

DR. PDBH GOVT PG COLLEGE KOTDWAR

FEEDBACK–FACULTY

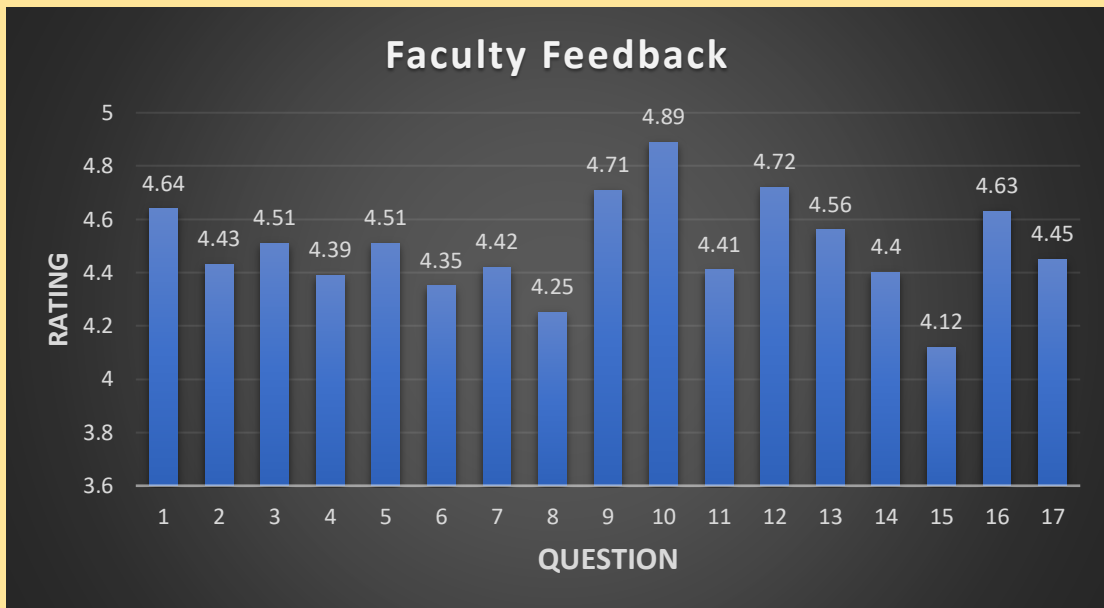
ANALYTICAL REPORT

2020-21

Prepared By : DR. TANU MITTAL

For IQAC

Question-wise Overall Analysis



Overall Rating Score	4.49
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Overall 17 questions were designed to obtain the responses of the faculty members. The questions comprise almost the entire aspect of the institution with which faculty members may associate themselves with the affecting factors (Directly or indirectly). The Feedback Form is annexed at the end of the report.

It is evident from the graph (as above) that question number 15 got the Least Average Score (LAS) while the Question number 10 got the Highest Average Score. (HAS)

Another way to analyze the graph may be - to count, how many answers gained Higher Average Score (HAS) than Overall Average Score (OAS) and how many answers obtained Lower Average Score (LAS) than Overall Average Score (OAS). In this regard we may conclude that (Please Refer Graph) 8 responses gained the average score above the Overall Average Score OAS of 4.49, while 9 responses gained the average score below the Overall Average Score (OAS). The need is to inspect, analyze and to find the ways to improve the shortcomings with regard to the low scoring factors. The responses for each question are

being discussed in subsequent pages and more emphasis is being given to the responses for which average score falls below the overall average score.

Most Satisfying Answer : For Question Num 10 (Principal/Head of Department is approachable and accessible) ***Average Score: 4.89/5***

Probable Reasons: Firstly, the accessibility of HoD and Principal to the other faculty members reflects the healthy functioning, co-operative attitude and participative environment of the Institute.

Secondly, the Institute is fully owned and managed by the State Government so the hierarchy system is properly followed which leads to the availability of each member for the compliance of every government order.

Least Satisfying Answer: For Question Num 15 (Rest rooms, Toilets, Green area, Playground, Classrooms are clean and well maintained)

