

EMPLOYERS' FEEDBACK ANALYSIS REPORT

2023-2024



ST. ALOYSIUS COLLEGE
ELTHURUTH, THRISSUR





St. Aloysius College

Elthuruth, Thrissur, Kerala - 680 611, India

Affiliated to the University of Calicut & Aided by the Govt. of Kerala
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1.4.1 Employers' Feedback Analysis Report (2023-2024)

EMPLOYERS' FEEDBACK ANALYSIS REPORT

2023-2024

Mode of feedback collection	: Online through Google Forms
Target group	: Industries and Organizations Employing St. Aloysius Graduates
Number of responses received	: 27

Introduction

St. Aloysius College, Elthuruth, Thrissur consistently strives to align its educational offerings with industry expectations. The college views employer feedback as critical in ensuring that graduates are equipped with the necessary skills and knowledge to thrive in the professional world. This report analyzes the feedback provided by employers regarding the curriculum, academic environment, and student support systems. These insights will guide curriculum updates and continuous improvements, helping the college maintain its relevance and enhance its contribution to the workforce.

This employer feedback report assesses the extent to which the college's curriculum meets industry needs and expectations, focusing on graduates' technical, professional, and soft skills. The insights gathered serve as a foundation for ongoing improvements and curriculum updates, helping the institution maintain its relevance and impact on both the student community and the workforce.

The Employer Feedback Analysis Report for the 2023-2024 academic year reflects our ongoing effort to engage with industry stakeholders and assess how well our educational programs align with professional expectations. By understanding how employers perceive the performance of our graduates in the workplace, we gain valuable insights into the strengths of our curriculum and identify areas for improvement. This feedback also guides us in making strategic curriculum enhancements to ensure that our students are not only academically prepared but also professionally competitive.

Methodology

The Internal Quality Assurance Cell (IQAC) designed a detailed employer feedback form to collect input from employers of St. Aloysius College graduates. The feedback form was





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distributed to employers across various industries, collecting data on the effectiveness of the college's curriculum in preparing students for their roles. Feedback was collected on various aspects, such as the alignment of the curriculum with industry standards, graduates technical and soft skills, and opportunities provided by the college for practical learning and professional development. The survey focused on critical areas such as:

- The alignment of our curriculum with industry needs.
- The technical, professional, and soft skills of our graduates.
- The adequacy of practical learning opportunities.
- The effectiveness of our academic environment and student support services.

Employers were asked to rate their satisfaction using a 5-point scale, with the results offering a clear picture of how well our graduates transition into professional roles and how the college can further tailor its programs to industry standards.

By regularly reviewing employer feedback, St. Aloysius College continues to pursue its mission of bridging the gap between academic learning and real-world application, ensuring that our students are equipped with the skills, knowledge, and experiences necessary to thrive in an increasingly dynamic and competitive job market.

Feedback Structure

The feedback form covered multiple aspects, including the alignment of the curriculum with industry standards, technical and soft skills of graduates, and opportunities provided by the college for practical learning and professional development.

Rating Scales

Agreement Scale

- 5 - Strongly Agree
- 4 - Agree
- 3 - Not Sure
- 2 - Disagree
- 1 - Strongly Disagree

Quality Scale

- 5 - Excellent
- 4 - Very Good





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3 - Good

2 - Average

1 - Needs Improvement

Data Analysis and Visualization

Employer Feedback on Curriculum

The curriculum at St. Aloysius College is designed with the goal of providing students with a comprehensive educational experience that not only fosters academic excellence but also prepares them to meet the dynamic needs of the modern workforce. To ensure the curriculum remains relevant and effective, the feedback from employers serves as a vital tool for assessing its strengths and areas requiring improvement. As part of the 2023-2024 Employer Feedback Analysis, employers were asked to evaluate key aspects of the curriculum, including its alignment with industry standards, the technical and soft skills of graduates, and the opportunities for practical learning provided to students. This feedback offers a direct reflection of how well our educational programs equip graduates with the knowledge and skills necessary for success in their professional roles.

