Employers' Feedback Report 2017-18

BAHONA COLLEGE
JORHAT, ASSAM
PIN- 785101

(A) About the institute:

Bahona College is a premier institution of higher education located in a rural environment. The college was established in 1966, to cater to the needs of higher education as well as to alleviate the socio-economic conditions of the larger locality within which it is located. Numerous distinguished educationists and social workers had taken the initiative in the establishment of the college to open up new vistas of a brighter future for the generations to come.

(B) About Employers' Feedback Report:

The College makes sure that the learning imparted here serves the real-world growth. A large number of students pass out every year. Some of them pursue higher studies for their academic endeavour, rest of the students prefer to work. To fulfil the requirements of the employers, and make necessary changes in the practices of the institute, feedbacks from the employers asking all possible questions that could help making decisions by the institute is always an effective method.

(C) Methodology:

To prepare this report, a questionnaire was shared with the employers seeking their observations about their employee, who are alumni of our institute. The Employers were offered to describe their perception driven from their employee's performance on a five-point scale ranging between Excellent, Very Good, Good, Average and Poor along with some basic information about the sector in which our alumni are employed as well as suggestions if any.
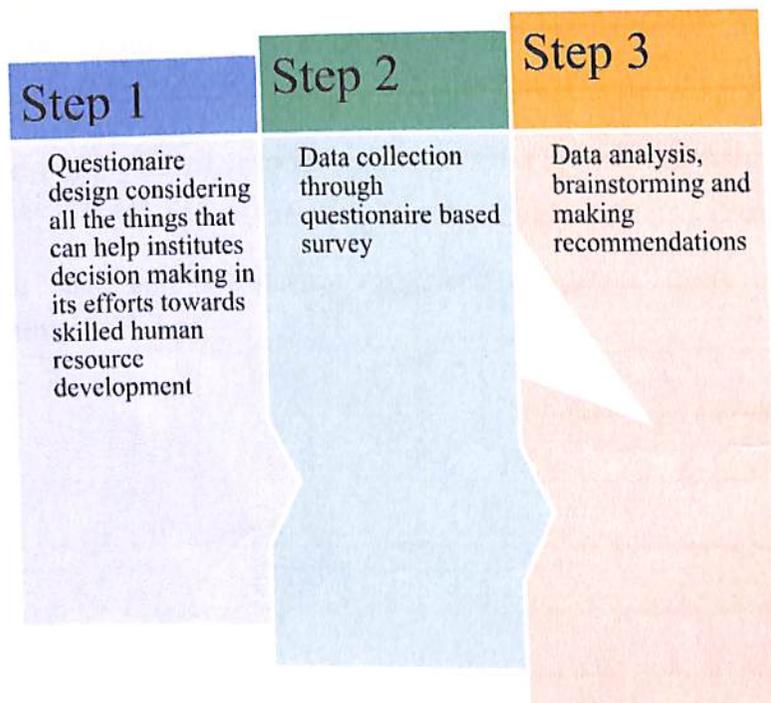
Step 1	Step 2	Step 3
Questionaire design considering all the things that can help institutes decision making in its efforts towards skilled human resource development	Data collection through questionaire based survey	Data analysis, brainstorming and making recommendations

Figure 1: Flowchart depicting the steps involved in this employer's feedback report preparation.

(D) Responses and discussions:

The total number of respondents was 136. The responses received against each query are discussed or depicted in the form of pie diagrams/tables below.