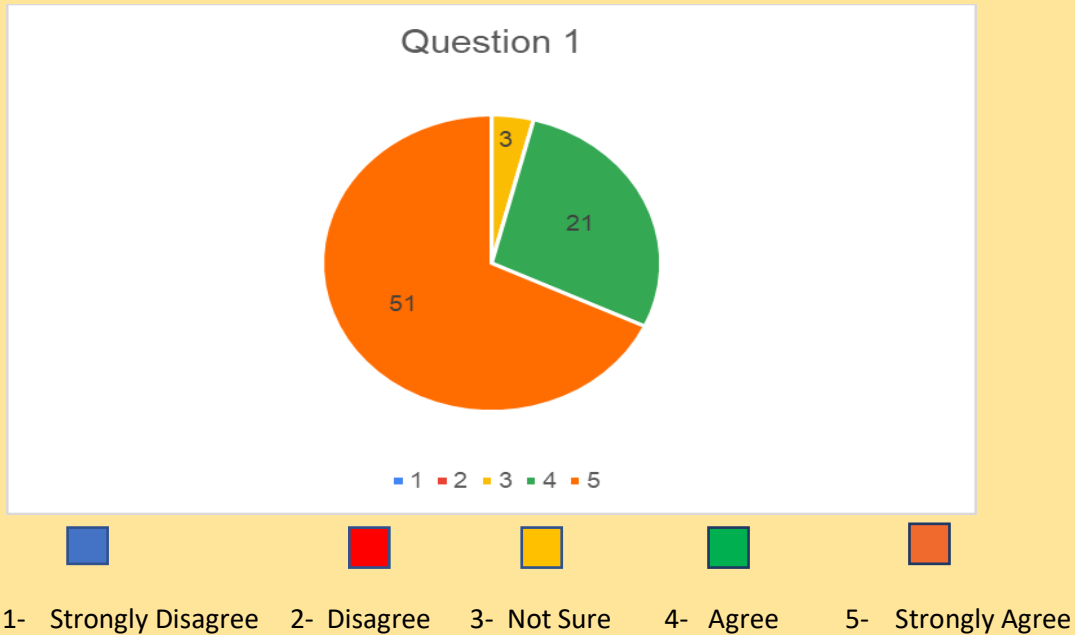
Ave. Score: 4.12/5

Probable Reasons: The IQAC may conclude that the responses made by the faculty members seem a true reflection towards this parameter of the feedback because the vast campus area of around (25,000 Sq. Mts.), various buildings and other structures need a constant cleaning exercise to maintain basic sanitation and hygiene. For such a huge task availability of only two sweepers is not sufficient. Moreover, the closer of the campus for an unusually long duration due to Covid-19 (Corona), made the condition even worse.

However, the IQAC will made the recommendation in this regard to the Competent Authority to increase the number of *Safaikaars* (Sweepers) for the Institute at least on contract basis so as to maintain the very basic standards of cleanliness, hygiene and sanitation.

Question-wise Analysis

Question 1: The College Vision, philosophy & objectives are in tune with Govt. Policies and reflected in college decisions.

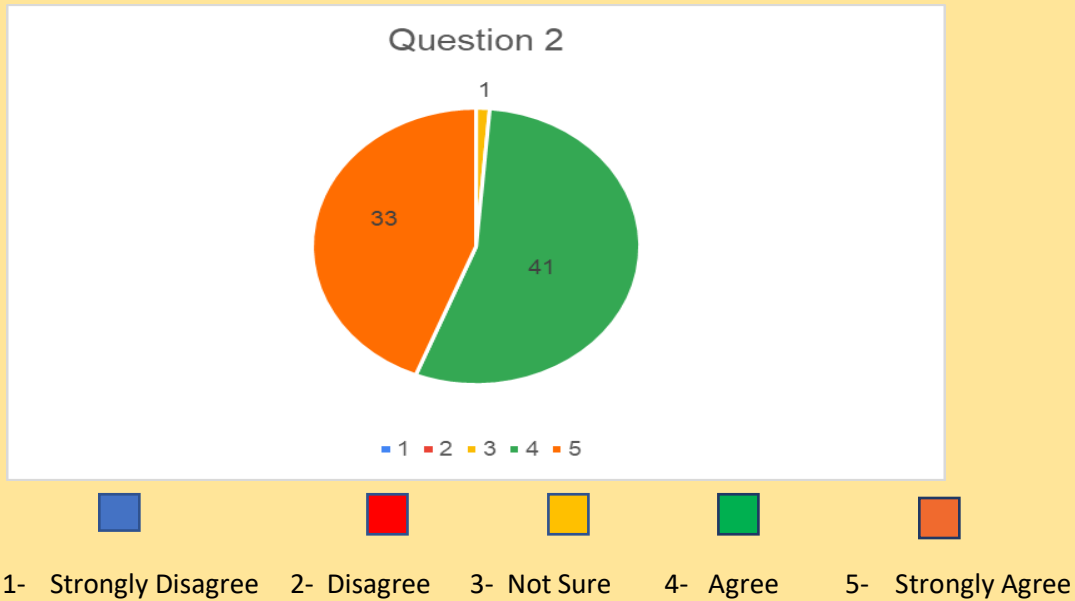


Question- 1 4.64 /5

It is evident from the graph that a significantly high (68%) faculty believe that the college vision and objectives are in tune with Govt. Policies and the college administration implement number of decisions according to the orders, notifications, Acts and other directions as received by the college from Directorate of Higher Education and from Secretariat level.

It is to mention here that no faculty member recorded his/her response as Disagreement to the question. The probable reason may be that each faculty member is a Government servant and all are guided by the rules and regulations of the State Government. They all know that the college administration is also has to follow the guidelines issued from time to time by the State Govt. **Thus, No further action is needed.**

Question 2: Students are disciplined and respect the faculty and staff members.



Question- 2 | 4.43 /5

The average score for the question number-2 falls below the Overall Average Score of 4.49/5 (Please refer to the graph on page -1)

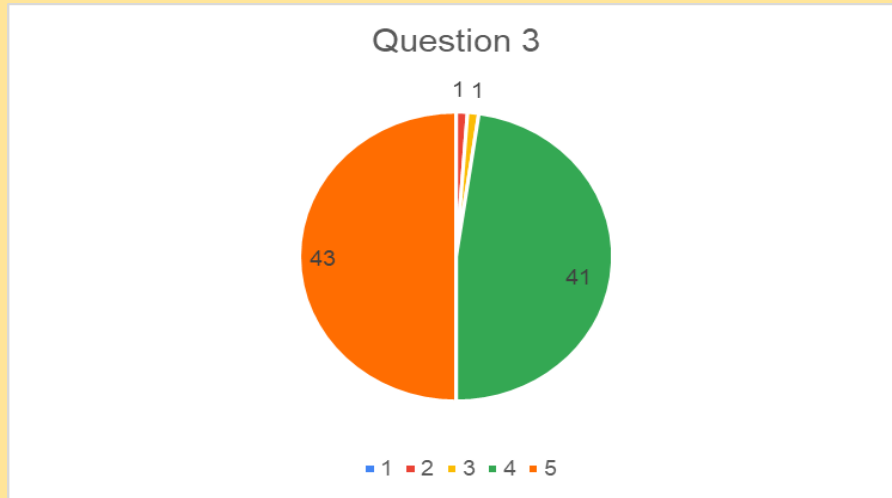
The total responses received are 75 out of which 41 faculty members (54.66%) believe that the students are disciplined and respect the faculty and the staff members.

