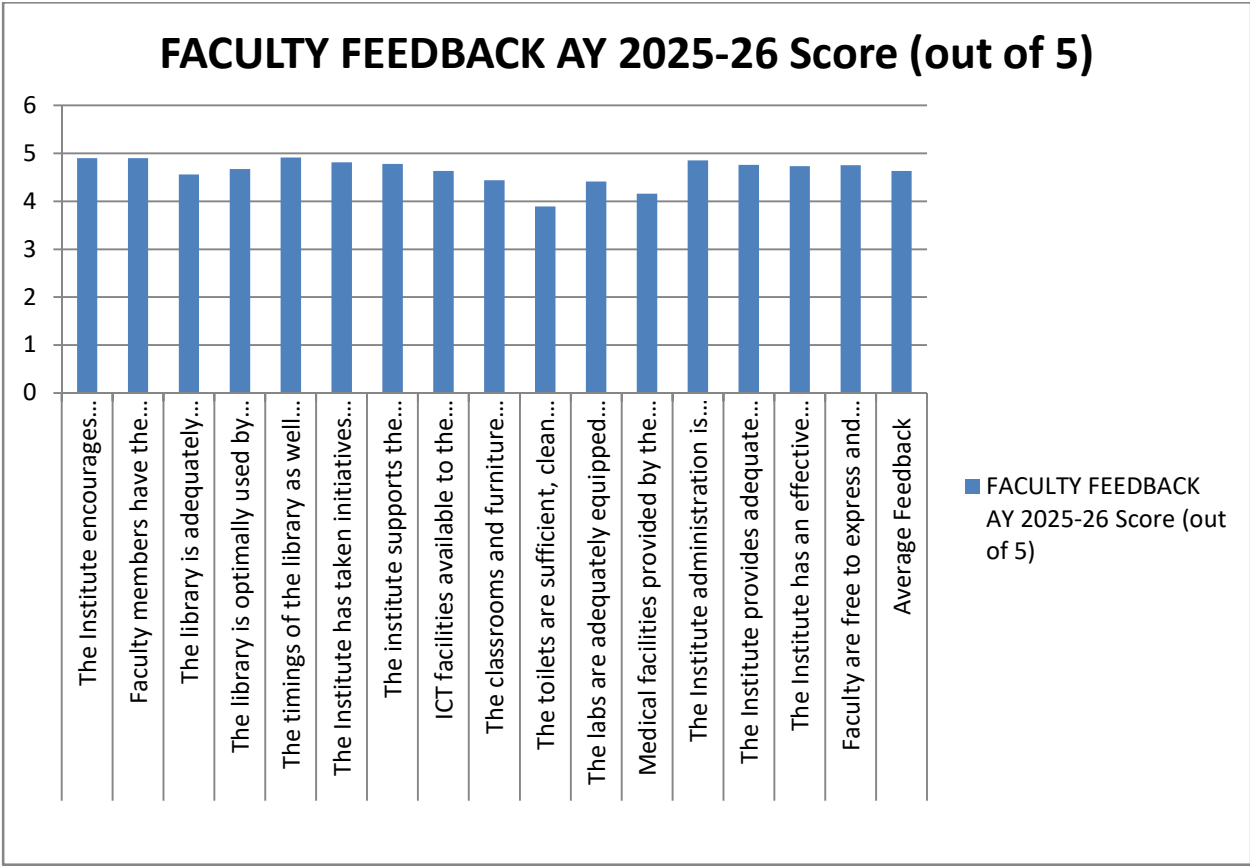


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FACULTY FEEDBACK AY 2025-26		
S.No.	Feedback Question	Score (out of 5)
1	The Institute encourages participatory decision making by involving employees at various levels.	4.9
2	Faculty members have the freedom to adopt new techniques/strategies of teaching such as group discussions, seminar presentations, etc.	4.9
3	The library is adequately equipped with different learning resources, including books, journals, e-resources etc.	4.56
4	The library is optimally used by the faculty, students and research scholars.	4.67
5	The timings of the library as well as the procedure for issue/return of books in the library are convenient.	4.91
6	The Institute has taken initiatives to encourage research.	4.81
7	The institute supports the participation of faculty in national and international conferences/seminars/symposia by providing academic leave and financial support.	4.78
8	ICT facilities available to the faculty in the Institute are adequate and satisfactory.	4.63
9	The classrooms and furniture available are adequate, clean and well maintained.	4.44
10	The toilets are sufficient, clean and well maintained.	3.89
11	The labs are adequately equipped for hands-on training of students (if applicable) and research.	4.41
12	Medical facilities provided by the Institute are adequate.	4.16
13	The Institute administration is approachable and faculty-friendly.	4.85
14	The Institute provides adequate opportunities and support to faculty for their academic growth.	4.76
15	The Institute has an effective grievance redressal system.	4.73
16	Faculty are free to express and share their opinions, ideas and suggestions.	4.75
	Average Feedback	4.63



Faculty Feedback Analysis Report

(AY 2025–26)

Faculty Feedback Analysis Report

1. Introduction

Gitarattan International Business School (GIBS) regularly collects feedback from faculty members as part of its Internal Quality Assurance System (IQAS) to evaluate institutional effectiveness, academic environment, infrastructure, governance, research support, and faculty welfare. The feedback serves as an important quality enhancement tool for identifying institutional strengths and areas requiring continuous improvement in alignment with NAAC quality benchmarks.

2. Objectives

- To assess faculty satisfaction regarding academic and administrative practices.
