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HOLY CROSS COLLEGE

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Employers Feedback Analysis Report

For the Session 2023-2024

This report evaluates employers feedback on the performance and professional competencies of students. Feedback was collected offline across ten key criteria and analyzed based on a 5-point scale: Strongly Agree, Agree, Neutral, Disagree, and Strongly Disagree. The findings highlight students' strengths and areas for growth to better align their capabilities with industry requirements.

Feedback Analysis

1. The technical knowledge of the students is good

Employers predominantly agree that students possess excellent technical knowledge. This reflects the strong foundational training provided during their academic journey. However, some employers rated "Agree," suggesting that while technical skills meet the baseline, they may not be uniformly exceptional across all students. This emphasizes the need for consistent upskilling to ensure that every student demonstrates advanced technical competence. Moreover, it suggests the curriculum might already address technical depth but could benefit from targeted specialization to cater to diverse industry needs.

2. The students are able to work as part of the team

Teamwork emerged as a well-recognized strength among students. Employers unanimously provided positive feedback, with some strongly agreeing and the others agreeing. This indicates that the students are collaborative, adaptable, and contribute positively to group dynamics. The slight variation in ratings suggests room to further enhance interpersonal and conflict-resolution skills, particularly for high-stakes team projects. Encouraging group-based assignments or workshops during their course could further refine their ability to function seamlessly in diverse team settings.

3. The students maintain cordial relations with peers and seniors

Students are perceived as courteous and professional in their interactions, reflecting good emotional intelligence and respect for workplace hierarchy. This quality is essential for maintaining a harmonious and productive work environment. The maximum agreement indicates that while students generally excel in this area, fostering advanced skills in networking or handling professional disagreements could enhance their workplace

relationships. More emphasis on behavioral training through case studies or role-playing exercises could further solidify this competency.

4. Communication skills of the students are good

Communication skills received strong endorsements. This suggests students are capable of articulating ideas clearly, both verbally and in writing. Effective communication is vital for client interactions, presentations, and interdepartmental collaborations. However, the single "Agree" rating points to possible gaps in advanced communication areas, such as persuasive communication or cross-cultural nuances. Introducing mock interview sessions or public-speaking events could help bridge these gaps.

5. Students have the required managerial/leadership qualities

Employers' mixed responses indicate that managerial and leadership qualities are an area for improvement. While the majority agree that students demonstrate these abilities to some extent, the neutral rating suggests that leadership skills are not consistent across all individuals. This may reflect limited exposure to leadership roles during their academic training. Structured opportunities, such as leading projects or participating in decision-making simulations, could help students develop confidence and managerial acumen.

6. Students volunteer to get into new initiatives taken up by the industry

Students exhibit enthusiasm and willingness to participate in innovative industry projects, showcasing their proactive nature. This reflects a growth mindset and a readiness to adapt to dynamic environments. The absence of any neutral or negative feedback underscores this as a significant strength. However, to elevate this skill further, the curriculum could incorporate exposure to real-world innovation challenges, such as hackathons or collaborative research initiatives, to hone creativity and problem-solving abilities.

7. Students contribute substantially to the growth of the industry

The ability of students to make meaningful contributions to industry growth is highly valued by employers. This indicates that students bring tangible value through their work, aligning with organizational objectives effectively. The "Agree" response highlights an opportunity for more comprehensive internships or mentorships to deepen students' understanding of business impact. Cultivating entrepreneurial thinking alongside technical training could enhance this further.

8. Students align themselves to the demanding needs of the industry

Students are seen as flexible and capable of meeting industry demands, reflecting their adaptability and resilience. This is crucial in fast-paced, evolving sectors where agility is key. The one "Agree" rating suggests some students may need additional preparation to thrive in highly demanding scenarios. Offering advanced workshops on time management and stress resilience could help address this gap and ensure all students are equally prepared.

9. The curriculum and non-curricular initiatives taken up by Tripura University have helped the students attain the required competency level

While the majority of employers agree that the university's curriculum contributes to competency development, the neutral rating suggests room for refinement. Employers may perceive certain gaps between academic training and real-world application. Enhancing the integration of non-curricular initiatives like industry talks, internships, or soft skills training could bridge this gap. Regular feedback loops between academia and industry would ensure the curriculum remains current and impactful.

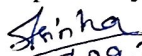
10. Students have the ability to learn industrial practices fast and mold themselves into the stream

This criterion received unanimous strong agreement, highlighting students' exceptional learning agility. This is a critical asset in today's rapidly changing industry landscape, where quick adaptation is essential. Such positive feedback validates the effectiveness of current teaching methods. However, continued emphasis on experiential learning, such as live projects or internships, will ensure students maintain this competitive edge.

Conclusion

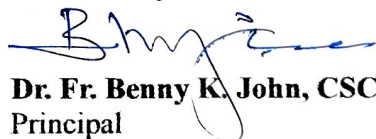
The feedback reflects students' strong technical knowledge, teamwork, adaptability, and communication skills. However, areas such as leadership, curriculum alignment, and advanced interpersonal skills present opportunities for enhancement. This analysis highlights a strong foundation while identifying pathways for further growth, ensuring students are well-prepared for future industry challenges.

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