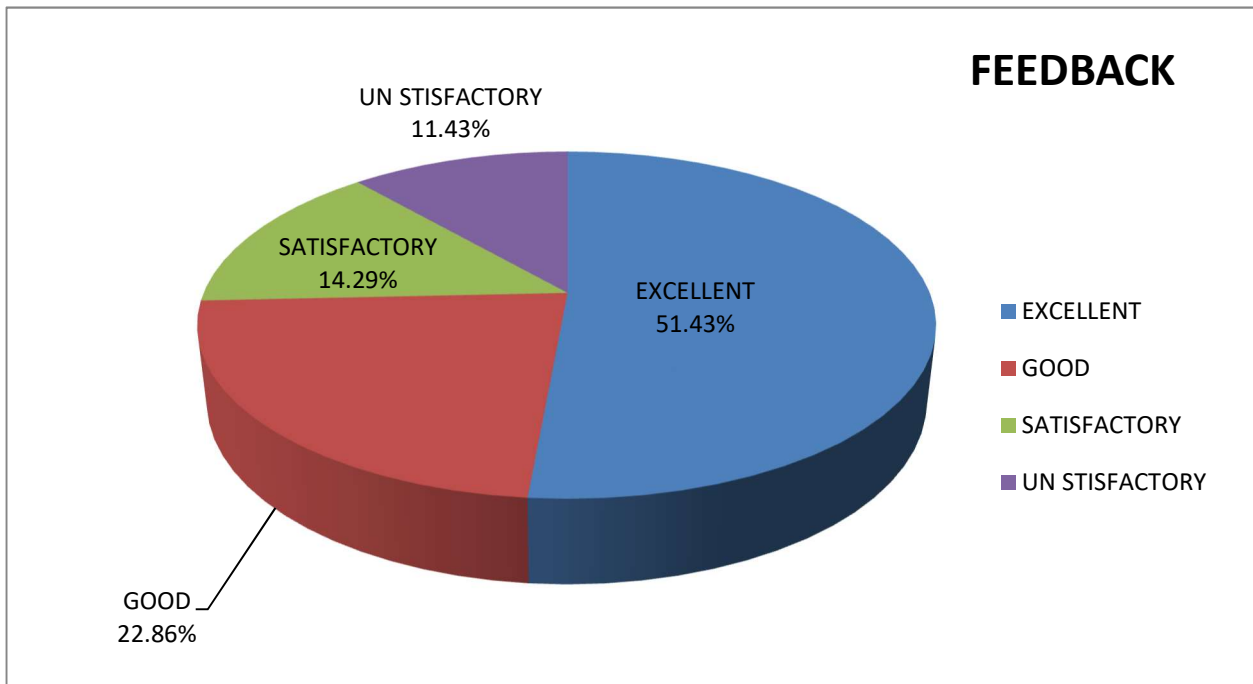# FEEDBACK OF EMPLOYERS/ORGANISATION/INSTITUTES
Feedback collected during 2018-19

Many pass out students working in private/public organization different areas in Uttarakhand. There are 35(Thirty five) Employers/organizations feedback for Students who were provided with the job opportunity

S. No.	Question	Rating			
		Excellent	Good	satisfactory	unsatisfactory
1.	Curriculum of university suitable for Employability.	18	8	5	4
2.	Ability to manage/leadership qualities.	10	12	4	9
3.	Is communication skill possessed by the employee required by the industry	20	10	2	3
4.	Aptitude and problem analysis skill of pass out students.	21	6	3	5
5.	Working as part of a team.	22	6	3	5
6.	Do the employers find the employees to be Self motivated and responsible	5	10	11	9
7.	Ability to contribute to the goal of the organizations/ company.	8	10	12	5
8.	Relationship with seniors/peers/sub-ordinates.	20	10	2	3
9.	Involvement in social activity.	13	3	17	2
10.	Ability to take up extra responsibility.	10	12	4	9

1. Is the curriculum of university suitable for employability.

FEEDBACK

UN STISFACTORY
11.43%

SATISFACTORY
14.29%

EXCELLENT
51.43%

GOOD
22.86%

- EXCELLENT
- GOOD
- SATISFACTORY
- UN STISFACTORY

Interpretation:

The question was well received by the employers in general; more than 50% of the employers find the curriculum of the University to be apt according to the market standards.

Some of the employers find the employability to be average because of the obvious reasons that sometimes the course misses out on certain dynamic changes that the market is itself not open to. That's why there seems a gap between the curriculum and employability of the learners

A good portion of the learners enrolled are already in working capacities with some organizations, so the course taken here at the University adds up to the working value of the learners.

