



Shree Guru Gobind Singh Ji Government College Paonta Sahib, District Sirmaur, Himachal Pradesh

2nd Cycle of NAAC Accreditation

Criterion 1 Curricular Aspects

Key Indicator 1.4 Feedback System

Metric 1.4.1 Institution obtains feedback on the syllabus and its transaction at the institution from the following stakeholders 1) Students 2) Teachers 3) Employers 4) Alumni

Report of Curriculum Feedback: Employers

Results of Analysis of Employer's Feedback Regarding Curriculum Academic Session 2020-21

Employers are the end beneficiaries of the course curriculum. Feedback from the employers helps to incorporate recent trends and emerging concept in the curriculum. Keeping this importance in view feedback from them were invited to know the effectiveness of the curriculum.

Methodology

The curriculum feedback from employers has been collected through structured questionnaire, which includes 11 questions on various aspects of curriculum. 27 responses of employer's feedback forms on curriculum have been received on different papers taught by them. A Five Point Likert Scale has been used with weights assigned from 1 to 5 to different levels as follows:

1= Strongly Disagree/ Highly Dissatisfied/ Lack

2= Disagree/ Dissatisfied/ Inadequate

3= Neutral / No Opinion/ Average

4= Agree/ Satisfied / Adequate

5 = Strongly Agree/ Highly Satisfied/ Abundance

The range of each level is determined by the following formula:

Highest point on Likert Scale- Lowest Point on Likert Scale)/Number of Levels used

Therefore: Range= (5-1)/5 => 4/5 => 0.8

Hence,

Range for "Strongly Disagree/ Highly Dissatisfied/ Lack" is 1.0 to 1.8

Range for "Disagree/ Dissatisfied/ Inadequate" is 1.8 to 2.6

Range for "Neutral / No Opinion/ Average" is 2.6 to 3.4

Range for "Agree/ Satisfied / Adequate" is 3.4 to 4.2

Range for "Strongly Agree/ Highly Satisfied/ Abundance" is 4.2 to 5.0



Dr. PRAMOD PATIAL
Principal
Shree Guru Gobind Singh Ji
Government College
Paonta Sahib
Dist. Sirmour (H.P.)-173025



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Internal Quality Assurance Cell (IQAC)
Shree Guru Gobind Singh Ji
Government College Paonta Sahib
Dist. Sirmour (H.P.)-173025

Question 1. Your preference for employing alumni or students of SGGSJ Government College Paonta Sahib

Table 1. Your preference for employing alumni or students of SGGSJ Government College Paonta Sahib

		Valid			
		NOT SURE-NO OPINION	PREFERRED	HIGHLY PREFERRED	Total
Frequency		3	11	11	27
Percent		11.1	40.7	40.7	100.0
Weighted Mean Score					4.00



1. Your preference for employing alumni or students of SGGSJ Government College Paonta Sahib

Table 1 exhibits the responses received for question 1. 11 out of 27 i.e. 40.7% employers highly prefer to employ alumni or students of SGGSJ Government College Paonta Sahib. 11 out of 27

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[Signature]
 Internal Quality Assurance Cell (IQAC)
 Shree Guru Gobind Singh Ji
 Government College Paonta Sahib
 Dist. Sirmour (H.P.)-173025



[Signature]
Dr. PRAMOD PATIAL
 Principal
 Shree Guru Gobind Singh Ji
 Government College
 Paonta Sahib
 Dist. Sirmour (H.P.)-173025

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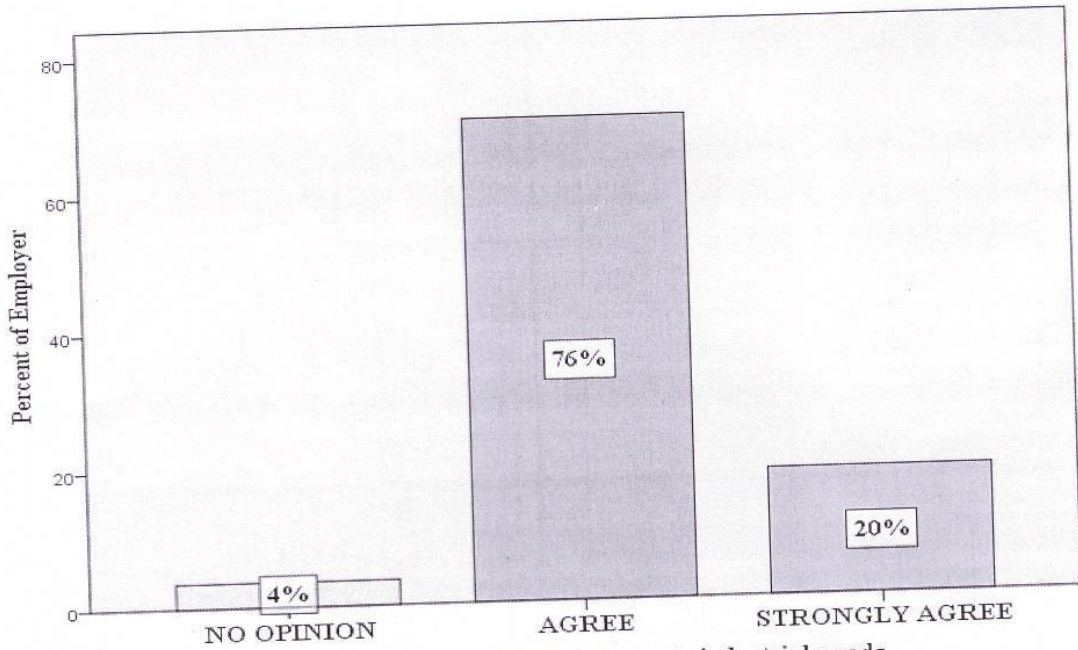
i.e. 40.7 % prefer to employ alumni or students of SGGGSJ Government College Paonta Sahib. Whereas 3 or 11.1 % employers are not sure or have no opinion to employ alumni or students of SGGGSJ Govt. College Paonta Sahib.

