

## REPORT ON TEACHERS' FEEDBACK (2016-2017)

In its continuing exercise of taking feedback from the stakeholders, the university gathered responses from the teachers, the primary stakeholder affected directly by the practices, policies and procedures followed at the university. With an aim to gauge the level of satisfaction of the faculty with respect to university, its policies, infrastructure preparedness and their work satisfaction levels of teachers are captured through a structured set of comprehensive questions for every academic year. The aim of the exercise is to comprehend the perception of teachers with respect to different aspects of university and its teaching learning environment and identify strengths and weaknesses of the entire teaching, learning and growing process, and build stronger capabilities for better performance on all fronts. In light of the continuing practice, the feedback about various criteria was gathered from teaching faculty of the university and the results have been tabulated and analyzed. For the same, a four-point rating scale has been utilized the results of which are shown in below given table.

**Table: Responses of the teachers (in percentages) about different attributes on a four-point scale along with the weighted average mean score (WM)**

S No	Attributes	SA	A	D	SD	WM
		4	3	2	1	
1	The vision, philosophy & objectives of the University are clearly spelled out.	45	47.5	7.5	0	3.375
2	Aims and objectives of the syllabi are well defined and clear to teachers and students	57.5	30	10	2.5	3.425
3	The course/ programmes of studies carry sufficient number of optional papers	52.5	30	17.5	0	3.35
4	Program outcomes of the syllabi are well defined	45	42.5	10	2.5	3.3
5	Curriculum has a good academic flexibility	45	42.5	10	2.5	3.3
6	The course content fulfils the needs of students	50	35	15	0	3.35
7	Need to fully review the syllabus	0	7.5	42.5	50	1.575
8	Students are disciplined and respectful to the teachers	57.5	35	5	2.5	3.475
9	University provides opportunities for continuous development of teachers	57.5	25	17.5	0	3.4
10	Equal opportunities are provided to all teachers	40	40	20	0	3.2
11	University has adequate medical facilities and is equipped to handle medical and other emergencies	55	42.5	2.5	0	3.525
12	Rest rooms, toilets, laboratories, playground, classrooms are clean and are well maintained	55	40	5	0	3.5
13	Clean drinking water is available	55	37.5	7.5	0	3.475
14	Laboratory requirements including equipments, chemicals and specimens are regularly provided	47.5	45	7.5	0	3.4
15	Computer facilities are made available for ICT based teaching to students	45	35	20	0	3.25

16	Good facilities and encouragement to the teachers for research	37.5	45	17.5	0	3.2
17	University facilitates and encourages the teachers to publish their research in high quality journals with high impact factor	47.5	42.5	10	0	3.375
18	Good facility and encouragement to the teachers for consultancy services	35	57.5	7.5	0	3.275
19	University pays attention to the green initiatives leading to environment improvement	37.5	52.5	10	0	3.275
20	Authorities are approachable and accessible	45	30	25	0	3.2
21	There is a mechanism for feedback, review and performance enhancement for the teachers	37.5	42.5	20	0	3.175
22	Recognition/Appreciation/Incentive for individual work is given.	20	42.5	30	7.5	2.75
23	Grievances of the teachers are properly addressed	22.5	55	20	2.5	2.975

The faculty feedback on different aspects shows positive results where the value for weighted mean stands more than 3 on all dimensions except for three. Two of the dimensions are addressing the grievances of the teachers and recognition/appreciation/incentive for individual work. The statement relating to 'need to fully review the syllabus' registered a weighted mean score of 1.5 which is indeed positive and reassuring highlighting a majority of faculty disagreeing to the proposition that the syllabus for the courses needs to be fully reviewed. The results where on one side reflect the satisfaction of the faculty to up dation of syllabus also comes from the fact that the syllabus for all programmes and courses are reviewed every year in accordance with the dynamism of academic and professional world. With active participation from the faculty and experts from industry, the syllabus review exercise is undertaken diligently to bring them to the global and national benchmarks.

The teachers have posted strong agreement with respect to the provision of laboratory requirements, medical facilities, clean drinking water and disciplined and respectful students where the weighted mean score stands at approximately 3.5 (which is indeed positive). The positive perception on these accounts of the teachers is a real strength for the university which speaks volumes of the proactive policy decisions and their meticulous implementation by the authorities to emerge as a winner. Basic facilities like provision for drinking water, rest rooms, toilets etc., laboratories for practical work are the prerequisites to building a congenial work environment. For the teachers to be able to perform their fundamental duties to the best of their potential, a healthy and congenial work environment is the bare minimum necessity and this is very well catered to by the Guru Nanak Dev University. Students, the center point of the

teaching learning exercise are reported to be disciplined and respectful towards teachers which lends the sense of satisfaction and positivity to the teachers and adds a dimension of satisfaction to the overall experience at the university. The direct interaction of students is with the teachers and when teachers deal with a disciplined, dedicated and respectful class of students, their performance and motivation is bound to take a flight.

The teachers have posted strong agreement with respect to the green initiatives, provision for consultancy services, motivation to publish in good quality journals and opportunities for continuous development of teachers where the weighted mean score stands at 3.3. The positive perception on these accounts of the teachers is a real strength for the university which contributes to the image and worth of university and motivates it to keep providing a facilitating environment for creative learning. The vision, philosophy and objectives of the university have been reported to be comprehensible and relatable and speaks about the ease of comprehending and relating to it making the strategic intent clear, crisp and achievable. Teachers' responses also help to clarify that the faculty is satisfied with respect to the course contents, programme outcome, academic flexibility of curriculum, clearly spelled out objectives of syllabi and adequate number of optional papers- core issues involved in teaching. The university has been making continuous efforts so as to add rigor and relevance to its course content together with enough room for flexibility.

The dedicated efforts of university authorities in building resilient and sufficient infrastructure in the name of classrooms, laboratories, toilets, playgrounds, medical facilities, computer and ICT facilities have contributed to a satisfied yet motivated teaching staff who have registered high levels of agreement with the presence and utility of these resources. Students, the center point of the teaching learning exercise are reported to be disciplined and respectful towards teachers which lends the sense of satisfaction and positivity to the teachers and adds a dimension of satisfaction to the overall experience at the university. The direct interaction of students is with the teachers and when teachers deal with a disciplined, dedicated and respectful class of students, their performance and motivation is bound to take a flight.

Teachers opine that the university is conscious enough in realizing and discharging its responsibility towards environmental improvement (green initiatives) which adds to the positive image of the university amongst the internal and external stakeholders.

The areas to work on remain the strengthening of the grievance mechanism and making the authorities accessible and approachable. A more direct and intimate connect with the faculty including recognition for personal achievements will instill added commitment amongst the teachers.