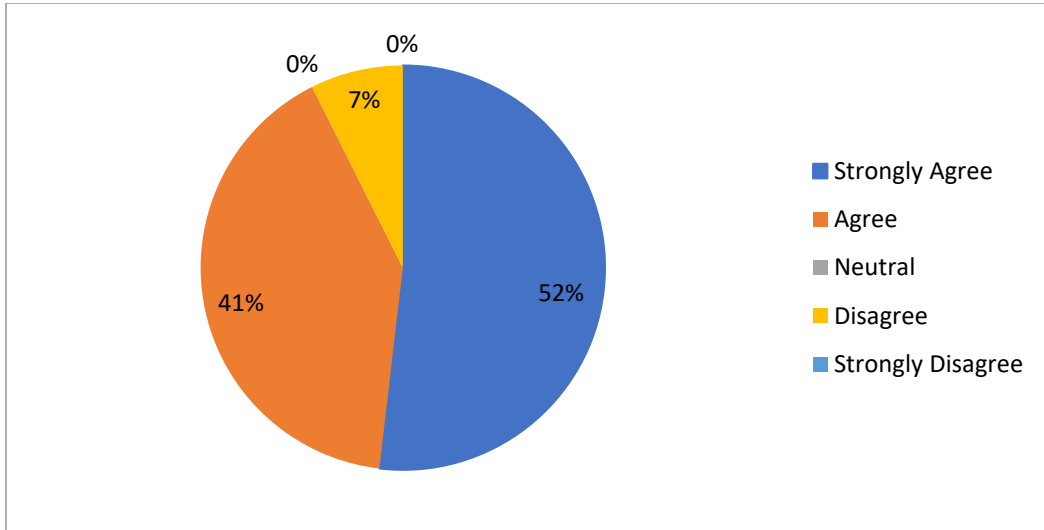Q1. The Vision, philosophy and objectives of the college are known
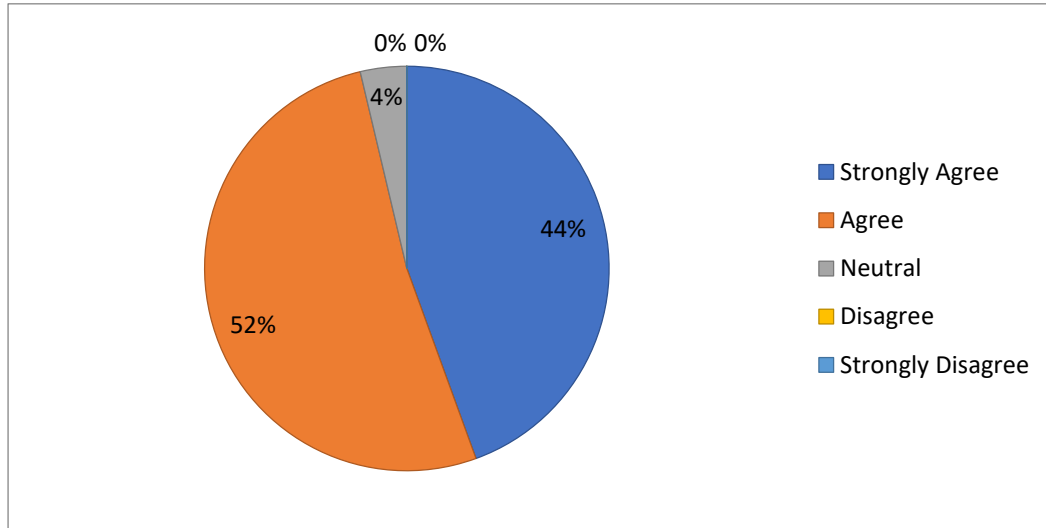
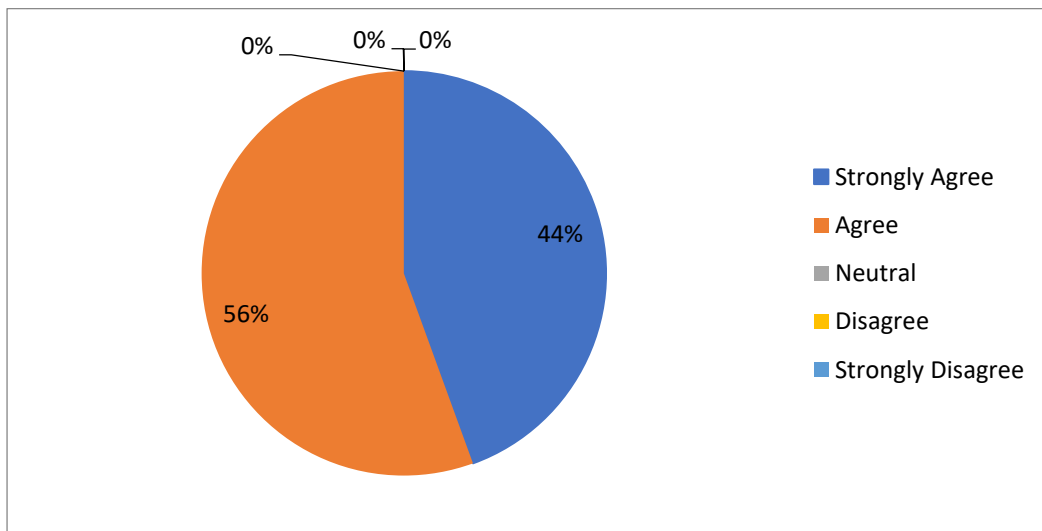Q2. Enough opportunities for continuous development of staff
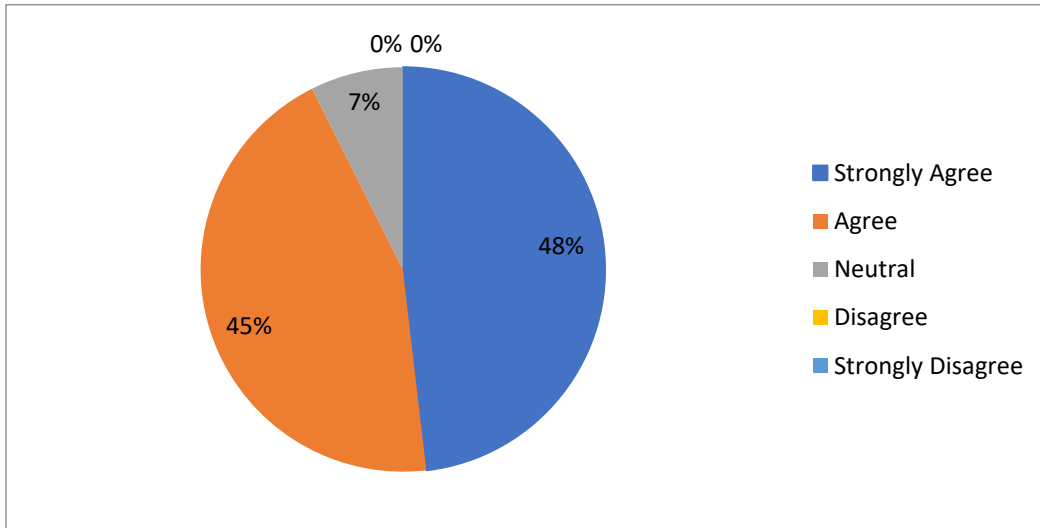
Q3. Equal opportunities for all staff is provided

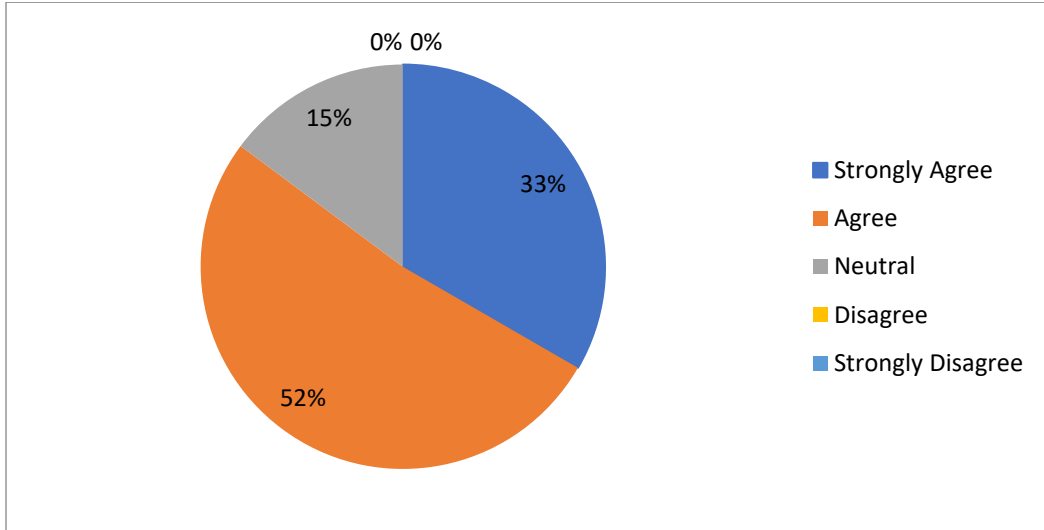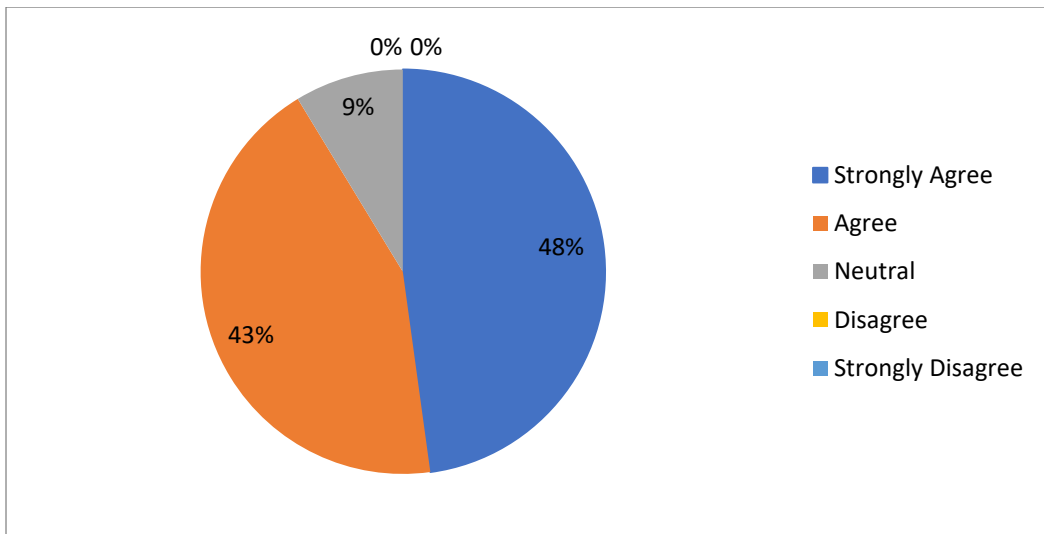Q4. There is a mechanism for feedback, review and performance enhancement for the staff

