

# **Report of Employer's Feedback**

## **Year 2020-21**

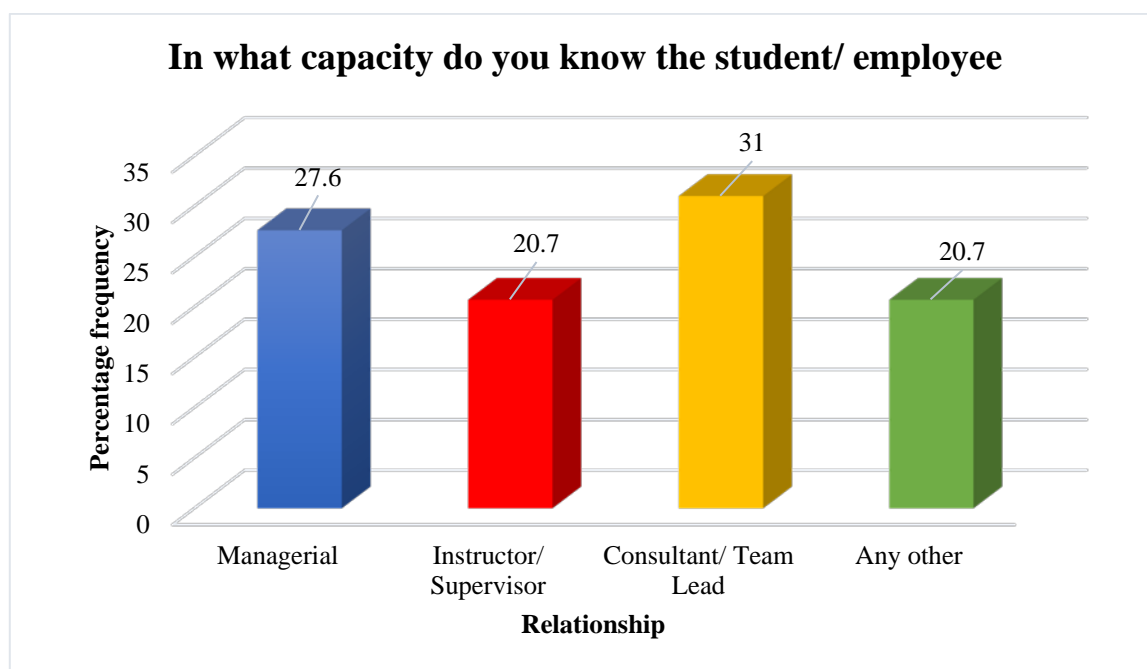
### **Members:**

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4. Dr, Naveen Kumar Jain
5. Dr. Anisha Juneja
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## EMPLOYER'S FEEDBACK

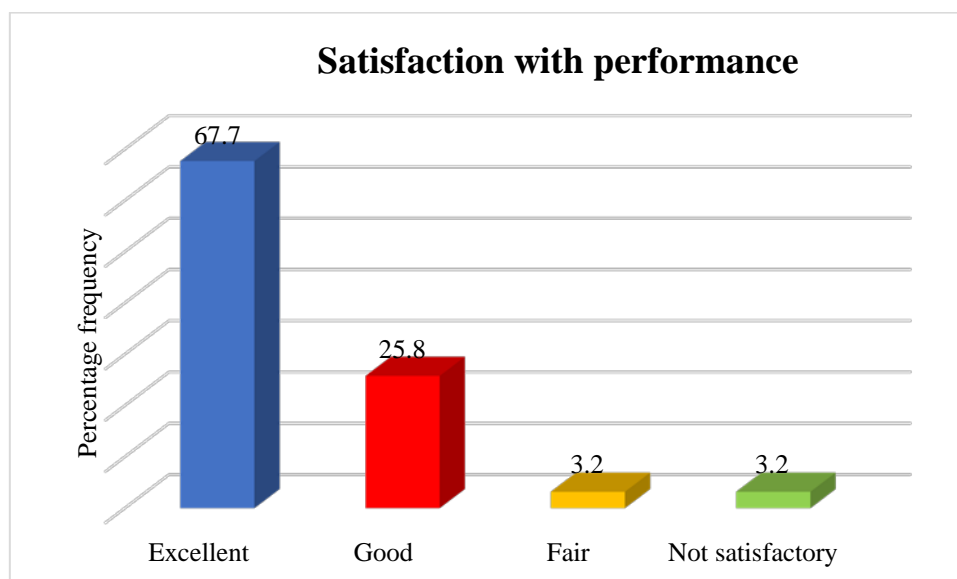
Teaching- learning is considered effective only when it not just results in gain in theoretical knowledge but also lays the foundational stone for the world of work the students will enter into once they graduate. To assess whether Aryabhatta College has been able to accomplish this aim of preparing its students for the professional front, the institution approached employers for their feedback of the students working with them.

