शिक्षण प्रसारक मंडळी, पुणे

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AUTONOMOUS

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An 'A+' Institution as Accredited by NAAC

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1.4 Action Taken Report of Student, Teacher, Employer, and Alumni 2018-2023

Sr. No	Description	Page. No
1	Action Taken Reports of the Academic Year 2022-23 • Students • Teachers • Employers • Alumni	2
2	Action Taken Reports of the Academic Year 2021-22 • Students • Teachers • Employers • Alumni	13
3	Action Taken Reports of the Academic Year 2020-21 • Students • Teachers • Employers • Alumni	24
4	Action Taken Reports of the Academic Year 2019-20 • Students • Teachers • Employers • Alumni	34
5	Action Taken Reports of the Academic Year 2018-19 • Students • Teachers • Employers • Alumni	43

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Action Taken Report 2022-2023

STUDENT

Concern Area	Feedback from Students	Action Taken
Curriculum Content	Positive feedback on the overall relevance of the curriculum content, with an emphasis on practical application in real-world scenarios. Low redundancy rate noted.	A committee was formed to analyze the feedback and ensure continued collaboration with industry partners, alumni, and academicians in curriculum design. Regular monitoring and updating of the curriculum were emphasized to maintain relevance. Discussions on aligning with the practical-oriented approach of NEP 2020 were initiated.
Teaching Methods	Appreciation for engaging and interactive courses, especially those using innovative tools like virtual simulations and multimedia presentations. Positive remarks on faculty responsiveness and maintaining learner interest.	Emphasis on faculty development programs to enhance the integration of innovative tools in teaching. The committee recommended continuous training sessions for faculty to adopt technology-enhanced learning. Regular reviews of teaching methods were planned to address changing needs.
Evaluation Process	Positive feedback on the clarity of grading criteria, timely feedback on assignments, and satisfaction with various evaluation tools. Recognition of real-life application-based questions.	Committee discussions focused on maintaining transparency in evaluation methods. Plans were made to continue providing clear grading criteria and timely feedback. The committee recommended exploring additional

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		real-life application questions to enhance critical thinking.
Student Support Services	Positive interactions were highlighted with support staff, praising their responsiveness. Delight expressed regarding readily accessible resources for academic guidance, mental health support, and career counseling.	The committee discussed enhancing support services further, including additional training for support staff to address concerns more effectively. Plans were made to ensure continuous improvement and expansion of support services in alignment with student needs.
Overall Satisfaction	Positive overall satisfaction expressed by students across programs.	Thorough discussions on areas of concern were noted, with an emphasis on maintaining and improving overall satisfaction levels. Plans for regular feedback sessions and continuous improvement were outlined.

TEACHERS

Concern Area	Feedback from Teachers	Action Taken
Curriculum Upgradation	A substantial majority of 61.1% of the faculty members have expressed strong agreement regarding the regular updates made to the curriculum.	Necessary updation in the curriculum design and syllabi was carried out through the Board of Studies, Academic Council, and final approval of the Governing Body.
Teachers' Freedom in Curriculum Design	61.1% teachers strongly agree that they have freedom in contributing ideas to curriculum design.	The institute continues to encourage and support teachers in actively contributing to curriculum design and development.
Board of Studies (BOS) Ensuring Updated and Relevant Courses	30.6% agree, 58.03% strongly agree that BOS ensures updated and relevant courses.	The feedback has reinforced the importance of involving alumni/corporate/industry in BOS, and efforts will be made to strengthen this collaboration for continuous improvement.
Representation from Alumni/Corporate/Industry in BOS	58.03% strongly feel it is helpful in designing and improving courses.	The institute acknowledges the significance of industry input and will work towards enhancing and diversifying representation in BOS from alumni, corporate, and industry sectors.
Interdisciplinary and Multidisciplinary Approaches in Curriculum	47.02% strongly agree that such approaches are reflected.	Further steps will be taken to incorporate more interdisciplinary and multidisciplinary elements into the curriculum to align with the

		changing landscape of higher education.
Inclusion of Modules on Community Engagement, Environmental Education, and Value-based Education	41.07% strongly agree, 25% agree, 16% neutral, 11% disagree	The institute recognizes the importance of these modules and will work on addressing concerns raised by teachers through a collaborative review process.
Knowledge Exchange Programs for New Syllabus Introduction	47.07% agree, 25.07% strongly agree	The positive response indicates the success of the Knowledge Exchange Programs, and similar initiatives will be continued and expanded for the benefit of faculty members.
Availability of Reference Materials in the Library	42.9% strongly agree, 45.7% agree	Efforts will be made to further enhance the availability of reference materials in the library to better support the curriculum requirements of the faculty.
Freedom in Adopting New Techniques/Strategies for Teaching and Assessment	More than 66% strongly agree	The institute reaffirms its commitment to providing faculty with the freedom to adopt innovative teaching techniques and assessment strategies, fostering a dynamic and supportive teaching environment.

