

**ADARSH ARTS and COMMERCE COLLEGE,
DESAIGANJ (Wadsa) DIST- GADCHIROLI**



Criterion-I

1.4.1- Institution obtains Feedback on the Academic Performance

**The Stakeholder Feedback Analysis
Report signed by the Principal**

**ADARSH ARTS AND COMMERCE COLLEGE,
DESAIGANJ, DI-GADCHIROLI (M S)**

Analysis of stakeholders' Feedback

Session : 2021-22

The institution collected the feedback from its stakeholders, like the students, teachers, alumni, parents and employers through a structured Feedback system annually. The cell, purposely formed for this task, prepared the feedback form, for each category. The form, too, was purposely prepared to collect comprehensive information from the respective stakeholders on the relevant areas separately. In this session the Google form was made available to the respective stakeholder with an appeal to read the questionnaire and response as per their observation and experience. The Cell collected the responses and calculated the score given by the stakeholders. The responses received from the stakeholders in numbers were –

1. Teachers Feedback about Administrative staff – 22
2. Feedback from parents – 417
3. Feedback from Alumni – 22
4. Evaluation of Teachers by Students – 2573
5. Employer' Feedback – 24
6. Students Satisfaction Survey - 77

The Cell analyzed the Feedback received from each stakeholder and produced the overall report on the function of the college, teachers, non-teaching staff, curricula, and the overall facilities in the college.

The teachers in their feedback about Administrative Staff responded that the Administrative Staff's availability was 100%. The co-operative nature of the Administrative Staff was recorded 68.2%. The good attitude of the Administrative Staff towards students was recorded 63.6%. The good attitude of the Administrative Staff towards teaching faculty was recorded 59.1%. The punctuality, presence of mind, devotion towards work of the Administrative Staff has been recorded 63.6%. The trustworthiness of the Administrative Staff was recorded 54.5%. The Techno-savvy skills of the Administrative Staff was recorded 31.8%. The overall experience of the Administrative Staff was recorded 72.7%.

The parents' response was collected and analyzed on the areas like the role in selection of the faculty of the students, transparency in Admission process, infrastructure facility in the college, work culture, library facilities in the college, sports facilities in the college, cultural and extension activities in the college, use of information and communication

technology (ICT) in the college, academic discipline, organization of skill based programmes, examination system adopted by the college, placement activities in the college, gender sensitizing awareness programmes in the college, organization of human values and national integration programmes in the college, involvement of the parents in various programmes, consideration of the suggestions of the parents by the college, and how the college make the students socially responsible. The parents responded that the quality of teachers and non-teaching staff in the college is good, the teachers complete the syllabus. The parents suggested that the parking place in the college should be enlarged and the students should be disciplined to follow the rules of the college.

The Alumni feedback was collected and analyzed on the areas like recruited faculty, programmes offered by the college, quality of curriculum offered by the university, how the syllabi meet the expectations, teachers' quality, atmosphere in the college, drinking water facility in the college, value-education based programmes, outreach programmes conducted in the college, library facilities, sports facilities and opportunities provided by the college, cultural programmes organized in the college, the role of the college in developing the personality of the students, organization of Alumni meets, NSS facility in the college, the initiatives taken by the college to involve the alumni in decision making process, consideration of the suggestions of Alumni by the college. The Alumni suggested that M A English programme should be introduced and library should be enriched.

The students feedback was collected and analyzed on the areas like command of the teacher over the subject, communication ability of the teacher, preparation by the teacher for the class, punctuality of the teacher, completion of the syllabus by the teacher, use of ICT based mode by the teacher, conduction of online class by the teacher, use of student-centric methodology by the teacher, how does the teacher co-relate the syllabi with real life situations and prevailing social issues, opportunities and encouragement given by the teacher to raise questions in the class, frequent conduction of tests on the topics by the teacher, fairness in the evaluation process by the teacher, discussion on the answer scripts by the teacher, how does the teacher motivates the students by explaining the course outcomes and programme outcomes, how does the teacher update the students about the market demand of the subject and employability, encouragement by the teacher for participation in co-curricular/extra-curricular activities, follow-up taken by the teacher about all the academic activities, does the teacher ask every student to make SWOC, does the teacher provide personal counseling, does the teacher inculcate human values through his/her behavior and illustrations, and whether the teacher makes the students aware about

the issues related to gender sensitization. On all these areas the students' feedback is above satisfactory level.

