TECNIA INSTITUTE OF ADVANCED STUDIES
NAAC ACCREDITED GRADE "A" INSTITUTE
Approved by AICTC, Ministry of HRD, Govt. of India, Affiliated to GGSIP University
Recognized Under Sec. 2(f) of UGC Act 1956
INSTITUTIONAL AREA MADHUBAN CHOWK,ROHINI,DELHI 110085
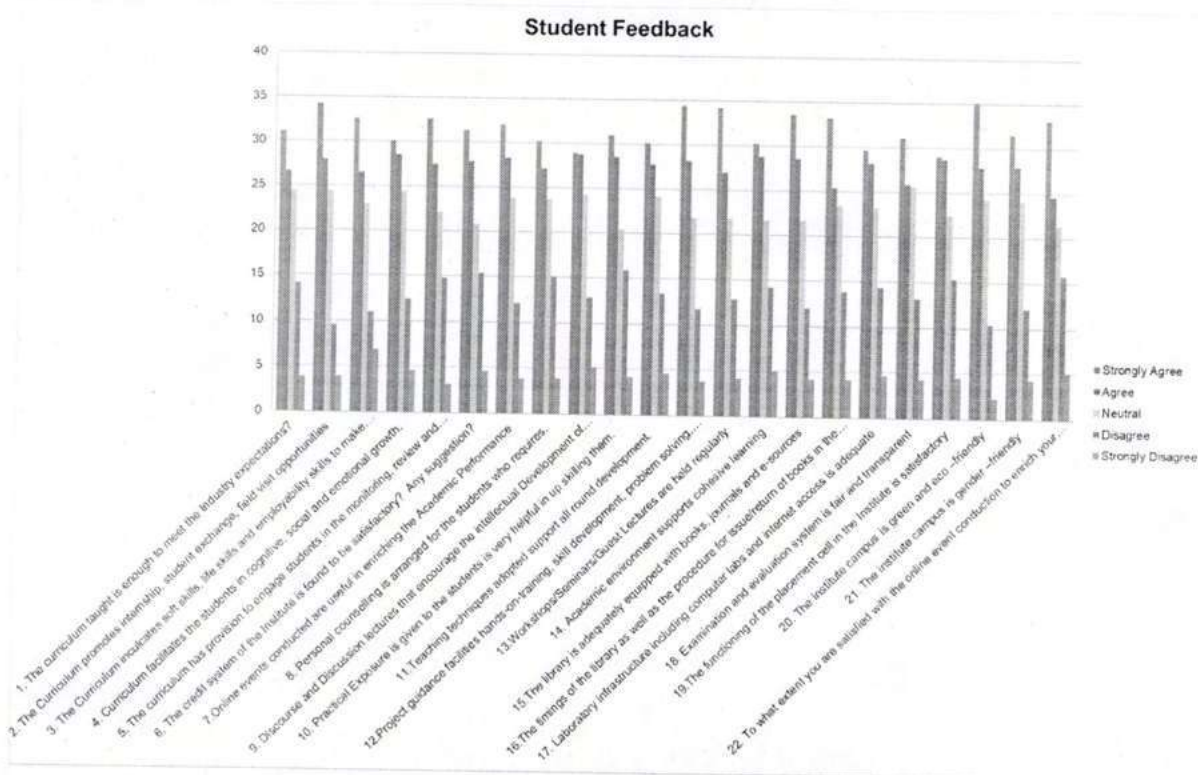Tel:91-11-27555121-24, E-Mail : directortias@tecnia.in, Website: www.tiaspg.tecnia.in

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FEEDBACK ANALYSIS AND ACTION TAKEN REPORT

2021-22

Students Feedback:

In the 2021-22 academic year, TIAS conducted a comprehensive feedback survey involving 1,663 students. This extensive participation reflects a robust engagement with the institution's evaluation process, providing valuable insights into the student experience and institutional performance. The broad respondent base ensures that the feedback is representative of the diverse student body, offering a well-rounded perspective on various aspects of the academic environment and institutional services. This significant volume of feedback underscores the importance of student voices in shaping and enhancing the quality of education and overall student satisfaction at TIAS.

Statement (Feedback 2021-22)	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1. The curriculum taught is enough to meet the Industry expectations?	31.09	26.58	24.17	14.13	3.85
2. The Curriculum promotes internship, student exchange, field visit opportunities	34.22	27.90	24.23	9.56	3.91
3. The Curriculum inculcates soft skills, life skills and employability skills to make students ready for the world of work	32.59	26.52	22.85	11.00	6.92
4. Curriculum facilitates the students in cognitive, social and emotional growth.	30.07	28.50	24.29	12.45	4.63
5. The curriculum has provision to engage students in the monitoring, review and continuous quality improvement of the teaching learning process	32.59	27.42	21.95	14.79	3.13