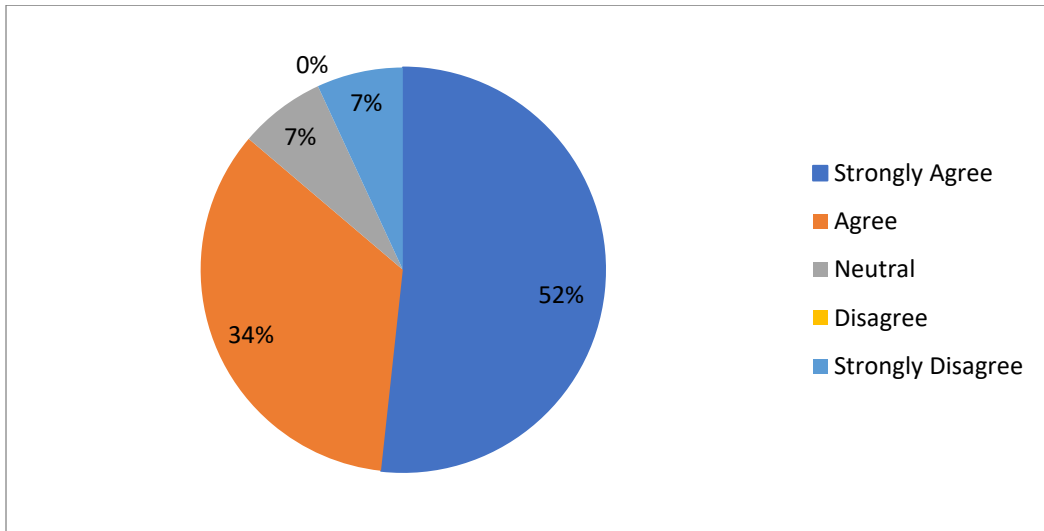Q5. There is a recognition/ Incentive/ Appreciation of the individual work is given

Q6. Computer facilities are made available for ICT based teaching to students
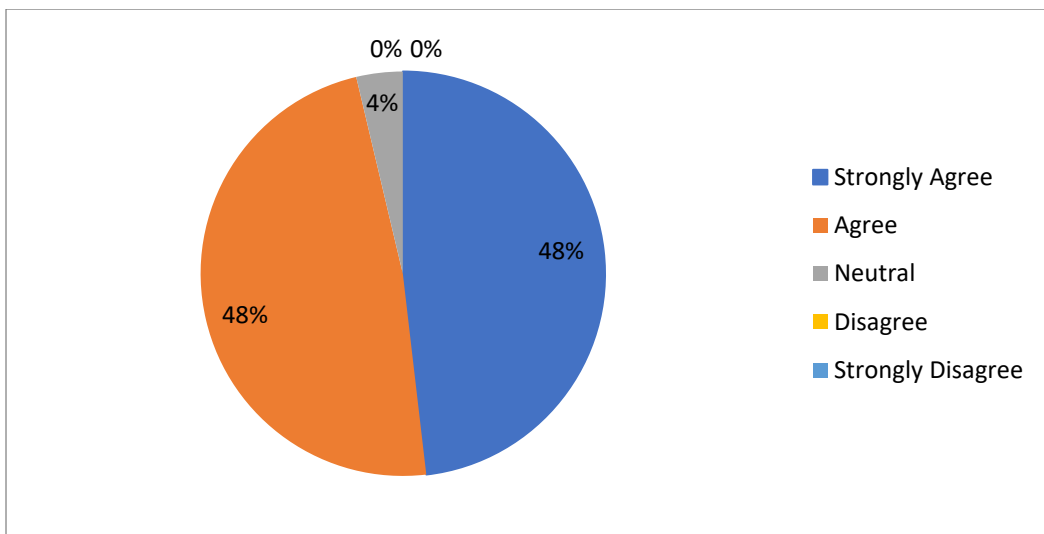
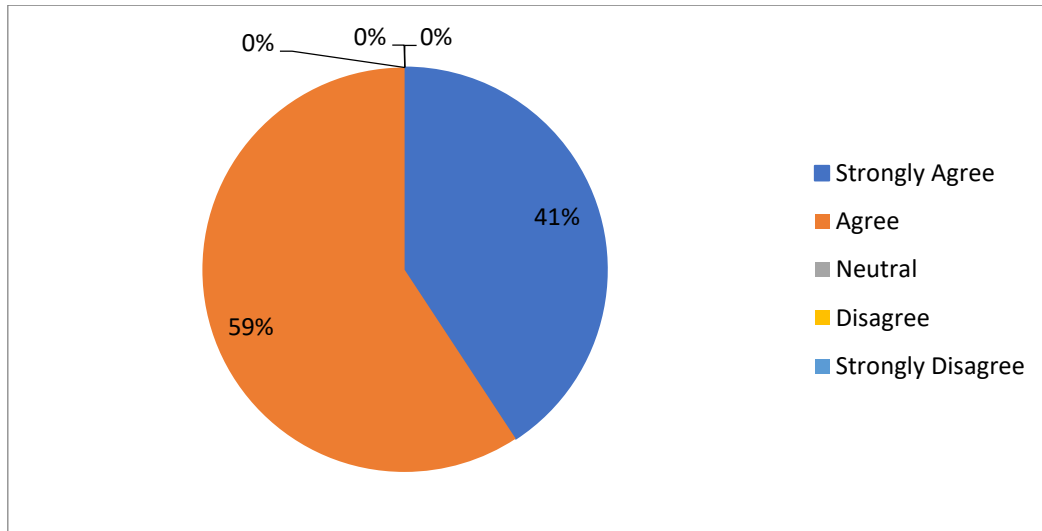Q7. Good facility and encouragement to the teachers for their research

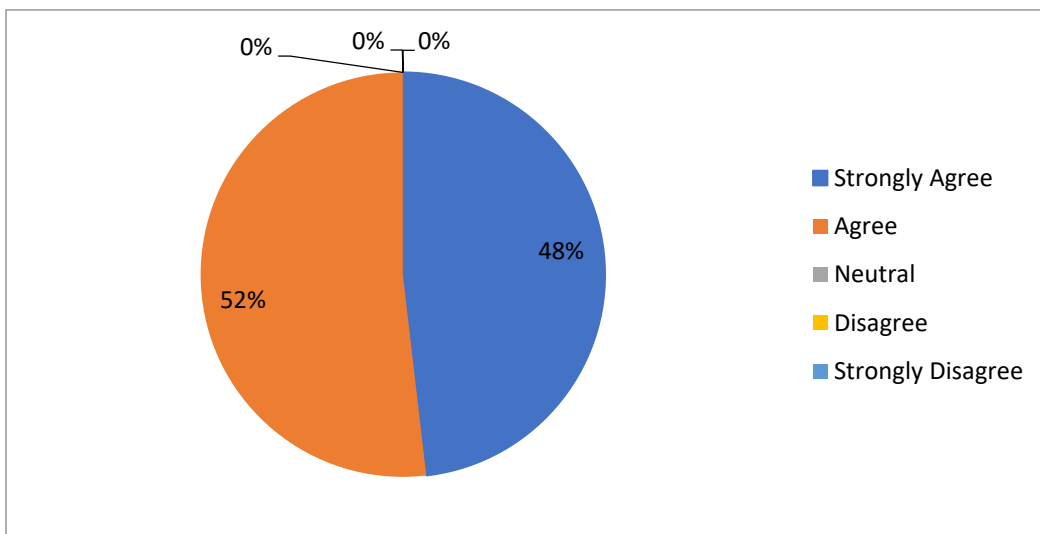Q8. Authorities are approachable and accessible

Q9. Restrooms, toilets, laboratory, playground, classrooms are clean and well maintained

Q10. Clean drinking water is available

Teacher Feedback: 2021- 2022

Feedback is an essential element of the learning process. The institution collects the feedback on various curriculum aspects and courses from different stakeholders such as the students. alumni, faculty. Employers and Parents through various surveys and questionnaires. The feedback collected from such individuals has been analysed and taken to the consideration for the development of curriculum, teaching learning process and environment.

Feedback on various aspects of curriculum is sought from all faculty members of our college, coverage of both theoretical and practical components in the syllabus, the coherence of the syllabus with Programme Outcomes, involvement of the field experts while designing the syllabus, focus on necessary technical/ teaching skills, ensuring components that inculcate ethical values, enlisting reference books, focus on flexible curriculum based on current trends. updated elective courses etc. As teachers play a pivotal role in designing and implementing the

curriculum, the inputs received from their feedback was taken into consideration for further necessary action wherever applicable.

- 100% agree or strongly agree that there is a mechanism for feedback, review and performance enhancement for the staff.
- 92% agree or strongly agree that equal opportunities for all staff is provided.
- It is observed that more than 92% of the respondents are of the opinion that enough opportunities for continuous development of Staff is being provided but 7.4% respondents are not sure.
- 85% felt that a recognition/ Incentive/ Appreciation of the individual work is given but 15% are not sure in this context.
- The percentages of the staff who are satisfied with laboratory requirements including equipment, chemicals and specimens are regularly provided is 89%. but 11% are not sure.
- 93% respondents agree or strongly agree that Computer facilities are made available for ICT based teaching to students whereas 7% are not sure.
- More than 85% staff is satisfied with the facility and encouragement to the teachers for their research.
- About 96% of respondents say that authorities are approachable and accessible.
- 100% agree or strongly agree that rest rooms, toilets, laboratory, playground, classrooms are clean and well maintained.

Action Taken Report:

The details of the feedback were received by the principal and was analyzed by the management. Formal instructions were circulated for addressing the issues suggested by the teachers through feedback. Staff were made available with appropriate ICT facilities and encouraged to make effective use of ICT for their research work. A regular meeting of all faculty members was organized to encourage them to participate in departmental development activities.

