



Adhyapak Shikshan Mandal's  
C.H.Chaudhari Arts, S. G. Patel Commerce And Babaji B. J.  
Patel Science College, Taloda Dist – Nandurbar Pin 425413

### Internal Quality Assurance Cell (IQAC)

Dr. R.L.Rajani  
IQAC Co-ordinator  
(9226931373)

NAAC Re-accredited-Grade "B"  
(With 2.08 CGPA) (3rd cycle)  
<http://www.acscollegeataloda.ac.in>

Prof. S.N. Sharma  
Acting Principal  
(9422564427)

## Employers' Feedback Report

### Academic Year 2021-22

C.H.Chaudhari Arts, S. G. Patel Commerce And Babaji B, J. Patel Science College, Taloda, is one of the reputed educational institution catering to the higher educational needs of the rural & tribal students of north Maharashtra. Situated at the foothills of the Satpuda mountain ranges, it has been imparting education to the most under privileged section of society. The college has been instrumental in bringing about empowerment of weaker section of the society in this region. With quality sustenance as its focus, the IQAC of the college has developed the feedback mechanism commencing with obtaining feedback from the various stakeholders through a structured rating based feedback form. The college draws feedback from students, teachers, employers and alumnae for continuous improvement and all round development of the students. For the year 2021-22, the analysis of stakeholders' feedback is presented as under:

### Employers' Feedback Mechanism

The institution has established a system of collecting feedback from the employers once in a year. The feedback is collected online from various Employers through a built in feedback form. Employers will respond to the structured questionnaire on certain key elements related to syllabus and its transactions. Almost all questions are asked on five point Likert scale basis, 0 showing minimum and 4 showing maximum. Performance on any parameter and on overall level performance is evaluated as follows:

Average Score	0- .80	0.81 to 1.60	1.61 to 2.40	2.41 to 3.20	3.21 -4.00
Performance	Poor	Fair	Good	Very Good	Excellent

As the feedback is collected on five point Likert scale a generally accepted threshold ratio of 80% is expected on overall level, means on overall 11 parameters if average score comes to



  
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80% of maximum score of 4 i.e. 3.2 in our case , it will assume that the college is successfully met Employers expectation.

For deciding the urgency of interventions to be required to take following cut off ratios are used.

Average Score	Up to 1.60	1.61 to 2.40	2.41 to 3.20	3.21 -4.00
Intervention Required	Immediate Intervention Required	Midterm Intervention Required	Long Term Intervention Required	Maintenance Required

## Results

Number of surveyed: 25

Questions	Average Grade Score	Performance	Intervention Required
9) Candidate's ability to work as a part of a team	3.28	Excellent	Maintenance Required
4) The candidate's open mindedness to new ideas and learning new techniques.	3.20	Very Good	Long Term Intervention Required
1) How the candidate is equipped with required knowledge and skills?	3.12	Very Good	Long Term Intervention Required
10) Candidate's relationship with seniors/peers /subordinates	3.12	Very Good	Long Term Intervention Required
6) The candidate's ability to contribute to the goals of the organization.	3.00	Very Good	Long Term Intervention Required



  
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3) The candidate's administrative and leadership qualities.	2.96	Very Good	Long Term Intervention Required
5) The candidate's ability to take up extra responsibility.	2.96	Very Good	Long Term Intervention Required
2) The candidate's innovativeness in responding to workplace challenges.	2.92	Very Good	Long Term Intervention Required
8) Candidate's ability to use workplace equipments and databases	2.92	Very Good	Long Term Intervention Required
4) Syllabus studied by the candidate is relevant as per the job requirement.	2.84	Very Good	Long Term Intervention Required
<b>Average of all 11 parameters</b>	<b>3.01</b>	<b>Excellent</b>	
<b>Overall threshold</b>	<b>75.25 %</b>	<b>Marginally below than predetermined 80% threshold</b>	

### Major Observations and Recommendations of Employers' Feedback:

Considering the Employers feedback on the above parameters, it is observed that college has to take long term intervention on all following parameters, as shown in the above table:

- How the candidate is equipped with required knowledge and skills?
- The candidate's innovativeness in responding to workplace challenges.
- The candidate's administrative and leadership qualities.
- The candidate's open mindedness to new ideas and learning new techniques.
- Syllabus studied by the candidate is relevant as per the job requirement.
- The candidate's ability to take up extra responsibility.
- The candidate's ability to contribute to the goals of the organization.
- The candidate's accomplishment with the soft skills and communication skills?
- Candidate's ability to use workplace equipments and databases



  
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- Candidate's relationship with seniors/ peers /subordinates

Further, college has asked one additional question on dichotomous (i.e. binary) scale that would they like to recruit more students from our institution? Employers are to give answer as Yes or No. 24 of 25 employers who responded answered YES. This is a material response for the college.

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