

EMPLOYERS' FEEDBACK ANALYSIS REPORT

2022-2023



**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
Reaccredited by NAAC in the Third Cycle with Grade B++
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1.4.1 Employers' Feedback Analysis Report (2022-2023)

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Mode of feedback collection : Online through Google Forms
Target group : Employers of St. Aloysius College Graduates

Introduction

Employer feedback plays a critical role in evaluating the effectiveness of academic programs, curriculum design, and infrastructure in higher education institutions. It provides insights into how well graduates are prepared to meet industry demands and adapt to their professional environments. St. Aloysius College, Elthuruth, is committed to ensuring that its graduates are equipped with the knowledge, skills, and competencies required to succeed in their respective careers. As part of this commitment, the college gathers feedback from employers who have hired their graduates to assess the alignment between the education provided and the needs of the job market.

This report is based on the employer feedback collected for the academic year 2022-23. It covers a range of key areas, including the curriculum's alignment with industry trends, the practical experiences gained by students, and the adequacy of the college's infrastructure in supporting employability. By analyzing this data, St. Aloysius College aims to identify both its strengths and areas where improvements can be made to enhance the employability of its graduates and ensure they remain competitive in an ever-evolving job market.

The following analysis focuses on two critical aspects of the feedback: curriculum design and infrastructure. The curriculum aspect highlights how well the college's academic programs align with the current and future needs of various industries, including the provision of practical experience and the incorporation of entrepreneurial skills. The infrastructure section delves into the resources and facilities provided by the college to support students' professional development, employability, and overall academic success. This detailed analysis aims to





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guide the continuous improvement efforts at St. Aloysius College, fostering an environment that promotes both academic excellence and career readiness.

Mechanism

The mechanism behind the employer feedback analysis is a structured approach that collects, organizes, and interprets feedback from employers regarding the performance of graduates from St. Aloysius College. This process is designed to provide actionable insights into how well the college's curriculum and infrastructure support the employability and professional readiness of its graduates.

1. Data Collection

The feedback was collected through a structured feedback form that was distributed to employers who have hired graduates from St. Aloysius College. The feedback analysis covered multiple aspects of graduate performance, curriculum relevance, and infrastructure quality. The key focus areas included:

- Curriculum alignment with industry trends
- Graduate skills (both technical and communication)
- Practical experience gained through internships and projects
- Infrastructure and resources available for students' academic and professional growth
- The effectiveness of support services such as counseling and mentoring

2. Rating Scale

Employers were asked to rate each aspect on a scale of 1 to 5, where:

- 1: Strongly Disagree
- 2: Disagree
- 3: Neutral
- 4: Agree
- 5: Strongly Agree

The ratings provided insights into how well the college's offerings align with industry requirements and the overall preparedness of graduates.





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3. Data Categorization

The feedback collected was organized into two primary categories:

- **Curriculum-Related Feedback:** This includes how well the curriculum aligns with current industry needs, practical skills acquisition, entrepreneurial opportunities, and the inclusion of emerging technologies.
- **Infrastructure-Related Feedback:** This focuses on the facilities and resources provided by the college to support employability, including academic resources, infrastructure, and the learning environment.

Feedback on curriculum

Table 1: Feedback on curriculum

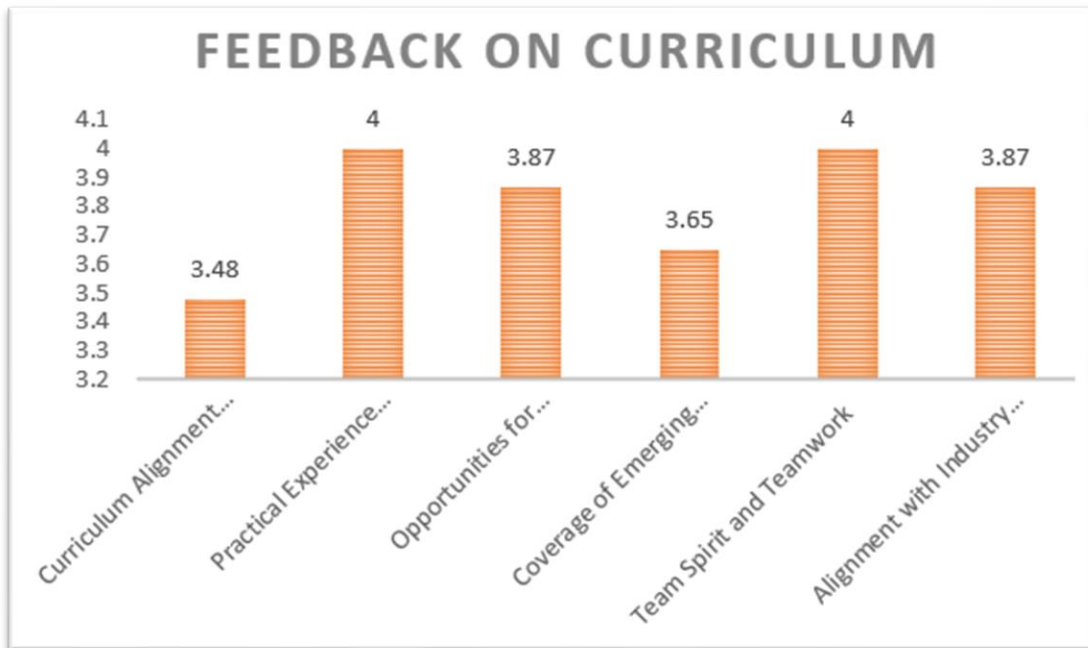
Sl. No.	Feedback on curriculum	Rating (Out of 5)
1	Curriculum Alignment with Industry Needs	3.48
2	Practical Experience Through Projects and Internships	4.00
3	Opportunities for Employable and Entrepreneurial Skills	3.87
4	Coverage of Emerging Technologies and Industry Trends	3.65
5	Team Spirit and Teamwork	4.00
6	Alignment with Industry Standards	3.87