A large number of faculty member (33/75) expressed agreement to the question (44%) and not shown strong agreement. It may be noted that the average response is below the overall average which further shows that the improvement is needed with regard to the discipline among the students.

Suggestive Action:

It is recommended that – At the beginning of the session, an intensive counseling session should be organized to make aware all students about the norms, rules, regulations and the expectations of the College. A code of conduct Booklet is also being issued by IQAC for this purpose. Widespread publicity to be given via what’sapp group, Email and website.

Question 3: College provides opportunities for continuous academic development of Staff.



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

Question- 3 4.51 /5

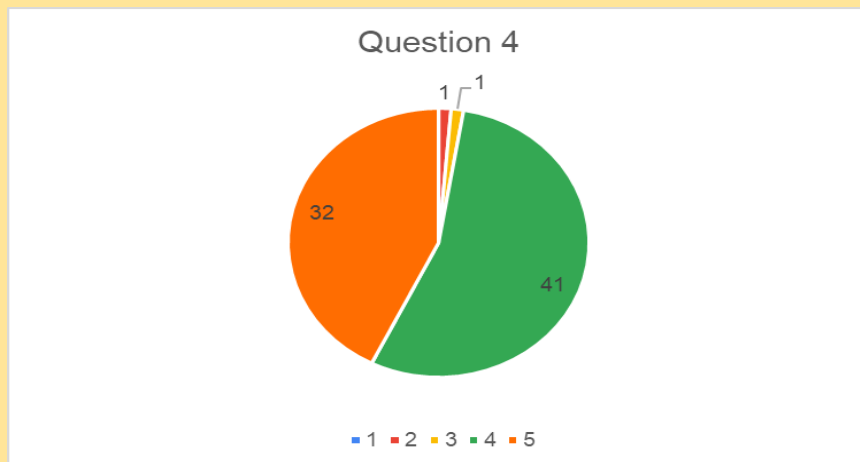
The average score of this response is 4.51 which is marginally above the Overall Average Score (OAS) and reflects that the faculty members of the college are getting enough opportunities for continuous academic development for the CAS (Career Advancement Scheme of UGC) based promotions.

The Government is also promoting the activities for the academic advancement of the faculty by organizing various workshops, training program and other academic pursuits.

The Principal of the college grants the leave of 15 days in a calendar year to each teacher for attending all type of academic advancement program like Seminars, Symposia, Workshops, FDP etc.

Apart from these every teacher is given the opportunity to attend Refreshers and Orientation courses also. **No suggestion is being made.**

Question 4: The curriculum is outcome based and the expected outcomes through various course, are attained.



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

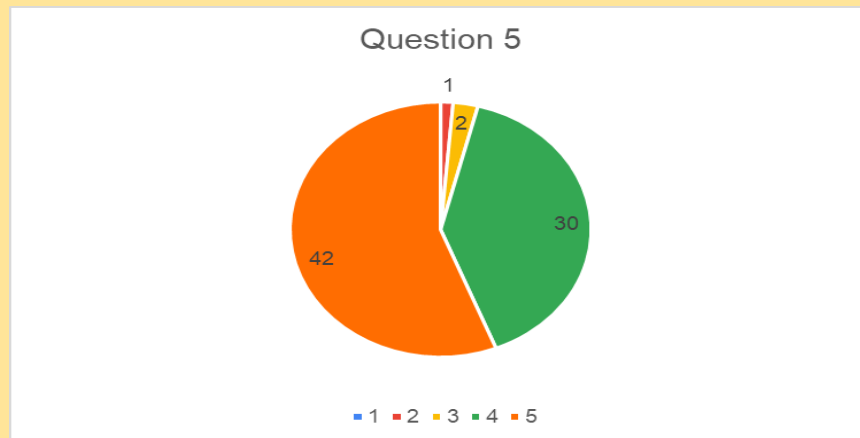
Question- 4 | 4.39 /5

From the above graphical presentation, it is clear that the rating for the question is below overall rating thus, shows that the faculty members in general not agree that the curriculum as applied by the University is helping students to attain the expected outcome.

As the college is an affiliated college and do not have any direct role of designing the syllabus or curriculum of the university so the responses to this question may be considered as to evaluate the reflection of the faculty members toward their satisfaction level in teaching that curriculum that may not be in tune with the modern world.

It may be suggested by the IQAC to the competent authority that an open discussion for each faculty be organized and the minutes of the discussions on the Curriculum then be forwarded to the BoS (Board of Studies) of the University to incorporate the suggestions. It may further be advised that some senior Faculty member working in Govt PG colleges should be invited in BoS of the University.

Question 5: Equal opportunity for all staff is provided.