Responses on the forms were received from **31** reputed organisations like Urban Company, Reliance Foundation, Madhya Pradesh State Rural Livelihoods Mission, Department of Panchayat and Rural Development (GoMP), Asiana Times, Unigate Private Limited, Younity, Concentrix Daksh Services India Private Limited, Envisionists, IFFCO Superkisan, Credavenue Private Limited, Aspiring Minds, Ekank technologies Private Limited, YOOF India, AIILSG, Rahul Babbar & Associates, M. L. Dahanukar College of Commerce etc.

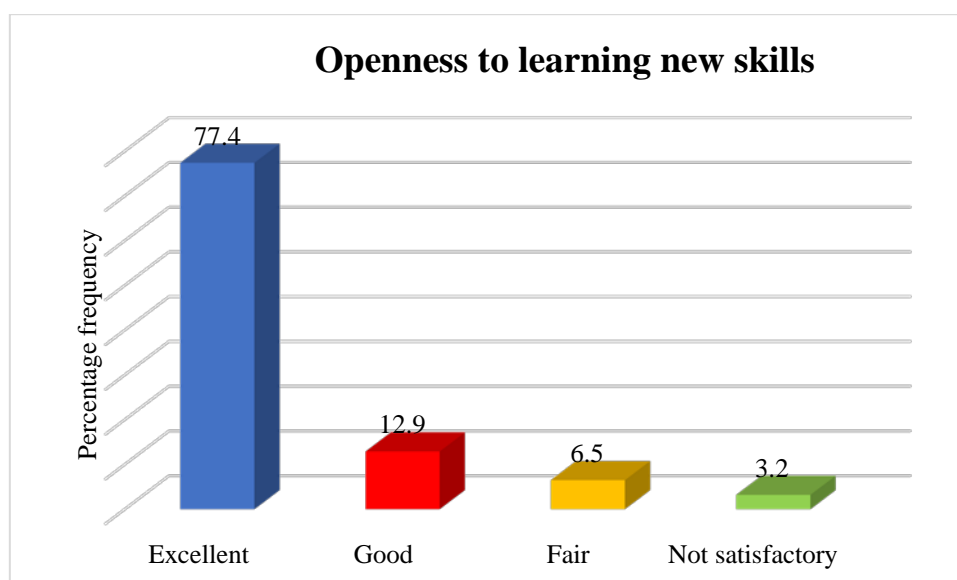


The students were known to the employers in the capacity of consultants/ team leads the most (31%) followed by those in managerial positions (27.6%) and lastly by instructors/ supervisors and the like (20.7% each).

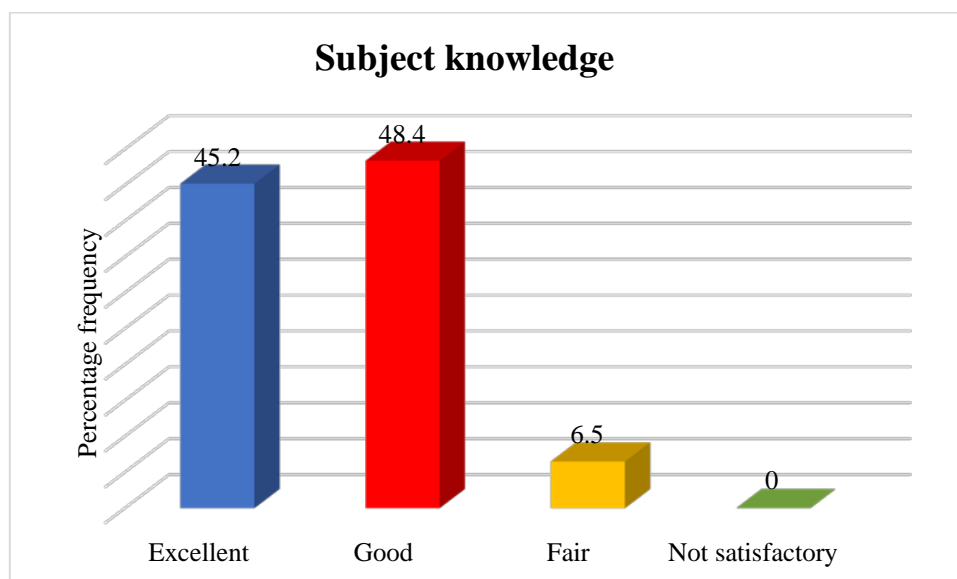
The employers were asked to rate the students with regards to their work behaviour on a scale ranging from “not satisfactory, fair, good to excellent.”