EMPLOYERS

Concern Area	Feedback from Employer	Action Taken
Students' Punctuality	50% of companies found students' punctuality excellent, 40% above average	The feedback on students' punctuality was taken seriously. It was communicated to all faculty members, and necessary updates were made in the curriculum to emphasize and instill the importance of punctuality.
Professionalism in Resumes	50% of companies found it above average, 40% excellent	Employers' feedback on professionalism in resumes was acknowledged. Curriculum updates were made to enhance students' resume-building skills. This ensures that students are better equipped to present themselves professionally on paper during the placement process.
Etiquettes during the Placement Process	More than 60% found it above average, 30% excellent	Employers' observations on etiquette during the placement process were taken into consideration. The curriculum was adjusted to include training on professional conduct during placements.
Preparedness of Students	More than 70% found it above average	The feedback regarding the preparedness of students was given due importance. Curriculum enhancements were made to further improve students' preparedness for the industry.

Overall Experience with Placement Cell	50% exceeded expectations, 50% met expectations	The feedback on the overall experience with the Placement Cell was considered. Curriculum adjustments were made to further enhance the overall experience for employers. These changes were incorporated through the Board of Studies, Academic Council, and final approval of the Governing Body, ensuring continuous improvement in the interaction between students and employers.
Coordination with POC from Placement Cell	Around 90% said expectations were exceeded	The positive feedback on coordination with the Point of Contact (POC) from the Placement Cell was acknowledged. Efforts were made to maintain and improve this aspect further.
Suggestions for Students' Improvement (Included)	- Students should have more awareness about current affairs. - Should be better prepared on the basic concepts related to the role they are applying for. - The students should participate in extra-curricular activities to improve communication and interpersonal skills. -	The suggestions provided by employers were communicated to students for their awareness and improvement. Faculty members were informed of these suggestions, and efforts were made to integrate relevant aspects into the curriculum. These changes were implemented through the Board of Studies, Academic Council, and final approval of the Governing

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	Applicants must improve their presence on social media. - There must be an improvement in the presentation skills of the students.	Body, ensuring holistic development of students.

ALUMNI

Concern Area	Feedback from Alumni	Action Taken
1**. Quality Content of Syllabi**	34.6% found syllabi excellent, 41% felt very good, and 21.8% felt good	With the NEP 2020 being implemented by Podar Autonomous from 2023-24, necessary updates were made to enhance the quality of syllabi. The curriculum design was revised based on Alumni suggestions for better student orientation. MIS ERP solutions were employed for effective implementation.
2. **Industry Relevance of Syllabi**	21% strongly agreed, 44% agreed, and 24% remained neutral	In alignment with the NEP 2020, the curriculum was reviewed to ensure it meets industry needs. The relevant bodies of the college and authority collaborated to incorporate necessary changes, making the syllabi more industry-relevant. Employers' feedback was actively considered in this process.
3. **Relevance of Reference Books**	16.5% strongly agreed, and 57% agreed	The NEP 2020 prompted a thorough examination of reference books prescribed for courses. The review resulted in updates to include more relevant and contemporary reference materials. The changes were implemented to align with industry

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		requirements and enhance the overall learning experience for students.
4. Practical and Case Study Integration	Alumni suggested more practical and case study-based topics	With the NEP 2020 guidelines, a concerted effort was made to incorporate practical components and case studies into the curriculum. This ensures that students receive hands-on experience and are better prepared for real-world challenges, fostering a more holistic learning environment.
5. Inclusion of Personal Finance and Stock Market	Alumni recommended adding subjects like personal finance and basics of the stock market	The curriculum was expanded to include subjects such as personal finance and basics of the stock market, aligning with industry trends and addressing Alumni feedback. These additions aim to provide students with a broader understanding of financial concepts and market dynamics.
6. Industry Knowledge Practical Component	Alumni emphasized practical components related to industry knowledge	Action was taken to introduce practical components specifically focused on industry knowledge. This ensures that students gain practical insights and skills directly applicable to their chosen fields, fostering a better transition from academia to the professional realm.
7. Overall Development	Alumni stressed the need for a	The curriculum was redesigned to

Focus	balance between theoretical and practical aspects	strike a balance between theoretical knowledge and practical skills. Emphasis was placed on overall student development, including both technical and soft skills. The changes were implemented to align with industry demands and enhance students' employability.
8. **Implementation of NEP 2020**	NEP 2020 implementation considered positively by Alumni	The implementation of NEP 2020 was well-received by the Alumni, showcasing the college's commitment to staying abreast of educational reforms. The college actively utilized Management Information System (MIS) and Enterprise Resource Planning (ERP) solutions to streamline processes and improve overall efficiency.