6. The credit system of the Institute is found to be satisfactory? Any suggestion?	31.33	27.84	20.75	15.39	4.57
7.Online events conducted are useful in enriching the Academic Performance	31.99	28.26	23.57	12.15	3.85
8. Personal counselling is arranged for the students who requires.	30.19	27.12	23.57	15.09	3.91
9. Discourse and Discussion lectures that encourage the intellectual Development of the students are inculcated in the Time Table.	28.98	28.74	23.99	12.87	5.17
10. Practical Exposure is given to the students is very helpful in up skilling them.	30.97	28.50	20.32	15.87	4.21
11.Teaching techniques adopted support all round development.	30.13	27.72	24.11	13.41	4.63
12.Project guidance facilities hands-on-training, skill development, problem solving, analytical thinking and documentation	34.46	28.20	21.71	11.73	3.79
13.Workshops/Seminars/Guest Lectures are held regularly	34.22	26.94	21.71	12.87	4.21
14. Academic environment supports cohesive learning	30.31	28.74	21.41	14.25	4.99
15.The library is adequately equipped with books, journals and e-sources	33.61	28.56	21.65	11.97	4.21
16.The timings of the library as well as the procedure for issue/return of books in the library are convenient	33.25	25.38	23.33	13.83	4.21
17. Laboratory infrastructure including computer labs and internet access is adequate	29.65	28.14	23.09	14.37	4.69
18. Examination and evaluation system is fair and transparent	31.09	25.86	25.56	13.17	4.27
19.The functioning of the placement cell in the Institute is satisfactory	29.04	28.62	22.19	15.39	4.51
20. The institute campus is green and eco –friendly	35.18	27.84	24.17	10.40	2.29
21. The institute campus is gender – friendly	31.51	27.90	23.81	12.21	4.33
22. To what extent you are satisfied with the online event conduction to enrich your Academic Performance?	33.13	24.59	21.23	15.81	5.11

Student Feedback

Legend: Strongly Agree, Agree, Neutral, Disagree, Strongly Disagree

Analysis of Feedback Statements (2021-22)

1. **Curriculum Meeting Industry Expectations:**
   o A significant number of respondents (over 57%) believe the curriculum meets industry expectations, though about 24% are neutral and approximately 18% disagree.

2. **Promotion of Internship and Exchange Opportunities:**
   o Around 62% of respondents agree that the curriculum promotes internships and student exchanges. Neutral responses are also notable, while less than 14% disagree.

3. **Inculcation of Soft Skills and Employability:**
   o Nearly 60% agree that the curriculum inculcates essential skills, while 23% are neutral and 18% disagree.

4. **Cognitive, Social, and Emotional Growth:**
   o A majority (about 58%) believe the curriculum supports various aspects of growth. Neutral responses are significant, with around 17% disagreeing.

5. **Engagement in Quality Improvement:**
   o Over 60% think the curriculum engages students in quality improvement processes. However, approximately 22% are neutral and 18% disagree.

6. **Satisfaction with the Credit System:**
   o 59% find the credit system satisfactory, while 21% are neutral and around 20% disagree.

7. **Usefulness of Online Events:**
   o About 60% agree that online events are useful for academic performance. Neutral responses and disagreement are both notable, with around 16% disagreeing.

8. **Personal Counseling:**
   o Over 57% agree that personal counseling is arranged effectively, with 24% neutral and 19% disagreeing.

9. **Discourse and Discussion Lectures:**
   - 58% agree these lectures encourage intellectual development, while 24% are neutral and about 18% disagree.
10. **Practical Exposure:**
    - Close to 60% believe practical exposure is helpful, though 20% are neutral and 20% disagree.
11. **Teaching Techniques:**
    - Around 58% think the teaching techniques support all-round development, with 24% neutral and 18% disagreeing.
12. **Project Guidance and Skill Development:**
    - Nearly 63% agree project guidance is effective. Neutral responses are at 22%, and 15% disagree.
13. **Workshops, Seminars, and Guest Lectures:**
    - 61% agree these are held regularly, with 22% neutral and 17% disagreeing.
14. **Academic Environment:**
    - Close to 59% believe the environment supports learning. However, 21% are neutral and 19% disagree.
15. **Library Resources:**
    - Approximately 62% agree the library is well-equipped. Neutral responses are at 22%, and about 16% disagree.
16. **Library Timings and Procedures:**
    - Around 59% find library timings and procedures convenient, while 23% are neutral and 18% disagree.
17. **Laboratory Infrastructure:**
    - About 58% agree the lab infrastructure is adequate. Neutral responses are 23%, and 19% disagree.
18. **Examination and Evaluation System:**
    - 57% find the system fair and transparent, with 26% neutral and 17% disagreeing.
19. **Placement Cell Functioning:**
    - 57% are satisfied with the placement cell, while 22% are neutral and around 20% disagree.
20. **Eco-Friendly Campus:**
    - A significant 63% agree the campus is eco-friendly, with 24% neutral and 12% disagreeing.
21. **Gender-Friendly Campus:**
    - About 59% agree the campus is gender-friendly. Neutral responses are at 24%, and 16% disagree.
22. **Satisfaction with Online Event Conduction:**
    - Approximately 58% are satisfied with online events, with 21% neutral and 21% disagreeing.
23. **Response of Open ended question**

Based on the open-ended feedback from BBA students, it is evident that the overall sentiment is positive with a good perception of the digital brand management course. Students appreciate the focus on guest faculty, improved communication channels, and courses covering e-commerce, brand strategy, and digital empowerment. Suggestions include incorporating more practical exercises, hands-on workshops, guest lectures, and courses related to digitalization and cybersecurity. Additionally, there are requests for more emphasis on experiential learning, personality development, communication skills, and industry interaction to enhance the curriculum's effectiveness and prepare students for future careers in digital marketing and entrepreneurship.

Based on the feedback from MBA students, there is a request for more professional development (PD) classes, training on MS PowerPoint and Excel, and a stronger focus on

experiential learning in the curriculum. Additionally, there is a repeated suggestion for conducting more Group Discussion and Personal Interview (GDP) sessions to enhance students' communication and presentation skills. The students also emphasize the need for additional Excel training to improve their proficiency in data analysis and reporting. Overall, integrating more practical exercises, hands-on workshops, and opportunities for real-world application of knowledge seem to be the key areas of improvement highlighted by the MBA students.

