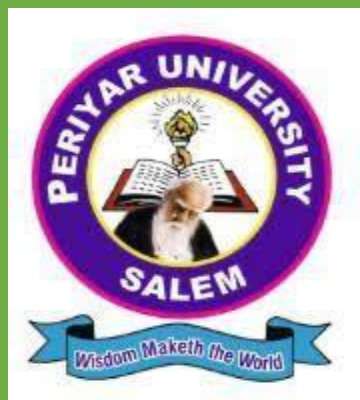


STAKEHOLDERS FEEDBACK ANALYSIS REPORT

EMPLOYER FEEDBACK (2024-25)



**PERIYAR UNIVERSITY
SALEM**

Table of Contents

| | |
|---|-----------|
| <i>Table – 1: Questions Asked.....</i> | <i>2</i> |
| <i>Table – 2: Distribution of Responses from Employers (2024-25)</i> | <i>4</i> |
| <i>Table – 3 Employers Response Distribution in Percent (2024-25)</i> | <i>5</i> |
| <i>Table- 4 School of Biosciences</i> | <i>7</i> |
| <i>Table-5 School of Business Studies.....</i> | <i>9</i> |
| <i>Table-6 School of Social Sciences</i> | <i>11</i> |
| <i>Table- 7 School of Mathematics</i> | <i>13</i> |
| <i>Table-8 School of Languages</i> | <i>15</i> |
| <i>Table-9 School of Life Sciences</i> | <i>17</i> |
| <i>Table-10 School of Physical Sciences.....</i> | <i>19</i> |
| <i>Table-11 School of Professional studies.....</i> | <i>21</i> |
| <i>Table-12 School of Energy & Environmental Sciences.....</i> | <i>23</i> |
| <i>Employer Feedback Analysis Report.....</i> | <i>25</i> |

FEEDBACK FROM EMPLOYERS

The Internal Quality Assurance Cell (IQAC) of Periyar University collects feedback from employers on the 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 118 employers have given their feedback. This report presents a list of questions and an overall analysis.

The number of feedbacks received in the year 2024-25 is

| Year | Number of Employers |
|-----------|---------------------|
| 2024 - 25 | 118 |

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 |

| |
|--|
| <p>THE CURRICULUM MAKES THE EMPLOYEES AWARE OF THE LEGAL KNOWLEDGE</p> <p>16. The employees are aware of the legal laws and rights relating to their job roles</p> |
| <p>THE INSTITUTION PAYS CLOSE ATTENTION TO THE DISCIPLINE AND ETIQUETTE OF THE STUDENTS</p> <p>Discipline:</p> <p>17. The employees are well disciplined and maintain a healthy working environment with their peers</p> <p>Ethical issues:</p> <p>18. The fundamental code of conduct of the employees is well observed</p> <p>19. Employees from our institution are performing well</p> |
| <p>20. PEOPLE AND PERSONAL SKILLS:</p> <p>Please tick (<input type="checkbox"/>) the personal qualities that are required for your organization from the list of skills and qualities below:</p> |
| 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 (2024-25)

| S. No. | Parameters | Strongly Agree (%) | Agree (%) | Neither agree nor Disagree (%) | Disagree (%) | Strongly Disagree (%) | Total |
|--------|---|--------------------|-----------|--------------------------------|--------------|-----------------------|-------|
| 1. | Demonstrates comprehensive knowledge in the field of study | 62 | 51 | 2 | 0 | 3 | 118 |
| 2. | Effectively applies theoretical concepts to practical situations | 58 | 54 | 3 | 1 | 2 | 118 |
| 3. | Shows ability to analyze problems using subject knowledge | 57 | 52 | 6 | 2 | 1 | 118 |
| 4. | Keeps updated with latest developments in their field | 55 | 53 | 8 | 0 | 2 | 118 |
| 5. | Demonstrates analytical and critical thinking abilities | 63 | 49 | 4 | 0 | 2 | 118 |
| 6. | Shows proficiency in research and data interpretation | 50 | 57 | 8 | 1 | 2 | 118 |
| 7. | Efficiently uses industry-specific software and tools | 56 | 58 | 1 | 1 | 2 | 118 |
| 8. | Demonstrates strong digital literacy and adaptation to new technologies | 55 | 57 | 4 | 1 | 1 | 118 |
| 9. | Effectively handles technical equipment and resources | 58 | 55 | 3 | 0 | 2 | 118 |
| 10. | Shows problem-solving abilities in technical situations. | 53 | 62 | 1 | 0 | 2 | 118 |
| 11. | Maintains accuracy in technical documentation | 55 | 58 | 3 | 0 | 2 | 118 |
| 12. | Applies technical knowledge to improve work processes | 56 | 56 | 4 | 2 | 0 | 118 |
| 13. | Communicates clearly and effectively in professional settings | 56 | 54 | 6 | 0 | 2 | 118 |
| 14. | Works collaboratively in team environments | 52 | 61 | 3 | 0 | 2 | 118 |
| 15. | Demonstrates strong time management abilities | 50 | 60 | 5 | 2 | 1 | 118 |
| 16. | Shows adaptability to changing work situations | 59 | 52 | 3 | 2 | 2 | 118 |
| 17. | Displays active listening and comprehension skills | 59 | 53 | 4 | 0 | 2 | 118 |
| 18. | Handles workplace pressure effectively | 62 | 51 | 2 | 1 | 2 | 118 |
| 19. | Shows leadership potential in group situations | 59 | 50 | 7 | 0 | 2 | 118 |
| 20. | Demonstrates innovative thinking and creative problem-solving | 56 | 57 | 2 | 1 | 2 | 118 |
| 21. | Displays entrepreneurial mindset and initiative | 64 | 46 | 5 | 1 | 2 | 118 |
| 22. | Effectively manages resources and priorities | 49 | 61 | 5 | 2 | 1 | 118 |
| 23. | Shows decision-making capabilities | 55 | 57 | 3 | 1 | 2 | 118 |

| | | | | | | | |
|-----|---|----|----|---|---|---|-----|
| 24. | Coordinates well with different departments/teams | 54 | 59 | 3 | 1 | 1 | 118 |
| 25. | Maintains professional behavior at workplace | 62 | 51 | 3 | 0 | 2 | 118 |
| 26. | Demonstrates strong work ethics and integrity | 58 | 55 | 3 | 0 | 2 | 118 |
| 27. | Follows organizational policies and procedures | 59 | 52 | 3 | 2 | 2 | 118 |
| 28. | Shows responsibility and accountability | 61 | 52 | 2 | 2 | 1 | 118 |
| 29. | Maintains confidentiality and data privacy | 63 | 51 | 1 | 1 | 2 | 118 |
| 30. | Displays respect and cultural sensitivity | 58 | 54 | 4 | 0 | 2 | 118 |

Table – 3 Employers Response Distribution in Percent (2024-25)

| S. No | Parameters | Strongly Agree (%) | Agree (%) | Neither agree nor Disagree (%) | Disagree (%) | Strongly Disagree (%) | Total | Mean Score |
|-------|---|--------------------|-----------|--------------------------------|--------------|-----------------------|-------|------------|
| 1. | Demonstrates comprehensive knowledge in the field of study | 53 | 43 | 2 | 0 | 2 | 100 | 4.43 |
| 2. | Effectively applies theoretical concepts to practical situations | 49 | 46 | 3 | 1 | 1 | 100 | 4.40 |
| 3. | Shows ability to analyze problems using subject knowledge | 48 | 44 | 5 | 2 | 1 | 100 | 4.37 |
| 4. | Keeps updated with latest developments in their field | 47 | 45 | 7 | 0 | 1 | 100 | 4.35 |
| 5. | Demonstrates analytical and critical thinking abilities | 53 | 42 | 3 | 0 | 2 | 100 | 4.45 |
| 6. | Shows proficiency in research and data interpretation | 42 | 48 | 7 | 1 | 2 | 100 | 4.29 |
| 7. | Efficiently uses industry-specific software and tools | 47 | 49 | 1 | 1 | 2 | 100 | 4.40 |
| 8. | Demonstrates strong digital literacy and adaptation to new technologies | 47 | 48 | 3 | 1 | 1 | 100 | 4.39 |
| 9. | Effectively handles technical equipment and resources | 49 | 47 | 3 | 0 | 1 | 100 | 4.42 |
| 10 | Shows problem-solving abilities in technical situations. | 45 | 53 | 1 | 0 | 1 | 100 | 4.39 |
| 11 | Maintains accuracy in technical documentation | 47 | 49 | 3 | 0 | 1 | 100 | 4.39 |
| 12 | Applies technical knowledge to improve work processes | 47 | 47 | 3 | 3 | 0 | 100 | 4.41 |
| 13 | Communicates clearly and effectively in professional settings | 47 | 46 | 5 | 0 | 2 | 100 | 4.37 |
| 14 | Works collaboratively in team environments | 44 | 52 | 3 | 0 | 1 | 100 | 4.36 |

