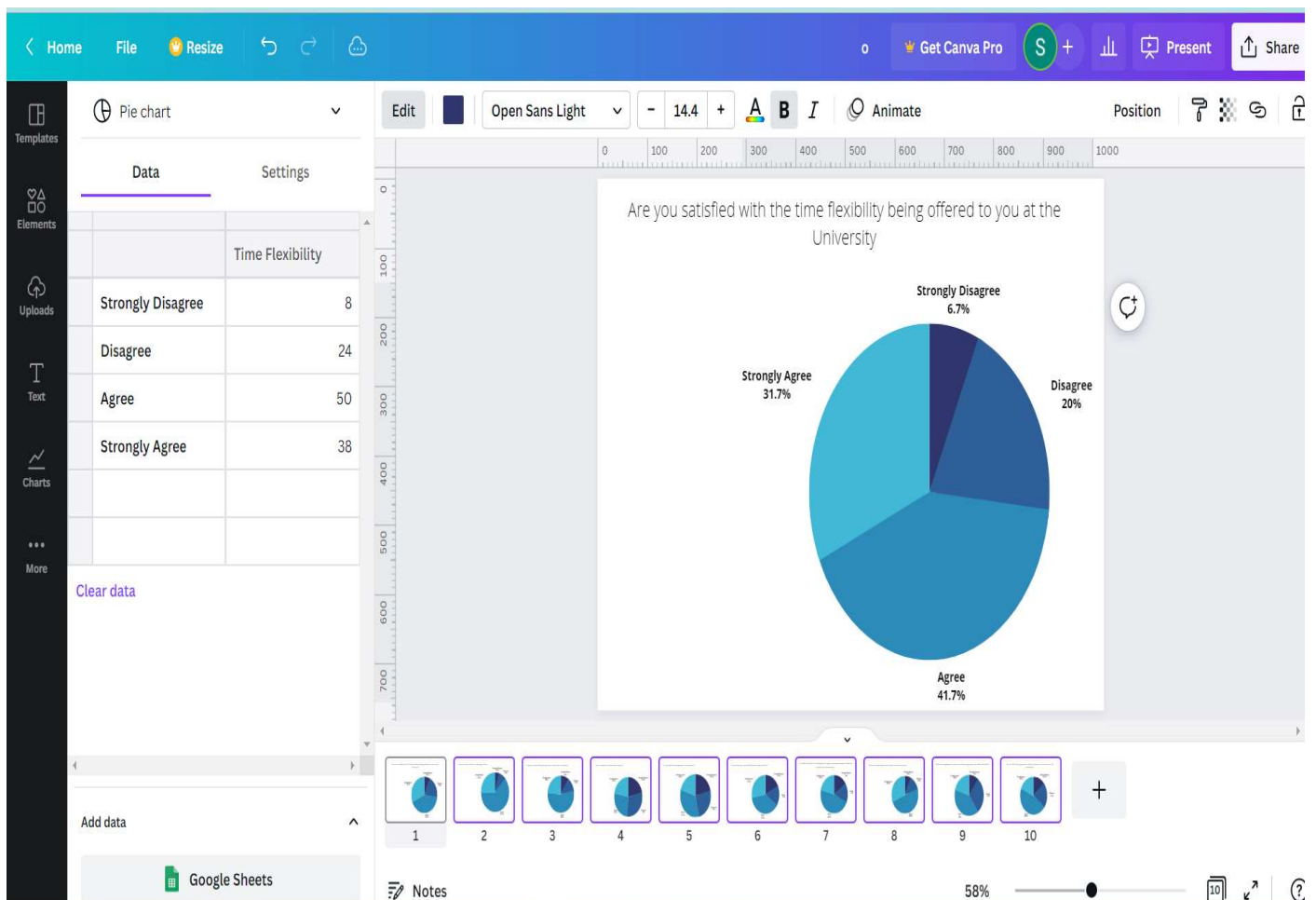


**FEEDBACK OF
THE Employees
OF
UTTARAKHAND
OPEN
UNIVERSITY**



Question regarding time flexibility was asked to the University staff.

