STAKEHOLDERS FEEDBACK ANALYSIS REPORT

EMPLOYER FEEDBACK

(2021-22)

PERIYAR UNIVERSITY

SALEM

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FEEDBACK FROM EMPLOYERS

The Internal Quality Assurance Cell (IQAC) of Periyar University collects feedback from employers on Design and review of the syllabus, The rating scale is fixed as strongly agree, Agree, Neither agree nor disagree, Disagree and strongly disagree. A total of 38 employers have given their feedback. This report presents the list of questions and overall analysis.

Number of feedbacks received in 2021-2022 year

Year	Number of Employers
2021-2022	38

Table – 1:Questions asked

EMPLOYABILITY

1. The program's overall curriculum is relevant to employability

THE SYLLABUS OF THE PROGRAMME MEETS THE REQUIREMENTS OF THE INDUSTRY

2. Experiments and practical's are conducted following current industry practices.
3. Capacitated to work with cutting-edge technology, new types of equipment, and materials

THE CURRICULUM IS DESIGNED TO INCLUDE THE FUNDAMENTAL SKILLS

Technical & Practical Skills:

4. Have necessary technical & Practical skills to carry out the responsibilities of a job role

Digital skills

5. Know basic Microsoft office
6. Have specific software skills related to the job role
7. Have basic Internet Skills such as communication via email, finding internet solutions to the problems, and online transactions

Communication skills:

8. Adequate oral communication skills
9. Adequate written communication skills

THE CURRICULUM ENCOMPASSES ENTREPRENEURSHIP SKILLS

10. Possess entrepreneurial abilities that include identifying market gaps, suggesting ways to improve processes, and developing new ideas
11. Able to initiate, lead and lift teamwork spirit
12. Digital marketing: Ability to use digital technologies to promote products and services that include websites

THE SYLLABUS ENCOURAGES RESEARCH WORK

13. Able to identify problems and come up with viable solutions
14. Develops new processes and products
15. Apply critical thinking skills to analyse the information

THE CURRICULUM MAKES THE EMPLOYEES AWARE OF THE LEGAL KNOWLEDGE

16. The employees are aware of the legal laws and rights relating to their job roles

THE INSTITUTION PAYS CLOSE ATTENTION TO THE DISCIPLINE AND ETIQUETTE OF THE STUDENTS

Discipline:

17. The employees are well disciplined and maintain a healthy working environment with their peers

Ethical issues:

18. The fundamental code of conduct of the employees is well observed

19. **EMPLOYEES FROM OUR INSTITUTION ARE PERFORMING WELL**

20. **PEOPLE AND PERSONAL SKILLS:**

Please tick (✓) the personal qualities that are required for your organization from the list of skills and qualities below:

A.	Adaptability to the working environment
B.	Giving attention to details
C.	Employee Commitment
D.	Open to new ideas and techniques
E.	Cooperation with management and peers
F.	Decision-making ability
G.	Dependability and sense of belongingness
H.	Leadership and taking responsibility
I.	Numeracy/Expertise
J.	Discipline and etiquette
K.	Self-awareness / Environmental awareness
L.	Promptness /Punctuality
M.	Tolerance to stress
N.	Work ethics
O.	Initiate new ideas

Table – 2:Distribution of responses from Employers (2021-2022)

S.No	Parameters	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total
1.	The program's overall curriculum is relevant to employability	28	9	1	0	0	38
2.	Experiments and practical's are conducted following current industry practices.	21	14	2	1	0	38
3.	Capacitated to work with cutting-edge technology, new types of equipment, and materials	21	14	2	1	0	38
4.	Technical & Practical Skills: Have necessary technical & Practical skills to carry out the responsibilities of a job role	22	15	1	0	0	38
5.	Know basic Microsoft office	25	12	1	0	0	38
6.	Have specific software skills related to the job role	23	12	3	0	0	38
7.	Have basic Internet Skills such as communication via email, finding internet solutions to the problems, and online transactions	26	12	0	0	0	38
8.	Adequate written communication skills	25	11	2	0	0	38
9.	Adequate oral communication skills	25	11	2	0	0	38
10.	Possess entrepreneurial abilities that include identifying market gaps	26	11	1	0	0	38
11.	Able to initiate, lead and lift teamwork spirit	25	12	1	0	0	38
12.	Digital marketing: Ability to use digital technologies to promote products and services that include websites	22	16	0	0	0	38
13.	Able to identify problems and come up with viable solutions	23	12	3	0	0	38
14.	Develops new processes and products	21	17	0	0	0	38
15.	Apply critical thinking skills to analyse the information	23	12	2	0	1	38
16.	The curriculum makes the employees aware of the legal knowledge	22	14	1	1	0	38
17.	Discipline: The employees are well disciplined and maintain a healthy working environment with their peers	26	11	1	0	0	38
18.	Ethical issues: The fundamental code of conduct	27	10	1	0	0	38