- To evaluate institutional support for teaching, research, and professional development.
- To identify areas requiring infrastructural and administrative improvements.
- To strengthen participatory governance and quality enhancement initiatives.
- To facilitate evidence-based decision-making through faculty feedback.

3. Respondents

Faculty feedback was collected from teaching faculty across all academic programmes of Gitarattan International Business School during the Academic Year **2025–26**.

Parameter-wise Analysis

S. No.	Feedback Parameter	Average Score (Out of 5)	Interpretation
1	Participatory decision-making by involving employees	4.90	Excellent
2	Freedom to adopt innovative teaching strategies	4.90	Excellent
3	Availability of library resources	4.56	Very Good
4	Utilization of library resources	4.67	Excellent
5	Library timing and issue/return procedures	4.91	Excellent
6	Institutional initiatives for research	4.81	Excellent
7	Support for conferences/seminars and academic leave	4.78	Excellent
8	ICT facilities	4.63	Very Good
9	Classrooms and furniture	4.44	Very Good
10	Cleanliness and maintenance of toilets	3.89	Good (Needs Improvement)
11	Laboratory facilities	4.41	Very Good
12	Medical facilities	4.16	Good
13	Faculty-friendly administration	4.85	Excellent
14	Support for academic growth	4.76	Excellent
15	Grievance redressal mechanism	4.73	Excellent
16	Freedom to express opinions and suggestions	4.75	Excellent

Overall Average Faculty Feedback Score: 4.63 / 5 (Excellent)

Analysis of Feedback

Major Strengths

The faculty members expressed a very high level of satisfaction with the institutional environment. The highest-rated areas include:

- Library timings and circulation system (4.91)
- Participatory decision-making (4.90)
- Academic freedom in adopting innovative teaching methods (4.90)
- Faculty-friendly administration (4.85)
- Institutional support for research (4.81)
- Academic leave and conference support (4.78)
- Opportunities for professional development (4.76)

- Freedom to express ideas and suggestions (4.75)

These scores reflect the institution's commitment to participative governance, academic autonomy, faculty development, and research promotion.

Areas Performing Well

Faculty members appreciated:

- Availability of library resources.
- ICT-enabled teaching facilities.
- Laboratory infrastructure.
- Effective grievance redressal system.
- Administrative support.
- Research encouragement.
- Academic growth opportunities.

