

EMPLOYERS FEEDBACK

2019



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

DESIGN AND REVIEW OF SYLLABUS

INTRODUCTION

St Joseph's college stands as the epitome of quality education with a magnificent legacy of 57 years. The institution has been able to nourish the seeds of value based holistic development and selfless community service amongst students. Women empowerment is the central founding aspect in building this efficient consortium. The institution strives for excellence in inculcating the core values like creativity, integrity, responsibility and accountability. The students are equipped with essential life skills and employability skills to meet the challenges of their futuristic endeavours.

The college practices strict measures to monitor the trends in the field and imbibe these in the syllabus rendered to our students so that they are aware of the developments and are able to perform in any situation thrown at them. At St. Joseph's we prepare our students not only for the educational advancements but also for their upliftment in their moralistic domains providing the society with responsible and committed citizens of tomorrow. We understand that this forms a tremendous concern and should be dealt with sensibly and hence, this institution acknowledges the requirement of the support from all its benefactors.

A regular feedback mechanism is active in our college for systematizing the working of the institution. Feedbacks are collected from the stakeholders to analyze the efficacy and improve the standards. 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 suggestions from our stakeholders are vital in understanding the requirements of the utilitarian space and they are consistently recorded by the institution for the same. The institution keeps an open ear to all the improvements recommended by our well-wishers and takes the needed measures. This constant review process enriches the institution-stakeholder pact, imbibing the requisite quality measures for the advancement of the institution and its beneficiaries.

EMPLOYER FEEDBACK REPORT 2019

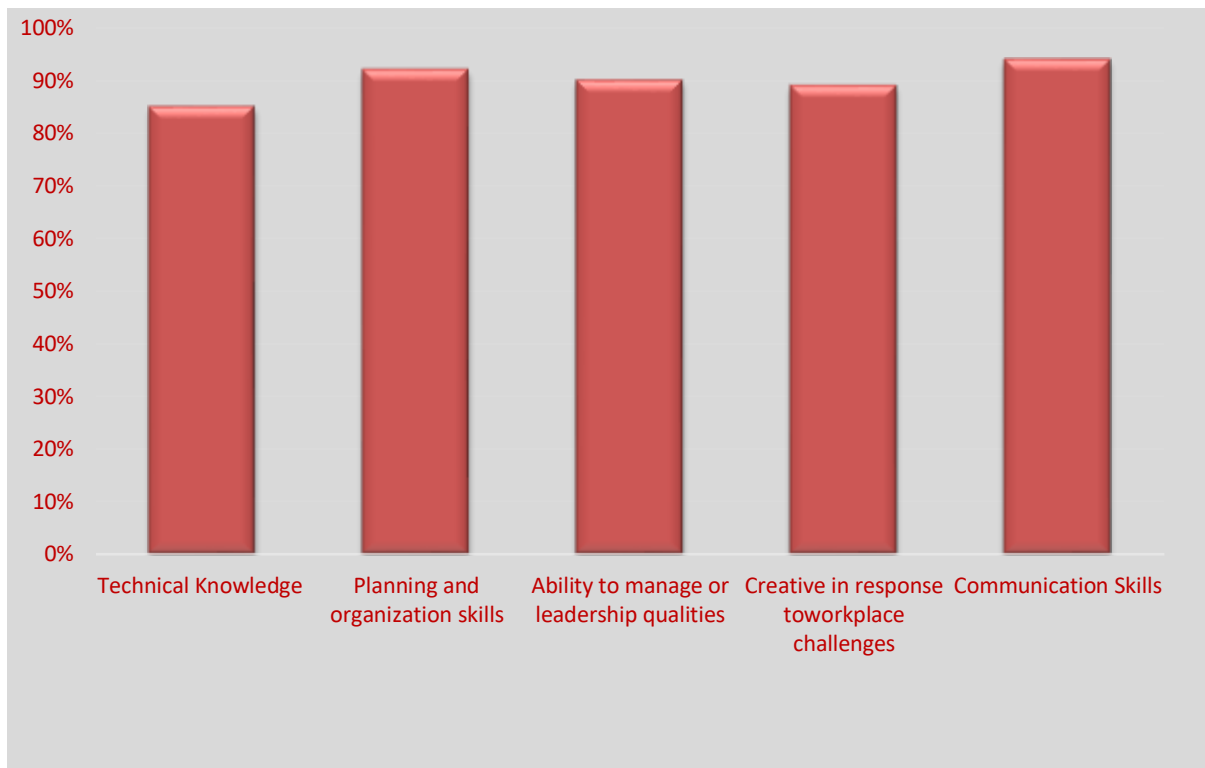
The employer feedback report is a reflection of the rays of improvement aimed to attain impeccable image through relentless efforts to with stand the waves of the emerging new world. The feedback from the employers work as a goblet of resource from which the necessary modifications can be accumulated. These ideas are thoroughly investigated and resolutions are sought from the respective areas. We decipher the suggestions, giving utmost importance to the syllabus and curriculum so as to harvest a fruitful outcome.

