

**EMPLOYER FEEDBACK ON
SYLLABUS
2016-2017**



**St. Joseph's College
(Autonomous),
Irinjalakuda**

INTRODUCTION

St. Josephs College is always committed to its promise of value education with the support of the excellent faculties and harmonious relationships with its stakeholders. The stimulating experience of above 50 years of education in the field of higher education in Kerala provides a vibrant and focused curriculum for St Josephs. The goal-oriented syllabus and the curriculum adopted to nurture the overall development of the student results in a comprehensive distinction of a responsible learning community. The valuable and constant feedback of the alumnae, the progressive approaches of the students, the working system of the employers and the dedicated circle of teachers of St Joseph's bring out a holistic community to enlighten the educational environment for the pursuit of excellence.

We train our students to play a vital part in nation building contributing to humanity beyond the academic perspectives. This feedback in such a mission disseminates knowledge to interface the new teacher-student habitat through constant review process. Our team is always open for critical evaluations for considerable changes to patch up with the new educational system for advanced learning. We value our precious feedbacks from the alumnae, teachers, students and the staff, who are always committed and strive for the excellence of the campus.

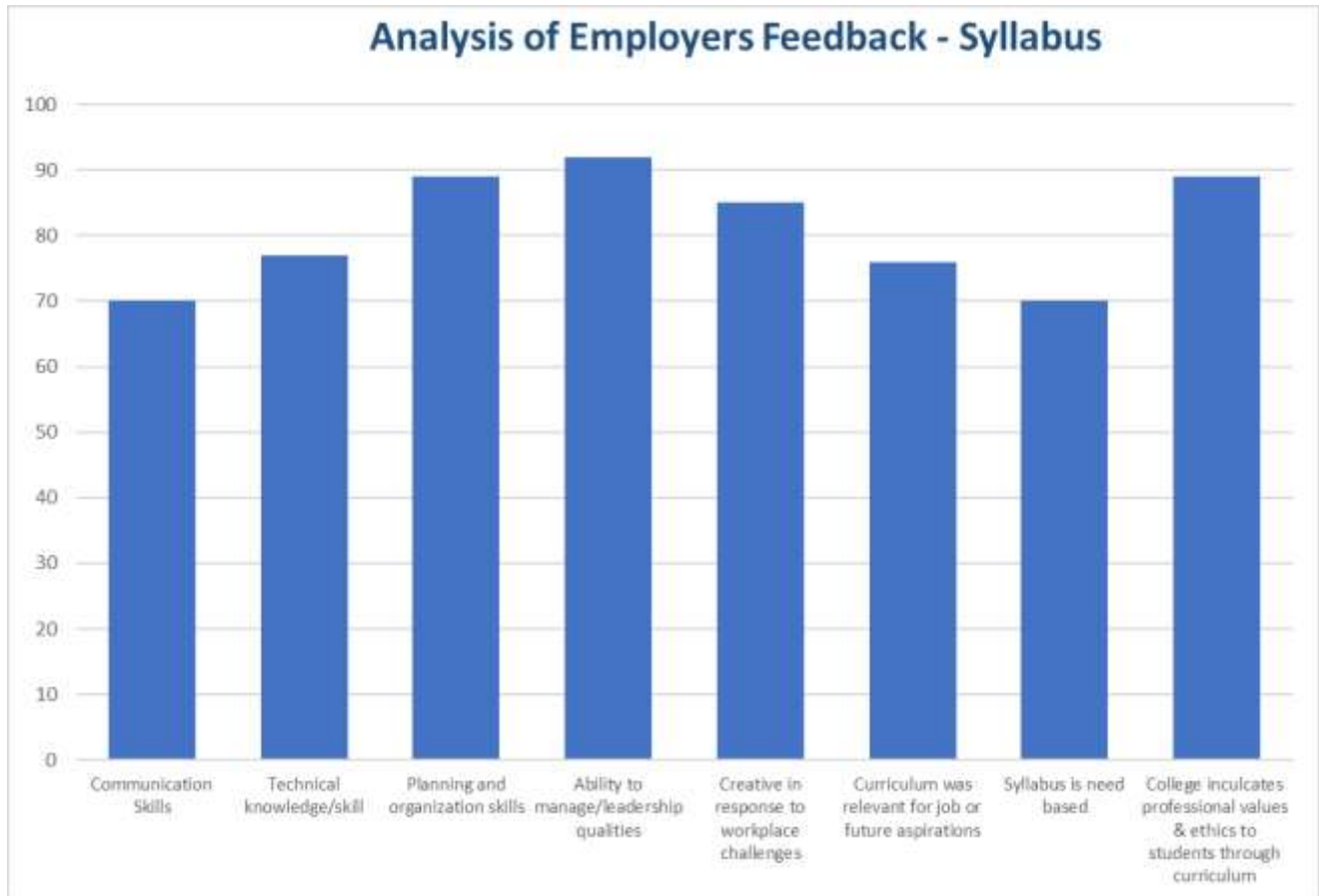
Feedbacks are essential for the relentless improvements in an institution. The feedback mechanism persistently re-evaluates the system for unlimited possibilities and expanding to a wide arena of possibilities. Every perception is taken into account to draft, discuss and derive at appropriate decisions. This ensures that the responses received from our stakeholders are prompt and innovative. This mechanism of timely circulation and analysis of feedback is studiously taken up by the IQAC cell of the institution that strives to monitor the quality endeavours of the institution and understands that feedback is the key to the dynamic open ended educational system.

