

**BAHONA COLLEGE**  
**Employers' Feedback Report**  
**2020-2021**



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### **About Bahona College:**

Bahona College was established in 1966. It is a premier institution of higher education located in a rural environment, 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.

### **About Employers' Feedback Report:**

The College makes sure that the learning imparted here serves 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, feedback from the employers asking all possible questions that could help making decisions by the institute is always an effective method.

### **Methodology:**

To prepare this report, an online questionnaire was shared with the employers seeking their observations about their employees, who are alumni of our institute. The Employers were offered to describe their perception driven from their employee's performance on a four-point scale ranging between Excellent, Very Good, Good and Average along with some basic information about the sector in which our alumni are employed as well as suggestions if any.

- Step 1
  - Questionnaire design considering all the things that can help institutes decision making in its efforts towards skilled human resource development
- Step 2
  - Data collection through online questionnaire based survey
- Step 3
  - Data analysis, brainstorming and making recommendations

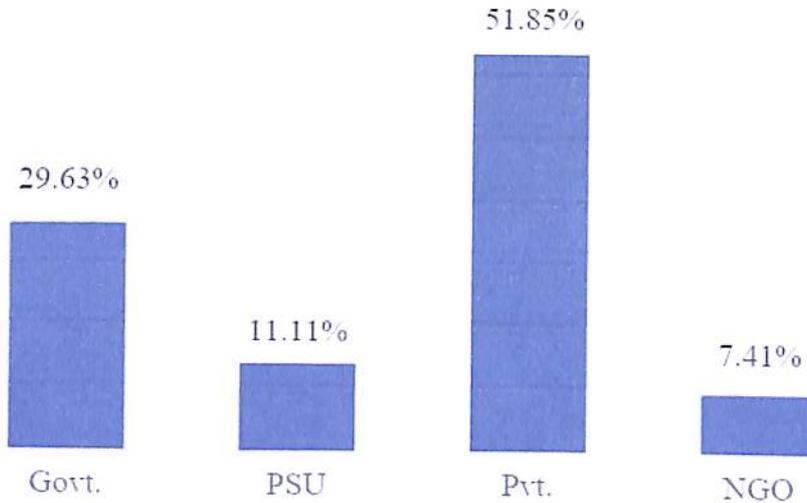
**Figure 1:** Flowchart depicting the steps involved in this employer's feedback report preparation.

### Responses and discussions:

The total number of respondents was 162. The responses received against each query are discussed or depicted in the form of column/bar/pie diagrams below.

#### 1) Types of organization –

Responses: (N=162)



**Figure 2:** Column diagram showing the engagement of the passed out students of the institute in employment sectors

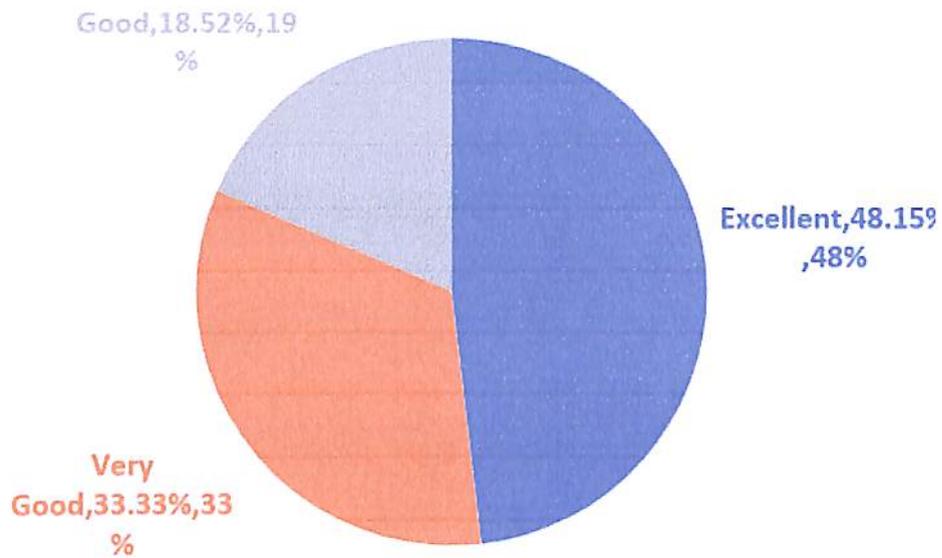
#### 2) Type of the Organization –

Responses:

The responses for this query included organizations like - Educational institutes (ranging from lower to higher educational institutes), Brand showrooms, Tea industry, IT sectors, Police, NGOs, 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”?