	of the employees is well observed						
19.	Employees from our institution are performing well	27	10	1	0	0	38

20 **People and personal skills: (Qualities / Skills)**	**Low**	**Medium**	**High**	**Total**
• Adaptability to the working environment	30	8	0	38
• Giving attention to details	28	10	0	38
• Employee Commitment	29	9	0	38
• Open to new ideas and techniques	27	11	0	38
• Cooperation with management and peers	32	4	2	38
• Decision-making ability	32	6	0	38
• Dependability and sense of belongingness	30	8	0	38
• Leadership and taking responsibility	33	5	0	38
• Numeracy/Expertise	27	11	0	38
• Discipline and etiquette	31	7	0	38
• Self-awareness / Environmental awareness	31	7	0	38
• Promptness /Punctuality	29	8	1	38
• Tolerance to stress	25	10	3	38
• Work ethics	30	7	1	38
• Initiate new ideas	27	9	2	38

Table – 3:Employers response distribution in percent (2021-2022)

S.No	**Report in percentage**	**Strongly Agree**	**Agree**	**Neither Agree nor Disagree**	**Disagree**	**Strongly Disagree**	**Total**
1.	The program's overall curriculum is relevant to employability	74	24	2	0	0	100
2.	Experiments and practical's are conducted following current industry practices.	55	37	5	0	3	100
3.	Capacitated to work with cutting-edge technology, new types of equipment, and materials	55	37	5	0	3	100
4.	Technical & Practical Skills: Have necessary technical & Practical skills to carry out the responsibilities of a job role	58	39	3	0	0	100
5.	Know basic Microsoft office	66	32	2	0	0	100
6.	Have specific software skills related to the job role	60	32	8	0	0	100
7.	Have basic Internet Skills such as communication via email, finding internet solutions to the problems, and online transactions	68	32	0	0	0	100
8.	Adequate written communication skills	66	29	5	0	0	100

9.	Adequate oral communication skills	66	29	5	0	0	100
10.	Possess entrepreneurial abilities that include identifying market gaps	68	29	3	0	0	100
11.	Able to initiate, lead and lift teamwork spirit	66	32	2	0	0	100
12.	Digital marketing: Ability to use digital technologies to promote products and services that include websites	58	42	0	0	0	100
13.	Able to identify problems and come up with viable solutions	60	32	8	0	0	100
14.	Develops new processes and products	55	45	0	0	0	100
15.	Apply critical thinking skills to analyse the information	60	32	5	0	3	100
16.	The curriculum makes the employees aware of the legal knowledge	58	37	2	3	0	100
17.	Discipline: The employees are well disciplined and maintain a healthy working environment with their peers	66	32	2	0	0	100
18.	Ethical issues: The fundamental code of conduct of the employees is well observed	68	29	3	0	0	100
19.	Employees from our institution are performing well	71	26	0	3	0	100

20 **People and personal skills: (Qualities / Skills)**	**Low**	**Medium**	**High**	**Total**
• Adaptability to the working environment	79	21	0	100
• Giving attention to details	74	26	0	100
• Employee Commitment	76	24	0	100
• Open to new ideas and techniques	71	29	0	100
• Cooperation with management and peers	84	11	5	100
• Decision-making ability	84	16	0	100
• Dependability and sense of belongingness	79	21	0	100
• Leadership and taking responsibility	87	13	0	100
• Numeracy/Expertise	71	29	0	100
• Discipline and etiquette	82	18	0	100
• Self-awareness / Environmental awareness	82	18	0	100
• Promptness /Punctuality	76	21	3	100
• Tolerance to stress	66	26	8	100
• Work ethics	79	18	3	100
• Initiate new ideas	71	24	5	100