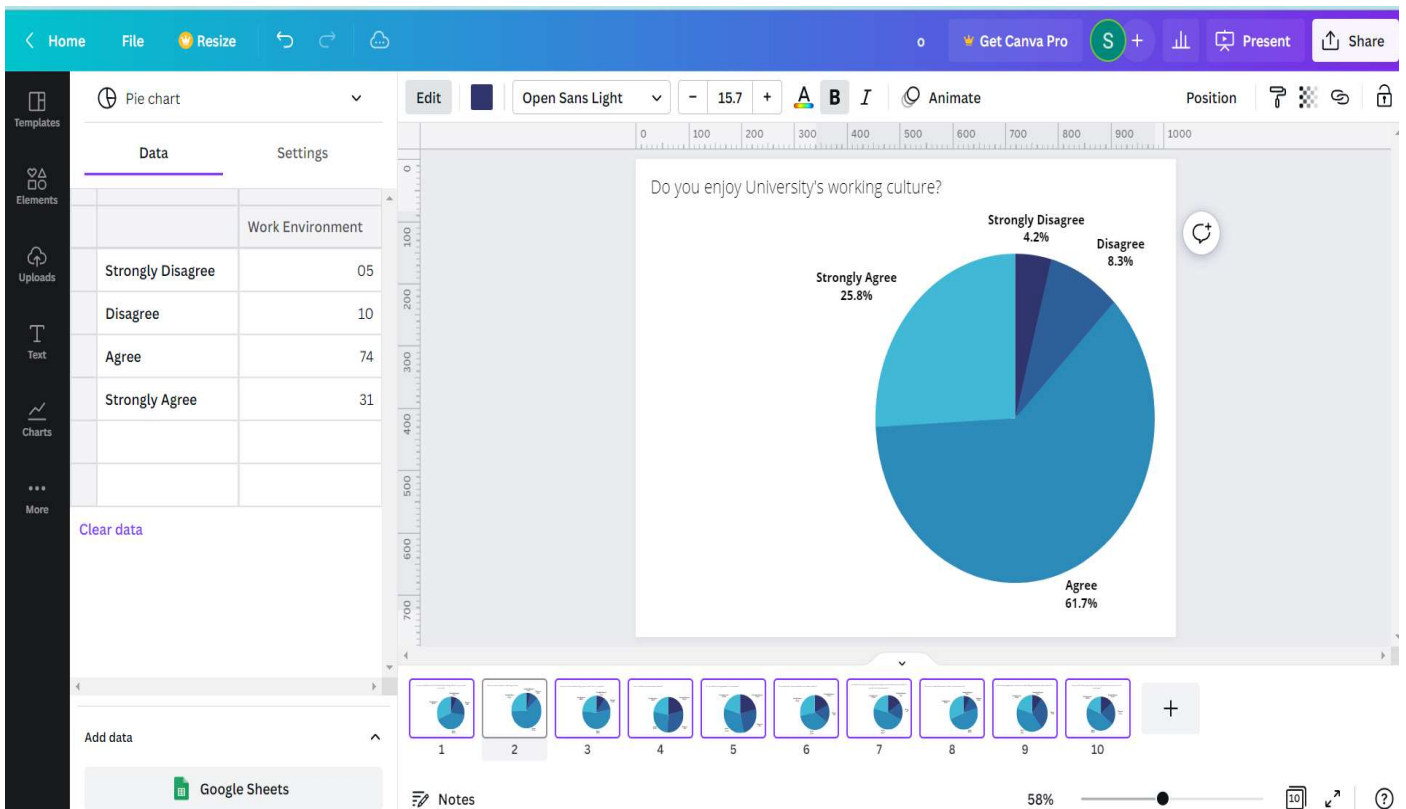
Survey was taken of 120 people in the premises.

50 out of 120 people agree with the time flexibility of the University that makes 41.7% of the lot.

31.7% people strongly agreed with the timings being offered by the University.

Only, 20% (24 people) of the Staff did not find it as per their requirements.

This makes the flexibility of the timings an accepted parameter among the staff.

