

Consolidated Report on Stakeholders Feedback

For Academic Session Jan to Jun 2014

The feedback has been taken from following stakeholders:

I) Students:-

- i. Students' feedback on effectiveness of teachers
- ii. Students' feedback on syllabus

Students' feedback is collected after every semester.

II) Teachers:

III) Employers:

Feedback from employers is mainly on attributes displayed by interning students. The curriculum is expected to help students develop competencies and certain positive work attributes, hence these have been focused upon.

IV) Alumni:

Please Note:

1. Feedback of employers and alumni is collected once every year
2. Number of employers and alumni varies from year to year and is mainly based on their availability and convenience.

Students' feedback on effectiveness of teachers**Semester –II****Total students-64**

The percentages given below represent totals of Excellent and Good Ratings (5 and 4 ratings). Average, poor ratings are not shown here.

Sr. no	Parameters	Percentages							
		SMITA	UJJAWALA	RITU	SATISH	RISHIKESH	SOUMYAKANT	JASLENE	EVA
1	Effective &Efficient	87.5	46.9	71.9	39.1	43.8	67.2	48.4	50
2	Well Planned Lectures	79.7	54.7	67.2	29.7	57.8	79.7	46.9	46.9
3	Teaching Methods	85.9	43.8	59.4	42.2	50.0	85.9	42.2	53.1
4	Interactive Lectures	87.5	46.9	62.5	50.0	39.1	85.9	48.4	56.3
5	Class Control	89.1	53.1	56.3	68.8	71.9	62.5	35.9	53.1
6	Motivating Skills	79.7	43.8	59.4	37.5	37.5	64.1	43.8	56.3
7	Patience In Handling Qs	76.6	54.7	75.0	37.5	43.8	76.6	53.1	48.4
8	Time Mgt. In Class	78.1	57.8	75.0	51.6	62.5	70.3	51.6	45.3
9	Latest information	87.5	43.8	85.9	76.6	39.1	56.3	45.3	59.4
10	Regular & Punctual	95.3	70.3	92.2	65.6	73.4	68.8	51.6	64.1
11	Good Eye Contact	92.2	67.2	79.7	60.9	59.4	67.2	65.6	65.6
12	Meaningful Assignments	90.6	56.3	73.4	39.1	54.7	67.2	57.8	50.0
13	Language Skills	93.8	67.2	500.0	43.8	56.3	76.6	73.4	71.9

Students' feedback on effectiveness of teachers

Semester-IV

Total students-55

The percentages given below represent totals of Excellent and Good Ratings (5 and 4 ratings). Average, poor ratings are not shown here.

Sr. no	Parameters	Percentages(Finance) 24							Percentages(HRM)19					Percentages(HRM)-12				
		ANUB HUTI	SATI SH	SOU MYAKANT	EVA	RITU	JASLENE	RISHIKESH	ANUBHUTI	SATISH	SOU MYAKAN	UJJAWALA	EVA	SMI TA	SOU MYAKAN	RISHIKESH	EVA	ANUB HUTI
1	Effective &Efficient	41.7	66.7	91.7	66.7	62.5	54.2	8.3	63.2	52.6	89.5	63.2	68.4	58.3	91.7	16.7	41.7	58.3
2	Well Planned Lectures	37.5	54.2	87.5	66.7	62.5	58.3	16.7	52.6	36.8	94.7	68.4	68.4	83.3	91.7	41.7	41.7	58.3
3	Teaching Methods	37.5	50.0	91.7	62.5	62.5	54.2	8.3	57.9	52.6	89.5	52.6	57.9	66.7	91.7	25.0	33.3	25.0
4	Interactive Lectures	37.5	54.2	91.7	70.8	58.3	62.5	16.7	57.9	68.4	73.7	57.9	68.4	83.3	100.0	16.7	41.7	41.7
5	Class Control	54.2	50.0	66.7	66.7	70.8	58.3	29.2	73.7	63.2	68.4	57.9	63.2	75.0	83.3	58.3	33.3	25.0
6	Motivating Skills	50.0	58.3	83.3	62.5	54.2	50.0	4.2	52.6	42.1	63.2	63.2	68.4	58.3	100.0	16.7	50.0	25.0
7	Patience In Handling Qs	37.5	62.5	95.8	66.7	58.3	54.2	16.7	42.1	52.6	68.4	68.4	57.9	50.0	100.0	33.3	58.3	41.7
8	Time Mgt. In Class	41.7	54.2	83.3	66.7	62.5	45.8	25.0	57.9	63.2	78.9	73.7	63.2	41.7	83.3	66.7	66.7	58.3
9	Latest information	50.0	33.3	87.5	70.8	66.7	62.5	33.3	57.9	89.5	84.2	63.2	63.2	75.0	83.3	16.7	33.3	50.0
10	Regular & Punctual	54.2	62.5	95.8	58.3	66.7	54.2	25.0	78.9	68.4	84.2	68.4	73.7	83.3	83.3	66.7	41.7	66.7
11	Good Eye Contact	50.0	54.2	91.7	62.5	62.5	62.5	37.5	57.9	68.4	73.7	68.4	68.4	83.3	91.7	41.7	50.0	58.3
12	Meaningful Assignments	50.0	50.0	91.7	66.7	58.3	50.0	29.2	57.9	63.2	78.9	57.9	57.9	50.0	83.3	41.7	66.7	58.3
13	Language Skills	54.2	62.5	95.8	70.8	62.5	58.3	20.8	84.2	42.1	89.5	63.2	68.4	83.3	100.0	33.3	75.0	66.7