BCA students appreciate the up-to-date curriculum with current industry trends but express a desire for more practical knowledge, including courses on ethical considerations in technology. They recommend incorporating more skill enhancement programs, coding competitions, and opportunities for earning industry-recognized certifications alongside their degree. Additionally, students suggest integrating courses on emerging technologies like blockchain, cybersecurity, and data analytics, as well as offering workshops, seminars, and guest lectures by industry professionals to enhance practical knowledge and employability skills. Suggestions also include fostering partnerships with industry organizations, organizing hackathons, and facilitating hands-on projects to provide real-world experience and prepare students for successful careers in the tech industry.

BA (JMC) students expressed interest in courses that enhance communication skills such as public speaking, storytelling, and media-related topics, which are integral to careers in journalism and mass communication. These suggestions highlighted the students' interest in acquiring practical skills and knowledge that are directly applicable to their chosen fields and future professional endeavors.

Overall

- The majority of respondents have a positive perception of the curriculum and related activities.
- Areas for improvement include the credit system, personal counseling, practical exposure, and the functioning of the placement cell, as these have higher neutral and disagree responses.

There is a general agreement on the adequacy of resources and infrastructure, but specific concerns need addressing to enhance overall satisfaction

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Faculty Feedback

The feedback was collected from 104 faculty members

Please provide your feedback in the following areas	Excellent	Very good	Good	Average	Below average	Total
The Institute encourages participatory decision making by involving employees at various levels.	52.88	29.81	15.38	1.92	0.00	100.00
Faculty members participate in the designing and developing the course curriculum/ Curriculum Enrichment.	51.92	26.92	10.58	9.62	0.96	100.00
Faculty members have the freedom to adopt new techniques / strategies of teaching such as group discussions, seminar, presentations, etc.	45.19	38.46	15.38	0.96	0.00	100.00
Course curriculum is contemporary and prepares the students for industry/higher education. The Curriculum promotes internship, student exchange, field visit opportunities	62.50	28.85	6.73	1.92	0.00	100.00
The examination and evaluation system followed by the Institute is effective in judging students' academic performance.	52.88	37.50	6.73	2.88	0.00	100.00
The library is adequately equipped with different learning resources, including books, journals, e-resources etc.	49.04	40.38	10.58	0.00	0.00	100.00
The library is optimally used by the faculty, students and research scholars.	30.77	55.77	13.46	0.00	0.00	100.00
The timings of the library as well as the procedure for issue/return of books in the library are convenient.	35.58	56.73	7.69	0.00	0.00	100.00
The Institute has taken initiatives to encourage research.	39.42	56.73	3.85	0.00	0.00	100.00
The Institute supports the participation of faculty in national and international conferences / seminars / symposia by providing academic leave and financial support.	46.15	50.00	3.85	0.00	0.00	100.00
ICT facilities available to the faculty at the Institute are adequate and satisfactory.	57.69	38.46	3.85	0.00	0.00	100.00
The classrooms and furniture available are adequate, clean and are well maintained.	42.31	52.88	4.81	0.00	0.00	100.00
The toilets are sufficient, clean and well maintained.	43.27	51.92	4.81	0.00	0.00	100.00
The labs are adequately equipped for hands-on training of students (if applicable) and research.	39.42	53.85	6.73	0.00	0.00	100.00
Medical facilities provided by the Institute are adequate.	42.31	49.04	7.69	0.00	0.00	99.04
The Institute administration is approachable and faculty- friendly.	50.96	42.31	6.73	0.00	0.00	100.00
The Institute provides adequate opportunities and support to faculty for their academic growth.	43.27	50.00	6.73	0.00	0.00	100.00
The Institute has an effective grievance redressal system.	43.27	50.00	6.73	0.00	0.00	100.00
The institute has effective welfare measures for the employees	37.50	55.77	6.73	0.00	0.00	100.00

Faculties are free to express and share their opinions, ideas and suggestions.	47.12	49.04	3.85	0.00	0.00	100.00