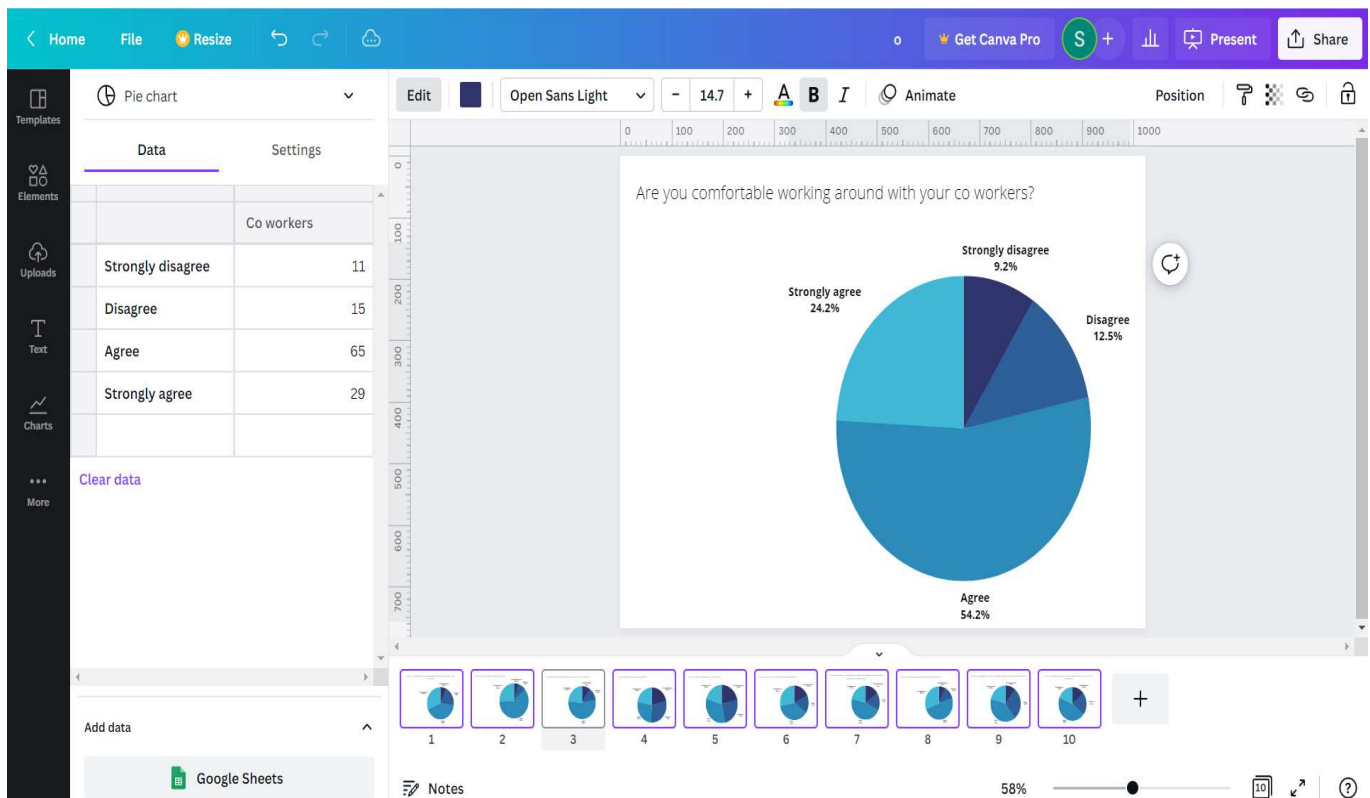


Talking of University's work culture, a massive 86% finds it amicable.

Many of them find the University work environment to be fair, result oriented, diverse and employee engaging.

Every major function is celebrated with zeal and vigour with equal participation of the employees.

People are generally of the idea that the working environment at the University is enjoyable.



As we work and sit for 8 hours with our colleagues. The interaction between has to be cordial and welcoming to avoid any kind of friction and delay in the efficiency.

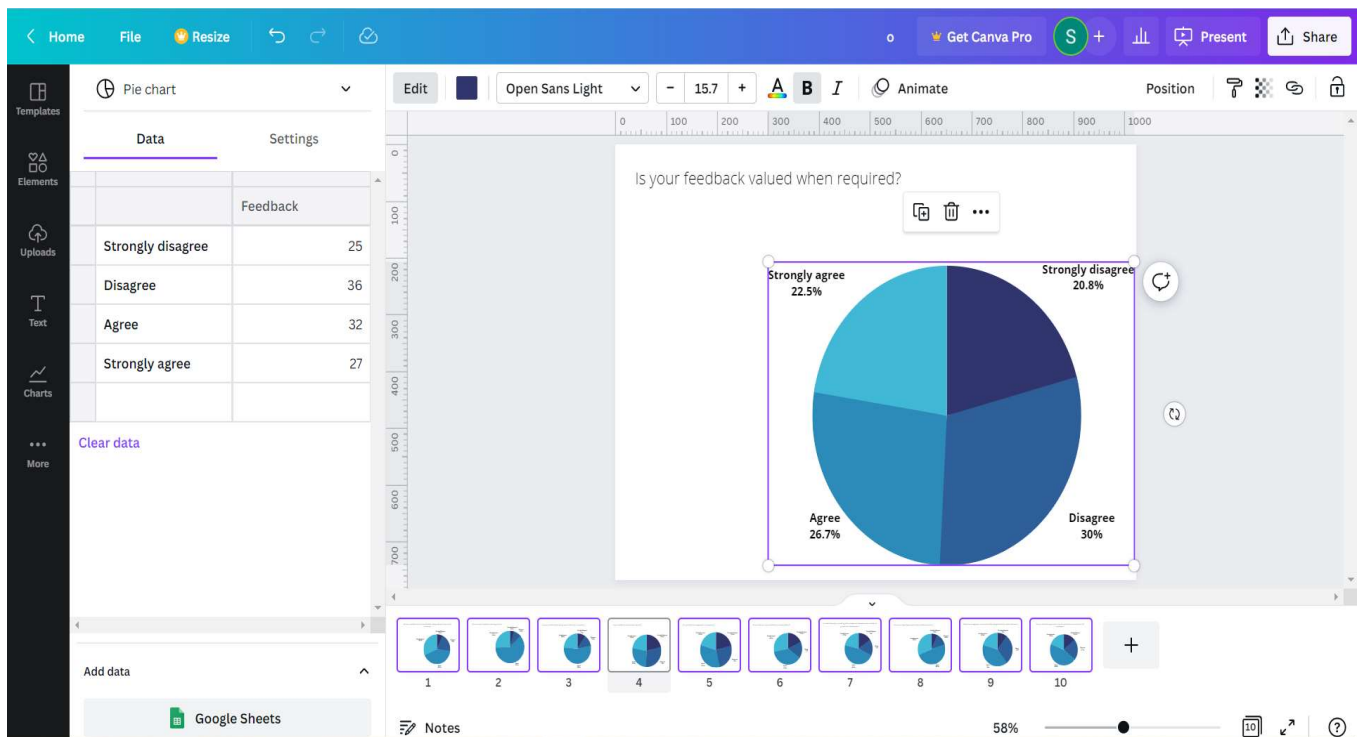
Proper coordination and amicable relationship among the colleagues makes a healthy environment to work at.

Out of the total 120 respondents, 65 people, that is more than half the sample that was taken into consideration, enjoyed a good working relationship with their co workers at work.

