

## Action Taken Report

*(Based on Employer feedback report)*

S.No.	Observation	Action Taken by the Committee
1	<p><b>Satisfaction level of employers regarding performance of students</b></p> <p>With regard to satisfaction regarding performance of our students, 67.7% considered the performance to be excellent, 25.8% rated it to be good. 3.2% employers remarked that the employee's performance was fair and the same percentage indicated it to be unsatisfactory.</p>	<p>The Committee observed that in majority of the cases our students have succeeded in keeping their performance upto the expectation of employer. However, the teacher in charges of all departments would be advised to take further steps so that the students opting for employment after graduation can perform upto the expectations of employer.</p>
2	<p><b>Openness to learning new skills:</b></p> <p>As per the data received, 77.4% recruiters rated this characteristic to be excellent in the students of Aryabhata College. 12.9% considered it to be good. 6.5% labelled it as fair and 3.2% reported dissatisfaction.</p>	<p>The response given by the employer was appreciated.</p>
3	<p><b>Subject Knowledge</b></p> <p>48.4% considered it to be excellent and similarly, 45.2% called it to be good. Only 6.5% rated the subject knowledge of the students to be fair. No employer was entirely dissatisfied with the students' subject knowledge</p>	<p>With regard to subject knowledge, the response of the employers was by and large satisfactory. The committee felt that the steps already initiated towards improvement in teaching pedagogy would further help in this direction.</p>
4	<p><b>Punctuality and Discipline</b></p> <p>In terms of punctuality and discipline , the employers labelled our students as excellent (61.3%) and good (35.5%) on the same. Only 3.2% felt that the employees were fair on this aspect. It was motivating to notice that none of the employers expressed complete dissatisfaction with the students on this aspect of work.</p>	<p>Majority of the employer expressed satisfaction over punctuality and discipline observed by our students employed with them. The committee took the observation on record.</p>
5	<p><b>Willingness to receive feedback/suggestions</b></p> <p>It was observed that 64.5% employers considered this capacity of our students to be excellent and 29% labelled it to be good. 6.5% employers found it to be fair and there was no employer who felt that the students completely blocked out feedback at workplace.</p>	<p>As significant proportion of employer responded in favour of our students employed , therefore the committee took the observation on record and preferred to ensure the same in future as well.</p>
6	<p><b>Overall relationship with peers/seniors/juniors</b></p>	<p>The analysis reflects that most of employer have responded in favour</p>

	<p>According to responses, 61.3% and 32.3% shared excellent and good relationships respectively with colleagues at different levels in the hierarchy. 6.5% considered that the students were doing fairly with managing workplace relationships while none reporting it to be completely dissatisfactory.</p>	<p>of our students employed , therefore the committee took the observation on record and preferred to ensure the same in future as well.</p>
7	<p><b>Problem Solving Skills</b> The data analysis of the same reflects that our students demonstrated very good problem solving skills (48.4% rated excellent and 41.9% rated good). 6.5 % felt that the students' capacity to solve problems was fair and 3.2% felt dissatisfied with their abilities to handle problems arising at workplace.</p>	<p>The opinion of the employers was taken on record and the committee decided to update all faculty members during TICs meeting so that further improvement can be ensured in future.</p>
8	<p><b>Commitment and Sincerity toward work</b> All the employers perceived our students to be committed and sincere at their workplaces with 67.7% calling them excellent and 32.3% considering their levels to be good.</p>	<p>The employers' response was appreciated.</p>
9	<p><b>Decision regarding recruiting more students in future from Aryabhata College</b> 80.6% responded in an affirmative manner, 16.1% said maybe while 3.2% did not wish to come back for recruitment.</p>	<p>As majority of the employers expressed for further visiting the college for recruitment, the committee decided to update the placement cell for further action and also to look into the reasons for those who do not wish to come back for recruitment.</p>