The Employers feedback was collected and analyzed on the areas like contribution to achieve the goal of the organizer, planning and organization skills, communication and soft skills, sense of cooperation with subordinates, leadership quality and team spirit, respect for human values, adaptability with modern techniques, ability to solve workplace problems, innovativeness /creativity, sense of social responsibility, Techno-savvy skills, punctuality and sincerity, dedication towards the job, readiness to give extra efforts and time, respect for the seniors/superiors, and overall performance. On all these areas the employers responded that the employees are good by nature, silent, hard working, honest, disciplined, confident, reliable, patient, approachable, and good performers.

The areas covered under students satisfaction survey were completion of the syllabus by the teacher in the class, preparation by the teacher for the classes, innovations in teaching-learning, use of ICT in teaching-learning process, ICT facilities for students, system of continuous internal evaluation, is the students' grievance redressal system functional?, does the institute take active interest in promoting internship, student exchange, field visit opportunities for students?, does the mentoring process in the institution facilitate the students in cognitive, social and emotional growth?, effective delivery of skill development and value added courses, placement facilities, punctuality of teachers in the classes, the efforts of the institution to make the students participate in the facilities like the NSS, NCC, Sports and Cultural activities, Library, laboratory, computer laboratory facilities in the college, Students welfare schemes, functioning and effectiveness of competitive examination preparation and career counseling, students involvement in participative management, autonomy to student council, and extra classes conducted by the teachers on non-completion of syllabus in regular classes. On all these areas the students responded that the facilities in the college are good, teaching by the teachers is excellent, the staff is good, there is no problem in online classes. They suggested that that there should be continuous evaluation, attempts should be made to contribute to social progress and emotional development, the institution should take active interest in promoting internship, better graphics and visual media should be used to engage the students and the teachers should try to reach to every student.




PRINCIPAL
Adarsh Arts & Commerce College,

**ADARSH ARTS AND COMMERCE COLLEGE,
DESAIGANJ, DI-GADCHIROLI (M S)**

Analysis of stakeholders' Feedback

Session : 2020-21

The institution collected the feedback from its stakeholders, like the students, teachers, alumni, parents and employers through a structured Feedback system annually. The cell, purposely formed for this task, prepared the feedback form, for each category. The form, too, was purposely prepared to collect comprehensive information from the respective stakeholders on the relevant areas separately. In this session the Google form was made available to the respective stakeholder with an appeal to read the questionnaire and response as per their observation and experience. The Cell collected the responses and calculated the score given by the stakeholders. The responses received from the stakeholders in numbers were –

1. Teachers Feedback about Administrative staff – 21
2. Feedback from Alumni – 45
3. Evaluation of Teachers by Students – 867
4. Employer' Feedback – 20
5. Students Satisfaction Survey - 644

The Cell analyzed the Feedback received from each stakeholder and produced the overall report on the function of the college, teachers, non-teaching staff, curricula, and the overall facilities in the college.

The teachers in their feedback about Administrative Staff responded that the Administrative Staff's availability was 100%. The co-operative nature of the Administrative Staff was recorded 52.4%. The good attitude of the Administrative Staff towards students was recorded 57.1%. The good attitude of the Administrative Staff towards teaching faculty was recorded 71.4%. The punctuality of the Administrative Staff has been recorded 52.4.%. The presence of mind of the Administrative Staff has been recorded 71.4.%. The devotion towards work of the Administrative Staff has been recorded 61.9 %. The trustworthiness of the Administrative Staff was recorded 52.4%. The Techno-savvy skills of the Administrative Staff was recorded 61.9%. The overall experience of the Administrative Staff was recorded 52.4%.