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Key Findings

1. Curriculum Alignment with Industry Needs

- **Rating: 3.48/5**

The curriculum is moderately aligned with industry needs. Employers indicate that while the academic programs offer value, they could be more in sync with current industry trends and evolving market demands. Regular curriculum updates and better integration of industry-specific content would enhance alignment.

2. Practical Experience through Projects and Internships

- **Rating: 4.0/5**

One of the curriculum's strengths is the emphasis on practical experience. Employers appreciate that graduates have participated in projects, internships, and fieldwork that help them transition smoothly into their professional roles. This hands-on experience is a key factor in graduate employability.

3. Opportunities for Employable and Entrepreneurial Skills

- **Rating: 3.87/5**





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The curriculum provides reasonable opportunities for students to develop employable and entrepreneurial skills. However, there is room for further development in fostering an entrepreneurial mindset and preparing students for innovation-driven career paths.

4. Coverage of Emerging Technologies and Industry Trends

○ **Rating: 3.65/5**

Employers suggest that while some emerging technologies are covered in the curriculum, more emphasis is needed. Given the fast pace of technological advancements in many industries, enhancing the focus on new technologies will help students stay competitive.

5. Team Spirit and Collaboration

○ **Rating: 4.0/5**

The curriculum successfully promotes teamwork and collaboration among students, which employers recognize as a strength. Graduates are well-prepared to work in team environments, an essential skill in most professional settings.

6. Alignment with Industry Standards

○ **Rating: 3.87/5**

The programs are generally aligned with industry standards, but there is an opportunity to further enhance this by regularly incorporating the latest industry practices, technologies, and competencies into the curriculum.

Feedback on Infrastructure

Table 2: Feedback on Infrastructure

Sl. No.	Feedback on Infrastructure	Rating (Out of 5)
1	Facilities and Infrastructure Supporting Employability	4.04
2	Quality of Academic Resources and Facilities	3.69
3	Supportive Learning Environment (Critical Thinking, Creativity, Innovation)	3.87





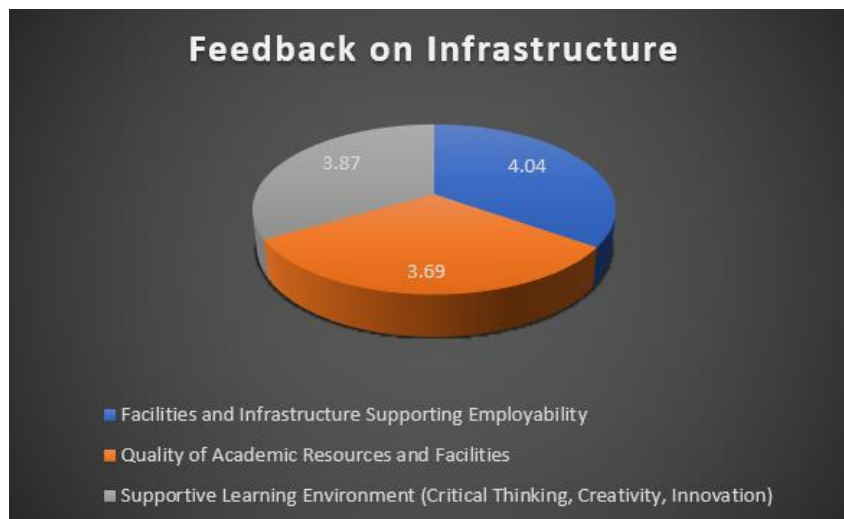
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Key Findings

1. Facilities and Infrastructure Supporting Employability

○ Rating: 4.04/5

Employers have given a positive rating for the facilities and infrastructure provided by St. Aloysius College. The college's infrastructure supports students in enhancing their professional abilities, particularly through practical labs, learning spaces, and other essential facilities that foster employability.

2. Quality of Academic Resources and Facilities

○ Rating: 3.69/5

While the academic resources such as libraries, research facilities, and study environments are rated positively, there is room for improvement. Upgrading academic tools and offering more modern resources could further benefit students in gaining a deeper understanding of their subjects and staying updated with industry standards.