Students' feedback on syllabus

Semester: II

Number of students enrolled: 85

Total students: 74

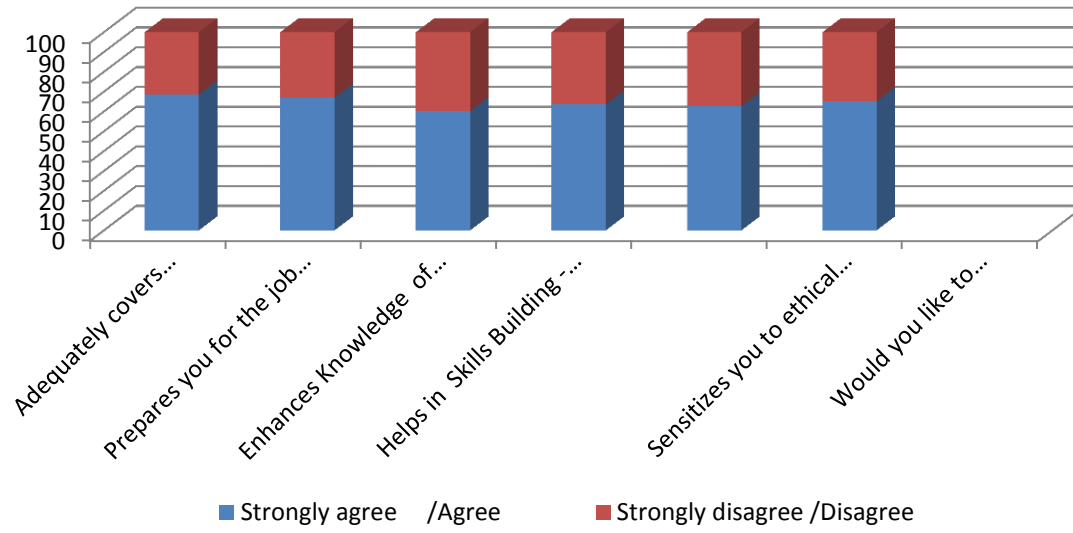
New syllabus was introduced in 2013 from the academic year 2013-14 in Semester-II with the following subjects:

Semester-II

201- Marketing Management	210- Life Skills Lab
202- Financial Management	211- Geopolitics and the world economic system
203- Human Resource Management	213- Computer aided personal productivity tools lab
204- Decision Science	215- Industry Analysis – Desk research
205- Operations and Supply Chain Management	291- Human Rights-I
206- Management Information System	292- Introduction to Cyber Security module-II

The percentages given below are totals of strongly agree and agree and strongly disagree and disagree (5 & 4 strongly agree and agree and 1 & 2 strongly disagree and disagree). The neutral responses from the feedback were equally divided into strongly agree and agree and strongly disagree and disagree.

Sr. No.	Jan to Jun 2014	Semester II	
	Statements	Strongly agree /Agree	Strongly disagree /Disagree
1	Adequately covers contemporary topics/ global issues/emerging global and national trends.	68.64	31.36
2	Prepares you for the job market.	66.95	33.05
3	Enhances Knowledge of functional areas of management	60.17	39.83
4	Helps in Skills Building -decision making, communication, team building etc.	63.56	36.44
5	Helps in developing application oriented thinking	62.71	37.29
6	Sensitizes you to ethical and professional values	65.25	34.75



Semester: IV**Number of students enrolled:82****Total students: 68**

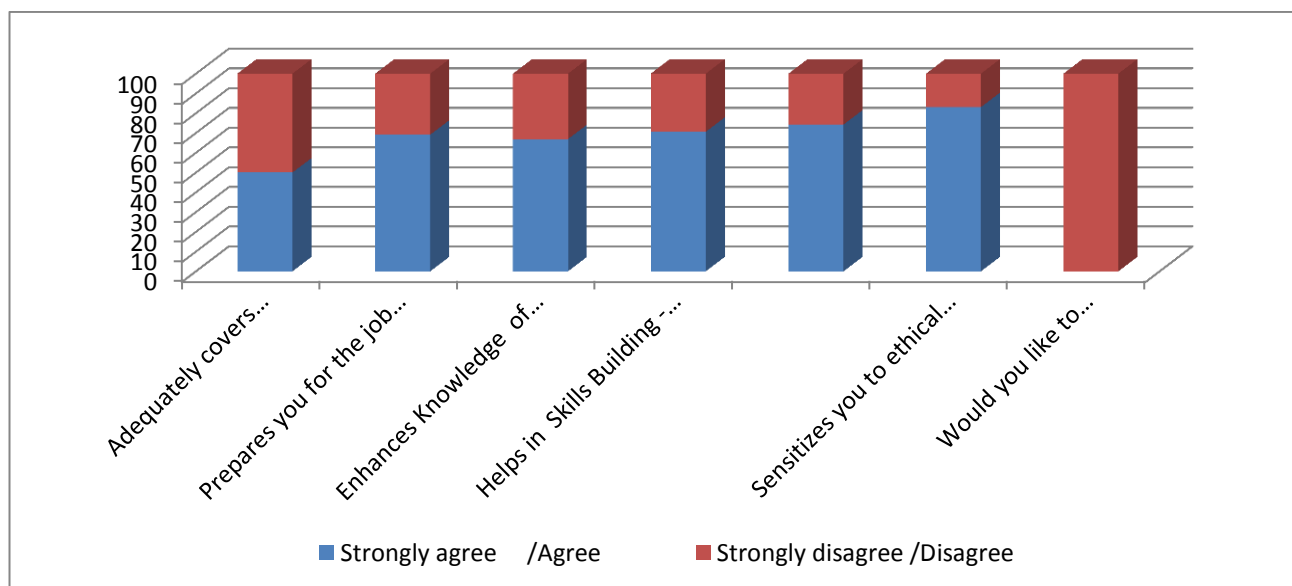
The syllabus offered in Semester IV is of 2008 pattern with the following subjects:

Semester-IV

401-Entrepreneurship Development & project Management		
402- International Business Management		
403- Current Trends in Management		
Marketing Specialization	Finance Specialization	Human Resource Management
404A- Services Marketing	404B- Indirect Taxation	404E- Labour Welfare
405A- Marketing Strategy and Relationship Marketing	405B-International Finance	405E-Labour Laws
406A- Product & Brand Management	406B- Risk and Insurance Management	406E- Strategic Human Resource Management
407A- International Marketing	407B- Strategic Financial Management	407E- Emerging Trends in HR
408A- Virtual Marketing	408B- Strategic Cost Management	408E- Case Studies in PM & IR

The percentages given below are totals of strongly agree and agree and strongly disagree and disagree (5 & 4 strongly agree and agree and 1 &2 strongly disagree and disagree). The neutral responses from the feedback were equally divided into strongly agree and agree and strongly disagree and disagree.

Sr. No.	Jan to Jun 2014	Semester IV	
	Statements	Strongly agree /Agree	Strongly disagree /Disagree
1	Adequately covers contemporary topics/ global issues/emerging global and national trends.	49.96	50.04
2	Prepares you for the job market.	69.12	30.88
3	Enhances Knowledge of functional areas of management	66.91	33.09
4	Helps in Skills Building -decision making, communication, team building etc.	70.59	29.41
5	Helps in developing application oriented thinking	74.26	25.74
6	Sensitizes you to ethical and professional values	83.09	16.91



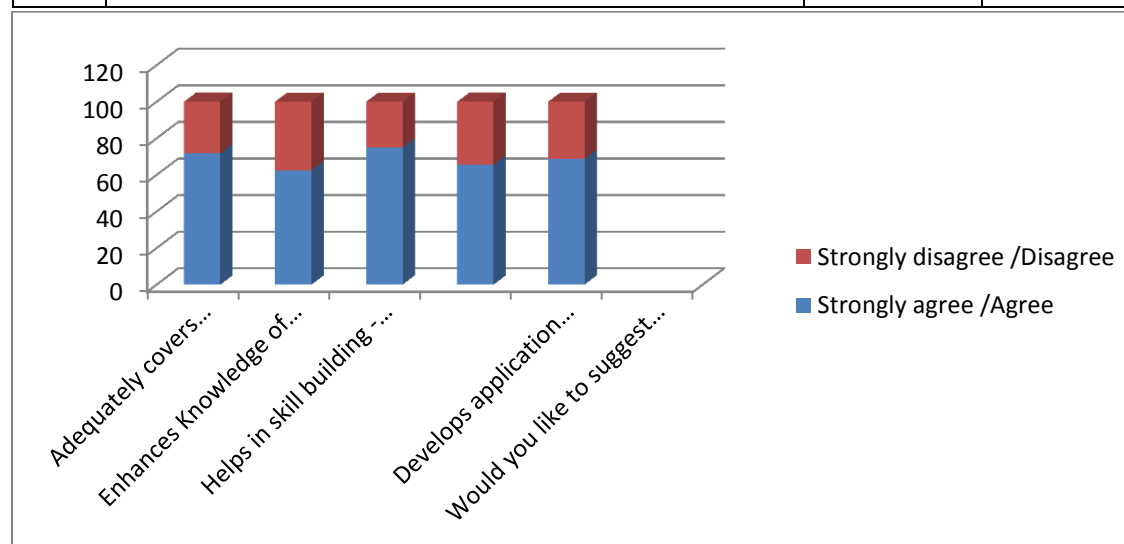
Teachers' feedback

Total teachers: 16

The new syllabus was introduced by the University of Pune in the academic year 2013-14, feedback of the teachers on the syllabus was collected for Semester-II.

The percentages given below are totals of strongly agree and agree and strongly disagree and disagree (5 & 4 strongly agree and agree and 1 & 2 strongly disagree and disagree). The neutral responses from the feedback were equally divided into strongly agree and agree and strongly disagree and disagree.

