



St. Clare's College

Affiliated to Bangalore University | A Claretian Missionary Institution

NURTURING VALUES AND EXCELLENCE

EMPLOYERS FEEDBACK ANALYSIS

ACADEMIC YEAR 2020-21

Organization Details

1	AB Plastomech Private Limited
2	Syndicate Bank
3	Prasiddi Engineers
4	Garden elves
5	Universal Equipments
6	Shiva poly pack
7	Creative Stairs
8	Apex Technologies
9	Innovative Toolings

<u>Sl.no</u>	<u>Parameters</u>	<u>Strongly Agree</u>	<u>Agree</u>	<u>Neutral</u>	<u>Disagree</u>	<u>Strongly Disagree</u>
1	Curriculum design is appropriate in shaping Students to be industry ready]	67%	33%			
2	The Curriculum is relevant and meets the requirement of the Industry]	56%	22%	22%		
3	The graduates of this institution are trained on the Latest Technology and Development	56%	33%	11%		
4	The elective subjects are offered by the college offer ample technical knowledge for the job	56%	33%	11%		



P. O. Box 1355, M.E.S. Ring Road, Jahalahalli, Bengaluru - 560 013. Tel. No.: +91-80-23454755

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5	The graduates of this institute have Ability to work in a group and leadership skills	56%	33%	11%		
6	The Curriculum is updated and sufficient to bridge the gap between Industry and Academia	56%	33%	11%		
7	The Curriculum instills professionalism amongst students	44%	45%	11%		
8	Awareness of recent developments in the field are discussed	55%	33%		11%	
9	Students are able the link the knowledge with the real life situation	55%	45%			
10	The Curriculum inculcates practical knowledge vis-a vis theoretical aspects	33%	55%	11%		

Feedback Analysis

- As per the analysis of the feedback on Curriculum design is appropriate in shaping Students to be industry ready taken from the employers of the organizations it is found that 67% of the employers strongly agree that Curriculum is designed appropriately and 33% of the employers agree that curriculum is designed appropriately and it helps in shaping the students to be ready for industry environment.
- About The Curriculum is relevant and meets the requirement of the Industry, 56% of the employers strongly agree that curriculum meets the requirement of the industry, 22% of the employers agree that curriculum is relevant to industry where as 22% of the employers feel that curriculum can be still improved to meet the requirement of the industry as they are not that satisfied.
- Based on the criteria The graduates of this institution are trained on the Latest Technology and Development, 56% of the employers strongly agree that graduates of the college are updated with latest technology, 33% of the employers agree that the students are properly trained on latest technology whereas 11% of the employers feel that students can be still trained on the latest technology.

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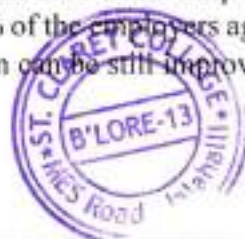


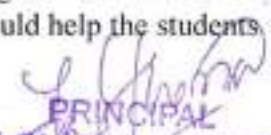
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- While 56% of the employers strongly agree that the elective subjects offered by the college offers ample technical knowledge for the job, 33% of the employers agree that elective subject offered provides good knowledge among students whereas 11% of the employers feel that elective subjects offered by the college can be improved.
- Based on the analysis of the graduates of this institute have Ability to work in a group and leadership skills, it was found that 56% of the employers strongly agree that graduates of the college have good leadership skills and good team spirit, 33% of the employers agree that students have the ability to work in a group and good leadership skills whereas 11% of the employers feel that students attitude towards working in a group can be improved.
- From the analysis, it was found that 56% of the employers strongly agree that The Curriculum is updated and sufficient to bridge the gap between Industry and Academia, 33% of the employers agree that curriculum suits the requirement of the industry whereas 11% of the employers feel that curriculum designed can be still improved to suit the requirement of the industry.
- Based on the parametric The Curriculum instills professionalism amongst students, 44% of the employers strongly agree that curriculum develops professionalism amongst students, 45% of the employers agree to this regard whereas 11% of the employers feel that curriculum can be little improved so that it develops professionalism among students.
- From the analysis it was found that 56 % of the employers strongly agree that Awareness of recent developments in the field are good, 33% of the employers agree with this regard whereas 11% of the employers disagreed that awareness of recent developments among students are not as required.
- Based on the analysis Students are able the link the knowledge with the real life situation , 55% of the employers strongly agree that students are able to link the knowledge with the real life situation whereas 45% of the employers agree with this regard.
- From the analysis it was found that 33% of the employers strongly agree that curriculum imparts practical knowledge, 55% of the employers agree with this regard whereas 11% of the employers feel that curriculum can be still improved so that it would help the students in better way practically.