Areas Requiring Improvement

Although the overall feedback is highly satisfactory, relatively lower scores were received in:

Parameter	Score
Toilet cleanliness and maintenance	3.89
Medical facilities	4.16
Laboratory facilities	4.41
Classrooms and furniture	4.44

These areas have been identified for infrastructure enhancement and continuous monitoring.

Overall Interpretation

The faculty feedback indicates a highly positive perception of the institutional environment, governance, academic freedom, research culture, and administrative support. Faculty members particularly appreciated participatory management practices, research encouragement, and professional development opportunities. The comparatively lower scores related to sanitation, medical facilities, and infrastructure suggest opportunities for further enhancement through targeted institutional initiatives.

Action Taken Report (ATR)

Faculty Feedback (AY 2025–26)

S. No.	Feedback Parameter	Score	Faculty Suggestions/Observations	Action Taken	Expected Outcome
1	Participatory decision-making	4.90	Faculty appreciated involvement in institutional decisions.	Continued representation of faculty in committees, and departmental meetings.	Enhanced participative governance and transparency.
2	Freedom to adopt innovative teaching methods	4.90	Faculty expressed satisfaction with academic autonomy.	Encouraged use of blended learning, flipped classrooms, case studies, simulations, project-based learning, MOOCs, and AI-enabled teaching tools.	Improved student engagement and innovative teaching practices.
3	Library resources	4.56	Suggested periodic addition of latest books and digital resources.	Subscribed to additional e-resources, updated library holdings, and expanded access to online journals and databases.	Improved access to current academic resources.
4	Library utilization and services	4.67	Library services were appreciated.	Organized library orientation programmes and promoted greater use of digital resources and institutional repositories.	Enhanced utilization of library resources.
5	Library timing and circulation system	4.91	Faculty highly satisfied.	Continued existing library timings and streamlined	Maintained efficient library services.

				circulation processes through library automation.	
6	Research support	4.81	Faculty appreciated institutional encouragement for research.	Organized FDPs, research methodology workshops, publication support, and mentoring for quality research and funded projects.	Strengthened research culture and scholarly output.
7	Conference participation support	4.78	Faculty appreciated academic leave and financial support.	Continued financial assistance and academic leave for participation in conferences, FDPs, workshops, and seminars.	Enhanced faculty professional development.
8	ICT facilities	4.63	Suggested periodic upgrading of ICT infrastructure.	Upgraded internet connectivity, smart classrooms, digital teaching tools, and software licenses.	Improved technology-enabled teaching and learning.
9	Classrooms and furniture	4.44	Need for continuous maintenance and modernization.	Undertook regular maintenance of classrooms, replacement of damaged furniture, and enhancement of classroom facilities.	Improved learning environment.
10	Toilet cleanliness and maintenance	3.89	Faculty suggested better hygiene and maintenance.	Increased frequency of cleaning, strengthened	Improved cleanliness and user satisfaction.