| | | | | | | | | |
|----|---|----|----|---|---|---|-----|------|
| 15 | Demonstrates strong time management abilities | 42 | 51 | 4 | 2 | 1 | 100 | 4.32 |
| 16 | Shows adaptability to changing work situations | 50 | 44 | 3 | 2 | 1 | 100 | 4.39 |
| 17 | Displays active listening and comprehension skills | 50 | 45 | 3 | 0 | 2 | 100 | 4.42 |
| 18 | Handles workplace pressure effectively | 53 | 43 | 2 | 1 | 1 | 100 | 4.44 |
| 19 | Shows leadership potential in group situations | 50 | 42 | 6 | 0 | 2 | 100 | 4.39 |
| 20 | Demonstrates innovative thinking and creative problem-solving | 47 | 48 | 2 | 1 | 2 | 100 | 4.39 |
| 21 | Displays entrepreneurial mindset and initiative | 54 | 39 | 4 | 1 | 2 | 100 | 4.43 |
| 22 | Effectively manages resources and priorities | 42 | 52 | 4 | 1 | 1 | 100 | 4.31 |
| 23 | Shows decision-making capabilities | 47 | 48 | 3 | 1 | 1 | 100 | 4.37 |
| 24 | Coordinates well with different departments/teams | 46 | 50 | 2 | 1 | 1 | 100 | 4.39 |
| 25 | Maintains professional behavior at workplace | 53 | 43 | 3 | 0 | 1 | 100 | 4.45 |
| 26 | Demonstrates strong work ethics and integrity | 49 | 47 | 3 | 0 | 1 | 100 | 4.42 |
| 27 | Follows organizational policies and procedures | 50 | 44 | 3 | 2 | 1 | 100 | 4.39 |
| 28 | Shows responsibility and accountability | 52 | 44 | 2 | 1 | 1 | 100 | 4.44 |
| 29 | Maintains confidentiality and data privacy | 53 | 43 | 1 | 1 | 2 | 100 | 4.46 |
| 30 | Displays respect and cultural sensitivity | 49 | 46 | 3 | 0 | 2 | 100 | 4.41 |

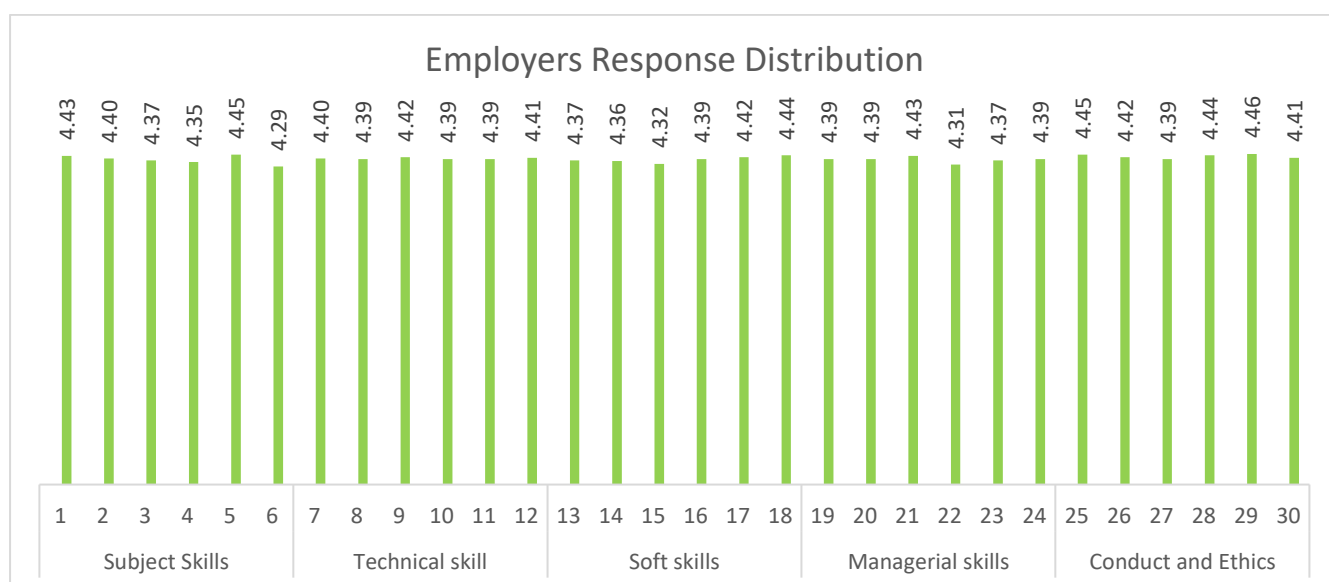


Table- 4 School of Biosciences

| | Questions | Strongly Agree (%) | Agree (%) | Neither Agree nor disagree (%) | Disagree (%) | Strongly Disagree (%) | Mean Score |
|-----------------|---|--------------------|-----------|--------------------------------|--------------|-----------------------|------------|
| Subject Skills | | | | | | | |
| 1. | Demonstrates comprehensive knowledge in the field of study | 47 | 47 | 0 | 0 | 6 | 4.27 |
| 2. | Effectively applies theoretical concepts to practical situations | 47 | 40 | 13 | 0 | 0 | 4.33 |
| 3. | Shows ability to analyze problems using subject knowledge | 47 | 53 | 0 | 0 | 0 | 4.47 |
| 4. | Keeps updated with latest developments in their field | 40 | 47 | 13 | 0 | 0 | 4.27 |
| 5. | Demonstrates analytical and critical thinking abilities | 40 | 60 | 0 | 0 | 0 | 4.40 |
| 6. | Shows proficiency in research and data interpretation | 47 | 33 | 20 | 0 | 0 | 4.27 |
| Technical skill | | | | | | | |
| 7. | Efficiently uses industry-specific software and tools | 40 | 53 | 0 | 7 | 0 | 4.27 |
| 8. | Demonstrates strong digital literacy and adaptation to new technologies | 40 | 47 | 13 | 0 | 0 | 4.27 |
| 9. | Effectively handles technical equipment and resources | 40 | 60 | 0 | 0 | 0 | 4.40 |
| 10. | Shows problem-solving abilities in technical situations. | 40 | 60 | 0 | 0 | 0 | 4.40 |
| 11. | Maintains accuracy in technical documentation | 47 | 53 | 0 | 0 | 0 | 4.47 |
| 12. | Applies technical knowledge to improve work processes | 40 | 53 | 7 | 0 | 0 | 4.33 |
| Soft skills | | | | | | | |
| 13. | Communicates clearly and effectively in professional settings | 40 | 53 | 7 | 0 | 0 | 4.33 |
| 14. | Works collaboratively in team environments | 40 | 53 | 7 | 0 | 0 | 4.33 |
| 15. | Demonstrates strong time management abilities | 33 | 67 | 0 | 0 | 0 | 4.33 |
| 16. | Shows adaptability to changing work situations | 47 | 47 | 0 | 6 | 0 | 4.33 |
| 17. | Displays active listening and comprehension skills | 40 | 60 | 0 | 0 | 0 | 4.40 |

| | | | | | | | |
|--------------------|---|----|----|----|---|---|------|
| 18. | Handles workplace pressure effectively | 60 | 40 | 0 | 0 | 0 | 4.60 |
| | | | | | | | |
| Managerial skills | | | | | | | |
| 19. | Shows leadership potential in group situations | 53 | 33 | 14 | 0 | 0 | 4.40 |
| 20. | Demonstrates innovative thinking and creative problem-solving | 47 | 53 | 0 | 0 | 0 | 4.47 |
| 21. | Displays entrepreneurial mindset and initiative | 47 | 53 | 0 | 0 | 0 | 4.47 |
| 22. | Effectively manages resources and priorities | 40 | 53 | 7 | 0 | 0 | 4.33 |
| 23. | Shows decision-making capabilities | 47 | 47 | 6 | 0 | 0 | 4.40 |
| 24. | Coordinates well with different departments/teams | 53 | 47 | 0 | 0 | 0 | 4.53 |
| | | | | | | | |
| Conduct and Ethics | | | | | | | |
| 25. | Maintains professional behavior at workplace | 53 | 47 | 0 | 0 | 0 | 4.53 |
| 26. | Demonstrates strong work ethics and integrity | 60 | 40 | 0 | 0 | 0 | 4.60 |
| 27. | Follows organizational policies and procedures | 47 | 53 | 0 | 0 | 0 | 4.47 |
| 28. | Shows responsibility and accountability | 47 | 47 | 6 | 0 | 0 | 4.40 |
| 29. | Maintains confidentiality and data privacy | 60 | 40 | 0 | 0 | 0 | 4.60 |
| 30. | Displays respect and cultural sensitivity | 53 | 47 | 0 | 0 | 0 | 4.53 |