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NURTURING VALUES AND EXCELLENCE

EMPLOYERS FEEDBACK ANALYSIS AND ACTION TAKEN REPORT

ACADEMIC YEAR 2019-20

Organization Details

Sl. No	Name of the Company
1	Cognizant
2	Larsen & Toubro Infotech
3	Amazon
4	Dream Gains Financial India Private Limited
5	Gallagher Service Center LLP

Sl.no	Parameters	Strongly Satisfied	Satisfied	Neutral	Dissatisfied	Strongly Dissatisfied
1	Work Performance Satisfaction	----	60%	----	40%	----
2	Satisfaction towards student performance during campus placement process	20%	40%	----	40%	----
3	Satisfaction towards Students Job Specific Skills	20%	40%	20%	----	20%
4	Satisfaction towards Students Technical Skills	20%	40%	----	----	40%
5	Satisfaction towards Students Ethical and Value Orientation	40%	20%	----	----	40%
6	Satisfaction towards Students Leadership Skills	20%	40%	----	----	40%
7	Satisfaction towards Students Communication Skills	20%	40%	----	20%	20%
8	Satisfaction towards Students Creativity in	20%	40%	----	----	40%

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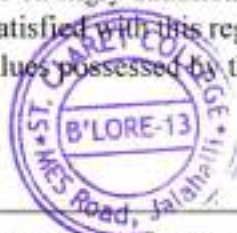
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	response to workplace Challenge					
9	Satisfaction towards Students Relationship with Co-workers	40%	40%	----	20%	----
10	Satisfaction towards Students attitude in learning new things	40%	20%	----	----	40%
11	Satisfaction towards Students working in a team	----	60%	----	----	40%

Feedback Analysis

- As per the analysis of the feedback on work performance satisfaction of students taken from the employers of the organizations it is found that 60% of the employers are satisfied with the performance of the students whereas 40% of the employers are dissatisfied with the performance of the students.
- About student performance during campus placement process, 20% of the employers are strongly satisfied with the performance during campus recruitment, whereas 40% of the employers felt that student performance is satisfied and 40% of them were dissatisfied with the student performance during campus placement process.
- Based on the criteria satisfaction towards students job specific skills, 20% of the employers are strongly satisfied with skill possessed by the students, 40% of the employers are satisfied with this regard, 20% of the employers are slightly satisfied and 20% of the employers are strongly dissatisfied with the student skills.
- While 20% of the employers are strongly satisfied with the student technical skills, 40% of the employers are satisfied with the technical skills possessed by the students whereas 40% of the employers are not at all satisfied with the technical skills of the students.
- Based on the analysis of student satisfaction towards ethical values and orientation it was found that 40% of the employers are strongly satisfied with the values possessed by the students, 20% of the employers are satisfied with this regard and 40% of the employers are not at all satisfied with the ethical values possessed by the students.



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- From the analysis, it was found that 20% of the employers feel that students leadership skills are very good and they are strongly satisfied, 40% of the employers are of the opinion that leadership skill is not so good among students as they are very much dissatisfied whereas 40% of the employers feel that leadership skill among students are good and they are satisfied.
- Based on the parametric satisfaction towards students communication skills, 20% of the employers are strongly satisfied with the communication skills, 40% of them are satisfied, 20% of the employers are of the opinion that communication skills among students can be improved as they feel dissatisfied and 20% of them are strongly dissatisfied with this regard.
- From the analysis it was found that 20% of the employers say that students are very creative in response to workplace challenge as they are strongly satisfied, 40% of them are satisfied with this regard and 40% of the employers are of the opinion that students are not so creative in responding to challenge and they feel very much dissatisfied.
- Based on the analysis of student relationship with co-workers, it was found that 40% of the employers are strongly satisfied with this regard, 40% of the employers are satisfied with the student relationship with co-workers whereas 20% of the employers are not happy with this regard as they are dissatisfied.
- Based on the analysis of students attitude towards learning new things, 40% of the employers are very much satisfied with the students attitude, 20% of the employers are satisfied with this regard and 40% of the employers are very much dissatisfied with the students attitude towards learning new things.
- From the analysis it was found that 60% of the employers are satisfied with students attitude towards working in a team, whereas 40% of the employers are very much dissatisfied with this regard.