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

Question- 5 4.51 /5

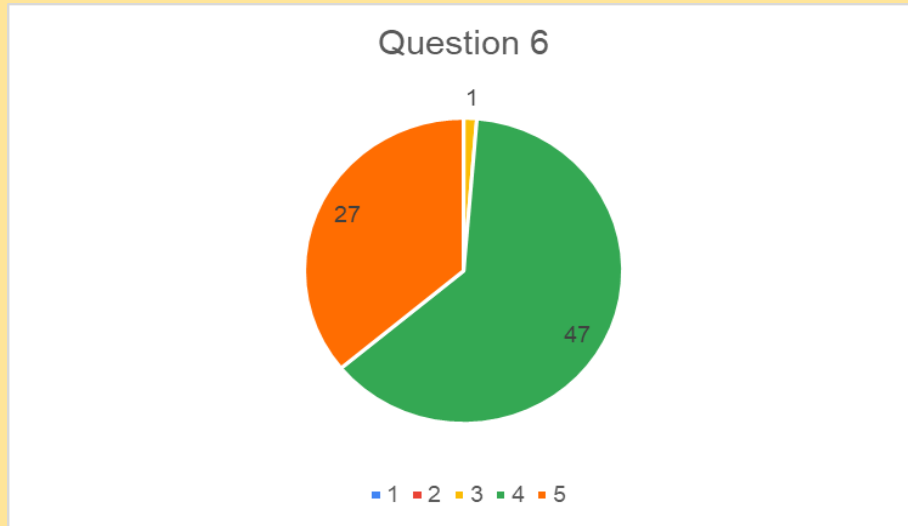
The average score of this response is 4.51 which is marginally above the Overall Average Score (OAS) and reflects that the faculty members of the college are getting equal opportunities while assigning all type of duties and responsibilities.

The Government is also promoting the activities for the academic advancement of the faculty by organizing various workshops, training program and other academic pursuits.

The Principal of the college nominate all teachers in various college level committees as convener and member. In order to provide the equal opportunity to all the teachers at least 3 responsibilities assigned to each of the teacher.

Apart from these every teacher is given the opportunity to attend UGC approved courses and seminars without any differentiation. Faculty satisfaction level is above average score so **no suggestion is being made.**

Question 06: Library/E-Library is well equipped and is accessible.



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

Question- 6 4.35 / 5

The college library is accessible to the students and a attendance register is also kept for marking the arrival and departure from the library/reading room.

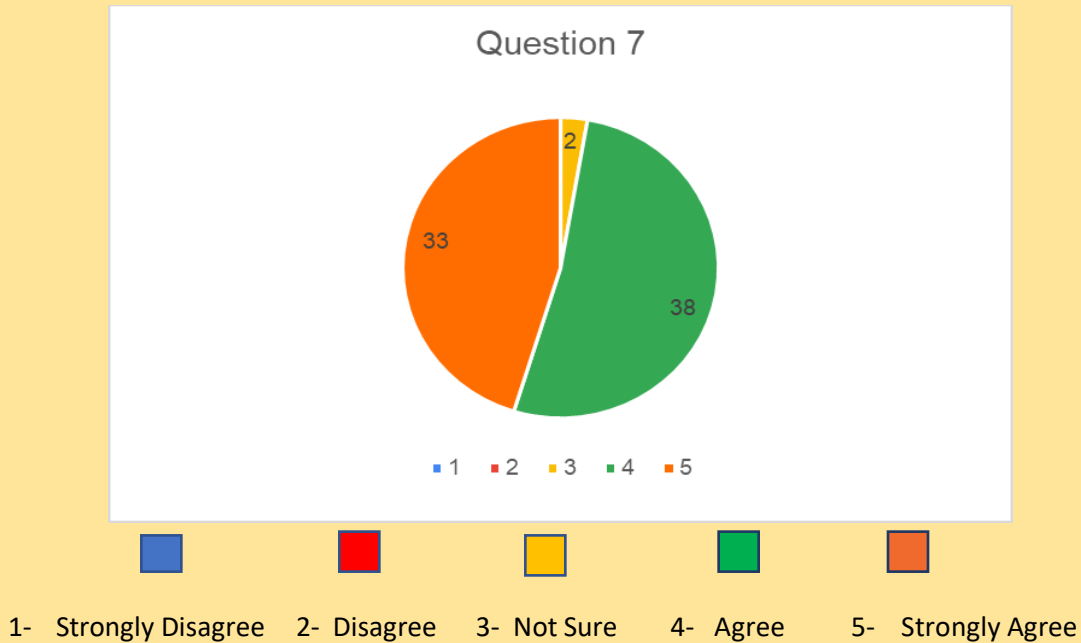
Similarly, for the teachers a separate visitor register is being maintained by the staff of the library.

The responses received from the faculty show that average score is below the overall average score which shows that the faculty members do not in general consider that the library is well equipped.

It is recommended to make the library more updated and organized. More Text books of reputed authors and journals should be made available on regular basis. The visitor register system should be replaced by automated attendance system.

Question 07: Laboratory requirements including Equipment's,

Chemicals and Specimens are regularly provided by the college. (if applicable)



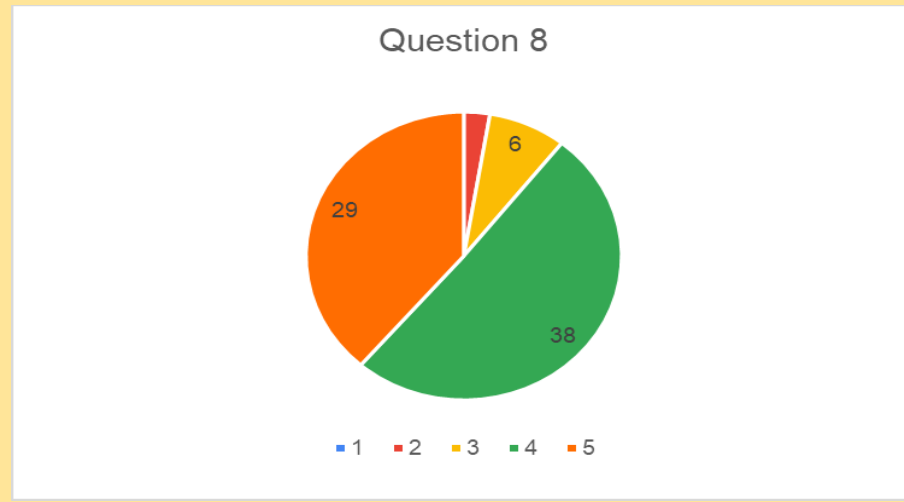
Question- 7	4.42 / 5
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Laboratory requires constant supply of chemicals and specimens (as applicable) and the regular maintenance of equipments/ devices/ instruments/ apparatus is also a major concern to cater the need of the students associated with these departments. The Departments under the Faculty of Science and Faculty of arts using the Lab facility faces these challenges.