Only, 12.5% could not agree to the point.

This point is all the way more important as the 24% strongly agree with the co-workers they have.

This satisfies the parameter that people are generally interactive and in good professional relationship with their co-workers.



Giving feedback and taking it is an important parameter to understand the relationship between the employees and the administration.

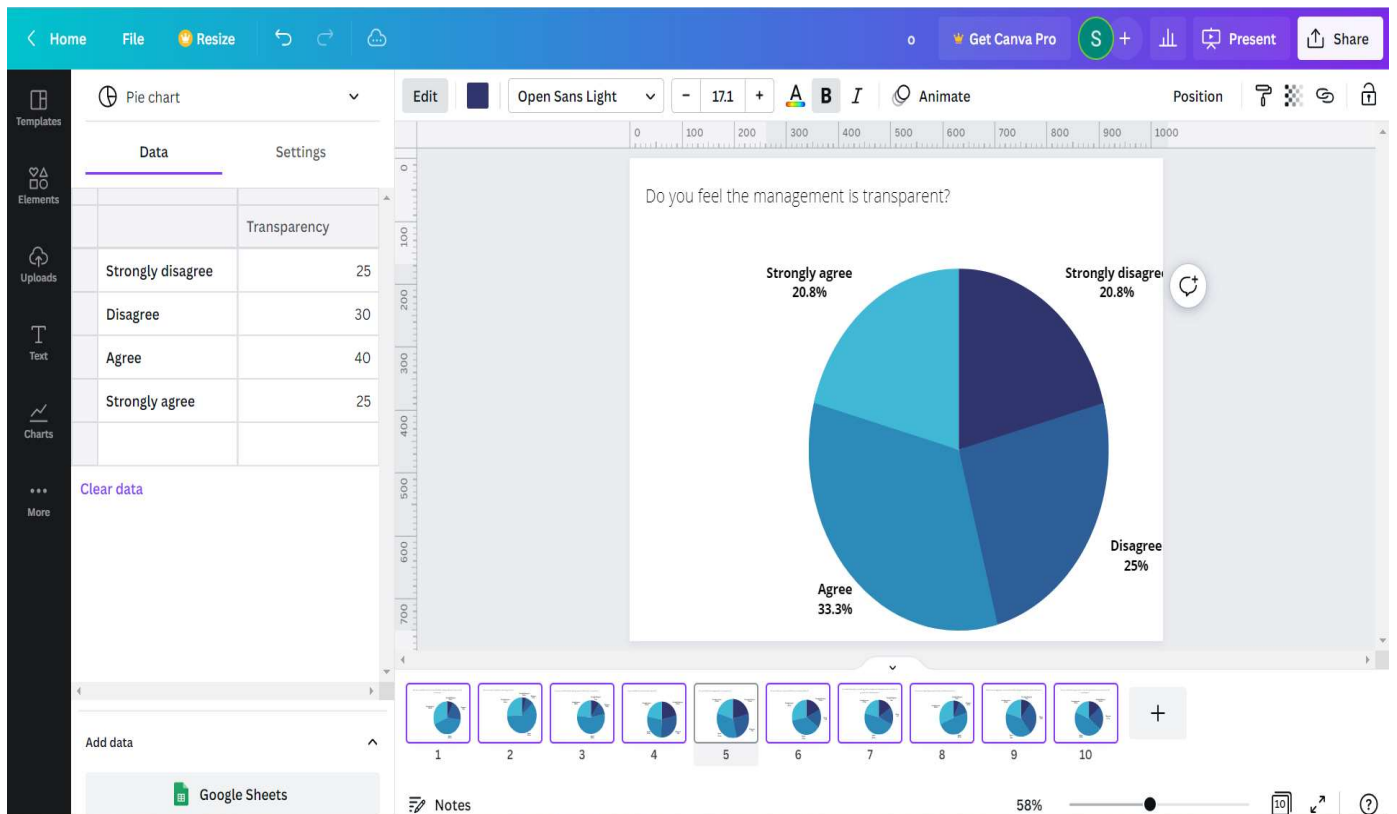
On asking, if the feedback given by or to you is valued, it seemed to be at loggerheads.

This saw a mixed reaction, the answers were such that a conclusive statement could not be drawn.

Still, this parameter would need some work to be done.

There is some work required to be done at this level.

The University is time and again improving, step by step progress continues for a long time.