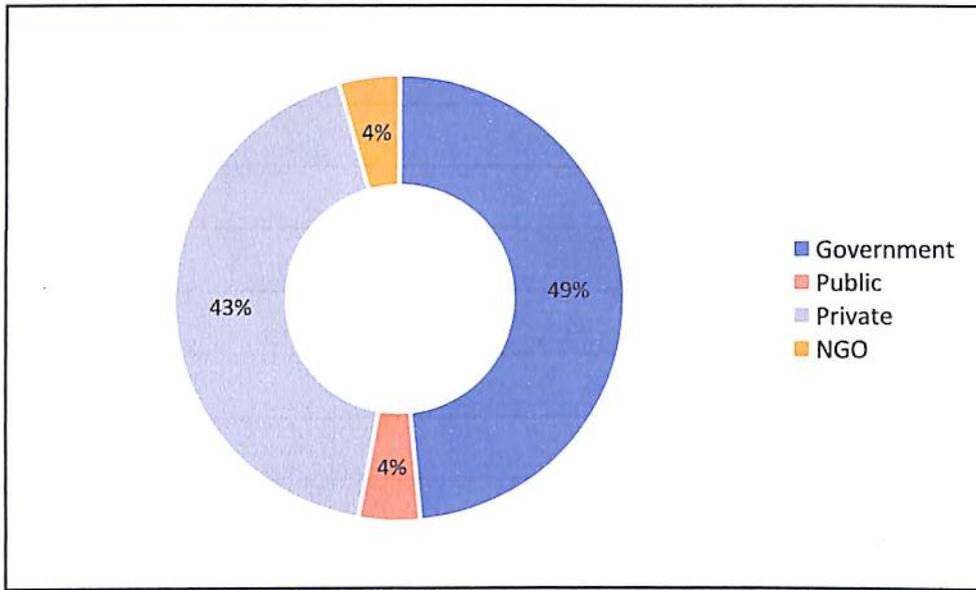## 1) Employed in Public Sector or Private –

Responses:

Figure 2: Pie diagram showing distribution of passed out students of the institute in employment sectors

2) Type of the Organization –

Responses:

The responses for this query included organizations like - educational institutes (ranging from lower to higher educational institutes), brand showrooms, Tea industry, IT service, police, NGOs, daily newspaper, banks, computer training institutes, revenue circle office, and publication house. These responses are reflective of the diversity of employability created by our institution.

3) How satisfied are you with the employee (student) work performance in "Communication skill"?
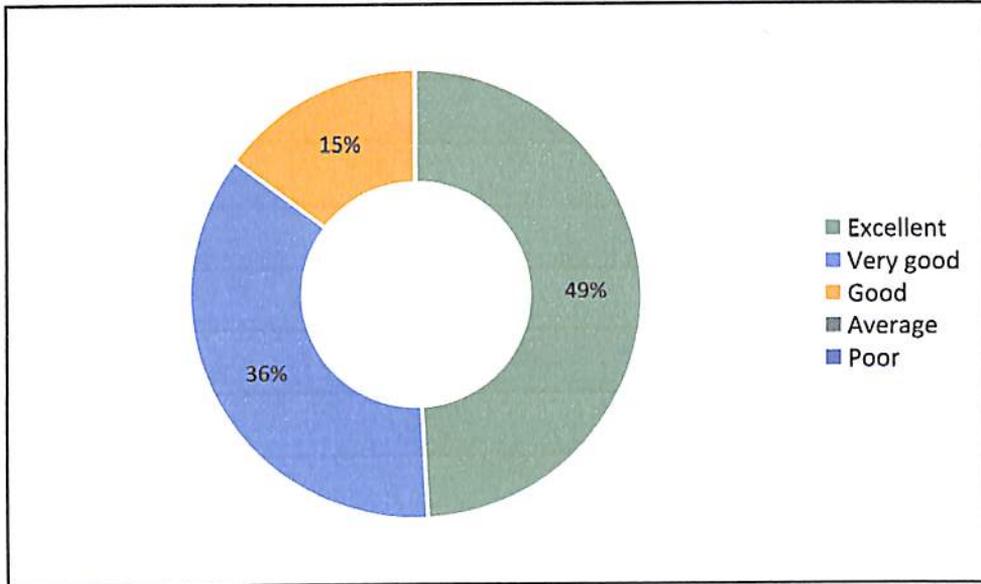
Responses:

Figure 3: Pie diagram showing the percent response on different levels of satisfaction by the employer on our students in their communication skill