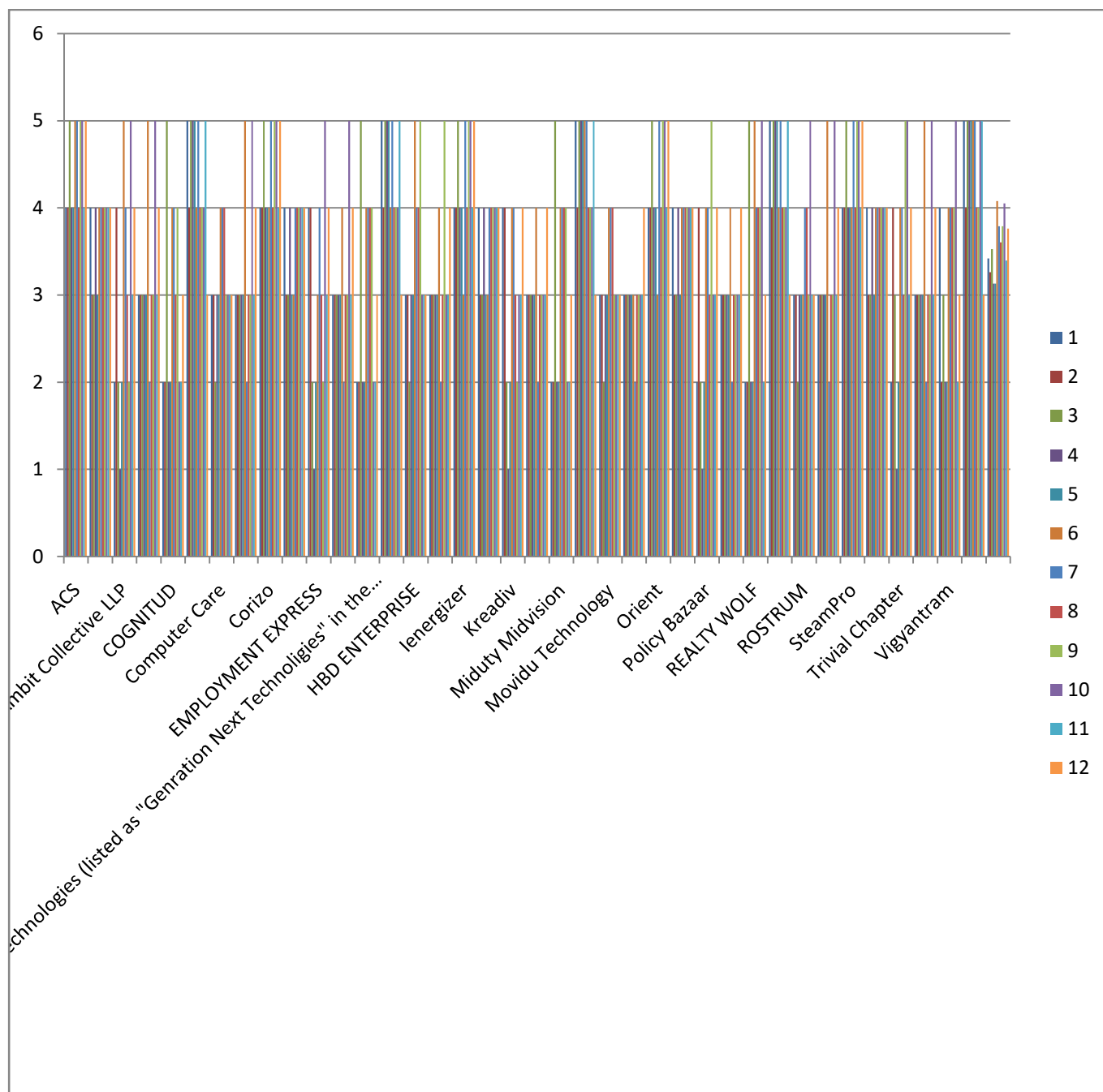
				housekeeping supervision, and implemented periodic inspection of sanitation facilities.	
11	Laboratory facilities	4.41	Suggested periodic upgradation of equipment and software.	Updated laboratory equipment, software, and maintenance schedules wherever required.	Enhanced practical learning and research support.
12	Medical facilities	4.16	Suggested strengthening of healthcare support.	Enhanced first-aid facilities, health awareness programmes, emergency medical assistance, and periodic health check-up initiatives.	Improved health and wellness support.
13	Faculty-friendly administration	4.85	Faculty appreciated approachable administration.	Continued open-door policy, regular interaction meetings, and prompt administrative support.	Maintained positive institutional climate.
14	Support for academic growth	4.76	Faculty requested continued opportunities for development.	Organized FDPs, orientation programmes, skill enhancement workshops, and encouraged higher studies and certifications.	Enhanced academic competency of faculty.
15	Grievance	4.73	Faculty satisfied with	Continued	Improved

	redressal mechanism		grievance resolution.	transparent grievance redressal mechanism with timely action and regular review.	institutional responsiveness.
16	Freedom to express ideas and suggestions	4.75	Faculty appreciated openness and inclusiveness.	Strengthened feedback mechanisms through faculty meetings, suggestion systems, and IQAC interactions.	Promoted a culture of openness and continuous improvement.

