



Action Taken Report on Employer's Feedback Analysis for the Academic Year 2022-2023

Introduction:

This report provides a comprehensive analysis of feedback received from employers regarding the performance of alumni from our institution who are currently employed within their organizations. The data, collected during the survey period of 2022-2023, serves to evaluate the effectiveness of alumni in various competencies and identify potential areas for improvement.

Summary of Survey:

The survey results showcase a generally positive evaluation of employee performance across different competencies.

1. **Contribution to Organizational Goals:** 62% rated as "Excellent."
2. **Technical Knowledge/Management Skills:** 53% rated as "Excellent."
3. **Creativity in Response to Challenges:** 54% rated as "Excellent."
4. **Practical Problem-Solving:** 66% rated as "Excellent."
5. **Ability to Take on Extra Responsibilities:** 52% rated as "Excellent."
6. **Management/Leadership Qualities:** 61% rated as "Excellent."
7. **Teamwork:** 70% rated as "Excellent."
8. **Overcoming Hurdles:** 54% rated as "Excellent."
9. **Consistency at Work:** 55% rated as "Excellent."
10. **Efficiency in Brainstorming:** 52% rated as "Excellent."

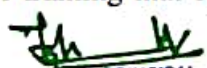
While the majority of employees received high ratings, a small percentage were rated as "Fair" or "Poor" in some areas, indicating there are opportunities for development.

Area of Improvement

Based on the survey analyses, the following areas for improvement have been identified:

1. **Technical Knowledge and Management Skills:** 9% rated as "Fair," and 4% as "Poor" suggest a need for enhanced training programs or resources in these areas.
2. **Ability to Take on Extra Responsibilities:** 9% rated as "Fair" and 3% as "Poor," indicating some employees may not feel equipped to handle additional duties.
3. **Creativity and Efficiency in Brainstorming:** 7% and 3% rated as "Fair" and "Poor" respectively point towards a need for better facilitation or structured brainstorming sessions to enhance creative output.
4. **Overcoming Hurdles:** 8% rated as "Fair," signalling a need for training that equips employees with strategies to handle unexpected challenges.




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Action Plan:

In response to the feedback provided by employers, the following actions have been implemented:

1. **Training and Development Programs:** Workshops focusing on technical skills and management training have been initiated. These sessions aim to bolster employees' competencies in these critical areas.
2. **Mentorship Opportunities:** A mentorship program has been established to provide guidance from experienced practitioners, encouraging employees to take on extra responsibilities with confidence.
3. **Enhanced Creativity Workshops:** Regular brainstorming sessions and creativity workshops have been scheduled, promoting an environment where innovative thinking can thrive.
4. **Problem Solving Seminars:** Seminars focusing on problem-solving techniques and resilience in the face of challenges have been introduced to strengthen the workforce's capabilities.
5. **Continuous Feedback Mechanism:** A structured feedback mechanism has been implemented to provide employees with ongoing insights into their performance, enabling continuous improvement.

Conclusion:

The feedback received from employers reflects a largely competent and capable workforce, with a commendable percentage rated as "Excellent" in various areas. However, the small percentage of employees rated as "Fair" or "Poor" highlights the importance of targeted development initiatives. The actions taken in response to this feedback are aimed at enhancing employee skills and confidence, resulting in a stronger alignment with organizational goals. Continued evaluation and adaptation of these initiatives will be critical in maintaining high levels of performance in the future.

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