4) **How satisfied are you with the employee (student) work performance in "Contribution in development of organisation"?**
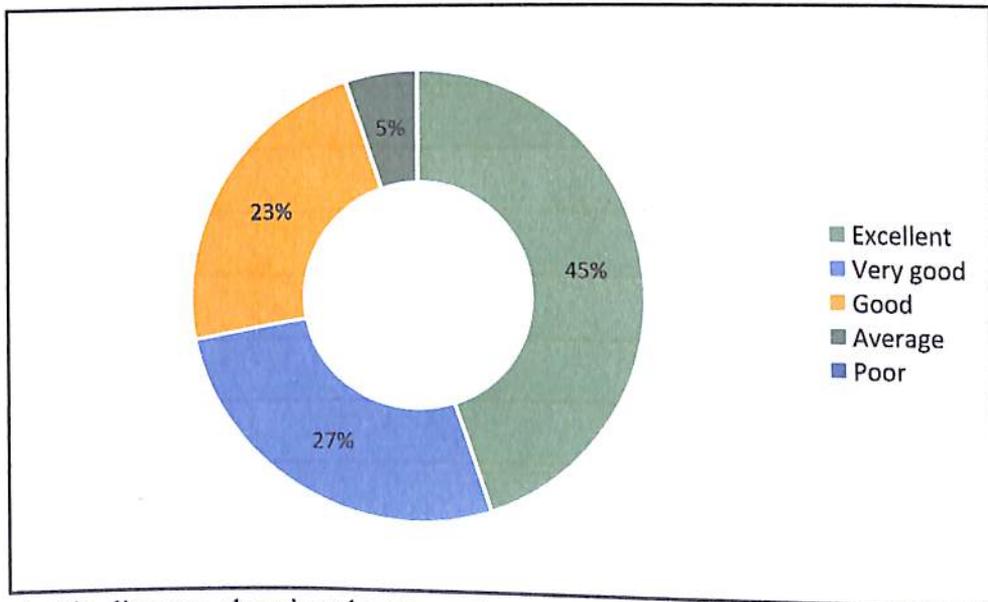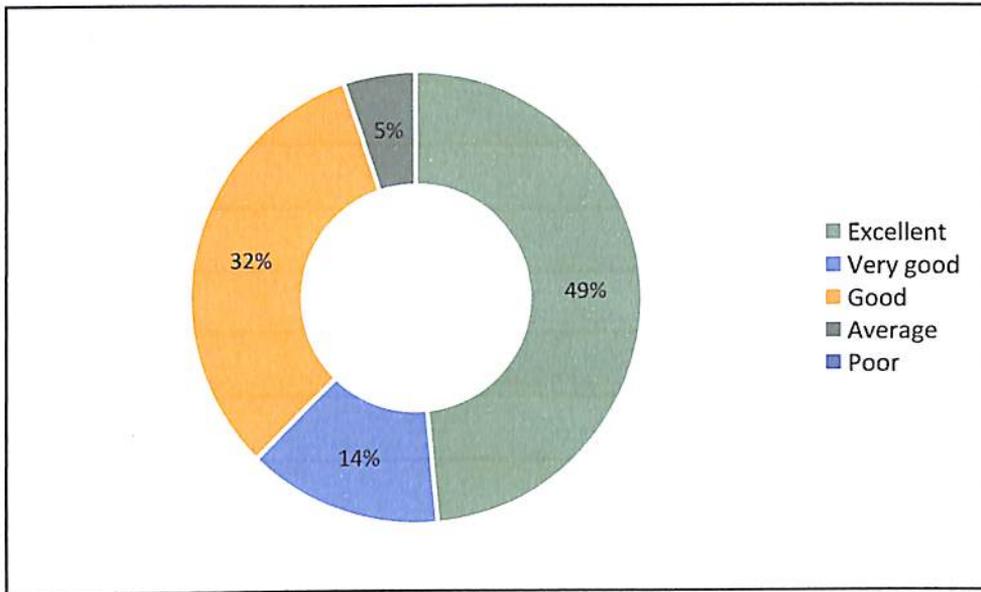
Responses:

Figure 4: Pie diagram showing the percent response on different levels of satisfaction by the employer on our students in their contribution in development of organisation

5) **How satisfied are you with the employee (student) work performance in "Leadership qualities"?**

Responses:

Figure 5: Pie diagram showing the percent response on different levels of satisfaction by the employer on our students in their contribution in leadership qualities