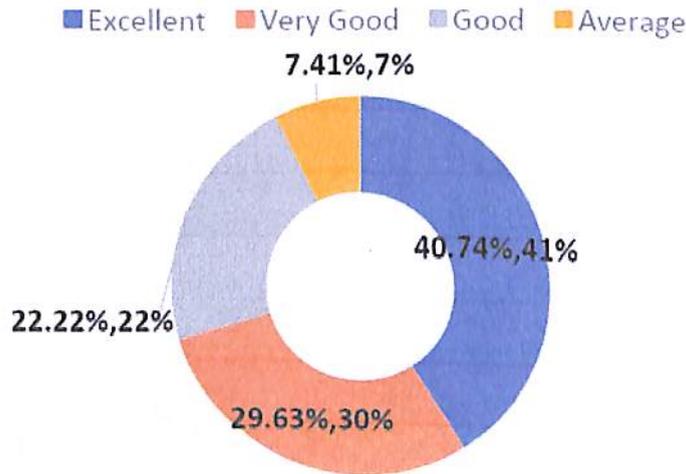
Responses: (N=162)



**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”?**

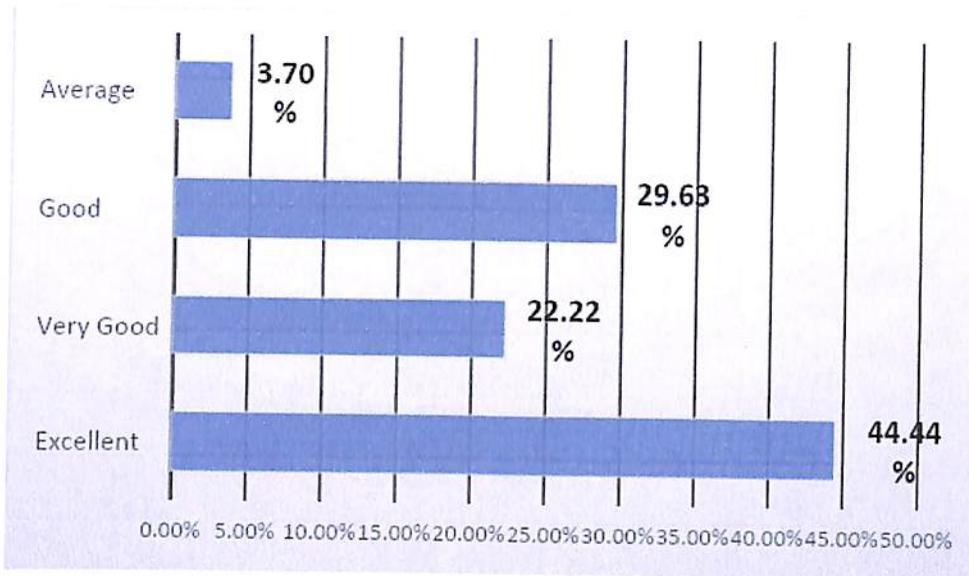
Responses: (N=162)