Employee Feedback Academic Year 2021-2022					
Sr. No	Question	Very Happy	Happy	Satisfied	Not Satisfied	Far From Satisfied
1	General communication skills	8	11	7	2	0
2	Developing practical solutions to work place problems	8	16	4	0	0
3	Working as a part of a team	8	14	6	0	0
4	Creative in response to workplace challenges	9	15	4	0	0
5	Self- motivated and taking on appropriate level of responsibility	9	14	5	0	0
6	Open to new ideas and learning new techniques	5	20	3	0	0
7	Using technology and workplace equipment	12	11	5	0	0
8	Ability to contribute to the goal of the organization	8	11	9	0	0
9	Technical knowledge/ skills	12	12	4	0	0
10	Ability to manage/ leadership skills	8	14	6	0	0
11	Innovativeness, creativity	8	10	10	0	0
12	Relationship with seniors/ peers/ subordinates	5	18	5	0	0
13	Involvement in social activities	6	16	6	0	0
14	Ability to take up extra responsibility	5	15	8	0	0
15	Obligation to work beyond schedule if required	7	16	5	0	0
16	Curriculum relevant for employability	8	17	1	1	1
17	Curriculum effective in developing innovative thinking	9	16	1	1	1
18	Syllabus effective in developing skills oriented human resources	10	15	2	0	1
19	Current syllabus is need based	8	16	2	0	2

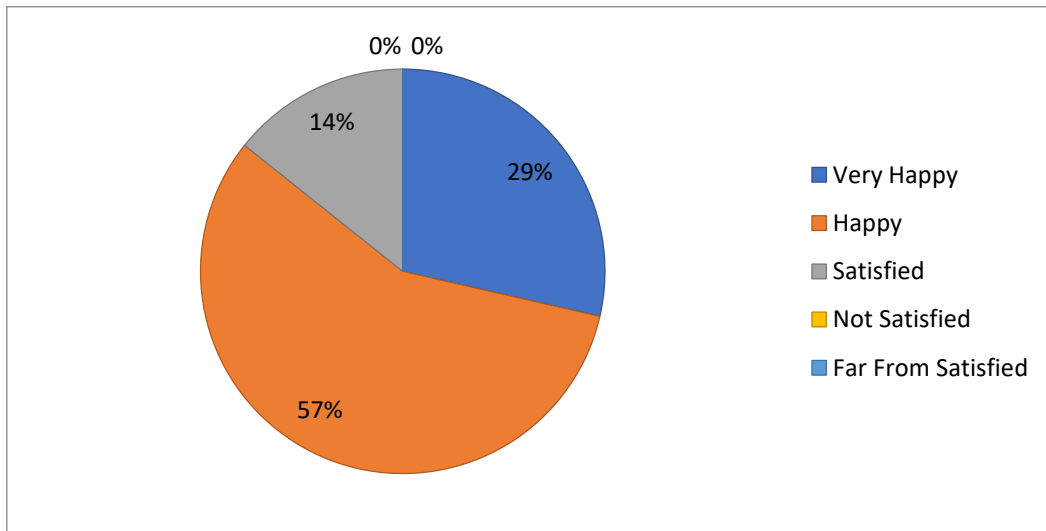QUESTION ANALYSIS WITH GRAPHS

Q1. General communication skills
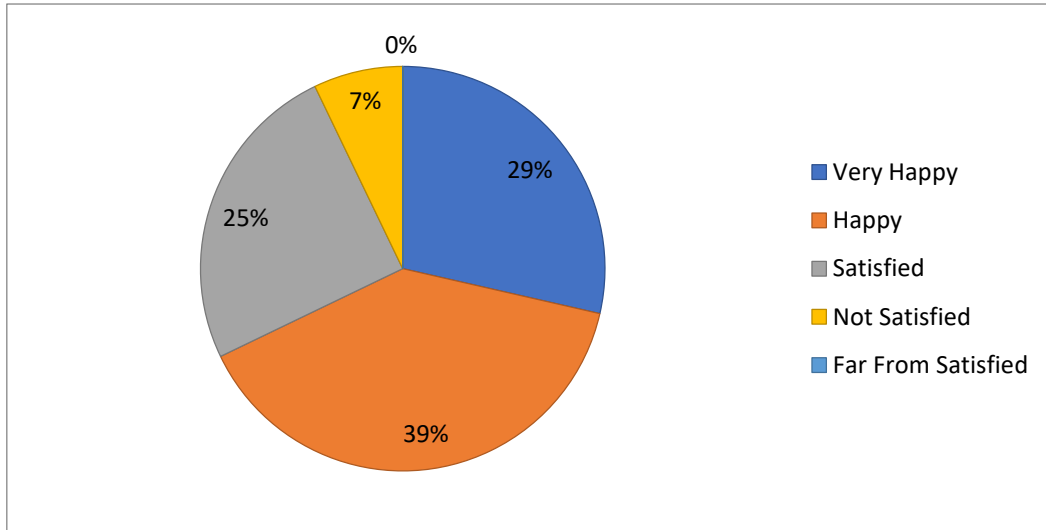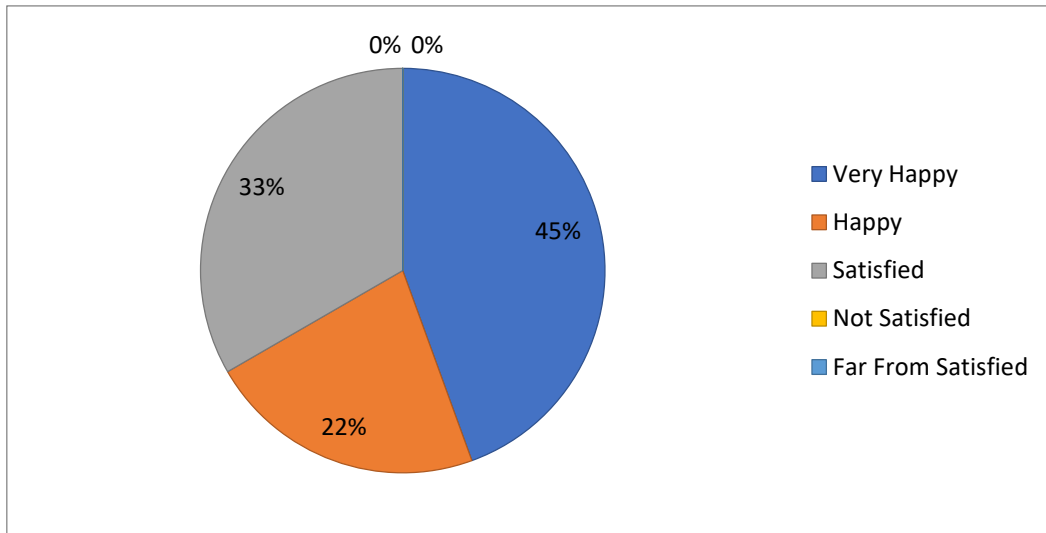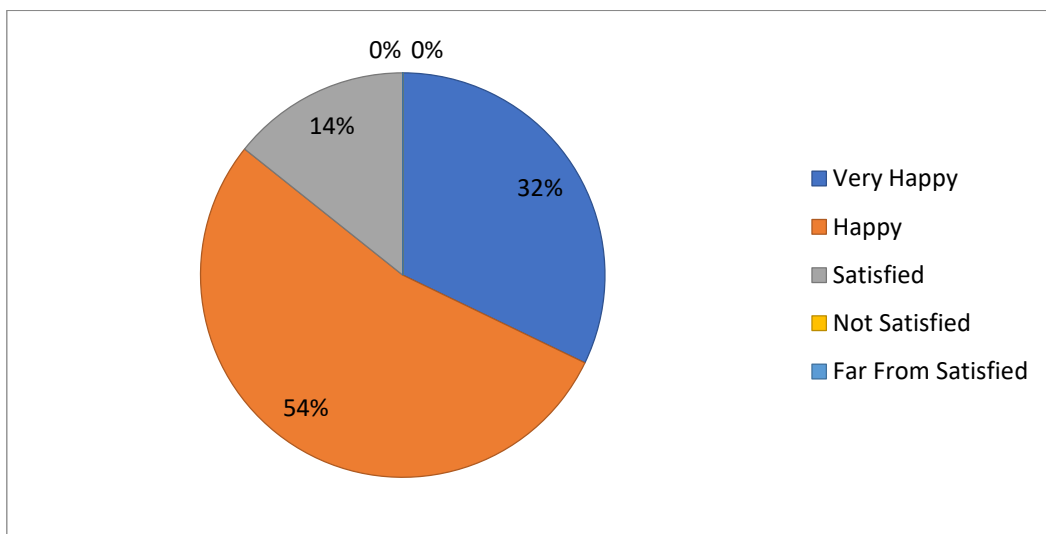

Q2. Developing practical solutions to work place problems
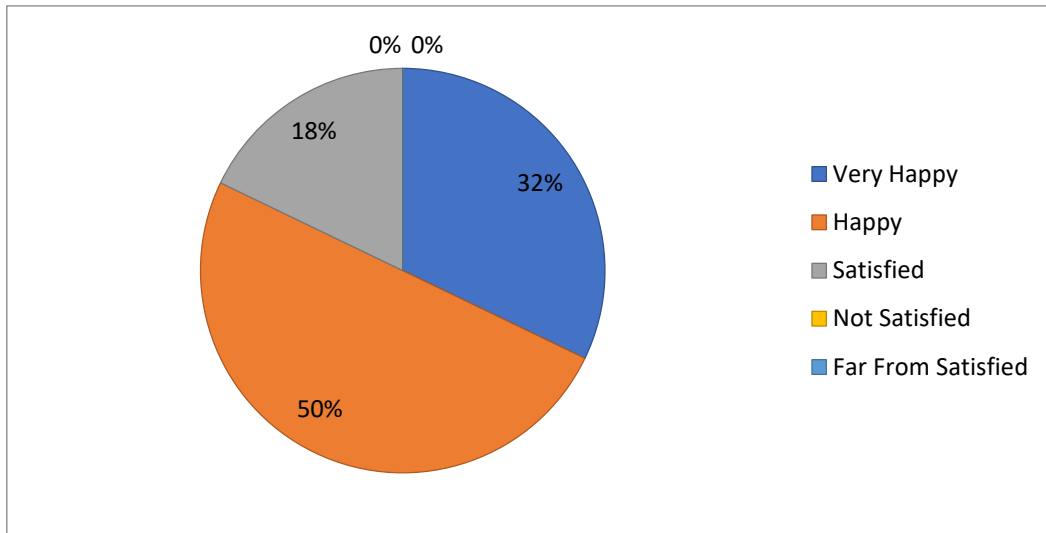
Q3. Working as a part of a team