	Jan to Jun 2014	Semester II	
Sr. No.	Statements	Strongly Agree /Agree	Strongly disagree /Disagree
1	Adequately covers contemporary topics/ global	71.88	28.13
2	Enhances Knowledge of functional areas of management	62.50	37.50
3	Helps in skill building - decision making,	75.00	25.00
4	Sensitizes students to ethical and professional	65.63	34.38
5	Develops application oriented thinking	68.75	31.25
6	Would you like to suggest any new certificate	-	-

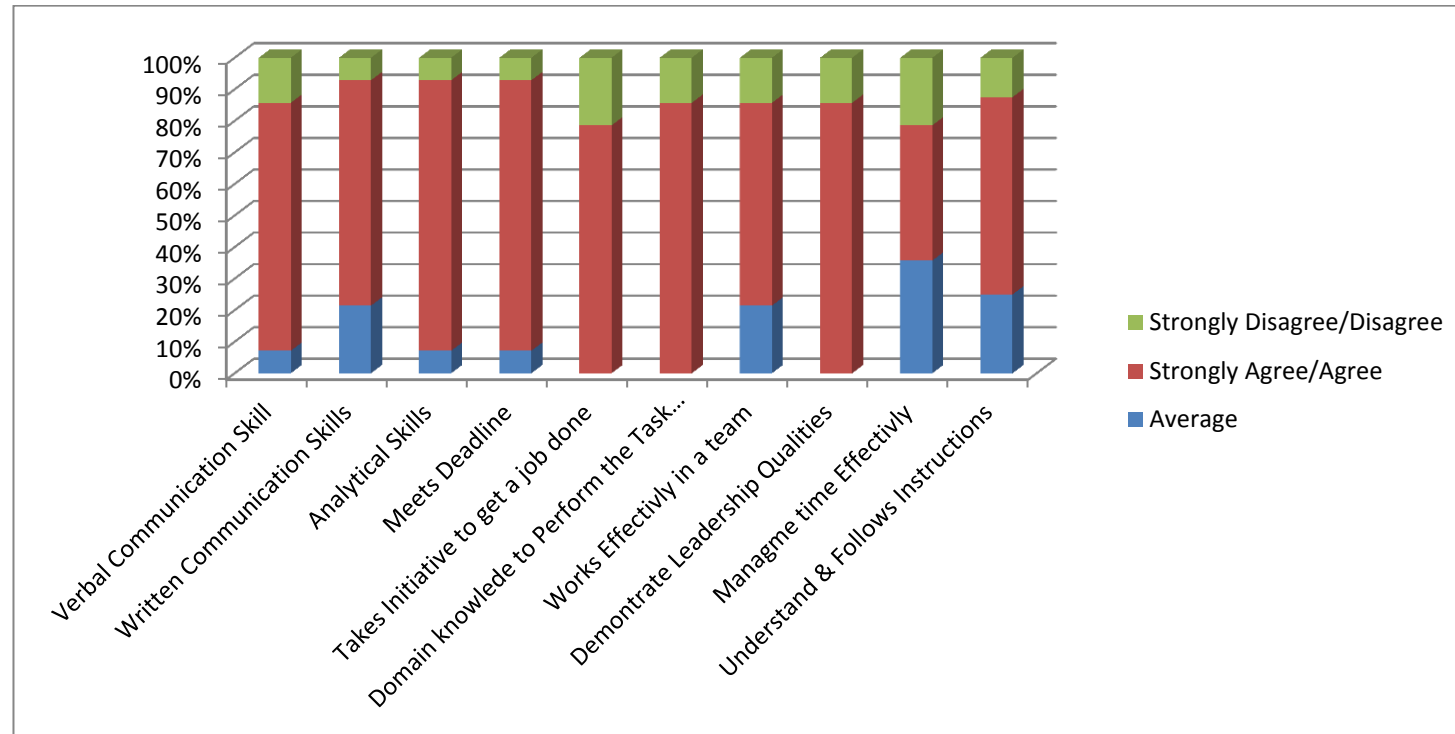


Employer's feedback

Total employers: 14

The percentages given below are Average, Good and Excellent (3, 4 and 5 respectively), acceptable and below expectations are not shown here.

Sr. No	Statements	Average(3)	Good(4)	Excellent(5)
		Percentages		
1	Verbal Communication Skill	7.14	78.57	14.29
2	Written Communication Skills	21.43	71.43	7.14
3	Analytical Skills	7.14	85.71	7.14
4	Meets Deadline	7.14	85.71	7.14
5	Takes Initiative to get a job done	0.00	78.57	21.43
6	Set Priorities	0.00	85.71	14.29
7	Domain knowledge to Perform the Task Given	21.43	64.29	14.29
8	Works Effectively in a team	0.00	85.71	14.29
9	Demonstrate Leadership Qualities	35.71	42.86	21.43
10	Manage time Effectively	28.57	71.43	14.29
11	Understand & Follows Instructions	7.69	78.57	14.29