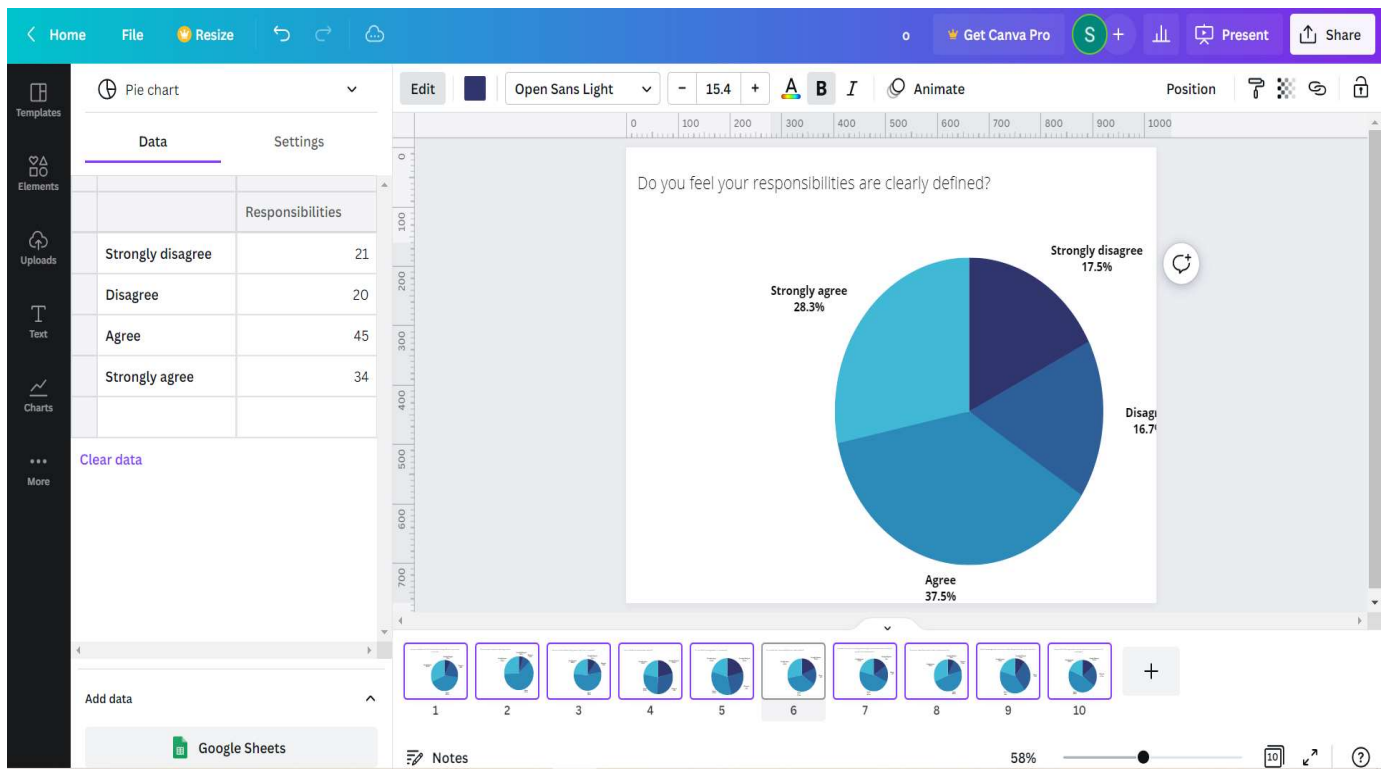
On asking if the administration/management is transparent, majority would like to believe that yes it is.

More than 50% of the respondents are of the view that the transparency is not a major issue to deal with.

Not everyone agrees with the view, that's why HRIS (Human Resource Information System) portal is going to be introduced in the University, so that every detail of every employee is available at all given times.

Scrutinising monthly reports of the department by the heads and then by the VC, creates a sense of trust among the staff.

This needs some improvement and the University is doing its best to serve the interests overall.



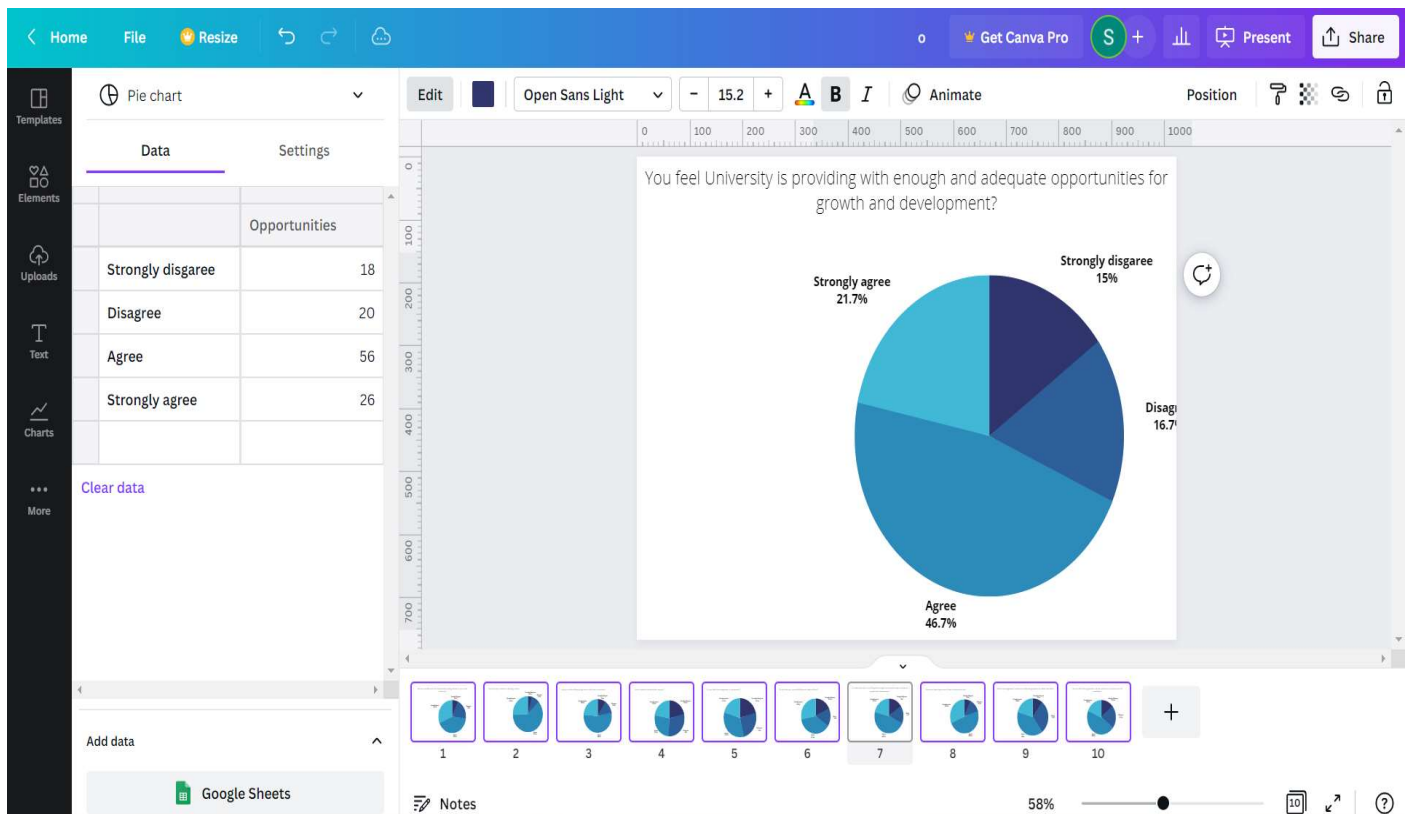
On being inducted into an organisation, an employee is handed over with some responsibilities of which he needs to be aware of.

