

## **EMPLOYERS' FEEDBACK REPORT (2020-21)**

At the end of the year Employers' feedback report is prepared by the feedback committee of the college. A survey questionnaire form is then sent to the employers for their responses by online method on Google Forms. The report comprises of three main parameters which are - How do you rate an employee's work performance?, What is your opinion about his / her communication skill? How do you rate your remuneration to your employees? These parameters are rated on the scale of 1-4 i.e. Excellent (1), Good (2), Satisfactory (3) and Unsatisfactory (4). The questionnaire form also seeks responses to the questions like - How many of our students are employed in your firm? What is the nature of their employment?(Temporary (1), Permanent (2)), Has the degree course helped them in their workplace?(Yes (1), No (2)) Do they shoulder the given responsibilities successfully?(Yes (1), No (2)), Have they been given promotion to handle higher responsibility?(Yes (1), No (2)).

Whether are they given opportunity to enhance their skills through training programme? (Yes (1), No (2)), How long is an employee working at your organisation? (less than a year (1), 1-5 yrs.(2), 5-10 yrs.(3), Above 10 yrs.(4)), Are you satisfied with the work of employees?(Yes (1), No (2)), Whether the employees enjoy the culture / atmosphere on your organisation?(Yes (1), No (2)), What disciplinary action do you take when an employee doesn't follow the rate while working in probation?(Dismiss from Job (1), Give one chance (2), Provide training (3), Demotion of employees (4)) Do you allow online work in your organisation? (Yes (1), No (2)) and at the end of the questionnaire employers' suggestion to improve the skills of our students is sought.

It is observed from the survey that 55.56 % of employers rated our students' work performance as excellent, 37.04 % employers rated it as good, 3.70 % satisfactory and 3.70 % unsatisfactory. The communication skill of our student is rated excellent by 51.85 % employers, good by 44.45 % employers and 3.70 % satisfactory. The employers have rated the remuneration of our students as excellent 40.74 % and 51.85 % good and 7.41 % satisfactory. It is found in the survey that 14 students are permanent and 13 are temporarily employed. Most of the employers have responded that the degree course has helped the students in their jobs. Most of the employers agree that the students are ready to shoulder the given responsibilities. Almost all the employees have promoted the students to handle the

higher responsibilities in their organisations. Most of the employers have conducted training programmes to enhance the skill of our students.

### **Good Responses:-**

- 1) Most of the employers are happy with the performance of our graduates at their workplace.
- 2) Employers are willing to give the responsibility of work to our students.
- 3) 96.30 % employers are very much ready to accept the higher responsibility at their workplace.
- 4) The degree courses of our college are helpful in their employment.
- 5) They are also seen as well trained having a good range and level of knowledge, able to continue learning.

### **Suggestions from employers:-**

The following suggestions can be deduced from the analysis of employer feedback.

- (i) Communication skills to be developed.
- (ii) Activities to improve different types of skills in students.