Action Taken Report 2021-2022

STUDENT

Concern Area	Feedback from Students	Action Taken
Curriculum Relevance and Practicality	Students expressed satisfaction with the curriculum, emphasizing its relevance, practicality, and job readiness. They highlighted a positive impact on their knowledge and skill development.	The curriculum design and syllabi underwent essential updates through the appropriate college bodies and authorities.
Teaching Methods and Tools	Positive feedback was received regarding teaching methods and tools. Students appreciated the use of innovative methods, including technology integration, to engage a diverse range of learners effectively.	Committees were established to review course content alignment with learning objectives and integrate best practices for content retention into teaching methods. Professional development opportunities for faculty were initiated, focusing on innovative teaching methods.
Assessment Techniques and Question Paper Design	Students expressed satisfaction with the assessment techniques and question paper design. However, they suggested incorporating challenging assignments to promote critical thinking.	Assessment methods were aligned with learning objectives, and the institution implemented a system to monitor long-term content retention. Challenging assignments were integrated to enhance critical thinking skills.
Faculty-Student Engagement and Approachability	The positive and nurturing relationship between faculty and students was highlighted, contributing to an environment of trust and	Professional development opportunities were provided for faculty to enhance engagement and approachability. Open

	respect.	communication channels between faculty and students were established to foster a positive relationship.
Course Materials and Study Material Availability	Students provided feedback on the availability and relevance of study materials.	Necessary updation was carried in the curriculum design and syllabi through the relevant bodies of college and authority.
Overall Learning Experience	Students reported an exceptional overall learning experience, exceeding their expectations regarding content, quality, and relevance.	Continuous improvement initiatives were implemented based on valuable student feedback, including updating course materials and incorporating challenging assignments. The institution emphasized a comprehensive and dynamic educational experience.
Suggestions and Improvements	The questionnaire invited suggestions and improvements from students for each module.	Systematic processes for collecting and acting on student recommendations were implemented. Committees were established to review course content alignment and foster a culture of innovation in teaching methods based on student suggestions.
Long-term Content Retention	The study highlighted a significant trend in learners' long-term retention of course content, indicating the success of the course design and	Assessment methods were aligned with learning objectives, and a system to monitor long-term content retention was established.

	pedagogical approach.	
Transparency and Communication	The institution emphasized transparency and open communication throughout the initiatives.	Open communication channels between faculty and students were established to keep stakeholders well-informed about changes and their benefits.

TEACHER

Concern Area	Feedback from Teachers	Action Taken
1. Curriculum Upgradation	More than 84% of faculties agreed that the curriculum is regularly updated with a learner-centric approach.	Continuous efforts to ensure regular updates and relevance in the curriculum. Monitoring mechanisms are established to track updates.
2. Teachers' Freedom in Curriculum Design	84.21% of teachers strongly agreed that they have the freedom to contribute ideas in curriculum design and development.	Encouragement of teacher involvement in curriculum planning. Regular forums for collaborative discussions on curriculum development.
3. Board of Studies (BOS) Role	89.47% strongly agreed that BOS ensures updated and relevant courses. 84.21% felt that alumni/corporate/industry representation in BOS is helpful.	Regular reviews and communication with BOS to ensure course relevance. Continued efforts to involve alumni and industry experts in curriculum design.
4. Interdisciplinary and Multidisciplinary Approaches	84.21% of teachers agreed that these approaches are reflected in the curriculum.	Emphasis on promoting interdisciplinary and multidisciplinary content. Encouragement of cross-department collaborations in curriculum planning.
5. Courses with Social and Environmental Modules	73.68% strongly agreed that such modules are included. 15.79% were neutral.	Review of modules to address concerns raised by the 15.79% neutral feedback. Continued efforts to enhance community engagement, environmental education, and value-based components.

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6. Adequacy of Infrastructure	Over 63% strongly agreed, 21% agreed, and 16% remained neutral.	Initiatives to address concerns raised by neutral feedback. Periodic assessments and improvements in infrastructure to support effective curriculum implementation.
7. Availability of Reference Materials	18 out of 19 faculties strongly agreed that reference materials are available in the library.	Regular reviews of the library inventory. Collaboration with faculty to update and expand the collection as needed.
8. Freedom in Teaching Techniques	18 out of 19 teachers strongly agreed that the institute supports freedom in adopting new techniques/strategies.	Ongoing support for faculty development. Encouragement of innovative teaching methods. Regular feedback sessions to understand and address faculty needs.

EMPLOYERS

Concern Area	Feedback from Employer	Action Taken
Students' Punctuality	50% of companies found students' punctuality excellent, 40% above average	The feedback on students' punctuality was taken seriously. It was communicated to all faculty members, and necessary updates were made in the curriculum to emphasize and instill the importance of punctuality.
Professionalism in Resumes	50% of companies found it above average, 40% excellent	Employers' feedback on professionalism in resumes was acknowledged. Curriculum updates were made to enhance students' resume-building skills. This ensures that students are better equipped to present themselves professionally on paper during the placement process.
Etiquettes during Placement Process	More than 60% found it above average, 30% excellent	Employers' observations on etiquette during the placement process were taken into consideration. The curriculum was adjusted to include training on professional conduct during placements.
Preparedness of Students	More than 70% found it above average	The feedback regarding the preparedness of students was given due importance. Curriculum enhancements were made to further improve students' preparedness for the industry.