On being asked the question related to the job responsibilities more than 50% of the respondents are well aware of their tasks at hand.

As the problem is dynamic and needs proper revision as the time passes, there comes up some drawbacks which are addressed well as and when the issue arises.

The University through various departments are on the advance mode of nipping the problems the bud itself.

Going online, addressing issues there and then, keeping the open door policy are such examples.



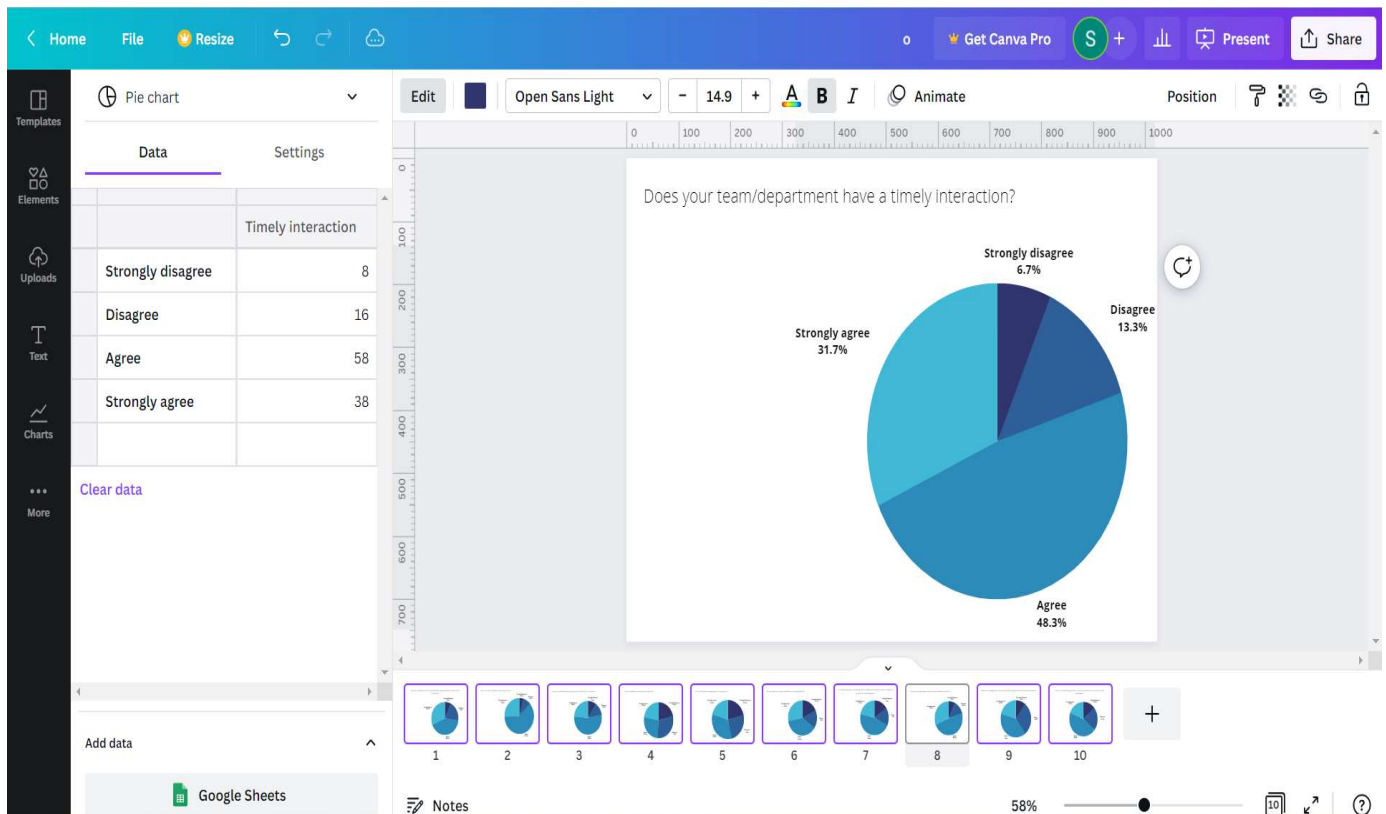
Any organisation works well if the employees are taken care of.