Graph displays the responses received for question in terms of percentage.

Question 2. The curriculum has relevance to industrial needs

Table 2. The curriculum has relevance to industrial needs

		Valid			Total
		NO OPINION	AGREE	STRONGLY AGREE	
Frequency		1	19	5	27
Percent		3.7	70.4	18.5	100.0
Weighted Mean Score					3.85



2. The curriculum has relevance to industrial needs

Table 2 exhibits the responses received for question 2. 5 out of 27 i.e. 18.5 % employers strongly agree that the curriculum has relevance to industrial needs. 19 out of 27 i.e., 70.4 % agree that curriculum has relevance to industrial needs. Whereas 1 or 3.7 % employers have no opinion that the curriculum has relevance to industrial needs.

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[Signature]
 Internal Quality Assurance Cell (IQAC)
 Shree Guru Gobind Singh Ji
 Government College Paonta Sahib
 Dist. Sirmour (H.P.)-173025



[Signature]
Dr. PRAMOD PATIAL
 Principal
 Shree Guru Gobind Singh Ji
 Government College
 Paonta Sahib
 Dist. Sirmour (H.P.)-173025

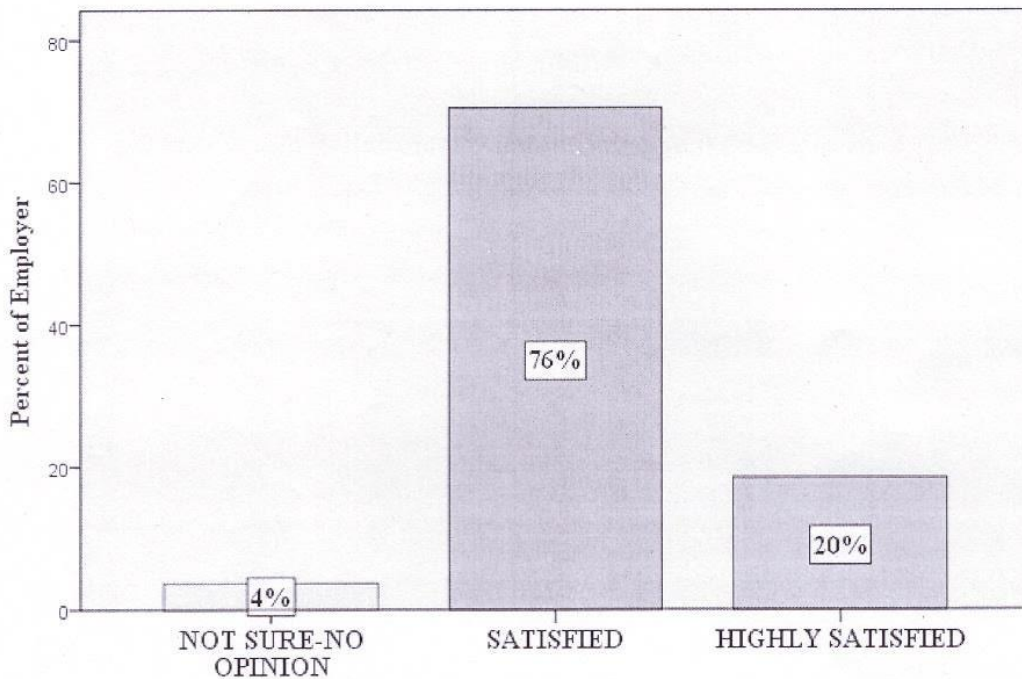
Graph displays the responses received for question in terms of percentage.

Here it is observed that the weighted mean score of question is 3.85 which lies in the Likert range of Agree. Thus, it can be concluded that the employers are in agreement that the curriculum has relevance to the industrial needs.

Question 3. The quality of interpersonal communication and other soft skills provided in curriculum by the college

Table 3. The quality of interpersonal communication and other soft skills provided in curriculum by the college

	Valid				Missing	Total
	Not Sure- No Opinion	Satisfied	Highly Satisfied	Total	System	
Frequency	1	19	5	25	2	27
Percent	3.7	70.3	18.5	92.6	7.4	100
Weighted Mean Score						4.16



3. The quality of interpersonal communication and other soft skills provided in curriculum by the college

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Internal Quality Assurance Cell (IQAC)
Shree Guru Gobind Singh Ji
Government College Paonta Sahib
Dist. Sirmour (H.P.)-173025

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Dr. PRAMOD PATIAL
Principal
Shree Guru Gobind Singh Ji
Government College
Paonta Sahib
Dist. Sirmour (H.P.)-173025

Table 3 exhibits the responses received for question 3. 5 out of 27 i.e., 18.5 % respondents are highly satisfied with the quality of interpersonal communication and other soft skills provided in curriculum by the college. 19 out of 27 are satisfied with the quality of interpersonal communication and other soft skills provided in curriculum by the college Whereas 1 out of 27 have no opinion about the quality of interpersonal communication and other soft skills provided in curriculum by the college. However, 2 responses have been found missing.

Graph displays the responses received for question in terms of percentage.

Here it is observed that the weighted mean score of question is 4.16, which lies in the Likert range of Agree. Thus, it can be concluded that the employers are in agreement that the employer found the quality of interpersonal communication and other soft skills provided in curriculum by the college is good.


