

EMPLOYERS FEEDBACK 2018

DESIGN AND REVIEW OF SYLLABUS



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

EMPLOYERS FEEDBACK 2018

INTRODUCTION

A well-defined and goal oriented syllabus is the corner stone of any educational institution. Constant review of the same through structured feedback is essential to make it apt for enabling the students to appreciate their roles and responsibilities. St. Joseph's College, Irinjalakuda, a pioneering institution in the field of higher education in Kerala, envisions the critical growth of its students to help them excel in the competitive transformations for their overall developments. The college is always committed to maintain an up-to-date syllabus to offer a vibrant learning environment for internal and external sustainability of our students.

Hence, the college makes sure that the syllabus is well refined to ensure the overall development of the student so that they will be able to confront future conflicts and fluctuations with confidence. The syllabus is learner-centered with measurable objectives through proper feedback and assessments. Our syllabus is grounded on skills and systems conceptualising the content to assess the needs of contemporary society. Our educational system reflects our student's realistic needs with a blend of prescriptive and need oriented syllabus to assure up-to-date learning engagements.

The outcome of the structured syllabus and its efficiency for further improvements are collected from the feedbacks of the students and alumnus. Also, the feedbacks of the teachers and the staffs who are in constant effort to ameliorate the performance of the college for professional merit are also valued. The report of the structured feedback act as a yardstick to assess the efficacy of the current syllabus as well as to discuss the improvements needed to complement the competencies of the students. It acts as a constant motivation for the college to come back to the discussion table for further improvements to keep up an updated syllabus year after year. The vital observations from the feedback are put forth before the Academic Council Meeting and to the respective board of studies for syllabus revision and updates

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A regular feedback mechanism ensures that the institution is on the right track of self-improvement. It acts as a vessel with suggestions and recommendation from our well-wishers supporting us in our journey of planning our next steps towards conquering greater heights in the educational scenario. A specifically designed questionnaire is formulated with appropriate questions that address relevant academic aspects of the institution. Feedback form consist of statements to measure the agreement/disagreement in a five-point Likert scale. Results are expressed as percentages. Separate space was provided for specific comments. The collected responses are then analysed studiously and conclusions are framed. These conclusions are then presented in the delegatory meetings for considerations. The prescribed actions are strongly adhered and attempted to be implemented as soon as possible.

The employer feedback is specifically designed to accommodate maximum relevant responses from our prospective employers that would enable the institution to capture the best intention and utilise them for the purpose of providing paramount opportunities for our students in the employment industry. The questions schemed in the questionnaire revolve around the syllabus and the curriculum in order to cater the concepts in high demand within the corporate society. Implementing changes based on the feedback of the yester years in the curriculum has witnessed a steep rise in the ratio of students entering the employment sector immediately after graduation.

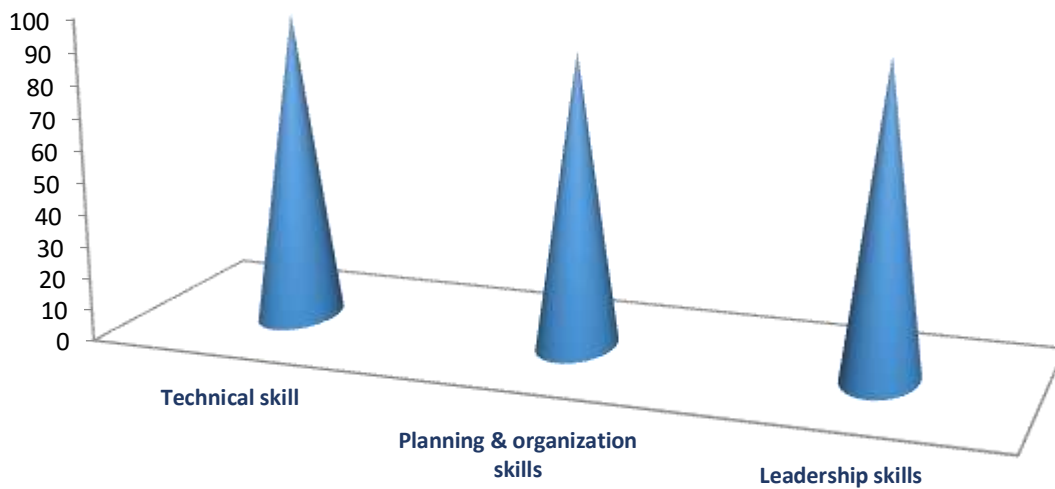
Employers are the face of reality for the students and the educational institution. The employer-institution relation is directly proportional to the student-work outputs. For an average work aspiring student, this effective feedback system is mandatory to assist the learner to reflect on their learning and their learning strategies to make adjustments and to progress in their learning in accordance to the norms in the field of employment. Taking the case of the institution, the responses from the employers help the authorities to reflect upon their methodologies and devise a scheme for widening the scope of placements from the campus.