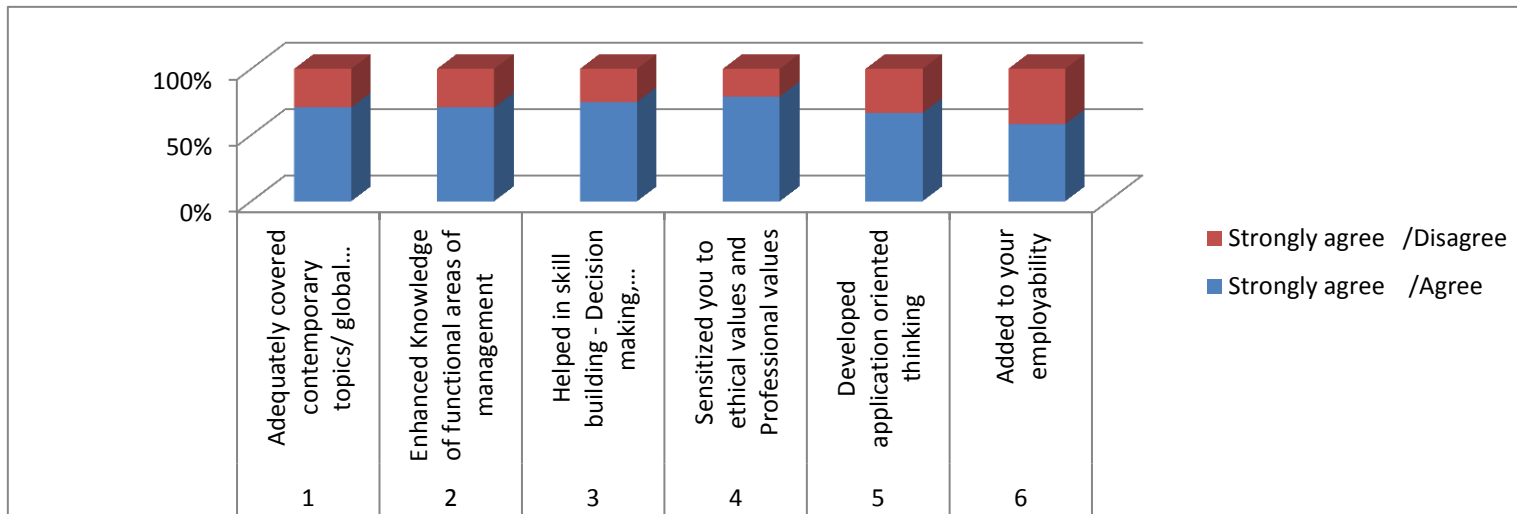


Alumni feedback

Total alumni: 6

The percentages given below are totals of strongly agree and agree and strongly disagree and disagree (5 & 4 strongly agree and agree and 1 & 2 strongly disagree and disagree).

100% -	Statements	Strongly agree /Agree	Strongly agree /Disagree
1	Adequately covered contemporary topics/ global issues/emerging global and national trends	70.83	29.17
2	Enhanced Knowledge of functional areas of management	70.83	29.17
3	Helped in skill building - Decision making, Communication, Team building etc.	75.00	25.00
4	Sensitized you to ethical values and Professional values	79.17	20.83
5	Developed application oriented thinking	66.67	33.33
6	Added to your employability	58.33	41.67



Analysis:**Students' feedback on effectiveness of teachers:**

Students' feedback shows that the students are satisfied with the way subject teachers are teaching them.

Students' feedback on syllabus:

Based on the feedback the student seems to be happy with the new syllabus offered by the University.

Feedback from teachers:

The teacher's feedback on the syllabus shows that certain areas such as knowledge enhancement, application oriented thinking, are required to be taught to the students.

Feedback from employers:

The employers are satisfied with student's performance, except in the areas such as written communication skills, leadership quality & managing time effectively.

Feedback from alumni:

The feedback reveals that almost 30-40 % of students feel that there is a need to focus on application oriented thinking, skill building etc. has increased from last year's feedback. Most of the alumni feel that the syllabus does not help them to get placements.

Action Taken: -

- The institute has organized the following guest lectures workshops to cover different aspects of skill development.

Sr. No.	Topic	Resource Person	Date
1	Anti-Harassment at Work place	Dr. Ramesh Sachdeva, CEO & MD DSS Technologies Ltd. Pune	29 th March 2014
2	Leadership Development	Mr. Vibhas Joshi, Consultant, Coach and Facilitator	14 th March 2014

- Teachers arranged guest lectures for the specialization students to enhance their domain knowledge.
- The certificate course "campus to corporate" continued for enhancing the employability of the students.

Consolidated Report on Stakeholders Feedback
For Academic Session Jul to Dec 2013

The feedback has been taken from following stakeholders:

I) *Students:*

- i. Students' feedback on effectiveness of teachers
- ii. Students' feedback on syllabus

Students' feedback is collected after every semester.

II) *Teachers:*

III) *Employers:*

Feedback from employers is mainly on attributes displayed by interning students. The curriculum is expected to help students develop competencies and certain positive work attributes, hence these have been focused upon.

IV) *Alumni*

Please Note:

- 3. Feedback of employers and alumni is collected once every year
- 4. Number of employers and alumni varies from year to year and is mainly based on their availability and convenience.

Students' feedback on effectiveness of teachers.**Semester –I****Total students-74**

The percentages given below represent totals of Excellent and Good Ratings [5 and 4 ratings] only. Average, poor ratings are not shown here.