Question 4. The curriculum enhances the inclination to adopt new methods, technology, and workplace equipment

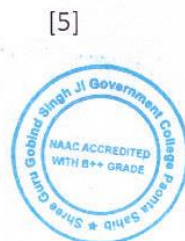
Table 4. The curriculum enhances the inclination to adopt new methods, technology, and workplace equipment


	Valid			Missing	Total
	AGREE	STRONGLY AGREE	Total	System	
Frequency	18	7	25	2	27
Percent	66.7	25.9	92.6	7.4	100.0
Weighted Mean Score	72.0	100.0			4.28

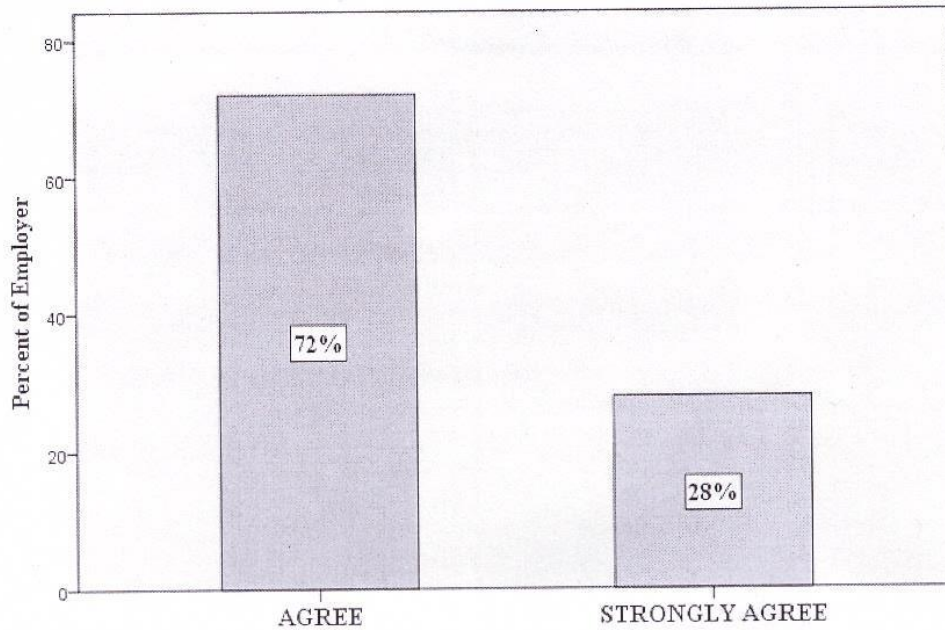
Table 4 exhibits the responses received for question 4. Seven out of 27 i.e., 25.9% are strongly agree to that curriculum enhances the inclination to adopt new methods, technology, and workplace equipment. 18 out of 27 i.e., 66.7% respondents agree to that curriculum enhances the inclination to adopt new methods, technology, and workplace equipment. Meanwhile 2 responses out of 27 are found missing.

Graph displays the responses received for question in terms of percentage.


 Internal Quality Assurance Cell (IQAC)
 Shree Guru Gobind Singh Ji
 Government College Paonta Sahib
 Dist. Sirmour (H.P.)-173025




Dr. PRAMOD PATIAL
 Principal
 Shree Guru Gobind Singh Ji
 Government College
 Paonta Sahib
 Dist. Sirmour (H.P.)-173025



4. The curriculum enhances the inclination to adopt new methods, technology, and workplace equipment

Here it is observed that the weighted mean score of question is 4.28, which lies in the Likert range of Agree. Thus, it can be concluded that the employers are highly satisfied that the curriculum enhances the inclination to adopt new methods, technology, and workplace equipment.

Question 5. The curriculum enhances creativity and innovation

Table 5. The curriculum enhances creativity and innovation

	Valid				Missing	Total
	No Opinion	Agree	Strongly Agree	Total	System	
Frequency	2	15	8	25	2	27
Percent	7.4	55.6	29.6	92.6	7.4	100.0
Weighted Mean Score						4.24

Table 5 exhibits the responses received for question 5. 8 out of 27 are strongly agree that curriculum enhances creativity and innovation. 15 out of 27 i.e., 55.6 % agree with the same and 2 out of 27 i.e., 7.4 % have no opinion. However, 2 responses out of 27 i.e. 7.4% are found missing. Graph displays the responses received for question in terms of percentage.

[Signature]
 Internal Quality Assurance Cell (IQAC)
 Shree Guru Gobind Singh Ji
 Government College Paonta Sahib
 Dist. Sirmour (H.P.)-173025



[Signature]
 Dr. PRAMOD PATIAL
 Principal
 Shree Guru Gobind Singh Ji
 Government College
 Paonta Sahib
 Dist. Sirmour (H.P.)-173025



5. The curriculum enhances creativity and innovation

Here it is observed that the weighted mean score of question is 4.24, which lies in the Likert range of Strongly agree. Thus, it can be concluded that the employers are in agreement that the curriculum enhances creativity and innovation.