6) **How satisfied are you with the employee (student) work performance in "Initiative, drive, and independent thinking"?**
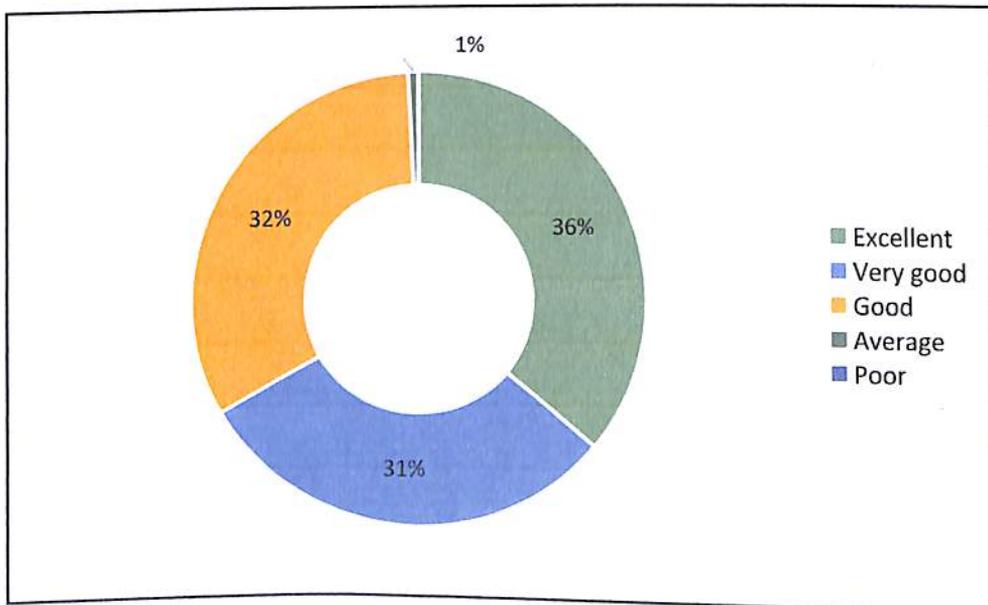
Responses:

Figure 6: Pie diagram showing the percent response on different levels of satisfaction by the employer on our students in their contribution in initiative, drive, and independent thinking.

7) **How satisfied are you with the employee (student) work performance in "Developing practical solutions to workplace problems"?**
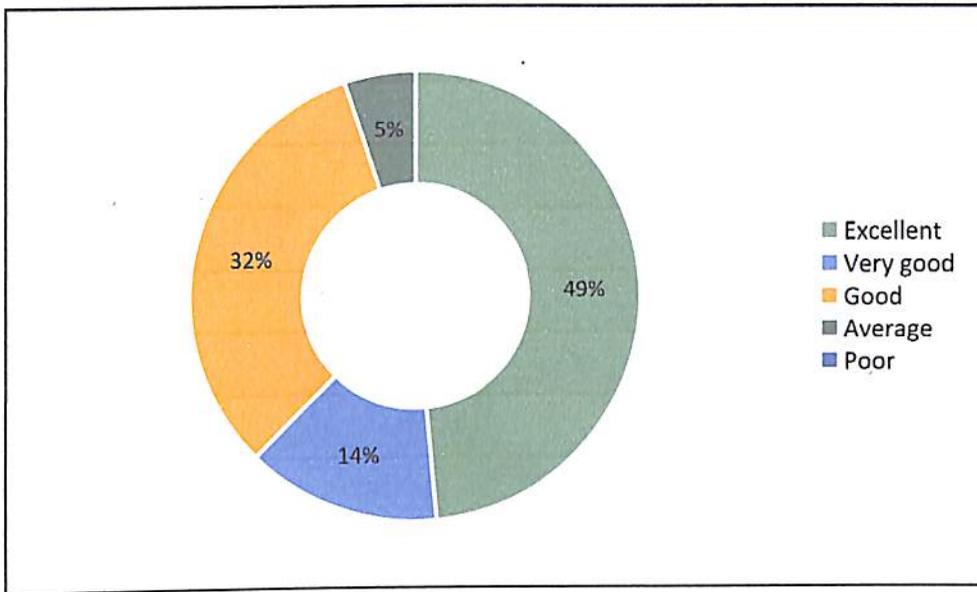
Responses:

Figure 7: Pie diagram showing the percent response on different levels of satisfaction by the employer on our students in their contribution in developing practical solutions to workplace problems.