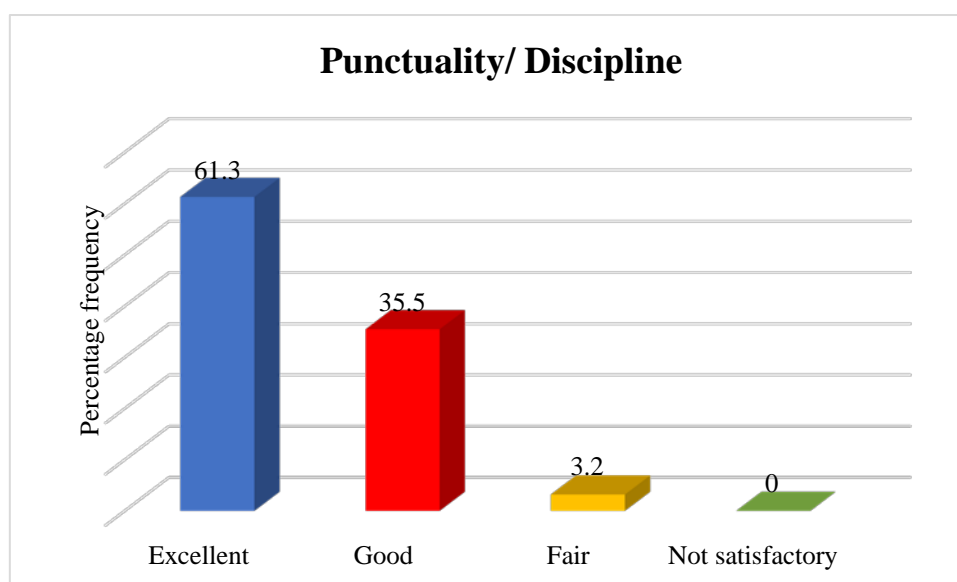
To begin with, they were asked to rate the satisfaction with the students' performance. While 67.7% considered the performance to be excellent, 25.8% rated it to be good. 3.2% employers remarked that the employee's performance was fair and the same percentage indicated it to be unsatisfactory.



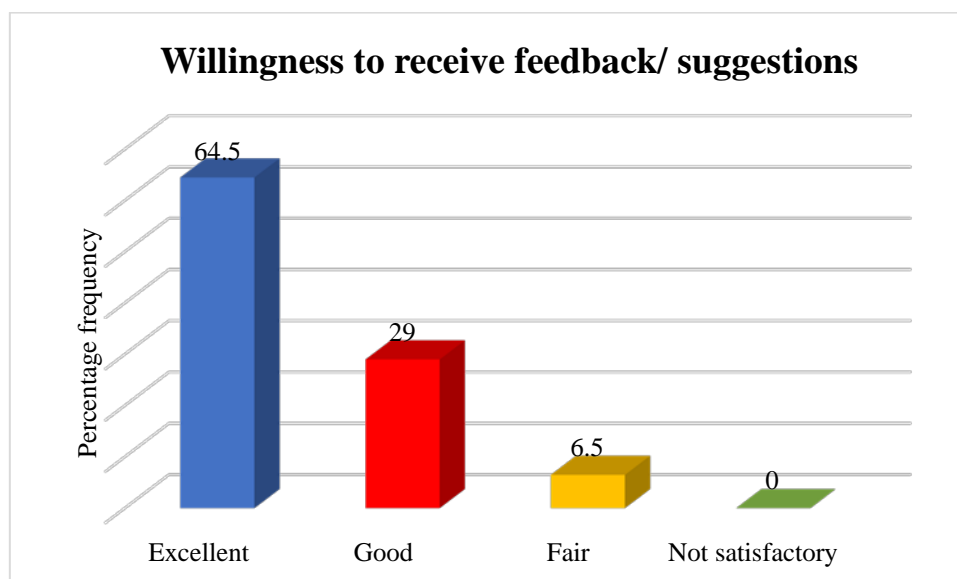
College teaching attempts to equip students with basic and applied skills. But going to the work field is a different teaching ground altogether that requires building new capacities. The second parameter of work behaviour that included openness to learning new skills was found to be quite positive in our students. As per the data received, 77.4% recruiters rated this characteristic to be excellent in the students of Aryabhatta College. 12.9% considered it to be good. 6.5% labelled it as fair and 3.2% reported dissatisfaction.