The first feedback response from the employers evaluates the student performance based on a few relevant criteria like satisfaction in the student soft skills and other basic qualities. As per the collected feedback, 96% of our employers have shown their high satisfactory levels in the case of student communication skills. This is a prominent skill required for developing project and tasks along with conveying clearly the right amount of information and efficiently instructing the peers in the workplaces. Enhanced communication and technical skills are much demanded in the work situations.

Students' Communication Skills

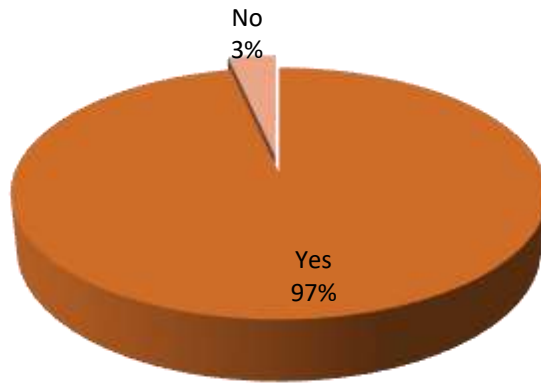


Forming a good base of technical knowledge skills are achieved through proper training and concept rendering at academic levels. 97% of the employers appreciated the fact that our students possessed a rich base of technical and applicatory level understandings. A total of 91% satisfaction levels have been marked by the employers for the students planning and organizational skills and 96% for managing leadership duties satisfactorily. This indicates that though the students have good dominant traits, they require more focus in planning and organization that would help in reducing the workloads and smoothen the implementation of tasks.



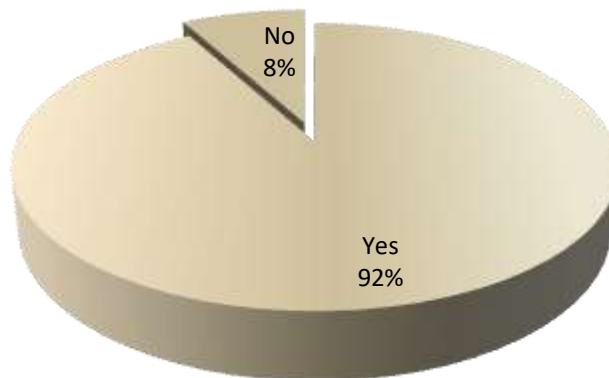
Demonstrating the soft skills abilities are a highlight for documenting a professional profile but without the flexibility to handle workplace challenges charges them down to nothing. Our students have been able to exhibit high workplace flexibility in handling challenges and devising resolutions that hailed them with 90% satisfaction levels from our employers. We believe and impart the knowledge to our valedictorians that challenges at workplaces are camouflages of the success they attain in the future and so they are trained for facing situations with a positive outlook. This helps them to come up with credible solutions that arise in their work territories. Therefore, the activities and the mentoring promoted by the teacher through the curriculum will be enhanced and encouraged dwelling on this fruitful result.

Workplace Flexibility



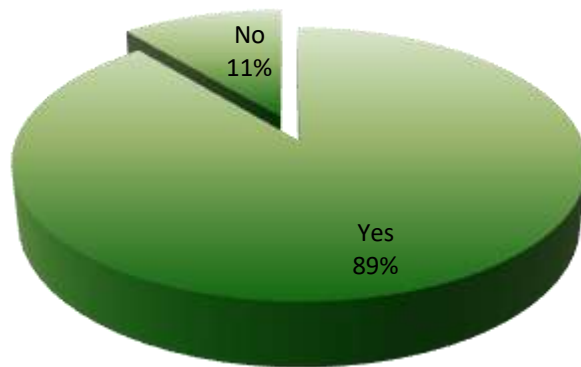
Preparing a suitable curriculum is necessary to attain best outcome from the students. It has to be carefully schemed and designed to understand and accommodate the aspirations and needs of the learners. It is additionally beneficial if it has the malleability for modifications and revisions. Our college undergoes a strict organised procedure every year to consider the revision of the syllabus to ensure that our wards get the best of the educational entity. The employers have a good share of space to bring in suggestions and recommendations in correcting and modifying the topics in the curriculum for making it career oriented. 92% of the employers agreed to the updated status of our existing curriculum and labelled it as appropriate for job and future aspirations of the students.

Curriculum is up to date



As employers, they can also identify the need-based aspect of the curriculum. A need-based curriculum addresses the issues that arise out of adjusting the demands and needs of the student community lining up with their interest and ambitions. Presenting a curriculum that is complete and need based is a rare phenomenon to witness. 89% of employers have rated our curriculum as efficient and need-based. It falls onto our responsibilities to shift our concern for revamping this score in the upcoming academic years.