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EMPLOYERS FEEDBACK

ACADEMIC YEAR 2019-20

ACTION TAKEN REPORT

- Industrial visits to industries are planned for each department. These are organized to focus on providing hands on experience to the students.
- The students are encouraged to go for field trips and internship programs are made mandatory.
- Skill based training activities are planned to enhance the skills of the students and ensure that they are industry ready.
- Special lectures on advance topics are organised for creating interest for self learning.
- Special training programme and activities are initiated to improve the leadership qualities of students through.
- The placement committee continuously conducts career guidance and training sessions for various areas like
 - Aptitude training
 - Group discussions
 - Interview skills



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Analysis of employers' feedback on curriculum

2018-19

Feedback is collected from various employers of the students graduating from the institution.

Companies such as Deloitte, Wells Fargo and Projects Today have given feedback on the curriculum. The feedback received from the employers highlights a few areas of concerning the revamp of curriculum.

From the feedback given by the employers, it may be observed that the present curriculum is not practical oriented and does not make them job ready.

Following are some of the observations of the employers:

- Very much satisfied with Quality of candidates
- Students have good technical knowledge
- More number of internship programmes maybe promoted.
- Experienced professionals maybe invited to give the students an insight about current trends and marketing strategies.
- More opportunities need to be created to face the outside world.
- The students need to be equipped with practical knowledge.
- While curriculum is very important as part of academic requirements,
- Students should be given an opportunity to lead themselves and lead others.

Action taken report

- Considering the above suggestions, more experts from the industry are invited to give talks to the students.
- Add on programmes have been continued to be implemented to give practical insight to the students.
- More encouragement is given to the students of all batches to take up internship programmes.
- The Placement Cell is rigorously working on and grooming the students to equip them with skills necessary to face the corporate world.



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*Amprasa...
@ deloitte.com*

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Employer Feedback form

1) How satisfied were you with the student's work performance in each of these areas when they joined your organization?

Knowledge/ performance of the student	Strongly Dissatisfied	Dissatisfied	Slightly Dissatisfied	Slightly satisfied	Satisfied	Strongly satisfied
Knowledge about recent tools/happenings and their usage				✓		✓
Subject specific knowledge				✓		✓
Job specific skills						✓
Ethical and value oriented					✓	✓
Taking leadership					✓	✓
Able to communicate effectively						✓
Creative in response to workplace challenges					✓	
Relationship with seniors/peers/subordinates						✓
Open to new ideas and learning new techniques						✓
Working as part of a team						✓

2) Feedback regarding the curriculum (Based on the above mentioned points, kindly answer)

Efficiency of Curriculum	Strongly Dissatisfied	Dissatisfied	Slightly Dissatisfied	Slightly Satisfied	Satisfied	Strongly Satisfied
Adequacy of the theoretical components in curriculum						✓
Adequacy of the practical components of curriculum						✓
Relevance of curriculum						✓
Applicability of curriculum						NA
Technical skill adequacy						✓



3. How could our programs be improved? What specific comments do you have regarding the curriculum?

→ Very satisfied with Quality of Candidates.

→ Good at Technical Knowledge.

→



Cassandra Raneer <cassandra@claretcollege.edu.in>
To: sandhya@claretcollege.edu.in

Tue, Jun 4, 2019 at 4:43 PM

----- Forwarded message -----
From: <Robin.P.James@wellsfargo.com>
Date: Thu, 2 May 2019, 11:28
Subject: RE: Employer Feedback form
To: <cassandra@claretcollege.edu.in>

Hello Mam,

I have completed the feedback form and attached the same (I have been honest in my response – Please do not mind)

Currently we have 7 Claret students are working here where 5 of them are in my process. Please let me know if you have any questions. Thank you

Regards,

Robin James

Operations Manager

Enterprise Global Services - WFHL Servicing
Wells Fargo Centre

Embassy Tech Village, Deverabeesanahalli, Varthur Hobli

Outer Ring Road, Bangalore, India – 560103

Mobile (India) : +919148870951, Extn 480-667-7164

Robin.P.James@wellsfargo.com



From: Cassandra Raneer <cassandra@claretcollege.edu.in>
Sent: Saturday, April 27, 2019 9:37 AM
To: James, Robin P <Robin.P.James@wellsfargo.com>
Subject: Fwd: Employer Feedback form

Hi Robin,

As discussed during Alumni meet, please find attached the form to be completed for employers feedback required by the college. If possible, if you could mention how many Claret students are working with you it'll be great.

Employer Feedback form

- 1) How satisfied were you with the student's work performance in each of these areas when they joined your organization?