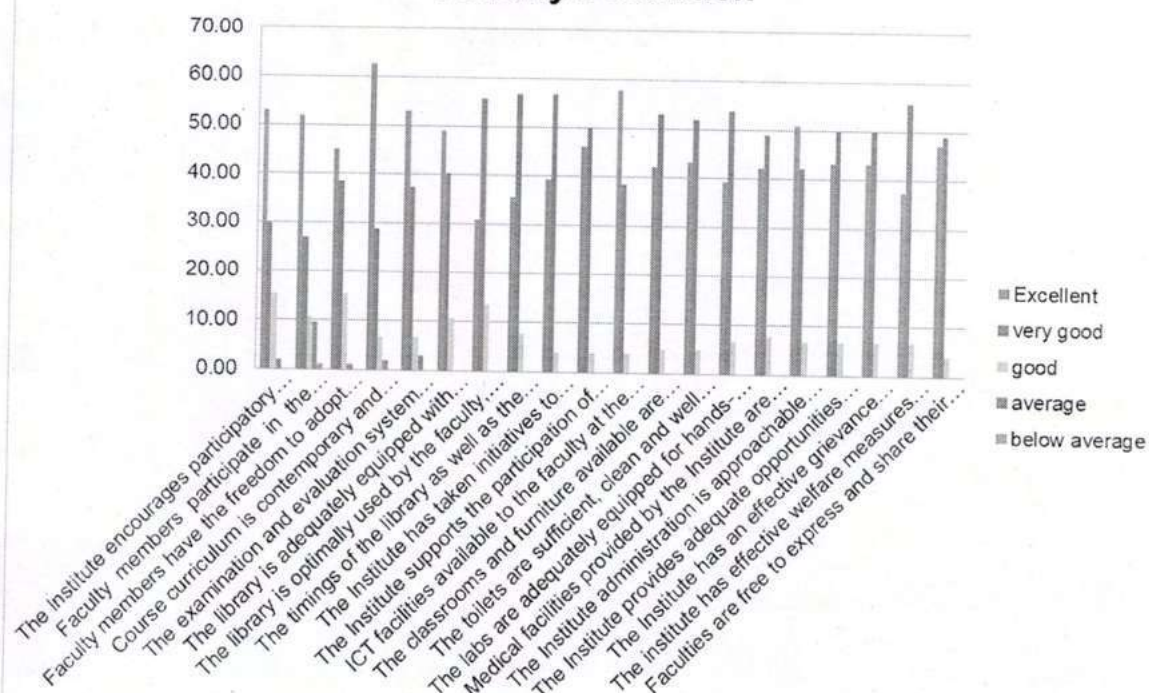## Faculty Feedback

The feedback provided by the faculty on various aspects of the Institute's functioning highlights several strengths and areas for improvement. Here's a detailed analysis:

Participatory Decision Making

The feedback shows that a significant majority of faculty members believe the Institute encourages participatory decision making, with over 80% rating it as excellent or very good. This suggests a strong sense of involvement and inclusion among the faculty in decision-making processes.

Course Curriculum Design and Development

About 79% of the faculty feel that they participate in designing and developing the course curriculum. However, nearly 10% rated this aspect as average or below average, indicating room for improvement in faculty involvement in curriculum development.

Freedom in Teaching Techniques

An overwhelming 83% of the faculty feel they have the freedom to adopt new teaching techniques. This highlights a positive environment for innovation in teaching methods. Only a small fraction rated this area as average or below.

Contemporary Course Curriculum

More than 90% of the faculty believe the course curriculum is contemporary and prepares students for the industry or higher education. This high rating indicates the curriculum's

relevance and effectiveness in promoting practical opportunities like internships and field visits.

Examination and Evaluation System

The examination and evaluation system is viewed positively by about 90% of the faculty, indicating effectiveness in assessing students' academic performance. A small percentage found it average or below, suggesting minor areas for improvement.

Library Resources

The library's learning resources are highly rated, with almost all faculty (around 89%) finding them adequate. This reflects well on the library's ability to support academic and research needs.

Library Usage

Faculty members generally find the library optimally used, with 86% rating it very good or excellent. This suggests high utilization and satisfaction with library services.

Library Timings and Procedures

The convenience of library timings and book issue/return procedures received high ratings from 92% of faculty members, indicating efficient and user-friendly library management.

Research Encouragement

Around 96% of the faculty believe the Institute encourages research, showcasing strong institutional support for research activities.

Support for Conferences and Seminars

A significant majority (96%) feel supported in participating in national and international conferences, highlighting the Institute's commitment to professional development through academic leave and financial support.

ICT Facilities

ICT facilities are rated as adequate and satisfactory by 96% of faculty members, reflecting good technological support for teaching and research.

Classrooms and Furniture

The adequacy and maintenance of classrooms and furniture are well-regarded, with around 95% giving high ratings. This indicates a positive learning environment.

Toilet Facilities

Toilet facilities are considered sufficient and well-maintained by about 95% of the faculty, suggesting good hygiene and maintenance standards.

Labs for Hands-on Training

Approximately 93% of the faculty believe the labs are adequately equipped for hands-on training and research, highlighting strong support for practical learning experiences.

Medical Facilities

Medical facilities received positive feedback from 91% of the faculty, indicating adequacy in healthcare support provided by the Institute.

Approachable Administration

About 93% of the faculty find the Institute's administration approachable and faculty-friendly, suggesting an open and supportive administrative environment.

Support for Academic Growth

The opportunities and support provided for academic growth are rated highly by 93% of the faculty, indicating robust support for professional development.

Grievance Redressal System

The grievance redressal system is seen as effective by 93% of the faculty, reflecting the Institute's commitment to addressing faculty concerns.

Welfare Measures

The welfare measures for employees are rated positively by 93% of the faculty, indicating strong institutional support for faculty well-being.

Freedom to Express Opinions

Faculty members feel free to express and share their opinions, with 96% giving high ratings. This suggests a positive and open communication culture within the Institute.

Feedback from open ended question

MBA faculty members suggested several key improvements to enhance the program: establishing a robust personality development program to build soft skills, incorporating advanced SPSS training for better data analysis, and developing more interdisciplinary courses that blend management with technology and emerging fields. They also recommended increasing the focus on practical applications through case studies and industry projects, expanding elective flexibility, and adopting innovative teaching methods such as flipped classrooms and simulations. Encouraging industry engagement through guest lectures, alumni interactions, and real-world projects, as well as integrating leadership development, ethics, and emerging technologies into the curriculum, will better prepare students for the evolving business landscape.

To elevate the BBA program to new heights, faculty members have proposed a series of transformative enhancements: integrating advanced SPSS training to sharpen data analysis

skills, expanding the Retail Management curriculum to reflect current industry trends, and advancing Digital Empowerment through innovative teaching methods like flipped classrooms and online modules.

Faculty members from ICT recommend encouraging an open-door policy to enhance accessibility for academic and career guidance, scheduling regular advisory sessions for personalized student support, and establishing a robust curriculum review process involving faculty, industry experts, and alumni to ensure relevance. Incorporating community service projects and focusing on sustainability and environmental management will instill social responsibility and align with modern business practices.The integration of advanced programming courses, emerging technologies, and online learning modules will ensure students are equipped with cutting-edge skills.