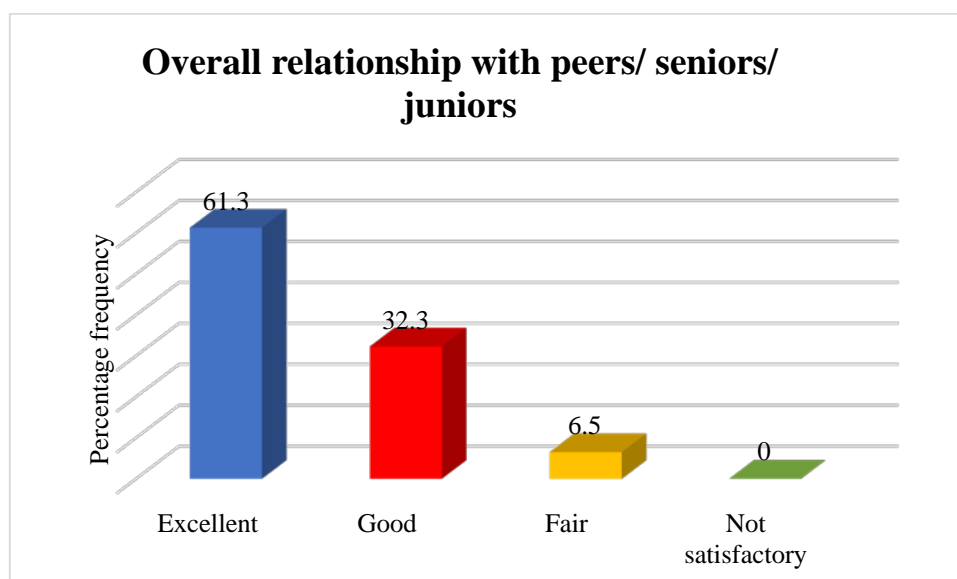
If the base is not strong, the quality of performance gets impacted. Looking at the level of subject knowledge possessed by the students which facilitates work performance, the responses reflected encouraging results. 48.4% considered it to be excellent and similarly, 45.2% called it to be good. Only 6.5% rated the subject knowledge of the students to be fair. No employer was entirely dissatisfied with the students' subject knowledge.



Work does not just include theoretical and practical knowledge but also some work values that enhance performance. One of them includes 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.

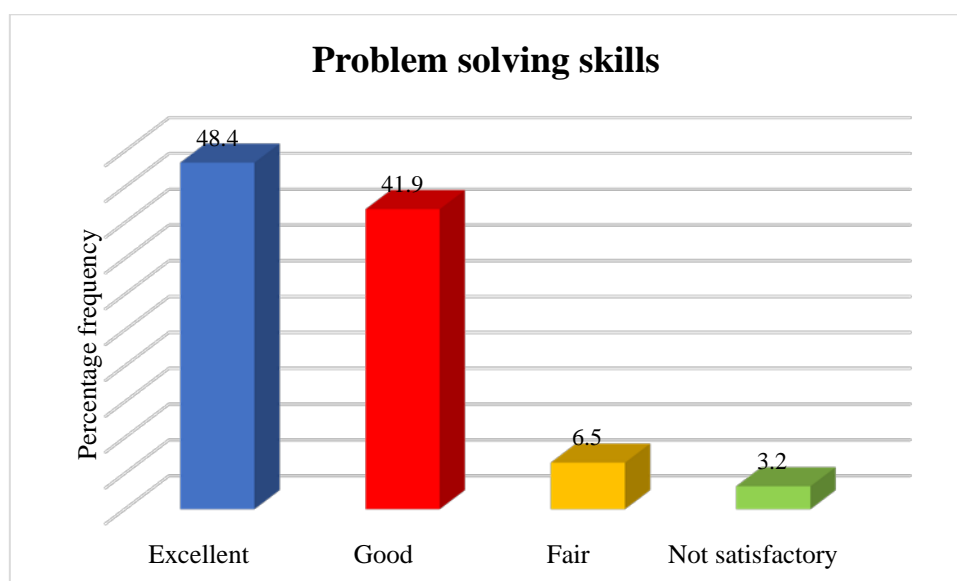


Any field of work requires learning, unlearning and relearning. Hence, it is important to be receptive to criticism. The graph shows that our students are open to receiving feedback and suggestions so as to improve their work efficiency. 64.5% employers considered this capacity of our students to be 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.