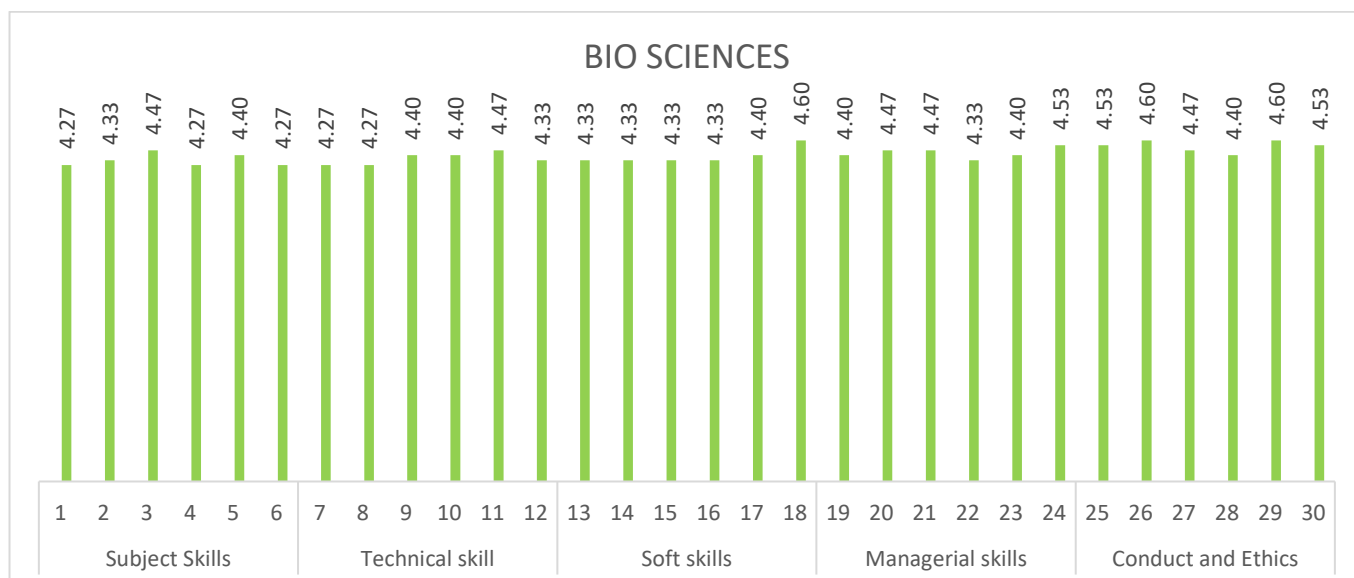


Table- 5 School of Business Studies

| | Questions | Strongly Agree (%) | Agree (%) | Neither Agree nor disagree (%) | Disagree (%) | Strongly Disagree (%) | Mean Score |
|-----------------|---|--------------------|-----------|--------------------------------|--------------|-----------------------|------------|
| Subject Skills | | | | | | | |
| 1. | Demonstrates comprehensive knowledge in the field of study | 66 | 32 | 2 | 0 | 0 | 4.64 |
| 2. | Effectively applies theoretical concepts to practical situations | 52 | 45 | 3 | 0 | 0 | 4.50 |
| 3. | Shows ability to analyze problems using subject knowledge | 55 | 39 | 6 | 0 | 0 | 4.48 |
| 4. | Keeps updated with latest developments in their field | 57 | 36 | 7 | 0 | 0 | 4.50 |
| 5. | Demonstrates analytical and critical thinking abilities | 61 | 32 | 7 | 0 | 0 | 4.55 |
| 6. | Shows proficiency in research and data interpretation | 52 | 41 | 5 | 2 | 0 | 4.43 |
| Technical skill | | | | | | | |
| 7. | Efficiently uses industry-specific software and tools | 61 | 36 | 3 | 0 | 0 | 4.59 |
| 8. | Demonstrates strong digital literacy and adaptation to new technologies | 61 | 36 | 3 | 0 | 0 | 4.59 |
| 9. | Effectively handles technical equipment and resources | 64 | 32 | 4 | 0 | 0 | 4.59 |
| 10. | Shows problem-solving abilities in technical situations. | 57 | 43 | 0 | 0 | 0 | 4.57 |
| 11. | Maintains accuracy in technical documentation | 57 | 36 | 7 | 0 | 0 | 4.50 |
| 12. | Applies technical knowledge to improve work processes | 64 | 32 | 4 | 0 | 0 | 4.59 |
| Soft skills | | | | | | | |
| 13. | Communicates clearly and effectively in professional settings | 52 | 41 | 7 | 0 | 0 | 4.45 |
| 14. | Works collaboratively in team environments | 48 | 48 | 4 | 0 | 0 | 4.43 |
| 15. | Demonstrates strong time management abilities | 45 | 45 | 7 | 3 | 0 | 4.34 |
| 16. | Shows adaptability to changing work situations | 55 | 41 | 2 | 2 | 0 | 4.48 |
| 17. | Displays active listening and comprehension skills | 50 | 43 | 7 | 0 | 0 | 4.43 |
| 18. | Handles workplace pressure effectively | 57 | 39 | 2 | 2 | 0 | 4.50 |

| Managerial skills | | | | | | | |
|--------------------|---|----|----|---|---|---|------|
| 19. | Shows leadership potential in group situations | 59 | 36 | 5 | 0 | 0 | 4.55 |
| 20. | Demonstrates innovative thinking and creative problem-solving | 55 | 41 | 2 | 2 | 0 | 4.48 |
| 21. | Displays entrepreneurial mindset and initiative | 59 | 34 | 7 | 0 | 0 | 4.52 |
| 22. | Effectively manages resources and priorities | 52 | 41 | 5 | 2 | 0 | 4.43 |
| 23. | Shows decision-making capabilities | 50 | 43 | 5 | 2 | 0 | 4.41 |
| 24. | Coordinates well with different departments/teams | 50 | 45 | 5 | 0 | 0 | 4.45 |
| Conduct and Ethics | | | | | | | |
| 25. | Maintains professional behavior at workplace | 55 | 43 | 2 | 0 | 0 | 4.52 |
| 26. | Demonstrates strong work ethics and integrity | 52 | 48 | 0 | 0 | 0 | 4.52 |
| 27. | Follows organizational policies and procedures | 57 | 34 | 7 | 2 | 0 | 4.45 |
| 28. | Shows responsibility and accountability | 57 | 41 | 0 | 2 | 0 | 4.52 |
| 29. | Maintains confidentiality and data privacy | 55 | 43 | 0 | 2 | 0 | 4.50 |
| 30. | Displays respect and cultural sensitivity | 52 | 43 | 5 | 0 | 0 | 4.48 |



Table- 6 School of Social Sciences

| | Questions | Strongly Agree (%) | Agree (%) | Neither Agree nor disagree (%) | Disagree (%) | Strongly Disagree (%) | Mean Score |
|-----------------|---|--------------------|-----------|--------------------------------|--------------|-----------------------|------------|
| Subject Skills | | | | | | | |
| 1. | Demonstrates comprehensive knowledge in the field of study | 36 | 64 | 0 | 0 | 0 | 4.36 |
| 2. | Effectively applies theoretical concepts to practical situations | 64 | 36 | 0 | 0 | 0 | 4.64 |
| 3. | Shows ability to analyze problems using subject knowledge | 27 | 64 | 9 | 0 | 0 | 4.18 |
| 4. | Keeps updated with latest developments in their field | 36 | 55 | 9 | 0 | 0 | 4.27 |
| 5. | Demonstrates analytical and critical thinking abilities | 27 | 64 | 9 | 0 | 0 | 4.18 |
| 6. | Shows proficiency in research and data interpretation | 27 | 73 | 0 | 0 | 0 | 4.27 |
| Technical skill | | | | | | | |
| 7. | Efficiently uses industry-specific software and tools | 27 | 73 | 0 | 0 | 0 | 4.27 |
| 8. | Demonstrates strong digital literacy and adaptation to new technologies | 55 | 45 | 0 | 0 | 0 | 4.55 |
| 9. | Effectively handles technical equipment and resources | 45 | 55 | 0 | 0 | 0 | 4.45 |
| 10. | Shows problem-solving abilities in technical situations. | 45 | 45 | 10 | 0 | 0 | 4.36 |
| 11. | Maintains accuracy in technical documentation | 55 | 45 | 0 | 0 | 0 | 4.55 |
| 12. | Applies technical knowledge to improve work processes | 45 | 45 | 10 | 0 | 0 | 4.36 |
| Soft skills | | | | | | | |
| 13. | Communicates clearly and effectively in professional settings | 27 | 55 | 18 | 0 | 0 | 4.09 |
| 14. | Works collaboratively in team environments | 27 | 73 | 0 | 0 | 0 | 4.27 |
| 15. | Demonstrates strong time management abilities | 36 | 64 | 0 | 0 | 0 | 4.36 |
| 16. | Shows adaptability to changing work situations | 45 | 55 | 0 | 0 | 0 | 4.45 |
| 17. | Displays active listening and comprehension skills | 55 | 45 | 0 | 0 | 0 | 4.55 |
| 18. | Handles workplace pressure effectively | 27 | 64 | 9 | 0 | 0 | 4.18 |