The survey focused on several critical components of the curriculum:

- **Relevance to Industry Needs:** Employers were asked to rate how closely the curriculum aligns with current industry trends and emerging technologies.
- **Graduate Skill Levels:** Feedback was gathered on how well the graduates are prepared in terms of both technical proficiency and communication skills.
- **Practical Learning Opportunities:** The effectiveness of internships, projects, and fieldwork in giving students hands-on experience was evaluated.
- **Entrepreneurial and Employability Skills:** Employers provided insights into how well the curriculum supports the development of skills necessary for employability and entrepreneurial ventures.





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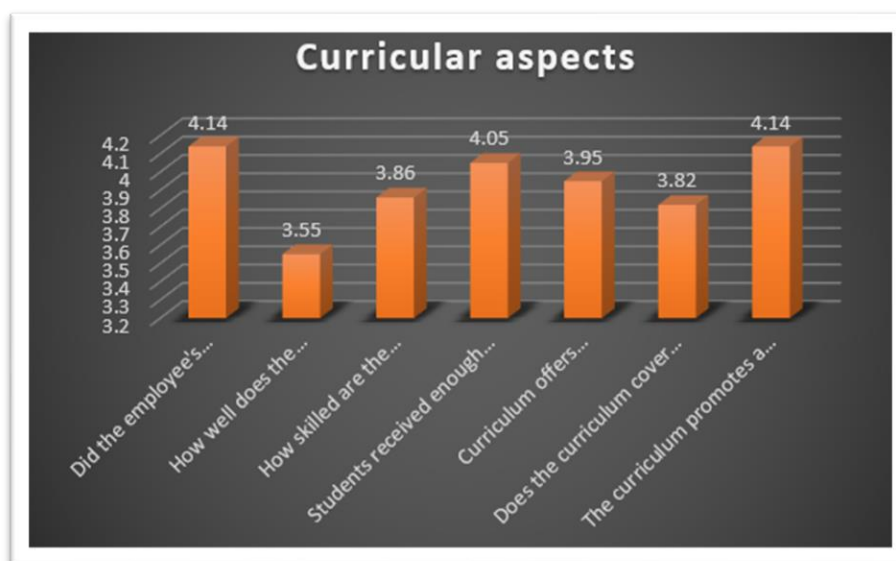
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Table 1: Feedback on curricular aspects

Sl. No.	Curricular Aspect	Mean Score out of 5
1	Did the employee's educational background align well with their job role?	4.14
2	How well does the curriculum align with the current needs and trends of the industry?	3.55
3	How skilled are the graduates in communication and essential technical skills necessary for their roles?	3.86
4	Students received enough practical experience through projects, fieldwork, or internships	4.05
5	Curriculum offers opportunities to acquire employable and entrepreneurial skills	3.95
6	Does the curriculum cover emerging technologies and current industry trends adequately?	3.82
7	The curriculum promotes a positive team spirit in teamwork initiatives	4.14



Educational Background Alignment: A high score of 4.14 indicates that employers feel the





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educational background of graduates aligns well with their job roles.

Curriculum and Industry Needs: The lower score of 3.55 suggests the curriculum could be better aligned with current industry trends and emerging sectors.

Alignment with Job Roles: The graduates' educational background was highly rated for its relevance to their job roles (4.14). This indicates that the curriculum is effective in aligning with professional requirements.

Technical and Communication Skills: Employers rated graduates' communication and technical skills positively, although with some room for improvement (3.86). More emphasis could be placed on refining these skills.

Industry Relevance: The curriculum's alignment with current industry trends received a lower score (3.55). Employers suggested that the inclusion of more emerging technologies and updated industry knowledge would enhance the graduates' preparedness.

Practical Experience: Employers acknowledged that students received ample practical experience (4.05), particularly through internships and projects. However, further expansion of hands-on learning opportunities is recommended.

