



Employer Feedback Analysis and Action taken report in the A.Y.: 2021-22

Executive Summary:

The TKR College of Engineering and Technology has gathered feedback from employers who have hired our students. This feedback includes evaluations of their technical skills, ability to work in teams, their response to challenging situations, and their participation in corporate social responsibility activities. This data was collected through the Training and Placement Cell of the institution with the goal of improving the learning environment by implementing best practices. Ultimately, this initiative benefits the student community in their respective work environments.

Our College accorded Autonomous Status in 2017 by UGC, and our college has begun to implement the Choice Based Credit System in all programs. We also obtained accreditation for four undergraduate programs in 2014, in the Outcome-based Education mode Choice Based Credit System has been implemented across all programs. However, feedback was collected only from employers who had hired our students graduated before to 2021.

Introduction:

The institution obtained autonomous status in 2017. However, the feedback provided by the employers pertains to the students who graduated from the curriculum that was designed by the Institution using autonomy. The objective of this report, which analyzes employer feedback, is to provide an overview of the feedback collected from the Employers. The report aims to identify the institution's strengths and weaknesses, and appropriate measures to be taken based on the feedback to make necessary improvements.

Methodology:

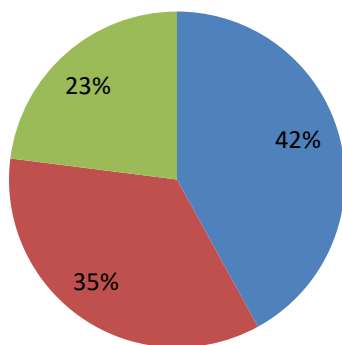
The feedback was collected using an offline mode, with the feedback form being distributed to the employers. The survey consisted of questions related to technical skills, ability to work in teams, response to challenging situations, participation in corporate social responsibility activities, and overall opinion about our graduates. The total sample size consisted of 22 responses.

Results: The feedback that was collected has been analyzed and converted into graphical representations, as shown below.

1. Rate our student's technical skills

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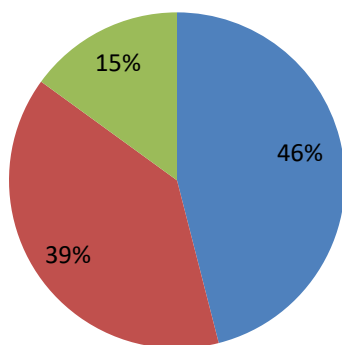
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2. Rate our students attitude while working in a team

Rate our students attitude while working in a team

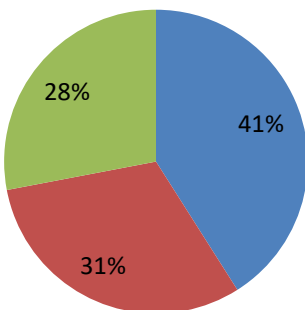
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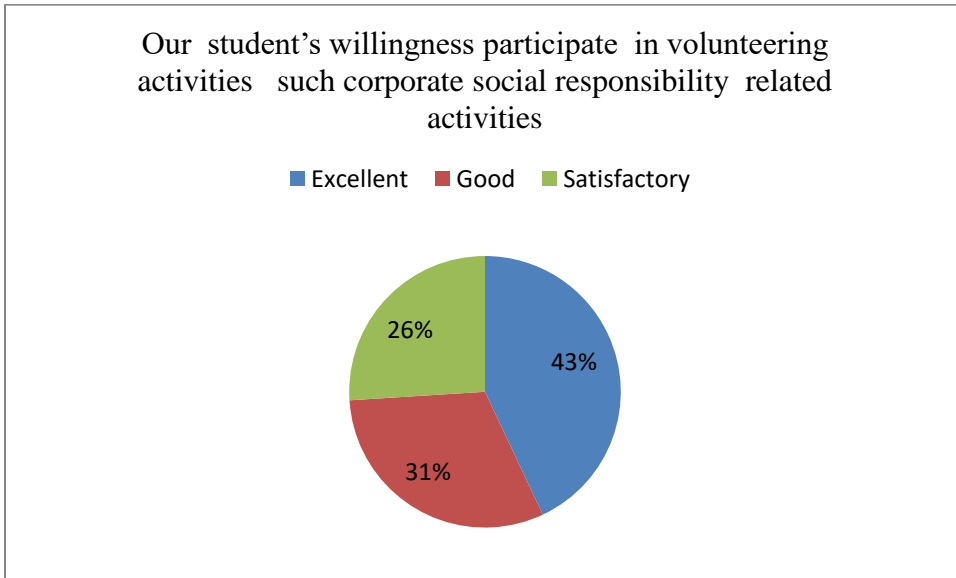
3. Our student's communication capability during working as part of a team