The feedback attained from the employers is an excellent means to achieve faultless delivery of education and values. The suggestions gathered are analysed and examined for incorporating changes that are useful in harnessing the best outcomes and achieving career based targets maintained by our students. These opinions collected over the span of time have acted as a catalyst for the wholesome progress of the institution as well as its learners.

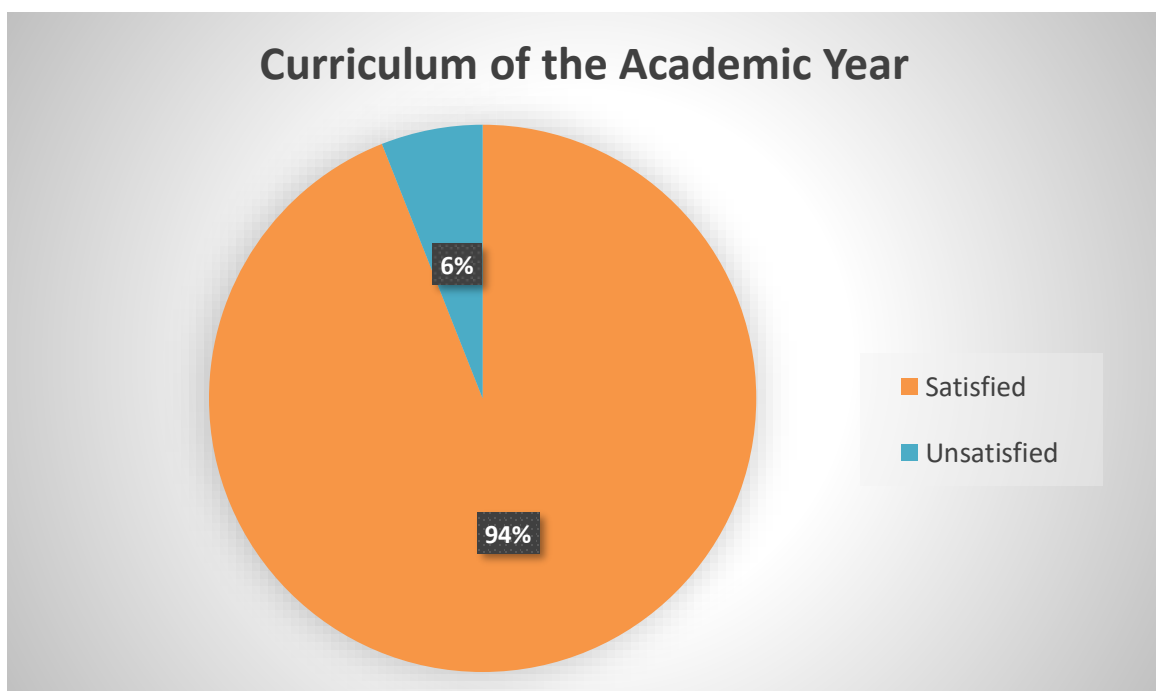
Employer feedback is the most significant determinant of the success of any educational institution. As per the response received, the employers have displayed their high satisfaction with the student performance in their work spaces. This is a prominent factor in analysing the skills and knowledge base we provide to the students through different activities in the college. As an institution with years of experience we believe in the motto that the better opportunities we provide, greater will be the performance of our apprentices. Over the years, the institution has focused on imparting the primary skills like communication, technical and managerial skills for levelling up employability factor in the students.

Transfer of ideas is a key component in delivering an effective learning environment. Our employers praised the communicational skills displayed by our valedictorians. The college is keen to provide basic LSRW skills and conduct numerous qualitative activities associated with the same. It understands the significance of communication in building healthy and harmonious co-worker relations. It also acknowledges the fact that communicational excellence is vital for the crisp and clear implementation of objectives and aims. Deciphering the feedback, the technical knowledge in our students goes up to an alarming rate of 85 %. This is a noteworthy achievement of our specifically designed curriculum as it converges on promoting the same among our student for their future endeavours. Supporting the levels of communicational and technical skills in our students, the employers have responded positively applauding their organizational and planning skills that rise up to 92%. The graduates have been able to manage their time, tools and resources to reach their desired goals.