3. Supportive Learning Environment

○ Rating: 3.87/5

The college provides a supportive learning environment that encourages critical thinking, creativity, and innovation. This is essential for student development, and while the rating is favorable, enhancing this environment through additional mentorship programs, workshops, and collaborative spaces could further enrich student learning.





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Key Strengths

Based on the analysis of the employer feedback, the following key strengths of St. Aloysius College have been highlighted:

1. Practical Experience and Hands-on Learning

- **Rating: 4.0/5**

Employers commend the college for providing ample opportunities for students to gain practical experience through projects, internships, and fieldwork. This practical exposure helps students bridge the gap between theory and practice, making them job-ready upon graduation.

2. Supportive Learning Environment

- **Rating: 3.87/5**

The college has been successful in fostering a supportive learning environment that encourages critical thinking, creativity, and innovation among students. This nurturing environment enables students to develop problem-solving skills and think independently, which are highly valued in professional settings.

3. Team Spirit and Collaboration

- **Rating: 4.0/5**

Employers value the strong team spirit and collaborative skills that graduates bring to their organizations. The curriculum's focus on teamwork initiatives helps students adapt to collaborative work environments, a critical skill in most industries.

4. Understanding of Job Responsibilities

- **Rating: 4.09/5 (Highest Rating)**

This is the highest-rated category in the feedback, indicating that graduates have a clear understanding of their job roles and responsibilities. It shows that the academic programs are effective in preparing students for professional expectations and workplace dynamics.

5. Facilities and Infrastructure Supporting Employability

- **Rating: 4.04/5**





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The college provides adequate facilities and infrastructure to support employability. Employers feel that the resources available, such as labs, libraries, and career centers, are sufficient to enhance students' professional abilities.

6. Alignment of Educational Background with Job Roles

- **Rating: 4.04/5**

Graduates' educational background is well-aligned with their job roles, indicating that the programs offered are relevant and cater to the specific needs of the job market.

7. Adaptability to Organizational Culture

- **Rating: 3.91/5**

Graduates from St. Aloysius College have been rated positively for their ability to adapt to diverse organizational cultures. This adaptability is a testament to the college's emphasis on holistic development and exposure to varied learning experiences.

Areas for Improvement

While St. Aloysius College has demonstrated several strengths, the employer feedback also points to some areas where improvements could further enhance the employability and professional readiness of graduates:

1. Curriculum Alignment with Industry Needs

- **Rating: 3.48/5 (Lowest Rating)**

The curriculum needs to be more closely aligned with the current trends and demands of the industry. Employers have indicated that there is room for improvement in ensuring that the academic programs stay relevant and adaptable to the rapidly changing job market. Regular updates and incorporation of the latest industry trends could strengthen this alignment.

2. Effectiveness of Career Services

- **Rating: 3.43/5**

This category received the lowest overall rating. Employers feel that the college's career services, including job placement assistance and career development support, could be more effective. Improvements in this area, such as enhanced career counseling, stronger industry





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connections, and better internship placement programs, could significantly boost the employability of graduates.

3. Coverage of Emerging Technologies

- **Rating: 3.65/5**

While the curriculum covers some emerging technologies, there is a need to enhance the focus on cutting-edge tools, practices, and technological advancements. Given the rapid pace of technological innovation across industries, integrating more up-to-date content in this area could better prepare students for the future job market.

4. Academic Resources and Facilities

- **Rating: 3.69/5**

Although the resources and facilities were rated positively, there is potential for further enhancement. Upgrading libraries, research facilities, and lab equipment to provide students with more access to modern academic tools and technologies would be beneficial. Employers expect graduates to be familiar with advanced resources that are common in their industries.

5. Entrepreneurial Skills Development

- **Rating: 3.87/5**

While graduates are moderately prepared in terms of employable and entrepreneurial skills, further opportunities could be provided to develop these competencies. Incorporating more entrepreneurial-focused programs, workshops, or mentorship opportunities could encourage students to develop innovative and self-driven career paths.

6. Support Services (Counseling, Mentoring)

- **Rating: 3.52/5**

Support services, including counseling and mentoring, could be enhanced to ensure students have the guidance and support they need for personal and professional development. Strengthening these services would contribute to better student well-being and career readiness.





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Conclusion

The employer feedback for St. Aloysius College (2022-23) highlights both notable strengths and areas for improvement. The college is clearly succeeding in several key areas, including providing practical experience, fostering a supportive learning environment, and ensuring graduates have a strong understanding of job responsibilities. These strengths are essential in preparing students for successful transitions into the workforce. However, there are also areas that require attention to further enhance the institution's offerings. Specifically, aligning the curriculum more closely with industry needs, strengthening career services, and providing better coverage of emerging technologies are crucial for staying competitive in today's fast-evolving job market. Furthermore, improvements in support services, academic resources, and entrepreneurial skill development can enhance the overall educational experience and career readiness of students.

By addressing these areas, St. Aloysius College has the opportunity to build on its existing strengths and take strategic steps towards providing an even more comprehensive, industry-relevant education. Continuous feedback from employers will play a critical role in guiding the college's future improvements, ensuring that graduates remain well-prepared to meet the expectations of the professional world.



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