The faculty members of the college when asked about the supply of items and maintenance thereof responded below the overall average (4.49). The average rating score for this question is only 4.42, marginally below the overall average.

The IQAC recommends that the system should be developed to maintain a constant minimum level of the laboratories of various concerned department.

Question 08: Computer facilities are made available for ICT based teaching to the teachers.



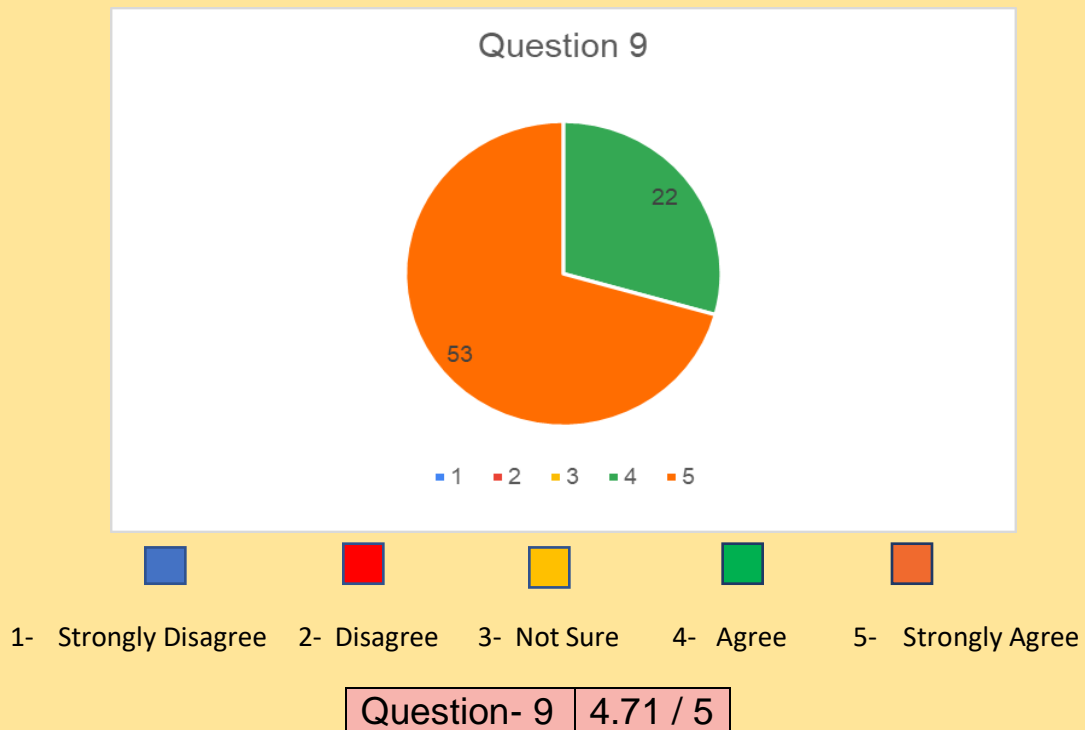
1- Strongly Disagree 2- Disagree 3- Not Sure 4- Agree 5- Strongly Agree

Question- 8 4.25 / 5

The response for this question fetched only 29 counts by faculty members who are strongly agree and believe that the ICT based facilities are excellent. It is evident from the above graph that Average score tends towards the minimum level of response which shows that there may be disparities among the distribution of ICT facilities among the faculty members and thus the satisfaction is low.

The IQAC suggests- if ICT facility is not available for each department due to paucity of funds or for any other reason, then the allocation of the periods/class should be arranged in such a manner so that each faculty member may get opportunity to deliver curriculum using ICT facilities.

Question 09: College pays attention to conservation of environment.

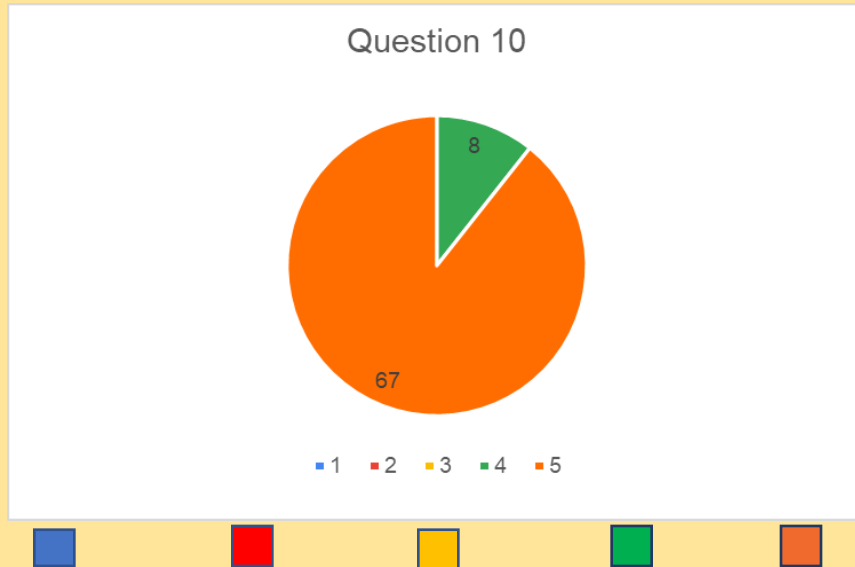


The college pays enough attention towards the issues related with environmental awareness, conservation, preservation and sustainability through the organizing various program, workshops, plantations drive, community awareness, poster competitions, lecture series during NSS NCC and Rovers & Rangers camps.

