

**Analysis on Feedback Form for Employers, 2022-23**

**H.C.D.G. College, Nitaipukhuri**



Submitted by  
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**1.0 Prologue:** The principal is the employer in the college. As the head of the institution, he is the academic and administrative leader. He manages and supervises the every aspect of the institution. So, the feedback of the employer is necessary to accelerate the teaching-learning process within the institution. The IQAC of the college prepared a feedback form for this purpose.

## **2.0 Objectives of the Study:**

The objectives of the study are stated below:

- (i) To analyse the differences between male teachers and female teachers employed in Hem Chandra Dev Goswami College, Nitaipukhuri in terms of employer's perception regarding employability skill on curriculum transaction.
- (ii) To analyse the differences between Associate Professor and Assistant Professor employed in Hem Chandra Dev Goswami College, Nitaipukhuri in terms of employer's perception regarding employability skill on curriculum transaction.

## **3.0 Methodology:**

**3.1 Method and sample:** In the present study, Descriptive method is used. The feedback form is administered to the then Principal i/c of Hem Chandra Dev Goswami College during 2022-23 academic session.

### **3.2 Tools of Data Collection and procedure of data analysis:**

A questionnaire on perception of the employer on employability skill of teachers in terms of curriculum transaction was constructed by IQAC and administered to the employer. The questionnaire consists of 10 aspects such as depth of knowledge of the work, general communication skill, involve in social activities, ability to work in team, creative thought, relation with administrative staffs, leadership qualities, knowledge of technology, eagerness to learn new techniques, and contribution towards development of institution. The data are analyzed by using statistical tools and graphically represented by tables, bar diagrams, pie charts and arithmetic percentage of the responses. The questionnaire is attached in Appendix I.

#### 4.0 Findings of the study:

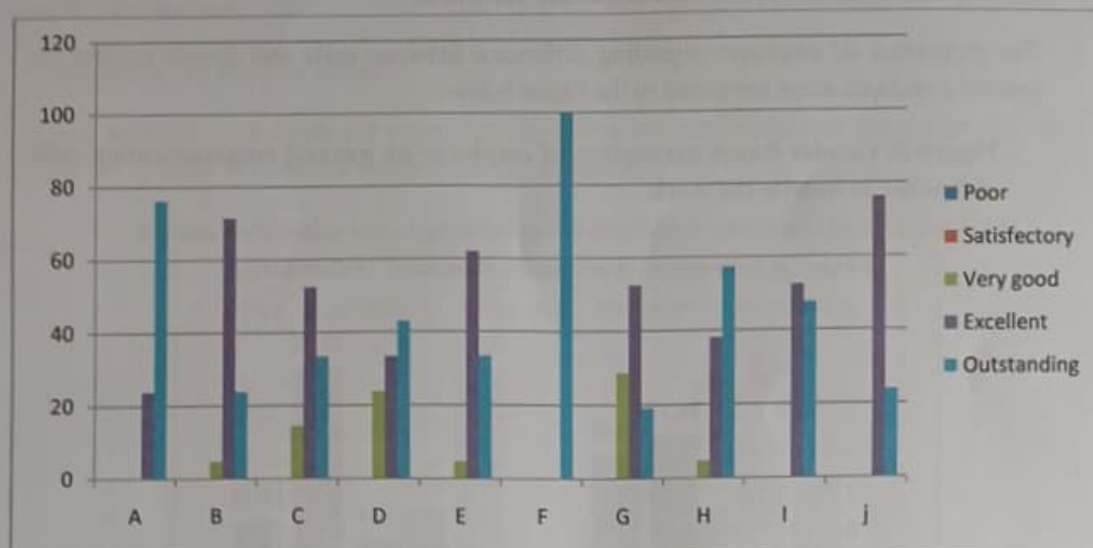
The perception of employer regarding different employability skill of teachers is mentioned in the table below:

**Table 1: Percentage distribution on employability skill of employees perceived by employer of H.C.D.G. College**

Aspects	Poor	Satisfactory	Very good	Excellent	Outstanding
A. Depth of knowledge of the work	0	0	0	23.8	76.2
B. General Communication skill	0	0	4.76	71.44	23.8
C. Involve in social activities	0	0	14.28	52.38	33.34
D. Ability to work in team	0	0	23.8	33.34	42.86
E. Creative thought	0	0	4.76	61.9	33.34
F. Relation with administrative staffs	0	0	0	0	100
G. Leadership qualities	0	0	28.58	52.38	19.04
H. Knowledge of technology	0	0	4.76	38.09	57.15
I. Eagerness to learn new techniques	0	0	0	52.38	47.62
J. Contribution towards development of institution	0	0	0	76.2	23.8

The table reveals that the employer perceived good image about depth of knowledge of the work, creative thought and technological knowledge of faculty members. However, the employer replied that a few number of teachers are not excellent in general Communication, skill Involve in social activities, ability to work in team, creative thought, leadership qualities and Knowledge of technology. The data are also displayed in the following figure:

**Figure 1: Perception of employer on employability skill of employees of H.C.D.G. College**

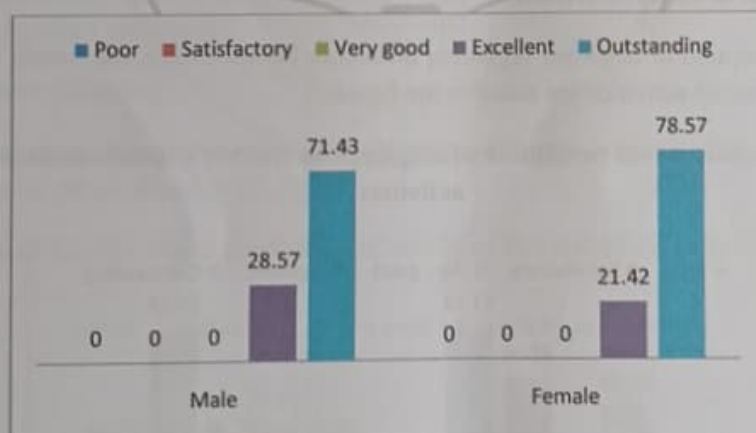


**A. Difference between male and female teachers:**

**(a) Depth of subject knowledge of the work:**

The perception of employer regarding difference between male and female teacher on depth of subject knowledge are stated in the figure below:

**Figure 2: Gender based perception of employer on the depth of subject knowledge**



The figure reveals that male teachers are more excellent than female teachers regarding depth of knowledge of work and female teachers are outstanding than male teachers.

**(b) General communication skill to handle the work:**

The perception of employer regarding difference between male and female teacher on general communication are stated in the figure below:

**Figure 3: Gender based perception of employer on general communication skill of teacher to handle the work**



The above figure reveals that female teachers are excellent than male teachers regarding general communication skill to handle the work and male teachers are outstanding than female teachers.

**(c) Involvement in social activities:**

The perception of employer regarding difference between male and female teacher on involvement in social activities are stated in the figure:

**Figure 4: Gender based perception of employer on teacher's involvement in social activities**





The figure reveals that female teachers more excellently (57.14%) involved in social activities than male teachers (42.86%). However, male teachers are found more outstanding than female teachers.

**(d) Ability to work in team:**

The perception of employer regarding difference between male and female teacher on ability to work in team are stated in the figure below:

**Figure 5: Gender based perception of employer on ability to work in team**



The above figure reveals that according to employer, male teachers shows outstanding performance in ability to work in team than female teachers and a few female teachers carry less ability regarding team work.

**(e) Creative thought:**

The perception of employer regarding difference between male and female teacher on creative thought are stated in the figure:

**Figure 6: Gender based perception of employer in teacher's creative thought**



The above figure reveals that according to employer, male teachers carry creative thought than female teachers and a few female teacher show less creativity than male teachers.