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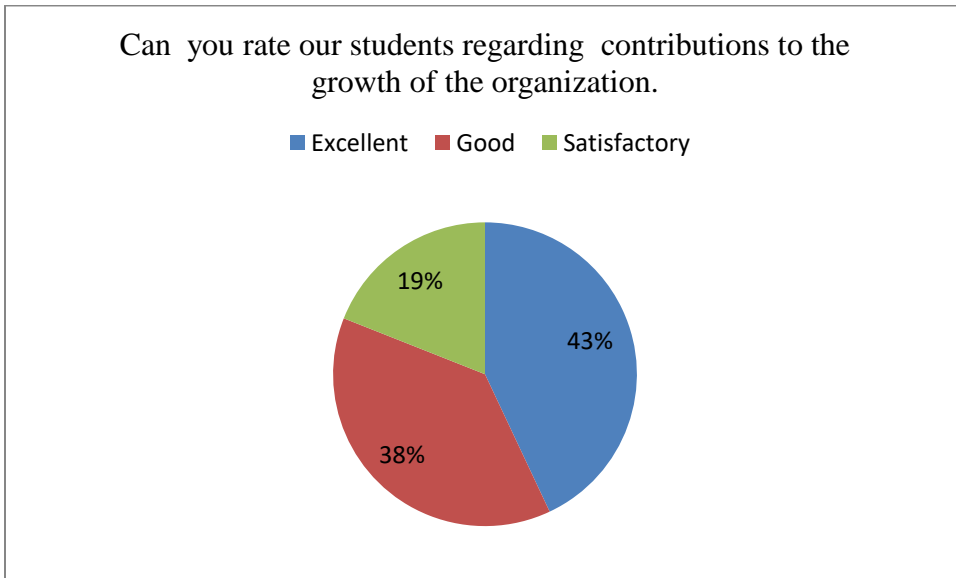
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4. Our student's willingness participate in volunteering activities such corporate social responsibility related activities



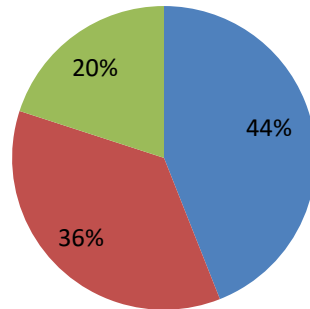
5. Can you rate our students regarding contributions to the growth of the organization.



6. Can you rate our students were they tuned towards meeting challenging working environment.

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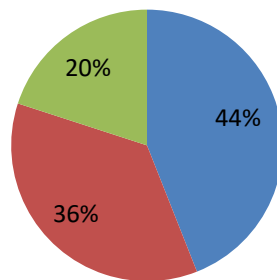
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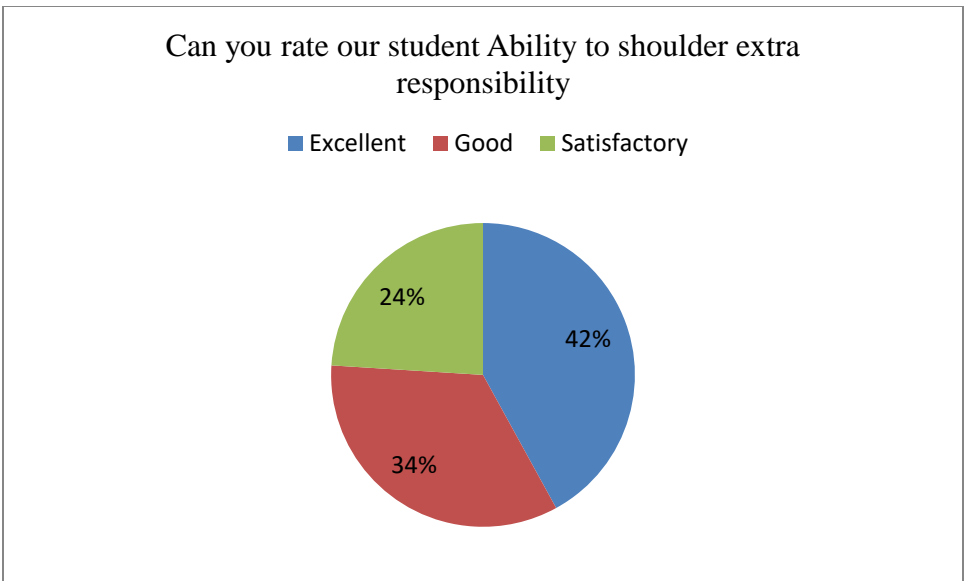
7. Can you rate our students ability to quickly grasp industrial practices and adapt themselves to the dynamics of the technologies