| Managerial skills | | | | | | | |
|--------------------|---|----|----|----|----|---|------|
| 19. | Shows leadership potential in group situations | 18 | 64 | 18 | 0 | 0 | 4 |
| 20. | Demonstrates innovative thinking and creative problem-solving | 55 | 45 | 0 | 0 | 0 | 4.55 |
| 21. | Displays entrepreneurial mindset and initiative | 36 | 45 | 9 | 10 | 0 | 4.09 |
| 22. | Effectively manages resources and priorities | 27 | 55 | 18 | 0 | 0 | 4.09 |
| 23. | Shows decision-making capabilities | 36 | 64 | 0 | 0 | 0 | 4.36 |
| 24. | Coordinates well with different departments/teams | 18 | 73 | 9 | 0 | 0 | 4.09 |
| Conduct and Ethics | | | | | | | |
| 25. | Maintains professional behavior at workplace | 45 | 45 | 10 | 0 | 0 | 4.36 |
| 26. | Demonstrates strong work ethics and integrity | 45 | 45 | 10 | 0 | 0 | 4.36 |
| 27. | Follows organizational policies and procedures | 18 | 82 | 0 | 0 | 0 | 4.18 |
| 28. | Shows responsibility and accountability | 55 | 45 | 0 | 0 | 0 | 4.55 |
| 29. | Maintains confidentiality and data privacy | 36 | 64 | 0 | 0 | 0 | 4.36 |
| 30. | Displays respect and cultural sensitivity | 27 | 64 | 9 | 0 | 0 | 4.18 |

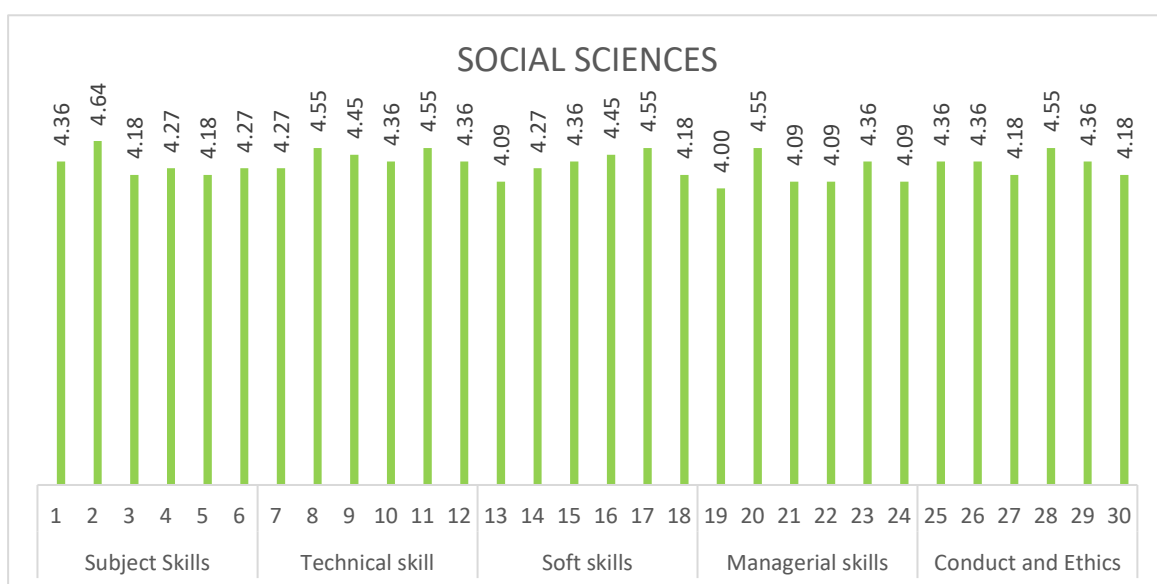


Table- 7 School of Mathematics

| | Questions | Strongly Agree (%) | Agree (%) | Neither Agree nor disagree (%) | Disagree (%) | Strongly Disagree (%) | Mean Score |
|-----------------|---|--------------------|-----------|--------------------------------|--------------|-----------------------|------------|
| Subject Skills | | | | | | | |
| 1. | Demonstrates comprehensive knowledge in the field of study | 38 | 50 | 12 | 0 | 0 | 4.25 |
| 2. | Effectively applies theoretical concepts to practical situations | 38 | 50 | 0 | 0 | 12 | 4 |
| 3. | Shows ability to analyze problems using subject knowledge | 50 | 38 | 0 | 12 | 0 | 4.25 |
| 4. | Keeps updated with latest developments in their field | 38 | 50 | 12 | 0 | 0 | 4.25 |
| 5. | Demonstrates analytical and critical thinking abilities | 50 | 50 | 0 | 0 | 0 | 4.5 |
| 6. | Shows proficiency in research and data interpretation | 38 | 50 | 12 | 0 | 0 | 4.25 |
| Technical Skill | | | | | | | |
| 7. | Efficiently uses industry-specific software and tools | 37 | 63 | 0 | 0 | 0 | 4.38 |
| 8. | Demonstrates strong digital literacy and adaptation to new technologies | 37 | 63 | 0 | 0 | 0 | 4.38 |
| 9. | Effectively handles technical equipment and resources | 37 | 63 | 0 | 0 | 0 | 4.38 |
| 10. | Shows problem-solving abilities in technical situations. | 37 | 63 | 0 | 0 | 0 | 4.38 |
| 11. | Maintains accuracy in technical documentation | 37 | 63 | 0 | 0 | 0 | 4.38 |
| 12. | Applies technical knowledge to improve work processes | 37 | 63 | 0 | 0 | 0 | 4.38 |
| Soft Skills | | | | | | | |
| 13. | Communicates clearly and effectively in professional settings | 50 | 50 | 0 | 0 | 0 | 4.50 |
| 14. | Works collaboratively in team environments | 50 | 50 | 0 | 0 | 0 | 4.50 |
| 15. | Demonstrates strong time management abilities | 63 | 37 | 0 | 0 | 0 | 4.63 |
| 16. | Shows adaptability to changing work situations | 63 | 37 | 0 | 0 | 0 | 4.63 |
| 17. | Displays active listening and comprehension skills | 50 | 50 | 0 | 0 | 0 | 4.50 |
| 18. | Handles workplace pressure effectively | 63 | 37 | 0 | 0 | 0 | 4.63 |

| Managerial Skills | | | | | | | |
|--------------------|---|----|----|---|---|---|------|
| 19. | Shows leadership potential in group situations | 37 | 63 | 0 | 0 | 0 | 4.38 |
| 20. | Demonstrates innovative thinking and creative problem-solving | 50 | 50 | 0 | 0 | 0 | 4.50 |
| 21. | Displays entrepreneurial mindset and initiative | 63 | 37 | 0 | 0 | 0 | 4.63 |
| 22. | Effectively manages resources and priorities | 50 | 50 | 0 | 0 | 0 | 4.50 |
| 23. | Shows decision-making capabilities | 50 | 50 | 0 | 0 | 0 | 4.50 |
| 24. | Coordinates well with different departments/teams | 63 | 37 | 0 | 0 | 0 | 4.63 |
| Conduct and Ethics | | | | | | | |
| 25. | Maintains professional behavior at workplace | 63 | 37 | 0 | 0 | 0 | 4.63 |
| 26. | Demonstrates strong work ethics and integrity | 50 | 50 | 0 | 0 | 0 | 4.50 |
| 27. | Follows organizational policies and procedures | 63 | 37 | 0 | 0 | 0 | 4.63 |
| 28. | Shows responsibility and accountability | 50 | 50 | 0 | 0 | 0 | 4.50 |
| 29. | Maintains confidentiality and data privacy | 50 | 50 | 0 | 0 | 0 | 4.50 |
| 30. | Displays respect and cultural sensitivity | 63 | 37 | 0 | 0 | 0 | 4.63 |