Sr. no	Parameters	Percentages							
		SMITA	PRABHA	RITU	SATISH	BINDU	ANJALI	A.DAYAL	NEELA
1	Effective &Efficient	89.2	97.3	67.6	59.5	90.5	75.7	71.6	95.95
2	Well Planned Lectures	81.1	91.9	62.2	50.0	78.4	63.5	70.3	97.30
3	Teaching Methods	90.5	95.9	60.8	54.1	85.1	62.2	70.3	95.95
4	Interactive Lectures	89.2	95.9	48.6	54.1	66.2	43.2	67.6	75.68
5	Class Control	86.5	90.5	67.6	68.9	82.4	50.0	91.9	98.65
6	Motivating Skills	90.5	95.9	58.1	58.1	71.6	50.0	67.6	85.14
7	Patience In Handling Qs	85.1	94.6	68.9	63.5	79.7	44.6	67.6	87.84
8	Time Mgt. In Class	85.1	87.8	66.2	58.1	74.3	66.2	77.0	93.24
9	Latest information	90.5	94.6	51.4	77.0	71.6	48.6	64.9	87.84
10	Regular & Punctual	90.5	93.2	81.1	71.6	75.7	73.0	89.2	98.65
11	Good Eye Contact	89.2	98.6	75.7	71.6	82.4	71.6	86.5	98.65
12	Meaningful Assignments	86.5	85.1	66.2	63.5	87.8	51.4	68.9	91.89
13	Language Skills	93.2	97.3	71.6	64.9	93.2	73.0	91.9	98.65

Students' feedback on effectiveness of teachers

Semester-III

Total students: 76

The percentages given below represent totals of Excellent and Good ratings [5 and 4 ratings] only. Average, poor ratings are not shown here.

Sr. no	Parameters	Percentages(Finance) 23						Percentages(HRM)-24					Percentages (Marketing)29					
		ANU BHU TI	SATISH	SOU MYA KANT	MA HES H	RITU	PARA MJEE T	ANUB HUTI	SATI SH	SOU MYA KANT	MAH ESH	SNE HA	ANUB HUTI	SNEHA	SOU MY AKANT	MA HES H	SMIT A	SAM EEEKS HA
1	Effective &Efficient	69.6	65.2	91.3	52.2	87.0	60.9	100	70.8	87.5	45.8	58.3	96.6	72.4	100.0	44.8	96.6	72.4
2	Well Planned Lectures	69.6	56.5	82.6	52.2	91.3	60.9	100	41.7	83.3	54.2	75.0	86.2	65.5	89.7	62.1	93.1	65.5
3	Teaching Methods	78.3	47.8	82.6	17.4	91.3	60.9	100	70.8	87.5	50.0	66.7	96.6	58.6	100.0	27.6	96.6	65.5
4	Interactive Lectures	60.9	56.5	82.6	21.7	78.3	39.1	100	87.5	79.2	45.8	75.0	96.6	72.4	89.7	24.1	100.0	86.2
5	Class Control	73.9	60.9	65.2	60.9	91.3	56.5	100	83.3	75.0	79.2	70.8	96.6	62.1	75.9	69.0	100.0	55.2
6	Motivating Skills	69.6	47.8	69.6	21.7	82.6	39.1	100	83.3	79.2	37.5	58.3	96.6	51.7	86.2	17.2	100.0	72.4
7	Patience In Handling	69.6	60.9	82.6	8.7	87.0	52.2	91.7	79.2	87.5	29.2	70.8	93.1	69.0	100.0	24.1	100.0	75.9
8	Time Mgt. In Class	65.2	52.2	78.3	43.5	82.6	56.5	100	75.0	87.5	75.0	79.2	96.6	75.9	96.6	62.1	75.9	69.0
9	Latest information	65.2	73.9	56.5	69.6	91.3	30.4	87.5	95.8	75.0	75.0	62.5	89.7	44.8	86.2	72.4	100.0	65.5
10	Regular & Punctual	69.6	60.9	78.3	65.2	91.3	69.6	100	75.0	95.8	83.3	79.2	93.1	62.1	89.7	89.7	96.6	82.8
11	Good Eye Contact	78.3	60.9	73.9	47.8	78.3	52.2	100	87.5	87.5	54.2	79.2	96.6	72.4	89.7	58.6	100.0	79.3
12	Meaningful	56.5	52.2	73.9	60.9	78.3	56.5	100	79.2	87.5	62.5	91.7	93.1	72.4	93.1	58.6	100.0	79.3
13	Language Skills	73.9	65.2	78.3	47.8	73.9	56.5	100	75	87.5	75	75	96.6	72.4	93.1	55.2	100.0	82.8

Students' feedback

Semester: I

Number of students enrolled: 85

Total students: 74

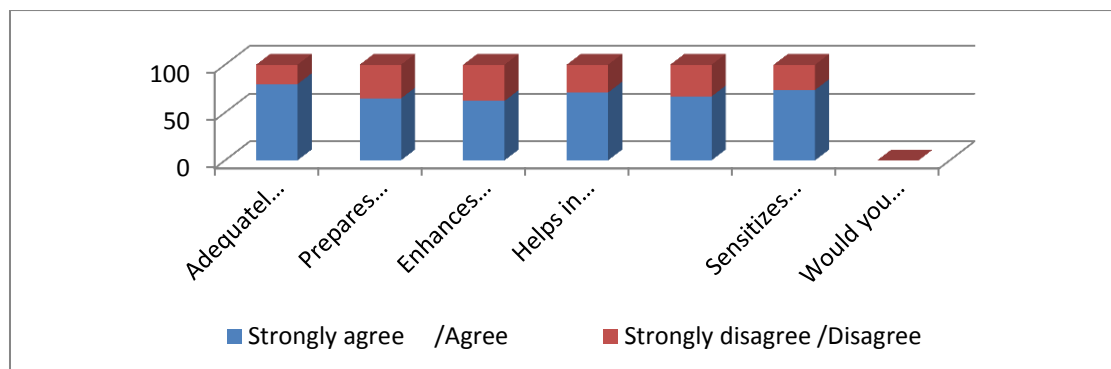
New syllabus was introduced in 2013 from the academic year 2013-14 Semester-I which offers the following subjects and the feedback was taken for the same:

Semester-I

101- Accounting for Business Decisions	108 – Business communication Lab
102- Economic Analysis for Business Decisions	109- MS-Excel and Advance Excel Lab
103- Legal Aspects of Business	113- Personality Development Lab
104- Business Research Methods	115- enterprise Analysis- Desk Research
105- Organizational Behavior	191- Human Rights- I
106- Basics of Marketing	192- Introduction to cyber security Module- I

The percentages given below are totals of strongly agree and agree and strongly disagree and disagree (5 & 4 strongly agree and agree and 1 &2 strongly disagree and disagree). The neutral responses from the feedback were equally divided into strongly agree and agree and strongly disagree and disagree.

Sr. No.	Jul to Dec 2013	Semester I	
	Statements	Strongly agree /Agree	Strongly disagree /Disagree
1	Adequately covers contemporary topics/ global issues/emerging global and national trends.	79.73	20.27
2	Prepares you for the job market.	64.86	35.14
3	Enhances Knowledge of functional areas of management	62.16	37.84
4	Helps in Skills Building -decision making, communication, team building etc.	70.95	29.05
5	Helps in developing application oriented thinking	66.89	33.11
6	Sensitizes you to ethical and professional values	73.65	26.35



Semester: III

Number of students enrolled: 82

Total students: 74

The syllabus introduced in 2013 was not applicable to Semester-III, the subjects were as per 2008 pattern as follows:

Semester-III

301- Business Policy & Strategic Management

302- Management Control Systems

308- Project Report

Marketing Specialization

303A- Marketing Research

304A- Integrated Marketing Communications

305A- Distribution and Retail Management

306A- Consumer & Organizational Buying Behavior

307A- Sales Management & Personal Selling

Finance Specialization

303B- Advanced Financial Management

304B- Direct Taxation

305B- Advance Financial Services

306B- Banking & Financial Institutions

307B- Security Analysis & Portfolio Management

Human Resource Management

303E- Labour Laws-I

304E- Industrial Relations

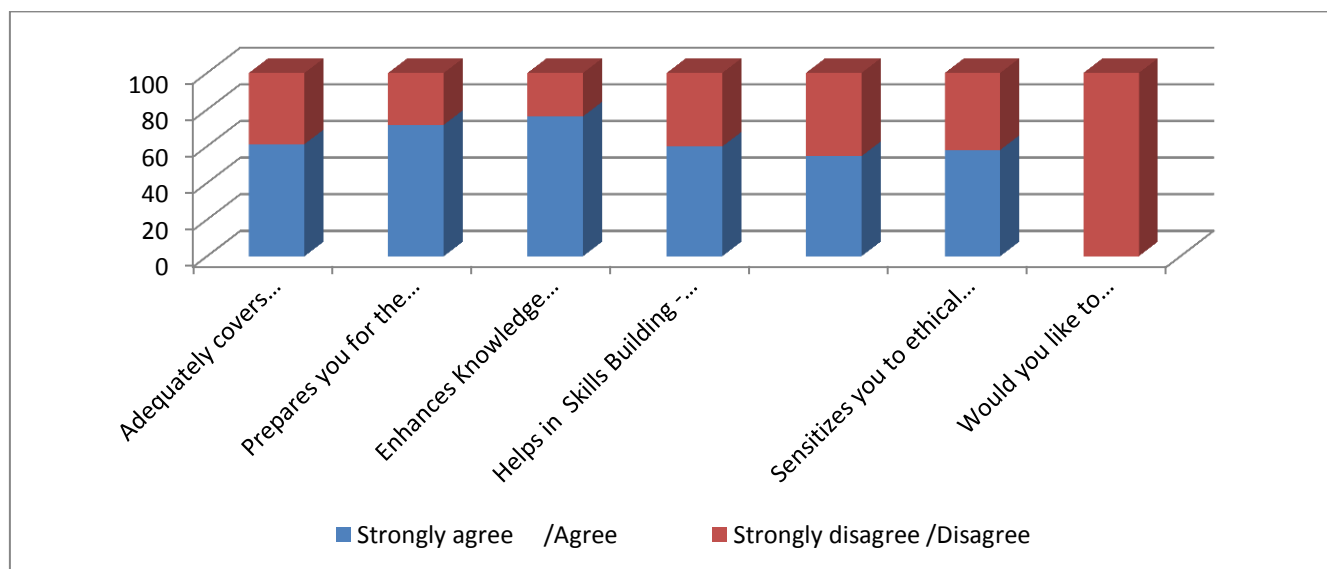
305E- Personnel Administration- Application & Procedure

306E- Training & Development

307E- Organizational Development

The percentages given below are totals of strongly agree and agree and strongly disagree and disagree (5 & 4 strongly agree and agree and 1 & 2 strongly disagree and disagree). The neutral responses from the feedback were equally divided into strongly agree and agree and strongly disagree and disagree.