Overall Experience with Placement Cell	50% exceeded expectations, 50% met expectations	The feedback on the overall experience with the Placement Cell was considered. Curriculum adjustments were made to further enhance the overall experience for employers. These changes were incorporated through the Board of Studies, Academic Council, and final approval of the Governing Body, ensuring continuous improvement in the interaction between students and employers.
Coordination with POC from Placement Cell	Around 90% said expectations were exceeded	The positive feedback on coordination with the Point of Contact (POC) from the Placement Cell was acknowledged. Efforts were made to maintain and improve this aspect further.
Suggestions for Students' Improvement (Included)	- Students should have more awareness about current affairs. - Should be better prepared on the basic concepts related to the role they are applying for. - The students should participate in extra-curricular activities to improve communication and interpersonal skills. - Applicants must improve their	The suggestions provided by employers were communicated to students for their awareness and improvement. Faculty members were informed of these suggestions, and efforts were made to integrate relevant aspects into the curriculum. These changes were implemented through the Board of Studies, Academic Council, and final approval of the Governing Body, ensuring holistic development of

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	presence on social media. - There must be an improvement in the presentation skills of the students.	students.

ALUMNI

Concern Area	Feedback from Alumni	Action Taken
Curriculum Improvement	Alumni suggested including application-based topics in each module	A committee was formed to analyze the feedback. Application-based topics were added where applicable.
Industry Relevance of Education	Alumni emphasized the need for real-world competencies	The alumni representation on BOS of each department was leveraged to ensure industry relevance. Guest lectures on application-based topics were conducted by industry professionals.
Program-Specific Feedback (B. Com.)	Majority of alumni responding were from B. Com. (69.4%)	The curriculum and program-specific feedback from B. Com. alumni were considered for refinement.
Student Engagement in Extra curricular	Alumni highly rated extracurricular activities	Continued emphasis on extracurricular activities to enhance student engagement.
Library Facilities	Positive feedback on the library facilities	Continued focus on maintaining and improving library resources.
Access to Teaching Faculty	Positive feedback on access to teaching faculty	Ongoing efforts to maintain strong student-faculty relationships and accessibility.

Campus Environment (Podar Katta)	Positive feedback on the campus environment (Podar Katta)	Continued efforts to enhance and maintain a positive campus environment.

Action Taken Report 2020-2021

STUDENTS

Concern Area	Feedback from Students	Action Taken
Curriculum Relevance to Industry Requirements	Score: 4.7 - Students expressed high satisfaction with the curriculum's alignment with industry needs.	Required updation was carried in the curriculum design to align with industry requirements through relevant college bodies and authority.
Curriculum Load on Students	Score: 4.3 - Students indicated a balanced workload but suggested adjustments for optimal learning.	Curriculum load adjustments were made to ensure it is adequate, facilitating effective learning without overwhelming students.
Timely Completion of Syllabus	Score: 4.6 - Students appreciated efforts but sought improvements in timely syllabus completion.	Measures were implemented to enhance the pace of syllabus completion, ensuring timely coverage of course content.
Adequate Reading Material Provided	Score: 4.3 - Students acknowledged existing resources but desired additional reading materials.	Additional reading materials were incorporated to supplement the existing resources, meeting students' academic needs.
Use of Innovative Teaching Tools	Score: 4.7 - Students commended the faculty's use of innovative methods for engaging learning experiences.	Faculty members were encouraged to employ innovative technical methods for enhanced engagement and effective learning experiences.
Teaching Aids in Online Classes	Score: 4.8 - Students praised the effective use of teaching aids in	Emphasis was placed on the use of various teaching aids in online

	online classes for interactive learning.	classes to create an interactive and dynamic virtual learning environment.
Faculty Availability for Curriculum Guidance	Score: 4.6 - Students emphasized the importance of accessible faculty for curriculum-related queries.	Faculty accessibility was improved to ensure students could easily seek guidance and clarification on curriculum-related matters.
Fair and Unbiased Semester End Evaluation	Score: 4.8 - Students perceived the semester-end evaluation process as fair and unbiased.	Measures were implemented to ensure the assessment and evaluation process of semester-end examinations is fair and unbiased.
Setting of Question Papers within Framed Syllabus	Score: 4.7 - Students appreciated the alignment of question papers with the framed syllabus.	Guidelines were reinforced to faculty members to ensure question papers align closely with the framed syllabus, enhancing examination relevance.
Excellence in Conducting Class Tests/Projects	Score: 4.6 - Students acknowledged the excellence in class test/project conduct for effective assessments.	Emphasis on excellence in the conduct of class tests and projects to enhance the overall assessment and learning experience for students.
Continuous Internal Evaluation Support	Score: 4.6 - Students recognized the support provided through continuous internal evaluation practices.	Measures were taken to strengthen continuous internal evaluation practices, providing ongoing support for students' learning processes.
Effectiveness of Mentor-Mentee System	Score: 4.5 - Students found the mentor-mentee system helpful but	Enhancements were made to the mentor-mentee system, ensuring it

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	suggested improvements.	remains a valuable support system for students throughout their academic journey.
Team Concept and Leadership in Classes	Score: 4.4 - Students appreciated the concept of teams and team leaders but indicated room for enhancement.	The concept of teams and team leaders was reinforced to promote collaborative learning, fostering a sense of leadership and teamwork among students.
Excellence in MS Teams Online Platform	Score: 4.7 - Students lauded the excellence of the MS Teams platform for online communication and collaboration.	The MS Teams online platform was recognized for its excellence, and efforts were made to further optimize its use for seamless communication and collaboration within the college community.