8) **How satisfied are you with the employee (student) work performance in "Teamwork"?**
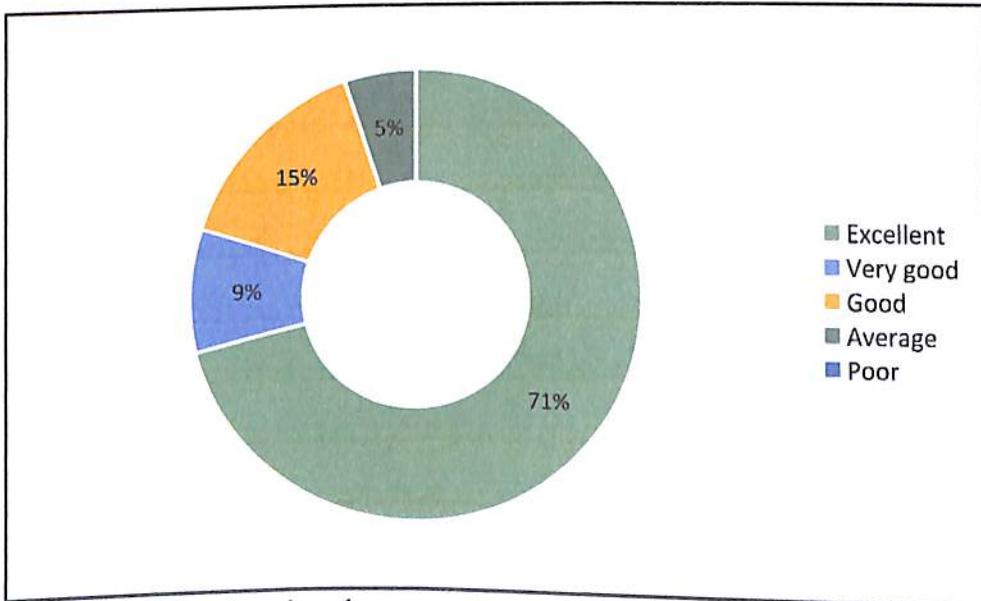
Responses:

Figure 8: Pie diagram showing the percent response on different levels of satisfaction by the employer on our students in teamwork.

9) **How satisfied are you with the employee (student) work performance in Planning and organization skill?**
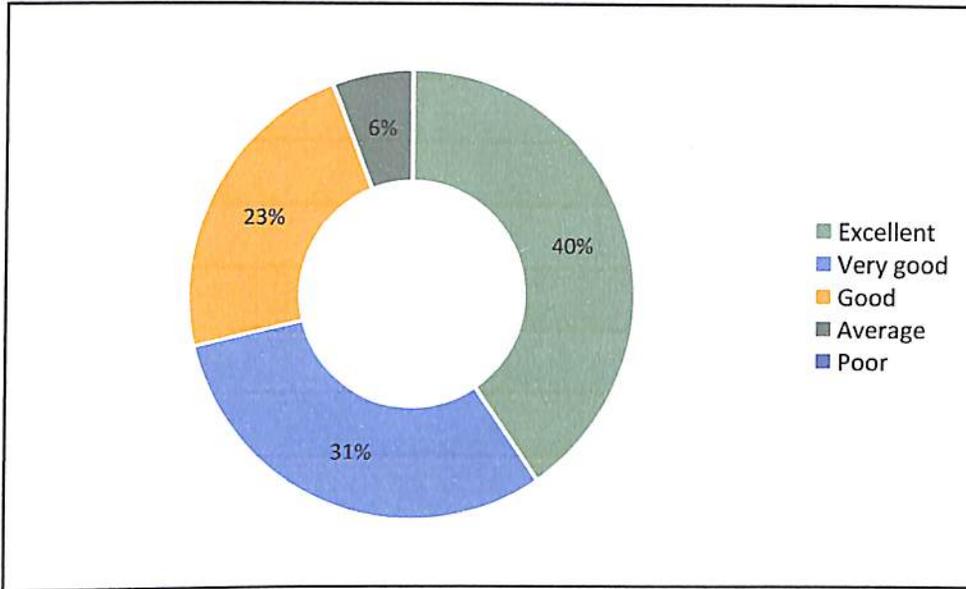
Responses:

Figure 9: Pie diagram showing the percent response on different levels of satisfaction by the employer on our students in planning and organization skill.