The college also contributes significantly with the local administration and State government level programs regarding the environmental awareness.

The satisfaction level is high among the faculty members also confirm the above facts. Thus, no suggestion is being made.

Question 10: Principal/Head of Department is approachable and accessible.



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

Question- 10	4.89 /5
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This responses received for this question is also discussed on page 2 of this report under the title ‘Most Satisfying answer’

Most Satisfying Answer : For Question Num 10 (Principal/Head of Department is approachable and accessible) **Average Score: 4.89/5**

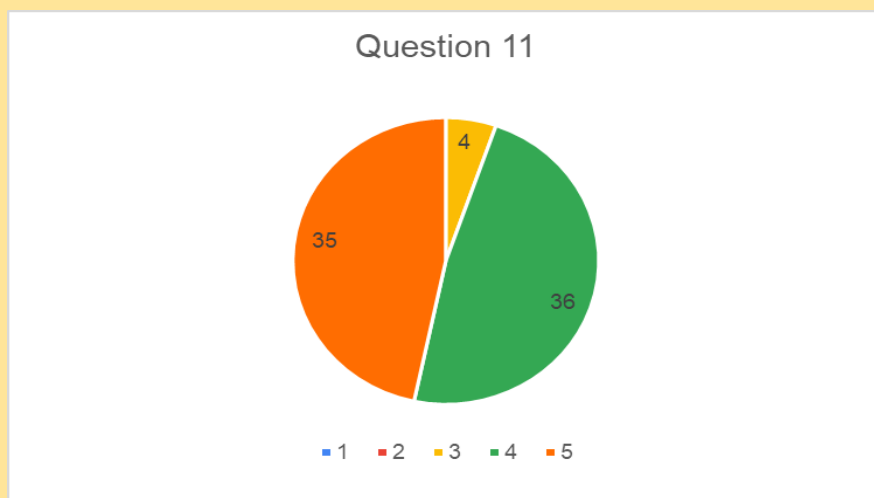
Probable Reasons:

Firstly, the accessibility of HoD and Principal to the other faculty members reflects the healthy functioning, co-operative attitude and participative environment of the Institute.

Secondly, the Institute is fully owned and managed by the State Government so the hierarchy system is properly followed which contributes towards the availability of each member for the compliance of every government order.

Recommendation : *Since the faculty members are quite satisfied with the present system which is currently being followed so no recommendation is being made by IQAC.*

Question 11: There is a mechanism for feedback, review and Performance enhancement for the staff.



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

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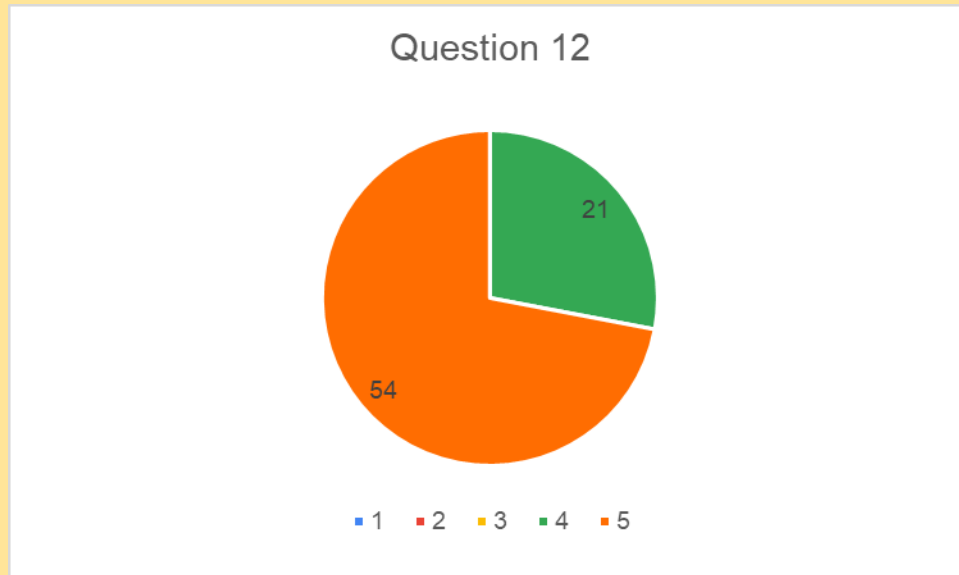
Question- 11 4.41 /5

The IQAC of the college was collecting the feedback of students with an object to suggest the improvement in teaching learning process since academic session 2015-16 but due to some unavoidable reasons a well structured system of taking the feedback, analyzing it and publishing the action taken report on the college website, could not be established. However, the feedback obtained regularly from the stakeholders- Students, Teachers, Parents and Alumni.

From the session 2020-21, it is for the first time that the IQAC could maintain a complete system of taking feedback, data entry, compilation, tabulation, analyzing it with the help of statistical techniques and at the end of each report the recommendations are being made and thereafter the action taken report is being uploaded on the website of the college.

