

## FACULTY SATISFACTION SURVEY 2020-21

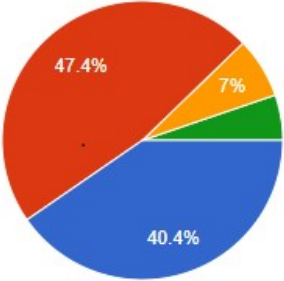
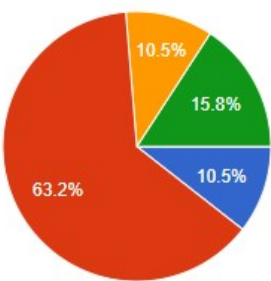
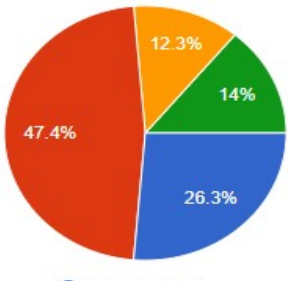
A faculty satisfaction survey was conducted among the faculty members of the college. The questions for the survey were prepared according to the 7-point criteria of the NAAC accreditation. 60 teachers including 10 Associate professors (17%), 6 guest lectures (10%) and 44 Assistant professors participated in the (73%) participate in the faculty satisfaction survey. The average age group of the faculty members were 42 years. The average service duration of the permanent faculty members is 11 years. Among the faculty members who participated in the survey 47% of participants (28 persons) are PhD holders.

### 1. Curricular Aspects

The participation in curriculum design and examination process of faculty members, were enquired in the survey. The participation of the teachers in the board of studies, Examination boards, and syllabus revision committees, academic council and the Syndicate of the University was enquired. The result is that 66% (46) of the teachers of the college were members of the board of studies, 45% were members of the examination boards, 40% were members of the syllabus and curriculum committees, 2 teachers were members of the academic council. The participation of the teachers in the different curriculum designing and evaluation committees of the University from the college was significant.

### 2. Teaching learning and evaluation

The faculty satisfaction in the teaching and evaluation process of the college and the University for 2020-21 given in table 1.

Level of job satisfaction in teaching in this college	Opinion the effective is the student evaluation process of the University?	Opinion on the internal evaluation process of the College
 <ul style="list-style-type: none"> <li><span style="color: blue;">●</span> Very satisfied</li> <li><span style="color: red;">●</span> Satisfied</li> <li><span style="color: orange;">●</span> Neutral</li> <li><span style="color: green;">●</span> Dissatisfied</li> <li><span style="color: purple;">●</span> Very dissatisfied</li> </ul>	 <ul style="list-style-type: none"> <li><span style="color: blue;">●</span> Extremely effective</li> <li><span style="color: red;">●</span> Effective</li> <li><span style="color: orange;">●</span> Neither effective or Not effective</li> <li><span style="color: green;">●</span> Not effective</li> <li><span style="color: purple;">●</span> Extremely not effective</li> </ul>	 <ul style="list-style-type: none"> <li><span style="color: blue;">●</span> Very satisfied</li> <li><span style="color: red;">●</span> Satisfied</li> <li><span style="color: orange;">●</span> Neutral</li> <li><span style="color: green;">●</span> Dissatisfied</li> <li><span style="color: purple;">●</span> Very dissatisfied</li> </ul>

87.8% of faculty members have level of job satisfaction in this college	73.7% of teachers have the opinion that the student's evaluation process of the university is effective.	73.7% of teachers have the opinion that the student's evaluation process of the college is effective. Out of these 26.3% have the opinion that it is very effective
---	--	---

**Table1.** Faculty satisfaction in teaching, learning and evaluation

In addition to this this 63.3% of the teachers has the opinion that they are getting enough time to complete the syllabus and teaching portions allotted to them. The teaching learning evaluation part the faculty satisfaction is satisfactory, but needed a possible improvement in the future academic years.

### **3. Research, Innovations and Extension**

Out of 60 faculty members participated in the survey only 6 persons (10%) having research guideship. 2 teachers (3.3%) are research scholars who are perusing their research for a PhD degree, 15 (25% are having PhD degree who are not research guide, but they are continuing their research, 12 (20%) persons are not doing research and 3 (5%) are discontinued from their research. The publications from the faculty members from the college is 10.