**(f) Relationship with administrative staff:**

The perception of employer regarding difference between male and female teacher on relation with administrative staff are stated in the figure below:

**Figure 7: Gender based perception of employer on relationship of faculty member with administrative staff**

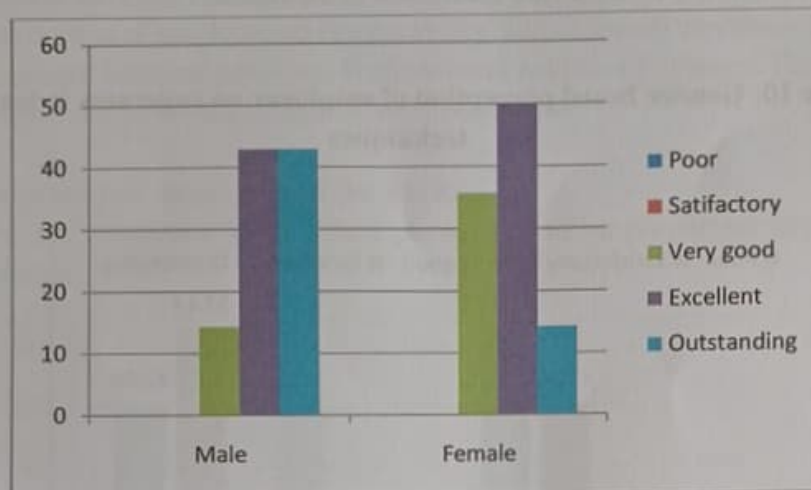


From the figure it has been elicited that all the teachers keep good relation with administrative staff.

**(g) Leadership qualities:**

The perception of employer regarding difference between male and female teacher on leadership qualities are mentioned in the figure:

**Figure 8: Gender based Perception of employer on Leadership quality of faculty member**



From the figure it was found that male teachers have carry more leadership quality than female teachers.

#### **(h) Knowledge of technology:**

The perception of employer regarding difference between male and female teacher on technological knowledge are stated in the figure:

**Figure 9: Gender based perception of employer on knowledge on technology**



The above figure reveals that according to employer, male teachers have more technological knowledge than female teachers.



**(i) Eagerness to learn new techniques:**

The perception of employer regarding difference between male and female teacher on eagerness to learn new techniques are mentioned in the figure:

**Figure 10: Gender based perception of employer on eagerness to learn new techniques**



The above figure reveals that according to employer, male teachers have more outstanding eagerness to learn new techniques than female teachers.

**(j) Contribution towards development of the institution:**

The perception of employer regarding difference between male and female teacher on contribution towards development of the institution are stated in the figure:

**Figure 11: Gender based perception of employer on contribution towards development of the institution**



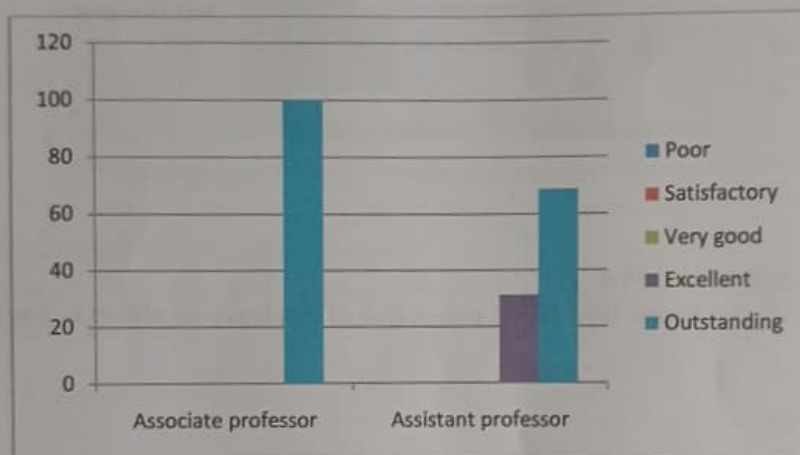
The figure reveals that according to employer, female teachers have more technological knowledge than male teachers.