2. Are employees able to maintain leadership qualities
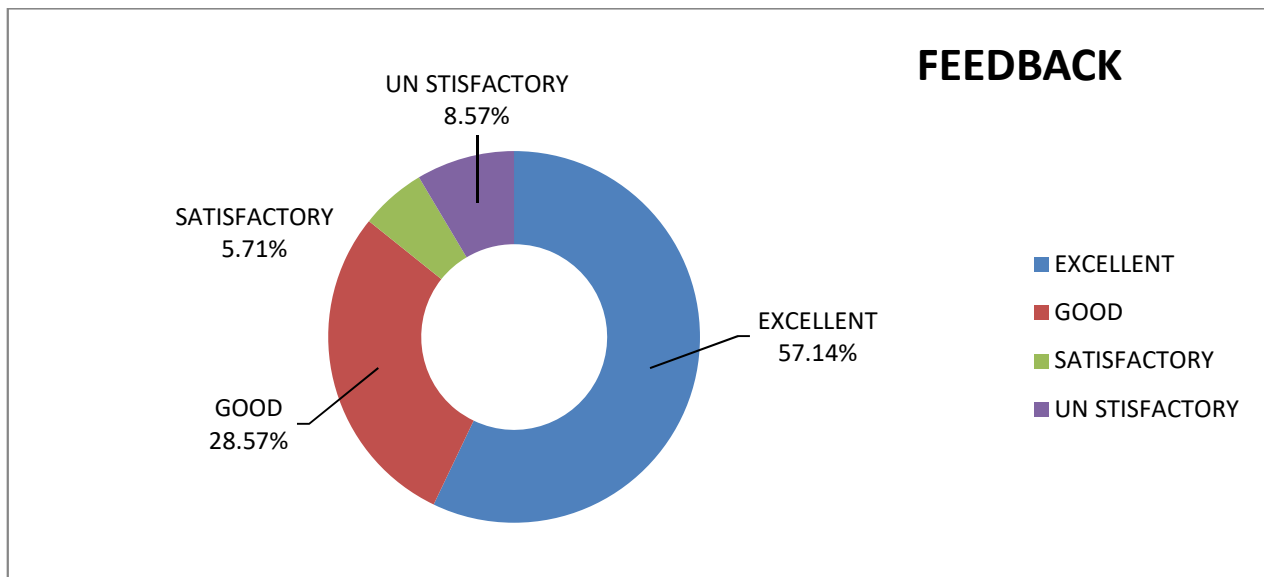
FEEDBACK

Interpretation:

Talking of the leadership quality, it was found out that majority of the learners are going good to excellent under this parameter. Leadership is how one tackles things at work and if any such issue arises how one is able find a solution to it leading the way forward.

Considering the online, open and distance mode of education the University provides, this makes the learners self dependent and curious enough to understand the content by him/her self.

This creates a leadership bent of mind amongst the learners that helps them in their future endeavors.

3. Is communication skill possessed by the employee required by the industry?

FEEDBACK

- UN STISFACTORY 8.57%
- SATISFACTORY 5.71%
- GOOD 28.57%
- EXCELLENT 57.14%

Legend:
- EXCELLENT
- GOOD
- SATISFACTORY
- UN STISFACTORY

Interpretation:

On asking this question, the result was somewhat on the expected lines. As we at the University conducts counseling sessions and lectures very frequently, the learner is expected to communicate as and when required.

Since, the learners has a lot more time to improve on his communication than a traditional University, this gives an extra edge to the student to work upon his skills to articulate his thoughts in a better way.

This can be taken as a loophole as well in certain cases, as not every learner is equally capable of understanding on his own. So, sometimes a gap becomes evident, that results out in not so communication with others.

In order to address, various departments of the University have come up with the proposal of conducting live classes as and when required depending on the subjects.