TEACHER

Concern Area	Feedback from Teachers	Action Taken
Curriculum Upgradation	14 out of 17 faculties agreed that the curriculum is regularly updated with a learner-centric approach.	Continually update the curriculum, keeping it learner-centric, and responsive to changing educational needs.
Teachers' Freedom in Curriculum Design and Development	82.35% of teachers strongly agreed that they have the freedom to contribute ideas in curriculum design and development.	Continue to encourage and enhance teachers' involvement in curriculum design, ensuring their ideas and expertise are valued and considered.
Role of Board of Studies (BOS)	88.24% strongly agree that BOS ensures updated and relevant courses. 82.35% strongly agree that alumni/industry representation is helpful in course improvement.	Strengthen collaboration with the Board of Studies, ensuring ongoing communication and involvement of alumni/industry representatives in course development and improvement.
Interdisciplinary and Multidisciplinary Approaches	88.24% of teachers strongly agreed that interdisciplinary and multidisciplinary approaches are reflected in the curriculum.	Continue to incorporate and promote interdisciplinary and multidisciplinary approaches in the curriculum to enhance the holistic learning experience.
Courses on Community Engagement, Environmental Education, and Value-Based Education	70.59% strongly agree, 17.65% neutral, and 11.76% strongly disagree with the inclusion of these modules in the syllabus.	Address concerns raised by teachers who expressed neutrality or disagreement, and further enhance the relevance and integration of community engagement, environmental education, and value-

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		based education in the curriculum.
Infrastructure Adequacy	70.59% strongly agree, 23% agree, and 5.88% neutral regarding the adequacy of infrastructure for curriculum implementation.	Address concerns raised by the teacher who remained neutral and work on improving infrastructure where necessary to ensure effective curriculum implementation.
Knowledge Exchange Programs for New Syllabus Introduction	70.59% strongly agree, 23.53% agree, and 5.88% neutral regarding knowledge exchange programs.	Continue organizing knowledge exchange programs for faculty to introduce new syllabi, addressing concerns raised by those who remained neutral.
Availability of Reference Materials in the Library	15 out of 17 faculties strongly agreed that books/journals listed in the new syllabus are available in the library.	Ensure continued availability of reference materials in the library and address any issues raised by the remaining two faculties.
Freedom in Adopting New Techniques/Strategies	15 out of 17 faculties strongly agreed that the institute supports faculty by giving freedom in adopting new techniques/strategies.	Continue to support faculty in adopting innovative techniques and strategies for teaching, evaluation, and assessment, and address any concerns or suggestions for improvement.

EMPLOYERS

Concern Area	Feedback from Employer	Action Taken
Placement Process	57.01% found it excellent, 35.07% Above Average	Necessary updates were carried out in the curriculum design and syllabi through the relevant bodies of the College and authority to enhance the placement process and address employer feedback.
Professionalism in Students' Resumes	57.01% found it excellent, 35.07% Above Average	The curriculum was adjusted to emphasize resume-building skills, ensuring students are well-prepared to present themselves professionally.
Etiquettes during Placement	More than 57.01% found it excellent, 37.07% Above Average	Emphasis was placed on incorporating etiquette training within the curriculum, enhancing students' professionalism during placement processes.
Preparedness of Students	Above average for over 50% of employers, Excellent 21.04%	The curriculum was revised to enhance the practical knowledge and implementation skills of students, addressing the employers' feedback.
Overall Experience in R A Podar Placement Cell	Exceeded expectations by 57.01%, Met expectations by 42.09%	Ongoing efforts were made to exceed employers' expectations, including refining processes and maintaining a high level of coordination between the Placement Cell and recruiters.

	Exceeded expectations by 64.03%, Met expectations by 37.07%	The Placement Cell actively worked on improving coordination by providing clearer job descriptions and company profiles to students, ensuring better alignment with employer expectations.
Coordination with POC from the Placement Cell for the Company		

ALUMNI

Concern Area	Feedback from Alumni	Action Taken
Academic Programs	Some alumni expressed a need for a more updated and practical curriculum.	A committee was formed to review and update the existing academic programs. Collaboration with industry experts was initiated to incorporate real-world perspectives into the curriculum.
Student Services	A few alumni suggested improvements in career guidance and placement services.	The college established a dedicated career counseling and placement cell. Workshops and seminars were organized to enhance students' employability skills.
Infrastructure	Some alumni mentioned concerns about outdated infrastructure in certain areas.	A comprehensive assessment of the infrastructure was conducted, and a plan for renovations and upgrades was initiated. Alumni were involved in fundraising campaigns for infrastructure development.
Communication Channels	Several alumni indicated a desire for more effective communication channels with the college.	The college implemented a regular newsletter, alumni forums, and social media groups to enhance communication and keep alumni informed about college developments and events.
Research Opportunities	Some alumni highlighted the need for increased research opportunities during their academic years.	A research committee was formed to create additional avenues for student research projects. Collaboration with industries and research institutions was encouraged to provide students with practical research experiences.

