

Staff Feedback 2019-20

Submission Report - Analysis of Staff Feedback Data

This submission report presents a comprehensive analysis of the staff feedback data for the academic year 2019-20. The feedback data provides valuable insights into the strengths and weaknesses of the institution, aiding in the identification of areas for improvement and further development.

Introduction:

The staff feedback data was collected to assess various aspects of the college's functioning. It consists of star ratings ranging from 1 to 5, with 5 indicating excellence and 1 indicating below-average performance. The overall rating for the institution was found to be 3.72, signifying an average performance. A total of 15 feedbacks have been collected across the college. The feedback particular is as follow;

Staff Feedback 2019-20							<i>Overall rating</i>
	<i>Excellent(5 star)</i>	<i>Very good(4 star)</i>	<i>Good(3 star)</i>	<i>Average(2 star)</i>	<i>Below average (1 star)</i>	<i>Star rating</i>	
Decentralisation of powers	26.67	13.33	20.00	33.33	6.67	3.20	3.72 (out of 5 star)
Staff Coordination	26.67	26.67	33.33	6.67	6.67	3.60	
Faculty common Room	33.33	13.33	53.33	-	-	3.80	
Reading Room	6.67	13.33	40.00	13.33	26.67	2.60	
Sponsorship for seminar registration	6.67	13.33	46.67	26.67	6.67	2.87	
Ease of doing Research	40.00	13.33	33.33	6.67	6.67	3.73	
Infrastructure of the institution	20.00	26.67	20.00	33.33	-	3.33	
Workshops /Seminar/ Webinar	46.67	20.00	26.67	6.67	-	4.07	
Freedom to adopt new technique in teaching	33.33	13.33	46.67	-	-	3.60	
Fair distribution of workloads of college	53.33	6.67	26.67	6.67	6.67	3.93	
Leave facility	46.67	33.33	20.00	-	-	4.27	
Transparency in Governance	13.33	33.33	33.33	6.67	13.33	3.27	
Faculty Development programme	26.67	13.33	33.33	13.33	13.33	3.27	
Fairness in Examinations and Evaluation	40.00	40.00	20.00	-	-	4.20	

Resources in Library	40.00	13.33	20.00	20.00	6.67	3.60
Freedom in expressing opinions, ideas and suggestions	40.00	33.33	20.00	6.67	-	4.07
Zero tolerance against ragging, gender and caste discrimination	66.67	26.67	6.67	6.67	-	4.73
Student –teacher relation	40.00	40.00	6.67	6.67	6.67	4.00
Fair disbursement of EPF / NPS	53.33	33.33	13.33	-	-	4.40
Grievance Redressal System	33.33	40.00	13.33	6.67	6.67	3.87

Strengths:

- 1. Zero Tolerance Against Ragging, Gender, and Caste Discrimination (4.73 stars):** The institution excels in maintaining a safe and inclusive environment, which is commendable and aligns with best practices in higher education.
- 2. Fair Distribution of Workloads of College (3.93 stars):** The equitable distribution of workloads is a strength, indicating a commitment to fairness and balanced work responsibilities among staff members.
- 3. Leave Facility (4.27 stars):** Satisfactory leave facilities contribute to a healthy work-life balance, benefiting the overall well-being of staff members.
- 4. Fair Disbursement of EPF / NPS (4.40 stars):** The equitable distribution of retirement benefits reflects the institution's commitment to the financial security of its staff.
- 5. Student-Teacher Relationship (4.00 stars):** Positive feedback on student-teacher interactions underscores a conducive learning environment.

Areas for Improvement:

- 1. Reading Room (2.60 stars):** The college should invest in improving the reading room facilities to better support academic endeavors.
- 2. Sponsorship for Seminar Registration (2.87 stars):** Enhancing support for staff participation in seminars and conferences can promote professional development.
- 3. Infrastructure of the Institution (3.33 stars):** Investments in infrastructure can create a more conducive working and learning environment.
- 4. Transparency in Governance (3.27 stars):** Staff members desire more transparency in governance processes, necessitating better **communication and decision-making practices**.
- 5. Faculty Development Programme (3.27 stars):** Enhancements in faculty development opportunities can facilitate continuous improvement in teaching and research skills.