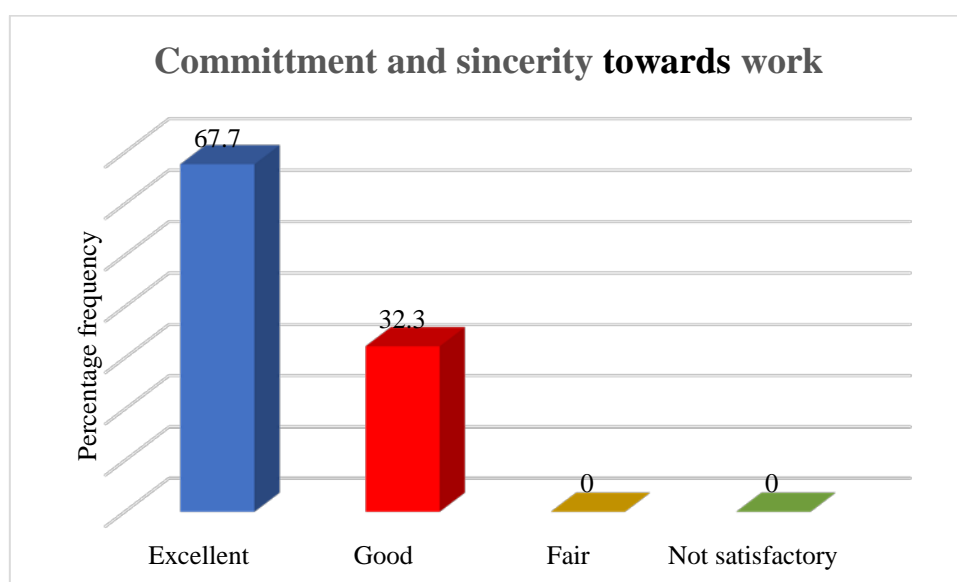


Work environment apart from individual work comprises of the people at that place as well, with whom an individual interacts on a daily basis. An assessment of how our students fared with respect to their overall relationship with workplace colleagues reflected that most of them- 61.3% and 32.3% shared 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.

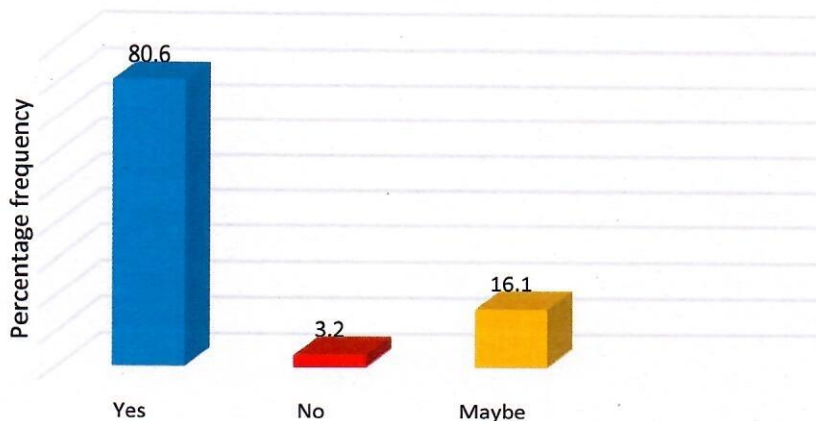


Working on the professional front requires problem solving skills of different kinds. The data analysis of the same reflects that our students demonstrated very good problem solving skills (48.4% rated excellent and 41.9% rated good). 6.5 % felt that the students' capacity to solve problems was fair and 3.2% felt dissatisfied with their abilities to handle problems arising at workplace.



An individual can be successful if the values listed above are accompanied by dedication. 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.

**Would you think of recruiting more students  
from Aryabhatta College**



When asked if they would wish to recruit more students from this institution, 80.6% responded in an affirmative manner, 16.1% said maybe while 3.2% did not wish to come back for recruitment.

In an attempt to improve as an institution and be able to produce students with good professional skills, additional suggestions were sought from the employers. While some employers recommended incorporating career focused learning in the teaching-learning process, some suggested improving the infrastructure of the college especially the library with regards to the availability of books. Some also advised making the placement cell of the college more active with increasing the publicity of the college since it is new. There were some who said that encouraging students to take more internships and extra-curricular activities would facilitate their all-round development that will endow them with better work-related skills.

*Deepika-Goel*

**Dr. Deepika Goel**

**(Feedback Committee Convenor)**

*Prof. Manoj Sinha*

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**(Principal)**