The satisfaction level of the faculty members, thus below overall average level i.e 4.41

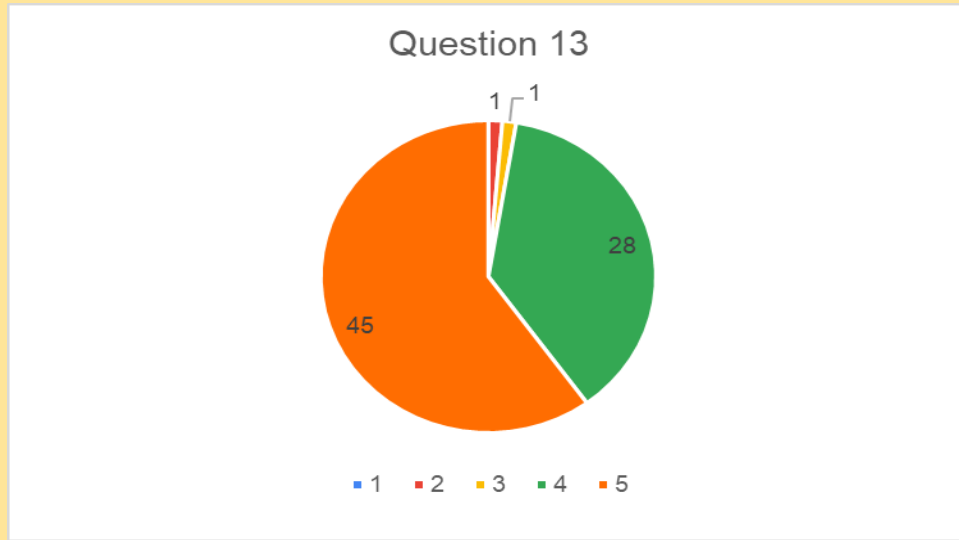
Question 12: Data, documents, records and evidences are well maintained at our Department & Other places.



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

Question- 12	4.72 /5
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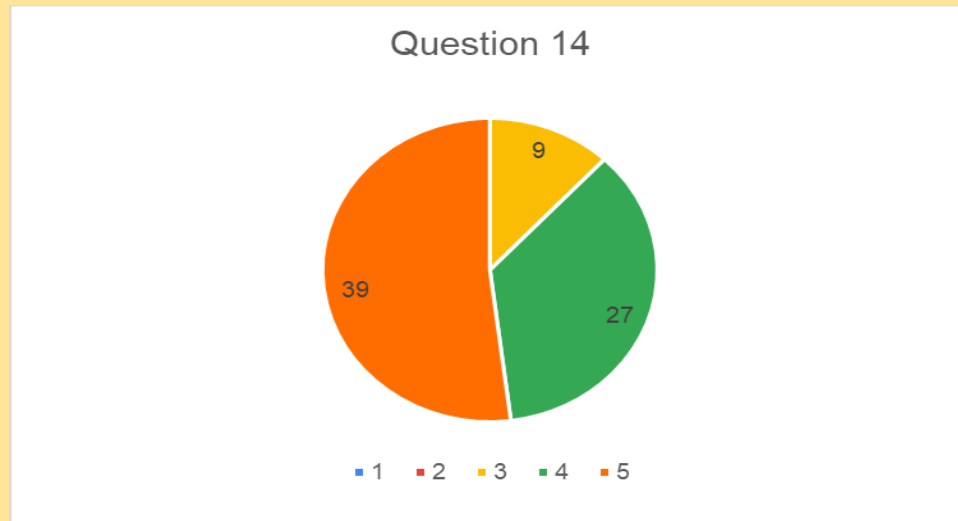
Question 13: Capabilities/ Potential of the staff are fully utilized.



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

Question- 13	4.56 /5
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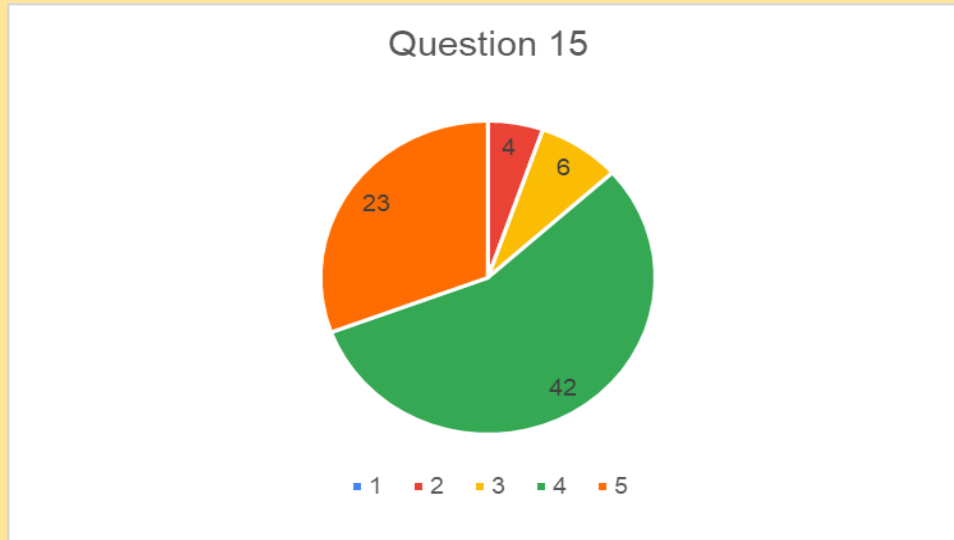
Question 14: Recognition/ Incentive/ Appreciation of the individual work is given.



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

Question- 14	4.40 /5
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Question 15: Rest rooms, Toilets, Green area, Playground, Classrooms are clean and well maintained.