Question 6. The curriculum promotes leadership qualities and problem-solving abilities

Table 6. The curriculum promotes leadership qualities and problem-solving abilities

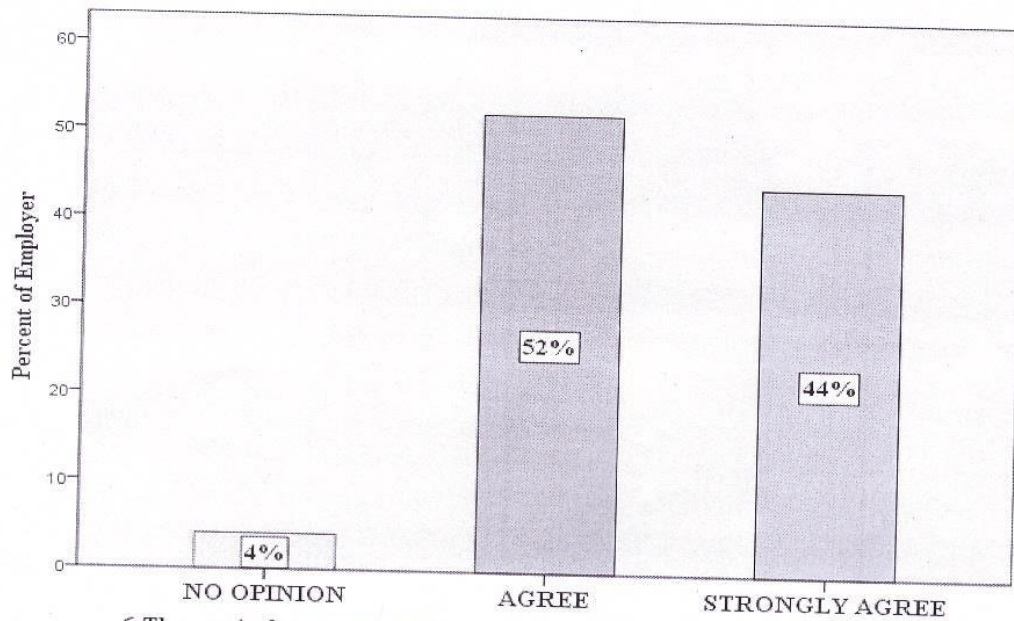
	Valid				Missing	Total
	No Opinion	Agree	Strongly Agree	Total	System	
Frequency	1	13	11	25	2	27
Percent	3.7	48.1	40.7	92.6	7.4	100.0
Weighted Mean Score						4.40

[Signature]
 Internal Quality Assurance Cell (IQAC)
 Shree Guru Gobind Singh Ji
 Government College Paonta Sahib
 Dist. Sirmaur (H.P.)-173025



[7]

[Signature]
 Dr. PRAMOD PATIAL
 Principal
 Shree Guru Gobind Singh Ji
 Government College
 Paonta Sahib
 Dist. Sirmour (H.P.)-173025



6. The curriculum promotes leadership qualities and problem-solving abilities

Table 6 exhibits the responses received for question 6. 11 out of 27 i.e., 40.7 % strongly agree that the curriculum promotes leadership qualities and problem-solving abilities. 13 out of 27 i.e., 48.1% respondents agree with the same. 1 out of 27 i.e., 3.7% respondents have no opinion about that the curriculum promotes leadership qualities and problem-solving abilities. However, 2 out of 27 responses are found missing.

Graph displays the responses received for question in terms of percentage.

Here it is observed that the weighted mean score of question is 4.40, which lies in the Likert range of Strongly agree. Thus, it can be concluded that the employers are strongly in agreement that the curriculum promotes leadership qualities and problem-solving abilities.

Question 7. The curriculum promotes teamwork

Table 7. The curriculum promotes teamwork

	Valid				Missing	Total
	NO OPINION	AGREE	STRONGLY AGREE	Total	System	
Frequency	2	13	10	25	2	27
Percent	7.4	48.1	37.0	92.6	7.4	100.0
Weighted Mean Score						4.32

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Shree Guru Gobind Singh Ji
Government College Paonta Sahib
Dist. Sirmour (H.P.)-173025



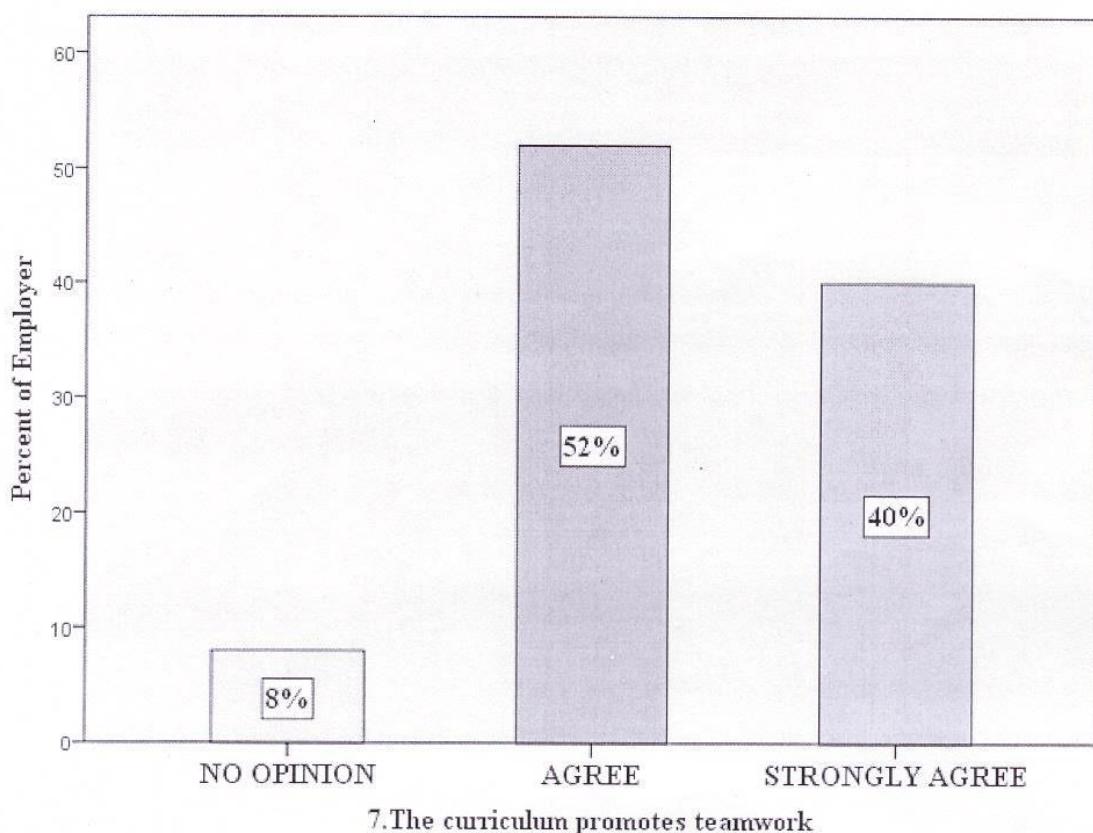
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Dr. PRAMOD PATIAL
Principal
Shree Guru Gobind Singh Ji
Government College
Paonta Sahib
Dist. Sirmour (H.P.)-173025