ANALYSIS OF EMPLOYER FEEDBACK

Employers' feedback is sought on the competency and performance level of the former students. This feedback helps in improving the strategies instituted by the college in rendering the syllabus concepts through different teaching learning methodologies. The feedback form was duly designed to meet the time constraints of the employers and to reap the best intentions from them. With only minimal number of quality questions and ample spaces provided for specialized responses from the employers, this academic year the institution was able to harness good responses from the employers.

As per the responses received, 76% of the employers stated that the syllabus followed in the institution is good and serves the purpose of employability among the students. The college takes keen interest in updating the syllabus followed every year under the guidance of subject experts who value the recent developments in the educational fields. They have commented that they are satisfied with the qualifications of the graduates who are able to meet the higher levels than the minimum eligibility criteria set by the organizations for its employees. Most of the establishments are happy with the educational achievements of the graduates from the college. Even the students who have not been able to reach the merit range of results have been able to

attract deep levels of performance based satisfaction from the employers. This point to the fact that along with the theoretical education, the tutelage offered from the college provided equal pragmatic modes of learning that has made situational learning a mandatory aspect of the educational experience. The feedback recorded high levels of satisfaction in the skills demonstrated by the employers in their workspaces. The college organizes syllabus based workshops and activities that enhance the unique skills required from the students for equipping them in their work life.



For the statistical analysis of multiple-choice questions, responses ‘strongly agree’, and ‘agree’ has given 1 weightage. ‘Strongly disagree’, and ‘disagree’ was with -1. Response as ‘no opinion’ was given 0 weightage and discarded from the further analysis. Result was expressed as percentages.

Our students are spread widely all around the world and have been capable of showcasing their talent and ability through their performance in their careers. They have occupied positions of repute and are harbingers of good feedback from their employers. The feedback sent to the employers comprised of queries on any additional know how skills that they required to see in their workers. This question was posed in order to get responses that would help the authoritative bodies to incorporate syllabus modification that bring the required skills into the course programs for the benefit of the students. To this query, most of the employers recorded their satisfaction with the skills of the employers but negligible amount of employers suggested that they wished to see more proficiency in the communication aspects of the workers. The

employers admitted the fact that our graduates are innovative and hold great potential with creative ideas that can uplift the organization and it can be elevated with focus imparted towards the communicative skills of the students. The number of responses to this cause is negligible yet it would be appropriate to consider them. Hence, it is suggested that the management take serious effort in this direction.

The next part of the feedback form provided spaces for the employers to provide specific suggestions in the curricular framework. The space was provided in order to comprehend the demand and needs of the occupational sector. From the responses received in this section, it was clear that a good majority of the employers (75%) preferred more communicative proficiency among their employees and better IT skills. The recent developments in the employability sectors made it compulsory for the aspiring candidates to have minimum computer literacy irrespective of the subject-work field.

The employability sector requires workforce that are capable of handling task effectively by executing the plan orderly and keeping the time in good checks. In the college, we offer numerous situations that demand good organizational skills and planning from the students which indirectly train them for the requirements of the occupational world. The teaching learning procedures provides them with individual and group tasks like projects and seminars volunteered by the students that are to be submitted within a stipulated time period. 89% of the employers have applauded this practice of the institution by stating that such activities help the student to manage stress and plan accordingly and are able to display the skills in the working atmosphere.

Maintaining good peer relationship is a vital force for good production in the work world. Unhealthy competitions and ego clashes create unnecessary hindrances at bringing the best outcome for the task assigned. Keeping this sense, the college ensures that the students get great opportunities at their campus for social interactions and social commitments. Fests and camps are a regular routine in the campus that aid in achieving this target. Considering the effort put in by the institution towards this goal, it is praiseworthy to know that the 92% of the employers have applauded the work relations of our graduates as healthy and motivating. This extremely reduces work pressures and helps in compiling efforts toward common goals. This has also harness 85% of employers being satisfied on the employee's attitude towards workplace challenges. The approached organizations have commented that the graduates are able to keep calm during crisis and think logically leading to pliable solutions for an issue.

The employees are good at multi-tasking and leading the teammates in a peculiar directions but one element that required attention was the communication factor among the students. Most of the employers' stated that the graduates are capable of extremely praiseworthy work yet are not reaching the peak point at their workplaces because they are not able to communicate their creative ideas towards implementation. Excelling in language competencies in workplaces are an additional benefit in climbing the ladder of progress in any organization especially when the organizations have tie-ups with foreign countries. The employers have suggested in incorporating spoken English classes in the syllabus and to promote English speaking in the campus as a mandatory rule for accustoming the students with flair in the international language. They have also noted that some of the graduates though literate in English are not able to speak fluently due to lack of confidence. As a solution, it is advocated that mock interviews and personality development classes may help in boosting up their confidence levels during interviews and presentations.

On an average, the curricular framework has been capable of attracting good responses from the employers who have been able to respond positively in the curricular modifications that are a mandatory requirement for the upcoming years of competitive employability world. The suggestions of boosting the IT skills and communicative proficiency are to be considered on a serious note. As mentioned in the feedback analysis, acquiring language proficiency for an individual from any educational field is a mandatory element for a secure and growing occupational status. Considering this need, it is recommended that the solutions prescribed above are to be reckoned for discussion and adopting a feasible method for enhancing language skills among the students irrespective of their courses. The extra-curricular activities are successful in complementing the curricular framework of the college and require only minimum attention. Yet, it is recommended that the concerned bodies of authority must revise the customary extra-curricular provisions to incorporate the changing trends.