Entrepreneurial Skills: The curriculum is seen to offer valuable opportunities for employability and entrepreneurial skills, scoring 3.95.

Emerging Technologies: With a score of 3.82, there is potential for further integrating emerging technologies into the curriculum.

Teamwork Skills: Employers highly appreciate the teamwork initiatives, which received a strong score of 4.14.

Employer Feedback on Academic Environment and Student Support

As part of the 2023-2024 Employer Feedback Analysis, employers were asked to evaluate the academic environment and student support services provided by the college, with a focus on how these elements contribute to graduate employability and career readiness. This section of the feedback provides valuable insights into how our college's resources, career services, and overall learning environment are perceived by the organizations that employ our graduates.

Key areas of evaluation included:

- **Facilities and Infrastructure:** Employers were asked to rate the adequacy of the college's facilities in supporting students' professional development and employability.





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- **Academic Resources and Learning Support:** Feedback was collected on the quality of academic resources, including learning materials, research facilities, and other infrastructure that contribute to students' educational experience.
- **Career Services and Job Placement:** Employers provided insights on the effectiveness of the college's career services in helping students secure internships, placements, and career development opportunities.
- **Graduate Adaptability:** Another important factor was the adaptability of our graduates to the work environments and cultures of the organizations they join.
- **Student Well-being and Support:** The college's ability to support student well-being through counseling, mentoring, and other support services was also assessed.

Table 2: Feedback on Academic Environment and Student Support

Sl. No.	Academic Environment and Student Support	Average Score out of 5
1.	The facilities and infrastructure at St. Aloysius College sufficiently support students' employability and the enhancement of their professional abilities	4.18
2.	Please rate the quality of academic resources and facilities provided by our college to support student learning and research	4
3.	How would you rate the effectiveness of our college's career services in assisting students with job placements, internships, and career development opportunities?	3.86
4.	How well do graduates from St. Aloysius College adapt to your organization's work culture?	3.95
5.	How would you rate the overall subject knowledge of graduates from St. Aloysius College?	4
6.	Our college fosters a supportive learning environment that encourages critical thinking, creativity, and innovation among students	4.09
7.	How would you rate the employee's understanding of their job responsibilities?	4.14





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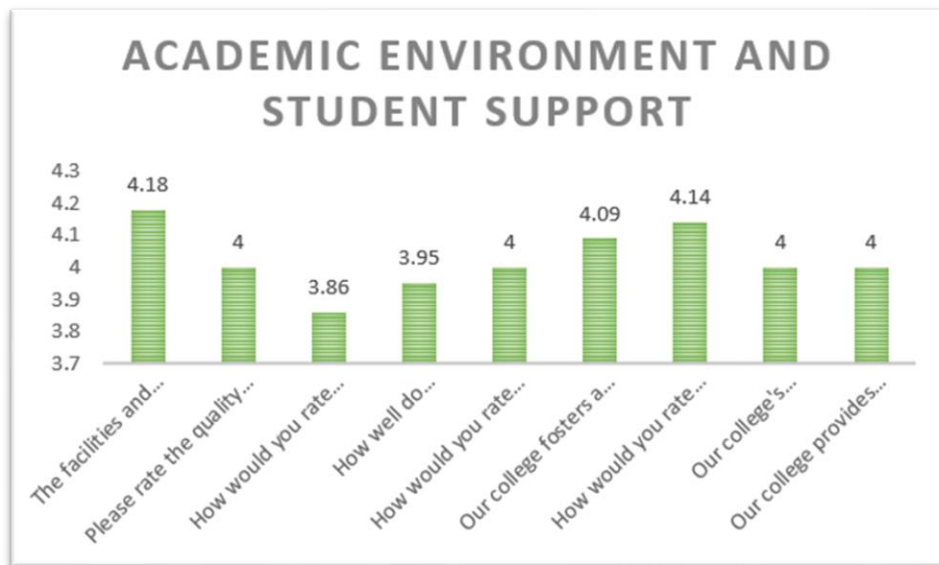
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8.	Our college's academic programs are designed to align with industry standards and effectively equip students for the challenges of the workforce	4
9.	Our college provides adequate support services (e.g., counseling, mentoring) to promote student well-being and academic success	4



Academic Environment: The academic environment, facilities, and infrastructure were rated highly (4.18), indicating strong employer satisfaction with the college's efforts to create a conducive environment for learning and professional growth.