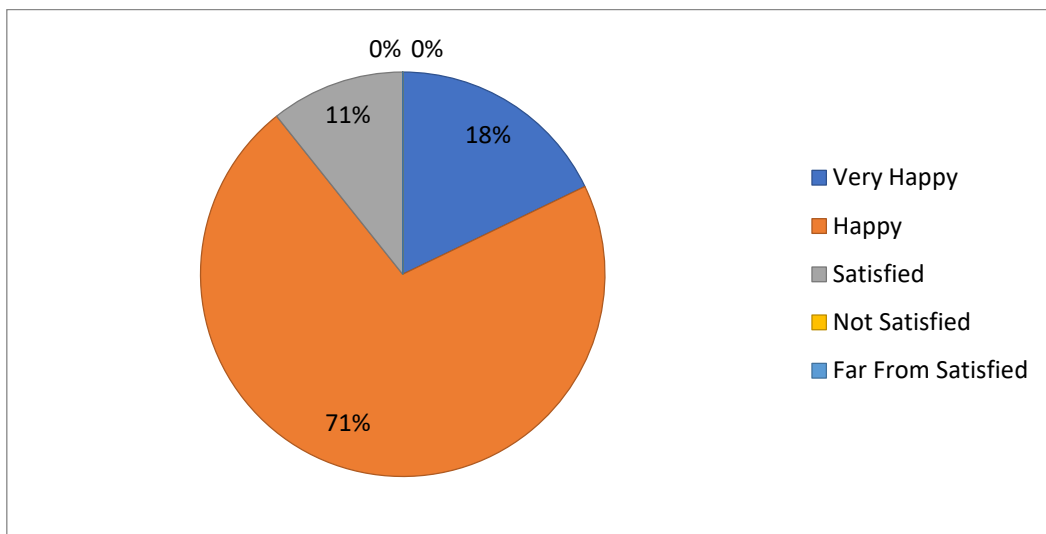Q4. Creative in response to workplace challenges

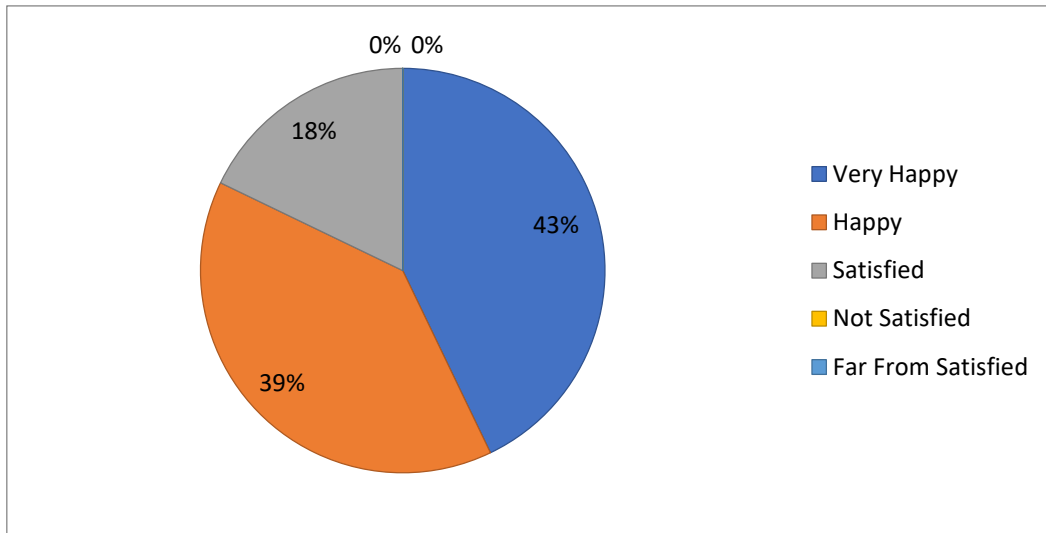Q5. Self- motivated and taking on appropriate level of responsibility

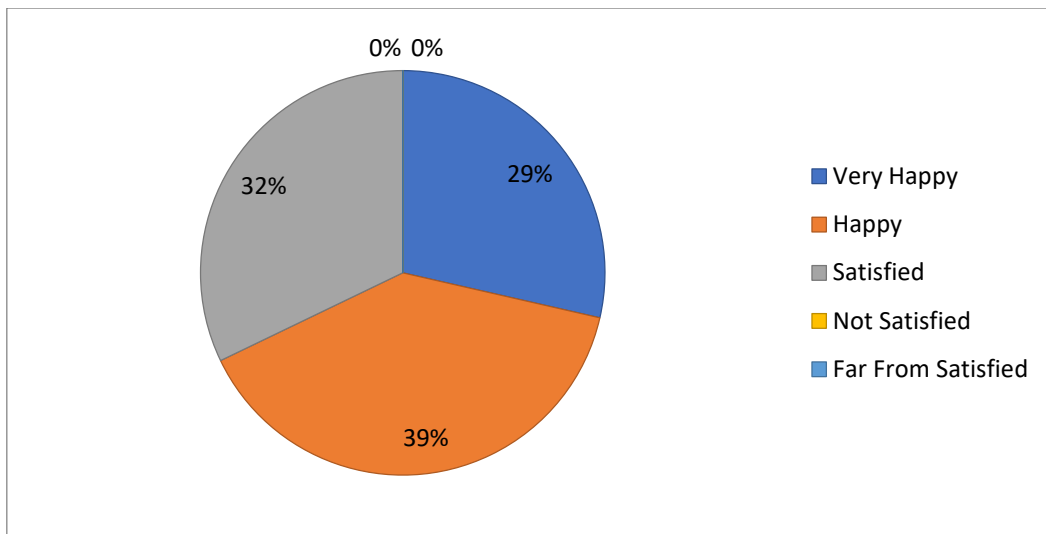Q6. Open to new ideas and learning new techniques

Q7. Using technology and workplace equipment

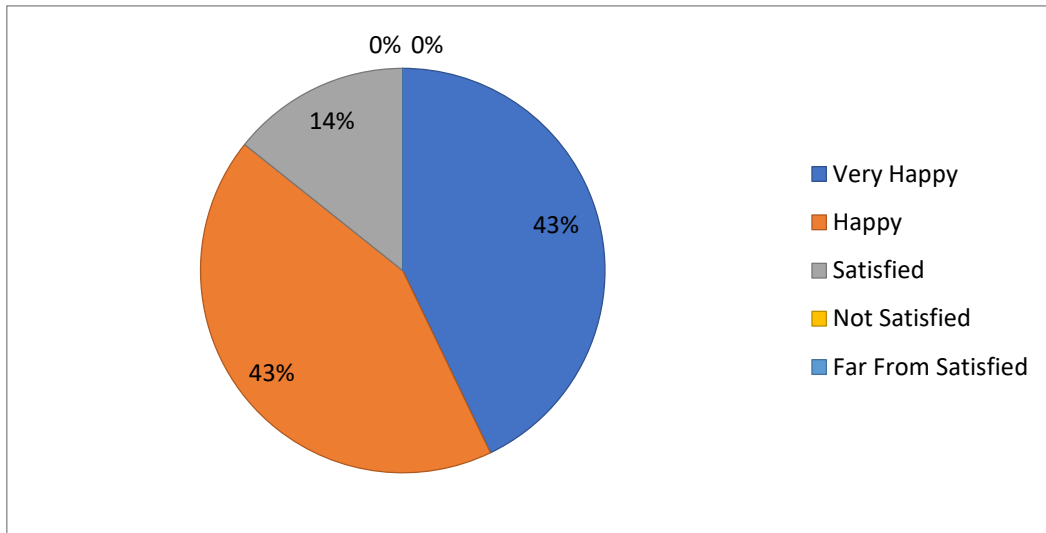Q8. Ability to contribute to the goal of the organization

Q9. Technical knowledge/ skills

Q10. Ability to manage/ leadership skills
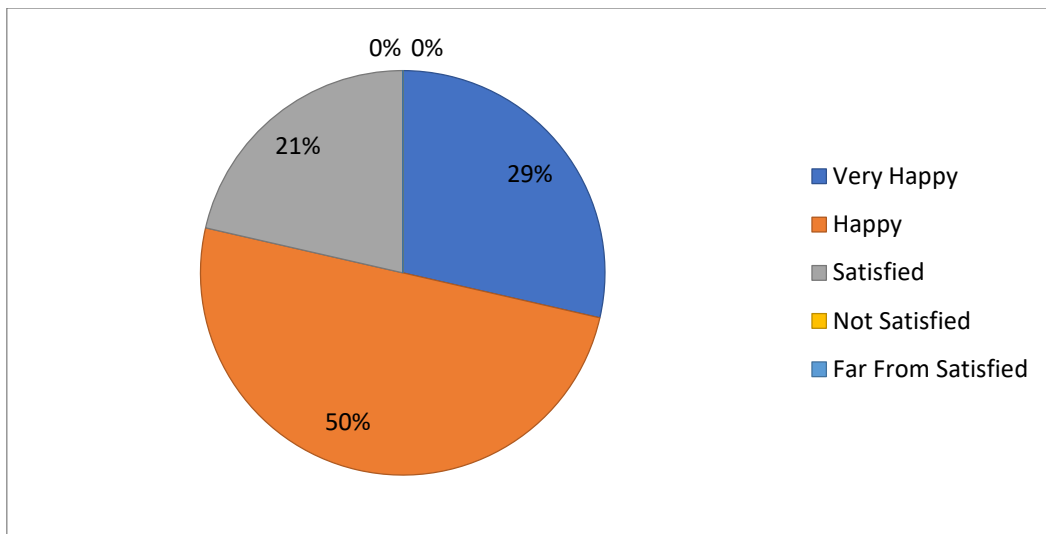
Q11. Innovativeness, creativity
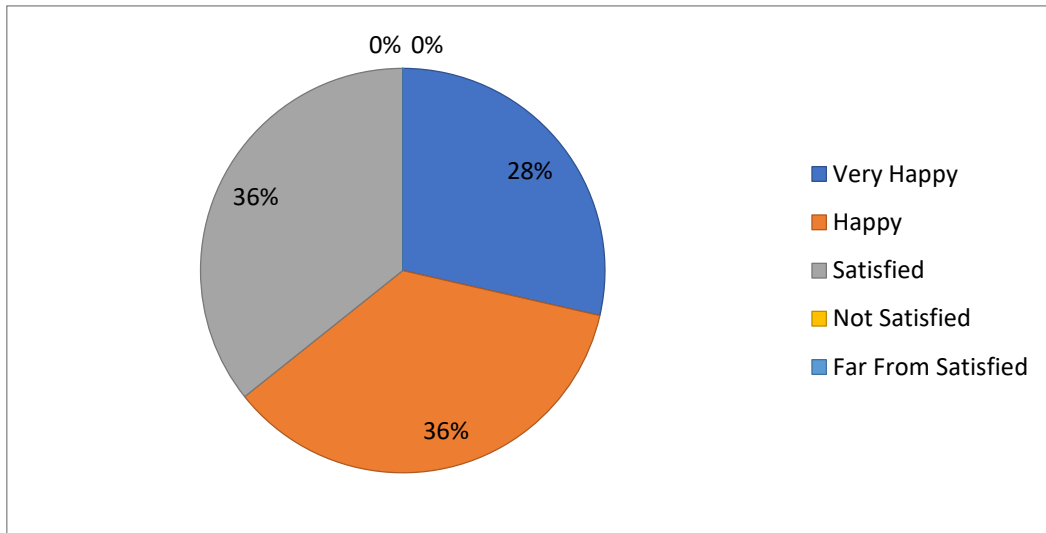
Q12. Relationship with seniors/ peers/ subordinates