The Alumni feedback was collected and analyzed on the areas like recruited faculty, programmes offered by the college, quality of curriculum offered by the university, how the syllabi meet the expectations, teachers' quality, atmosphere in the college, drinking water facility in the college, value-education based programmes, outreach programmes

conducted in the college, library facilities, sports facilities and opportunities provided by the college, cultural programmes organized in the college, the role of the college in developing the personality of the students, organization of Alumni meets, NSS facility in the college, the initiatives taken by the college to involve the alumni in decision making process, consideration of the suggestions of Alumni by the college. The Alumni responded that all the programmes offered by the college are good; teaching is good; others facilities are good.

The students feedback was collected and analyzed on the areas like command of the teacher over the subject, communication ability of the teacher, preparation by the teacher for the class, punctuality of the teacher, completion of the syllabus by the teacher, use of ICT based mode by the teacher, conduction of online class by the teacher, use of student-centric methodology by the teacher, how does the teacher co-relate the syllabi with real life situations and prevailing social issues, opportunities and encouragement given by the teacher to raise questions in the class, frequent conduction of tests on the topics by the teacher, fairness in the evaluation process by the teacher, discussion on the answer scripts by the teacher, how does the teacher motivates the students by explaining the course outcomes and programme outcomes, how does the teacher update the students about the market demand of the subject and employability, encouragement by the teacher for participation in co-curricular/extra-curricular activities, follow-up taken by the teacher about all the academic activities, does the teacher ask every student to make SWOC, does the teacher provide personal counseling, does the teacher inculcate human values through his/her behavior and illustrations, and whether the teacher makes the students aware about the issues related to gender sensitization. On all these areas the students' feedback is above satisfactory level.

The Employers feedback was collected and analyzed on the areas like contribution to achieve the goal of the organization, planning and organization skills, communication and soft skills, sense of cooperation with subordinates, leadership quality and team spirit, respect for human values, adaptability with modern techniques, ability to solve workplace problems, innovativeness /creativity, sense of social responsibility, Techno-savvy skills, punctuality and sincerity, dedication towards the job, readiness to give extra efforts and time, respect for the seniors/superiors, and overall performance. On all these areas the employers responded that the employees are good and good performers.

The areas covered under students satisfaction survey were completion of the syllabus by the teacher in the class, preparation by the teacher for the classes, innovations in teaching-learning, use of ICT in teaching-learning process, ICT facilities for students, system of

continuous internal evaluation, is the students' grievance redressal system functional?, does the institute take active interest in promoting internship, student exchange, field visit opportunities for students?, does the mentoring process in the institution facilitate the students in cognitive, social and emotional growth?, effective delivery of skill development and value added courses, placement facilities, punctuality of teachers in the classes, the efforts of the institution to make the students participate in the facilities like the NSS, NCC, Sports and Cultural activities, Library, laboratory, computer laboratory facilities in the college, Students welfare schemes, functioning and effectiveness of competitive examination preparation and career counseling, students involvement in participative management, autonomy to student council, and extra classes conducted by the teachers on non-completion of syllabus in regular classes. On all these areas the students responded that the facilities in the college are good, teaching by the teachers is excellent, the staff is good, there is no problem in online classes. They suggested that that there should be continuous evaluation, attempts should be made to contribute to social progress and emotional development, the institution should take active interest in promoting internship, better graphics and visual media should be used to engage the students and the teachers should try to reach to every student.




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ADARSH ARTS AND COMMERCE COLLEGE,

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Analysis of stakeholders' Feedback

Session :2019-20

The institution collects the feedback from its stakeholders, like the students, teachers, alumni and parents through a Feedback Form' annually. The feedback form, for each category, is purposely prepared to collect comprehensive information from the respective stakeholders on the relevant areas separately. The form, through online mode, is made available to the respective stakeholder with an appeal to read the questionnaire and response as per their observation and experience. A committee is formed for this which collects the responses and calculates the score given by the stakeholders. The final score sheet/grade sheet, prepared by the committee, is then put before the Principal of the college for necessary action to be taken, wherever necessary.