Table – 4: Relevance of curriculum to employability, syllabuses meet industry needs and fundamental skills

Questions	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Mean Score
1 Employability						
The program's overall curriculum is relevant to employability	28	9	1	0	0	4.7
The employers are highly satisfied with the curriculum's relativity to employment.						
2 The syllabus of the Programme meets the requirements of the industry						
Experiments and practical's are conducted following current industry practices.	21	14	2	1	0	4.4
Capacitated to work with cutting-edge technology, new types of equipment, and materials	21	14	2	1	0	4.5
Employers are gratified with the graduates' capacity to work with new equipment and latest technology. They are happy about the Experiments and practical in the curriculum which is conduced exactly like the current industry practices.						
3 The curriculum is designed to include the fundamental skills						
Technical & Practical Skills: Have necessary technical & Practical skills to carry out the responsibilities of a job role	22	15	1	0	0	4.5
Digital skills: i) Know basic Microsoft office applications	25	12	1	0	0	4.6
ii) Have specific software skills related to the job role	23	12	3	0	0	4.6
iii) Have basic Internet Skills such as communication via email, finding internet solutions to the problems, and online transactions	26	12	0	0	0	4.7
Communication skills: i) Adequate oral communication skills	25	11	2	0	0	4.6
ii) Adequate written communication skills	25	11	2	0	0	4.6
Employers are extremely satisfied with the technical and practical skills of the graduates for carrying out any job role. Employers are highly content with the communication skills and Digital skills of the graduates.						