Alumni Engagement	While overall satisfaction was high, a few alumni suggested more structured alumni engagement programs.	An alumni engagement committee was established to organize regular events, webinars, and networking opportunities. The college actively sought input from alumni for guest lectures and mentorship programs.
Student Life	Despite high satisfaction, some alumni recommended enhancements in extracurricular activities and sports facilities.	The college invested in upgrading sports facilities and diversified extracurricular programs. Alumni were invited to participate in organizing and mentoring these activities.

Action Taken Report 2019-2020

STUDENTS

Concern Area	Feedback from Students	Action Taken
Curriculum and Syllabus	88% students positively acknowledged the curriculum and syllabus for its comprehension, relevance, skill orientation, and timely completion. Most students find the syllabus comprehensive and relevant to industry and societal needs.	Necessary updation was carried in the curriculum design and syllabi through the relevant bodies of the college and authority.
Teachers Engagement and Methodology	82.78% students provided positive feedback on teacher-student engagement and the use of innovative teaching methodologies. Faculties in Podar College were noted for their approachability and willingness to experiment with new teaching methods.	Faculty members were encouraged to continue their approachable and innovative teaching methods. Ongoing support for faculty development in teaching methodologies was emphasized.
Assessment and Evaluation	More than 88.83% students found the evaluation process fair and unbiased, contributing to enhanced performance.	Continuous efforts were made to ensure the fairness and impartiality of the assessment and evaluation systems. Feedback mechanisms were established to address any concerns raised by students or faculty.
Student Satisfaction	Over 83% students expressed satisfaction with Digital Payment	Enhancements were made to Digital Payment systems, Mentor-Mentee

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	systems, Mentor-Mentee engagement, and participation in extra and co-curricular activities. 75.81% students found counseling services beneficial and much-required.	engagement programs, and co-curricular activities. Additional resources were allocated to counseling services to meet the increasing demand and enhance effectiveness.
Skilled-based Education	92.09% students reported learning new skills through credit courses, and 87.44% found mandatory value education courses beneficial.	The college continued to prioritize and expand credit courses to provide students with opportunities to acquire new skills. Periodic reviews of value education courses were conducted, ensuring their ongoing relevance and benefit to students.

TEACHERS

Concern Area	Feedback from Teachers	Action Taken
1. Curriculum Upgradation	14 out of 16 faculties and 2 teachers agreed that the curriculum is regularly updated with a learner-centric approach.	Regularly update the curriculum, ensuring it aligns with the needs and perspectives of learners.
2. Teachers' Freedom in Curriculum Design and Development	81.25% of teachers strongly agree that they have freedom in contributing to curriculum design and development.	Encourage and support teachers in actively participating in curriculum design and development processes.
3. Board of Studies (BOS) & Alumni/Industry Representation	87.50% agreed that BOS ensures updated and relevant courses; 68.75% strongly felt alumni/industry representation is helpful.	Strengthen the role of the Board of Studies in ensuring course relevance, and enhance alumni/industry collaboration in curriculum improvement.
4. Interdisciplinary and Multidisciplinary Approaches	75.00% of teachers strongly agreed that interdisciplinary and multidisciplinary approaches are reflected in the curriculum.	Continue promoting and integrating interdisciplinary and multidisciplinary perspectives into the curriculum.
5. Courses on Community Engagement, Environmental Education, and Value-Based Education	62.50% strongly agree, 18.75% neutral, 6.25% agree, 12.50% strongly disagree.	Review and enhance courses to better align with community engagement, environmental education, and value-based principles based on teacher feedback.
6. Adequacy of	81.25% strongly agree, 18.75%	Continue ensuring that infrastructure

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Infrastructure for Curriculum Implementation	agree.	adequately supports the implementation of the curriculum.
7. Knowledge Exchange Programs for New Syllabus Introduction	75.00% strongly agree, 12.50% agree, 12.50% neutral.	Organize more knowledge exchange programs to introduce new syllabi, ensuring faculty are well-informed and equipped for effective implementation.
8. Availability of Reference Materials in the Library	14 out of 16 faculties strongly agreed.	Confirm and update the availability of books/journals listed in the syllabus, ensuring easy access for faculty and students.
9. Freedom in Adopting New Techniques/ Strategies	14 out of 16 teachers strongly agreed.	Continue fostering an environment that supports faculty in adopting innovative techniques, strategies, and pedagogies for effective teaching, evaluation, and assessment.

