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Action Taken Report: Employers Feedback Analysis 2020-21

Introduction

In the academic year 2020-21, an analysis of employer feedback was conducted to evaluate the effectiveness of curriculum courses in contributing to employee development and organizational needs. Employers play a crucial role in assessing the capabilities and preparedness of graduates entering the workforce. Their insights not only highlight the strengths of current offerings but also illuminate areas for enhancement. The following report summarizes the insights gained from the feedback received and outlines targeted actions to address areas needing improvement, ultimately aiming to enhance both the employability of graduates and their contribution to the organization.

Summary of Feedback

1. **Overall Satisfaction:** A significant majority of employers rated the curriculum positively, with 57% giving it an "Excellent" rating across most categories.
2. **Personal and Social Problem Management:** 57% rated the curriculum as "Excellent" for helping students manage social and personal issues, with 30% rating it as "Very Good."
3. **Socio-Economic Development:** Similar positive feedback was noted, with 57% of employers rating the curriculum as "Excellent" in enhancing career socio-economic status, accompanied by 30% as "Very Good."
4. **Intellectual Aptitude Enhancement:** While 59% rated this aspect as "Excellent," there remains a small percentage indicating room for improvement.
5. **Minor Discontent:** A consistent finding of 3% to 5% rating various aspects as "Average" or "Below Average" suggests specific areas that may not fully meet employer expectations.

Areas of Improvement

1. **Curriculum Applicability:** Addressing gaps in how effectively the curriculum prepares students for real-world applications and workplace demands.
2. **Personal Growth Focus:** Enhancing modules that relate directly to personal development and soft skill training




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3. **Social and Personal Issues:** Strengthening support mechanisms within the curriculum dedicated to managing social and personal challenges faced by employees.
4. **Alignment with Employer Needs:** Regularly updating the curriculum based on ongoing employer feedback to align with industry standards and requirements.
5. **Engagement with Employers:** Establishing a more structured approach for continuous dialogue with employers to gather insights and suggestions for refinements.

Action Taken Plan

1. **Curriculum Review:** Conduct a comprehensive review of the curriculum to identify gaps in content related to organizational applicability and personal growth.
2. **Employer Engagement:** Establish regular interaction with employers to understand their evolving needs and expectations, thus allowing continuous curriculum updates.
3. **Workshops and Training:** Introduce workshops specifically designed to enhance skills related to societal issues, personal development, and employability.
4. **Feedback Loop:** Implement a structured feedback mechanism to regularly gather and analyse employer input, ensuring timely responses to any emerging concerns.

Conclusion

The analysis of employer feedback for the year 2020-21 underscores a positive outlook regarding the curriculum's effectiveness in preparing employees for their careers. While the majority of responses indicate satisfaction, specific areas for improvement have been identified. Through a focused action plan that includes curriculum review, enhanced employer collaboration, targeted training, and robust feedback systems, we aim to not only maintain the high standards already established but also to foster continuous improvement within our programs, ultimately benefiting both graduates and employers alike.


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