From the survey the research attitude of the teachers of the institution is to be improved more. Involvement of all teachers in the recent and cutting-edge topics of their subject is the aim of the institution.

In addition to this, the teachers involving in *consultancy and extension activities* based on research is **15%**.

### **4. Infrastructure and learning resources**

79.2 % of the teachers are satisfied (45.9 % very much and 34.3% good) in obtaining the materials for their teaching. Only a small percentage 5.3% are have difficulty in this matter and will be rectified by the institution. The infra structure facilities for the college is found to be satisfactory according to this survey. Only 2.2% of the teachers are slightly satisfied with the infra structure facilities of the college for teaching.

The improvement of infrastructure facilities involving, the renovation of the library, labs, new class rooms, ICT oriented class rooms, Wi-Fi facility to the staff and the students and amenities are under consideration of the government.

## **5. Students support and progression**

The college supporting the students, especially the slow learners, differently abled, financially and socially challenged students. Total 75.2% of teachers are satisfied with the support provided to the students. 24.1 % are not much satisfied. The improvement of the student support and progression are to be strengthen in the forthcoming years.

## **6. Governance, leadership and management of the institution**

The satisfactory level of teachers in the governance and leadership of the institution are analyzed for the 2020-21 year and the findings are

Regarding the faculty satisfaction in the rating of the opportunity given by the institution for the professional and personal development of teachers is satisfactory. The college is promoting every faculty member for their professional, personal and academic development.

The efficacy of the leadership of the college, the satisfactory level of 23.3% is extremely effective and 45.1% is effective. 26.3% anticipating improvement of the efficiency of the college leadership and 4% of the teachers needed a through improvement of leadership.

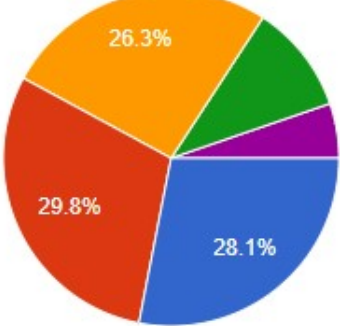
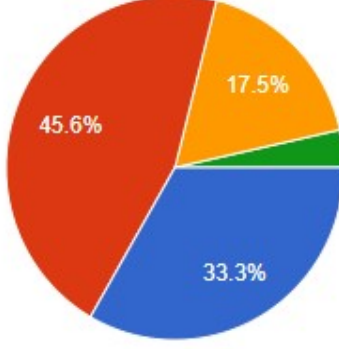
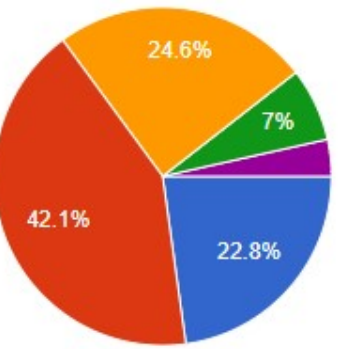
Regarding the rate the administration of the college, 89.5% teachers participated in this survey has the opinion that the college administration is either excellent or Good. 11% of the teachers anticipated improvement in the administration of the system.

## **7. Rate of administration of the college**

38.8% of the teachers are rated the administration as excellent and 53.9% rated it as good. Only 10.3% saying that it is fair. Nobody from the group has an opinion that the administration is poor.

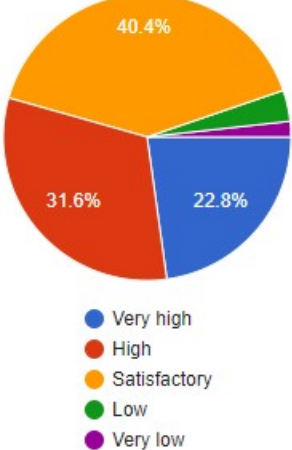
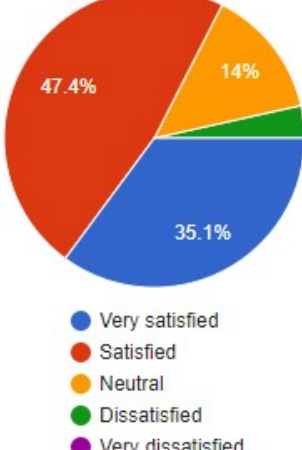
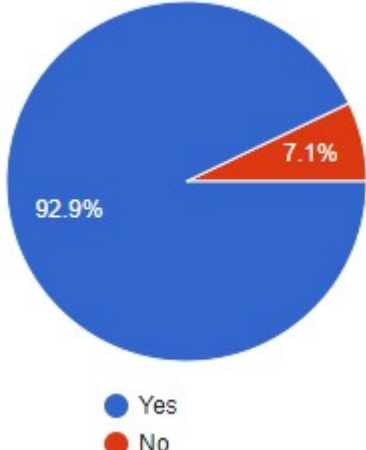
## **8. Institutional values and best practices**