On being asked whether the University is providing them with enough opportunities for personal growth and development.

A large number (82) of people agreed to it., a whopping 68 % are of the understanding that the opportunities are being provided to them.

Every respective department, Registrar office and the VC office very frequently sends mails regarding the workshops, seminars, conferences being held all over the Country and even outside.

The employees as per their interests and calling decide to participate in such events to hone his/her skills and add the credential to the resume.



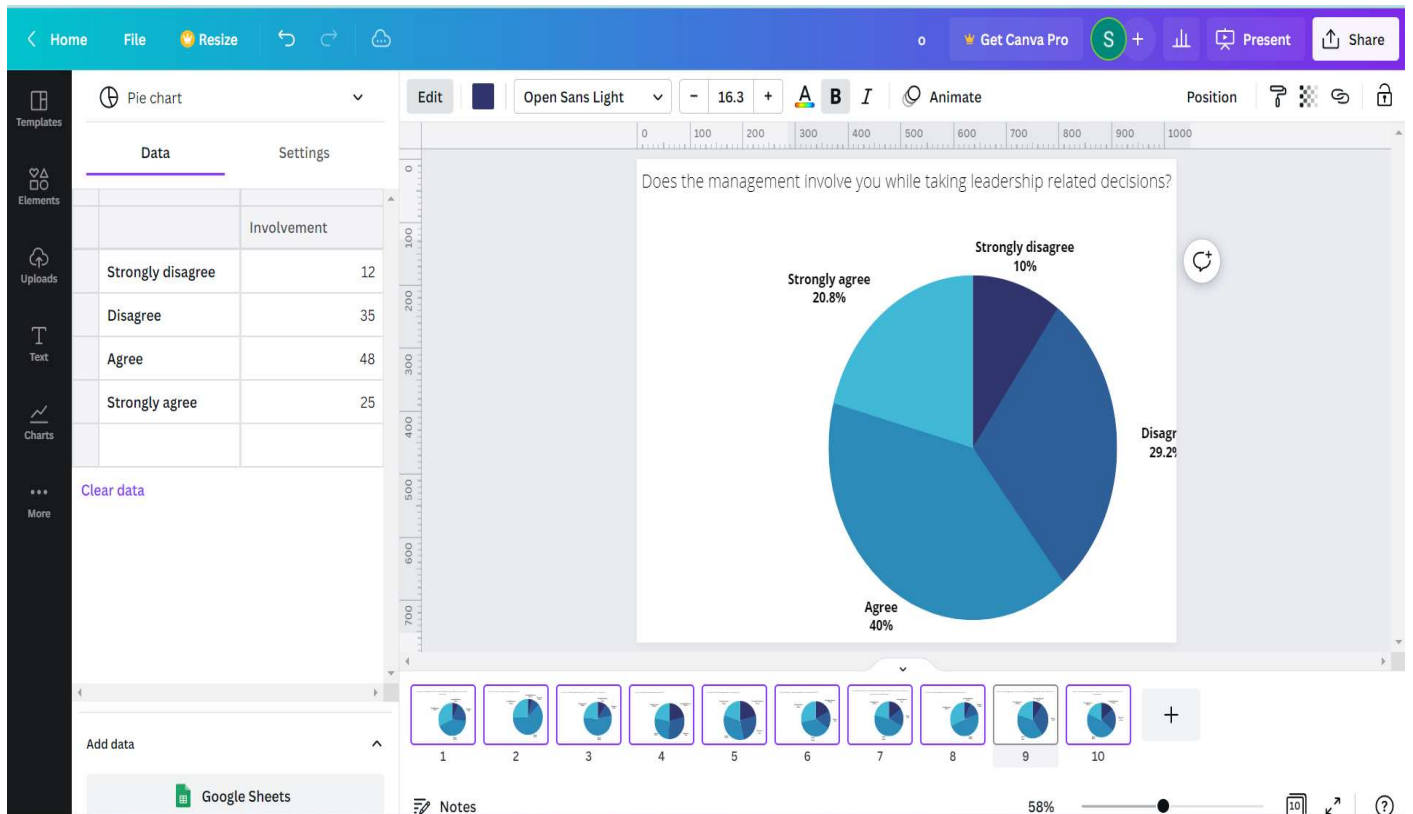
Employees work for the University but, what do they specifically work for?