**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”?**

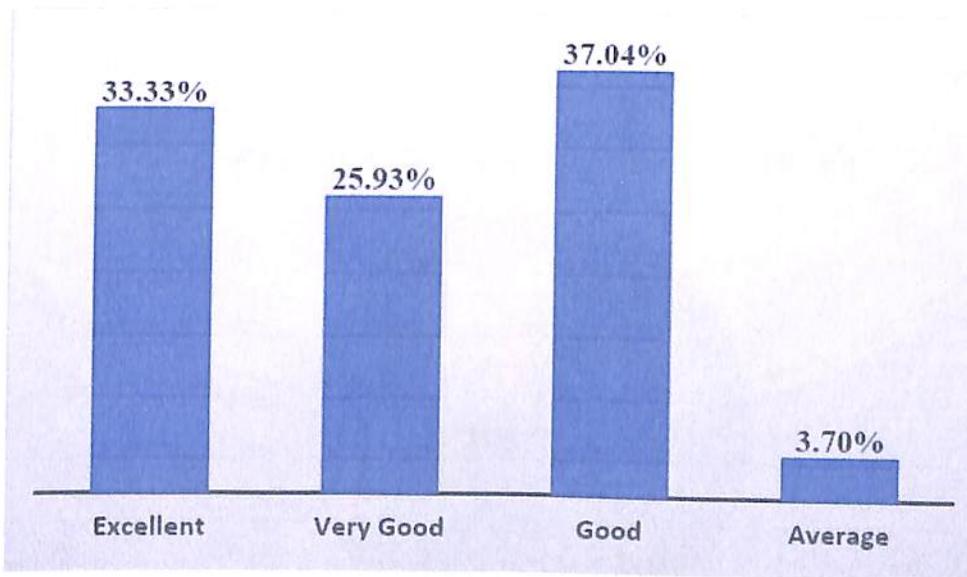
Responses: (N=162)



**Figure 5:** Bar 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”?**

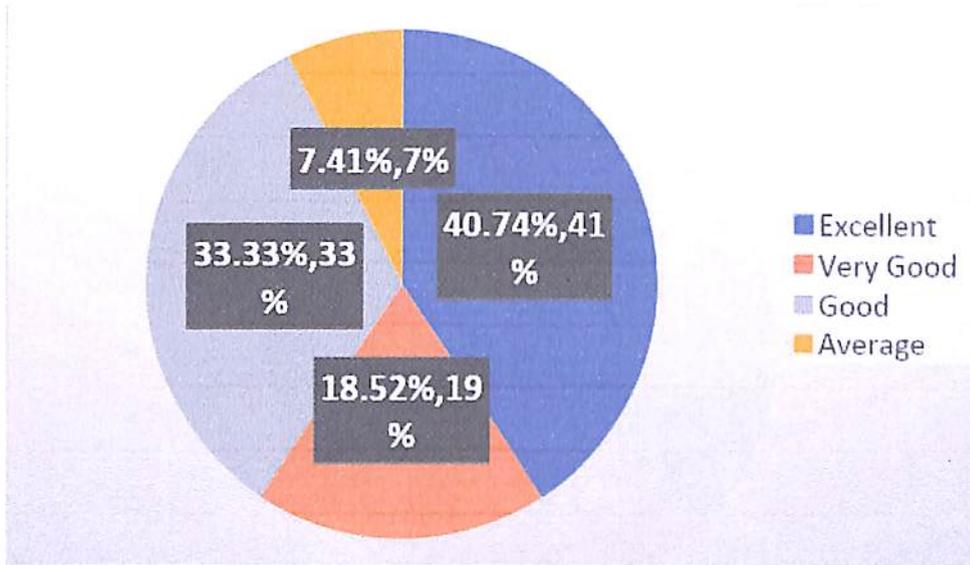
Responses: (N=162)



**Figure 6:** Column 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”?**

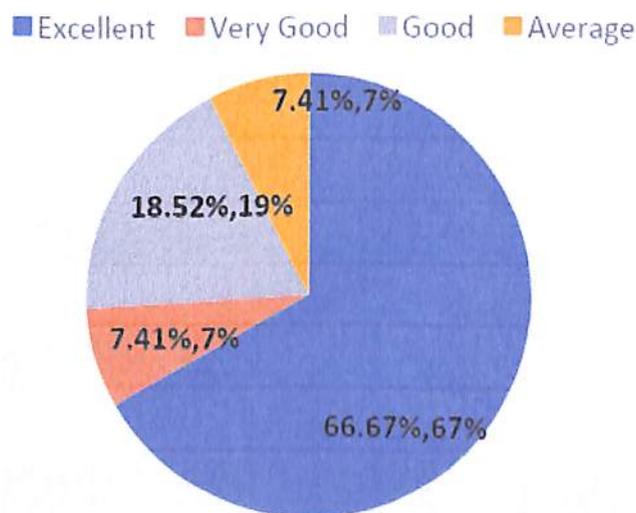
Responses: (N=162)