Q13. Involvement in social activities

Q14. Ability to take up extra responsibility

Q15. Obligation to work beyond schedule if required

Q16. Curriculum relevant for employability

Q17. Curriculum effective in developing innovative thinking

Q18. Syllabus effective in developing skills oriented human resources

Q19. Current syllabus is need based

Employer Feedback 2021- 2022

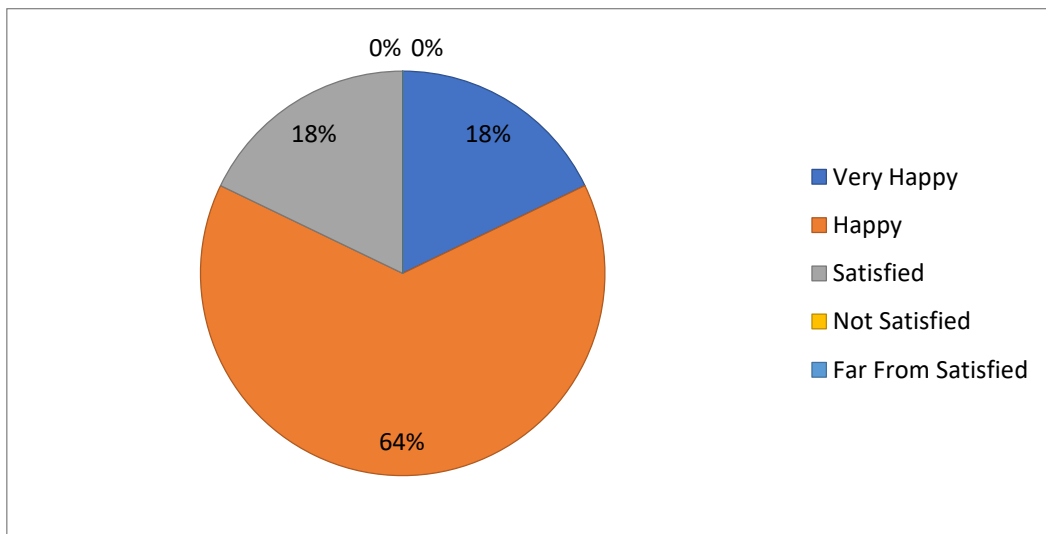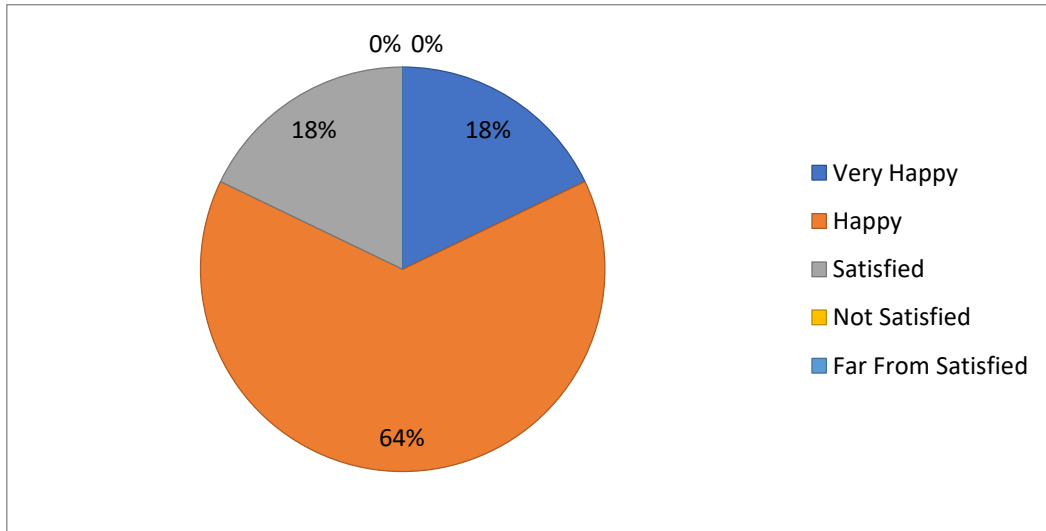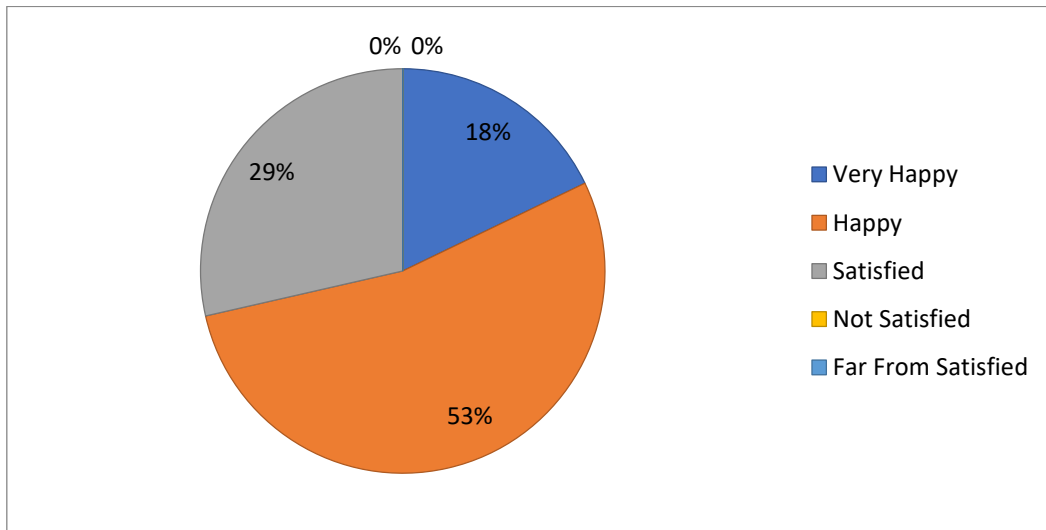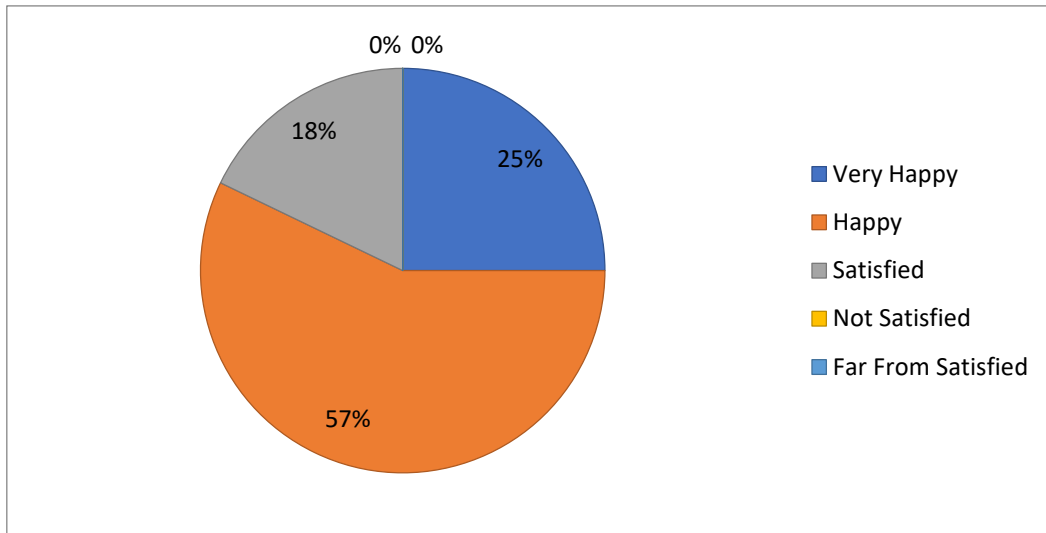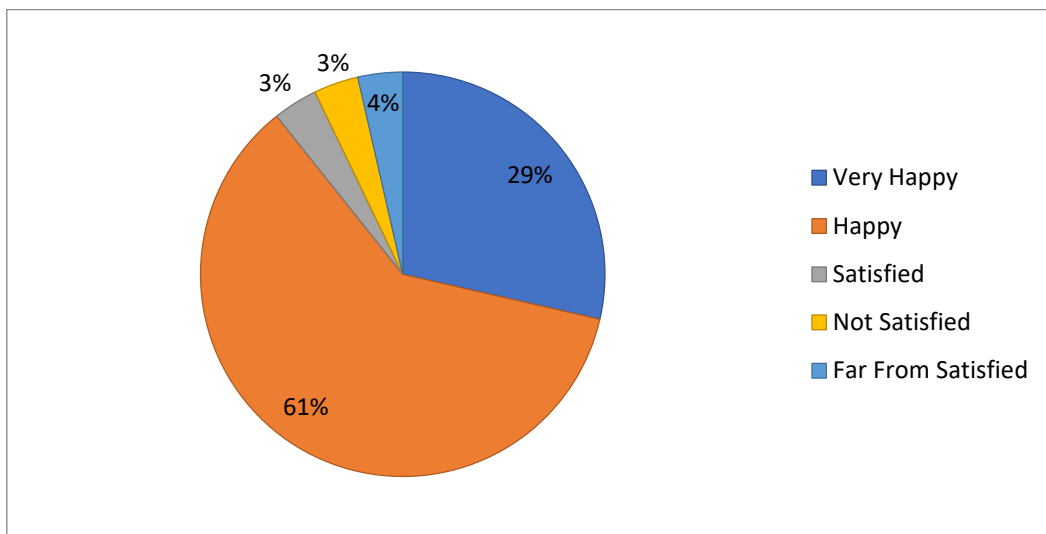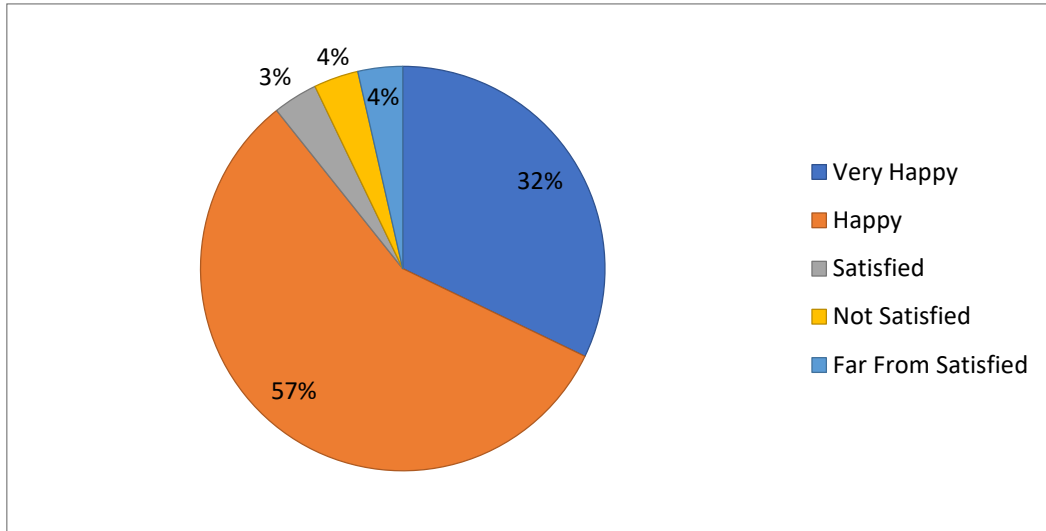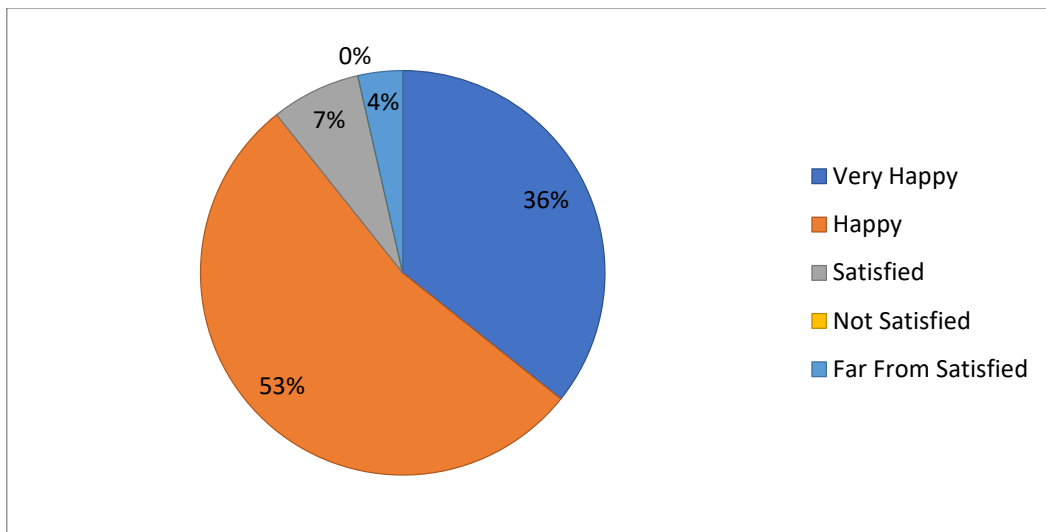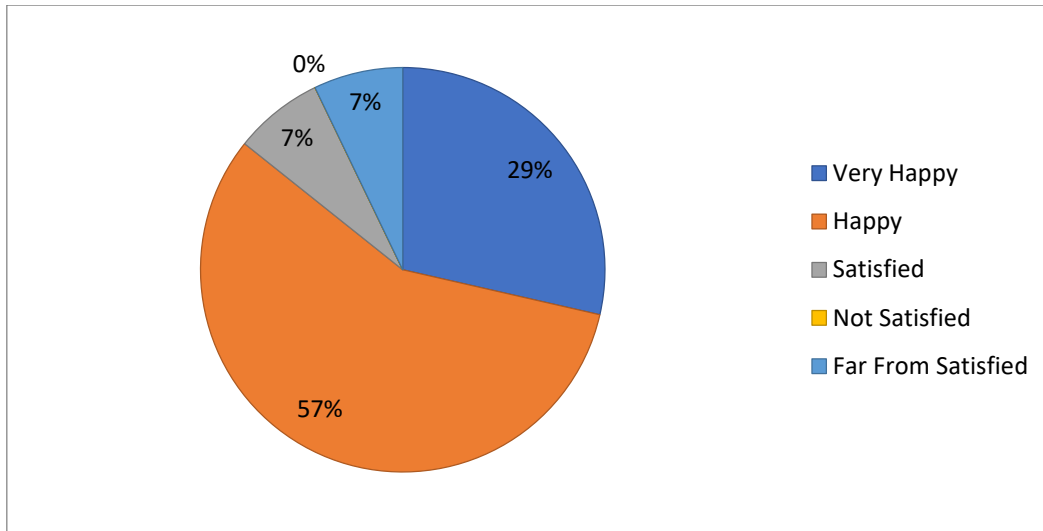The training and Placement Cell of our college serves as an interface between the students and the corporate world today. the placement cell not only provides opportunities to students for their placements but also helps them in grooming up their personalities by organising various interactive training sessions. The cell has achieved great placement targets in the previous years and has maintained its relations with all its employers.