EMPLOYERS

Concern Area	Feedback from Employers	Action Taken
Overall Placement Process	Above Average: 60.00% Excellent: 40.00%	Employers found the overall placement process to be above average, indicating room for improvement in aligning the curriculum with industry requirements. With the NEP 2020 being implemented, necessary updates were made in the curriculum design and syllabi based on industry needs.
Student's Punctuality	Above Average: 50.00% Excellent: 50.00%	Employers highlighted the need for better student punctuality. Punctuality-focused initiatives were introduced in the curriculum to enhance students' time management skills.
Student's Étiquettes	Above Average: 50.00% Excellent: 50.00%	Employers provided feedback on the need for improved student etiquettes. Ethical and professional behavior modules were incorporated into the curriculum to enhance students' etiquettes.
Employers' Overall Experience	Met Expectations: 90.00% Exceeded Expectations: 10.00%	The majority of employers (90%) expressed that their overall experience met expectations, demonstrating the college's commitment to continuous improvement. The college actively sought feedback to ensure the placement process aligns with or exceeds employer expectations.
Coordination with POC from Placement Cell	Exceeds Expectations: 90.00% Meets Expectations: 10.00%	Employers overwhelmingly praised the coordination with the POC from the Placement Cell, with 90% stating that it exceeded

		expectations. The Placement Cell worked closely with employers, ensuring seamless coordination and addressing specific company requirements.
Professionalism of Student's Resumes	Above Average: 80.00% Excellent: 20.00%	Employers acknowledged that there was room for improvement in the professionalism of student resumes. A curriculum module on resume building was introduced to enhance students' skills in creating professional and impactful resumes.

ALUMNI

Concern Area	Feedback from Alumni	Action Taken
Quality of Syllabus	Alumni feedback indicates that 80.95% strongly agree and 19.05% agree with the quality of content in the syllabus. This positive response suggests that the majority of alumni are satisfied with the academic content provided. However, the college should consider addressing the concerns of the 19.05% who agree but might have specific suggestions for improvement.	The college acknowledges the positive feedback and will continue to maintain and enhance the quality of the syllabus. Additionally, a task force will be formed to gather specific suggestions from the 19.05% and explore potential modifications for continuous improvement.
Alignment with Industry Requirements	The feedback shows that 90.00% strongly agree and 10.00% agree that the current syllabus aligns with industry requirements. This indicates a strong alignment between the curriculum and the practical needs of the industry. However, the concerns of the 10.00% should be further explored to ensure that any necessary adjustments are made.	The college recognizes the positive affirmation and will conduct a detailed analysis to address the concerns of the 10.00%. A collaboration with industry experts will be established to ensure continuous updates to the syllabus, maintaining its relevance to industry standards.
Relevance of Reference Materials	The alumni responses indicate that 50.00% strongly agree, 30.00% agree, and 20.00% are neutral regarding the relevance of reference books prescribed by the respective department. While the majority are content, the neutral responses should be investigated to identify specific areas of improvement.	The college appreciates the positive feedback and acknowledges the neutral responses. A committee will be formed to evaluate and update the list of reference materials, taking into account the suggestions from the neutral respondents to enhance overall relevance.

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Adequacy of Infrastructure	Alumni feedback reflects that 70.00% strongly agree and 30.00% agree with the availability of adequate infrastructure for curriculum implementation. The positive responses highlight a well-supported environment, but the concerns of the 30.00% should be addressed to ensure continuous improvement.	The college values the positive feedback and will address the concerns of the 30.00%. A comprehensive review of existing infrastructure will be conducted, and necessary upgrades or modifications will be implemented based on specific feedback received.
Availability of Reference Materials in the Library	The feedback reveals that 90.00% strongly agree and 10.00% agree that the books/journals listed as reference materials in the syllabus are available in the library. The overwhelmingly positive response suggests a well-maintained library, though the concerns of the 10.00% should be investigated for potential improvements.	The college appreciates the positive feedback and acknowledges the concerns of the 10.00%. The library management will collaborate with the respective departments to ensure a comprehensive collection of reference materials, addressing the specific needs highlighted by the 10.00%.

Action Taken Report 2018-2019

STUDENTS

Concern Area	Feedback from Students	Action Taken
Relevance and Timely Completion of Syllabus	More than 45% strongly agreed, and 55% agreed that the syllabus is relevant and completed on time by faculties.	With the NEP 2020 being implemented, necessary updates were carried out in the curriculum design and syllabi through the relevant bodies of the college and authority.
Teaching Methods	55% agreed, 40% strongly agreed, and 5% neutral on comfort with teaching methods adopted by faculties.	Continuous efforts were made to adopt teaching methods comfortable for students, aligning with their preferences and learning styles.
Projects/Assignments Relevance and Usefulness	65% strongly agreed, 25% agreed, 10% neutral on the relevance and usefulness of projects/assignments.	Emphasis was placed on ensuring that projects and assignments were designed to be relevant and useful, aligning with industry needs and real-world applications.
Guidance/Mentoring for the Subject	55% strongly agreed, 30% agreed, 15% neutral on sufficient and timely guidance/mentoring for the subject.	Faculty members were encouraged to provide sufficient and timely guidance/mentoring to students for better comprehension and understanding of the subjects.
Question Papers Alignment with Syllabus and Guidelines	45% strongly agreed, 55% agreed that question papers were set as per the syllabus and guidelines.	Rigorous checks were implemented to ensure that question papers were aligned with the syllabus and guidelines, promoting a fair and comprehensive assessment of

		students' knowledge.
Provision of Study/Reference Material by Faculties	55% strongly agreed, 40% agreed, and 5% neutral on the provision of study/reference material by faculties.	Efforts were made to ensure that complete study/reference material was provided by faculties, addressing the diverse needs of students and supporting their learning process.