Table 7 exhibits the responses received for question 7. 10 out of 27 i.e., 37% respondents agree that the curriculum promotes teamwork, 13 out of 27 i.e., 48.1% have submitted agree as response to the question that the curriculum promotes teamwork. 2 out of 27 i.e., 7.4 % have no opinion about the same. However, 2 out of 27 responses are found missing.

Graph displays the responses received for question in terms of percentage.

Here it is observed that the weighted mean score of question is 4.32, which lies in the Likert range of Strongly Agree. Thus, it can be concluded that the employers are strongly in agreement that the curriculum promotes teamwork.



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Internal Quality Assurance Cell (IQAC)
 Shree Guru Gobind Singh Ji
 Government College Paonta Sahib
 Dist. Sirmour (H.P.)-173025

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Dr. PRAMOD PATIAL
 Principal
 Shree Guru Gobind Singh Ji
 Government College
 Paonta Sahib
 Dist. Sirmour (H.P.)-173025

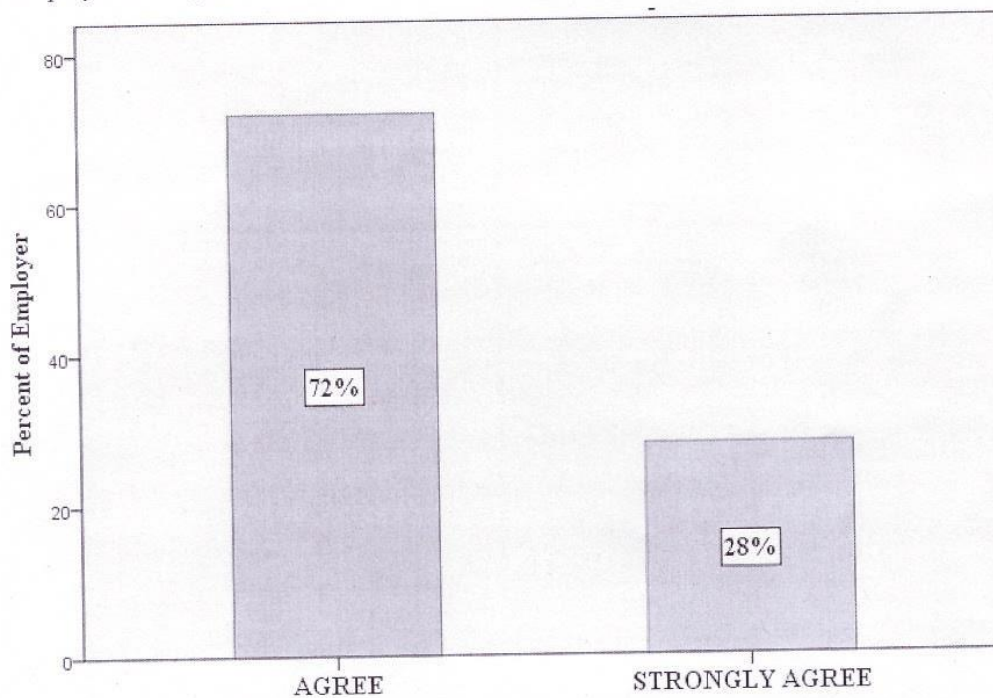
Question 8. The curriculum inculcates values like sustainable development and eco-consciousness

Table 8. The curriculum inculcates values like sustainable development and eco-consciousness

	Valid			Missing	Total
	AGREE	STRONGLY AGREE	Total	System	
Frequency	18	7	25	2	27
Percent	66.7	25.9	92.6	7.4	100.0
Weighted Mean Score					3.96

Table 8 exhibits the responses received for question 8. 7 out of 27 i.e., 25.9% respondents agree that the curriculum inculcates values like sustainable development and eco-consciousness. 18 out of 27 i.e., 66.7% are agree to the curriculum inculcates values like sustainable development and eco-consciousness. However, 2 responses are missing.

Graph displays the responses received for question in terms of percentage.



8. The curriculum inculcates values like sustainable development and eco-consciousness

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[Signature]

Internal Quality Assurance Cell (IQAC)
Shree Guru Gobind Singh Ji
Government College Paonta Sahib
Dist. Sirmour (H.P.)-173025



[Signature]
Dr. PRAMOD PATIAL
Principal
Shree Guru Gobind Singh Ji
Government College
Paonta Sahib
Dist. Sirmour (H.P.)-173025

Here it is observed that the weighted mean score of question is 3.96, which lies in the Likert range of Agree. Thus, it can be concluded that the employers are in agreement that the curriculum inculcates values like sustainable development and eco consciousness.