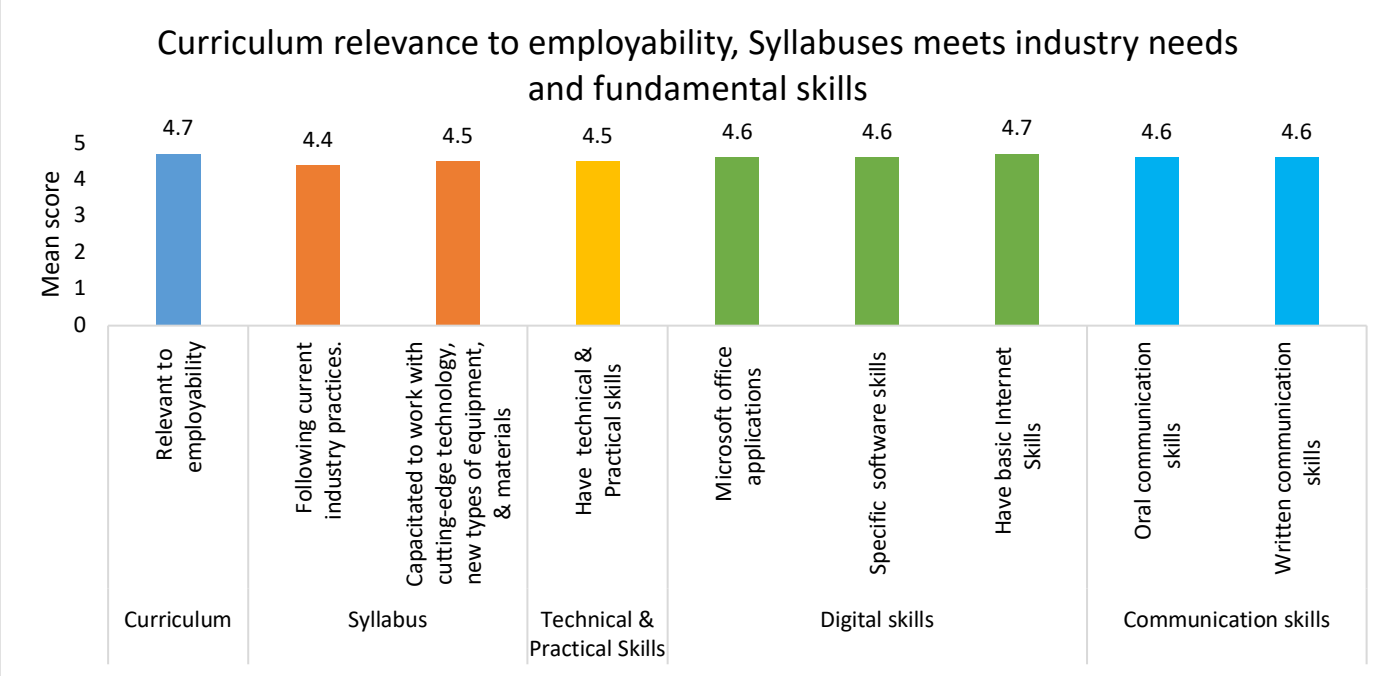

Table – 5: Entrepreneurship Skills, research work and legal knowledge

Questions	Strongly Agree	Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Mean Score
4 The curriculum encompasses Entrepreneurship Skills						
Possess entrepreneurial abilities that include identifying market gaps, suggesting ways to improve processes, and developing new ideas	26	11	1	0	0	4.7
Able to initiate, lead and lift teamwork spirit	25	12	1	0	0	4.6
Digital marketing**:** Ability to use digital technologies to promote products and services that include websites, blogs, search engines, and social media	22	16	0	0	0	4.6
Employers are very happy with the digital marketing skills and teamwork spirit of the graduates. They have also given highly positive ratings to the entrepreneurship skills in the curriculum.						
5 The syllabus encourages Research work						
Able to identify problems and come up with viable solutions	23	12	3	0	0	4.6
Develops new processes and products	21	17	0	0	0	4.5
Apply critical thinking skills to analyse the information	23	12	2	0	1	4.5
Employers are satisfied with the problem identification, critical thinking, and problem-solving skills of the former students of the University.						
6 The curriculum makes the employees aware of the legal knowledge						

The employees are aware of the legal laws and rights relating to their job roles	22	14	1	1	0	4.5
Employers have given extremely positive ratings for the legal knowledge in the curriculum.						

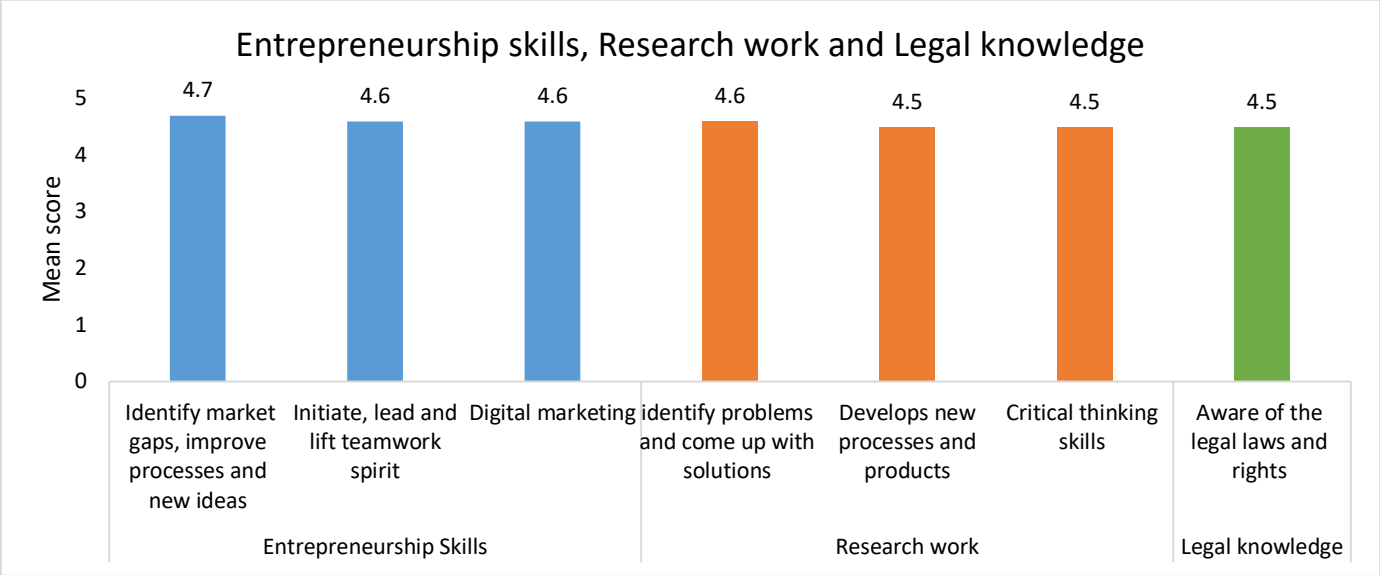

Table – 6: Discipline, ethical issues and performance of employees						
Questions	**Strongly Agree**	**Agree**	**Neither Agree nor Disagree**	**Disagree**	**Strongly Disagree**	**Mean Score**
7 The institution pays close attention to the discipline and etiquette of the students						
Discipline: The employees are well disciplined and maintain a healthy working environment with their peers	26	11	1	0	0	4.6
8 Ethical issues						
The fundamental code of conduct of the employees is well observed	27	10	1	0	0	4.7
9 Employees from our institution are performing well	27	10	1	0	0	4.7
Employers are gratified with the discipline, ethics and performance of the graduates from the university.						