10) How satisfied are you with the employee (student) work performance in Willingness to learn and explore new opportunities?
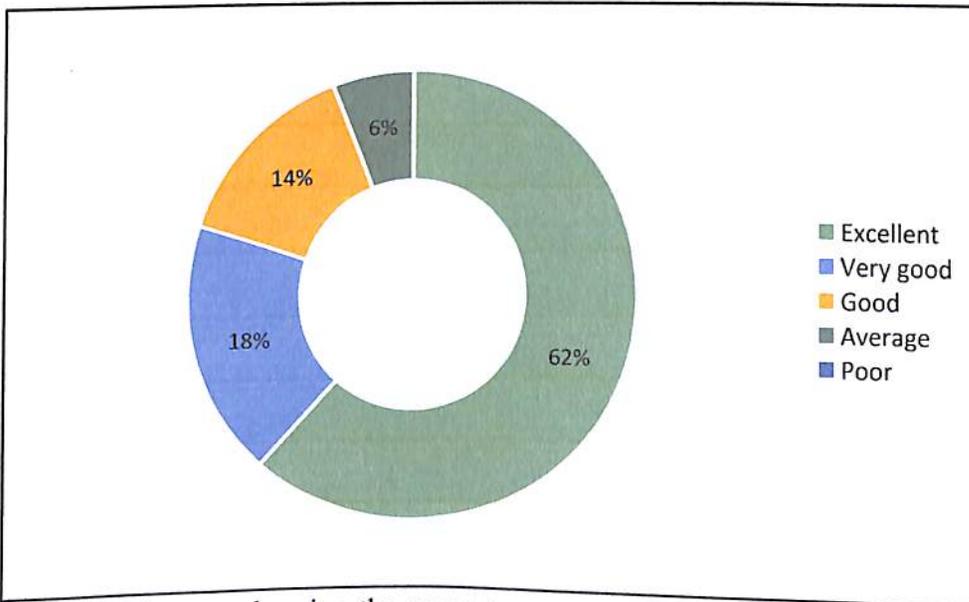
Responses:

Figure 10: Pie diagram showing the percent response on different levels of satisfaction by the employer on our students in willingness to learn and explore new opportunities.

11) How satisfied are you with the employee (student) work performance in Punctuality?
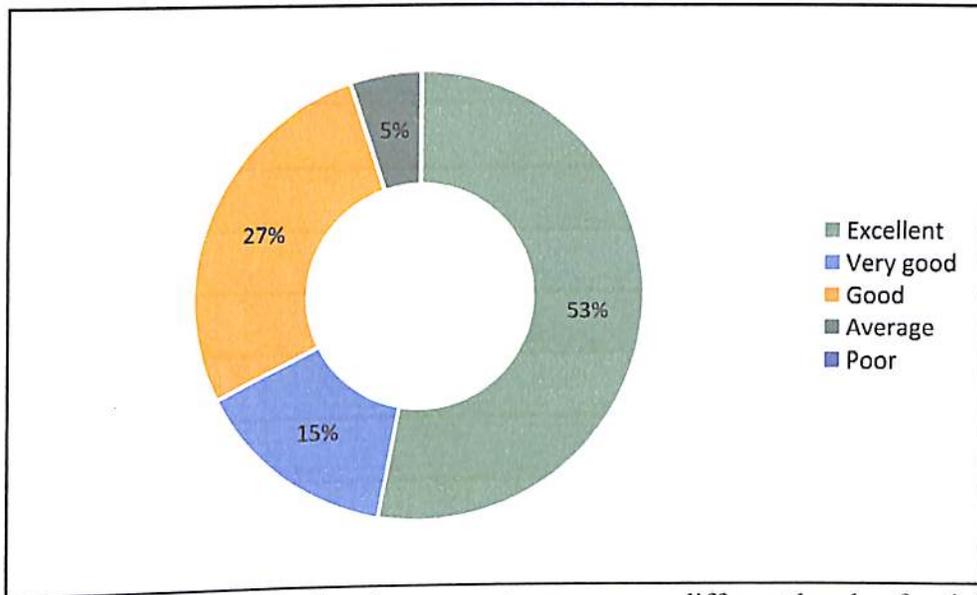
Responses:

