



**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-accredlited-Grade "B"**  
**(With 2 08 CGPA) (3rd cycle)**  
**<http://www.acscollegetaloda.ac.in>**

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

## Employers' Feedback Report

### Academic Year 2022-23

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 2022-23, 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: 33

Questions	Average Grade Score	Performance	Intervention Required
10) Candidate's relationship with seniors/peers /subordinates	3.25	Excellent	Maintenance Required
3) The candidate's administrative and leadership qualities.	2.85	Very Good	Long Term Intervention Required
8) Candidate's ability to use workplace equipments and databases	2.75	Very Good	Long Term Intervention Required
4) The candidate's open mindedness to new ideas and learning new techniques.	2.65	Very Good	Long Term Intervention Required
9) Candidate's ability to work as a part of a team	2.35	Good	Midterm Intervention Required



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6) The candidate's ability to contribute to the goals of the organization.	1.75	Good	Midterm Intervention Required
5) The candidate's ability to take up extra responsibility.	1.69	Good	Midterm Intervention Required
2) The candidate's innovativeness in responding to workplace challenges.	1.58	Fair	Immediate Intervention Required
1) How the candidate is equipped with required knowledge and skills?	1.55	Fair	Immediate Intervention Required
4) Syllabus studied by the candidate is relevant as per the job requirement.	1.48	Fair	Immediate Intervention Required
<b>Average of all 11 parameters</b>	<b>2.19</b>	<b>Good</b>	
<b>Overall threshold</b>	<b>54.75%</b>	<b>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 Immediate intervention on parameters number 2 , 1 & 4.

*Rajani*  
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IQAC Co-ordinator  
**Coordinator**  
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Dr.S.N.Sharma  
Principal

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**Principal**  
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