Sr. No.	Jul to Dec 2013	Semester III	
	Statements	Strongly agree /Agree	Strongly disagree /Disagree
1	Adequately covers contemporary topics/ global issues/emerging global and national trends.	61.18	38.82
2	Prepares you for the job market.	71.71	28.29
3	Enhances Knowledge of functional areas of management	76.32	23.68
4	Helps in Skills Building -decision making, communication, team building etc.	59.87	40.13
5	Helps in developing application oriented thinking	54.61	45.39
6	Sensitizes you to ethical and professional values	57.98	42.02

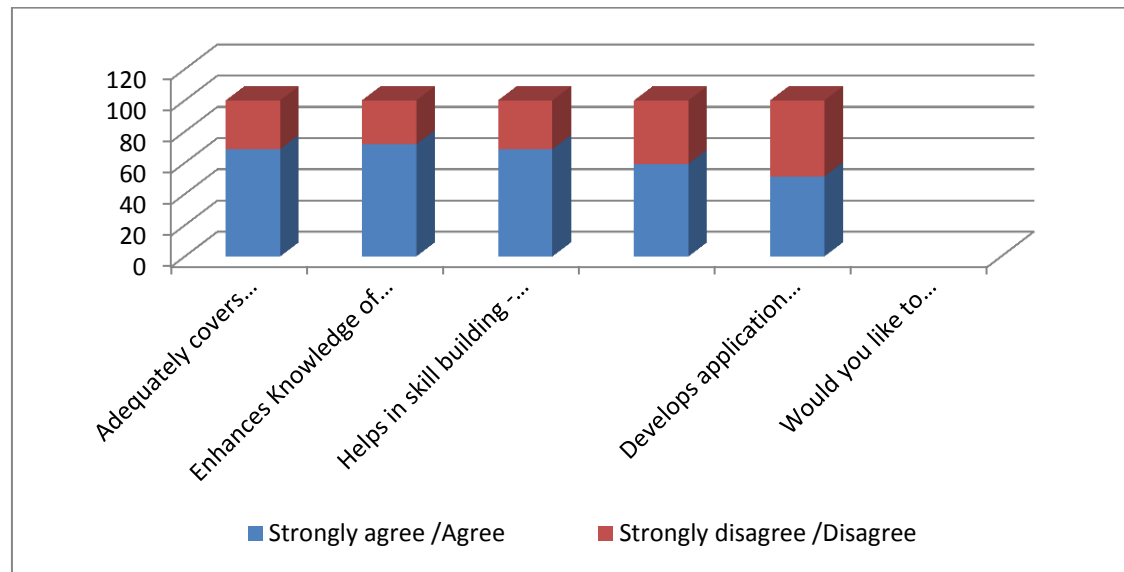


Teachers' feedback

Total teachers: 16

The new syllabus was introduced by the Savitribai Phule Pune University in the academic year 2013-14, feedback of the teachers on the syllabus is collected for the same. The percentages given below are totals of strongly agree and agree and strongly disagree and disagree (5 & 4 strongly agree and agree and 1 & 2 strongly disagree and disagree). The neutral responses from the feedback were equally divided into strongly agree and agree and strongly disagree and disagree.

Sr. No.	Jul to Dec 2013	Semester I	
	Statements	Strongly agree /Agree	Strongly disagree /Disagree
1	Adequately covers contemporary topics/ global issues/emerging global and	68.75	31.25
2	Enhances Knowledge of functional areas of management	71.88	28.13
3	Helps in skill building - decision making, communication, team building etc.	68.75	31.25
4	Sensitizes students to ethical and professional values	59.38	40.63
5	Develops application oriented thinking	51.36	48.64
6	Would you like to suggest any new certificate course to	-	-



- Alumni feedback: Collected once in a year therefore not presented here.
- Employers' feedback: Collected once in a year therefore not presented here.

Analysis

Students' feedback on effectiveness of teachers: The overall rating by the students for the teachers is positive.

Students' feedback on syllabus: Based on the feedback the students seems to be happy with the new syllabus. In terms of percentage the parameter on “preparing for job market”, “enhances skill” and “helps in developing application oriented thinking” is lower as compared to scores on the other parameters. Scope of improvement in terms of these parameters is required.

Feedback from teachers:

The teachers are of the opinion that the new syllabus includes the contemporary issues. Some practical skill based aspects can be added to make students better in terms of application oriented thinking.

Action taken: -

- The teachers developed a course of action using additional aspects in their pedagogy like preparing question bank for MCQs which was a part of their teaching plans in the session.
- The teachers continued giving the input in classroom to the students about the new syllabus and pattern of assessment in their respective subjects.
- The institute has organized the following guest lectures and workshops on different aspects of skill development.

Sr. No.	Topic	Resource Person	Date
1	Social Marketing	Mr. Prakash Gurbaxani CEO, Pragmites Internet Consulting	20 th September 2013
2	Rising to the Challenges in an HR role	Mr. Sanjay Ambhorkar General Manager- Country HR Head, Chassis Brakes International	27 TH September 2013
3	Campus to Corporate Connect	Experts from industry	Weekly sessions in August & September 2013
4	Digital Marketing	Ankit Narang, Digital Marketing Expert	18 th October 2013
5	Corporate guru, corporate karma, corporate jungle	Ms. Toshiba Tiwari	3 rd October 2013
6	Creating a Brand	Ms. Samidha Kolhatkar, Manager Brand Studio	11 th October 2013

- A certificate course on six- sigma was also introduced to upgrade students' employability skills.