#### B. Difference between Associate Professor and Assistant Professor:

The perception of employer on employability skill of faculty members is also differentiated between Associate Professor and Assistant Professor. The differences are graphically presented in figures mentioned below:

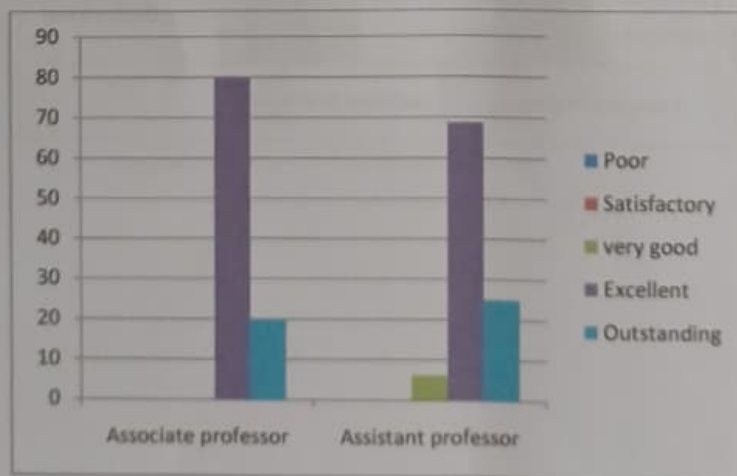
##### (a) Depth of subject knowledge of the work:

**Figure 12: Academic level based perception of employer on depth of subject knowledge**



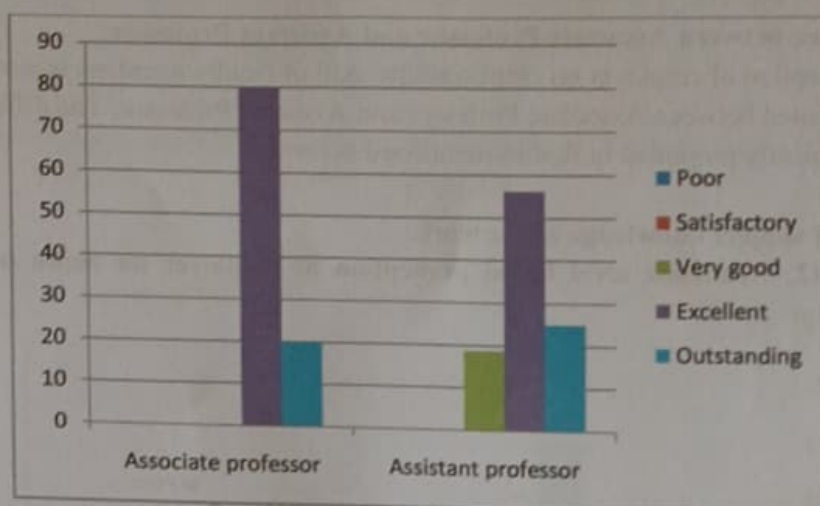
##### (b) General communication skill to handle the work:

**Figure 13: Academic level based perception of employer on general communication skill to handle the work**



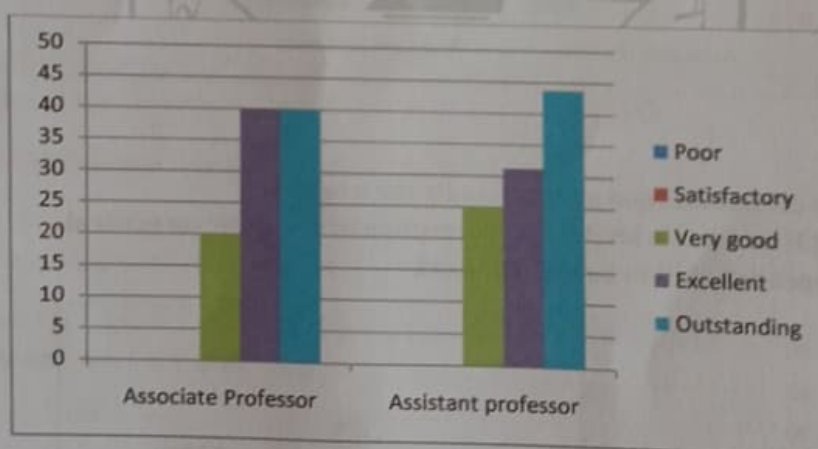
(c) Involvement in social activities

Figure 14: Academic level based perception of employer on involvement in social activities