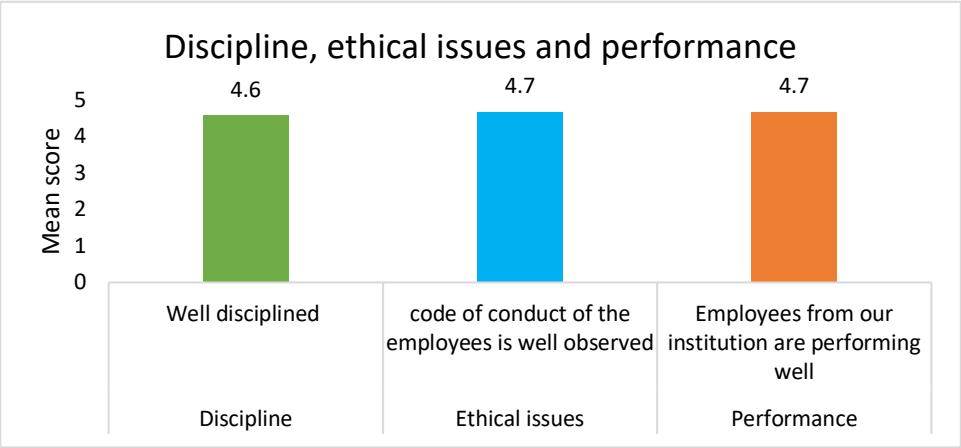

Table – 7: People and personal skills

S. No	Qualities / Skills	High	Medium	Low	Mean Score
1.	Adaptability to the working environment	79	21	0	2.8
2.	Giving attention to details	74	26	0	2.8
3.	Employee Commitment	76	24	0	2.8
4.	Open to new ideas and techniques	71	29	0	2.7
5.	Cooperation with management and peers	84	11	5	2.8
6.	Decision-making ability	84	16	0	2.8
7.	Dependability and sense of belongingness	79	21	0	2.8
8.	Leadership and taking responsibility	87	13	0	2.9
9.	Numeracy/Expertise	71	29	0	2.7
10.	Discipline and etiquette	82	18	0	2.8
11.	Self-awareness / Environmental awareness	82	18	0	2.8
12.	Promptness /Punctuality	76	21	3	2.8
13.	Tolerance to stress	66	26	8	2.6
14.	Work ethics	79	18	3	2.8
15.	Initiate new ideas	71	24	5	2.7

Employers have given moderate ratings to the stress tolerance, work ethics, commitment, etc. of the graduates. They have given average ratings to the individual skills of the alumni from Periyar University

STAKEHOLDERS' FEEDBACK ANALYSIS: ACTION TAKEN REPORT 2021-2022

Employers' Feedback Analysis: Action Taken Report

- Employers provided average ratings for stress tolerance, work ethics, and commitment.
- Employers are expecting to focus on the people and personal skills .

OBSERVATION	ACTION TAKEN
Employers provided average ratings for stress tolerance, work ethics, and commitment.	Action is taken to educate students about stress tolerance, ethics, and commitment at work.
Employers are expecting to focus on the people and personal skills.	Special programmes are being organised to impart people and technical skills.

8.11.22

COORDINATOR FEEDBACK ANALYSIS

Dr. S. Lakshmi Manokari, M.Sc.,M.Phil.,Ph.D.,
Professor and Head
Dept. of Textiles And Apparel Design
Periyar University, SALEM-636 011.
Tamilnadu, India.

08.11.2022

DIRECTOR IQAC

Prof. Dr.G.YOGANANDAN
DIRECTOR
INTERNAL QUALITY ASSURANCE CELL (IQAC)
PERIYAR UNIVERSITY
SALEM-636 011. TAMIL NADU.

8/11/22

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