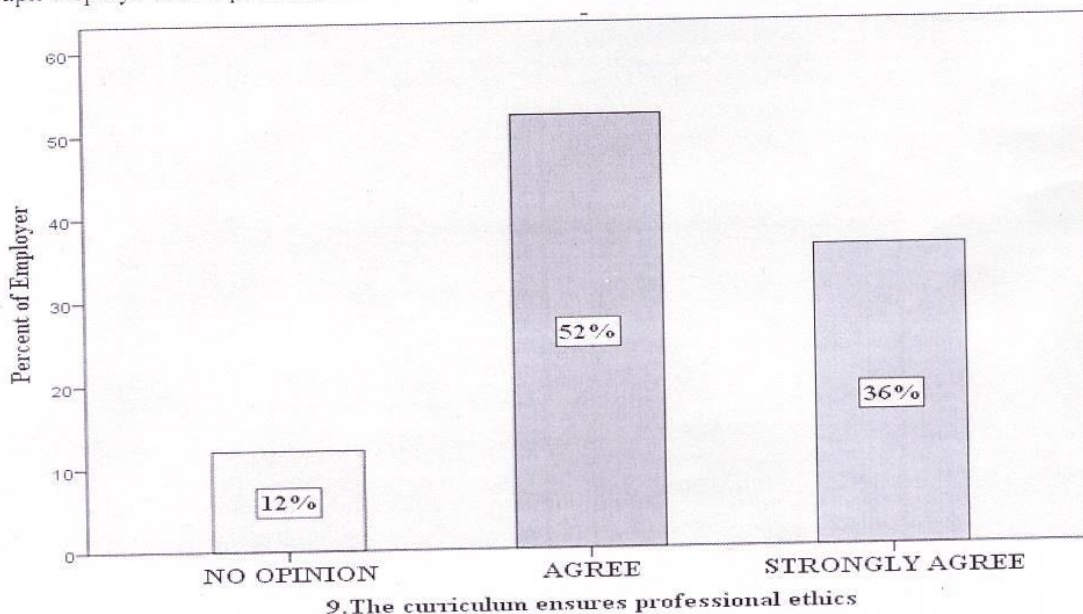
Question 9. The curriculum ensures professional ethics

Table 9. The curriculum ensures professional ethics

	Valid			Missing		Total
	NO OPINION	AGREE	STRONGLY AGREE	System	Total	
Frequency	3	13	9	2	27	
Percent	11.1	48.1	33.3	7.4	100.0	
Weighted Mean Score						4.24

Table 9 exhibits the responses received for question 9. 9 out of 27 i.e., 33.3 respondents strongly agree that the curriculum ensures professional ethics. 13 out of 27 i.e., 48.1% respondents agree that the curriculum ensures professional ethics. 3 out of 27 have no opinion about the question. However, 2 out of 27 responses are found missing.

Graph displays the responses received for question in terms of percentage.



Here it is observed that the weighted mean score of question is 4.24, which lies in the Likert range of Highly Agree. Thus, it can be concluded that the employers are strongly in agreement that the

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[Signature]
 Internal Quality Assurance Cell (IQAC)
 Shree Guru Gobind Singh Ji
 Government College Paonta Sahib
 Dist. Sirmour (H.P.)-173025



[Signature]
Dr. PRAMOD PATIAL
 Principal
 Shree Guru Gobind Singh Ji
 Government College
 Paonta Sahib
 Dist. Sirmour (H.P.)-173025

curriculum ensures professional ethics.

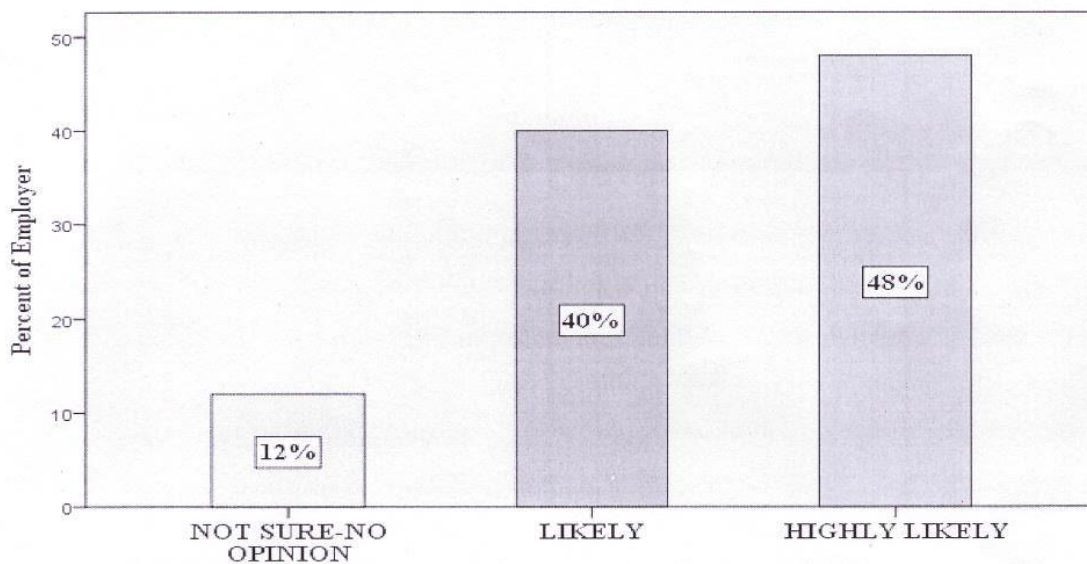
Question 10. Would you like to recruit more alumni or students of SGSSJ Government College Paonta Sahib

Table 10. Would you like to recruit more alumni or students of SGSSJ Government College Paonta Sahib

	Valid				Missing	Total
	NOT SURE-NO OPINION	LIKELY	HIGHLY LIKELY	Total	System	
Frequency	3	10	12	25	2	27
Percent	11.1	37.0	44.4	92.6	7.4	100.0
Weighted Mean Score						4.36

Table 10 exhibits the responses received for question10. 12 out of 27 i.e. 44.4 % respondents will highly like to recruit more alumni or students of SGSSJ Government College Paonta Sahib. 10 out of 27 i.e., 37% will like to recruit more alumni or students of SGSSJ Government College Paonta Sahib. 3 out of 27 i.e., 11.1% are not sure about to recruit more alumni or students of SGSSJ Government College Paonta Sahib.