Recommendations:

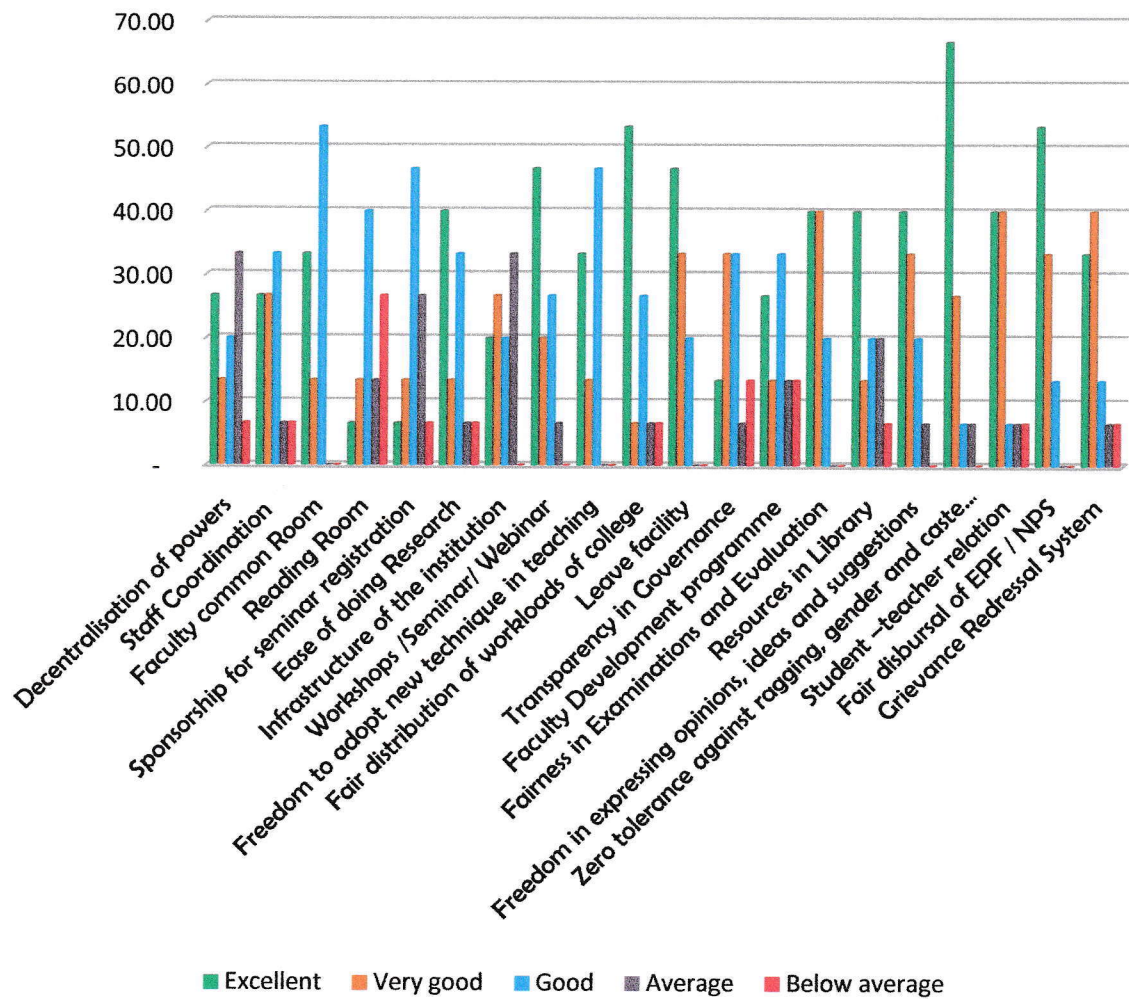
Based on the analysis, the following recommendations are proposed for Science College, Konkorada:

- 1. Invest in Infrastructure:** Allocate resources to upgrade and expand the college's infrastructure, including facilities such as the reading room, faculty common room, and library.
- 2. Enhance Professional Development:** Increase support for staff participation in seminars, workshops, and faculty development programs to keep them updated with the latest developments in their fields.
- 3. Improve Transparency:** Implement measures to enhance transparency in governance processes, ensuring that staff members are well-informed and engaged in decision-making.
- 4. Library Resources:** Expand and update library resources to meet the academic and research needs of staff and students effectively.
- 5. Grievance Redressal:** Strengthen the grievance redressal system to address staff concerns promptly and efficiently.


Conclusion:

The staff feedback analysis provides a valuable roadmap for Science College, Konkorada to enhance its strengths and address its weaknesses. By implementing the recommended actions, the institution can create a more conducive working and learning environment, fostering continued growth and development. Regular feedback assessments are encouraged to monitor progress and ensure continuous improvement in the future.

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