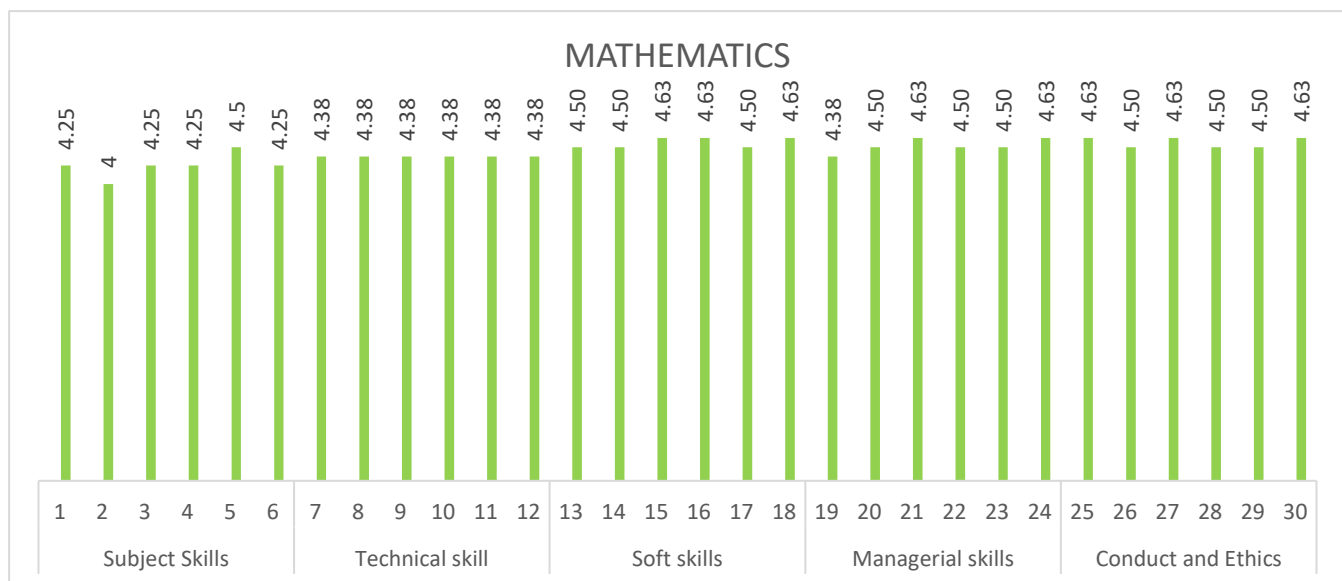


Table- 8 School of Languages

| | Questions | Strongly Agree (%) | Agree (%) | Neither Agree nor disagree (%) | Disagree (%) | Strongly Disagree (%) | Mean Score |
|------------------------|---|--------------------|-----------|--------------------------------|--------------|-----------------------|------------|
| Subject Skills | | | | | | | |
| 1. | Demonstrates comprehensive knowledge in the field of study | 45 | 55 | 0 | 0 | 0 | 4.45 |
| 2. | Effectively applies theoretical concepts to practical situations | 36 | 64 | 0 | 0 | 0 | 4.36 |
| 3. | Shows ability to analyze problems using subject knowledge | 45 | 45 | 10 | 0 | 0 | 4.36 |
| 4. | Keeps updated with latest developments in their field | 36 | 55 | 9 | 0 | 0 | 4.27 |
| 5. | Demonstrates analytical and critical thinking abilities | 55 | 45 | 0 | 0 | 0 | 4.55 |
| 6. | Shows proficiency in research and data interpretation | 27 | 73 | 0 | 0 | 0 | 4.27 |
| Technical Skill | | | | | | | |
| 7. | Efficiently uses industry-specific software and tools | 27 | 73 | 0 | 0 | 0 | 4.27 |
| 8. | Demonstrates strong digital literacy and adaptation to new technologies | 18 | 82 | 0 | 0 | 0 | 4.18 |
| 9. | Effectively handles technical equipment and resources | 36 | 64 | 0 | 0 | 0 | 4.36 |
| 10. | Shows problem-solving abilities in technical situations. | 18 | 82 | 0 | 0 | 0 | 4.18 |
| 11. | Maintains accuracy in technical documentation | 18 | 82 | 0 | 0 | 0 | 4.18 |
| 12. | Applies technical knowledge to improve work processes | 36 | 64 | 0 | 0 | 0 | 4.36 |
| Soft Skills | | | | | | | |
| 13. | Communicates clearly and effectively in professional settings | 55 | 45 | 0 | 0 | 0 | 4.55 |
| 14. | Works collaboratively in team environments | 27 | 73 | 0 | 0 | 0 | 4.27 |
| 15. | Demonstrates strong time management abilities | 36 | 64 | 0 | 0 | 0 | 4.36 |
| 16. | Shows adaptability to changing work situations | 36 | 64 | 0 | 0 | 0 | 4.36 |
| 17. | Displays active listening and comprehension skills | 36 | 64 | 0 | 0 | 0 | 4.36 |
| 18. | Handles workplace pressure effectively | 45 | 55 | 0 | 0 | 0 | 4.45 |

| Managerial Skills | | | | | | | |
|--------------------|---|----|----|---|---|---|------|
| 19. | Shows leadership potential in group situations | 36 | 64 | 0 | 0 | 0 | 4.36 |
| 20. | Demonstrates innovative thinking and creative problem-solving | 45 | 55 | 0 | 0 | 0 | 4.45 |
| 21. | Displays entrepreneurial mindset and initiative | 55 | 45 | 0 | 0 | 0 | 4.55 |
| 22. | Effectively manages resources and priorities | 27 | 73 | 0 | 0 | 0 | 4.27 |
| 23. | Shows decision-making capabilities | 45 | 55 | 0 | 0 | 0 | 4.45 |
| 24. | Coordinates well with different departments/teams | 36 | 64 | 0 | 0 | 0 | 4.36 |
| Conduct and Ethics | | | | | | | |
| 25. | Maintains professional behavior at workplace | 36 | 64 | 0 | 0 | 0 | 4.36 |
| 26. | Demonstrates strong work ethics and integrity | 45 | 55 | 0 | 0 | 0 | 4.45 |
| 27. | Follows organizational policies and procedures | 27 | 73 | 0 | 0 | 0 | 4.27 |
| 28. | Shows responsibility and accountability | 45 | 55 | 0 | 0 | 0 | 4.45 |
| 29. | Maintains confidentiality and data privacy | 36 | 64 | 0 | 0 | 0 | 4.36 |
| 30. | Displays respect and cultural sensitivity | 27 | 73 | 0 | 0 | 0 | 4.27 |