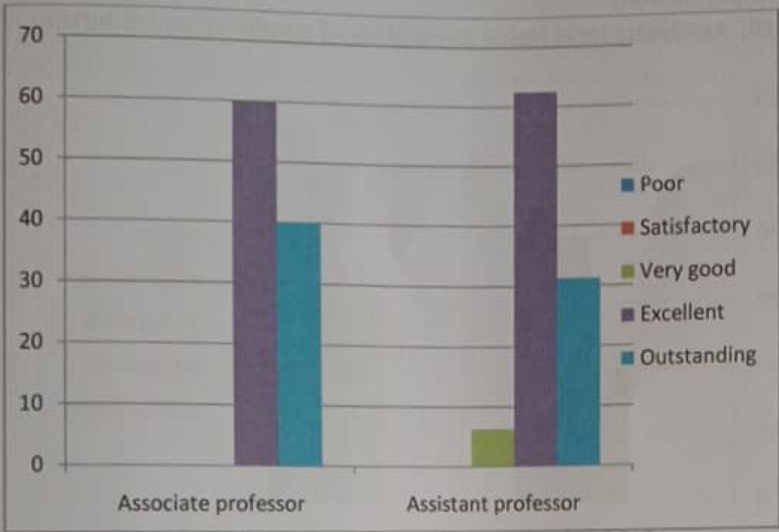
(d) Ability to work in team:

Figure 15: Academic level based perception of employer on ability to work in team



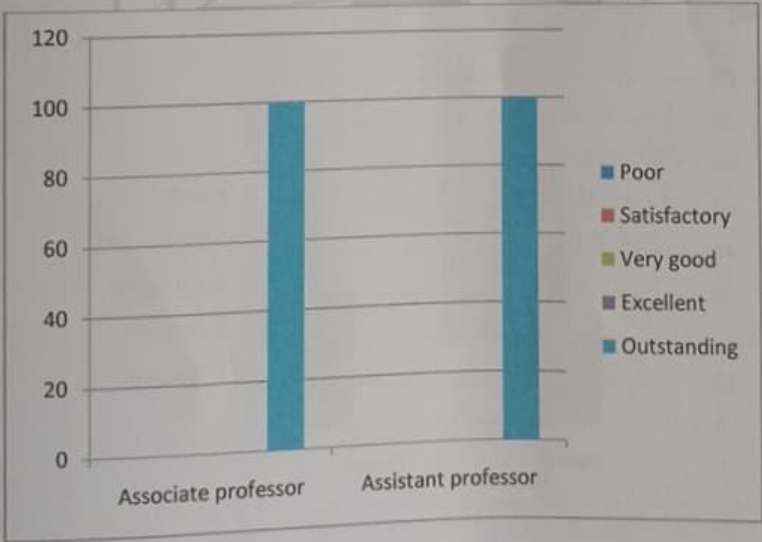
(e) Creative thought:

Figure 16: Academic level based perception of employer on creative thought



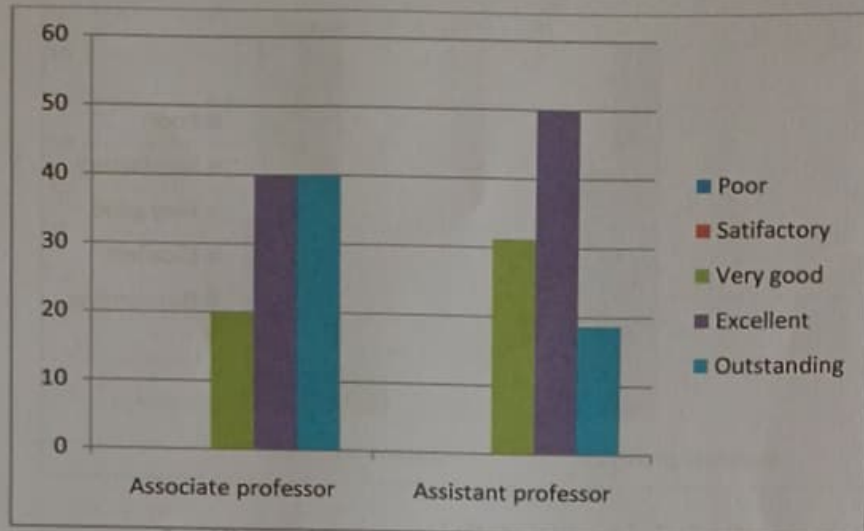
(f) Relationship with administrative staff:

Figure 17: Academic level based perception of employer on relationship with administrative staff



(g) Leadership qualities:

Figure 18: Academic level based perception of employer on leadership



(h) Knowledge of technology:

Figure 19: Academic level based perception of employer on Knowledge of technology





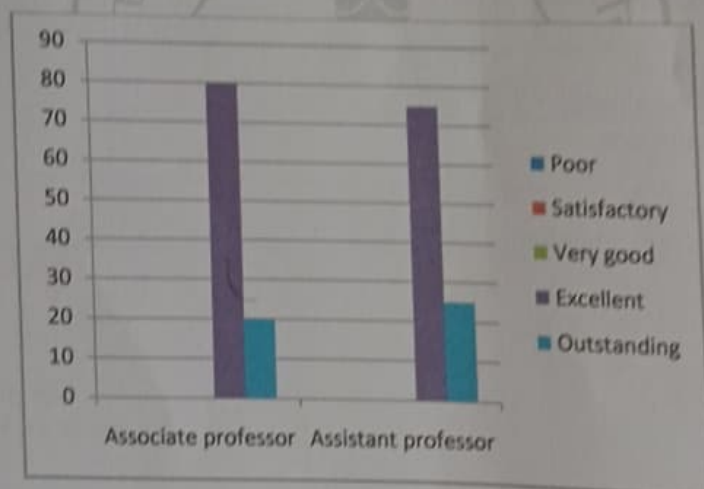
(i) Eagerness to learn new techniques:

Figure 20: Academic level based perception of employer on eagerness to learn new techniques



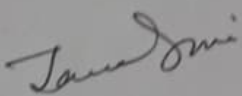
(j) Contribution towards development of the institution:

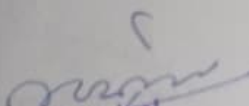
Figure 13: Academic level based perception of employer on contribution towards development of the institution



3.0 Conclusion:

Employer plays the key role in design, delivery and management of an educational institution. They Principal ensure the quality sustenance of a college, maintain mutual relationship and manage all government funding. The principal supervises the execution of annual academic plans, co-curricular activities and extra-curricular activities. Therefore, a positive assessment on curriculum transaction in the part of the head of the college can boost the academic aspect.

  
Coordinator/Convener  
IQAC  
HCDG College, Nitaipukhuri  
Sivasagar, Assam

  
Principal  
H.C.D.G. College  
Nitaipukhuri, Sivasagar

# Annexure I

## FEEDBACK FORM OF EMPLOYER

Name of the College: H.C.D.G College, Nitaipukhuri

Academic Session: 2022-2023

Name of the employee:

1. Please, tick the appropriate box regarding satisfaction with work performance of employees of your institution:

Sl No	Aspects	Poor	Satisfactory	Very Good	Excellent	Outstanding
1.	Depth of subject knowledge of the work					
2.	General communication skill to handle the work					
3.	Involvement in social activities					
4.	Ability to work in team					
5.	Creative thought					
6.	Relationship Administrative staffs					
7.	Leadership qualities					
8.	Knowledge of Technology					
9.	Eagerness to learn new techniques					
10.	Contribution towards development of the institution					

Date:

Signature  
Head of the Institution

**\*\*End of the Report\*\***

*Janu Jm*

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*Principal*  
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