Faculty members from BAJMC department suggest for the inclusion of diverse courses such as Communicative Hindi, Public Speaking, Street Play, and Online Storytelling to broaden students' communication skills. Emphasizing Sport Commentary as a profession, Copywriting, and providing support for students and faculty to publish research in leading journals are also recommended. Additional proposals include integrating interdisciplinary courses, enhancing faculty training with regular workshops, and establishing mentorship programs.

Conclusion

The overall feedback indicates high satisfaction among faculty members across various aspects of the Institute's functioning, with most areas receiving excellent or very good ratings. However, there are minor areas for improvement, particularly in involving faculty more in curriculum development and enhancing certain administrative processes.
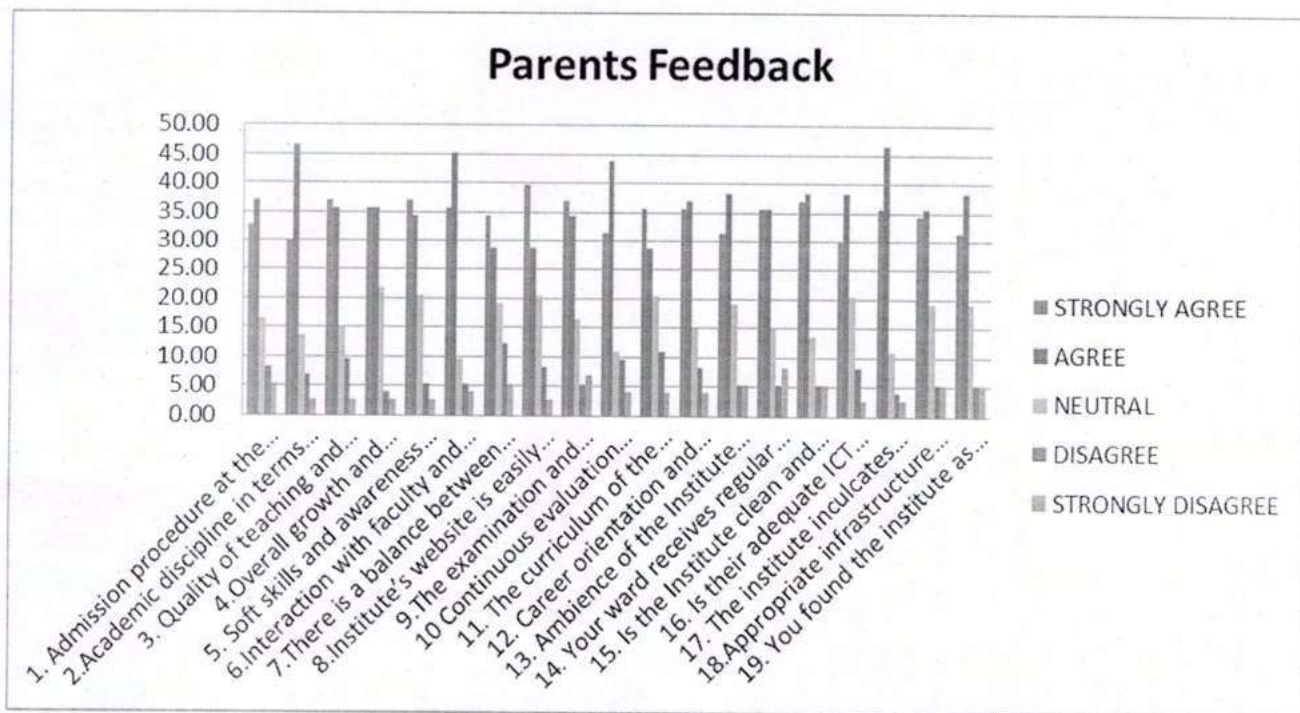
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Parents Feedback

Description	STRONGLY AGREE	AGREE	NEUTRAL	DISAGREE	STRONGLY DISAGREE
1. Admission procedure at the Institute is simple and user friendly.	32.88	36.99	16.44	8.22	5.48
2.Academic discipline in terms of timely conduction of lectures, practical and other academic activities in the institute is satisfactory.	30.14	46.58	13.70	6.85	2.74
3. Quality of teaching and training offered to your ward is excellent.	36.99	35.62	15.07	9.59	2.74
4.Overall growth and personality development is visible in your ward while studying in the institute.	35.62	35.62	21.92	4.11	2.74
5. Soft skills and awareness about social, cultural, and ethical issues in your ward have enhanced while studying in the institute.	36.99	34.25	20.55	5.48	2.74
6.Interaction with faculty and staff of the Institute of your ward is easy and satisfactory.	35.62	45.21	9.59	5.48	4.11
7.There is a balance between academics and other co-curricular & extra-curricular activities.	34.25	28.77	19.18	12.33	5.48
8.Institute's website is easily accessible and full of relevant information.	39.73	28.77	20.55	8.22	2.74
9.The examination and evaluation system of the Institute is transparent.	36.99	34.25	16.44	5.48	6.85
10 Continuous evaluation mechanism of the institute is very effective.	31.51	43.84	10.96	9.59	4.11
11. The curriculum of the Institute is relevant for attaining next level goals (Higher studies or Placement).	35.62	28.77	20.55	10.96	4.11
12. Career orientation and placement support provided by the Institute is up-to the mark.	35.62	36.99	15.07	8.22	4.11
13. Ambience of the Institute is according to your expectations	31.51	38.36	19.18	5.48	5.48
14. Your ward receives regular feedback from the teachers.	35.62	35.62	15.07	5.48	8.22
15. Is the Institute clean and practices proper hygiene in the campus	36.99	38.36	13.70	5.48	5.48
16. Is their adequate ICT enabled tools in the Institute	30.14	38.36	20.55	8.22	2.74
17. The institute inculcates values in education and character-building activities	35.62	46.58	10.96	4.11	2.74