Annexure 1.4.1 (d)												
Employer Feedback Analysis												
Name of the Organization	Communication Skills	Technical Skills	Leadership skills	Self motivated	Problem-Solving Abilities	Team work and Collaboration	Work in cross functional team	Adaptability to company requirements	Professionalism and Work Ethics	Display of Human Values	Overall Performance	Rate as follows
	1	2	3	4	5	6	7	8	9	10	11	12
ACS	4	4	5	4	4	5	5	4	5	5	4	5
AMP WAKE GROUP	4	3	3	4	3	4	4	4	4	4	4	4
Ambit Collective LLP	2	4	2	1	2	5	4	3	2	5	3	4
Bajaj Life Insurance Limited	3	3	3	3	3	5	2	3	3	5	3	4
COGNITUD	2	2	5	2	2	4	4	3	4	2	2	3
COGNIZEN	5	4	5	5	5	4	5	4	4	4	5	3
Computer Care	3	3	2	3	3	4	4	4	3	3	3	3
Concentrix	3	3	3	3	3	5	2	3	3	5	3	4
Corizo	4	4	5	4	4	4	5	4	5	5	4	5
Delhi Pharma Agencies	4	3	3	4	3	3	4	4	4	4	4	4
EMPL	4	4	2	1	2	3	4	3	2	5	3	4

OYME NT EXPRE SS												
Eye Juncti on	3	3	3	3	3	4	2	3	3	5	3	4
Gener ation Next Techn ologie s <i>(listed as "Genr ation Next Techn ologies " in the file)</i>	2	2	5	2	2	4	4	4	4	2	2	3
GLOB AL SOFT TECH	5	4	5	5	5	4	5	4	4	4	5	3
HBD ENTER PRISE	3	3	2	3	3	5	4	4	5	3	3	3
HSV MEDIA	3	3	3	3	3	4	2	3	5	3	3	4
lenergi zer	4	4	5	4	4	3	5	4	5	5	4	5
IITIIM Shaadi .com	4	3	3	4	3	3	4	4	4	4	4	4
Kreadi v	4	4	2	1	2	4	4	3	2	3	3	4
Krishn a Tradeli nk Pvt. Ltd.	3	3	3	3	3	4	2	3	3	3	3	4
Midut y Midvis	2	2	5	2	2	4	4	4	4	2	2	3

ion												
Mosai c Digital	5	4	5	5	5	5	5	4	4	4	5	3
Movid u Techn ology	3	3	2	3	3	4	4	4	3	3	3	3
OPTIB ASE	3	3	3	3	3	3	2	3	3	3	3	4
Orient	4	4	5	4	4	3	5	4	5	5	4	5
PAYT M	4	3	3	4	3	4	4	4	4	4	4	4
Policy Bazaar	2	4	2	1	2	4	4	3	5	3	3	4
RAPHE MPHIB R	3	3	3	3	3	4	2	3	3	3	3	4
REALT Y WOLF	2	2	5	2	2	5	4	4	4	5	2	3
REBTR OX	5	4	5	5	5	4	5	4	4	4	5	3
ROSTR UM	3	3	2	3	3	3	4	4	3	5	3	3
RX Medic al Trust	3	3	3	3	3	5	2	3	3	5	3	4
Steam Pro	4	4	5	4	4	4	5	4	5	5	4	5
Taggla bs	4	3	3	4	3	4	4	4	4	4	4	4
Trivial Chapt er	2	4	3	1	2	4	4	3	5	5	3	4
Vigilan cia Partne rs LLP	3	3	3	3	3	5	2	3	3	5	3	4
Vigyan tram	4	2	3	2	2	4	4	4	4	5	2	3
Waysp ire	5	4	5	5	5	5	5	4	4	5	5	3
	3.4210 53	3.26 315 8	3.52 6316	3.13 1579	3.13 157 9	4.078 947	3.78 947 4	3.605 263	3.7894 74	4.05 263 2	3.394 737	3.76 315 8