Each year the cell invites all suitable companies for campus placements and takes pride in the companies that visit our campus. Many companies like Macarius Digitech. ICICI. Vibgyor Advisors. Piramal, Lakme, MAAC. Knowledge Park and many more have been satisfied with the student pool and knowledge of our students and have been our employers for many years at the same time many new companies join our list of employers every year.

The College Placement Cell collects their feedback to determine the companies' level of satisfaction with respect to quality of students participating in the placement drives, analysis of which is as follows;

- On communication skills, most respondents have rated the participants as happy (39%). very happy (29%) and Satisfied (25%) 100% respondent employers confirmed that participants are open to new ideas and learning new techniques. On leadership skills, most respondents have rated the participants as happy (50%), very happy (29%) and Satisfied (21%)
- The response pattern indicates that the employers prefer students having experience of teamwork.
- The ability to take up extra responsibility shown by the alumni from our college, according to their employers, is 100%.
- Employers have the option that the curriculum has relevance to the industrial needs.
- Most of the employers also observed that the curriculum is capable of imparting leadership qualities.

Even though the feedback given by our employers has always been positive, the cell organised various training and development sessions and workshops throughout the year to

improve the quality and employability of the students as companies no longer just look for academic excellence, but more and more companies are looking at how well the students are prepared to work in an industry. The placement cell wholeheartedly welcomed suggestions for improvements in the working as well as the student quality and took the necessary, steps and actions to achieve the same.

Action Taken report:
- Introduce more add-on courses for students to be industry ready.
- It was decided to organise seminars to familiarise the students with the latest developments.
- Professionals from the field were brought to the campus for wider exposure.
- Career guidance sessions were held for the final year UG students.
- Industrial visits were arranged.
- Explored the possibilities for more campus recruitment opportunities with reputed firms.
- Include more exposure programmes for students.
- Use modern technology more as teaching and learning tools.

Student Programme Feedback Academic Year 2021- 2022						
Sr. No	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	Aims and objectives of syllabus are well defined and clear.	85	114	9	4	2
2	Programmes outcomes of the syllabus is well defined	79	117	15	2	1
3	The course content is relevant	80	124	8	2	0