Graph displays the responses received for question in terms of percentage.



10. Would you like to recruit more alumni or students of SGSSJ Government College Paonta Sahib

[Signature]
 Internal Quality Assurance Cell (IQAC)
 Shree Guru Gobind Singh Ji
 Government College Paonta Sahib
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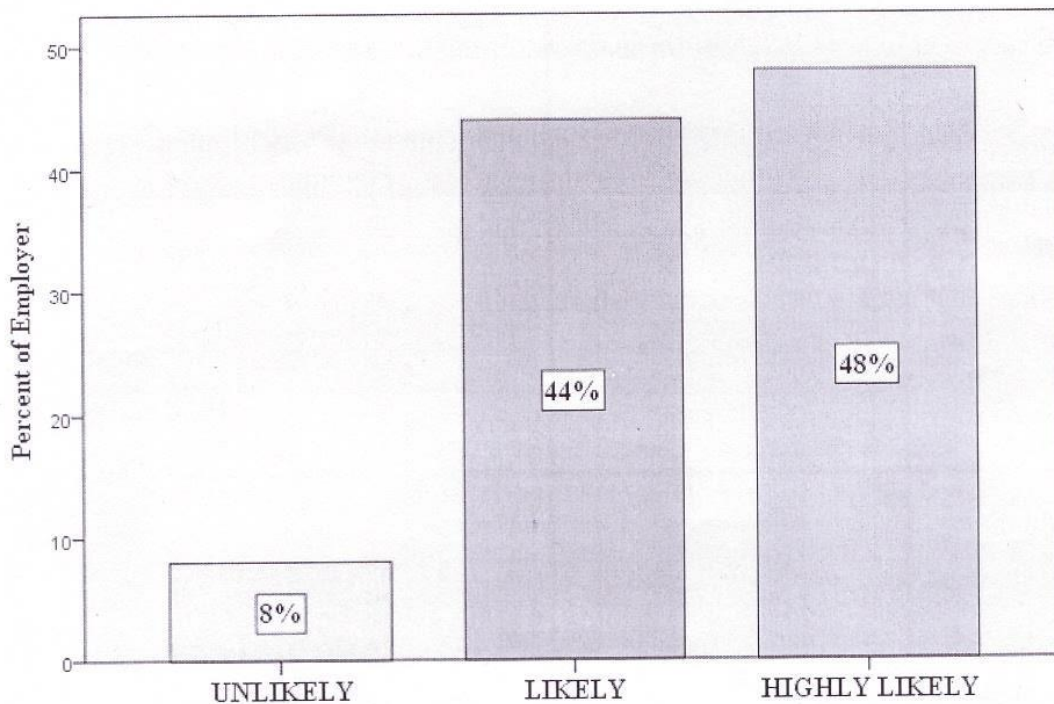
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Dr. PRAMOD PATIAL
 Principal
 Shree Guru Gobind Singh Ji
 Government College
 Paonta Sahib
 Dist. Sirmour (H.P.)-173025

Here it is observed that the weighted mean score of question is 4.36, which lies in the Likert range of Strongly Agree. Thus, it can be concluded that the employers are strongly in agreement to recruit more alumni or students of SGGSJ Government College Paonta Sahib.

Question 11. Would you refer alumni or students of SGGSJ Government College Paonta Sahib to other organization for recruitment?

Table 11. Would you refer alumni or students of SGGSJ Government College Paonta Sahib to other organization for recruitment?

	Valid				Missing	
	UNLIKELY	LIKELY	HIGHLY LIKELY	Total	System	Total
Frequency	2	11	12	25	2	27
Percent	7.4	40.7	44.4	92.6	7.4	100.0
Weighted Mean Score						4.40



11. Would you refer alumni or students of SGGSJ Government College Paonta Sahib to other organisations for recruitment?

[Signature]
 Internal Quality Assurance Cell (IQAC)
 Shree Guru Gobind Singh Ji
 Government College Paonta Sahib
 Dist. Sirmaur (H.P.)-173025



[Signature]
Dr. PRAMOD PATIAL
 Principal
 Shree Guru Gobind Singh Ji
 Government College
 Paonta Sahib
 Dist. Sirmour (H.P.)-173025

Table 11 exhibits the responses received for question 11. 12 out of 27 i.e., 44.4% will highly like to refer alumni or students of SGGSJ Government College Paonta Sahib to other organization for recruitment. 11 out of 27 will like to refer alumni or students of SGGSJ Government College Paonta Sahib to other organization for recruitment. 2 out of 27 i.e., 7.4 are unlikely to refer alumni or students of SGGSJ Government College Paonta Sahib to other organization for recruitment. However, 2 out of 27 responses are found missing.

Graph displays the responses received for question in terms of percentage.

Here it is observed that the weighted mean score of question is 4.40, which lies in the Likert range of Highly Likely. Thus, it can be concluded that the employers would highly like to refer alumni or students of SGGSJ Government College Paonta Sahib to other organization for recruitment.