Employer Feedback Analysis Report

Academic Year 2025–26

Introduction

As part of its continuous quality assurance and enhancement process, Gitarattan International Business School (GIBS) systematically collects feedback from employers regarding the performance of its students during internships, training, and employment. Employer feedback serves as an important indicator of the effectiveness of the curriculum in developing professional competencies, employability skills, ethical values, and workplace readiness. The analysis of this feedback enables the institution to identify strengths, address areas requiring improvement, and implement measures for continuous academic and institutional enhancement.

Objectives of Employer Feedback

- To assess the employability skills and professional competencies of GIBS students.
- To evaluate the effectiveness of the curriculum in meeting industry expectations.
- To identify strengths and areas requiring improvement in student performance.
- To obtain employer inputs for enhancing curriculum delivery and industry relevance.
- To support continuous quality improvement in teaching-learning and skill development initiatives.

Feedback Analysis

Employer feedback was collected using a structured questionnaire covering key attributes related to employability and workplace performance. Responses were recorded on a five-point rating scale, where **5 indicates Excellent** and **1 indicates Poor**.

S. No.	Feedback Parameter	Average Score (Out of 5)
1	Planning and organization skills	4.09
2	Communication skills	3.98
3	Ability to develop practical solutions to workplace problems	4.01
4	Ability to work effectively as part of a team	4.59
5	Creativity in responding to workplace challenges	4.23
6	Comfort in using technology and workplace equipment	4.19
7	Self-motivation and willingness to take responsibility	4.21
8	Openness to new ideas and learning new techniques	3.91
9	Ethical conduct in the organization	4.54
10	Cordial relationship with seniors, peers, and subordinates	4.11
11	Strong moral values	4.61
12	Overall satisfaction with GIBS students	4.63
Feedback Score	Overall Average	4.25

Analysis of Findings

The overall employer feedback score of **4.25 out of 5** reflects a high level of employer satisfaction with the professional competence, ethical standards, and workplace readiness of students from Gitarattan International Business School.

The analysis highlights the following key observations:

- The highest rating was received for **overall employer satisfaction (4.63)**, indicating that employers are highly satisfied with the quality and performance of GIBS students.
- **Strong moral values (4.61)** and **teamwork skills (4.59)** emerged as the major strengths, demonstrating that students exhibit professionalism, integrity, and collaborative abilities in organizational settings.
- Employers highly appreciated students' **ethical conduct (4.54)**, reflecting the institution's emphasis on professional ethics and value-based education.
- Students also performed well in **creativity (4.23)**, **self-motivation (4.21)**, and **technology usage (4.19)**, indicating their preparedness for modern business environments and digital workplaces.
- Ratings for **planning and organizational skills (4.09)** and **interpersonal relationships (4.11)** suggest that students possess sound managerial and interpersonal competencies required in professional organizations.
- The score for **developing practical solutions to workplace problems (4.01)** indicates that students are capable of applying theoretical knowledge to practical situations through internships, projects, and experiential learning.
- Comparatively lower scores were observed for **communication skills (3.98)** and **openness to new ideas and learning new techniques (3.91)**. Although these ratings remain satisfactory, they present opportunities for further strengthening through focused training and enhanced industry exposure.

Key Strengths

- High level of overall employer satisfaction.
- Strong teamwork and collaboration skills.
- Excellent ethical behaviour and professional conduct.
- Strong moral and professional values.
- Good technological competence and workplace readiness.
- Positive attitude towards responsibility and creative problem-solving.

Areas for Improvement

- Enhance business communication and presentation skills.
- Strengthen adaptability to emerging technologies and innovative workplace practices.
- Increase exposure to industry-based projects, internships, and experiential learning.
- Further develop analytical thinking and continuous learning competencies.