QUESTION ANALYSIS WITH GRAPHS

Q1. Aims and objectives of syllabus are well defined and clear.
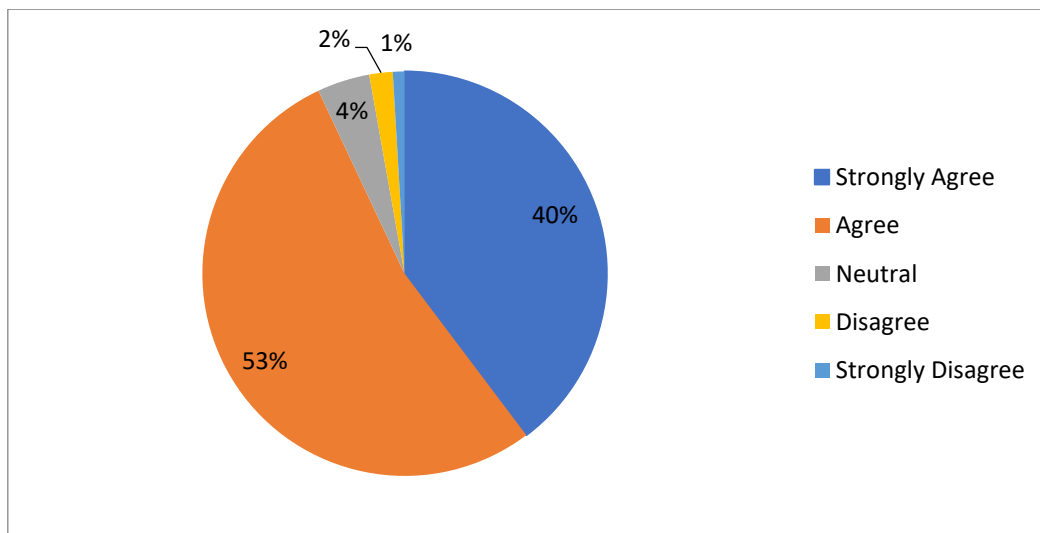
Q2. Programmes outcomes of the syllabus is well defined.
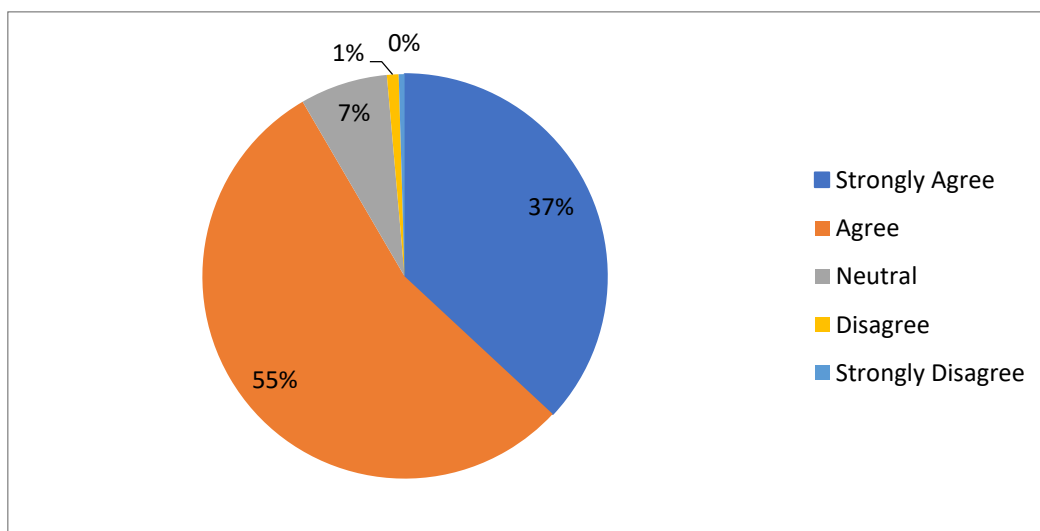
Q3. The course content is relevant.
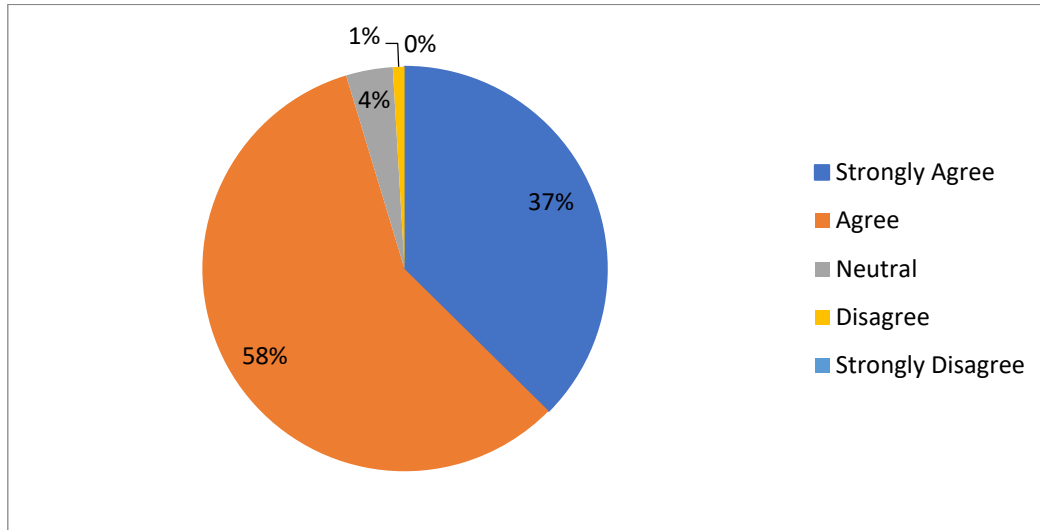
Students Feedback 2021- 2022:

Regulatory bodies have a mandate to set norms and standards for regulating the quality of educational institutes. Stakeholders need to orient their mindset to quality and then only we can dream of a system - that satisfies all. Quality vs Quantity has always been a thought-provoking issue. As key stakeholders, students are concerned about the expected outcomes. Since the education scenario is drifting from output-based system to outcome-based system, quality in such processes needs to be addressed We need to ensure that the outcome parameters vis a vis the objectives are mapped, and the programs are in tune with the global trend Satisfaction of stake holding students has always been a challenge. Since Quality is a benchmark on road to success and thus the improvement scope is bound to be there in any system. Curricula Review feedback is a process utilised by our institution to solicit information from the key stakeholder i.e., students on different aspects of the curriculum. Since the students are the most important stakeholders of Higher Education systems, the interest and participation of students at all levels in both internal quality assurance and external quality assurance must play a central role The college has obtained feedback on academic curriculum from students through questionnaires, the resulting analysis is as below.

- While 93% of the students agreed and were satisfied that the objectives of the syllabus were well defined and clear, almost 92% of the students were of the opinion that the program outcomes were student-centred, and they focused on the knowledge and skills that graduates of the program should be able to demonstrate.

- Most of the teaching learning practices involve solving real life problems. Analysis of feedback received clearly shows that students find these courses applicable to real life problems. Approximately, 95% of the students were satisfied that the course content specified in the syllabus is appropriate and sufficient to understand the topics.

Action Taken report:
The prime aim of this feedback is to ensure that every student has access to competent and qualitative teaching which leads to vibrant academic, social and personal growth. The institution regularly monitors the activity along with other quality initiatives. We need to continuously

incorporate such Quality Initiatives in our systems and follow them in letter and spirit for satisfaction of the stakeholders. A meeting of the curriculum review committee is organised to assess the compiled feedback received from all stakeholders. After rigorous discussion on the valuable inputs given in the feedback, the curriculum review committee performs various modifications in the curriculum, still keeping it consistent with the existing scheme.

- Teachers were informed to explore the possibility to make the teaching learning process more enjoyable.
- In every response, there is a scope for the teachers to create interest among the students about the syllabus, course content etc.
- It was recommended that the teachers should continue preparing for classes on a regular basis to maintain the interest level and generate further curiosity amongst students to further the use of the well-equipped library to gain more insights of the subject.
- It is recommended to the teachers to give sufficient time for interaction to the students to get clarified their doubts and to boost their confidence.
- It is recommended to the teachers to improve the guidance and mentoring process.
- In effect the overall effectiveness of the teachers was to be enhanced.

Alumni Feedback Academic year 2021-2022						
Sr No.	Question	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	Do you feel that adequate knowledge was gained during your course of study ?	257	5	0	0	0
2	Has the T&P Cell provided ample on campus placement opportunities?	257	5	0	0	0
3	Has the T&P Cell provided sufficient Off campus placement opportunities?	255	7	0	0	0
4	Have you availed career counselling and guidance for higher studies from T&P Cell?	253	9	0	0	0
5	If you are invited to deliver a guest lecture/ a special talk/ a motivational session for your juniors, will you be interested?	253	9	0	0	0
6	Do you receive regular updates from the college through Mails/ Calls/ SMS/ Facebook/ Instagram/Twitter/ etc?	256	6	0	0	0

QUESTION ANALYSIS WITH GRAPHS

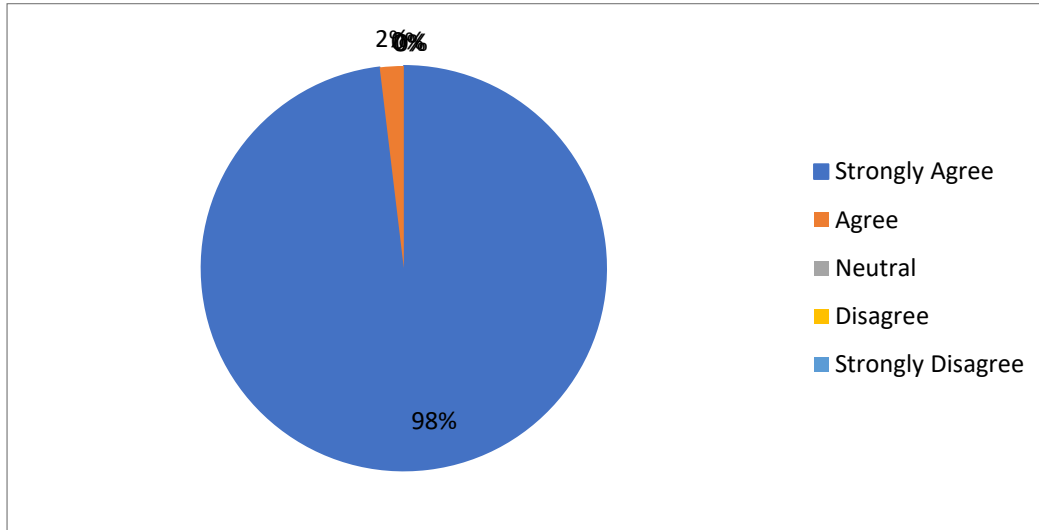Q1. Do you feel that adequate knowledge was gained during your course of study?
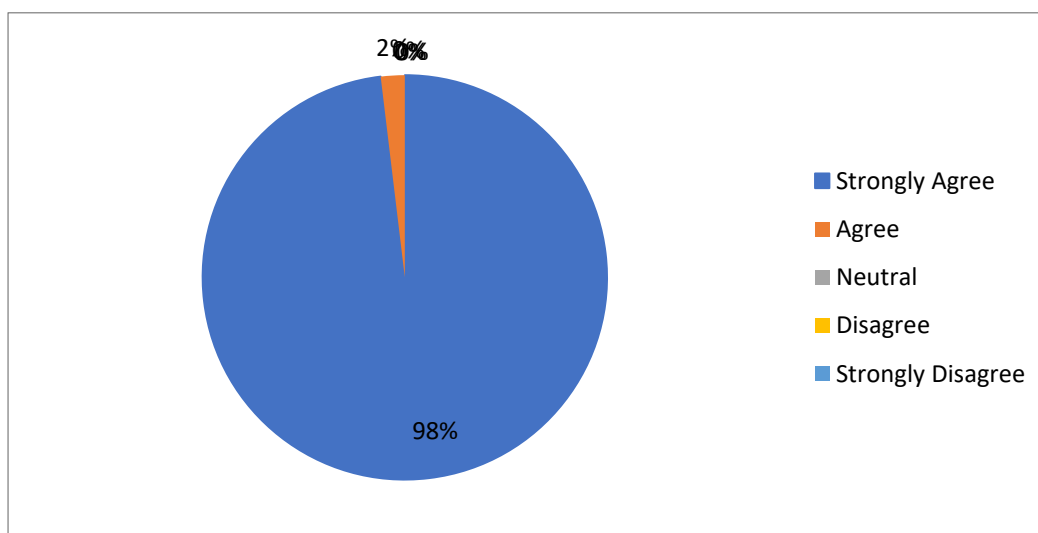
Q2. Has the T&P Cell provided ample on campus placement opportunities?