TEACHERS

Concern Area	Feedback from Teachers	Action Taken
Interdisciplinary and Multidisciplinary Approaches	78.13% Strongly Agree	The feedback indicated strong support for the incorporation of Interdisciplinary and Multidisciplinary approaches. Necessary updates were made in the curriculum through the Board of Studies, Academic Council, and final approval of the Governing Body. The changes aim to align the curriculum with recent trends in higher education.
Courses Offered and Modules	Agree: 15.63% Neutral: 9.38% Strongly Agree: 71.88%	Feedback highlighted a strong consensus on the inclusion of modules related to community engagement, environmental education, and value-based education. Curriculum adjustments were made based on this feedback, ensuring a well-rounded educational experience. The necessary approvals were obtained through the established academic governance bodies.
Infrastructure for Curriculum Implementation	84.38% Strongly Agree	The overwhelming agreement from 84.38% of teachers regarding the adequacy of infrastructure for

		curriculum implementation reinforced the institution's commitment to providing a conducive learning environment. The feedback was shared with relevant authorities, ensuring ongoing support for infrastructure development.
Knowledge Exchange Programs for New Syllabus Introduction	Agree: 18.75% Neutral: 3.13% Strongly Agree: 78.13%	The positive feedback on knowledge exchange programs for introducing the new syllabus indicates the effectiveness of these initiatives. The feedback reinforced the importance of continuing such programs, and adjustments were made based on the feedback to enhance their effectiveness in future implementations.
Availability of Reference Materials in the Library	Strongly Agree: 84.38% Agree: 15.63%	The high agreement regarding the availability of reference materials in the library reflects the institution's commitment to supporting faculty and students. The feedback validated the existing system and served as a basis for ongoing efforts to maintain a well-equipped library with the required resources.
Freedom in Adopting New	Strongly Agree: 90% Agree: 6.25%	The overwhelming support for faculty freedom in adopting new techniques

Techniques/Strategies	Neutral: 3.13%	and strategies for teaching, evaluation, and assessment reaffirms the institute's commitment to academic innovation. The feedback reinforced the institution's encouragement of a dynamic and evolving teaching environment, facilitating continuous improvement in pedagogy.
Benefits of Autonomy for the College	Strongly Agree: 90%	The strong agreement among faculty members regarding the potential benefits of autonomy affirms the institution's pursuit of academic independence. The feedback further supports the decision to seek autonomy and will guide the institution in leveraging its newfound autonomy to enhance overall development.

EMPLOYERS

Concern Area	Feedback from Employers	Action Taken
Relevance of Curriculum to Industry Needs	Excellent - 75.00%	Necessary updation was carried out in the curriculum design and syllabi through the relevant bodies of the college and authority.
Placement Process	Above Average - 75.00%, Excellent - 25.00%	Continuous improvements were made to enhance the placement process based on employer feedback.
Student's Punctuality	Above Average - 25.00%, Excellent - 75.00%	Emphasis was placed on instilling punctuality values through workshops and awareness campaigns.
Student's Étiquettes	Above Average - 33.33%, Excellent - 66.67%	Etiquette enhancement programs were introduced to refine students' professional behavior and interactions.
Employers Overall Experience	Exceeds Expectations - 75.00%, Meets Expectations - 25.00%	Feedback was utilized to strengthen overall engagement and services offered by the placement cell.
Professionalism of Student's Resumes	No Specific Data Given	Workshops were conducted to enhance resume-building skills, emphasizing professionalism and relevance.

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Coordination with POC from Placement Cell	Exceeds Expectations - 66.67%, Meets Expectations - 33.33%	Continuous training and support were provided to the Placement Cell POCs to ensure effective employer coordination.

ALUMNI

Concern Area	Feedback from Alumni	Action Taken
Quality of Content in the Syllabus	Alumni feedback indicates that 40.00% agree and 60.00% strongly agree with the quality of content in the syllabus.	The college acknowledges the positive feedback from alumni and has formed a curriculum review committee to continuously assess and enhance the content of the syllabus based on industry trends and academic advancements.
Alignment of Syllabus with Industry Requirements	The feedback reveals that 35.00% agree and 65.00% strongly agree that the current syllabus aligns with industry requirements.	Recognizing the importance of industry relevance, the college has initiated collaborations with industry experts and professionals to periodically review and update the syllabus, ensuring its alignment with the dynamic needs of the workforce.
Relevance of Reference Books	Alumni feedback shows that 30.00% agree and 70.00% strongly agree that the reference books prescribed by departments are relevant.	In response to this feedback, the college has established a mechanism to regularly evaluate and update the list of reference materials, incorporating the latest publications and industry-recommended resources to enhance the overall

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		learning experience for students.
Infrastructure for Curriculum Implementation	The feedback indicates that 35.00% agree, 5.00% are neutral, and 60.00% strongly agree that adequate infrastructure is available.	Acknowledging the importance of infrastructure, the college has invested in upgrading and maintaining facilities to provide a conducive environment for effective curriculum implementation. The neutral feedback is being further investigated to address any specific concerns raised.