18. Appropriate infrastructure (library, labs, classrooms etc.) for academics and research activities exists at the Institute	34.25	35.62	19.18	5.48	5.48
19. You found the institute as per your overall expectation	31.51	38.36	19.18	5.48	5.48

Parents Feedback

1. **Admission Procedure**:
   - 69.87% (Strongly Agree + Agree) find the admission procedure simple and user-friendly.
2. **Academic Discipline**:
   - 76.72% (Strongly Agree + Agree) are satisfied with the timely conduction of lectures, practicals, and other academic activities.
3. **Quality of Teaching and Training**:
   - 72.60% (Strongly Agree + Agree) rate the quality of teaching and training as excellent.
4. **Overall Growth and Personality Development**:
   - 71.24% (Strongly Agree + Agree) observe visible growth in their ward's overall personality development.
5. **Soft Skills and Awareness**:
   - 71.24% (Strongly Agree + Agree) believe their ward's soft skills and awareness about social, cultural, and ethical issues have enhanced.
6. **Interaction with Faculty and Staff**:
   - 80.83% (Strongly Agree + Agree) find interaction with faculty and staff easy and satisfactory.
7. **Balance between Academics and Co-curricular Activities**:
   - 62.02% (Strongly Agree + Agree) perceive a balance between academics and co-curricular/extra-curricular activities.
8. **Institute's Website Accessibility**:

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- o 68.49% (Strongly Agree + Agree) find the institute's website easily accessible and informative.

9. **Examination and Evaluation Transparency**:
   - o 71.24% (Strongly Agree + Agree) consider the examination and evaluation system transparent.

10. **Continuous Evaluation Mechanism**:
    - o 75.34% (Strongly Agree + Agree) find the continuous evaluation mechanism very effective.

11. **Relevance of Curriculum**:
    - o 64.39% (Strongly Agree + Agree) believe the curriculum is relevant for attaining higher studies or placement goals.

12. **Career Orientation and Placement Support**:
    - o 72.60% (Strongly Agree + Agree) find the career orientation and placement support up to the mark.

13. **Ambience of the Institute**:
    - o 69.87% (Strongly Agree + Agree) feel the ambience of the institute meets their expectations.

14. **Regular Feedback to Students**:
    - o 71.24% (Strongly Agree + Agree) state that their ward receives regular feedback from teachers.

15. **Campus Hygiene**:
    - o 75.34% (Strongly Agree + Agree) believe the institute is clean and practices proper hygiene.

16. **ICT Enabled Tools**:
    - o 68.49% (Strongly Agree + Agree) find adequate ICT-enabled tools available in the institute.

17. **Values in Education**:
    - o 82.19% (Strongly Agree + Agree) believe the institute inculcates values in education and character-building activities.

18. **Infrastructure for Academics and Research**:
    - o 69.87% (Strongly Agree + Agree) find appropriate infrastructure (library, labs, classrooms) for academics and research activities.

19. **Overall Institute Satisfaction**:
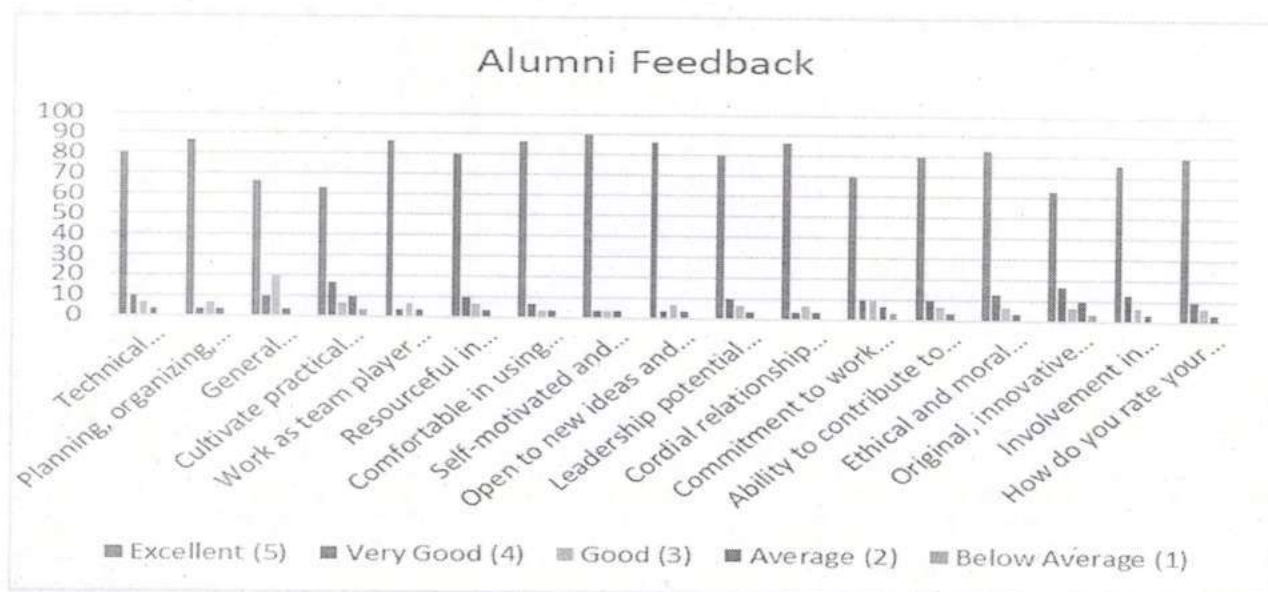   - o 69.87% (Strongly Agree + Agree) found the institute meets their overall expectations.