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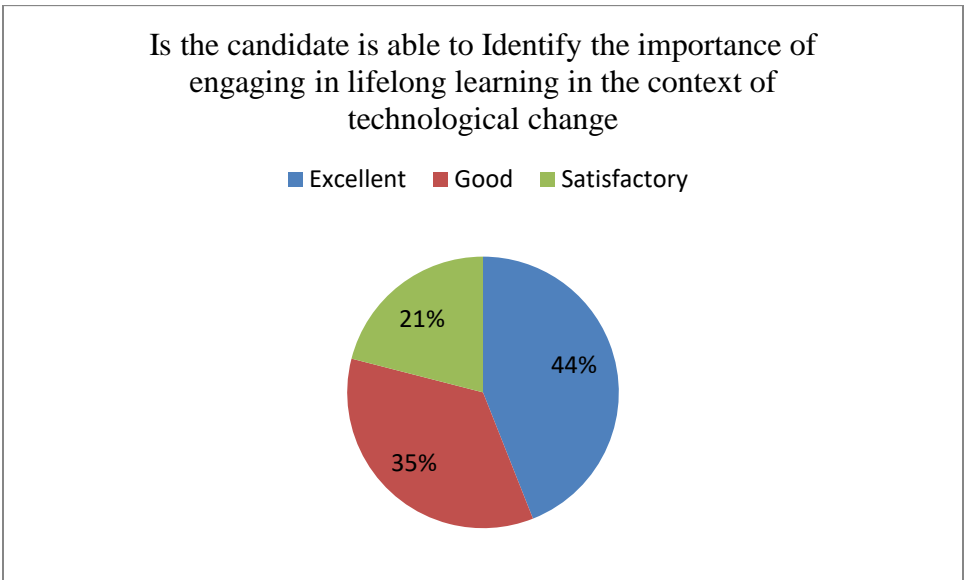
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8. Can you rate our student Ability to shoulder extra responsibility



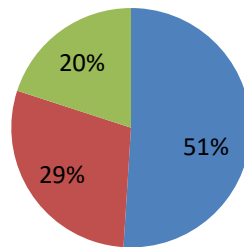
9. Is the candidate is able to Identify the importance of engaging in lifelong learning in the context of technological change



10. The curricular and extracurricular initiatives taken up by TKR College of Engineering & Technology have aided the students in achieving the necessary level of competency.

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Analysis& Action:

In general, the feedback received from the employers was favorable, with 81% expressing contentment with the graduates hired from the institution. The following are the key findings of the analysis:

A significant proportion of employers (84.5%) were of the opinion that the institution provided good quality education. Nevertheless, a few employers are in the opinion that the curriculum should be more pragmatic and industry-centric to equip graduates with the necessary skills for the workplace.

The graduates were deemed to possess commendable technical skills and subject matter expertise, with 82% of employers expressing contentment in this domain. However, a few employers perceived that the graduates were deficient in practical experience and soft skills and problem-solving, critical thinking, and adaptability to the situations.

The graduates were considered to possess excellent communication and interpersonal skills, with 85% of employers expressing happiness in this aspect. However, a few employers believed that there was scope for advancement concerning teamwork, leadership, and conflict resolution skills.

The majority of employers reported being fully satisfied with the institution's recruited graduates. However, a small number of employers suggested that students pursue a Multi-disciplinary direction in order to enhance their career growth opportunities.

Based on the recommendations made by the employers, the Dean Academics in consultation with the members of IQAC and Board of Studies would have to incorporate more of Industry-oriented and value based courses into the curriculum more of CRT programs need to be organized in the campus to have the problem solving skills, Leadership Qualities, crisis management skills, communication skills and other interpersonal skills of the students