



# **RKSD COLLEGE, KAITHAL**

**( “A” Grade, NAAC Accredited)**  
**Affiliated to Kurukshetra University Kurukshetra**

## **EMPLOYERS FEEDBACK ANALYSIS (2023-24)**

The Institute understands that curriculum enrichment and gap identification along with teaching- learning system followed by an educational institution needs continuous refinement. To capacitate this process of continuous refinement, in each academic session the institution makes it mandatory to collect feedback on the present curriculum from different stakeholders of each programme viz. Students, Teachers, Employers and Alumni. A feedback analysis report is prepared considering the relevant and specific suggestions given by the employers of the students of RKSD College. In the present context, a report was received from the committee for further review and discussion. After intense deliberations, the recommendations were made in the Action Taken Report for the feedback report to be shared with stakeholders. This eventually helped to redefine the curriculum as well as teaching-learning process as per the emerging requirements of the industry.

### **EMPLOYERS FEEDBACK**

The feedback analysis of employers of the students of RKSD College who have joined during the last 5 years in their organizations reveals that more than 71 per cent of the employers acknowledged that the employees have the ability to contribute to the goal of their organization. Approximately 75 per cent employers had the views that their employees have planning skills, organizational skills, communications and soft skills to lead the organization. More than 75 per cent employers acknowledged that their employees abide by the rules and regulations of the state govt. and the affiliating University, and follow best traditions and practices of the College. They have good relationship with their seniors and subordinates. Feedback analysis of employers also reveal that they have the leadership qualities, team spirit qualities and they are highly excited to adopt new techniques and ideas to further improve outcome and profitability of the organization. Approximately 68 per cent employers were of the view that employees are always ready to own community-centric social activities.



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The survey also confirmed that about 63 per cent of employees have creativity and innovativeness in their nature which is pre-requisite for any leading organization. And last but not the least, more than 75 percent employers were satisfied with the overall performance of their employees.

## **FEEDBACK REVIEW**

The functioning of the college has been reviewed periodically through the feedback provided by all the students. The feedback of the employers of the students of RKSD College has been thoroughly analyzed by the IQAC and shortcomings/suggestions found in curriculum as well as teaching-learning process of the college have been duly addressed, thus improving the functioning of the institution in form of curriculum refinements. In feedback received from all the employers, majority of the employers were satisfied with the overall performance of their employees.

## **ACTION TAKEN REPORT**

With a well-established and structured mechanism of feedback, needful initiatives are incorporated in action plan of the current and forthcoming academic session on the basis of suggestions given by employers. Maximum employers have acknowledged their satisfaction about the employees yet they have given their general suggestions in their response. Employers have suggested that college should give more focus on IT and communication skills which are very essential for improving the efficiency of the employees. To address the employers' vision of students'-centric and outcome based academics, the college has taken the initiatives of language labs, smart class rooms, experiential learning and internships.

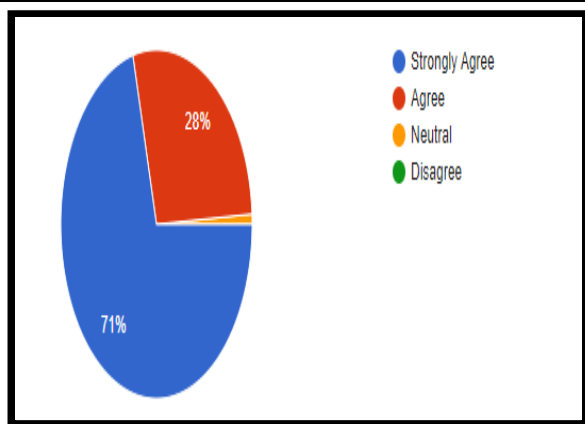


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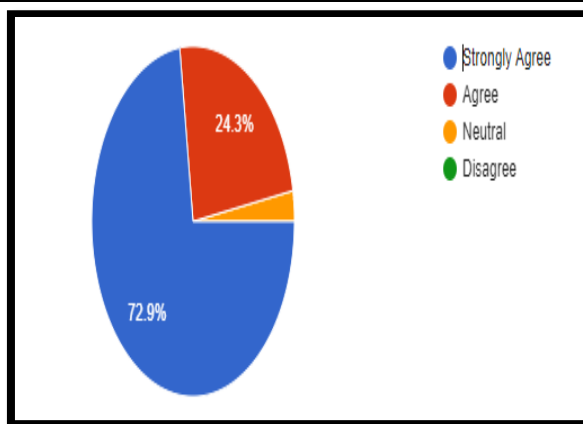
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## EMPLOYER'S FEEDBACK ANALYSIS