These percentages indicate generally positive perceptions across various aspects of the institute, with strong agreement in several key areas such as teaching quality, infrastructure adequacy, and holistic development of students.

Alumni Feedback

S.No	Please provide your feedback in the following areas	Excellent (5)	Very Good (4)	Good (3)	Average (2)	Below Average (1)
1	Technical knowledge/skill:	80.0	10.0	6.7	3.3	0.0
2	Planning, organizing, controlling skills to meet expectation:	86.7	3.3	6.7	3.3	0.0
3	General Communication skills:	66.7	10.0	20.0	3.3	0.0
4	Cultivate practical solutions to workplace problems:	63.3	16.7	6.7	10.0	3.3
5	Work as team player with other employees:	86.7	3.3	6.7	3.3	0.0
6	Resourceful in response to workplace challenges:	80.0	10.0	6.7	3.3	0.0
7	Comfortable in using technology and workplace equipment:	86.7	6.7	3.3	3.3	0.0
8	Self-motivated and taking on appropriate level of responsibility:	90.0	3.3	3.3	3.3	0.0
9	Open to new ideas and learning new techniques:	86.7	3.3	6.7	3.3	0.0
10	Leadership potential and ability to manage:	80.0	10.0	6.7	3.3	0.0
11	Cordial relationship with seniors/peers/subordinates:	86.7	3.3	6.7	3.3	0.0
12	Commitment to work beyond schedule if required:	70.0	10.0	10.0	6.7	3.3
13	Ability to contribute to the goal of the organization:	80.0	10.0	6.7	3.3	0.0
14	Ethical and moral conduct:	83.3	13.3	6.7	3.3	0.0
15	Original, innovative and adaptive:	63.3	16.7	6.7	10.0	3.3
16	Involvement in community/CSR activities:	76.7	13.3	6.7	3.3	0.0
17	How do you rate your overall satisfaction with employee, who graduated from this Institute?	80.0	10.0	6.7	3.3	0.0

Alumni Feedback

Chart categories (x-axis): Technical..., Planning, organizing..., General..., Cultivate practical..., Work as team player..., Resourceful in..., Comfortable in using..., Self-motivated and..., Open to new ideas and..., Leadership potential..., Cordial relationship..., Commitment to work..., Ability to contribute to..., Ethical and moral..., Original, innovative..., Involvement in..., How do you rate your...

Legend: ■ Excellent (5) ■ Very Good (4) ■ Good (3) ■ Average (2) ■ Below Average (1)

Analysis

Based on the feedback received about our placed students, we are pleased to note their strong performance across multiple areas. They have demonstrated excellent technical skills, effective planning and organizational abilities, and a robust capacity for teamwork. Their resourcefulness in addressing workplace challenges and comfort with technology have been particularly noteworthy. While communication skills have shown areas for improvement, the overall feedback indicates a high level of self-motivation, openness to learning, and potential for leadership roles. They have maintained positive relationships with colleagues and seniors, shown commitment to organizational goals, and upheld strong ethical standards. Moving forward, we aim to further support their development in areas such as problem-solving consistency, adaptability, and innovation. Overall, the feedback underscores their valuable contributions and potential for continued growth within our organization.

The employee generally excels in technical skills, planning, teamwork, technology proficiency, and ethical conduct. Areas for potential improvement include communication, problem-solving consistency, and adaptability. Overall, the employee is highly valued with significant strengths contributing to organizational goals and demonstrating potential for leadership roles. This analysis serves as a constructive tool for identifying strengths and areas for development, guiding future training and career growth opportunities for the students.
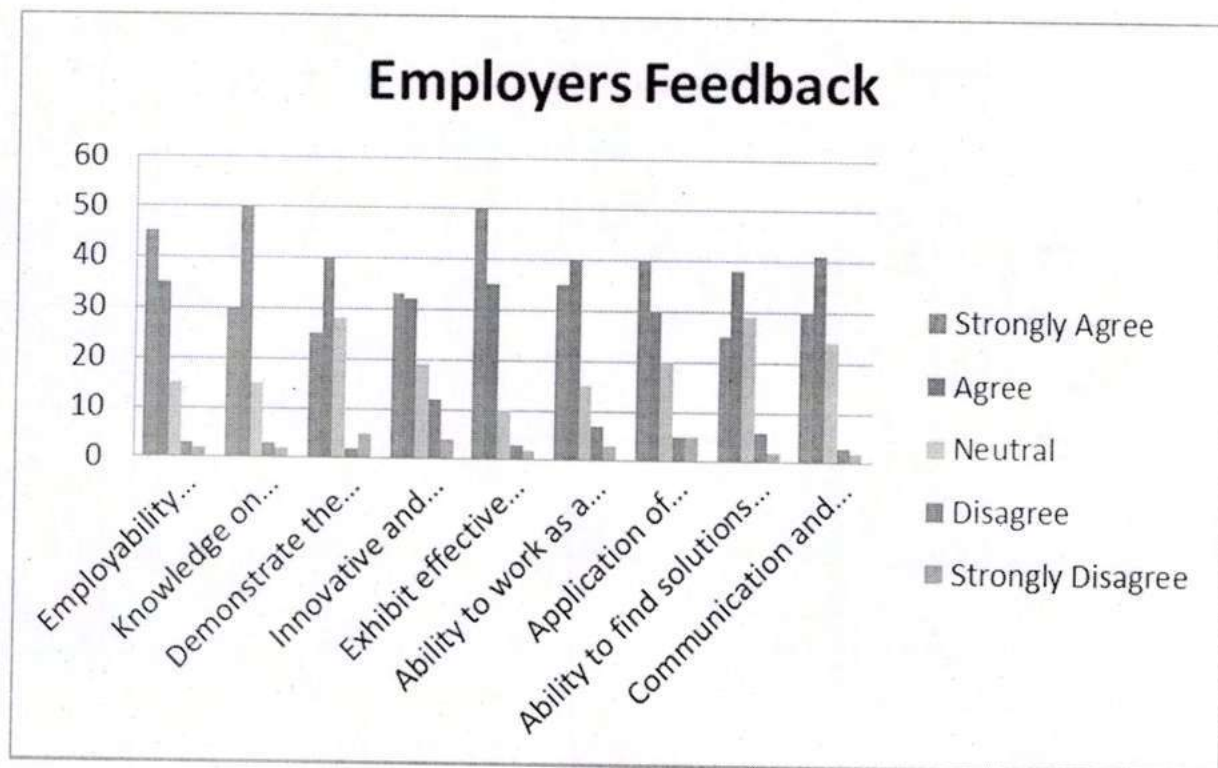
Suggestion from open-ended question