Every staff member has a specific skill / qualification for which he is assigned a department, sections, etc.. For e.g., Management, Humanities, Science, Law, Accounts, Maintenance, etc.

It becomes very necessary to maintain a workable relationship within the department. So, timely meet becomes an evident part of it.

On being asked the question, regarding the timely meet of the department with the employees, majority again went with the positive claiming that yes the department meeting are held regularly.

Smooth functioning of the University depends on every department of it working in tandem.



Every member, employee working anywhere wants to feel valued.

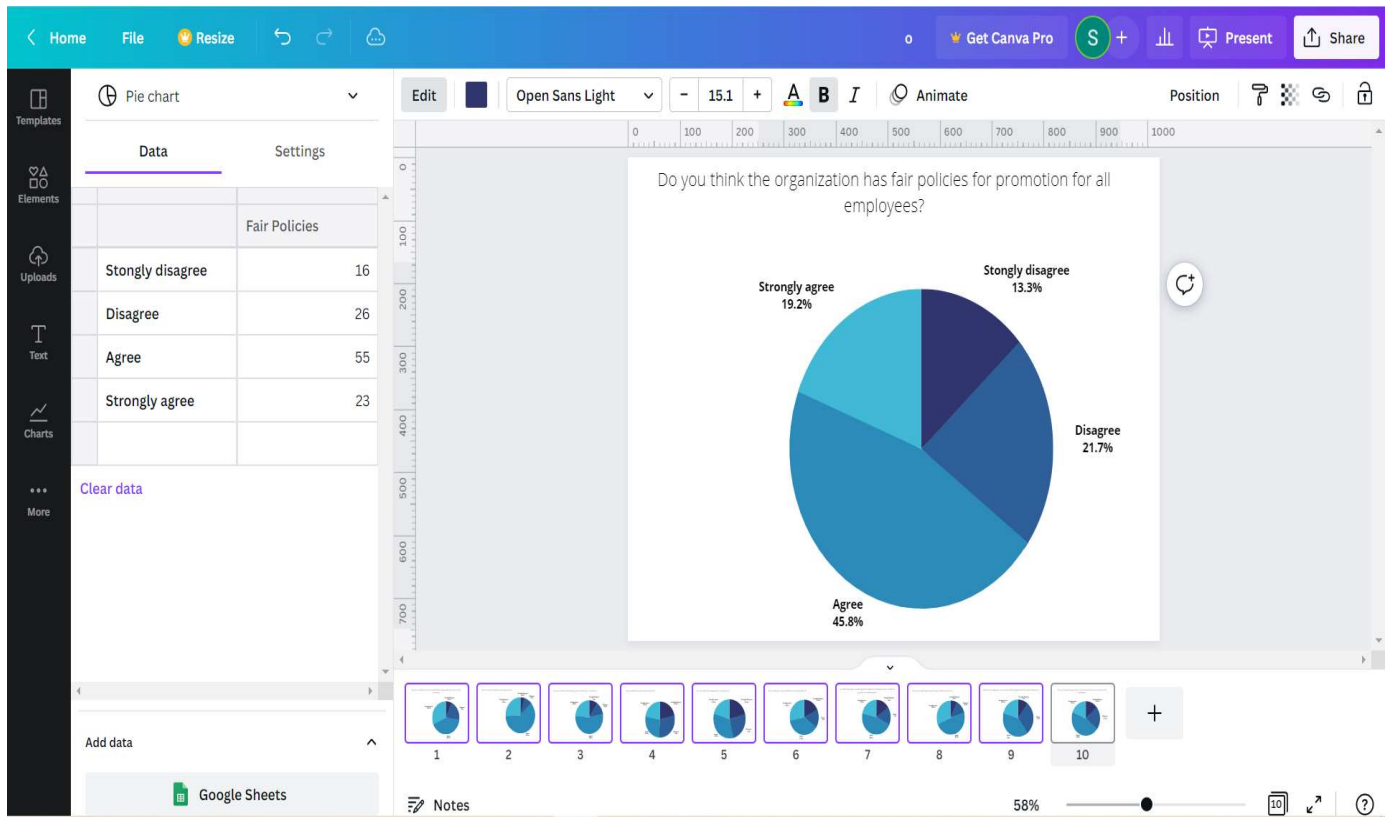
On asking if the administration keeps them involved the decision making process, many of them agreed to it.

This attribute depends on the kind of department one is in and type of decisions being taken.

If case of teaching staff, every faculty in a department is asked for an opinion, on introducing new techniques of teaching, or new process to be started.

The decision making process cannot be always put into question while resolving financial issues or administrative problems.

So, overall the department where the question was valid and agreeable, they accepted it. While here there are less chances of getting ever body involved in the decision making process, disagreed to it.



Fair and just policies are the backbone of any Institution. Being transparent and following an open door policy resolves half the issues arising at any given time.

On being asked the question, if the University has fair policy for promotion for all employees, approximately 55% agreed to it.

The rest did not, and to address this issue, HRIS, as mentioned earlier is being introduced, so that the promotion and related activities will be based on merit and not on the personal choice.

To promote workplace equity and equality, many committees have been formed, regular feedbacks are taken, and timely improvements are checked.