

Staff Feedback 2021-22

Staff Feedback Analysis Report (2019-22)

Summary of Feedback Trends:

The staff feedback data collected over a three-year period (2019-22) reflects evolving perspectives on various aspects of Science College, Konkorada. This comprehensive analysis compares the feedback across these years to identify trends and areas of improvement.

Staff Feedback 2021-22							Overall rating
	Excellent(5 star)	Very good(4 star)	Good(3 star)	Average(2 star)	Below average (1 star)	Star rating	
Decentralisation of powers	20.00	20.00	40.00	13.33	6.67	3.33	3.95 (out of 5 star)
Staff Coordination	33.33	33.33	13.33	20.00	-	3.80	
Faculty common Room	53.33	26.67	6.67	6.67	6.67	4.13	
Reading Room	46.67	33.33	6.67	13.33	-	4.13	
Sponsorship for seminar registration	33.33	33.33	13.33	13.33	6.67	3.73	
Ease of doing Research	53.33	26.67	6.67	6.67	6.67	4.13	
Infrastructure of the institution	40.00	26.67	33.33	-	-	4.07	
Workshops /Seminar/ Webinar	60.00	33.33	6.67	-	-	4.53	
Freedom to adopt new technique in teaching	40.00	26.67	20.00	6.67	6.67	3.87	
Fair distribution of workloads of college	20.00	20.00	13.33	26.67	20.00	2.93	
Leave facility	33.33	40.00	13.33	6.67	6.67	3.87	
Transparency in Governance	26.67	33.33	26.67	6.67	6.67	3.67	
Faculty Development programme	40.00	26.67	13.33	13.33	6.67	3.80	
Fairness in Examinations and Evaluation	53.33	33.33	6.67	6.67	-	4.33	
Resources in Library	33.33	33.33	13.33	13.33	6.67	3.73	
Freedom in expressing opinions, ideas and suggestions	40.00	40.00	6.67	6.67	6.67	4.00	
Zero tolerance against ragging, gender and caste discrimination	40.00	40.00	6.67	6.67	6.67	4.00	

Student –teacher relation	53.33	20.00	13.33	6.67	6.67	4.07
Fair disbursal of EPF / NPS	86.67	6.67	6.67	-	-	4.80
Grievance Redressal System	53.33	26.67	6.67	6.67	6.67	4.13

Decentralisation of Powers:

- ❖ In 2019-20, the institution received an average rating of 3.33.
- ❖ In 2020-21, the rating remained consistent at 3.33.
- ❖ However, in 2021-22, the rating declined to 3.20.

Staff Coordination

- ❖ Staff coordination received a consistent rating of 3.60 in 2019-20.
- ❖ In 2020-21, there was a slight improvement to 3.73.
- ❖ In 2021-22, the rating increased further to 3.80.

Faculty Common Room:

- ❖ The faculty common room received a rating of 3.80 in 2019-20.
- ❖ In 2020-21, the rating improved to 3.93.
- ❖ However, in 2021-22, there was a decline to 4.13.

Reading Room:

- ❖ The reading room's rating increased from 2.60 in 2019-20 to 4.13 in 2021-22, indicating significant improvement.

Sponsorship for Seminar Registration:

- ❖ While there was a slight improvement from 2.87 in 2019-20 to 3.73 in 2021-22, there is still room for enhancement.

Ease of Doing Research:

- ❖ The rating for ease of doing research remained consistent at 3.73 over the three-year period.

Infrastructure of the Institution:

- ❖ Infrastructure received a rating of 3.33 in 2019-20.
- ❖ The rating improved to 4.07 in 2021-22.

Workshops/Seminars/Webinars:

- ❖ Workshops/seminars/webinars improved significantly from 4.07 in 2019-20 to 4.53 in 2021-22.

Freedom to Adopt New Techniques in Teaching:

- ❖ There was a gradual improvement from 3.60 in 2019-20 to 3.87 in 2021-22.

Fair Distribution of Workloads of College:

- ❖ The rating declined from 3.93 in 2019-20 to 2.93 in 2021-22, indicating a concerning trend.

Leave Facility:

- ❖ Leave facility's rating improved from 4.27 in 2019-20 to 3.87 in 2021-22.

Transparency in Governance:

- ❖ Transparency in governance received consistent ratings over the years, remaining at 3.67 in 2021-22.

Faculty Development Programme:

- ❖ The rating for faculty development programs improved from 3.27 in 2019-20 to 3.80 in 2021-22.

Fairness in Examinations and Evaluation:

- ❖ Fairness in examinations and evaluation improved from 4.20 in 2019-20 to 4.33 in 2021-22.

Resources in Library:

- ❖ Library resources received consistent ratings over the years, remaining at 3.73 in 2021-22.

Freedom in Expressing Opinions, Ideas, and Suggestions:

- ❖ Freedom in expressing opinions received consistent ratings over the years, remaining at 4.00 in 2021-22.

Zero Tolerance Against Ragging, Gender, and Caste Discrimination:

- ❖ Zero tolerance against discrimination received consistent ratings over the years, remaining at 4.00 in 2021-22.