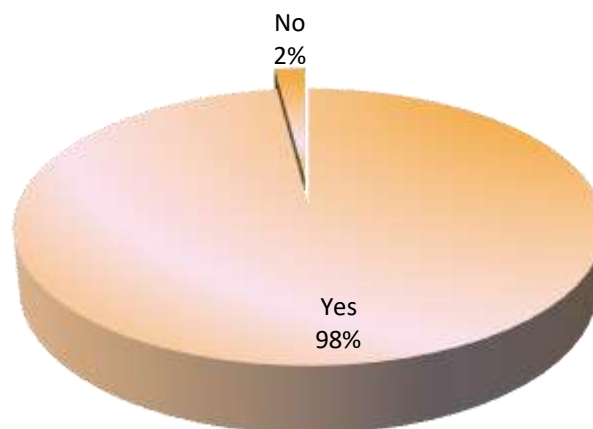
Curriculum is Need-Based



Co-curricular activities become the soul of the college as it simultaneously supports the academic activities and efforts initiated in the campus. Our institution is vibrant with numerous co-curricular activities and programs to nurture the inner potentials of the students and backing them to emerge as socially responsible citizens of the booming economy. The prime intention of conducting such events is to instil the rich values of mankind among students and transfer them to a principle-minded culture.

The employer's response through the feedback mechanism ensures that the college is producing humans with the right mixture of professional ethics and values that organizations appreciate helping them to confidently rely on our students entrusting them with confidential and important tasks. Corporate world where unhealthy competitions and means are practiced, institutions that crafts professionals with principles are much valued. Our institution has strived to form this reputation among the employers with nearly 98% of the organizations appreciating the work ethics followed by our students.

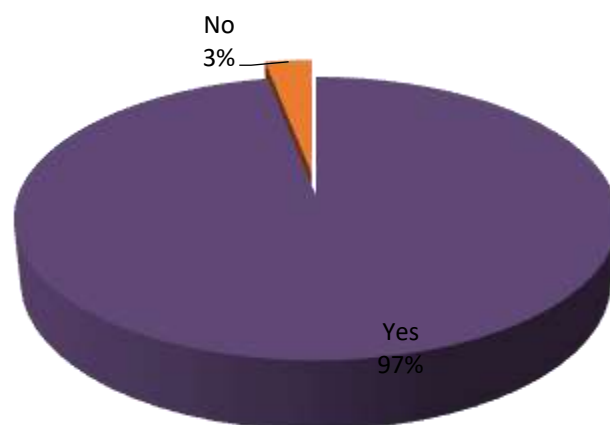
College Inculcates Work Ethics to Students



Limiting the student access to conceptual matters hinders the process of substantial growth and development. There are numerous skills that forms the grounds for building a competent professional and a responsible citizen. Employability skills, entrepreneurship skills, language skills, leadership skills and human values and ethics are some of the skills to mention. Our institution makes it a point to incorporate these skills and abilities in the curriculum through any possible means. Our feedback contains ample space for denoting the satisfaction levels of the employers on the skills and abilities demonstrated by our students in their respective fields of work. This guarantees that our educational and developmental service processes are continuously surveyed and regular modifications are appended.

The employers were provided with a set of essential work-related skills and efficiencies that an average professional should ascertain and were endowed with the task to assess these qualities in our graduates. As per the response received in this regard, the employers found out students to be proficient in language and soft skills with 97% of employers satisfied with their language proficiency and communication skills. They have equally excelled in human values and ethics with the same percentage of score. This indicates that our students have shown their distinction in delivering the ideas and carrying them out without compromising on the professional ethics.

Proficient in Language and Soft Skills



Administration and managerial positions in an organization require high levels of leadership qualities with excellent problem solving and rational thinking abilities. The professionals should possess the ability to manage time and task, achieve challenging goals, outperform the competition and inspire others to do the best of their potential. Building all these benchmarks in an individual is the colossal purpose of providing co-curricular activities in our institution. It has also shown the expected result in the employer feedbacks with a rising score of 98% satisfaction on leadership qualities exhibited by our students in the organisation.

The co-curricular activities in the college motivate the students to work on their potentials of creating a niche in the employability sector and expand their scope of entrepreneurial beginnings. Though the institution paves the way for initiating processes in creative start-ups by the students, the optimal utilization of possibilities is a matter of willingness and effort. The aspect of entrepreneurship and employability needs a better outlook for the upcoming years as the employers graded it with only 88% respectively. The hinderances and obstacles for overcoming are to be analysed and tactfully planned for witnessing an exponential growth in this aspect.

The feedback from the employers is a crucial step to reflect on the route to self-improvement. It has additional slots for suggesting the modifications they expect to see in the college and in our student performances. This year, the employers recommended that it would fetch better accomplishments from the activities if the institution can host motivational talks and workshops that can motivate students to take up more entrepreneurial activities in the society. They also insisted that signing more MoU's with reputed institutions and organisations will guarantee stabilised career prospects for the graduates. These suggestions were duly gathered and will be notified in the board meetings. The action taken shall be stringently implemented to ensure the goodwill and refinement of the learners.