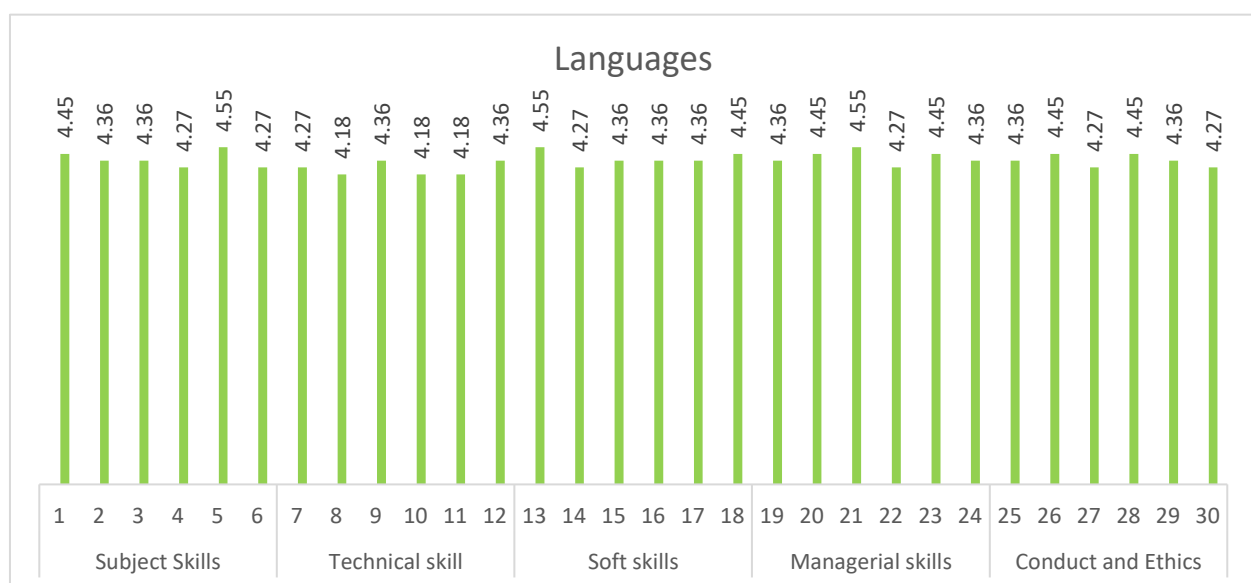


Table- 9 School of Life Sciences

| | Questions | Strongly Agree (%) | Agree (%) | Neither Agree nor disagree (%) | Disagree (%) | Strongly Disagree (%) | Mean Score |
|------------------|---|--------------------|-----------|--------------------------------|--------------|-----------------------|------------|
| Subject Skills | | | | | | | |
| 1. | Demonstrates comprehensive knowledge in the field of study | 62 | 23 | 0 | 0 | 15 | 4.15 |
| 2. | Effectively applies theoretical concepts to practical situations | 54 | 31 | 0 | 8 | 7 | 4.15 |
| 3. | Shows ability to analyze problems using subject knowledge | 46 | 38 | 0 | 8 | 8 | 4.08 |
| 4. | Keeps updated with latest developments in their field | 54 | 31 | 0 | 0 | 15 | 4.08 |
| 5. | Demonstrates analytical and critical thinking abilities | 62 | 23 | 0 | 0 | 15 | 4.15 |
| 6. | Shows proficiency in research and data interpretation | 54 | 23 | 8 | 0 | 15 | 4 |
| Technical Skills | | | | | | | |
| 7. | Efficiently uses industry-specific software and tools | 69 | 15 | 0 | 0 | 16 | 4.23 |
| 8. | Demonstrates strong digital literacy and adaptation to new technologies | 38 | 46 | 0 | 8 | 8 | 4 |
| 9. | Effectively handles technical equipment and resources | 46 | 38 | 0 | 0 | 16 | 4 |
| 10. | Shows problem-solving abilities in technical situations. | 38 | 46 | 0 | 0 | 16 | 3.92 |
| 11. | Maintains accuracy in technical documentation | 46 | 38 | 0 | 0 | 16 | 4 |
| 12. | Applies technical knowledge to improve work processes | 31 | 54 | 0 | 15 | 0 | 4 |
| Soft Skills | | | | | | | |
| 13. | Communicates clearly and effectively in professional settings | 54 | 31 | 0 | 0 | 15 | 4.08 |
| 14. | Works collaboratively in team environments | 62 | 23 | 0 | 0 | 15 | 4.15 |
| 15. | Demonstrates strong time management abilities | 46 | 38 | 0 | 8 | 8 | 4.08 |
| 16. | Shows adaptability to changing work situations | 46 | 38 | 0 | 0 | 16 | 4 |
| 17. | Displays active listening and comprehension skills | 62 | 23 | 0 | 0 | 15 | 4.15 |
| 18. | Handles workplace pressure effectively | 54 | 31 | 0 | 0 | 15 | 4.08 |

| Managerial Skills | | | | | | | |
|--------------------|---|----|----|---|---|----|------|
| 19. | Shows leadership potential in group situations | 62 | 15 | 8 | 0 | 15 | 4.08 |
| 20. | Demonstrates innovative thinking and creative problem-solving | 31 | 46 | 8 | 0 | 15 | 3.77 |
| 21. | Displays entrepreneurial mindset and initiative | 69 | 8 | 8 | 0 | 15 | 4.15 |
| 22. | Effectively manages resources and priorities | 46 | 38 | 0 | 8 | 8 | 4.08 |
| 23. | Shows decision-making capabilities | 54 | 31 | 0 | 0 | 15 | 4.08 |
| 24. | Coordinates well with different departments/teams | 46 | 38 | 0 | 8 | 8 | 4.08 |
| Conduct and Ethics | | | | | | | |
| 25. | Maintains professional behavior at workplace | 77 | 8 | 0 | 0 | 15 | 4.31 |
| 26. | Demonstrates strong work ethics and integrity | 62 | 23 | 0 | 0 | 15 | 4.15 |
| 27. | Follows organizational policies and procedures | 62 | 23 | 0 | 0 | 15 | 4.15 |
| 28. | Shows responsibility and accountability | 54 | 31 | 0 | 8 | 7 | 4.15 |
| 29. | Maintains confidentiality and data privacy | 69 | 15 | 0 | 0 | 16 | 4.23 |
| 30. | Displays respect and cultural sensitivity | 69 | 15 | 0 | 0 | 16 | 4.23 |

LIFE SCIENCES

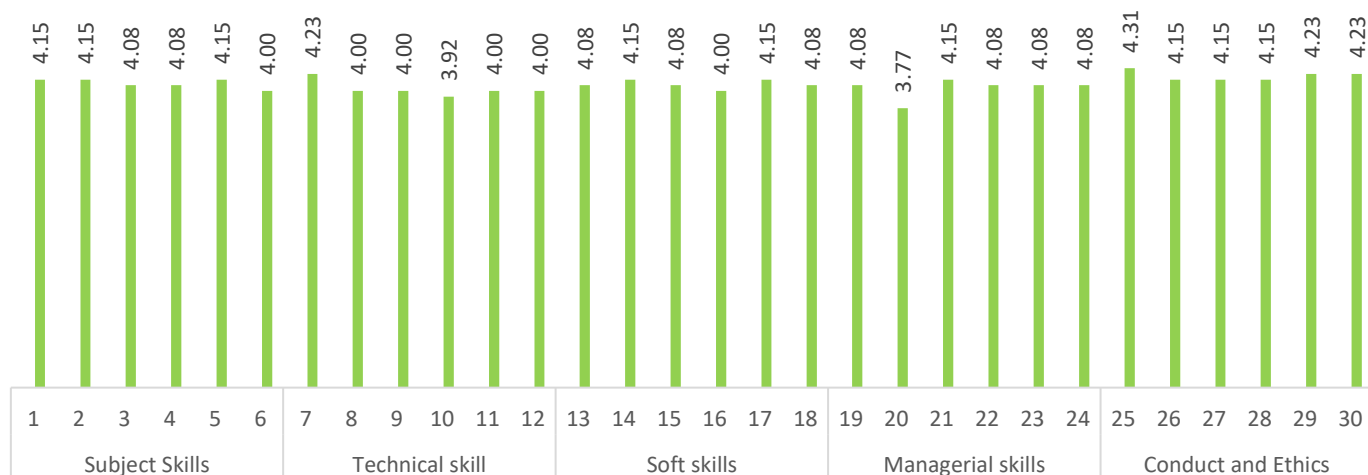


Table- 10 School of Physical Sciences

| | Questions | Strongly Agree (%) | Agree (%) | Neither Agree nor disagree (%) | Disagree (%) | Strongly Disagree (%) | Mean Score |
|------------------|---|--------------------|-----------|--------------------------------|--------------|-----------------------|------------|
| Subject Skills | | | | | | | |
| 1. | Demonstrates comprehensive knowledge in the field of study | 50 | 50 | 0 | 0 | 0 | 4.5 |
| 2. | Effectively applies theoretical concepts to practical situations | 100 | 0 | 0 | 0 | 0 | 5 |
| 3. | Shows ability to analyze problems using subject knowledge | 50 | 50 | 0 | 0 | 0 | 4.5 |
| 4. | Keeps updated with latest developments in their field | 100 | 0 | 0 | 0 | 0 | 5 |
| 5. | Demonstrates analytical and critical thinking abilities | 100 | 0 | 0 | 0 | 0 | 5 |
| 6. | Shows proficiency in research and data interpretation | 50 | 50 | 0 | 0 | 0 | 4.5 |
| Technical Skills | | | | | | | |
| 7. | Efficiently uses industry-specific software and tools | 50 | 50 | 0 | 0 | 0 | 4.5 |
| 8. | Demonstrates strong digital literacy and adaptation to new technologies | 0 | 100 | 0 | 0 | 0 | 4 |
| 9. | Effectively handles technical equipment and resources | 100 | 0 | 0 | 0 | 0 | 5 |
| 10. | Shows problem-solving abilities in technical situations. | 100 | 0 | 0 | 0 | 0 | 5 |
| 11. | Maintains accuracy in technical documentation | 50 | 50 | 0 | 0 | 0 | 4.5 |
| 12. | Applies technical knowledge to improve work processes | 100 | 0 | 0 | 0 | 0 | 5 |
| Soft Skills | | | | | | | |
| 13. | Communicates clearly and effectively in professional settings | 50 | 50 | 0 | 0 | 0 | 4.5 |
| 14. | Works collaboratively in team environments | 100 | 0 | 0 | 0 | 0 | 5 |
| 15. | Demonstrates strong time management abilities | 50 | 50 | 0 | 0 | 0 | 4.5 |
| 16. | Shows adaptability to changing work situations | 100 | 0 | 0 | 0 | 0 | 5 |
| 17. | Displays active listening and comprehension skills | 50 | 50 | 0 | 0 | 0 | 4.5 |
| 18. | Handles workplace pressure effectively | 50 | 50 | 0 | 0 | 0 | 4.5 |

| Managerial Skills | | | | | | | |
|--------------------|---|-----|----|---|---|---|-----|
| 19. | Shows leadership potential in group situations | 50 | 50 | 0 | 0 | 0 | 4.5 |
| 20. | Demonstrates innovative thinking and creative problem-solving | 50 | 50 | 0 | 0 | 0 | 4.5 |
| 21. | Displays entrepreneurial mindset and initiative | 100 | 0 | 0 | 0 | 0 | 5 |
| 22. | Effectively manages resources and priorities | 50 | 50 | 0 | 0 | 0 | 4.5 |
| 23. | Shows decision-making capabilities | 50 | 50 | 0 | 0 | 0 | 4.5 |
| 24. | Coordinates well with different departments/teams | 50 | 50 | 0 | 0 | 0 | 4.5 |
| Conduct and Ethics | | | | | | | |
| 25. | Maintains professional behavior at workplace | 50 | 50 | 0 | 0 | 0 | 4.5 |
| 26. | Demonstrates strong work ethics and integrity | 50 | 50 | 0 | 0 | 0 | 4.5 |
| 27. | Follows organizational policies and procedures | 50 | 50 | 0 | 0 | 0 | 4.5 |
| 28. | Shows responsibility and accountability | 100 | 0 | 0 | 0 | 0 | 5 |
| 29. | Maintains confidentiality and data privacy | 100 | 0 | 0 | 0 | 0 | 5 |
| 30. | Displays respect and cultural sensitivity | 100 | 0 | 0 | 0 | 0 | 5 |