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

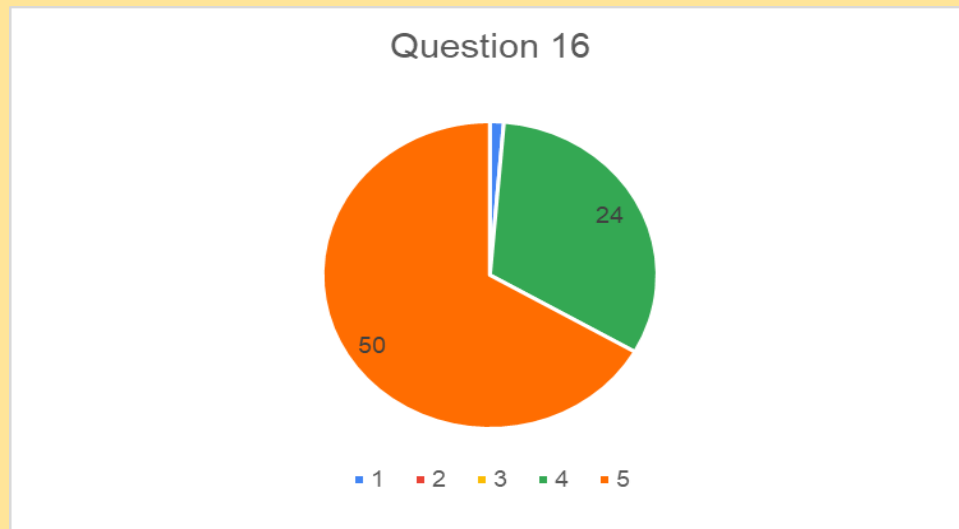
Question- 15 | 4.12 / 5

Least Satisfying Answer: The Question regarding the maintenance of cleanliness of Rest rooms, Toilets, Green area, Playground and Classrooms fetched the ***Ave. Score: 4.12/5***

Probable Reasons: It may be concluded that the responses made by the faculty members seem a true reflection towards this parameter of the feedback because the vast campus area of around (25,000 Sq. Mts.), various buildings and other structures need a constant cleaning exercise to maintain basic sanitation and hygiene. For such a huge task availability of only two sweepers is not sufficient. Moreover, the closer of the campus for an unusually long duration due to Covid-19 (Corona), made the condition even worse.

However, the IQAC will make the recommendation in this regard to the Competent Authority to increase the number of *Safaikaars* (Sweepers) for the Institute at least on contract basis so as to maintain the very basic standards of cleanliness, hygiene and sanitation.

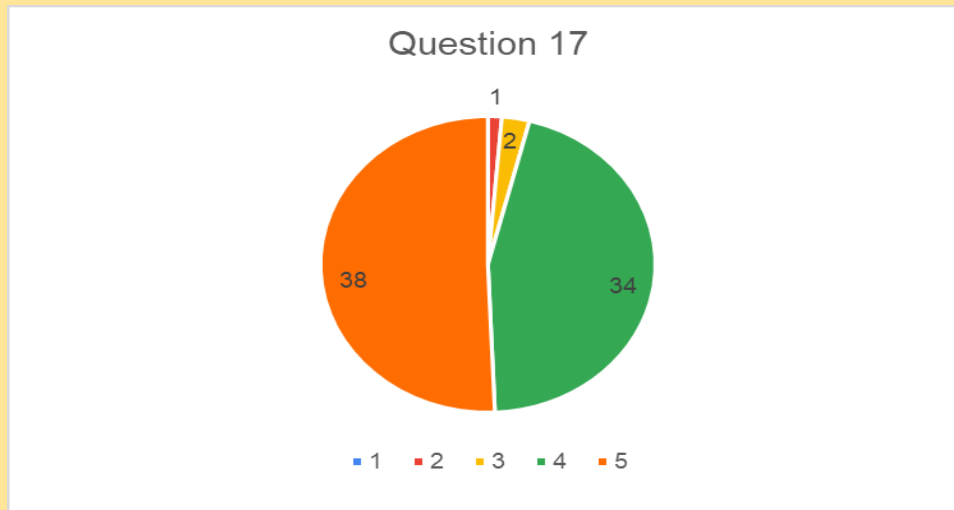
Question 16: Holistic development of students is ensured by Participation of students in various sports, cultural and co-curricular activities organized throughout the year.



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

Question- 16	4.63 /5
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Question 17: Students are sensitized towards cross cutting issues like gender equality, environment and sustainability, ethics and values etc., through relevant courses in the curriculum.




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

Question- 17	4.45 /5
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Summary of the Report:

The IQAC suggested improvement in the following issues of the college:

1. Dissemination of sufficient information through class-circulars, Notice board, Website, information booklets/leaflets, media.
(Refer Question Num. 2 on Page 4)
2. Profile of senior faculty members to be sent to university at the start of each session to nominate the senior faculty of the college in BoS/other statutory bodies of the University.
(Refer Question Num. 4 on Page 6)
3. Automated attendance system should be introduced in library for faculty members.
(Refer Question Num. 6 on Page 8)
4. Laboratories of college should be strengthen/ systematized in every respect.
(Refer Question Num. 7 on Page 9)
5. Smart class facility to be made available to each interested faculty by rationalization of the time table.
(Refer Question Num. 8 on Page 10)
6. Feedback system should be made more meaningful/ useful from the forthcoming session.
(Refer Question Num. 11 on Page 13)
7. Records/documents of all type should be kept in such a manner which is conducive as per the nature of record/norms.
(Refer Question Num. 12 on Page 14)
8. The condition of toilets for Students and staff to be made cleaner and more hygienic. The disabled friendly toilet should be also made.
(Refer Question Num. 15 on Page 17)

Signature: 
Name of the Institution: DR. P.D.B.H. GOVT. P.G. COLLEGE
KOTDWARA (GARHWAL)
DR PDB Himalayan GOVT PG College KOTDWAR, UTTARAKHAND
Head of the Institution: PROF. JANKI PANWAR