**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”?

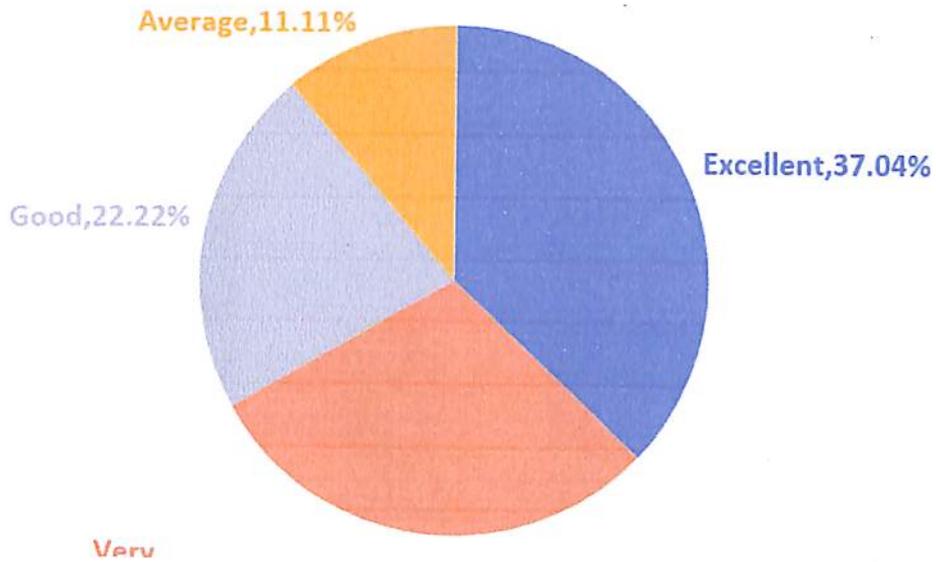
Responses: (N=162)



**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”?

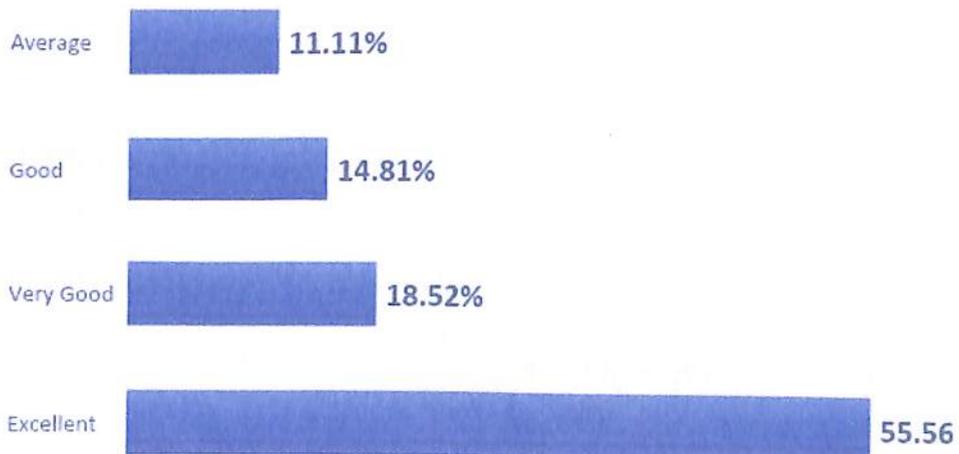
Responses: (N=162)



**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: (N=162)



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

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

Responses: (N=162)