PHYSICAL SCIENCES

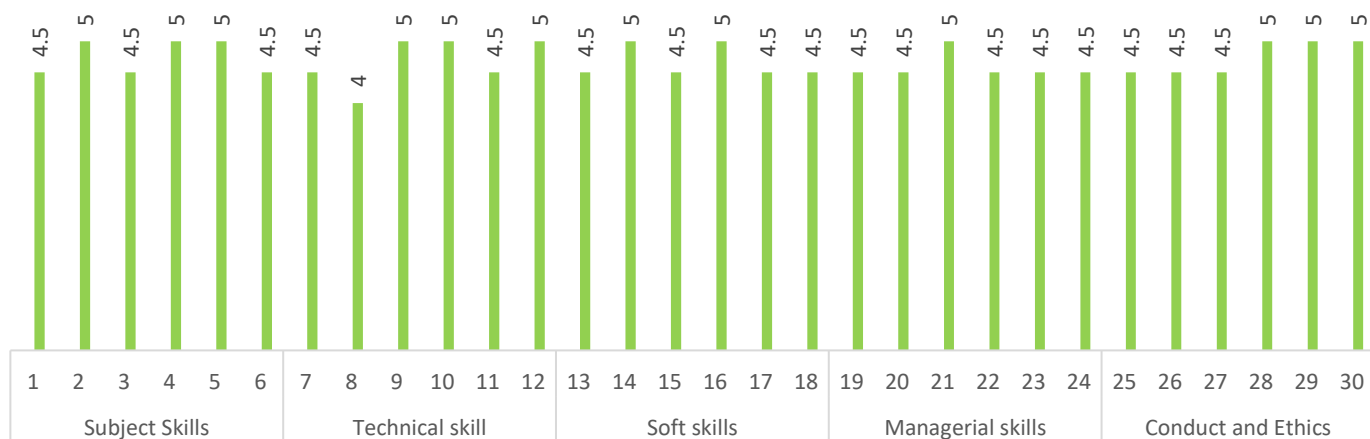


Table- 11 School of Professional Studies

| | Questions | Strongly Agree (%) | Agree (%) | Neither Agree nor disagree (%) | Disagree (%) | Strongly Disagree (%) | Mean Score |
|------------------|---|--------------------|-----------|--------------------------------|--------------|-----------------------|------------|
| Subject Skills | | | | | | | |
| 1. | Demonstrates comprehensive knowledge in the field of study | 38 | 62 | 0 | 0 | 0 | 4.38 |
| 2. | Effectively applies theoretical concepts to practical situations | 38 | 62 | 0 | 0 | 0 | 4.38 |
| 3. | Shows ability to analyze problems using subject knowledge | 54 | 46 | 0 | 0 | 0 | 4.54 |
| 4. | Keeps updated with latest developments in their field | 23 | 77 | 0 | 0 | 0 | 4.23 |
| 5. | Demonstrates analytical and critical thinking abilities | 54 | 46 | 0 | 0 | 0 | 4.54 |
| 6. | Shows proficiency in research and data interpretation | 15 | 77 | 8 | 0 | 0 | 4.08 |
| Technical Skills | | | | | | | |
| 7. | Efficiently uses industry-specific software and tools | 31 | 69 | 0 | 0 | 0 | 4.31 |
| 8. | Demonstrates strong digital literacy and adaptation to new technologies | 46 | 54 | 0 | 0 | 0 | 4.46 |
| 9. | Effectively handles technical equipment and resources | 23 | 69 | 8 | 0 | 0 | 4.15 |
| 10. | Shows problem-solving abilities in technical situations. | 31 | 69 | 0 | 0 | 0 | 4.31 |
| 11. | Maintains accuracy in technical documentation | 38 | 62 | 0 | 0 | 0 | 4.38 |
| 12. | Applies technical knowledge to improve work processes | 31 | 69 | 0 | 0 | 0 | 4.31 |
| Soft Skills | | | | | | | |
| 13. | Communicates clearly and effectively in professional settings | 46 | 54 | 0 | 0 | 0 | 4.46 |
| 14. | Works collaboratively in team environments | 31 | 69 | 0 | 0 | 0 | 4.31 |
| 15. | Demonstrates strong time management abilities | 38 | 54 | 8 | 0 | 0 | 4.31 |
| 16. | Shows adaptability to changing work situations | 38 | 46 | 16 | 0 | 0 | 4.23 |
| 17. | Displays active listening and comprehension skills | 62 | 38 | 0 | 0 | 0 | 4.62 |
| 18. | Handles workplace pressure effectively | 46 | 54 | 0 | 0 | 0 | 4.46 |

| Managerial Skills | | | | | | | |
|--------------------|---|----|----|---|---|---|------|
| 19. | Shows leadership potential in group situations | 46 | 54 | 0 | 0 | 0 | 4.46 |
| 20. | Demonstrates innovative thinking and creative problem-solving | 38 | 62 | 0 | 0 | 0 | 4.38 |
| 21. | Displays entrepreneurial mindset and initiative | 31 | 69 | 0 | 0 | 0 | 4.31 |
| 22. | Effectively manages resources and priorities | 23 | 77 | 0 | 0 | 0 | 4.23 |
| 23. | Shows decision-making capabilities | 31 | 69 | 0 | 0 | 0 | 4.31 |
| 24. | Coordinates well with different departments/teams | 38 | 62 | 0 | 0 | 0 | 4.38 |
| Conduct and Ethics | | | | | | | |
| 25. | Maintains professional behavior at workplace | 38 | 54 | 8 | 0 | 0 | 4.31 |
| 26. | Demonstrates strong work ethics and integrity | 23 | 69 | 8 | 0 | 0 | 4.15 |
| 27. | Follows organizational policies and procedures | 54 | 38 | 0 | 8 | 0 | 4.38 |
| 28. | Shows responsibility and accountability | 38 | 54 | 8 | 0 | 0 | 4.31 |
| 29. | Maintains confidentiality and data privacy | 46 | 46 | 8 | 0 | 0 | 4.38 |
| 30. | Displays respect and cultural sensitivity | 38 | 54 | 8 | 0 | 0 | 4.31 |

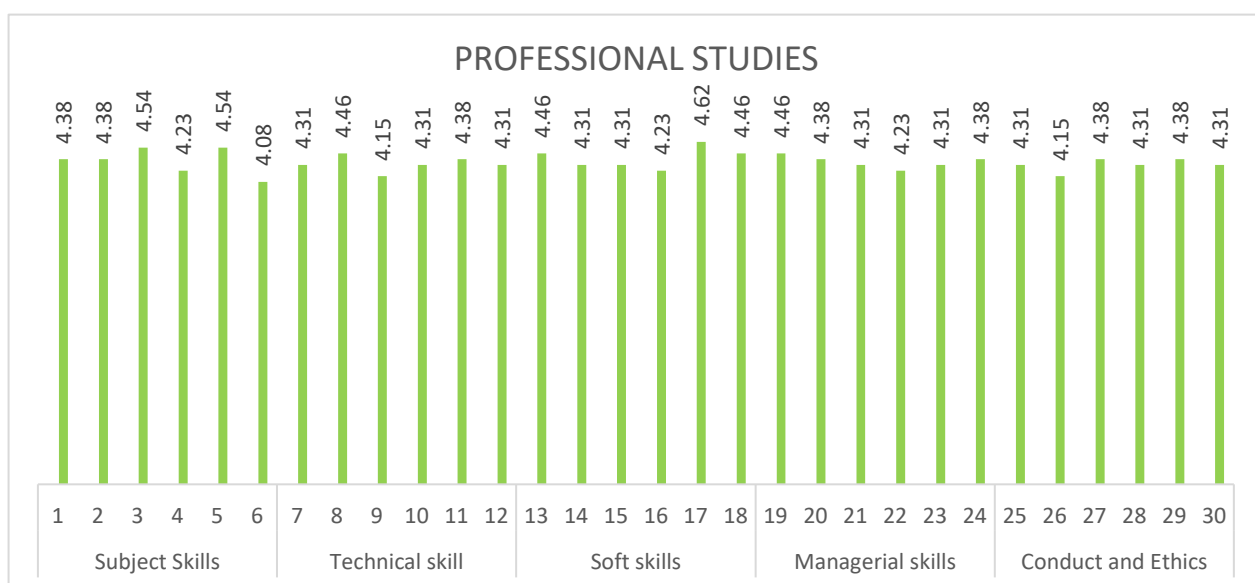
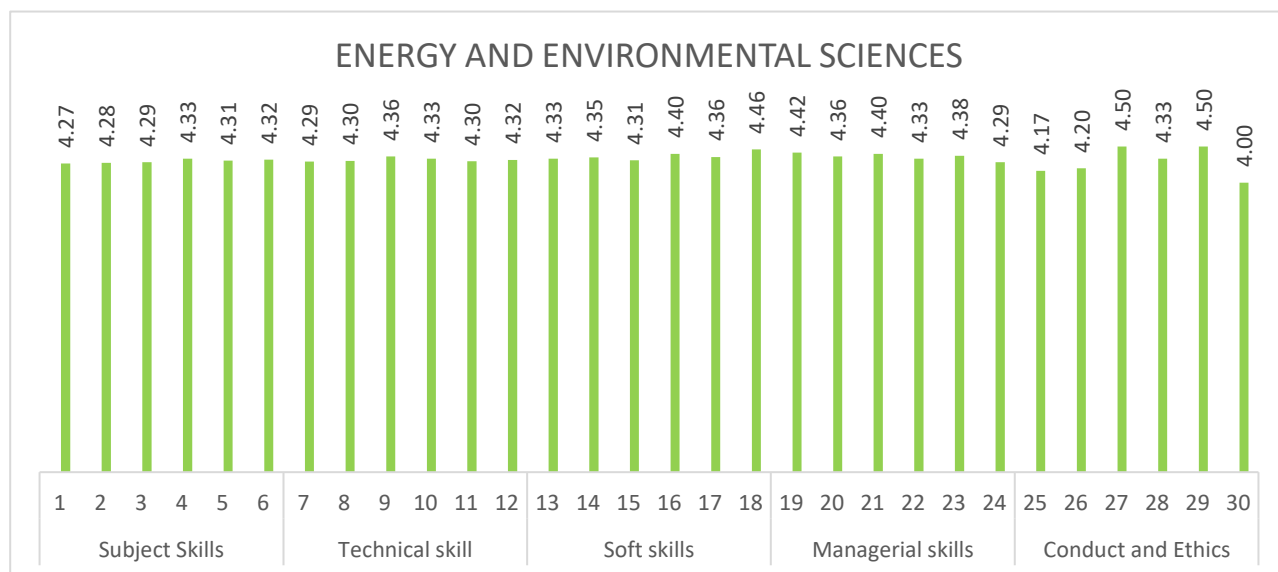