Career Services: The effectiveness of the college's career services received a score of 3.86, suggesting that more targeted efforts in job placement and internship facilitation could enhance graduates' transition into the workforce.

Graduates' Adaptability: Employers rated graduates' adaptability to their organization's work culture positively (3.95), but continuous improvement in real-world applications of knowledge could further enhance this adaptability.

Supportive Learning Environment: The supportive learning environment was praised for fostering critical thinking and innovation (4.09). Employers recognized the college's commitment to encouraging creativity and preparing students for diverse challenges.

Subject Knowledge and Supportive Learning Environment: Both received strong scores, showing satisfaction with the college's academic rigor and the environment fostering creativity





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and critical thinking.

Counseling and Mentoring Services: Employers acknowledged the college's efforts in providing counseling and mentoring, reflected in a mean score of 4.

Employer classification by working area

To gain a comprehensive understanding of how well St. Aloysius College, Elthuruth graduates perform across different sectors, the Employer Feedback Analysis Report for 2023-2024 includes a breakdown of the employers who participated in the feedback survey. This classification highlights the diversity of industries and positions where graduates are employed, allowing for a deeper insight into how the curriculum and student preparation align with the varied demands of the job market.

The feedback was collected from employers holding a range of roles within their organizations, reflecting a cross-section of managerial and non-managerial positions. This classification provides valuable context for interpreting the feedback, as the expectations and requirements for graduates may differ based on the nature of the role and industry sector. Below is the detailed breakdown of employer classification:

1. Managerial Positions

- Number of Employers: 8

Description: This group includes employers in leadership and decision-making roles such as department heads, senior managers, and team leads. Their feedback is particularly important as they often have a broader perspective on organizational needs, industry trends, and the long-term development of employees. Managerial employers are typically responsible for hiring and evaluating employees' performance, making their insights valuable in assessing the readiness of graduates for leadership and strategic roles.

2. Non-Managerial Positions

- Number of Employers: 3

Description: Non-managerial positions represent mid-level roles where employers may supervise smaller teams or focus on operational aspects of the business. Their feedback often provides a detailed assessment of graduates' day-to-day performance, technical skills, and their ability to execute tasks efficiently. These employers are in direct contact with graduates in operational roles and can offer practical insights into how well the graduates' skills match the specific job requirements.





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3. Non-Managerial Others

- Number of Employers: 2

Description: This category includes employers in specialized or technical roles that do not fit strictly into traditional managerial or non-managerial classifications. These positions may require advanced technical expertise, problem-solving capabilities, or niche industry knowledge. The feedback from this group highlights the technical preparedness and problem-solving abilities of graduates in highly specialized functions.