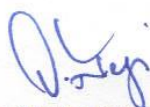
Conclusion

Table 21 shows that the average of weighted mean score of all questions related to curriculum is 4.20 which lies in the Likert range of 3.4 to 4.2 that is the range for “Agree” from which it can be concluded that the Employers agree that curriculum content, its size, evaluation scheme designed by the university, implementation of the syllabus by the college, its teaching and learning environment, use of ICT enabled material and other teaching-learning infrastructure of the college is relevant, satisfactory, adequate and up to date to develop job-oriented, values and it plays a vital role in overall personality development of the students.

Table 12. Employer’s feedback analysis (2020-21) based on Likert scale

	Question	Weighted Mean Score
1	Your preference for employing alumni or students of SGGSJ Government College Paonta Sahib	4.00
2	The curriculum has relevance to industrial needs	3.85
3	The quality of interpersonal communication and other soft skills provided in curriculum by the college	4.16
4	The curriculum enhances the inclination to adopt new methods, technology, and workplace equipment	4.28
5	The curriculum enhances creativity and innovation	4.24
6	The curriculum promotes leadership qualities and problem-solving abilities	4.40

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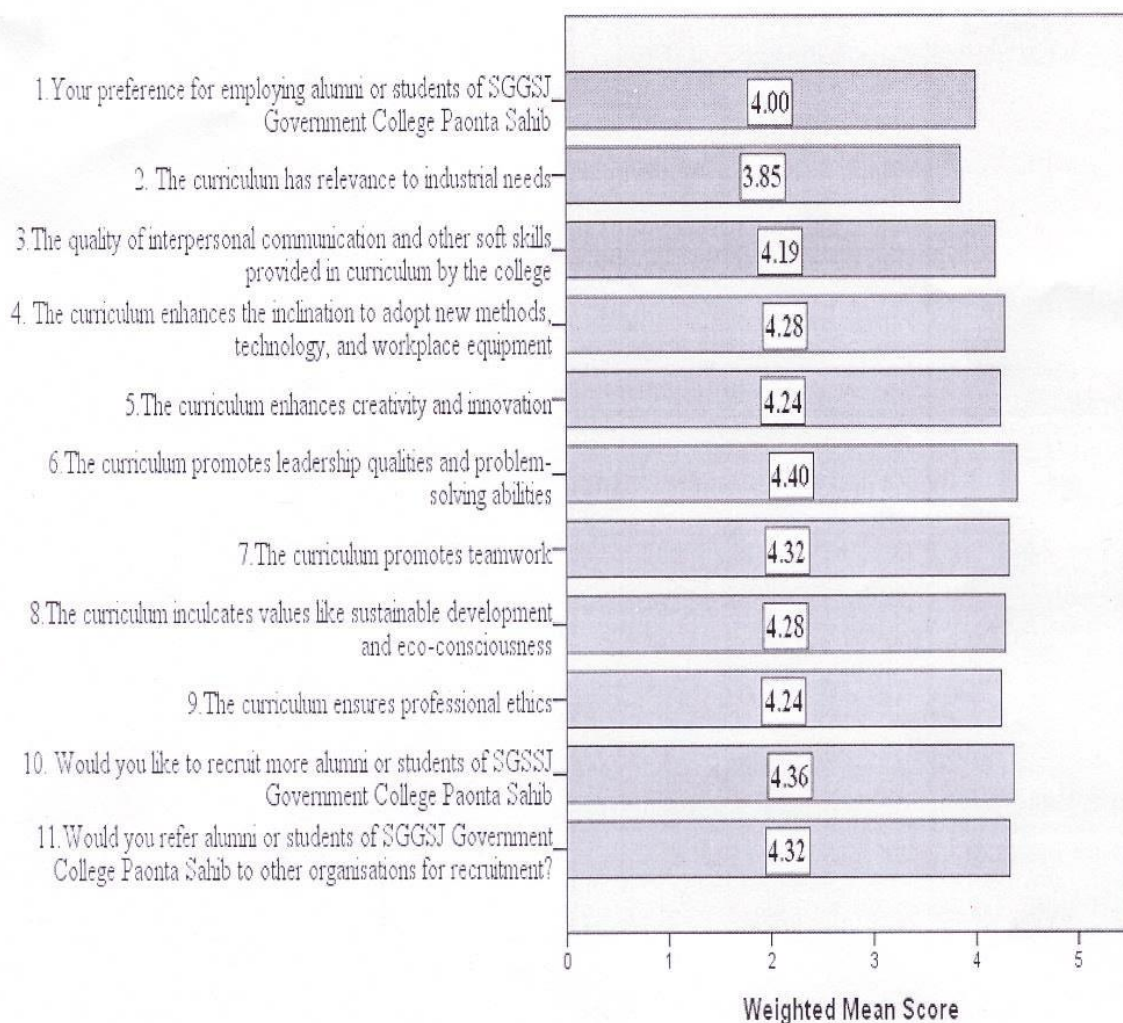
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Dr. PRAMOD PATIAL
Principal
Shree Guru Gobind Singh Ji
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Dist. Sirmour (H.P.)-173025

7	The curriculum promotes teamwork	4.32
8	The curriculum inculcates values like sustainable development and eco-consciousness	3.96
9	The curriculum ensures professional ethics	4.24
10	Would you like to recruit more alumni or students of SGSSJ Government College Paonta Sahib	4.36
11	Would you refer alumni or students of SGSSJ Government College Paonta Sahib to other organization for recruitment?	4.40
Mean Weighted Average		4.20


Employer's Feedback Analysis (2020-21) based on Likert Scale




 Internal Quality Assurance Cell (IQAC)
 Shree Guru Gobind Singh Ji
 Government College Paonta Sahib
 Dist. Sirmour (H.P.)-173025

[15]




 Dr. PRAMOD PATIAL
 Principal
 Shree Guru Gobind Singh Ji
 Government College
 Paonta Sahib
 Dist. Sirmour (H.P.)-173025