Figure 11: Pie diagram showing the percent response on different levels of satisfaction by the employer on our students in punctuality.

12) **Are there any specific comments that you would like to make regarding the academic training, syllabus, practical exposure, and hands-on experience of the Bahona College students.**

Responses:

Almost all of the respondents praised the institute and its efforts towards developing skilled human resources for real world jobs. However, a few respondents specifically mentioned about the need of more advanced practical courses with special emphasis on hands on learning courses.

13) **Would you prefer to recruit more Bahona College students in the future?**

Responses:

Majority of the respondents unanimously agreed to recruit more of our students for their organizations, but at the same time a few respondents showed uncertainty about the same. The number of respondents that were sure and the number of respondents that were uncertain whether to recruit our students in future or not are depicted in Figure 12.
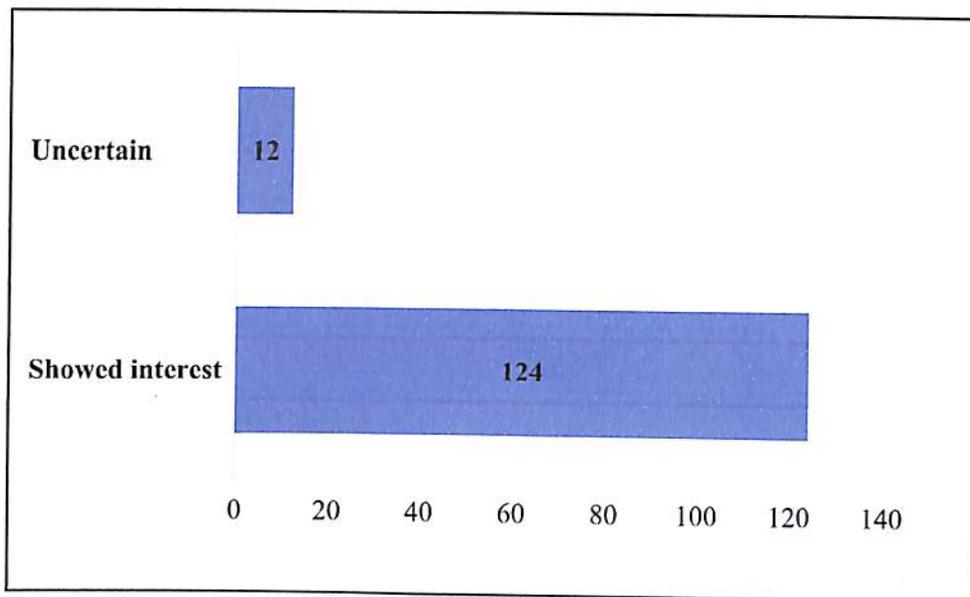
Figure 12: Number of employers showing their level of interest to recruit more Bahona College students in future

14) Any other comments or suggestion?

Responses:

Most of the respondents praised the overall performance of the institute. However, there were a few respondents which suggested the following –

Introduction of more hands-on learning courses.

Courses introduced should meet required skill development for the future jobs.

Introduction of Electronics & IT departments in the institute's faculty, which will create skilled human resources for the future jobs.