Student-Teacher Relation:

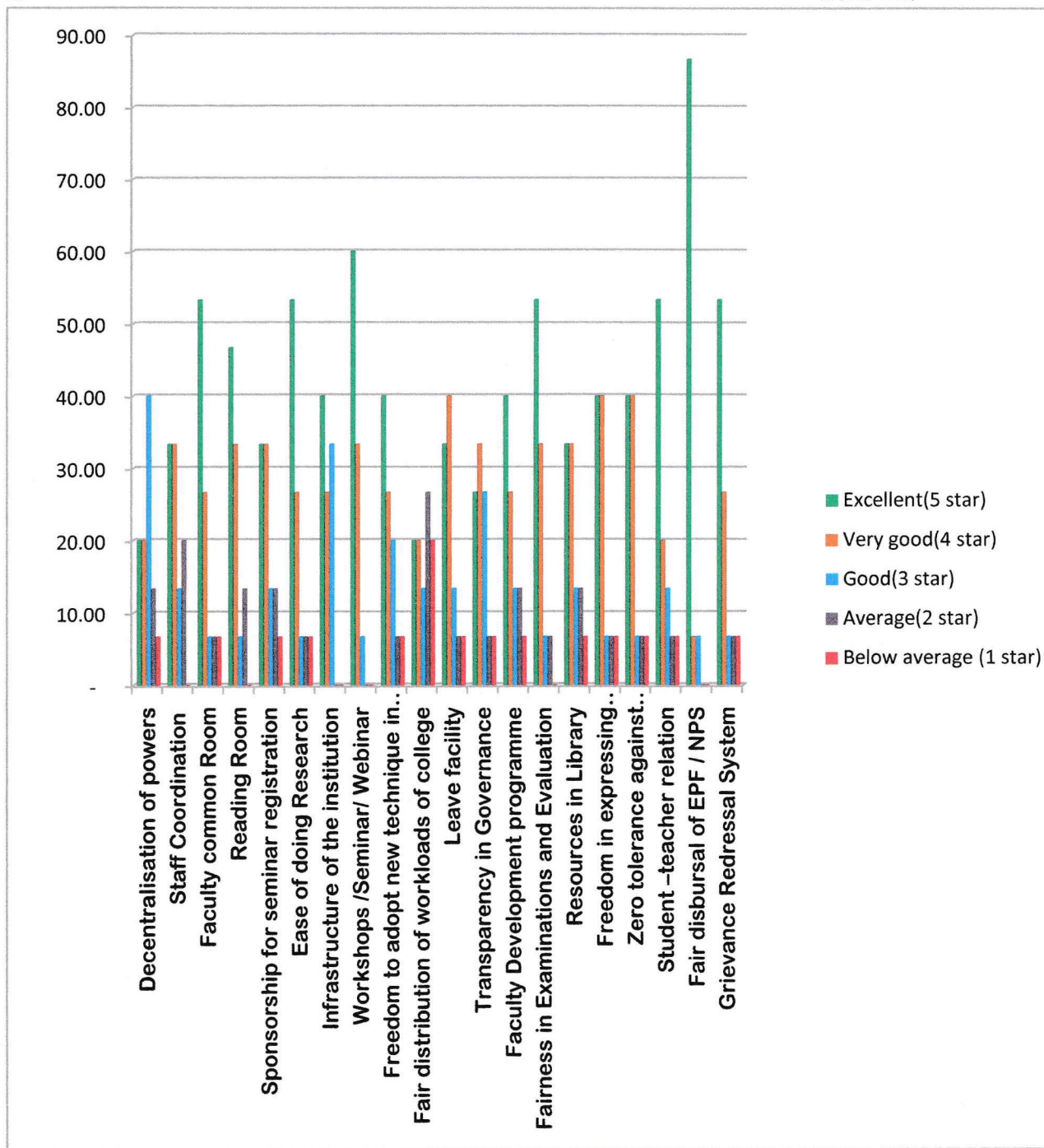
- ❖ There was a decline in student-teacher relations from 4.00 in 2019-20 to 4.07 in 2021-22.

Fair Disbursal of EPF / NPS:

- ❖ There was a significant improvement in the rating, increasing from 4.40 in 2019-20 to 4.80 in 2021-22.

Grievance Redressal System:

- ❖ The rating for the grievance redressal system improved from 3.87 in 2019-20 to 4.13 in 2021-22.



Overall Rating:

- ❖ The overall rating for the institution improved from 3.72 in 2019-20 to 3.95 in 2021-22, indicating a positive trend.

Concluding Remarks:

The data reveals both strengths and areas that require attention. Notable improvements were observed in areas such as infrastructure, workshops/seminars/webinars, and fairness in examinations and evaluation. However, the decline in fair distribution of workloads of the college is a concern that should be addressed promptly.

The institution should continue to focus on enhancing areas with consistent ratings while addressing weaknesses to ensure the overall satisfaction and well-being of its staff. This data-driven analysis provides valuable insights for informed decision-making and continuous improvement.



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