4. Aptitude and problem analysis skill of pass out students.
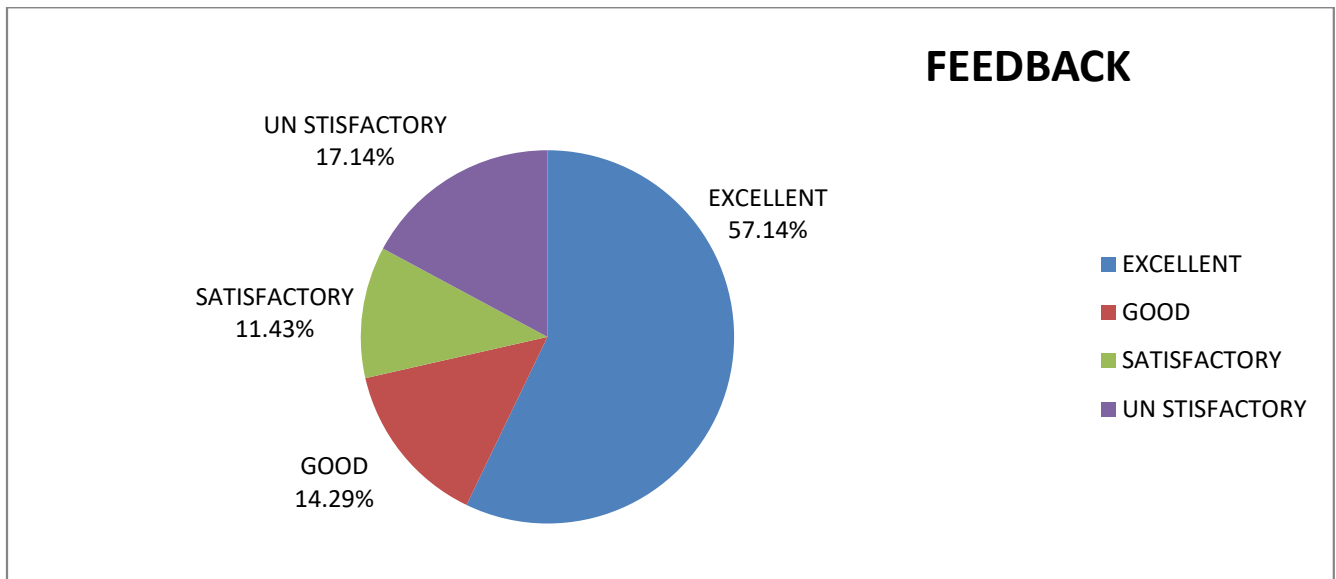
Interpretation:

Aptitude is a natural skill one possesses. It can be innate or acquired depending on the situations and the ability of a learner.

Aptitude can be expanded through learning and education. Problem analysis comes as a daily part of learning as and when the employees are exposed to the work. The employees working on the organization have passed out from a University that provides distance education; this itself opens up an avenue for an aptitude of problem analysis.

5. Are the employees able to work as a team?

FEEDBACK

Bar chart values:
- EXCELLENT: 21
- GOOD: 6
- SATISFACTORY: 3
- UN STISFACTORY: 5
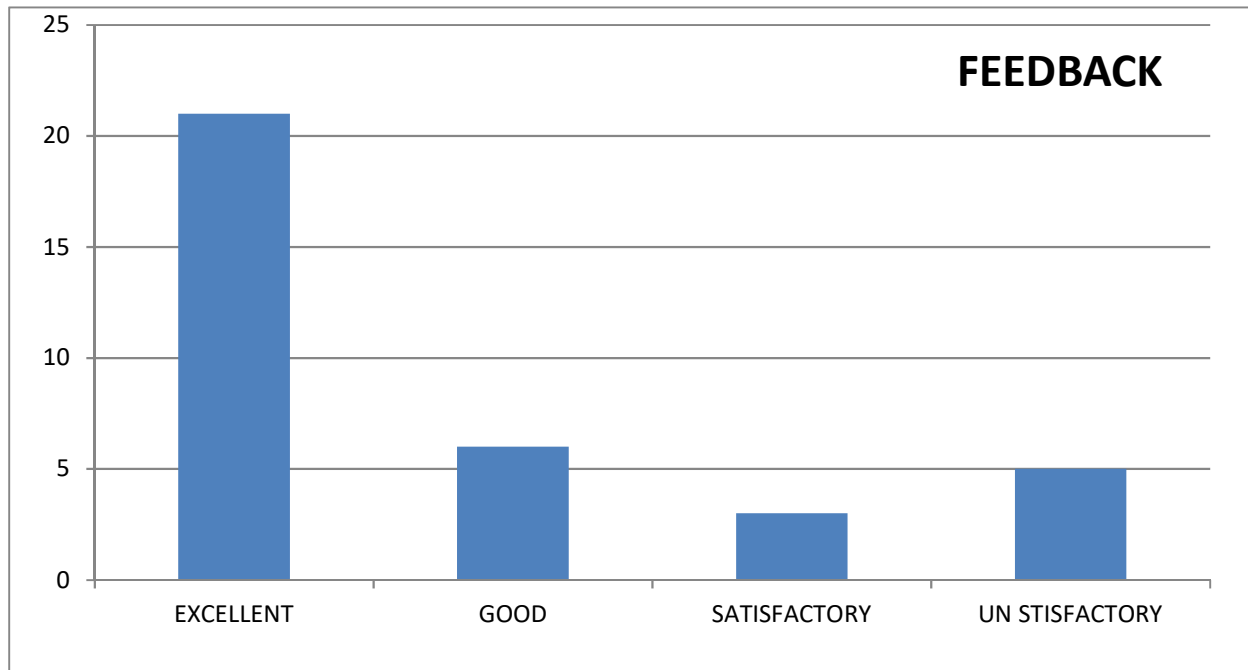
Interpretation:

The employees passed out from University showcase an excellent level of team spirit. The employers are of the view that they follow and imbibe a true sportsmanship when it comes to working as a team.

The result came out to be exceptionally excellent; the employers are literally impressed by the team managing ability of the employees and maintaining it well while working on a project, especially when they have to work and for a deadline.

6. Do the employers find the employees to be Self motivated and responsible?
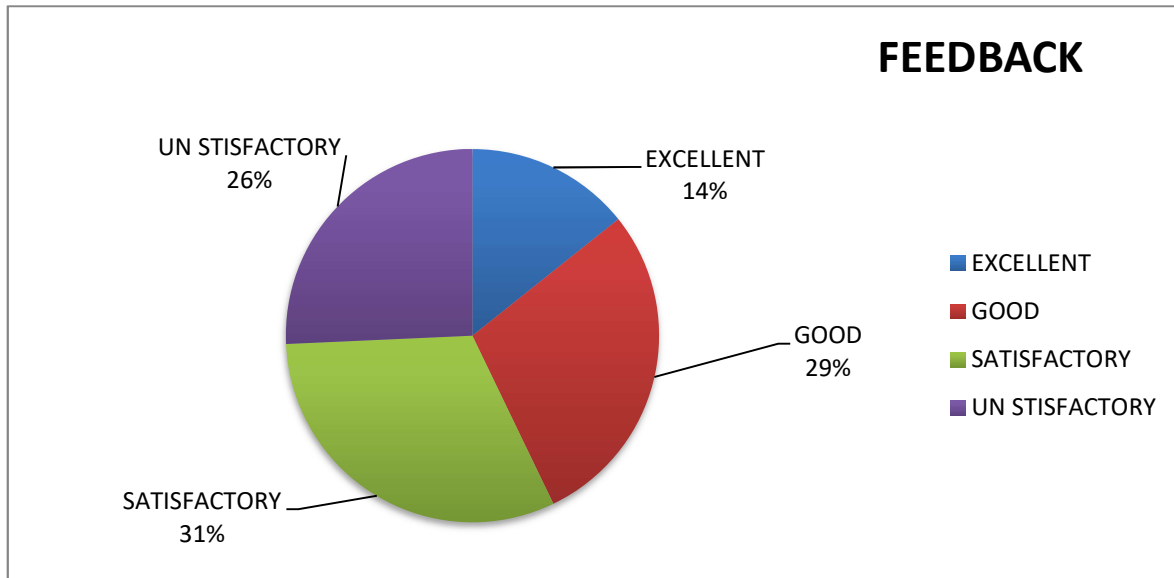
Interpretation:

Students of Uttarakhand Open University saw a mixed feedback when it came to self motivation and how do they act when shouldered over any kind of responsibility.

The trend showed that approximately 50% of the employers found the self motivation to be satisfactory and below it. Sometimes, while working on the job employee do feel the need of external motivation as the expectations and the working environment does not as thought.

The other half found them to be pretty self motivated, they know their goals clearly, align themselves with the company's goals. These employees do not require hand holding at all times.