The institutional best practices and innovations are satisfactory for 75.7% of the respondents. The satisfactory level and involvement of the teachers in various aspects of the curricular, co-curricular and administrative aspects, appreciation from the authorities and the effective involvement of the talent of the teachers were included in the questionnaire and the survey results are given below in

<p>Do you feel that as a member of faculty or an expert in your field, your input and opinions are valued by the management?</p>	<p>Your level of satisfaction with the recognition and appreciation given by the authorities and your colleagues?</p>	<p>How effectively are your talents being utilised by the Institution according to your belief?</p>
 <ul style="list-style-type: none"> <li>• Extremely valued</li> <li>• Very valued</li> <li>• Moderately valued</li> <li>• Slightly valued</li> <li>• Not valued at all</li> </ul>	 <ul style="list-style-type: none"> <li>• Very satisfied</li> <li>• Satisfied</li> <li>• Neutral</li> <li>• Dissatisfied</li> <li>• Very dissatisfied</li> </ul>	 <ul style="list-style-type: none"> <li>• Extremely effectively</li> <li>• Effectively</li> <li>• Moderately effectively</li> <li>• Slightly</li> <li>• Not at all</li> </ul>
<p>From the respondents only 10.6% have opinion that their opinions have slightly values and only 5.35 has the opinion that they are not valued at all. Even though this dissatisfaction is not large in percentage the college will take the necessary steps to rectify this problem in future</p>	<p>Among the respondents only 2% have opinion that they are not getting appreciation and 17.5% has no opinions regarding this. The rest of the faculty members 79% are either very much satisfied or satisfied in this regard.</p>	<p>64% of the respondents are satisfied with the utilisation of their talents by the institution. The college IQAC will rectify this dissatisfaction by involving the remaining members also, by utilizing their talents in the development of the college</p>

**Table 2.** satisfactory level of the teachers in the administration and development of the institution

The survey enquired about the level of satisfaction of faculty members in their contribution to develop the college as an ideal place for working and the overall satisfaction the results and given in **table 3**.

Rate your contribution towards making this institution as a work place which you are dream about	Overall, how much you satisfied this college as a place to work?	Are you interested to work in this institution in the next year?
 <p> <span style="color: blue;">●</span> Very high  <span style="color: red;">●</span> High  <span style="color: orange;">●</span> Satisfactory  <span style="color: green;">●</span> Low  <span style="color: purple;">●</span> Very low </p>	 <p> <span style="color: blue;">●</span> Very satisfied  <span style="color: red;">●</span> Satisfied  <span style="color: orange;">●</span> Neutral  <span style="color: green;">●</span> Dissatisfied  <span style="color: purple;">●</span> Very dissatisfied </p>	 <p> <span style="color: blue;">●</span> Yes  <span style="color: red;">●</span> No </p>
<p>22.8 % are very highly satisfied in this, and 31.6% highly satisfied. 40.4% is satisfied. For a low percentage of the teachers have the opinion that the they are not contributed for the institution with all their talents.</p>	<p>As a conclusive remark, 35.1 % of the teachers are very much satisfied 47.4% are satisfied (total 82.5%) 14% has not</p>	

**Table 3.** Self-contribution, overall satisfaction, and the opinion for work in this institution in one more academic year.

### Conclusion

The faculty satisfaction survey for the academic year 2020-21 has been conducted according to the 7-point scale criteria of the NAAC. The responses for the members of the faculty were evaluated and it is found that the satisfactory levels of the faculty members in different aspects are high. It is also exposed the lacunae in different aspects and areas needed improvement. It also required the input from all faculty members with satisfaction to get a united and effective output which leads the institution into an excellence.