From the open-ended feedback, alumni have suggested enhancing personal counseling by providing more tailored one-on-one mentorship to address individual student needs. They also recommend increasing practical exposure through expanded industry projects and internships, allowing students to apply their knowledge in real-world settings. Additionally, improving the placement cell's effectiveness by streamlining job placement processes and strengthening employer partnerships would better align opportunities with student skills and career aspirations.

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Employers Feedback

Employer Feedback					
Parameter	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Employability competencies in terms of skills and attitude.	45	35	15	3	2
Knowledge on concepts of Business Administration or Computer Application or Mass Communication	30	50	15	3	2
Demonstrate the application of domain knowledge and operational skills	25	40	28	2	5
Innovative and entrepreneurial approach to find solutions for real-world problem	33	32	19	12	4
Exhibit effective communication and interpersonal skills in the professional environment	50	35	10	3	2
Ability to work as a team player as well as a team leader	35	40	15	7	3
Application of professional ethics and values	40	30	20	5	5
Ability to find solutions for real-world problems through the use of skills and understanding	25	38	29	6	2
Communication and skills of critical thinking, Analytics and creativity	30	41	24	3	2

The feedback from employers highlights several key areas of strength and opportunities for improvement:

1. **Employability Competencies:** A majority of employers (80%) strongly agree or agree that the graduates possess the necessary skills and attitudes for employability, indicating strong overall confidence in this area.
2. **Knowledge in Business Administration or Related Fields:** Most employers (80%) either agree or strongly agree that graduates have solid knowledge in their respective fields. This suggests a strong foundation in business concepts and applications.
3. **Application of Domain Knowledge:** While a significant portion (65%) of employers agree or strongly agree that graduates can apply their domain knowledge, there is a notable number (30%) who are neutral or less confident, highlighting a potential area for improvement.
4. **Innovative and Entrepreneurial Approach:** Feedback is mixed regarding graduates' ability to find innovative solutions, with 65% either agreeing or strongly agreeing but 16% disagreeing or strongly disagreeing. This suggests room for enhancing creativity and problem-solving skills.
5. **Effective Communication and Interpersonal Skills:** This is a strong area, with 85% of employers strongly agreeing or agreeing that graduates exhibit effective communication and interpersonal skills, reflecting positively on graduates' professional demeanor.
6. **Teamwork and Leadership:** Most employers (75%) recognize the graduates' ability to work as both team players and leaders, though there is some variation in opinion, with 10% expressing disagreement.
7. **Professional Ethics and Values:** 70% of employers agree or strongly agree that graduates apply professional ethics and values effectively. However, 10% of employers have reservations, suggesting a need for reinforcing ethical practices.
8. **Problem-Solving Abilities:** The feedback shows a favorable view (63%) of graduates' ability to solve real-world problems using their skills and understanding, though there is some neutral feedback that indicates areas for enhancement.
9. **Communication, Critical Thinking, and Creativity:** Most employers (71%) agree or strongly agree that graduates possess strong communication, critical thinking, and analytical skills, though there is still some room for improvement in these areas.

Overall, while the feedback is predominantly positive, focusing on enhancing problem-solving, innovation, and ethical practices could further strengthen the alignment between graduate competencies and employer expectations.

Suggestions from open ended question:

From an employer's perspective, the proposed enhancements to the MBA, BBA, ICT, and BAJMC programs are highly promising. For the MBA program, the introduction of a robust personality development program advanced SPSS training, and interdisciplinary courses blending management with emerging fields will produce well-rounded graduates equipped with both soft skills and technical expertise. The BBA program should focus on advanced SPSS, modern Retail Management, and innovative teaching methods will align with industry demands and technological advancements. For ICT students technologically proficiency is must. Lastly, the BAJMC program should focus on diverse communication courses, such as Public Speaking and Online Storytelling, along with specialization in Sport Commentary and Copywriting, will produce versatile and skilled professionals. These enhancements, including interdisciplinary integration and robust faculty support, will ensure graduates are well-prepared for the evolving demands of their respective fields.