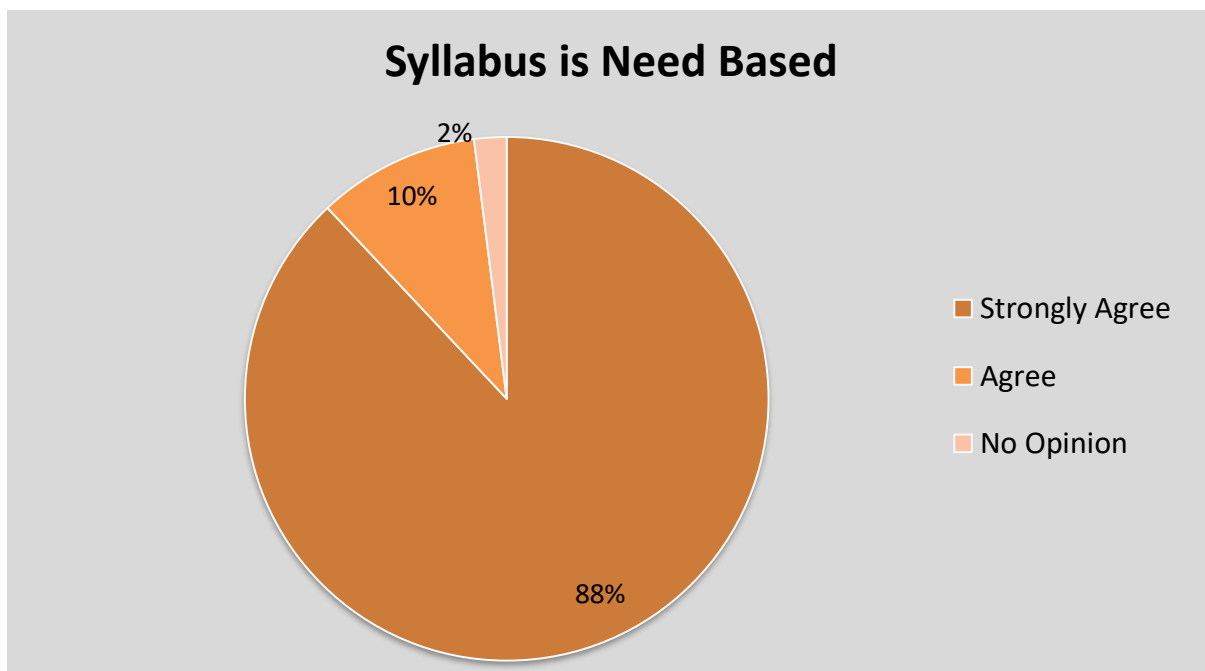
Acquiring knowledge is not the sole purpose of education that we provide in our institution. It revolves around various task and responsibilities that the students are entrusted along with their curriculum. Leadership quality is such an ability that is essential in maintaining and building a collaborative team working towards the same goal. Our institution offers various platforms to reinvigorate flexibility, managerial and leadership qualities. It helps the students to face the obstacles that they may come across their career pathways. 90% of the respondents appreciated the institution for assurance of these qualities and encouraged for more opportunities to strengthen the attained values. Flexibility is a factor that cannot be preached but only demonstrated. 89% of our correspondence shows that our students are equipped to resolve issues and hurdles at their work. Applying creative thinking at every day work life will stop the drudgery and the employee will be able to unlock more meaningful results. Creativity builds better teamwork, improves the ability to attract and retain employees and increases problem solving. The institution values this skill for its positive influence that it generates at the workspace.



Career-relevant curriculum is a prominent strategy to equip the students to plan and manage their learning and career pathways. The college foresees to this prospect and seeks the students to develop and meet the demands of the employment sector. Around 94% of the employers were completely satisfied with the curriculum of the academic year. According to the employers, the graduates who recently joined various firm, noticeably demonstrated career-oriented skills that enabled them to perform better.