7. Employees ability to contribute to the goal of the organizations/ company.
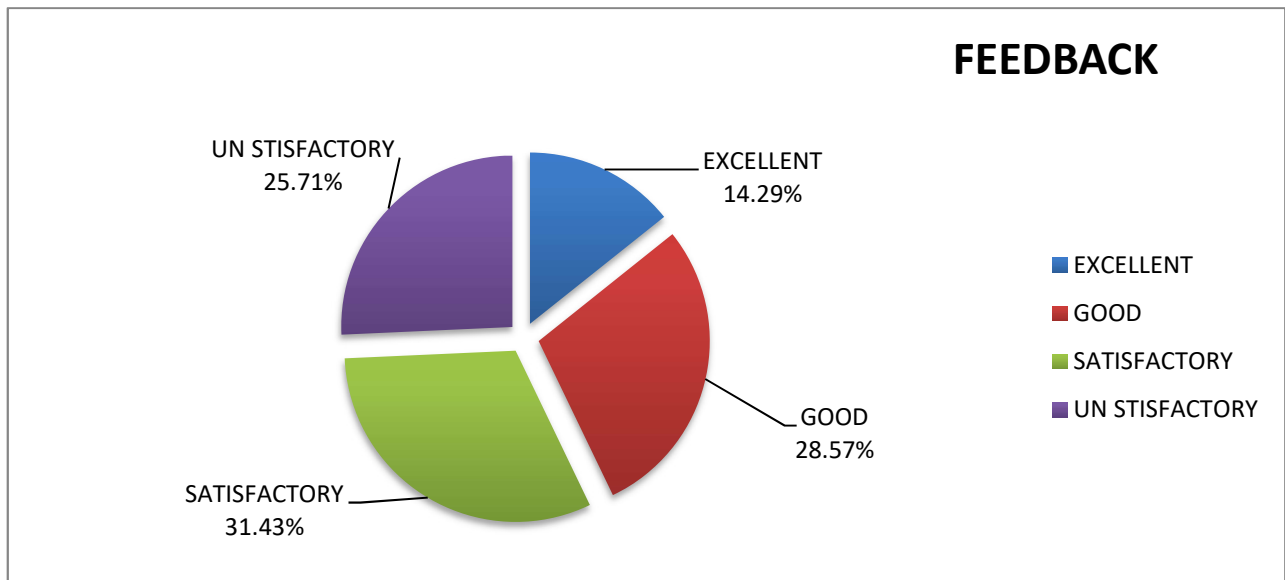
Interpretation:

On asked whether the employees passed out from Uttarakhand Open University are able to contribute to the company's goals, the employers found it to be satisfactory in the overall sense.

The employees are able to be in sync with the Organization's goals and walk shoulder to shoulder in accomplishing the vision.