Table- 12 School of Energy & Environmental Sciences

| | Questions | Strongly Agree (%) | Agree (%) | Neither Agree nor disagree (%) | Disagree (%) | Strongly Disagree (%) | Mean Score |
|------------------|---|--------------------|-----------|--------------------------------|--------------|-----------------------|------------|
| Subject Skills | | | | | | | |
| 1. | Demonstrates comprehensive knowledge in the field of study | 0 | 100 | 0 | 0 | 0 | 4.27 |
| 2. | Effectively applies theoretical concepts to practical situations | 0 | 100 | 0 | 0 | 0 | 4.28 |
| 3. | Shows ability to analyze problems using subject knowledge | 0 | 0 | 100 | 0 | 0 | 4.29 |
| 4. | Keeps updated with latest developments in their field | 100 | 0 | 0 | 0 | 0 | 4.33 |
| 5. | Demonstrates analytical and critical thinking abilities | 0 | 100 | 0 | 0 | 0 | 4.31 |
| 6. | Shows proficiency in research and data interpretation | 100 | 0 | 0 | 0 | 0 | 4.32 |
| Technical Skills | | | | | | | |
| 7. | Efficiently uses industry-specific software and tools | 0 | 100 | 0 | 0 | 0 | 4.29 |
| 8. | Demonstrates strong digital literacy and adaptation to new technologies | 0 | 0 | 100 | 0 | 0 | 4.30 |
| 9. | Effectively handles technical equipment and resources | 100 | 0 | 0 | 0 | 0 | 4.36 |
| 10. | Shows problem-solving abilities in technical situations. | 100 | 0 | 0 | 0 | 0 | 4.33 |
| 11. | Maintains accuracy in technical documentation | 0 | 100 | 0 | 0 | 0 | 4.30 |
| 12. | Applies technical knowledge to improve work processes | 0 | 100 | 0 | 0 | 0 | 4.32 |
| Soft Skills | | | | | | | |
| 13. | Communicates clearly and effectively in professional settings | 0 | 100 | 0 | 0 | 0 | 4.33 |
| 14. | Works collaboratively in team environments | 100 | 0 | 0 | 0 | 0 | 4.35 |
| 15. | Demonstrates strong time management abilities | 0 | 0 | 100 | 0 | 0 | 4.31 |
| 16. | Shows adaptability to changing work situations | 100 | 0 | 0 | 0 | 0 | 4.40 |
| 17. | Displays active listening and comprehension skills | 0 | 0 | 100 | 0 | 0 | 4.36 |
| 18. | Handles workplace pressure effectively | 100 | 0 | 0 | 0 | 0 | 4.46 |

| Managerial Skills | | | | | | | |
|--------------------|---|-----|-----|-----|---|---|------|
| 19. | Shows leadership potential in group situations | 100 | 0 | 0 | 0 | 0 | 4.42 |
| 20. | Demonstrates innovative thinking and creative problem-solving | 0 | 100 | 0 | 0 | 0 | 4.36 |
| 21. | Displays entrepreneurial mindset and initiative | 100 | 0 | 0 | 0 | 0 | 4.40 |
| 22. | Effectively manages resources and priorities | 0 | 100 | 0 | 0 | 0 | 4.33 |
| 23. | Shows decision-making capabilities | 100 | 0 | 0 | 0 | 0 | 4.38 |
| 24. | Coordinates well with different departments/teams | 100 | 0 | 0 | 0 | 0 | 4.29 |
| Conduct and Ethics | | | | | | | |
| 25. | Maintains professional behavior at workplace | 0 | 100 | 0 | 0 | 0 | 4.17 |
| 26. | Demonstrates strong work ethics and integrity | 0 | 0 | 100 | 0 | 0 | 4.20 |
| 27. | Follows organizational policies and procedures | 100 | 0 | 0 | 0 | 0 | 4.50 |
| 28. | Shows responsibility and accountability | 0 | 100 | 0 | 0 | 0 | 4.33 |
| 29. | Maintains confidentiality and data privacy | 100 | 0 | 0 | 0 | 0 | 4.50 |
| 30. | Displays respect and cultural sensitivity | 0 | 100 | 0 | 0 | 0 | 4 |





பெரியார் பல்கலைக்கழகம் PERIYAR UNIVERSITY


NAAC A⁺⁺ Grade - State University - NIRF Rank 94
State Public University Rank 25 – SDG Institutions Rank – Band: 11-50
SALEM- 636011, TAMIL NADU

Stakeholders Feedback Analysis Report – Action Taken Report 2024-25

Employer Feedback Analysis Report

| Observation | Action Taken |
|---|--|
| The employee's performance in these areas is commendable; however, there remains scope for further growth. Deepening expertise in emerging fields, adopting more innovative approaches to problem-solving, and broadening the scope of their research work would enhance the overall contribution and professional impact. | Steps have been initiated to provide advanced training programs and workshops to help employees deepen their expertise in emerging fields, adopt innovative problem-solving approaches, and enhance the quality and impact of their research work. |
| To further advance performance, the employee is encouraged to explore advanced features of industry tools, implement more innovative technical solutions, and improve efficiency in addressing complex technical challenges. Additionally, they are advised to enhance the impact of their communication, strengthen collaboration during high-pressure situations, and build greater adaptability when facing complex or rapidly changing work environments. | Training sessions and professional development programs have been organized to help employees explore advanced industry tools, adopt innovative technical solutions, and improve efficiency in handling complex challenges. Workshops on communication skills, teamwork under pressure, and adaptability have also been conducted to strengthen overall performance. |
| The employee is also encouraged to take on more leadership responsibilities, apply innovative solutions consistently, strengthen cross-departmental collaboration, and proactively contribute to fostering an inclusive and ethical workplace culture. | Employees are being encouraged to take on leadership roles, participate in cross-departmental projects, and contribute actively to fostering an inclusive and ethical workplace culture through continuous engagement and mentorship programs. |
| A few employers were fairly pleased but emphasized the need to improve students' personal skills, including leadership, responsibility, numeracy, expertise, promptness, punctuality, commitment, cooperation with management and peers, decision-making, dependability, sense of belonging, and stress tolerance. | Personality development and soft skills training sessions have been introduced to improve leadership, responsibility, punctuality, teamwork, decision-making, and stress management among students. |
| Employers also suggested moderately improving students' discipline, etiquette, ethical awareness, and overall performance. | Orientation programs and counseling sessions have been conducted to reinforce discipline, ethical behavior, and professional etiquette among students. |
| Very few employers recommended improving the oral and written communication skills of the students. | Special workshops and language training programs have been implemented to improve students' oral and written communication skills for better academic and professional outcomes. |


11.11.25
Director – IQAC


20/11/2025
Registrar (FAC)