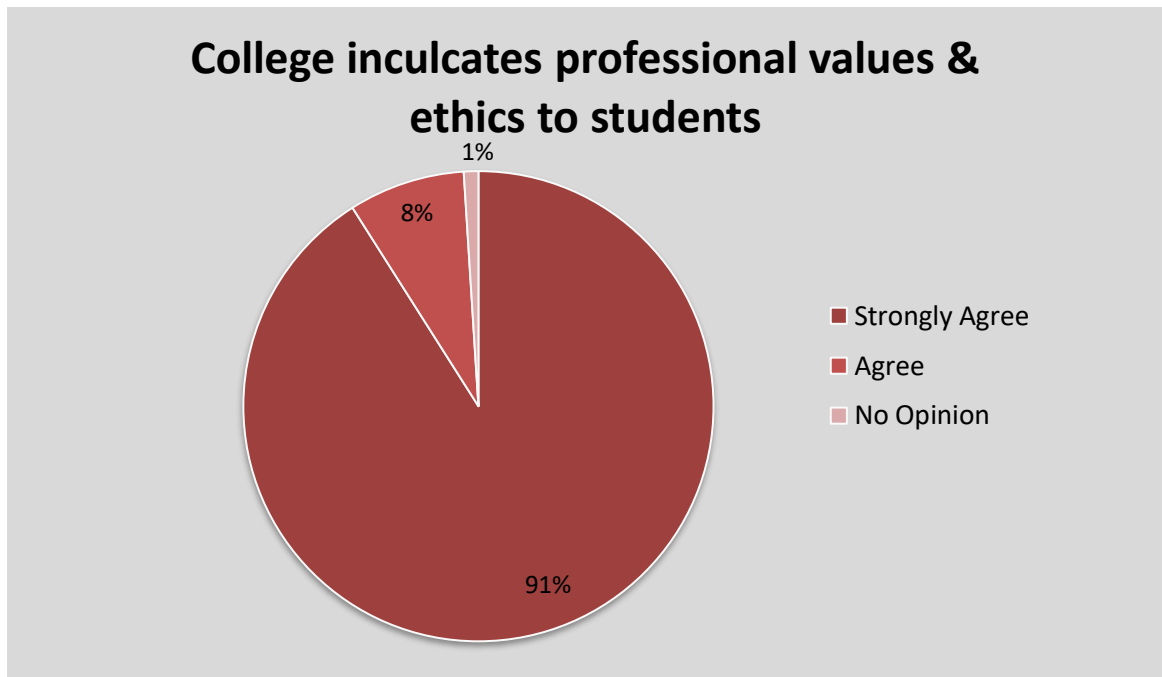


According to the survey, 88% employers appreciated the framed syllabus for its competence in meeting the expectations of the student needs. Every student has a unique taste and varying interest. The efficiency of a syllabus is determined when it can accommodate the needs of the learners and guide through the concepts that are inevitable for achieving a generalized idea in the desired field of interest. Considering specific suggestion and needs reposed by the students and other stakeholders the college examines and validates the pertinence of topics and course programmes. The suggestions are then brought in to effect as authentic certificate courses or as revisions in the syllabus. This way the college ensures that the needs of the students and the employers are duly addressed for the desired outcomes.



Introducing varied course programme are further accentuated when they are integrated with the right mixture of skills and activities to boost the likelihood in landing at a suitable vocation. The feedback collected the sample of employers shows an inclination to round 91% of employers who are complacent with the professional ethics and human values briefed in our curriculum. Over the years, the college has stood steadfast in imparting credible information united with the motto of spreading the goodness of principle- oriented education. The curriculum has attempted to mimic workplace situation for the learners to build upon their ethics and values that needs to be imprinted upon the young yet mouldable minds. The institution has been uncompromising in theses aspects with the vision of imparting value based education.

College inculcates professional values & ethics to students



The economy holds its doors open to the graduates with skills and rich educational base. The reliance on pure theoretical knowledge saw a slow digression recently. Students are human capital of any society and it is essential to empower them for self as well as for social benefits. With the various skill driven activities promoted in our college, the students are able to explore wide arenas of liable opportunities in the employment sector apart from their chosen stream.

We acknowledge the fact that a skill based educational programme should encompass certain virtues like flexibility, objective oriented and holistically experienced based. Combining these three features calls into focus the authenticity of the experienced provided from the institution. Our college provides numerous opportunities for developing a rewarding career based on the skills acquired through the varied non-curricular activities hosted in the campus. We strive to create a rare breed of hyper-organized, hardworking individuals inbuilt with all the necessary values and skills required for sustaining in a competent world. The domain of focus relies on skills like employability skills, entrepreneurial skills, language skills, soft skills, leadership skills and also human values and ethics.

The feedbacks collected from the employers on these aspects are considered as the grounds for further development in co-curricular skill enhancement programmes. As per the responses the profound skills highlighted in our students were communication and soft skills. It points to the fact that the students are armed with the best possible events and situations in the campus that enhance these qualities in the work places. The employability skill of our students is rated high which renders way for more focus in this domain. Certain factors like family backgrounds and societal pressure hinder the process of employability. Overcoming these hurdles shall be the prime concern to be attained in the upcoming years. This reinforces our

consistent efforts to excel in imparting such valuable skills in our students for their future endeavours.

Our feedback system is designed to form the best decisions that could elevate the existing pedagogical practices. However, every system requires timely updation and we as an institution value every suggestion. Spaces are allotted for the employers to deliver their ideas and concerns. A few of the employers recommended in the provision of orientation sessions for enlightening the students' perception on emerging employment sector. There was also a suggestion to offer platforms that could encourage student start-ups.it was decided to present the received feedback in the HOD meeting for further discussion and approval.