Knowledge/ performance of the student	Strongly Dissatisfied	Dissatisfied	Slightly Dissatisfied	Slightly satisfied	Satisfied	Strongly satisfied
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Job specific skills					✓	
Ethical and value oriented						✓
Taking leadership				✓		
Able to communicate effectively					✓	
Creative in response to workplace challenges				✓		
Relationship with seniors/peers/subordinates				✓		
Open to new ideas and learning new techniques				✓		
Working as part of a team					✓	



2) Feedback regarding the curriculum (Based on the above mentioned points, kindly answer)

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Adequacy of the practical components of curriculum				✓		
Relevance of curriculum					✓	
Applicability of curriculum				✓		
Technical skill adequacy				✓		

3. How could our programs be improved? What specific comments do you have regarding the curriculum?

While curriculum is very important as part of academic requirements, students should be given an opportunity to lead themselves and lead others. More opportunities need to be created to face the world outside (to know what is happening around them), take up challenges, and equip themselves with practical knowledge. Some of my observations are listed below.

1. They are not open for changes/challenges
2. They are unprepared for the interviews
3. Unclear with the difference of college life and corporate life
4. Immature behaviour
5. Not proactive at all
6. Lack of Accountability

These opportunities need to be given more prioritization to prepare themselves to go out and face the world.



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Employer Feedback Form

Anjitha
3727

1) How satisfied were you with the student's work performance in each of these areas when they joined your organization?

Knowledge/ performance of the student	Strongly Dissatisfied	Dissatisfied	Slightly Dissatisfied	Slightly satisfied	Satisfied	Strongly satisfied
Knowledge about recent tools/happenings and their usage					✓	
Subject specific knowledge					✓	
Job specific skills					✓	
Ethical and value oriented					✓	
Taking leadership					✓	
Able to communicate effectively					✓	
Creative in response to workplace challenges					✓	
Relationship with seniors/peers/subordinates					✓	
Open to new ideas and learning new techniques					✓	
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Master. rekanna h. Co.

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Ethical and value oriented					✓	
Taking leadership					✓	
Able to communicate effectively						✓
Creative in response to workplace challenges					✓	
Relationship with seniors/peers/subordinates					NA	
Open to new ideas and learning new techniques					✓	
Working as part of a team					NA	

2) Feedback regarding the curriculum (Based on the above mentioned points, kindly answer)

Efficiency of Curriculum	Strongly Dissatisfied	Dissatisfied	Slightly Dissatisfied	Slightly Satisfied	Satisfied	Strongly Satisfied
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Relevance of curriculum					✓	
Applicability of curriculum					✓	
Technical skill adequacy					✓	



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Analysis of employers' feedback on curriculum

Feedback is collected from various employers of the students graduating from the institution.

Companies such as Deloitte, Wells Fargo and Projects Today have given feedback on the curriculum. The feedback received from the employers highlights a few areas of concerning the revamp of curriculum.

From the feedback given by the employers, it may be observed that the present curriculum is not practical oriented and does not make them job ready.

Following are some of the observations of the employers:

- Very much satisfied with Quality of candidates
- Students have good technical knowledge
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- Experienced professionals maybe invited to give the students an insight about current trends and marketing strategies.
- More opportunities need to be created to face the outside world.
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- While curriculum is very important as part of academic requirements.
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Action taken report

- Considering the above suggestions, more experts from the industry are invited to give talks to the students.
- Add on programmes have been continued to be implemented to give practical insight to the students.
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**PROJECTS
TODAY**

Foresight. With insight.

Employer Feedback form

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Creative in response to workplace challenges						Strongly satisfied
Relationship with seniors/peers/subordinates						Strongly satisfied
Open to new ideas and learning new techniques					Satisfied	
Working as part of a team						Strongly satisfied



Sanjeev Kumar
Associate Vice President
Economic Research India Pvt. Ltd.

2) Feedback regarding the curriculum (Based on the above mentioned points, kindly answer)

Efficiency of Curriculum	Strongly Dissatisfied	Dissatisfied	Slightly Dissatisfied	Slightly Satisfied	Satisfied	Strongly Satisfied
Adequacy of the theoretical components in curriculum					Satisfied	
Adequacy of the practical components of curriculum					Satisfied	
Relevance of curriculum						Strongly satisfied
Applicability of curriculum						Strongly satisfied
Technical skill adequacy					Satisfied	

3. How could our programs be improved? What specific comments do you have regarding the curriculum?

- Promote internship programmes
- Invite experienced professional to give insight about current market trends and marketing strategies




Sanjeev Kumar
Associate Vice President
Economic Research India Pvt. Ltd.

ampiprasad
@ deloitte.com

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