Ability to contribute to the goal of the organization



Planning and organization skills



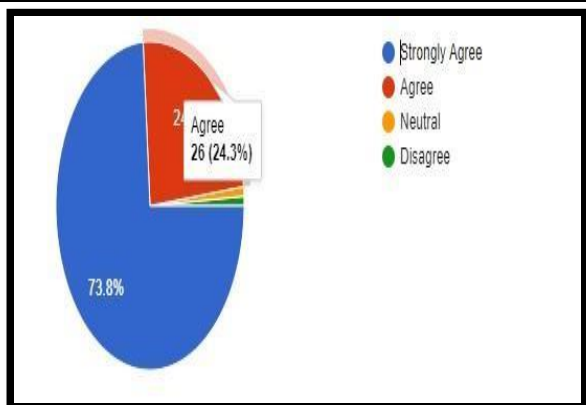
Communication skills and Soft Skills

Obedience and relationship with Seniors/subordinates/peers

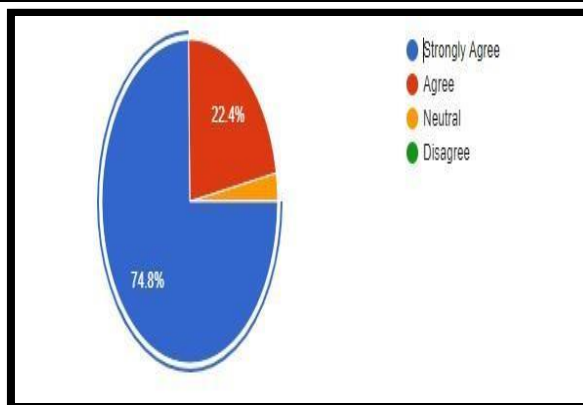


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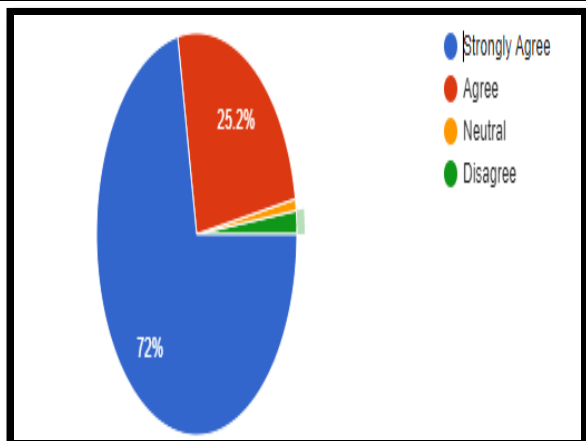
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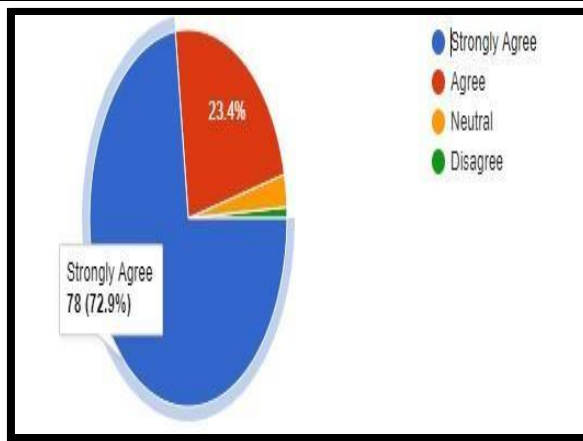
Leadership, Team spirit and able to work in Team and Initiative



Willingness to learn new techniques, adopt New ideas etc.



Respect for values in life

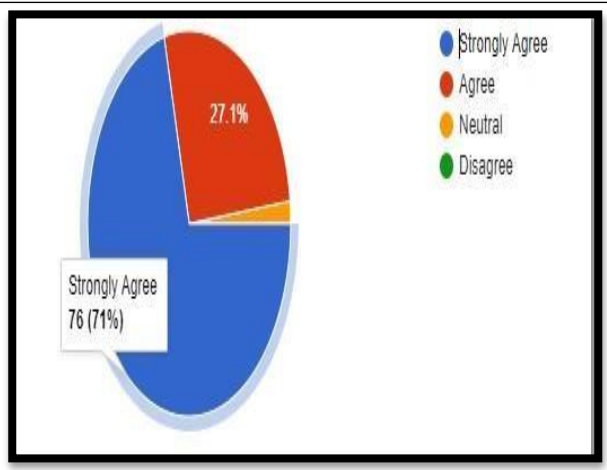
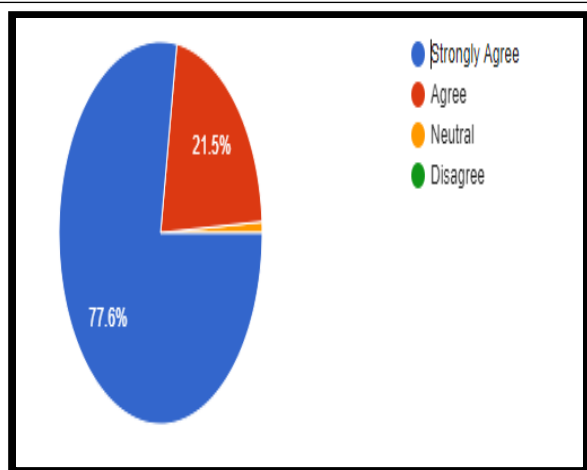


Overall satisfaction with RKSD College students



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