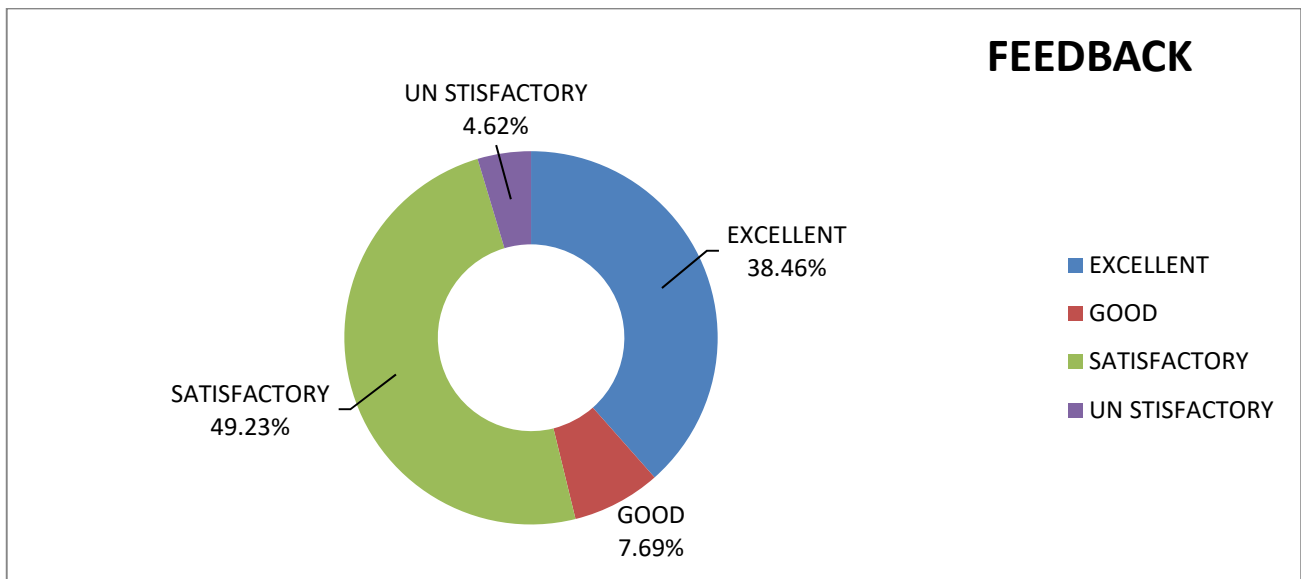## 8. Employees relationship with seniors/peers/sub-ordinates.
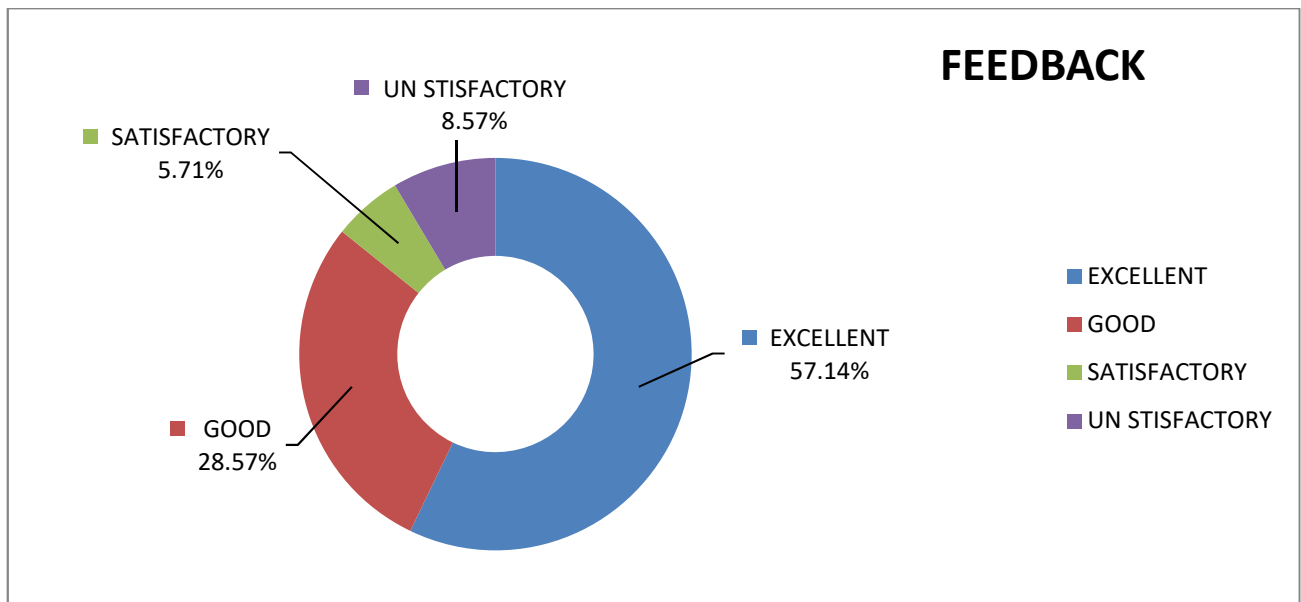
Interpretation:

As far as the professional working relationship is concerned, the employees turned out to be pretty cordial in terms of their workplace etiquettes.

Their behavior with the colleagues, be it senior, junior and at same level were found to be amicable   and friendly. Man is a social animal; the more social he gets at the working environment the more effective is the employee productivity.

Ultimately, this proves to be beneficial for the company. The less coercion and more cohesion among the employees working for a common goal, efficiency increases manifold of the company.

9. Involvement in social activity.

FEEDBACK

UN STISFACTORY
4.62%

EXCELLENT
38.46%

SATISFACTORY
49.23%

GOOD
7.69%

Legend:
- EXCELLENT
- GOOD
- SATISFACTORY
- UN STISFACTORY

Interpretation:

Discussing about the involvement in social activity, it was found out that most of the employees are socially active and gets involved in various kinds of programs conducted by the Organisation.

Being able to work properly at work entail the person to be actively being a part of the process in an organization. Thus, being

10. Ability to take on extra responsibility.

FEEDBACK

A bar chart titled "FEEDBACK" with the vertical axis ranging from 0 to 14 in increments of 2, showing the following values:

Category	Value
EXCELLENT	10
GOOD	12
SATISFACTORY	4
UN STISFACTORY	9

Interpretation:

Being given the responsibility of handling extra work or more than what was required, the employees stood out well, which has been displayed in the feedback. A good amount of students have shown an urge of performing the task given at hand and beyond.

This also helps in finding and retaining the right talent in an organization. Employers find it fascinating and satisfying of the employee is able to work as per requirements and is flexible enough to understand the need of the hour.