Q3. Has the T&P Cell provided sufficient Off campus placement opportunities?
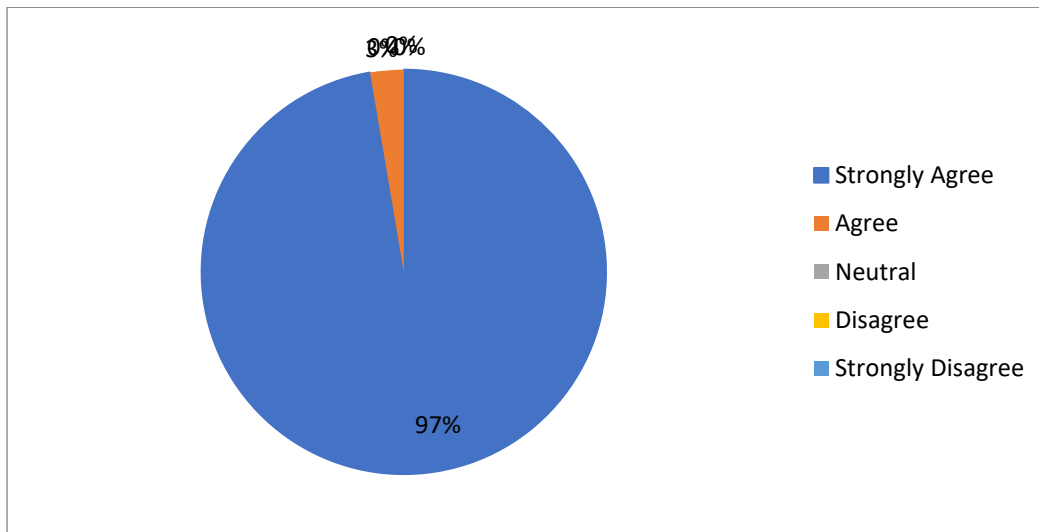
Q4. Have you availed career counselling and guidance for higher studies from T&P Cell?

Q5. If you are invited to deliver a guest lecture/ a special talk/ a motivational session for your juniors, will you be interested?

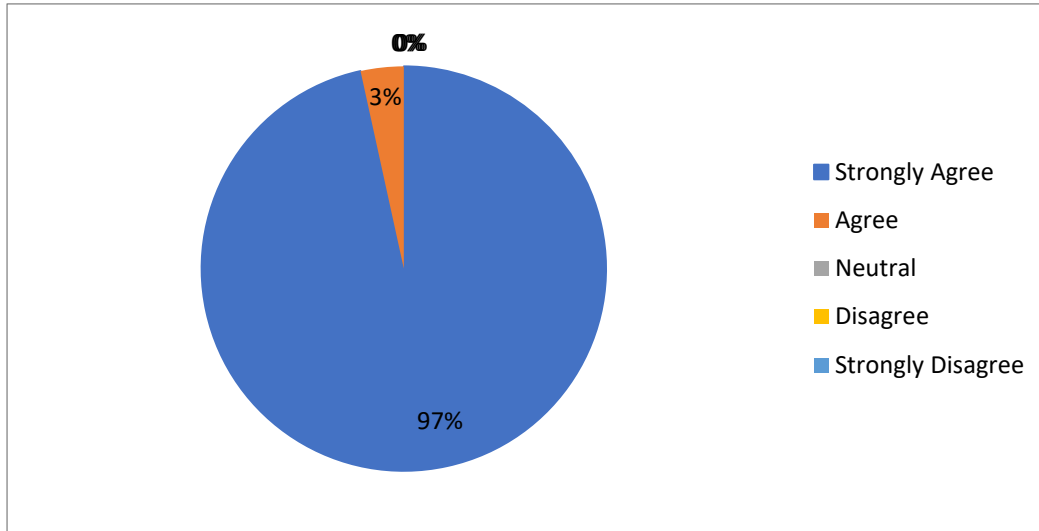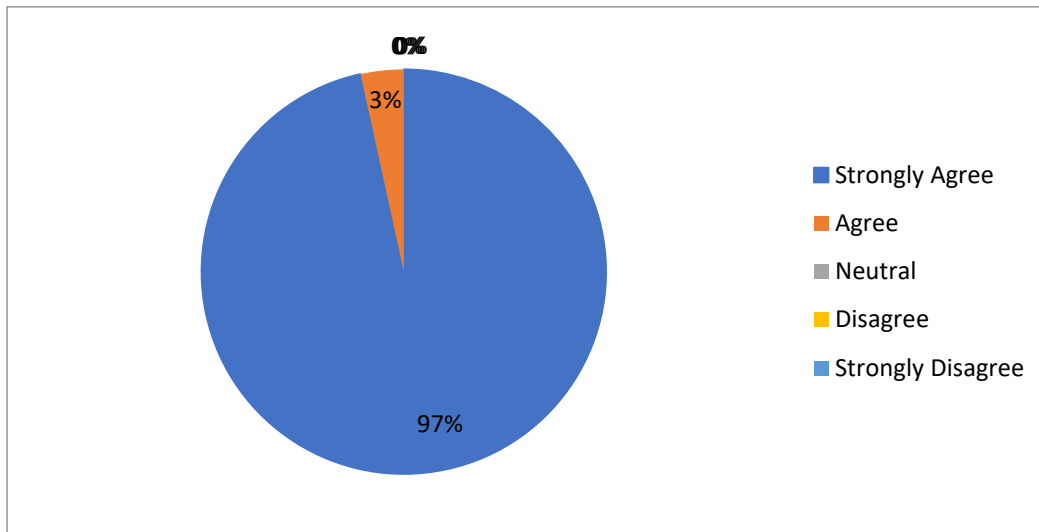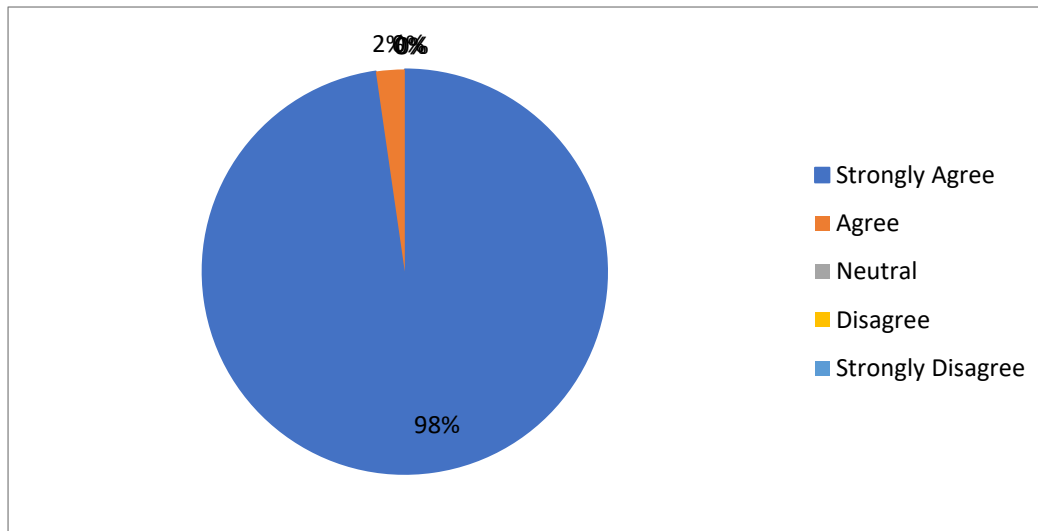Q6. Do you receive regular updates from the college through Mails/ Calls/ SMS/ Facebook/ Instagram/Twitter/ etc?

Alumni Feedback 2021- 2022

During the end of the academic year 2021-2022 our college conducted a survey of alumni to assess their perceptions of relevant aspects of their college experiences and to explore alumni activity interests. The survey not only probed attitudes. experiences and feelings towards the alma mater. but also served as a vehicle to gather demographic and career-related information. including further education and training, as well as various degrees of accomplishments and leadership roles Alumni were eligible to participate if they graduated within three years prior to implementation of the survey. Alumni were asked numerous questions, including several demographic items designed to determine generalizability of results.

A further detailed analysis of the survey generated thought provoking results which are cited as below.

- More than 98.1% of the passed-out students responded positively with regards to on
- Campus Placement opportunities 98% respondents felt that adequate knowledge was gained during the course of study.
- 96.6% respondents agreed that they availed career counselling and guidance for higher studies from T&P Cell
- About 97.7% respondents say that they received regular updates from the college dung the course of their program 96.6% of the passed-out students agreed to deliver a guest lecture for their juniors to provide encouragement and share their positive experiences.
- 95.8% agreed that the knowledge they gained during the program is relevant to better their performances in their current organisations and come out as excellent employees of the same.
- 97.3% respondents felt that the entire college faculty members are cooperative for any kind of academic support and overall development of the students.

- 85 8% of the respondents said that initiatives taken academically project the alignment of curriculum with industry requirements.

Action Taken Report:

This information is used to improve the college experience for future students by identifying strengths in our programs as well as areas that need further development. the responses show that most of the alum are satisfied with college infrastructure, teaching-teaming, teaching quality etc. However, students have pointed out some weaknesses for which necessary action was taken listed as below:

1. A committee was formed to discuss and implement the pride of the alma mater.
2. A separate survey was conducted to collect information about was in which the alumni can contribute to the overall development of the college which in turn will enhance the experience of the existing students.
3. The separate team consisting of the principal, one Senior Faculty member of each stream and 2 other faculties of each stream was formed to monitor and enhance the effectiveness of the overall activities conducted for the students.
4. Students are now encouraged to participate and showcase their potential (academic and non-academic) and are awarded via certificates and medals which they can proudly display to their friends and family members which in turn will become a way of recommendation to enrol at our college.
5. Career guidance lectures were conducted, and placement training sessions were organised. And it was further decided that prestigious companies shall be invited for campus placements.
6. College has started inviting notable Alumni as guest speakers, to share their experiences with their college and how it has played an integral role in shaping their careers.
7. It was decided to conduct Psychometric assessments which would result in letting their college mentors know about their potential and development areas.
8. College has decided to continue to strive to incorporate innovative practices to enhance the teaching learning process.

Principal
MKLM's
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