(E) Conclusions:

Overall, the level of satisfaction by different employers on our alumni can be said Very Good. In general. the following conclusions have been drawn from their responses. Most of the employers have rated Bahona College as a Very Good academic institution. The employers believe that the punctuality and sincerity of their workforce are quite fundamental to take the institution to the sky heights. Majority of the employers find their employee majorly disciplined and punctual (reporting Excellent and Very Good) and a major role has been played by the College in shaping their behaviour this way. Next comes the skills developed by the employee in their journey of learning and training. The skills specifically the Operational and functional have been infused in the skillset of the candidate right from the beginning. Every employer looks forward to a healthy Team spirit and Leadership. They have stated that a Team spirit and Leadership in the alumni of Bahona College in comparison to their counterparts is Excellent.
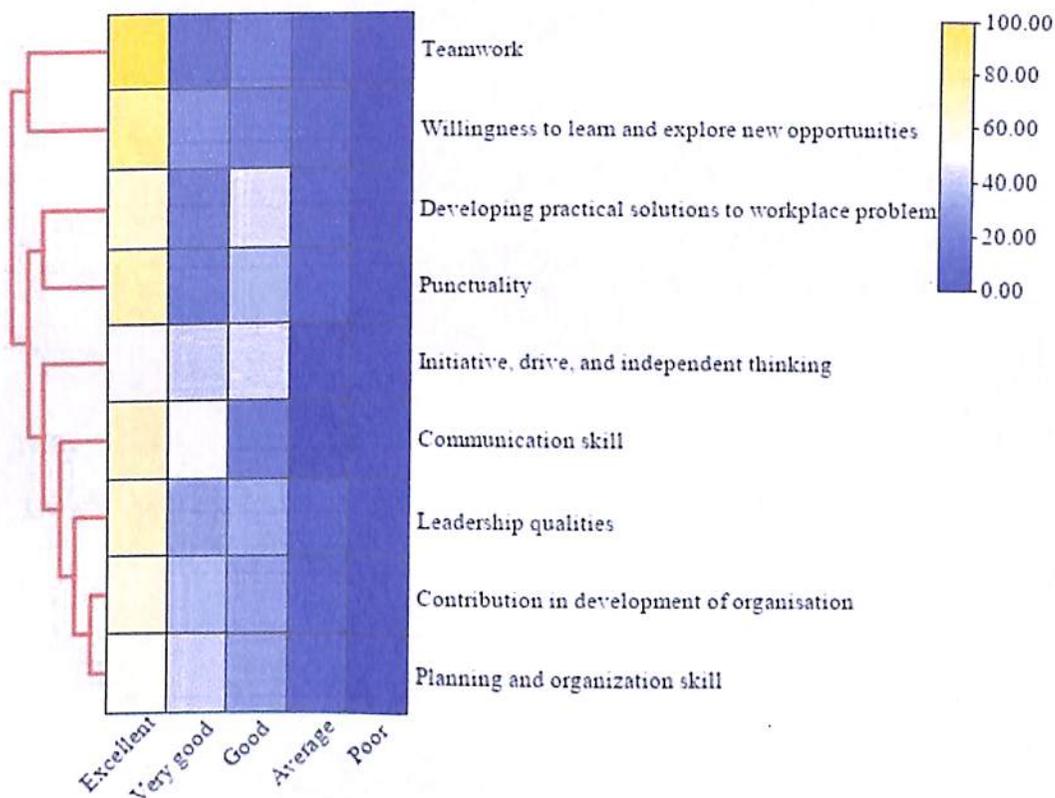
Figure 13: Heatmap showing number of responses in each level for different qualities of our alumni

(F) Recommendations:

After analyzing and brainstorming all the responses, comments, and suggestions collected from many employers through this questionnaire, we would like to recommend the following to the concerned personals of the institute –

a) Institute should make all the efforts from its end to introduce new courses which will create skilled human resources for the future jobs in the rapidly evolving career opportunities.

b) Institute should shed light on the existing hands-on learning courses and strengthen the curriculum to fulfil the demands of real-world jobs.

c) Institute should conduct such surveys more often in order to detect the required changes in the curriculum, different practices of the college to keep a pace with the highly dynamic field of jobs at the earliest.

d) Efforts should be made that this kind of survey in future covers a large number of respondents from many areas of employment, especially from different departments of government sector.

e) Institute should try to organize events by inviting employers on a regular basis to brief all the students, guardians of students, and teachers about their requirement on an employee, future jobs and skills required for such jobs, etc.

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