**Figure 11:** Column 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.**

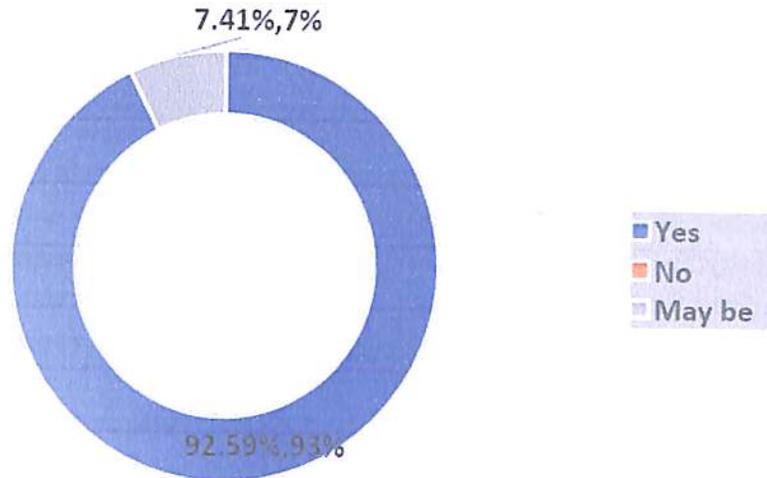
Responses:

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 the need for 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: (N=162)

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 suggestions?

Responses:

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

Courses introduced should meet the market demand that is emerging.

More Courses of hands training should be introduced.

Hands on skill courses should be developed as per current market requirements

Bahona College should introduce more and more courses of hands-on skill as per job market demand.

#### (A) Major Findings:

- ❖ 51.85% alumni are engaged in the private sector while 29.63% alumni are engaged in Govt. sector.
- ❖ 48.15% of employers replied that they found “Excellent” work performance in “**Communication skill**” of the alumni engaged in their workplace.
- ❖ 40.74% of employers replied that they found “Excellent” work performance in “**Contribution in development of organisation**” of the alumni engaged in their workplace.
- ❖ 44.44% of employers replied that they found “Excellent” work performance in “**Leadership qualities**” of the alumni engaged in their workplace.
- ❖ 37.04% of employers replied that they found “Good” work performance in “**Initiative, drive, and independent thinking**” of the alumni engaged in their workplace.

- ❖ 40.74% of employers replied that they found “Excellent” work performance in “**Developing practical solutions to workplace problems**” of the alumni engaged in their workplace.
- ❖ 66.67% of employers replied that they found “Excellent” work performance in “**Teamwork**” of the alumni engaged in their workplace.
- ❖ 37.04% of employers replied that they found “Excellent” work performance in “**Planning and organization skill**” of the alumni engaged in their workplace.
- ❖ 55.56% of employers replied that they found “Excellent” work performance in “**Willingness to learn and explore new opportunities**” of the alumni engaged in their workplace.
- ❖ 44.44% of employers replied that they found “Excellent” work performance in “**Punctuality**” of the alumni engaged in their workplace.
- ❖ 92.59% employers replied that they will recruit more Bahona College students in future.

### **Recommendations:**

The responses, comments and suggestions received from numerous employers of Bahona College alumni via the questionnaire were properly analysed and discussed. Based on this, certain recommendations can be made to the concerned personnel of the institution-

- a) Punctuality and Dedication: College should orient students towards punctuality and dedication towards their responsibilities.
- b) To skill them with computer knowledge: As all organizations are now switching themselves towards e-managements, students should become more skilled in handling computers. Therefore, the college should take initiatives for providing computer skills to its students.
- c) Improve communication skills: College should take steps for improving the communication skills of the students.
- d) Team Work: As employees need to work in a team, the college should organize training programmes for team work and leadership building.
- e) Life skill development: College should regularly organize life skill development programmes for the students.
- f) Physical fitness: All organizations like to employ physically fit persons. Therefore, the college should take initiatives for ensuring physical fitness of their students.

### **Conclusion:**

Overall, the level of satisfaction expressed by different employers regarding our alumni can be deemed as excellent. From the responses provided by the employers, certain conclusions can be drawn. First, the majority of the employers have rated Bahona College as an excellent academic institution. Second, the employers believe that punctuality and sincerity of their human resources are instrumental for their organisation to scale new heights. Majority of the employers who employ alumni of Bahona College have found them to be disciplined and punctual [reported Excellent and Very Good], and it was believed that the College played a

crucial role in shaping them in this manner. Third, the operational and functional skills possessed by the alumni of the Bahona College in their service was found by the employers to have been inculcated from their college days only. In addition, the employers have also stated that the leadership quality and the team spirit displayed by the Alumni of Bahona College [reported as Excellent] sets them apart from their counterparts.

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