4. Others

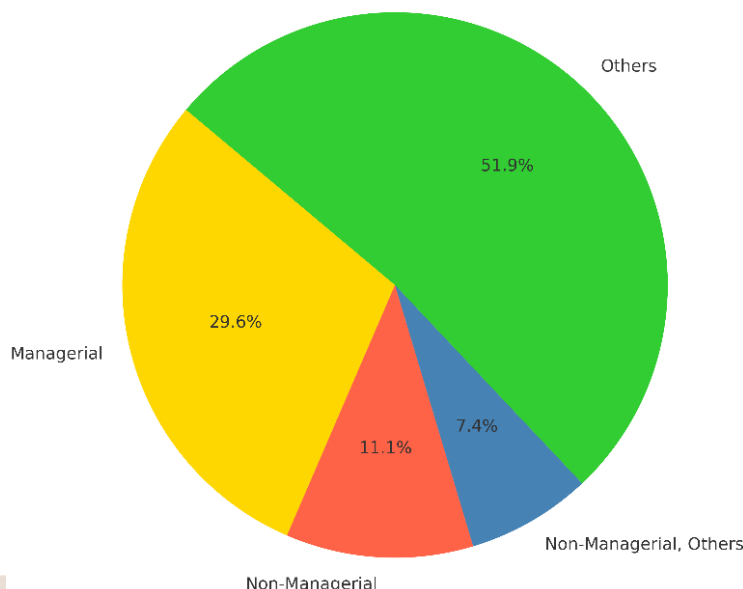
- Number of Employers: 14

Description: This group comprises employers whose positions do not neatly fall into the managerial or non-managerial categories, including roles in consultancy, entrepreneurship, advisory capacities, or positions within emerging or interdisciplinary fields. Their feedback reflects a diverse range of expectations, focusing on graduates' versatility, adaptability, and innovative thinking across various industries.

Table 3: Employer classification by working area

Employee Position	Number of Employers
Managerial	8
Non-Managerial	3
Non-Managerial, Others	2
Others	14

Employer Classification by Working Area





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Significance of Employer Classification

The classification of employers by working area is crucial for understanding the varying perspectives and priorities within the feedback. For example:

- Managerial Employers tend to focus on strategic alignment, leadership potential, and long-term organizational impact.
- Non-Managerial Employers provide insight into how well graduates perform in technical or operational tasks and their ability to integrate into existing workflows.
- Specialized Employers focus on niche skills and the ability of graduates to adapt to specific technical or industry demands.
- Diverse Employers in the "Others" category can provide a broad view of the graduates' flexibility and innovation in roles that may span multiple industries or require cross-functional expertise.

Key Strengths

1. Alignment with Job Roles

The curriculum aligns well with job roles, ensuring graduates are ready to take on industry-specific responsibilities.

2. Teamwork and Collaboration

Graduates are equipped with strong teamwork skills, reflected in the score of 4.14. This is crucial for success in most professional environments.

3. Practical Experience

Graduates benefit from practical learning opportunities, which are well-integrated into the curriculum.

4. Supportive Learning Environment

The college provides a learning environment that encourages critical thinking and creativity, key factors for success in today's job market.

5. Infrastructure Support

The college's infrastructure plays a crucial role in supporting employability.

Areas for Improvement





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- 1. Industry Alignment:** The curriculum could better address current industry trends and demands, particularly in emerging sectors such as AI, data analytics, and green technology.
- 2. Communication and Technical Skills:** Graduates could benefit from enhanced training in communication and essential technical skills to meet evolving professional requirements.
- 3. Career Services:** Employers suggested improvements in career services, with a stronger focus on guiding students toward career readiness.
- 4. Emerging Technologies:** While the curriculum includes some emerging technologies, there is potential to expand its coverage to better prepare students for future challenges.

Conclusion

The Employer Feedback Analysis Report for 2023-2024 provides valuable insights into the strengths and areas of improvement for St. Aloysius College's academic programs. Employers highlighted several key strengths, including the alignment of the curriculum with job roles, strong teamwork skills, and the provision of practical learning experiences through internships and projects. Additionally, the supportive learning environment and robust infrastructure were acknowledged as vital components in preparing students for professional success.

However, the feedback also pointed to areas where enhancements are necessary. Employers expressed the need for a greater focus on emerging technologies such as AI and data analytics, along with improvements in graduates' communication and technical skills. Furthermore, career services were identified as an area where more targeted efforts could enhance job placements and internship opportunities.

By addressing these areas, St. Aloysius College is well-positioned to further refine its curriculum and support services. The insights from employers will guide future improvements, ensuring that the college continues to provide an education that is not only academically rigorous but also aligned with the evolving needs of the workforce.



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