

## **Employer feedback Analysis Report (Academic Session 2021-22)**

### **1. Introduction**

Shaheed Major Harminderpal Singh (Shaurya Chakra) Government College is situated in Sahibzada Ajit Singh Nagar (Mohali), Punjab. The college acknowledges the significance of gathering input from all stakeholders to ensure its advancement in the right directions. Stakeholders include college students, their parents, alumni, faculty and staff and employers. As one of the purposes of the higher education is to prepare them for future employment, college recognize its responsibility extend beyond classroom teaching. Employer feedback is essential for this reason. Students are surveyed on their expertise, organizational acumen, communication skills, problem solving abilities, teamwork ethics, creativity etc. The Internal Quality Assurance Cell (IQAC) of the College is responsible for collecting annual employer input and other regular feedback. The responses of the employer were recorded using a questionnaire.

This report presents the analysis of the feedback taken from the employers for the academic session 2021-22.

### **2. Data Collection and Analysis**

To collect feedback from employers a feedback form was circulated among employers and 28 responses were received. For a comprehensive understanding, percentages along with appropriate charts and graphs have been used to depict the results clearly.

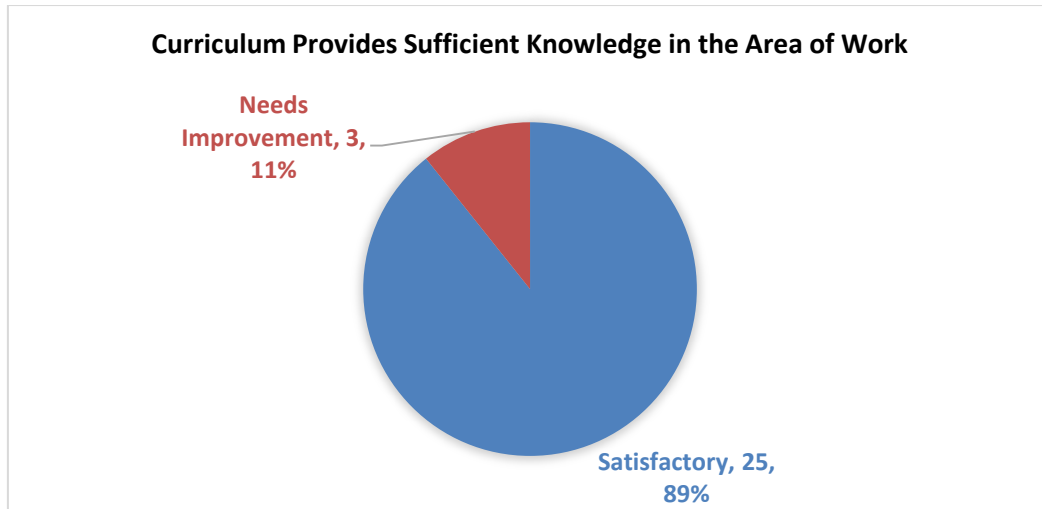
### **3. Employers' Feedback and Analysis**

The feedback from the employers were taken on various issues related to relevance of curriculum, students' performance, communication skills, teamwork abilities, innovation and creative ideas etc.

#### **3.1 Employer Feedback on Curriculum**

Employer feedback plays a pivotal role in shaping and enhancing the curriculum of educational institutions. As the professional landscape evolves, it becomes imperative for academic programs to align with the changing demands of industries. By incorporating

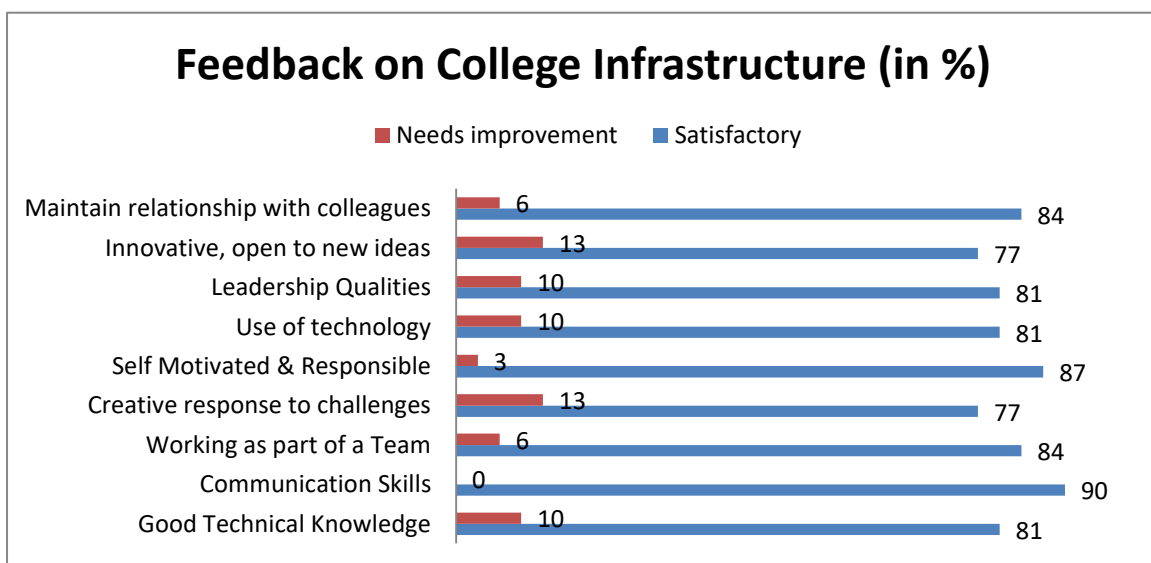
employer suggestions, institutions can offer practical and applicable learning experiences, enhancing graduates' employability. Figure 1 depicts the employers view whether curriculum provides sufficient knowledge in the area of work.



**Figure 1**

### 3.2 Employers Feedback on Students' performance

Employers' feedback on students' performance provides practical perspective, aligning education with industry needs. It assesses readiness, drives curriculum improvement, and boosts students' job prospects by addressing skill deficiencies. The responses of the employers with respect to feedback on performance of students are depicted in Figure 2. As per the data, it is evident that majority of the responses of the employers were satisfied with the performance of students of the college employed in their organization.



**Figure 2**

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## 4. Suggestions and Action Taken Report

Employers emphasized the importance of adopting a more focused strategy for the holistic growth of students. In addition to academic learning, they advised enhancing comprehension of how organizations function, fostering teamwork, and gaining practical insights. They suggested that the college should motivate students to participate in skill-oriented activities, personality development programmes, and pursue value added courses.

Taking into account the feedback and suggestions received, the college has taken different steps:

- Introduced several skill based value added courses for the students. Also MoUs have been done with other institutions to provide students more opportunities.
- The college successfully organized seminars on entrepreneurships and motivated and prepared the students for Job fairs that are organized in the college as well as in the district in coordination with District Bureau of Employment.