The Principal intimated the faculty with the feedback received from the students and asked them to use effective, student-centric, innovative and participatory teaching methods. As a response to the same the faculty members adopted and activated different modes of imparting information to the students through PPT, Blogs, Google Classroom, broadcasting and other electronic modes. The IT lab was properly maintained. The wash area for the students (Boys) and girls' common room was regularly cleaned. More Books are availed in the central library of the college. The library timings were changed for the convenience of the students. Canteen facility was continued throughout the session.

As a response to the feedback from the Teachers the institution availed one more overhead projector to facilitate the teaching learning process. The teachers were trained to use the electronic means of teaching. The workshop on "**Code of Ethics to Check Malpractices and Plagiarism in Research**" was organized to make the faculty aware about plagiarism in research and to encourage them for genuine research. The faculty made the maximum use of the electronic means of teaching.

As a response to the feedback from the Parents and the Alumni the institution started two new programmes, one at graduation level (B. Sc.) and another at post-

graduation level (M.Com.) from the session 2019-2020. As per their suggestion the institution ran some skill based certificate courses in the session. All the existing student-support services were continued in the session. Attempts were made to know the problems/difficulties of the students through the mentors. Attempts were made to provide maximum assistance to the alumni and to involve them in the policy making of the institution and students' welfare activities as well. The regular meeting of parents and the Alumni Association was held. On the demand of the parents and alumni, the institution increased employment guidance activities, conducted Various General Knowledge Competitions to introduce the students with the pattern of competitive examinations held by various departments of central and state government as well as private organizations.

As such the feedback obtained from the students, teachers, parents and alumni is analyzed and utilized for overall development of the institution.




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Analysis of the students' Feedback on Teachers' overall performance

Session :2018-19

In the academic session 2018-19 the institution collected the feedback from the enrolled students about the performance of the teachers. The said feedback was collected through the feedback form, purposely prepared, to collect comprehensive information from the students on the relevant areas separately. The form, through offline mode, was made available to the students. All the points in the feedback form were explained to them. They were given enough time and appealed to read the questionnaire and response as per their observation and experience.

The students feedback was collected and analyzed on the areas like command over the medium of teaching, class control, general knowledge, regularity in engaging classes, preparation by the teacher for the class, punctuality explanation of difficulties, general availability, attitude towards students, participation in extra-curricular activities, command over subject, depth of knowledge in the subject, use of examples and current events, developing interest of students, asking short questions, conducting tests, practice of giving questions, correct answers to questions of the students, encouraging the students to ask questions, motivating the students to read reference books, preparing the students for the university examinations, ability to make subject life oriented. On all these areas the students' feedback was found above satisfactory level.

The committee was formed for this which collected the responses and calculated the score given by the stakeholders. The final score sheet/grade sheet, prepared by the committee, was then put before the Principal of the college for necessary action to be taken, wherever necessary.

The Principal went through the final score sheet and intimated the faculty with the feedback received from the students and asked them to use effective, student-centric, innovative and participatory teaching methods.

As such the feedback obtained from the students was analyzed and utilized for overall development of the institution.




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Analysis of the students' Feedback on Teachers' overall performance

Session :2017-18

In the academic session 2017-18 the institution collected the feedback from the enrolled students about the performance of the teachers. The said feedback was collected through the feedback form, purposely prepared, to collect comprehensive information from the students on the relevant areas separately. The form, through offline mode, was made available to the students. All the points in the feedback form were explained to them. They were given enough time and appealed to read the questionnaire and response as per their observation and experience.

The students feedback was collected and analyzed on the areas like command over the medium of teaching, class control, general knowledge, regularity in engaging classes, preparation by the teacher for the class, punctuality explanation of difficulties, general availability, attitude towards students, participation in extra-curricular activities, command over subject, depth of knowledge in the subject, use of examples and current events, developing interest of students, asking short questions, conducting tests, practice of giving questions, correct answers to questions of the students, encouraging the students to ask questions, motivating the students to read reference books, preparing the students for the university examinations, ability to make subject life oriented. On all these areas the students' feedback was found above satisfactory level.

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As such the feedback obtained from the students was analyzed and utilized for overall development of the institution.




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