Action Taken Report on Employer Feedback

Academic Year 2025–26

S. No.	Parameter	Score	Feedback Suggestions	Action Taken	Outcome
1	Planning and Organization Skills	4.09	Further strengthen project planning, prioritization, and time management skills.	Incorporated project-based learning, case analysis, and activity-based assignments requiring structured planning and execution.	Students demonstrated improved planning and organizational abilities during projects and internships.
2	Communication Skills	3.98	Enhance verbal communication, business writing, presentation, and interpersonal skills.	Faculty members were instructed to conduct presentations, Group discussions. Interview preparation sessions were conducted through skill based training courses of the institute.	Improved confidence and communication competence among students during internships, placements, and classroom presentations.
3	Practical Problem-Solving Ability	4.01	Increase exposure to real-world business challenges and analytical decision-making.	Faculty members introduced more case studies, live projects, simulation exercises across courses.	Students gained better practical exposure and enhanced analytical and problem-solving capabilities.
4	Teamwork	4.59	Continue promoting collaborative learning and leadership opportunities.	Increased group activities, management games, and collaborative learning exercises.	Students continued to exhibit excellent teamwork, leadership, and collaboration skills.
5	Creativity in Workplace Challenges	4.23	Encourage innovation, design thinking, and entrepreneurial mindset.	Organized entrepreneurship development activities like hackathons, Perfect Pitch competitions.	Enhanced creativity, innovation, and entrepreneurial thinking among students.

6	Technology Usage	4.19	Improve proficiency in emerging digital tools, business analytics, and AI applications.	Workshops and skill based training sessions for students were conducted on AI tools, business analytics software, and industry-relevant technologies	Students developed stronger digital competencies aligned with current industry requirements.
7	Self-Motivation and Responsibility	4.21	Continue nurturing leadership, ownership, and professional accountability.	Organized leadership development programmes, mentoring sessions, community engagement activities, and responsibility-based assignments/activities.	Students displayed greater confidence, accountability, and initiative in academic and professional settings.
8	Openness to New Ideas and Learning	3.91	Encourage continuous learning, adaptability, and exposure to emerging industry practices.	Conducted expert talks, faculty development initiatives, industry interactions, MOOCs awareness sessions, and value-added certification programmes on emerging technologies.	Students demonstrated improved adaptability and willingness to acquire new skills and knowledge.
9	Ethical Conduct	4.54	Emphasis on ethics, integrity, and responsible professional behaviour.	Continued integrating professional ethics, corporate governance, environmental responsibility, and value education into curricular and co-curricular activities.	Students maintained high standards of ethical conduct and professionalism.
10	Interpersonal Relationships	4.11	Further strengthen networking, collaboration, and workplace relationship management skills.	Continued Organizing team-building exercises, personality development programmes, and collaborative classroom activities.	Students demonstrated improved interpersonal effectiveness and workplace relationship management.
11	Moral Values	4.61	Continue promoting value-based education and social responsibility.	Conducted ethics awareness programmes, community outreach initiatives, social responsibility activities, and institutional value	Students continued to exhibit strong moral values and responsible citizenship.

				education programmes.	
12	Overall Satisfaction	4.6 3	Maintain high academic standards while continuously enhancing industry readiness.	Strengthened industry-academia collaboration through internships, expert lectures, placement training, Skill based training courses, alumni interaction, experiential learning, and curriculum enrichment initiatives.	Sustained high employer satisfaction and improved graduate employability and workplace readiness.

Summary

The employer feedback for the Academic Year **2025–26** reflects an overall satisfaction score of **4.25 out of 5**, indicating that employers are highly satisfied with the professional competencies, ethical values, teamwork, and workplace readiness of GIBS students. Based on the feedback received, the institution has implemented focused initiatives to further strengthen communication skills, adaptability to emerging technologies, experiential learning, and industry engagement. These quality enhancement measures have contributed to improving students' employability, professional competence, and overall industry preparedness while sustaining the institution's commitment to continuous quality improvement.